



Cuba Corporate

November 14 – 21, 2025 Toronto departure

November 15 – 22, 2025 Montreal departure



700 Third Line Unit 14 – Oakville, ON – L6L4B1



Contents

| | |
|---|----------|
| WELCOME LETTER..... | 3 |
| TRIP INFORMATION..... | 4 |
| PURPOSE..... | 4 |
| ITINERARY..... | 5 |
| WHEN..... | 5 |
| WHERE | 5 |
| SCHEDULE..... | 6 |
| ACCOMMODATIONS..... | 6 |
| COSTS..... | 7 |
| FUND-RAISING | 7 |
| TRAVEL GUIDELINES..... | 8 |
| FORMS..... | 9 |
| APPLICATION FORM..... | 9 |
| PART 1..... | 9 |
| SHORT-TERM VOLUNTEER SERVICE AGREEMENT..... | 10 |
| PART 2..... | 10 |
| ASSUMPTION OF RISK FOR FOREIGN SERVICE..... | 11 |
| PART 3..... | 11 |
| SHORT-TERM TEAM MEMBER CODE OF CONDUCT..... | 12 |
| PART 4..... | 12 |
| SHORT-TERM TRIP: HEALTH EVALUATION FORM | 14 |
| PART 5..... | 14 |
| PHOTO CONSENT FORM | 16 |



WELCOME LETTER

Dear Volunteer,

Thank you for considering volunteering with H2O4ALL's Volunteer Abroad program. Volunteers are a vital part of achieving our goals of providing access to safe and clean water to communities worldwide. While volunteering with us can take many forms, joining us on a trip abroad is a unique opportunity for you to experience people's lives in the communities we serve and directly see the impact of your efforts. I am confident you will find this trip fulfilling and that your experience with us is rewarding and positive.

The following information package includes details about our organization, what to expect on the trip, and the roles and responsibilities of our volunteers. If you have any questions, please feel free to contact me.

Welcome aboard and thank you!

A handwritten signature in black ink that reads "Marcia Barnes". The signature is fluid and cursive, with a long, sweeping underline.

Marcia Barnes

Chief Operations Officer & Trip Coordinator



TRIP INFORMATION

PURPOSE

The purpose of this volunteer trip is to assist H2O4ALL in the installation of safe water and purification systems in Cuba. To facilitate these installations, H2O4ALL will partner with The Assemblies of God Cuba where it will install two safe water system at two churches in the Santa Clara Presbytery.

Needs Assessment

1. Widespread waterborne illnesses, especially in children
2. Highly contaminated and polluted water collection sites
3. Lack of water supply, disinfection, and storage infrastructure
4. Lack of government funding and support

Cuba has developed and had some considerable success at improved health outcomes, even though it is considered a poor or middle-income country. Cuba's main water issues are related to Cholera infection. Cholera is an intestinal sickness that is caused by the ingestion of contaminated food or water. Symptoms include watery diarrhoea and rapid dehydration, which can be life threatening. The disease is most often found and spread through areas with ineffective water treatment, inadequate sanitation and poor hygiene. Provision of safe water and sanitation in communities is critical in diminishing the impact of cholera and other waterborne diseases.

ITINERARY

WHEN

The trip is scheduled for **November 14 - 21, 2025 from Toronto**, and **November 15 – 22, 2025 from Montreal**. We will be flying to Santa Clara, Cuba. Please refer to your itinerary, which will be emailed to you for specific flight information.

WHERE

Santa Clara is the capital of the central Cuban province of Villa Clara. It is located about 275 km (170 mi) from Havana and has a population of 220,000 people.

