



 **access**
OF WILMINGTON, INC.

**VOLUNTEER
ORIENTATION
AND CONTRACT**

**BUILDING COMMUNITY.
ELIMINATING BARRIERS.**



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About ACCESS of Wilmington

ACCESSIBLE COASTAL CAROLINA EVENTS, SPORTS, AND SERVICES, ACCESS of Wilmington, is a local 501(c)(3) nonprofit organization founded in 2008 to raise funds to build The Miracle Field and Kiwanis Miracle Playground in Wilmington.

MISSION

Building community for children, adults, and veterans with disabilities by eliminating barriers to health and wellness through adapted sports, recreation, and fitness.

VALUES

- **RELATIONSHIPS:** A strong community of participants, families, volunteers, and friends.
- **TRUST:** Built on respect and integrity.
- **QUALITY:** Provide extraordinary programs and opportunities for our participants and families.
- **INNOVATION:** Create, improve, and adapt programming through forward thinking.
- **ACCEPTANCE:** Value and celebrate everyone!
- **ACCESSIBILITY:** Zero barriers, always.



About ACCESS: Our History

In **2002**, a now Miracle League All Star's family organized a league of their own on a dirt field in Wilmington, North Carolina. This is where many of our older Miracle League All Stars first began their dream of playing baseball! Dr. Dan Johnson, our Founder, was in Myrtle Beach, South Carolina and saw the Grand Strand Miracle League in action. He returned to Wilmington with a vision of a Miracle Field that engaged children and adults who had always watched from the sideline in a community of sports, recreation, and fitness!

In **2008**, ACCESS of Wilmington was incorporated as a nonprofit organization and the Wilmington Believes in Miracles campaign began to raise over 2-million-dollars to fund The Miracle Field of Wilmington is the largest Miracle Field in the country and our Kiwanis Miracle Playground has become a benchmark for accessible playgrounds across the country!

In **2013**, Wilmington's own Field of Dreams, The Miracle Field, allowed many of these children to run, walk or roll the bases for the very first time as All Stars for The Miracle League of Wilmington!

In **2022**, ACCESS has grown from serving 45 children and adults through 1 program to over **800** children, adults, and veterans through **6** programs!





The Miracle League of Wilmington is an accessible baseball league filled with joy, dancing, and home runs for children and adults living with disabilities; ages 3+. A Spring and Fall Season are held for 8 weeks at the Miracle Field of Wilmington!

ACCESS Fit is a year-round fitness and wellness program designed for young adults, adults, and older adults living with disabilities at the Miracle Field of Wilmington, CrossFit Reignited, NHRMC, and on-site!

Project Sports, Outreach, Adapted Recreation (ACCESS Warriors) is an adapted sports program offering Archery, Air Riflery, Cycling, Golf, Yoga, Kayaking, SCUBA, Equine Assisted Therapy, and Surfing for veterans living with service-connected illness or injury.

ACCESS Adventures is ACCESS of Wilmington's signature adapted sport and inclusion program! Join us for accessible sports and inclusive special events year-round at the Miracle Field + Kiwanis Miracle Playground. **Accessible Adventures** also operates electrically powered off-road mobility devices called Terrain Hoppers. They are engineered to conquer deep mud, sand, snow, and rocks, steep hills, and other obstacles

Recreation Therapy allows individuals with disabilities to engage in adapted sports, sensory play, and creative arts. We aim not only to increase recreation participation, but also range of motion, communication, self-confidence, coping skills, leisure awareness, and health and wellness.



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CONTACT US

Leadership Team + Board of Directors

Board of Directors

Laura Kay Berry, Chair
Cathy Wright, Vice Chair
Rick Campagna, Treasurer
Janine Pugh, Secretary
Barbara Biehen
L.S. "Bo" Dean
Adam Nicholas
Philip Blethan
Kai Carganis

Emeritus Directors

Dr. Dan Johnson, Founder
David Morrison
Tammy Pruden
Michael Franklin
L.S. "Bo" Dean
Chad Porter
Amy Queen

Standards + Guidelines

CODE OF CONDUCT

- As a representative of ACCESS of Wilmington we expect all volunteers to hold themselves to the highest professional and moral standards. Each volunteer represents the ACCESS organization in the community, and most importantly serves as a role model to our participants. It is an expectation of all staff and volunteers to be committed to our values of Relationships, Trust, Quality, Innovation, Acceptance, and Accessibility.
- There is a *zero tolerance policy* for violence, harassment, and illegal activity of any kind, including: immoral or indecent conduct, the use of foul or offensive language on site, physical altercation or any aggressive action; disruptive conduct including: gambling, fighting, horseplay, coercion, intimidation or threats against staff, volunteers, participants or families.

