



Men's WAR (Without A Roof) with Prostate Cancer, Inc.
A North Carolina Nonprofit Corporation

Volunteer Onboarding Packet

Prepared By: Thomas Brown, Founder & Executive Director

Date: November 2, 2025

Version: 1.0

Contact: info@menswarprostatecancer.org

Website: www.menswarprostatecancer.org

Dear Volunteer,

Welcome to Men's WAR. Your time, care, and presence are a gift to our mission. Whether you're supporting outreach, administration, or peer care, you are helping restore dignity and build community for men facing homelessness and prostate cancer.

This packet outlines your role, our expectations, and the trauma-informed principles that guide all our actions. Thank you for joining us in this sacred work.

With gratitude,

Thomas Brown

Founder & Executive Director

Men's WAR (Without A Roof with Prostate Cancer, Inc.)

Website: www.menswarprostatecancer.org | Email: info@menswarprostatecancer.org | Phone: (980) 205-2042

Confidentiality Notice: Men's WAR coordinates care with dignity. We do not collect or store medical records.



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Section 1: Volunteer Application Form

Version 1.0 – Last updated November 2025

Men's WAR (Without A Roof) with Prostate Cancer, Inc.
Volunteer Application – Trauma-Informed and Participant-Centered

Part 1: Personal Information

Full Name: _____
Preferred Name (optional): _____ Phone
Number: _____
Email Address: _____
Mailing Address: _____
Emergency Contact Name: _____
Emergency Contact Phone: _____
Relationship to Emergency Contact: _____

Part 2: Availability

Days Available (check all that apply):

- ☐ Monday
- ☐ Tuesday
- ☐ Wednesday
- ☐ Thursday
- ☐ Friday
- ☐ Saturday
- ☐ Sunday

Preferred Time of Day:

- ☐ Morning
- ☐ Afternoon ☐ Evening

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Part 3: Skills & Interests

Areas where you feel comfortable contributing (check all that apply):

- ☐ Outreach & Awareness
 - ☐ Event Support
 - ☐ Administrative Assistance
 - ☐ Social Media / Communications
 - ☐ Fundraising Support
 - ☐ Other (please specify): _____
-

Part 4: Experience (Optional)

Prior volunteer or professional experience you'd like to share:

Part 5: Role Preference

Which volunteer role(s) interest you most?

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Part 6: Consent & Agreement

I affirm that the information provided is accurate to the best of my knowledge. I understand that completing this application does not guarantee placement, and that volunteer roles will be assigned based on organizational needs and my skills and availability.

Signature: _____ Date: _____

Printed Name: _____

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Section 2: Volunteer Code of Conduct Policy

Version 1.0 – Last updated November 2025

Purpose

The Code of Conduct establishes the standards of behavior expected of all volunteers at Men's WAR (Without A Roof) with Prostate Cancer, Inc. It ensures that every interaction reflects dignity, compassion, and professionalism, and that the organization remains a safe and respectful environment for participants, partners, and volunteers.

1. Respect and Dignity

- Treat all individuals with compassion, courtesy, and respect.
- Avoid discrimination, harassment, or judgmental language.
- Honor the lived experiences of participants without imposing personal beliefs or assumptions.

2. Professional Boundaries

- Maintain appropriate boundaries with participants and fellow volunteers.
- Do not engage in relationships or activities that could exploit or harm participants.
- Refrain from offering medical, legal, or financial advice unless specifically authorized.

3. Confidentiality

- Protect the privacy of participants by keeping personal information confidential.
- Share information only with authorized staff and only when necessary for organizational purposes.

4. Integrity and Accountability

- Carry out volunteer duties responsibly, honestly, and in alignment with Men's WAR's mission.
- Follow organizational policies, procedures, and staff instructions.
- Report concerns about misconduct or unsafe conditions promptly.

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Safety and Trauma-Informed Practice

- Prioritize physical and emotional safety in all activities.
- Use non-judgmental, supportive language.
- Respect “no” as a complete answer and empower participants with choice.

5. Representation

- Act as an ambassador of Men’s WAR in the community.
- Avoid actions that could damage the reputation or trust of the organization.
- Seek guidance when unsure how to respond in sensitive situations.