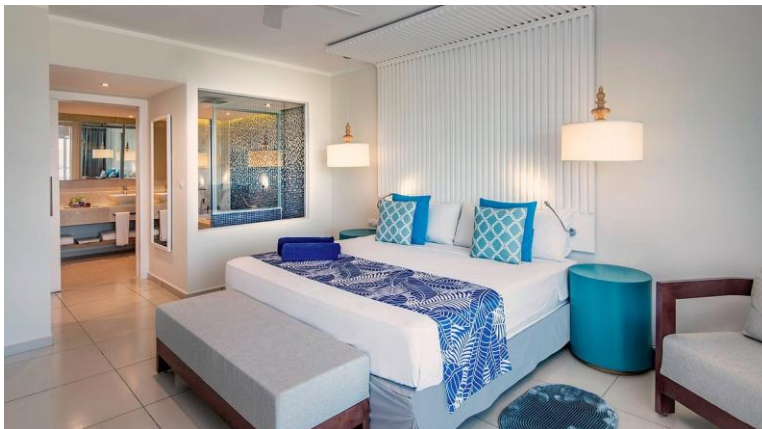


SCHEDULE

| | |
|------------------|--|
| Friday Nov 14 | Arrive in Cuba (Toronto) |
| Saturday Nov 15 | Arrive in Cuba (Montreal). Build water system panels (Toronto) |
| Sunday Nov 16 | Team building outing |
| Monday Nov 17 | First water project |
| Tuesday Nov 18 | First water project |
| Wednesday Nov 19 | Second water project |
| Thursday Nov 20 | Second water project |
| Friday Nov 21 | Depart Cuba (Toronto). Day of rest (Montreal) |
| Saturday Nov 22 | Depart Cuba (Montreal) |

ACCOMMODATIONS

We will be staying at Grand Aston Cayo Las Brujas Beach resort or an equivalent resort in Santa Maria.





COSTS

The cost is fully tax-deductible as a charitable donation.

The cost includes flights from Toronto / Montreal (dependent upon option selected), single occupancy accommodation, insurance, tourist card, all in-country transportation, meals, alcoholic beverages at the resort, water, the services of a trip coordinator and interpreter to accompany the team, and all activities.

Alcoholic beverages are the responsibility of each team member

November 14 - 21, 2025 (Toronto)

November 15 – 22, 2025 (Montreal)

| Item | Amount | Due Date |
|---|----------------|-----------------|
| Minimum Donation **non-refundable | \$500 | June 15, 2025 |
| First fundraising amount | \$3,000 | August 15, 2025 |
| Final fundraising amount | \$4,500 | October 1, 2025 |
| Total: | \$8,000 | |

The final price is subject to change based on Covid and other unforeseen travel restrictions.

Please etransfer payments to info@h2o4all.org with your name and CU2501 Cuba Corporate in the message field

****Maximum 9 team members. Acceptance into the team is on a first come basis.***

*****Price of trip subject to change if the initial minimum donation has not been received by August 15, 2025.***

******All federal regulations pertaining to air travel, including but not limited to Covid vaccination, must be adhered to******

FUND-RAISING

If you would like your personal fundraising page to be opened immediately, please contact the office. Otherwise, a link will be sent to you upon receipt of application and the initial minimum donation.

TRAVEL GUIDELINES

- In every situation, seek to serve.
- Be a cultural learner, not a cultural critic.
- Be very careful how you interact with members of the opposite gender.
- Stay hydrated; drink plenty of water (bottled).
- Be respectful when taking pictures. Ask your hosts if it is appropriate to take photos of certain people, situations, and ways of life (i.e.: dire poverty, slums, inside of homes, etc.).
- Be conservative on how much cash you take with you (you will become a walking target if you carry a lot of money; keep it hidden in your bag or on your person securely and with full awareness).
- When passing through customs, the less said, the better (answer questions directly, only as they are asked of you).
- Act with maturity and proper decorum, especially in public places (airports, churches etc.) and in people's homes.
- Be aware of people's mental and emotional states and act accordingly in a way that serves them best.
- If you are concerned or bothered about something (including any concerns about the situations or areas regarding the leadership), please see someone in authority on the trip. Your leader has an open-door policy; they are available at any time to discuss such matters. Gossip and slanderous criticism will not be tolerated.
- Confront in love! We are all adults, and almost everything can be worked out amongst each other.
- There is to be no clothing that advertises alcohol or tobacco products and offensive language or graphics while on the worksite.
- Commit to maintaining a positive attitude regardless of the circumstances.
- Seek to be on time for everything.
- Lock up any valuables. Be respectful if sharing a room.
- Check your independence at the door! We work together as a team. Everybody is expected to help in all areas of the mission.
- A volunteer trip is not an opportunity to initiate or engage in romantic relationships with anyone, whether with a team member or a national host (i.e. interpreter). Please avoid certain situations to maintain emotionally mutual relationships with each team member, leader, and host.



FORMS

APPLICATION FORM

PART 1

Cuba, November 14 - 21, 2025 (Toronto), November 15 – 22, 2025 (Montreal)

Personal Profile

Name (as it appears on your passport): _____

Passport #: _____ Nationality: _____ Expiry Date: _____

Address: _____

City: _____ Province: _____ Postal Code: _____

Daytime Phone: _____ Evening Phone: _____

Cell Phone: _____ Email: _____

Date of Birth: _____ (mm/dd/yy) Current Age: _____

Team t-shirt size (please refer to sizing chart at end of application) _____

Emergency Contact Information

Name: _____ Relationship to you: _____

Address: _____

Daytime Phone: _____ Evening Phone: _____

Cell Phone: _____ Email: _____



SHORT-TERM VOLUNTEER SERVICE AGREEMENT

PART 2

This AGREEMENT becomes effective the date the volunteer departs their country of residence for the field assignment as directed by H2O4ALL. Before that date, neither party is obligated in any way by having previously signed this AGREEMENT.

