

VOLUNTEER PROGRAM, RULES AND REGULATIONS

WELCOME HOME MINISTRIES-AFRICA

1. **Volunteer Applications** are to be processed through the American Board, then sent to Africa for review.
 - a. The Board has preference that all volunteers be committed Christians, having a personal relationship with Christ. A non-Christian could be considered if they come with a church sponsored Christian leader.
 - b. Young volunteers (16 to 18 years old) must come with an older team leader to supervise their time with the orphanage.
 - c. Volunteers must adhere to Welcome Home volunteer work schedules. Work Schedules will set hours to maximize interaction with the babies.
 - d. Along with your Application, include a copy of your passport and emergency home phone number, your \$50 processing fee and mail to our California address. When arriving in Uganda present a copy of your passport and emergency phone number to our Administrator.
 - e. Volunteers must be very careful to not flash wealth or belongings in front of workers and local citizens, most of them have very little. Volunteers are not to discuss any financial information with the workers at all.
 - f. Volunteers are not to discuss any Welcome Home business within the town (public places, restaurants etc.) where words overheard can be misinterpreted or with people not that are not associated with Welcome Home.
 - g. Personal items must not be left lying around. They could cause temptation and possible theft (i.e. Purse, camera, watch, cd's, etc.) Administrator can lockup these items for you.
2. **Length of Stay.** The time of service must be amiable between the hosts and volunteer. Your stay will begin with a three week probation period. If you are not terminated you may serve out the balance of your stay.
3. **Volunteer dress code.**
 - Dresses, skirts: must be below the knee.
 - Blouses, T-shirts: must be conservative, (tank tops and spaghetti straps are not allowed, midriff is not to show when arms are raised above the head)
 - Slacks are to be loose fitting and not to be low on the hips.
 - Shorts should not worn in public or at the home, if used must be knee length and not be low on the hips.
4. **Finances.** Volunteers will be responsible for their own finances, i.e. accommodations, food, medical, transportation, etc.
 - a. **Airport Pickup.** Airport pickup will need to be arranged before arrival. The charge for Airport pickup is US\$300.00 per person. Try not to arrive on a Monday. This fee help cover the cost of gasoline expenses.
 - b. **Telephone Rules.** Phone time must be paid for (This has been badly abused in the past). If long distance phone calls are a necessity, you must purchase and provide your own cell phone.
5. **Transportation.** Transportation is expensive. Gasoline costs about \$5.00 per gallon. Volunteers will not drive Welcome Home vehicles. Our orphanage is within walking distance to the center of town. Many use the Boda-Boda, (bicycle taxi with native drivers that will take you anywhere in town for 50 cents).
6. **Quarters.** Staff-house, administration, and workers quarters are off limits to Volunteers. (They are **private** rooms).
7. **Accommodations.** We recommend Ebenezer guest house this is in close and safe walking distance to Welcome Home and down town Jinja. We will book the rooms for you. The price per room is 30,000 Ugandan Shillings per day (\$15 to \$25 per day, according to the exchange rate).
8. **Meals.** Food will be provided only at scheduled meal times and you will eat with the workers. Any special diets and foods are not available, if needed they are your own responsibly.
9. **Immunizations and Medicines.** Bring your prescription medications, Malaria medicine, Deet Mosquito repellent. (Some of these items cannot be purchased locally.)
10. **Personal Policies.** Any use of tobacco, alcohol, drugs, dating or boom boxes is unacceptable. Photos may be taken with permission. There is to be no borrowing or manipulating others for finances, as you are responsible for providing for your own needs.
11. **Adoption.** Volunteers must agree that they will not apply for adoption or fostering a Ugandan child. If you feel you must adopt, you must return to the states for a minimum of 6 months time to reconsider the seriousness of your decision. Welcome Home does not adopt to singles.

GUIDELINES FOR VISITORS

WELCOME HOME MINISTRIES-AFRICA

Basics

It should not have to be said, but it does. It is preferred that all visitors should be committed Christians having a personal relationship with Christ. A non-Christian however, abiding also by our guidelines, is welcome. Any use of tobacco, alcohol, or drugs is totally unacceptable.