Volunteer Code of Conduct

- ☐ Treat all participants, staff, and fellow volunteers with respect and compassion
- ☐ Maintain confidentiality and uphold trauma-informed boundaries
- ☐ Avoid judgment, coercion, or unsolicited advice
- ☐ Communicate clearly and ask for help when needed
- ☐ Refrain from substance use or disruptive behavior during service.

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Section 3: Why Men's WAR Was Born

Men's WAR was born from lived experience. Our founder, Thomas Brown, has walked the path of homelessness, faced prostate cancer, and felt the weight of being unseen. This organization is his answer to that silence—a place where dignity is restored, care is coordinated, and no man is left behind.

Men's WAR is more than a nonprofit—it's a movement built on truth, resilience, and radical compassion.

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Section 4: Volunteer Role Descriptions

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Outreach Support

- Distribute flyers, cards, and care kits
- Engage with shelter staff and community partners
- Time: Flexible, 2–4 hours/month

Administrative Support

- Help with data entry, filing, or packet prep
- Assist with event logistics or mailings
- Time: Flexible, remote options available

Peer Support (with training)

- Offer listening, encouragement, and presence
 - Attend orientation and trauma-informed training
 - Time: 2–6 hours/month, supervised (when applicable)
-



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Section 5: Privacy & Confidentiality Policy

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Our Commitment

At Men's WAR, we believe that privacy is a form of dignity. We are committed to protecting the personal information of every participant, partner, and supporter. This policy outlines how we collect, use, and safeguard information in alignment with our trauma-informed values and legal responsibilities.

What We Collect

Men's WAR may collect limited personal information for the purpose of coordinating services, including:

- Name or preferred name
- Contact information (phone, email, shelter location)
- Referral source (e.g., shelter, outreach team, provider)
- Consent preferences related to PSA screening coordination

We do **not** collect or store medical records, test results, Social Security numbers, or financial account information.

How We Use Information

We use personal information solely to:

- Coordinate PSA screening appointments with trusted providers
- Facilitate communication between participants and clinics
- Provide follow-up support when requested
- Maintain internal records for service coordination and reporting

We do **not** sell, rent, or share personal information with third parties for marketing or fundraising purposes.

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Confidentiality Agreement

- ☐ I agree to maintain the confidentiality of all participant information
- ☐ I will not share stories, names, or records outside of Men's WAR
- ☐ I understand that breaches may result in dismissal from volunteer service

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Section 6: Media Policy

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Purpose

Men's WAR (Without A Roof) with Prostate Cancer, Inc. values the dignity and privacy of all participants and volunteers. This policy guides the use of photographs, video, and written testimonials to ensure transparency and respect.

Policy Statements

- **Consent:** Volunteers consent to Men's WAR using photographs, video, or written testimonials of their volunteer service for educational, promotional, or fundraising purposes.
- **Participant Privacy:** Men's WAR will not identify participants without explicit written consent.
- **Voluntary Participation:** Volunteers may decline participation in media activities without penalty.
- **Withdrawal of Consent:** Consent may be withdrawn at any time by notifying Men's WAR in writing.
- Men's WAR does **not** receive or store Protected Health Information (PHI) as defined by HIPAA. All PSA test results are delivered directly to participants by the medical provider or lab. We do not access, store, or transmit medical records.

MEDIA POLICY ACKNOWLEDGMENT

I have read and understand Men's WAR's Media Policy.

☐ I consent to the use of my image, video, or testimonial as outlined, with the understanding that I may decline or withdraw consent at any time.

☐ I opt out of media use.

Printed Name: _____

Signature: _____ Date: _____

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Section 7: Liability Waiver Policy

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Purpose

This policy clarifies the risks associated with volunteer service, limits organizational liability, and affirms volunteers' responsibility for their personal safety.

Policy Statements

- **Assumption of Risk:** Volunteers acknowledge that participation in activities may involve certain risks, including but not limited to physical, emotional, or environmental hazards.
- **Organizational Liability:** Men's WAR is not liable for personal injury, loss, or damage incurred during volunteer service, except in cases of organizational negligence.
- **Volunteer Responsibility:** Volunteers agree to take reasonable precautions I acknowledge that volunteer service may involve risks to ensure their own safety and well-being.
- **Emergency Response:** Volunteers must report accidents, injuries, or unsafe conditions promptly to staff.

