



BIG CITY MOUNTAINEERS

CORPORATE VOLUNTEER POLICY



We are thrilled that you and your company are interested in engaging with Big City Mountaineers! As a small nonprofit that delivers a big nationwide program, we heavily rely on volunteer, in-kind, and pro bono support.

There are two ways for you and your company to engage with us in a volunteer capacity:

1

Trail or Program Volunteering

In many of our regions the supply of interested volunteers exceeds the number of spots we have on our trips. For this reason, and because we want to avoid “pay to play” scenarios whereby companies have access to youth, all employee volunteers are considered in the same pool as other members of the community who wish to volunteer on trail. Companies’ desires to spend time with us in the field can be met, provided that the interested individuals:

1. Complete our volunteer application, screening, and background check process (*this is a legal and liability requirement for working with individuals under the age of 18*)
2. Participate in our volunteer training
3. Commit to fully engaging in field experiences as a program volunteer

Our volunteer recruitment and screening window is generally October 1 - April 1 every year. Requests made close to or after April 1 will be difficult to accommodate for the same year.





2

Off-Trail Volunteering

This is a much more accessible entry point for groups to volunteer with BCM, and can be every bit as fun and meaningful as trail volunteering. For off-trail volunteering, BCM can accommodate groups with no need for a screening and background check. Here are some ways to engage:

- Helping BCM pack trips out and in during our “admin days.” This opportunity is appropriate for small groups of up to 6 people and happen throughout our program season (May-August) in all regions.
- Helping BCM pack out food throughout the program season. This opportunity can accommodate larger groups of volunteers.
- Supporting inventory and gear management pre and post program season
- Pro bono professional consulting
- Participating in BCM’s Adventure for Someone program
- Hosting or sponsoring live events

Media Policy

We are happy to work with companies who want to document their experience with photos or video, provided the individuals meet volunteer requirements and a written agreement with BCM is signed. We take great care to ensure that our programs, and the youth who participate, are not tokenized or exploited in public communications and marketing, and that storytelling is asset-based and culturally responsive.

Companies who wish to publicly share engagement with youth must work with our staff to ensure storytelling aligns with our values, DEI policy, and protection policy.

**We’d love to talk with you more about your volunteer intentions!
Please reach out at volunteering@bigcitymountaineers.org with all questions and ideas.**