Hospitality

We are instructed in the Scriptures to show hospitality to visitors. You will receive a warm welcome by your hosts, and if you have an opportunity to visit an African home, you will find yourself being offered the best they have. While staying at the guesthouses or visiting at the orphanage, you will enjoy some of the modern conveniences you are used to back home, such as indoor plumbing and electricity. Please be good stewards and do not waste utilities, as they are expensive. Turn off lights when not needed. Do not waste water, especially hot water, which is limited.

Please do not expect our driver to drive you somewhere when not necessary. At around \$5 a gallon, fuel is very expensive. Our driver's time for such excursions is also limited. The locals have bicycle taxis (called Boda-Bodas) that can take you around town. The charge is 500 to 1,000 shillings (=) or 25 to 50 cents.

Eating together is very important in African culture. A visit to an African home usually means that you will be fed (even if you have not been invited). For many people it will be a sacrifice, but they will do their best to give you a big meal. Just because you have been seated at the table, do not expect food to arrive immediately. Be patient. It may take an hour or more before the food comes. Catching, killing, plucking, and cooking take time and so does going to the river for water. They are doing their best to serve you, so please relax and do not show any signs of being irritable. We have almost always found African food to be quite good, and never once have we gotten sick by eating out in a village. So when food is served, please eat it. To refuse would be a great insult to your hosts.

Communications

There is a telephone, and the Uganda numbers are (011) 256-772-590316 or (011) 256-772-684800, and (714) 282-7050 in the United States. Kindly restrict your calls to those that are necessary. Be aware of the time difference between Uganda and home. Uganda is 8 hours ahead of East Coast America and 11 hours ahead of the West Coast. (7 to 10 hours during daylight savings time.) Every one calling should be aware of the time difference, as it is difficult to answer the phone with a cheery "hello" upon being awakened at 2 a.m. Long distance calls to the States are expensive. The rate has been as high as \$10 a minute (utilizing a land line) and costs two to three times as much to call the US from Uganda as to call Uganda from the USA. If you call a cell phone number in the States, not only will you be paying for a call from Uganda but the cell phone in the States will be charged as well. Local calls are also charged according to time. Please do not leave behind a phone bill as some visitors have done. No long distance calls are to be made from our phone. A personal cell phone may be needed.

Money

The currency of exchange in the Republic of Uganda is the "shilling". Exchange rates can fluctuate greatly. The current rate is around 2250 to shillings to the US dollar. One hundred dollars will get you about 225,000 shillings and \$1,000 will get you about 2,250,000 shillings. Ugandan money comes in shilling notes of 20,000, 10,000, 5,000 and 1,000-notes. There is also shilling coins of 500, 200, 100, 50, and 10. A 20,000-shilling note is worth slightly more than \$8.89. A 1000-shilling note is worth a little less than a half-dollar. Be careful not to mistake a 10,000-shilling note for a 1,000-shilling note, as they look very similar. You will need to bring cash to exchange money. Come with the new, fresh, and non-creased American money (\$100 bills are best), as the old money is not accepted for exchange. The release date on notes must be 2003 or later. Bring denominations of fifties or hundreds as smaller notes will not get as good of an exchange rate or will not be accepted.

Traveler's checks also get a lower rate, and most places will not accept them. You will need pocket money while here, so get some Uganda shillings soon after arriving. You will not be able to use a check or Credit cards in Uganda. Only Barkley's Bank in Kampala will honor them. An ATM card can now be used in Jinja, but the machine does not always work. Don't forget your pin number. Cash is the best method of exchange.

Some visitors have found themselves in discussions of personal finances with our staff (perhaps trying to appear humble?). We respectfully recommend that you NOT tell the staff (or any Ugandan) how much you make in a month, what you paid for your car, for this trip, etc. Any American amount of money is huge to them—and any such discussion does not encourage or help them at all. When buying things here, you need to know that most prices are not fixed. Whether buying vegetables in the market, baskets on the side of the road, or supplies from the hardware shop,

you'll need to negotiate for the best price. To barter is not rude, or even clever, it's just normal; that's how it works here, so accept the fact. Bargaining is a skill that needs to be developed. The three main rules in bargaining are: (1) Do not show any signs that you really must have that item; (2) Be willing to walk away; and (3) No matter what is said, you'll never cheat the seller. Plan to pay half (or a little more than half) of whatever price you are originally quoted for any item. Please show mercy, as they this is most likely their sole means of living.