DRUGS, WEAPONS, and ALCOHOL POLICY

- There is a *zero tolerance policy* of drugs, weapons, tobacco, vapes, and alcohol on the premises of the Miracle Field of Wilmington or ACCESS of Wilmington office. This policy includes the possession or use of any of the above while volunteering, as well as coming to volunteer under the influence of any mind-altering substance.

ATTENDANCE POLICY

- Volunteers are an integral part of ACCESS of Wilmington. Therefore, **we ask volunteers be present and on time for their shifts.**
- In the event of an area-wide emergency, weather related or otherwise, an email and text message will be sent via email and Remind App text. The safety of our volunteers is very important to us.



Standards + Guidelines

DRESS CODE

- All staff and volunteers are expected to dress appropriately, looking the part of a role model and leader for the program or event they are working. Volunteers are encouraged to dress comfortably and wear attire that is discrete. T-shirts, shorts, leggings, tank tops, long sleeves, and athletic sweatpants are all allowed. Shorts must go at least halfway down your thigh and shirts must fully cover chest and stomach. Undergarments must not show at all. Sandals are allowed, but athletic shoes are encouraged. No cleats.
- Clothing with any mention of illegal or illicit activity is strictly prohibited.
- **Name Tags will be provided by ACCESS of Wilmington and *should* be worn at all times.**

PERSONAL PROPERTY

- ACCESS of Wilmington is not responsible for the loss or theft of personal funds or belongings, nor is it covered by insurance for such loss. Therefore, it is the responsibility of each volunteer to adequately safeguard personal belongings.

RECEIVING OR GIVING GIFTS

- Volunteers are encouraged not to accept merchandise, entertainment, hospitality, transportation, loan or other tangible or intangible benefit from ACCESS of Wilmington participants or their families. Volunteers are asked not to provide financial assistance, gifts, personal loans or other benefits to ACCESS of Wilmington participants or their families.



Standards and Guidelines

PARTICIPANT TRANSPORTATION

Volunteers are not permitted to use a personal vehicle to transport participants. Please contact the Program Director with any questions or concerns regarding transportation.

SOCIAL MEDIA & TECHNOLOGY

- In an effort to create the best possible experience for our All Stars, **volunteers are expected to keep use of personal cell phones to a minimum during their shifts. Usage includes phone calls, texting, emailing, and general usage.**
- We encourage you to post about your volunteer efforts on social and please tag ACCESS of Wilmington.
- When using social media, please remember that under no circumstance should anything that you post disclose the identity of any participant or family that ACCESS of Wilmington serves. If any of our participants request to “add” you on any of these social media sites we encourage you to not accept the request so you can keep your personal life private.
- It is important for you to be a role model for our participants and maintain the code of conduct at all times, including what you make visible on social media sites.

Please understand some of our participants and/or their parent or guardian may not want their picture taken, and all of our participants deserve privacy and respect to ensure their safety.



Standards and Guidelines

CONFIDENTIALITY & HIPPA REQUIREMENTS

- Volunteers are expected to keep all information regarding ACCESS participants, their diagnoses, and their families strictly confidential. ACCESS of Wilmington follows all regulations enforced by the Office for Civil Rights under the HIPPA Privacy Rule to protect the privacy of individuals based on identifiable health information.
- All documents, paper or electronic, containing any personal information about our participants, families, donors, volunteers, or staff are to remain confidential at all times.

Please return buddy cards, rosters or any information that would identify participants to the Team Coach or Miracle League Program Director.

DISCLOSURE

- Any participant, volunteers, or guest injuries or incidents, such as code of conduct violations, theft, and other non-injury incidents must report the injury or incident immediately to the Executive Director, Program Director, or Program Coordinator on site immediately. An Incident Report will be completed and filed at this time.



