

**VOLUNTEER SERVICES AGREEMENT
MISSION NETWORK ACTIVITIES USA, INC.**

Affiliation #: _____

Affiliation Name: _____

I, _____, (the "Volunteer") willing to volunteer my time, do hereby enter into this Volunteer Services Agreement (the "Agreement") with Mission Network Activities USA, Inc. in exchange for other good and valuable consideration received from Mission Network Activities USA, Inc., the receipt and sufficiency of which are hereby acknowledged.

1. **QUALIFICATIONS:** I hereby acknowledge declare and agree that I am physically and mentally able, with or without reasonable accommodation, to provide services for, or on behalf of, Mission Network Activities USA, Inc.. I further acknowledge, declare and agree that I am at least eighteen years of age, and that I have never violated (convicted of violating) the laws of any jurisdiction relating to violent crimes, crimes of moral turpitude or similar offenses.
2. **VOLUNTEER SERVICES:** I hereby volunteer to serve as _____ (Position/ Title)
 - a) I hereby acknowledge and agree that all services that I provide to, and render for the benefit of, Mission Network Activities USA, Inc. are provided and rendered on a purely voluntary basis and that the relationship between me and Mission Network Activities USA, Inc. shall in no way be construed as an employment agreement, an independent contracting agreement or any other relationship which would require Mission Network Activities USA, Inc. to compensate me (in any manner whatsoever) for the services that I provide or render. I further acknowledge that Mission Network Activities USA, Inc. may terminate my services at any time and at its sole discretion for any reason or no reason at all.
 - b) I further agree to abide by all of the norms, methods, projects and programs of Mission Network Activities USA, Inc. and follow all directives issued as to their application and dissemination including, but not limited to, those items and responsibilities assigned to me as relates to the position named above.
 - c) In view of the unique and religious mission of Mission Network Activities USA, Inc., I agree to protect and defend the Roman Catholic Church, its doctrine, teachings and Magisterium and to avoid any and all criticism of the Church, the Holy Father and the Bishops in communion with him.
3. **VOLUNTEER POLICIES AND PROCEDURES MANUAL ACKNOWLEDGMENT:** I hereby acknowledge receipt of the Volunteer Policies and Procedures Manual ("Manual"). This Manual contains important information governing my volunteer relationship with Mission Network Activities USA, Inc. I have read the Manual and agree to be bound by the rules and regulations contained in the Manual, as well as by the rules, regulations, and policies that may be established in the future. I understand that any questions concerning this Manual should be directed to the Director of the Institution. I understand that the Institution reserves the right to modify or change its policies, procedures, and working conditions without notice to me or other volunteers.

I understand and agree that nothing contained in the Manual or any other of the Institution's rules, regulations, policies, or practices should be interpreted or construed as conferring any type of employment relationship whatsoever. I further understand and agree that my volunteer services are terminable at any time for any reason or no reason at all so that both Mission Network Activities USA, Inc. and I each have the right to discontinue the relationship at any time and for any reason.

I further understand that it is my responsibility to familiarize myself with all information in this Manual. I acknowledge that this Manual supersedes all prior Manuals which I might have received and that any oral or written statements or promises to the contrary are disavowed by the Institution.
4. **BENEFITS:** I hereby acknowledge and agree that Mission Network Activities USA, Inc. may, in its sole discretion, provide me with benefits as Mission Network Activities USA, Inc. may from time to time deem appropriate for volunteers generally; provided, however, that the providing of such benefits shall in no way be construed as creating, or giving rise to, an employment agreement, an independent contractor agreement or any other relationship which would require Mission Network Activities USA, Inc. to compensate me (in any manner whatsoever) for the services that I provide or render. I acknowledge that any such benefits are strictly gratuitous.
5. **INSURANCE:** I hereby acknowledge, declare and agree that Mission Network Activities USA, Inc. is not obligated to and does not carry any insurance which would provide me with benefits (other than insurance benefits required by law if any). I further agree that, to the extent that a condition, illness or injury is not covered by insurance that may be provided by Mission Network Activities USA, Inc. (if any), Mission Network Activities USA, Inc. shall not be responsible (financially or otherwise), and I agree to indemnify and hold harmless Mission Network Activities USA, Inc. including covering its attorneys fees in enforcing this indemnity provision, for such condition, illness or injury.
6. **BINDING ARBITRATION:** Mission Network Activities USA, Inc. and I hereby agree that, upon the demand of any party, whether made before or after the institution of any legal proceeding or controversy of any kind (e.g., whether in contract or in tort, statutory or common law, legal or equitable) now existing or hereafter arising between the parties which in any way arises out of, relates to or is in connection with the past, present or future relationship of the parties (a "Dispute"), such Dispute shall be resolved by mandatory binding arbitration in accordance with the rules of the American Arbitration Association, and, to the maximum extent applicable, the Federal Arbitration Act. I hereby agree to pay the first \$150 of the reasonable expenses of the arbitration of the Dispute.
7. **CONFIDENTIALITY:** I hereby agree that all information (of any nature whatsoever) obtained while I provide services to, or on behalf of, Mission Network Activities USA, Inc. shall be deemed to be proprietary and strictly confidential information. I further agree to take any and all precautions to restrict the dissemination of such proprietary and confidential information and agree that I shall not use such information for my benefit, or for the benefit of any other person or entity, or otherwise disclose, furnish or make such information accessible to any other person or entity. Upon the termination of this Agreement, I shall promptly return all materials provided by Mission Network Activities USA, Inc. to Mission Network Activities USA, Inc. and shall not retain any copies of such materials. This obligation of strict confidentiality shall continue in full force and effect notwithstanding the termination of this Agreement.
8. **INTELLECTUAL PROPERTY OWNERSHIP:** I hereby acknowledge and agree that all works or authorship, ideas, designs, systems, drafts, drawings, plans, materials or other items of intellectual property (the "Works") which are developed by me during or after the term of this Agreement and which relate in any manner to the business or activities of Mission Network Activities USA, Inc., shall be the sole and exclusive property of