Greetings

The official language of Uganda is English. Greetings are very important in Africa. The normal a Christian greeting begins with "Praise the Lord," and the proper response is "Praise the Lord," or, "Good Morning/Afternoon/Evening!" Allow them to reply. You may also be asked "how you are?"; and to this you should answer that you are well, even if you are not. After making a positive response, if need be, you could then begin business or conversation-even if you are merely asking a stranger for directions. In church you may be called upon to say something. The Christians will appreciate it if you say you're bringing greetings from the Christians back home. So please make sure you actually come with greetings to pass along.

How to Dress

Jinja is located on the northern shores of Lake Victoria where the Nile River begins. The equator runs through the middle of Uganda and it is hot, how hot depends on the altitude. The altitude in Jinja is 3800 feet, and the climate is nice year round. The climate calls for short sleeves most of the time. Some evenings during the rains a light jacket or sweater may be required. If a trip to the western highlands of Uganda is planned, warmer clothing on cloudy days may be needed (long sleeves and jacket).

Western ways and morals are fast invading Africa, especially in urban areas, and some ways changing it for the worse. Most African

Christians, however, are quite conservative when it comes to dress. Please adhere to the following dress code:

- The purpose of clothes is to cover your body, not accentuate it.
- Women should wear loose fitting dresses or skirts with hemlines below the knee. Exposing slits are taboo. Tops should cover appropriately. Short T-shirts, tank tops and spaghetti straps are also taboo. The midriff should not be exposed when the hands are raised above the head.
- For females, the wearing of loose fitting pants (called trousers here) is all right. Shorts and jeans are not acceptable.
- Excess makeup and wearing a lot of jewelry would give a wrong impression of both you and the One you have come to represent. It is best that you leave valuable items at home.
- All Body piercings are to be removed. Only one pair of pierced earrings is acceptable for women.
- Men have more freedom in dress than women. While on the job men may wear knee-length shorts on the job or for recreation. Only boys are generally seen wearing shorts in town. No tank tops and no going without shirts.
- Church visitors should wear nice clothes and keep their shoes shined. Shorts are not appropriate in church and caps should not be worn in church. African Christians consider sloppy appearance in the house of God to be disrespectful to the Almighty.
- Men should not wear earrings.
- Appropriate sporting attire will be required for those who want to go swimming or whitewater rafting. Shorts should be knee-length. Swimming suits should be modest, modest, modest!

Relations Between Sexes

Public display of affection between a man and a woman is not appropriate even among those who are married. Even in church it is improper for men and women to embrace. A married couple holding hands is all right, although you will seldom see Africans doing such. The unmarried should not kiss, hold hands nor be alone together in secluded places. After a short time in Africa, some visitors think they have already found their mate for life. This has caused numerous problems on the mission field. You should be aware that this might not be true love. Perhaps the future spouse is simply looking for a ticket out of Africa. Keep in mind that AIDS is the number one killer in this land. In Africa you will sometimes see men holding hands in public. This is a sign of friendship, not homosexuality. (Homosexual acts are illegal in Uganda and punishable by life imprisonment.) If an African of the same sex tries to take your hand as you are walking, do not pull back. It may feel strange, but to refuse will send a wrong message to your new friend.

Meeting New Friends

Africans are generally very friendly to visitors. The friendship they extend to you is usually genuine, and you can make some wonderful friends. But human nature being what it is, there are some who will befriend visitors because they're after something. It may be a way to America, sponsorship for school, or perhaps even your clothes when you leave. Please check things out with those who know the true situation. Many Ugandan male and female are looking for a quick romance and a ticket to the wealthy west.