This AGREEMENT supersedes any and all prior agreements, oral or written, between the parties named. The parties may, at any time, by mutual agreement, make changes within the general scope of this AGREEMENT. A copy of this AGREEMENT will be included in the volunteer's file in the home office.

I, _____
(SHORT-TERM VOLUNTEER)

1. Volunteer to use my abilities within the H2O4ALL program to advance safe water where it is needed and provide services within the H2O4ALL project context to any people group in need while on my field assignment.
2. Understand H2O4ALL's commitment to a teamwork approach and commit myself to the full participation in it (i.e. to follow the leadership instruction, direction, and guidance from those who are designated as my superiors; to be supportive and encouraging to fellow volunteers; and to be flexible as the program develops and expands).
3. Agree to assume the total cost of personal support, transportation, food, housing, and any other expenses related to this assignment, unless otherwise stated.
4. Confirm that I have made arrangements and assume the cost for any vaccination, life insurance, a will, and power of attorney in keeping with the expectations of H2O4ALL.
5. Understand and accept the risk involved in foreign service.
6. Accept and agree to the terms of the assignment as specified in this AGREEMENT.



ASSUMPTION OF RISK FOR FOREIGN SERVICE

PART 3

I have applied for placement by H2O4ALL in Cuba. I have investigated the situation and risk under which I shall be placed and fully understand the circumstances and risk of travelling and volunteering in this location.

I accept full responsibility for all travel risks and volunteer work assigned to me in Cuba.

Considering my placement by H2O4ALL and its partner organizations, I hereby waive any and all legal claims against H2O4ALL and its partner organizations for any medical disabilities, imprisonment, abduction or death that may result from my participation and involvement in such country, assuming all risk unto myself.

This ASSUMPTION OF RISK AGREEMENT FOR FOREIGN SERVICE is binding on the heirs and successors of the undersigned.

IN WITNESS WHEREOF, the parties have executed this SHORT-TERM VOLUNTEER AGREEMENT.

Signed: _____
(Applicant's signature)

Date: _____

Signed: _____
(Witness)

Date: _____



SHORT-TERM TEAM MEMBER CODE OF CONDUCT

PART 4

SHORT TERM TEAM OBJECTIVE

The objective of H2O4ALL teams is to provide opportunities for individuals to use their skills and abilities in service alongside national leaders and other NGO staff with similar values, partnering with them in the long-term goals and vision for their communities.

SHORT TERM TEAM CODE OF CONDUCT

As you prepare for your volunteer trip, please remember that the person best equipped to serve in a cross-cultural setting is the person who is prepared in every way; therefore, regular time in spiritual exercise, physical exercise, education, and training is an integral part of the preparation for this trip. No matter what task you will be undertaking, the selfless attitudes of a learner and a servant are some of the most important assets you can have. This humble attitude will help you to understand and to be understood. It will also help you be flexible as you face cultural challenges and language barriers. During your volunteer trip, we challenge you to strive to be an encouragement to your fellow team members and all the people with whom you will come in contact.

To further ensure a successful trip that will (1) maintain an others-centred mindset and an others-honouring standard of behaviour for the team and H2O4ALL, (2) portray a proper impression to all people impacted by the team, and (3) have a substantial impact on each team member, your senders (H2O4ALL and your supporters), and the community in which you volunteer, H2O4ALL has established the following guidelines:

Each team member is expected to and must agree to:

- Be willing and always prepared to exhibit a servant's attitude,
- Be ready to be flexible in all types of circumstances,
- Be willing to co-operate with the team and host site leadership, seeking to promote an attitude of unity, cooperation, and respect for those in leadership,
- Be willing to live, sleep, travel, eat and work as part of the group in conditions that may be less than ideal,
- Be ready to accomplish whatever task is assigned, whether on the job site or while travelling,
- Be willing to dress by the standards which are appropriate for the culture, seeking never to be a distraction or bring offence by what is worn,



- Be ready to abstain from conduct, as requested by team and ground partner leaders, which might be offensive to others or detrimental to the team's spirit, realizing that customs vary significantly from culture to culture. In certain situations, team members may be asked to refrain from using tobacco, alcoholic beverages, offensive language or drugs and must agree to keep conduct with the opposite sex at the highest standards of respect, modesty and morality, as well as anything else that would negatively impact the work and reputation of the local host/H2O4ALL teams and endeavours at any time, including while travelling to and from the host site,
- Show respect for those on the team and at the host location that may have different practices, traditions, and beliefs from your own, and understand that the doctrinal beliefs and practices of the host will be what is held as the standard while serving on location.

