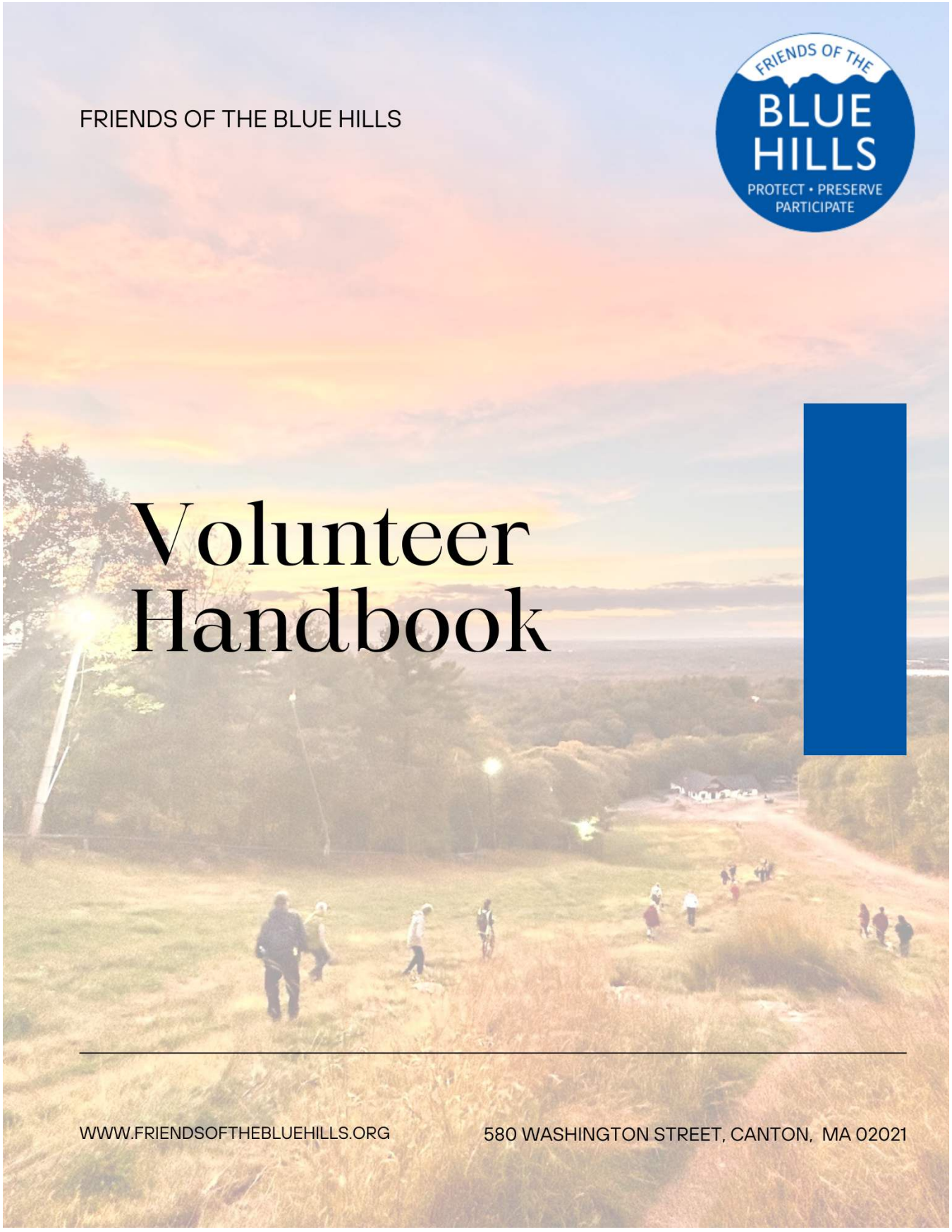
FRIENDS OF THE BLUE HILLS

Volunteer Handbook



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Last updated: *Mar 20, 2026*

Thank you to Nonprofit Management Intern Carmaissa Etienne for assistance with this project. Cover photo: 2024 Sunset Hike down Great Blue Hill.

Welcome to Friends of the Blue Hills!

Dear Friend,

We are thrilled that you've chosen to volunteer your time and energy to help care for this extraordinary landscape. The Blue Hills Reservation is one of the region's greatest natural treasures—a place where countless people come to hike, explore, find peace, and connect with nature. None of that would be possible without people like you.

Whether you're maintaining trails, restoring habitats, leading hikes, or supporting our community programs, your work ensures that the Blue Hills remain healthy and accessible for everyone. You are joining a community of dedicated volunteers who share a deep love for these hills and a commitment to protecting them for generations to come.