Giving Gifts and Extending Help

You may be overwhelmed by the poverty you see and want to do something to alleviate it. You cannot possibly know the true situation and how best to help in just a short visit. **Ask our administrators for advice.** It is very likely that someone who asks you for help will approach you. If you do not intend to help the person with his problem, say something like, "I am unable to do that" or "I can't manage that." This will likely close the matter. However, by responding, "I'll pray about it" or "I'll consider it," the one asking for help will interpret those words to mean that you are serious about helping. As far as the one concerned, you have essentially made a promise to do something for him.

Some may try to manipulate you with sad stories to get help from you. The ones who boldly ask for gifts or money are often the least worthy. It is wise to give gifts through our administrator and ask them for advice - they may know the person and the true need. Some visitors have even felt compelled to take someone's child for themselves, which is not wise. We know of a visitor who wanted to take a baby from a pastor's family because he had "too many children to care for." The pastor and his wife were even willing to surrender the child because of the future support the child could send them from America.

Frustrations and Officials

Life in Africa can be filled with many frustrating experiences. These may begin the moment your plane lands and you discover that your luggage is lost. Just stay cool (even though the airport is not air-conditioned). About the worst thing you can do in Africa is get angry and show it. You should view your time in Africa as an opportunity to work on patience. Expect obstacles; missionaries face them daily. A sense of humor will help you immensely to get through the day. Sometimes the only thing you can say is "AWA" – Africa wins again! It can especially be very frustrating dealing with government officials. While a few will go out of their way to assist you, most have an "I-don't-care" attitude. The only thing that motivates them is a "show of appreciation" (a.k.a. bribery). In an attempt to stamp out rampant corruption, bribery has been made illegal. Another source of frustration is the slow pace of work.

Picture Taking

Please use discretion in taking photos and videos when traveling about. Some people may take great offense if you take their photo without permission. Others might demand money from you. Taking pictures in a market might cause a small riot. But if you ask permission first, and someone then speaks on your behalf to the others and accompanies you, you will find that most Africans love to be photographed. Do not take pictures of the police or army. Some visitors have been arrested for taking photos of such things as the dam, the airport, and even the post office! But times today have changed for the better in Uganda, and presently there should not be any problem photographing these places. If you see soldiers around, always exercise caution with your camera.

Health concerns

Quality medical care is lacking in Uganda. We are not offering you any medical advice, but only passing on information. Being in the tropics, Uganda has some health problems you may not have been exposed to before. Malaria is the number one killer in Africa. There are several prophylactic drugs you may take. Doctors at home may prescribe a drug for you, but most Western doctors have had no experience with malaria, and they may not know what they're doing. We had one visitor taking malaria medicine daily, which was supposed to be taken only weekly. Malaria is transmitted by mosquitoes, but only certain kinds of them. Once bitten, malaria symptoms may not appear for up to 10 days.

There are differences of opinion as to whether or not it does any good to take malarial drugs before coming to Africa. Many doctors here would advise visitors to wait until they arrive before taking the drug, which costs on a fraction of what it does in the States (plus the drugs are sold over the counter). Some visitors do not take malaria medicine at all. If the medicine is taken, it should be continued for two more weeks after leaving Africa.

Mosquitoes are most active in the evening. That's when they come out from wherever they hide during the day. Mosquito insect sprays containing **DEET** has been found to be an effective repellent. Screens and mosquito netting are effective deterrents.

Do not drink water from the taps. Make very sure that any water you drink has been boiled. Bottled water is available almost everywhere these days, but be sure it comes properly sealed. Be wise in where and what you eat. Take the advice of those who know the ropes. It is wise to give up all uncooked fruit and vegetables for the duration of your stay. Guard any cuts or scrapes carefully, as tetanus is a reality in Uganda. Wear only ironed clothes if you hand your clothes outside to dry (underclothes too). It is no fun to have Mango worms which can infest your skin.

Jinja Guest Houses

Jinja guest houses are usually large homes, converted to resemble into what one may find at a very modest bed-and-breakfast. The “Ebenezer” Guest Home is the home-of-choice for Welcome Home Ministries – Africa. The home’s excellent location (providing for safety), and close proximity to town and to the Orphanage make it the location we suggest during your stay in Jinja. If you wish to use this guest home, please notify us, and we can book these accommodations for you.