Standards + Guidelines

ABUSE, SEXUAL ABUSE, AND NEGLECT PREVENTION POLICY

- ACCESS of Wilmington, its employees, volunteers, participants, participant families and related entities (Programs: ACCESS Fit, Project SOAR, and Miracle League | Service: Recreation Therapy | Event: Play), and partners, are committed to building and maintaining a community free of emotional, physical, and sexual misconduct that encourages and fosters appropriate conduct among all persons and respect for individual values.
- ACCESS is committed to enforcing the subsequent Abuse, Sexual Abuse, and Neglect Prevention Policy to create an environment free of emotional, physical, and sexual misconduct.
- Federal law authorizes ACCESS to address the risk of emotional, physical, and sexual abuse of youth participants.

PREVENTATIVE ACTION

- ACCESS of Wilmington takes every effort to provide a safe environment for all participants. Per ACCESS staff and volunteer policy, **no employee or volunteer should ever be isolated, out of line-of-sight from others, with a youth or adult participant at any time. At a minimum, even in emergency situations, ACCESS strives to have two (2) adult staff and/or volunteers with a participant.** The purpose of this policy is to avoid one-on-one interactions between adults and youth and vulnerable adult participants that are not easily observable by others.
- Furthermore, a parent and/or guardian is required to be present at all ACCESS of Wilmington programs. **Therefore, staff and volunteers, should not need to assist with personal care, medical needs, and/or toileting. Staff and volunteers should instead locate the participant parent and/or guardian who will assist the participant.**



Standards + Guidelines

REPORTING PROCEDURE

- ACCESS of Wilmington is committed to compliance with the state and federal legal requirements for reporting allegations or incidents of abuse, sexual abuse, misconduct and/or neglect to the appropriate law enforcement and protective services organizations. This includes threats of harm to self and/or others.
- *In compliance with federal and state law, employees and volunteers must report disclosure or suspicion of abuse, including sexual abuse, and/or neglect to the Executive Director or Program Director on site immediately.* Additionally, any injury of a child, adult, or volunteer must be reported to the Executive Director or Program Director immediately. All necessary paperwork must be completed and submitted to the Executive Director within 24-hours of the disclosure or injury.
- The Executive Director will promptly report the allegation to proper law enforcement authorities or protective services.
- Per current federal and state regulations, ACCESS will make reports to (1) local law enforcement where any alleged incident took place to the extent it can be determined and the incident occurred in the United States, (2) local law enforcement where the victim resides if different than (1), and (3) the Director of the County Department of Social Services as mandated by the State of North Carolina, in which ACCESS operates within.
- It is the policy of ACCESS of Wilmington not to attempt to investigate or assess the validity or credibility of an allegation of sexual or physical abuse before reporting the allegation to proper law enforcement authorities or protective services organizations.
- In an emergency, immediately contact the ACCESS Program Director on site. If unavailable, contact 911.
- If the allegation pertains to an ACCESS of Wilmington staff or intern, please report to the Executive Director. If the allegation pertains to the Executive Director, please report to an ACCESS of Wilmington Board member..





Miracle League of Wilmington: Volunteer Opportunities

MIRACLE LEAGUE BUDDY

Buddies experience the love, joy, and celebration at the Miracle League of Wilmington by assisting children and adults living with physical and intellectual disabilities

MIRACLE LEAGUE COACH

Coaches are experienced volunteers who take a leadership role during games of their team of All Stars and their volunteer buddies

MIRACLE LEAGUE PITCHER OR UMPIRE

Throw out the perfect pitch to our All Stars or call them safe behind Home plate! Experience is strongly encouraged, but not required.

HOMER, OUR MASCOT

Have you ever wanted to be a mascot? Be Homer the Miracle League of Wilmington Mascot for game days and cheer on our All Stars!





Miracle League of Wilmington: Volunteer Details

WHAT TO BRING

- Sunscreen
- Water Bottle
- Sunglasses, Hat, etc.

WHERE TO PARK

Upon arrival, please park in one of the following parking lots, indicated by the Miracle League Volunteer Parking Signs.

