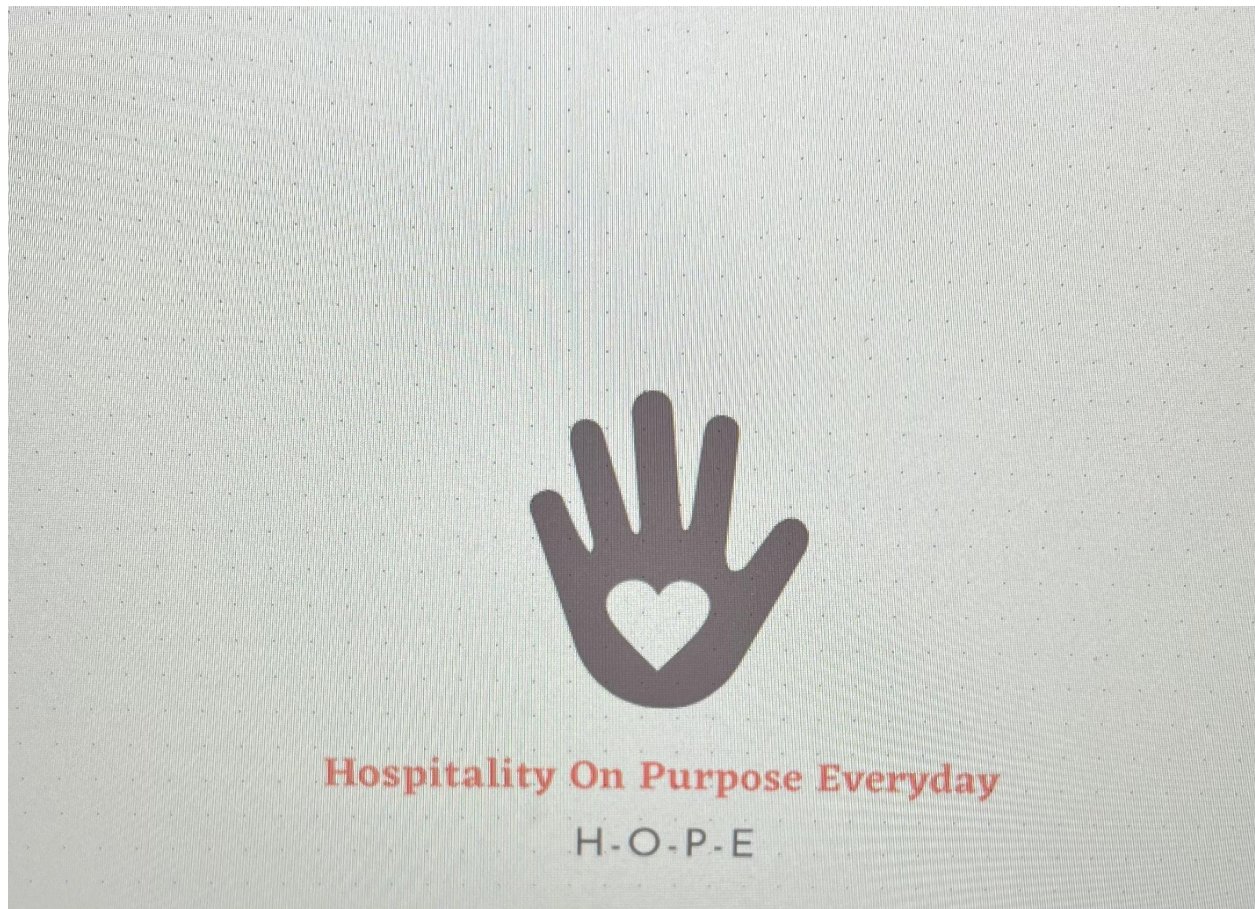


## Hospitality on Purpose Non-Profit 501C-3:



### Employee Well-being Support Plan

#### Objective:

The Employee Well-being Support Plan at Hospitality on Purpose Non-Profit 501C-3 aims to prioritize the physical and mental well-being of our volunteer employees. By providing a supportive environment and resources, we seek to ensure their well-being as they dedicate their time and efforts to giving back to at-risk youth.

#### 1. Communication and Recognition:

- Maintain regular communication channels to keep volunteers informed about organizational updates, events, and achievements.
- Recognize and appreciate the contributions of volunteers through public acknowledgments, thank-you notes, and certificates of appreciation.

#### 2. Flexible Work Arrangements:

- Understand the varying commitments and availability of volunteers.

- Provide flexibility in scheduling volunteer shifts or assignments to accommodate personal commitments and work-life balance.

### 3. Training and Development:

- Offer training opportunities to enhance skills and knowledge related to working with at-risk youth.
- Provide resources or workshops on topics such as mentoring techniques, conflict resolution, and self-care.

### 4. Volunteer Engagement Activities:

- Organize social events or team-building activities to foster a sense of community among volunteers.
- Encourage networking and collaboration among volunteers to share experiences and support one another.

### 5. Volunteer Feedback and Surveys:

- Regularly seek feedback from volunteers through surveys or informal discussions to understand their needs, challenges, and suggestions.
- Use the feedback to improve the volunteer experience and make necessary adjustments to support their well-being.

### 6. Resources for Well-being:

- Compile a list of resources related to well-being, mental health, and self-care that volunteers can access.
- Share information on local support services, counseling, or mental health hotlines, if available.

### 7. Health and Safety:

- Ensure a safe and healthy working environment for volunteers by implementing appropriate safety protocols.
- Provide necessary personal protective equipment (PPE) if applicable to the nature of volunteer work.

### 8. Recognition of Personal Commitments:

- Respect and acknowledge the personal commitments and priorities of volunteers outside of their volunteer work.
- Encourage volunteers to maintain a healthy work-life balance and support them in fulfilling their personal responsibilities.

### 9. Volunteer Appreciation Events:

- Organize annual or periodic events dedicated to recognizing and celebrating the efforts of volunteers.
- Express gratitude and provide tokens of appreciation to acknowledge their dedication and commitment.

10. Ongoing Support and Guidance:

- Appoint a designated point of contact or mentor for volunteers to provide support, guidance, and address any concerns or questions they may have.

By implementing this Employee Well-being Support Plan, we aim to create a positive and supportive environment for our volunteer employees. It will enhance their well-being, foster a sense of belonging, and recognize their valuable contributions to the organization's mission of supporting at-risk youth.