Please note the guest home is spartan; however, it is quite livable, and has a total capacity of 20 persons. The rooms are all single or double beds, most with an in-room bath and toilet, with the remainder providing shared baths. During the 3 years we’ve utilized this guest home, no incidents of theft or security-related problems have been reported. A modest, continental-style breakfast is served in the dining room, which also serves as the location for evening meals. The room rate is \$15 per day per person; however, we recommend bringing \$25 per day for spending money.

There are several hotels available in the area; however, they are not within a safe walking distance or the Orphanage, and hotel accommodations often come at higher prices. We recommend utilizing the Ebenezer Guest Home during your stay in Jinja.

Some Final Advice.

Remember that you come as a guest in a foreign country, so please show proper respect, as most things will be new to you, and your knowledge of the situation is limited at best. That means you must be a learner. Please do not assume the position of a know-it-all, and do not make judgments. If you have questions or concerns, please feel free to inquire about them. Humility will go a long way in making your visit and enjoyable one for all.

Africa is a dangerous part of the world, but if you follow these simple rules, you should be fine:

- Do not go out at night unless in our vehicle or accompanied by others. It’s best to walk or stay in groups only.
- Be alert and aware of what’s happening around you.
- Do not make plans on your own. People may invite you to go somewhere, but do not accept. Most people wish to have a foreign visitor. Those with right motives know that it is proper to make such arrangements through the host, not directly with the visitor.

WELCOME HOME MINISTRIES-AFRICA
VOLUNTEER APPLICATION
(714) 282-7050

Name:			
Address:			
E-mail:		Phone Number:	
Religious Affiliation (if any):			
Are you currently being treated for any physical and/or mental condition(s)? Yes <input type="checkbox"/> No <input type="checkbox"/>			
If so, please explain here:			
On what date (approximately) do you plan to arrive in Uganda?		Month:	Day:
		Year:	
For how long would you like to stay (First 3 weeks are probation)?		How did you find out about Welcome Home Africa?	
What is your current occupation?		What is your education background?	
While we can and will place you into any position where you are needed most, we would like to know your skills and/or special training. In what post might you be the most useful? (Be specific, please do not answer "Where needed most.")			
In what way do you imagine your trip will most benefit you?			
Have you ever served as a long-term volunteer with any charity or non-profit organization? If so, when and where.			
How may we contact the organization?			
Do you understand that Uganda can be a dangerous place? Yes <input type="checkbox"/> No <input type="checkbox"/>		Have you ever traveled out of your home country? Yes <input type="checkbox"/> No <input type="checkbox"/>	
		If so, where?	
Do you understand that our policy is that you pay for your room and board expenses in Uganda? Yes <input type="checkbox"/> No <input type="checkbox"/>		Do you understand that for security and/or confidential reasons it may be necessary for us to cancel your trip; and that we reserve the right to do so at any point before your departure or during your stay with us? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Do you agree to get all your immunizations and to take every health precaution we recommend? Yes <input type="checkbox"/> No <input type="checkbox"/>		Do you release Welcome Home Ministries-Africa from all legal liability in the events of injury, physical sickness or death? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Do you agree that you will not attempt to foster or adopt a Ugandan child? Yes <input type="checkbox"/> No <input type="checkbox"/>		Will you respect the confidentiality of the children, staff, and project leadership with regard to their health issues, personal affairs, or any other matters regardless of your own personal concerns or convictions? Yes <input type="checkbox"/> No <input type="checkbox"/>	
Do you understand that your application fee is non-refundable-even if your trip is never scheduled or is canceled? Yes <input type="checkbox"/> No <input type="checkbox"/>		– Action Item – Please include, with this application, a reference from your pastor and references from your job, a friend or relative.	
Is there anything more you believe is worth mentioning, or anything you would like to ask of us?			
Please include your non-refundable US \$50 application fee to: Welcome Home Ministries Africa PO Box 9771, Brea, CA 92822			
Your Signature:		Date:	