By providing my signature and returning this form via email, mail, or in person, on the lines below, I agree to abide by the above-stated Code of Conduct fully.

(please print first and last name)

Participant's Signature

Date

Trip Location

Date of Trip



SHORT-TERM TRIP: HEALTH EVALUATION FORM
PART 5

CONFIDENTIAL MEDICAL PROFILE

Name: _____ Health Insurance Company: _____

Policy & Group #:

Physician: _____ Phone Number: _____

Blood Type: _____

List any Allergies: _____

Special Dietary Requirements:

List any prescription drugs that you are taking, including dosage and frequency:

Describe any illness(es) that you have had in the past 12 months:

Describe any current or recurring health problems:

(i.e. Diabetes, Heart Disease, Limited Mobility, Fatigue, Bad Back, Depression, Other)



Have you been hospitalized or treated for mental health problems within the past five years?

_____ Yes _____ No

If yes, please describe:

Have you had any training in First Aid? _____ Yes _____ No

Please describe: _____

Immunization History: Please include last MMR, DPT and Polio. Include all foreign vaccinations and all others received or scheduled before departure:

| Vaccinations | Date | Vaccinations | Date |
|--------------|------|--------------|------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

NOTE: Be sure to take a copy of your immunization record (yellow booklet) when travelling.

Date of last rabies prophylaxis: _____ Last booster and/or titer results: _____

I declare the above information to be true and accurate to the best of my knowledge.

X _____
Signature

Date



PHOTO CONSENT FORM

CONSENT TO PHOTOGRAPH/VIDEO PHOTO/VIDEO RELEASE AUTHORIZATION

I, the undersigned, give permission to the H2O4ALL, and/or parties designated by the H2O4ALL to photograph/video myself and use such photograph(s)/video(s) in all forms of media, for any and all promotional purposes including advertising, display, audio-visual, exhibition or editorial use.

I further consent to the use of my name in connection with the photograph(s)/video(s) if needed by the H2O4ALL and/or parties designated by the H2O4ALL.

I understand and agree that I will not receive any payment for my time or expenses or any royalty for the publication of the photograph(s)/video(s) or the use of my name and I hereby release H2O4ALL and/or any parties designated by the H2O4ALL from any such claims.

I certify that I have read and fully understand this consent and release, and that all questions pertaining to this consent have been answered to my satisfaction.

Signature of Subject

Signature of Witness

Print Name

Print Name

Date

Date

Team T-Shirt sizing

ATC1000 - ATC™ Everyday Cotton Tee

GARMENT MEASUREMENTS

| Size | S | M | L | XL | 2XL | 3XL | 4XL | 5XL | 6XL |
|----------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Chest - Half Measure | 18" | 20" | 22" | 24" | 26" | 28" | 30" | 32" | 34" |
| Chest - Full Measure | 36" | 40" | 44" | 48" | 52" | 56" | 60" | 64" | 68" |
| Body Length from HPS | 28" | 29" | 30" | 31" | 32" | 33" | 34" | 35" | 36" |
| Sleeve Length-CB | 16 3/4" | 17 3/4" | 18 3/4" | 19 3/4" | 20 3/4" | 21 3/4" | 22 3/4" | 23 3/4" | 24 3/4" |

Finished measurements in inches. Refer to *How to Measure*® guide for detailed information on measurement instructions.

ADULT General Sizing Guide

| Size | S | M | L | XL | 2XL | 3XL | 4XL | 5XL | 6XL |
|------------------|-------------|---------|---------|---------|---------|---------|-------------|-------------|-------------|
| Chest | 34"-36" | 38"-40" | 42"-44" | 46"-48" | 50"-52" | 54"-55" | 56"-57" | 58"-61" | 61"-64" |
| Waist | 29"-32" | 32"-35" | 35"-38" | 38"-41" | 41"-44" | 44"-47" | 47"-50" | 50"-53" | 53"-56" |
| Sleeve Length-CB | 32"-33 1/2" | 34"-35" | 35"-36" | 36"-37" | 37"-38" | 38"-39" | 38 1/2"-39" | 39"-39 1/2" | 39 1/2"-40" |



H₂4all

700 Third Line Unit 14 – Oakville, ON – L6L 4B1