As you read through this handbook, you'll find practical information to help you get started and stay safe, along with an overview of our programs and values. But above all, we hope you feel proud to be part of something bigger — a movement to preserve the natural beauty and ecological health of the Blue Hills.

Thank you for stepping up, for caring deeply, and for being part of our mission.

Together, we are making a lasting difference.

With gratitude,

Jen Klein, PhD
Executive Director
Friends of the Blue Hills

About Friends of the Blue Hills

Friends of the Blue Hills (FBH) is a 1,400-member nonprofit organization that strives to foster a connection between people and the Blue Hills Reservation by cultivating a sense of belonging for all, while building a legacy of stewardship for generations to come.

Community members formed FBH in the mid-1970s in recognition of the vulnerability of the Blue Hills. FBH has spent more than 45 years engaging the public in protecting this treasured landscape. Since our founding, we have worked to prevent encroachments, increase park resources, and improve park management, while inspiring people to explore and care for the Blue Hills. This work continues today through advocacy efforts, guided hikes, trailwork and other stewardship events, and public input on park management.

To fulfill our mission, FBH values:

- **Persistence + Partnership** by bringing purpose and determination to our work, strengthened through collective action.
- **Care + Service** by taking responsibility for the land we love by showing up, pitching in, and tending to both people and place.
- **Joy + Fun** by creating space in every shared adventure for people of all ages and abilities to explore and feel free in nature.

FBH envisions a future where the Blue Hills Reservation and other public lands are experienced as shared spaces of belonging — places where all people feel at home and take part in their care, protection, and preservation.

Photo:”Houghton's Pond” by Jacqueline Gould of Avon

Staff and Board Members

For additional information about the people on this list, visit the About/FBH Staff & Board Members page on our website.

STAFF MEMBERS

Jen Klein, Executive Director

Jen is an accomplished leader with more than two decades of experience working at the intersection of conservation, education, and recreation.

Melissa Nelson, Director of Advancement

Melissa joined FBH as the Manager of Stewardship and Special Events in February 2023 with a transition title to Director of Advancement in 2024.

John Harrell, Volunteer and Education Program Manager

John grew up in Richmond, Virginia, but has some past ties to FBH. When living in Hingham for a year, he did some volunteer service with the organization back in 2019.

Mary Timilty, Membership Coordinator

Mary Timilty joined FBH in the summer of 2022 as the Membership Coordinator.

BOARD MEMBERS

Mike Paglia, President

Mike's love of the outdoors coincided with his discovery of the Blue Hills over 15 years ago.

Morgan Pearson, Vice President

Morgan discovered the Blue Hills when she moved to Milton in 2017.

Mike Albert, Treasurer

Mike grew up in Milton, MA, and the Blue Hills was a resource throughout his childhood, whether he was enjoying the view from Eliot Tower or skiing for the first time at the Blue Hills Ski Area.

Carina Bandle, Secretary
Carina has been involved with Friends of Blue Hills for several years as a National Trails Day project coordinator and trail maintenance volunteer.

Dan Barcan, Trustee at Large
Dan Barcan is a partner at Schoolhouse Partners, an investment and advisory firm focused on the education industry.

Lorna Jane Norris, Trustee at Large
Lorna Jane is a British born singer, teaching artist, coach, and consultant.

Matt O'Dette, Trustee at Large
Matt O'Dette is an experienced executive leader at Cramer, a renowned agency specializing in connecting brands with their audiences.

Matt Panucci, Trustee at Large
It was love at first sight for Matt Panucci and the Blue Hills.

Liz Faye, Trustee at Large
The Blue Hills feels like a second home to Liz as she spends hours there every week whether trail running or spending quality family time in nature.

Fiona Jevon, Trustee at Large
A Boston-area native, Fiona had explored the Blue Hills many times before moving to Milton in 2023.

The Meaning Behind Volunteering

Being a volunteer at FBH means contributing your time, energy, and passion to protect, preserve, and promote the natural beauty and ecological health of the Blue Hills Reservation.