- Parking Lot: Right Side of Olsen Park Sign on Corporate Drive
- Open Grass Field: Behind The Miracle Field of Wilmington

**DO NOT PARK IN THE PAVED MIRACLE FIELD PARKING LOT!
IT IS RESERVED FOR MIRACLE LEAGUE FAMILIES ONLY**

VOLUNTEER CHECK-IN IS IN FRONT OF THE ANNOUNCER BOOTH BEHIND HOME PLATE

- Sign In at the Volunteer Table
- Fill Out a Name Tag
- You'll be directed to the outside of the first or third base dugout areas where the Team Coach will assign you your buddy. The Team Coach will provide further instruction.

P R O J E C T



Project SOAR: Volunteer Opportunities

Become a Project SOAR Program Specialist!

Creating and implementing adapted sport programs for veterans living with disabilities!





ACCESS Fit: Volunteer Opportunities

Become an ACCESS Fit Buddy!

Assist in creating and implementing adapted exercise programs for young adults, adults and older adults with physical and intellectual disabilities.



Move United Waiver & Release of Liability Agreement

Move United, and its affiliated Chapters (“Released Parties”) are non-commercial, not for profit activity providers. The purpose of this Move United Waiver & Release of Liability Agreement is to exempt, waive, and relieve Released Parties from any and all liability for any harm, wrongful death, personal injury, property damage, claim or cause of action, including, but not limited to liability arising from the negligence of Released Parties. “Released Parties” include Move United, ACCESS of Wilmington, and their affiliates, successors, predecessors, parents, subsidiaries, owners, representatives, administrators, directors, officers, agents, coaches, employees, contractors, assigns, and volunteers; other participants, sponsoring agencies, sponsors, and advertisers; and, if applicable, the owners, operators, and lessors of premises on which the activities or events take place.

In consideration of the undersigned Participant being allowed to participate in any way in Move United and/or ACCESS of Wilmington related events and activities, the Undersigned (“Undersigned” means the Participant or the Participant’s parent, legal guardian, or legal representative when the Participant is under the age of 18 or legally incapacitated) agrees and acknowledges as follows:

1. Risks of Activity. Participant will be taking part in activities that can be hazardous and involve the risk of physical injury and/or death. The activities are inherently dangerous and Undersigned fully realizes the dangers of participating in the activities. The dangers and risks of the activities include, but are not limited to the condition of the premises and equipment, and the acts, omissions, representations, carelessness, and negligence of the Released Parties. Recognizing the risks and dangers, the Undersigned voluntarily chooses for Participant to participate in the activities and expressly assumes all risks and dangers of the participation in the activity, whether or not described above, known or unknown, inherent, or otherwise.

2. Risks of Participation. The Undersigned recognizes and understands that while Released Parties have undertaken reasonable steps to lessen the risk of transmission of communicable diseases, including but not limited to, COVID-19, in connection with participation in the activities, the Released Parties are not responsible in any manner for any risks related to communicable diseases in connection with Participant’s participation in the activities. Specifically, the Undersigned understands that COVID-19 is a highly contagious and dangerous disease, and that contact with the virus that causes COVID-19 may result in significant personal injury or death. The Undersigned is fully aware that participation in the activities carries with it certain inherent risks related to transmission of communicable diseases (“Inherent Risks”) that cannot be eliminated regardless of the care taken to avoid such risks. Inherent Risks may include, but are not limited to, (1) the risk of coming into close contact with individuals or objects that may be carrying a communicable disease; (2) the risk of transmitting or contracting a communicable disease, directly or indirectly, to or from other individuals; and (3) injuries and complications ranging in severity from minor to catastrophic, including death, resulting directly or indirectly from communicable diseases or the treatment thereof. Further, the Undersigned understands that the risks of all communicable diseases are not fully understood, and that contact with, or transmission of, a communicable disease may result in risks to the Participant including but not limited to loss, personal injury, sickness, death, damage, and

expense, the exact nature of which are not currently ascertainable, and all of which are to be considered Inherent Risks.

The Undersigned hereby voluntarily accepts and assumes all risk of loss, personal injury, sickness, death, damage, and expense for the Participant arising from such Inherent Risks. Furthermore, the Undersigned represents and warrants that Participant does not knowingly carry any communicable diseases that may be transmitted during participation in the activities.