I have read and understand Men's WAR's Liability Waiver Policy. I acknowledge the risks associated with volunteer service and release Men's WAR from liability, except in cases of organizational negligence. I agree to assume responsibility for my own safety and well-being.

Printed Name: _____

Signature: _____ Date: _____



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Section 8: Safety & Trauma-Informed Guidelines

Version 1.0 – Last updated November 2025

Purpose

1. Men's WAR is committed to creating a safe, respectful, and trauma-informed environment for all participants, volunteers, and partners. These guidelines ensure that every interaction upholds dignity, minimizes harm, and fosters trust.

2. Safety Principles

Physical Safety

- Follow all organizational safety procedures during events and outreach.
- Report hazards, injuries, or unsafe conditions immediately to staff.
- Do not engage in activities beyond your training or comfort level.

Emotional Safety

- Use respectful, non-judgmental language at all times.
- Avoid pressuring participants to share personal information or experiences.
- Respect boundaries and personal space.

Confidentiality

- Protect participant privacy by not discussing personal details outside of Men's WAR contexts.
- Secure all records and communications in accordance with organizational policy.

Trauma-Informed Principles

Empowerment

- Offer choices whenever possible (e.g., how to participate, when to engage).
- Respect "no" as a complete answer without requiring justification.

Transparency

- Clearly explain your role and the purpose of any interaction.
- Avoid making promises you cannot guarantee.



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Collaboration

- Work alongside participants rather than directing or controlling.
- Invite feedback and adapt to individual needs.

Respect for Lived Experience

- Recognize that participants may have histories of trauma, homelessness, or health challenges.
- Approach every interaction with compassion and without judgment.

3. Volunteer Responsibilities

- Adhere to all Men's WAR policies, including confidentiality, code of conduct, and liability waiver.
- Maintain professional boundaries with participants.
- Report concerns, incidents, or violations promptly to staff.
- Seek guidance when unsure how to respond in a situation.

4. Organizational Commitments

- Provide orientation and training in trauma-informed practices.
- Ensure volunteers have access to supervision and support.
- Respond promptly to safety concerns or incidents.
- Recognize and value the contributions of every volunteer.

Acknowledgment (Optional Signature Block)

SAFETY & TRAUMA-INFORMED GUIDELINES ACKNOWLEDGMENT

I have read and understand Men's WAR's Safety & Trauma-Informed Guidelines. I agree to uphold these principles in all volunteer activities.

Printed Name: _____

Signature: _____ Date: _____



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Section 9: Volunteer FAQ

Can I serve remotely?

Yes. Administrative and outreach support can be provided remotely.

What if I need to pause my service?

Just let us know. We honor life's seasons and welcome you back anytime.

How do I report concerns or feedback?

Email the Executive Director or contact your onboarding representative.

Is training required?

Only for peer support roles. All volunteers receive trauma-informed orientation.

Can I opt out of media use later?

Yes. Notify us in writing at any time



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Section 10: Acknowledgment & Signature Page

Volunteer Information

Name: _____

Email: _____

Phone: _____

Date: _____

Agreement Confirmation

- ☐ Volunteer Code of Conduct
- ☐ Privacy & Confidentiality
- ☐ Media Release Form (with optional opt-out)
- ☐ Liability Waiver
- ☐ Safety & Trauma-Informed Guidelines
- ☐ Volunteer Role Descriptions
- ☐ Volunteer Onboarding Checklist
- ☐ Volunteer FAQ
- ☐ I opt out of media use

I understand that my participation as a volunteer is contingent upon adherence to these policies and that I may contact Men's WAR leadership with any questions or concerns.

Signature _____

Print Name _____

Date _____



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Section 11: Volunteer Onboarding Checklist

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- ☐ Read and reviewed the Volunteer Onboarding Packet
 - ☐ Signed and submitted the Acknowledgment & Signature Page
 - ☐ Attended orientation (if applicable)
 - ☐ Selected a volunteer role
 - ☐ Submitted contact info and availability
 - ☐ Received trauma-informed Training Materials
 - ☐ Met with a team member for an onboarding conversation
-



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