Mission Network Activities USA, Inc.. All such Works shall be considered "works made for hire" as such term is defined under United States Copyright laws, and I agree that Mission Network Activities USA, Inc. may register the copyright in such Works in its name, as a sole author and owner thereof. If, however, I as Volunteer is deemed an "author" of any Works, I hereby grant to Mission Network Activities USA, Inc. all rights (including exclusive worldwide copyrights in perpetuity) in the Works. I also agree to execute and deliver to Mission Network Activities USA, Inc. any assignments of the Works (including any renewals and extensions thereof) as Mission Network Activities USA, Inc. may deem necessary to accomplish the intent of this Agreement. I further agree not to assert any claim of statutory or common law copyright to the Works, and to fully cooperate with Mission Network Activities USA, Inc. in registering, creating or enforcing any copyrights or proprietary rights arising hereunder.

- 9. CONFLICT OF INTEREST: The Volunteer shall not accept or receive any kind of gift in manner of cash, donation, asset, monetary favor, or other compensation in kind from parents, students, relatives, benefactors, staff, or anyone related to the operations of Mission Network Activities USA, Inc. that shall be construed to create a conflict of interest.
- 10. NONDISPARAGEMENT: I agree not to disparage, or encourage or induce others to disparage Mission Network Activities USA, Inc., its officers, directors, employees, and agents. This nondisparagement provision survives termination of this agreement.
- 11. GOVERNING LAW: This Agreement shall be governed by, and construed in accordance with, the laws of the state of Georgia.
- 12. SEVERABILITY: The clauses, sentences and parts of this Agreement are severable to the extent that they may be found to be unlawful or ineffective by a court of competent jurisdiction, but the illegality or ineffectiveness of any such clause, sentence or part shall not affect any other clause, sentence or part of this Agreement. Rather, the remaining provisions hereof shall remain in full force and effect.
- 13. COMPLETE AGREEMENT: This Agreement, including any and all other documents described herein, is intended by the parties as a final expression and complete statement of the terms and conditions of their agreement and may not be contradicted by evidence of prior, contemporaneous or subsequent oral agreements of the parties.

The undersigned acknowledges that Mission Network USA, Inc. ("MN") Materials provided by MN pursuant to an executed Service/License Agreement with Mission Network Activities USA, Inc. whose terms are binding on the parties are confidential and proprietary. The undersigned agrees that he/she has no proprietary interest in any MN Materials, and that all title to these Materials is exclusively in MN. The undersigned further agrees that he/she will: (i) immediately upon request, or immediately upon the undersigned's ceasing to be affiliated with Mission Network Activities USA, Inc., return to Mission Network Activities USA, Inc. all MN Materials which are in the possession, custody or control of the undersigned, (ii) not copy, reproduce, transfer, distribute, modify or make derivative works from any portion of the MN Materials; and (iii) not use or disclose any of the contents of any MN Materials except as necessary to operate Mission Network Activities USA, Inc.'s club, camp or convention in accordance with Mission Network Activities USA, Inc.'s agreement with MN.

This Agreement is signed, accepted and agreed to by all parties by and through the parties or their agents or authorized representatives. All parties hereby acknowledge they have read and understood this Agreement and the attachments hereto, if any. All parties further acknowledge that they have executed this Agreement voluntarily and of their own free will in the city and state set forth below.

Dated: _____

MISSION NETWORK ACTIVITIES USA, INC.

VOLUNTEER

Signature

[Signature]

By: _____
Name

[Print Name]

Its: _____
[Title]