3. Release and Indemnification. Undersigned (a) unconditionally releases, forever discharges, and agrees not to sue the Released Parties for any claims or causes of action for any liability or loss of any nature, including personal injury, death, and property damage, arising out of or relating to Participant’s participation in any Move United/ACCESS of Wilmington events or activities or the Participant’s presence on or travel to the premises where such events or activities take place, including, but not limited to claims of negligence, breach of warranty, and/or breach of contract the Undersigned may or will have against the Released Parties; and (b) agrees to indemnify, defend, and hold harmless the Released Parties from and against any liability or damage of any kind and from any suits, claims, or demands, including legal fees and expenses whether or not in litigation, arising out of, or related to, Participant’s participation in such events or activities or the Participant’s presence on or travel to the premises where such events or activities take place.

4. Helmet Use. Undersigned agrees that Participant shall use a helmet when participating in the following activities: Alpine skiing, cycling, equestrian, ice hockey, outdoor rock climbing, snowboarding, white water kayaking, white water river rafting, and any other activity when directed by Released Parties. Undersigned understands that a helmet is in no way a guarantee of safety and that no helmet can protect the wearer against all foreseeable impacts to the head, and that the activities can expose the Participant to forces that exceed the limits of protection provided by a helmet. Undersigned agrees to assume full responsibility for complying with this paragraph and that Released Parties shall not be liable for any injury or damages resulting from Participant’s failure to use a helmet

Move United Waiver & Release of Liability Agreement

5. Medical Treatment. Undersigned understands that the Released Parties do not have medical personnel available at the location of the activities. Undersigned hereby grants the Released Parties permission to administer first aid or to authorize emergency medical treatment, if necessary. Undersigned understands and agrees that any such action by the Released Parties shall be subject to the terms of this agreement and release, including any liability arising from the negligence of the Released Parties when administering first aid or authorizing others to do so. Undersigned understands and agrees that the Released Parties do not assume responsibility for any injury or damage which might arise out of or in connection with such authorized emergency medical treatment.

6. Miscellaneous. Undersigned agrees (a) Participant will not engage in any activities prohibited by any applicable laws, statutes, regulations, and ordinances; (b) this Agreement shall be governed by the laws of the State of North Carolina and the exclusive jurisdiction and venue for any claim shall be located in the state courts located in New Hanover County, NC; (c) this Agreement shall be binding upon the subrogors, distributors, heirs, next of kin, executors, and personal representatives of the Undersigned; (d) this Agreement shall be construed as broadly as permitted by applicable law; and (e) that in the event that any clause or provision of this Agreement shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Agreement.

I HAVE CAREFULLY READ THIS AGREEMENT AND UNDERSTAND ITS CONTENTS. I AM AWARE THAT I AM RELEASING LEGAL RIGHTS THAT OTHERWISE MAY EXIST. BY SIGNING BELOW, I HEREBY REPRESENT THAT I AM AT LEAST 18 YEARS OF AGE AND FULLY COMPETENT TO SIGN THIS AGREEMENT ON MY OWN BEHALF.

Participant's Signature	Participant's Name (please print clearly)	Date

Move United Media Release Agreement

Move United, and its affiliated Chapters (“Released Parties”) are non-commercial, not for profit activity providers. “Released Parties” include Move United, ACCESS of Wilmington and their affiliates, successors, predecessors, parents, subsidiaries, owners, representatives, administrators, directors, officers, agents, coaches, employees, contractors, assigns, and volunteers; other participants, sponsoring agencies, sponsors, and advertisers; and, if applicable, the owners, operators, and lessors of premises on which the activities or events take place.

MEDIA RELEASE FORM

MEDIA/PHOTO WAIVER: Undersigned authorizes and gives full consent to Released Parties to copyright and/or publish for public view any and all photographs, digital recordings, videotapes, and/or film in which Participant appears. Undersigned agrees that Released Parties may transfer, use, or cause to be used, these digital recordings, photographs, videotapes, or films for any exhibitions, public displays, publications, commercials, art and advertising purposes, television programs, and internet without limitations or reservations.

Participant's Signature	Participant's Name (please print clearly)	Date