Core Values of a Volunteer:

- Commitment to conservation
- Willingness to learn
- Teamwork and collaboration
- Respect for nature and fellow volunteers

Here's what being a volunteer typically involves, depending on your preferences:

1. Environmental Stewardship

- Removing invasive species
- Assisting with habitat restoration
- Monitoring ecological health

2. Trail Maintenance

- Clearing and marking hiking trails
- Building or repairing trail structures
- Reporting and fixing erosion issues

3. Community Engagement

- Leading or assisting with group hikes
- Educating the public about conservation and local wildlife
- Supporting events like cleanups or advocacy campaigns

4. Advocacy and Outreach

- Supporting efforts to preserve open space and protect the reservation from development
- Participating in letter-writing campaigns, town meetings, or public forums

5. Specialized Skills (if applicable)

- Using a geographic information system (GIS), photography, social media, or writing for outreach

- Volunteering as a board member or in an organizational role
- Join a Friends of the Blue Hills committee:
    - Advocacy &partnerships
    - Education
    - Fundraising
    - Membership & marketing
    - Stewardship

6. Office duties

- Filling membership packets
- Inventory supplies
- Sending thank you letters

Volunteering at FBH is not only a way to give back to the environment, but also a chance to join a like-minded community, develop new skills, and enjoy one of the most scenic areas near Boston.

Why Volunteer with FBH?

1. Protect a Local Treasure

The Blue Hills Reservation spans 7,000 acres and attracts about 1 million visitors annually. As a volunteer, you help safeguard its forests, trails, and diverse ecosystems from overdevelopment and environmental threats.

2. Hands-On Stewardship

Whether you're removing invasive species, maintaining trails, or participating in clean-up events, FBH provides tools and training. Activities like the annual "Green Up the Blue Hills" event unite volunteers to enhance the park's health.

3. Flexible Opportunities for All Ages

From individual trail adoption to group projects for schools, youth organizations, and corporate teams, FBH offers options for all ages and schedules. Even teens can earn community service hours through trail maintenance and Eagle Scout or Girl Scout Gold Award projects.

4. Contribute to Education and Outreach

If you have skills in writing, design, or event planning, you can assist with newsletters, blog content, and public programs that help others connect with the park.

5. Join a Welcoming Community

FBH is a 1,400-member nonprofit with a strong sense of camaraderie. Volunteers often form lasting friendships while working together to protect the park.

How to Get Started

Visit the FBH Volunteer Opportunities page to explore current events and sign up. You can also reach out directly to the Volunteer and Education Program Manager at john@friendsofthebluehills.org or call (781) 205-0688 to discuss how your skills and interests can contribute to the well-being of the park.

Volunteer Requirements

Note: Some volunteer roles may have extra requirements, so be sure to check the details for each opportunity.

- Join FBH as a volunteer
- Signed waivers
    - Participants will be required to review and accept liability and photo release waivers as part of the event registration form.
- Age requirements
    - If the volunteer is younger than 18 years old they must have a parent or guardian sign the waiver for the minor.
    - For any event, if the volunteer is age 14 or younger, they must be accompanied by parent or guardian.
    - If the volunteer is age 15 or older and would like to volunteer at any FBH event, they must communicate in advance with FBH staff, and their parent or guardian must provide transportation to and from the event.
- Respect and teamwork
    - Be respectful to other volunteers, visitors, and staff. We work as a team and support a welcoming and inclusive environment for everyone.
- Communication

- Let your leader or staff member know via email if you're running late, can't attend, or need to leave early. Clear communication helps events run smoothly. (More time in advance is better.)

Rights, Responsibilities, and Rules for Volunteers

Thank you for choosing to volunteer with FBH. Your time, energy, and dedication help preserve and protect one of Massachusetts' most beautiful natural spaces.

Volunteer Rights and Responsibilities

Volunteering with FBH should be mutually beneficial to both the volunteer and FBH. Learn about your rights and responsibilities as a volunteer.

Volunteers have the right to:

- Receive a clear, comprehensive job description for the volunteer role.
- Be carefully interviewed and appropriately assigned.
- Receive training for the volunteer role assigned.
- Do meaningful and satisfying work.
- Be seen as belonging, through being supported in your role and inclusion at meetings, events, social functions, etc.
- Be safe while volunteering with the Friends of the Blue Hills.
- Volunteer at your comfort level and feel comfortable about saying "no."
- Not be exploited.
- Be consulted on matters that directly or indirectly affect you and your work.
- Receive feedback on your work.
- Receive recognition for your contribution.
- Have your personal information be kept confidential.
- Be trusted with confidential information if it is necessary in order to do your job.
- Sign a nondisclosure agreement (NDA) prior to volunteering for some volunteer roles. Staff will reach out prior to a volunteer shift.

As a volunteer, you are expected to:

- Avoid use of alcohol, drugs, or weapons during volunteer activities.
- Follow all state and park regulations, including trail access rules and any posted signage.

- Wear appropriate attire for the activity and weather conditions (e.g., boots, gloves, long pants).
- Not perform tasks you are not trained for or are physically uncomfortable doing; your safety comes first.
- Treat others with respect and courtesy at all times. No harassment, discrimination, or bullying will be tolerated.
- Be reliable and punctual: Show up on time for shifts or notify FBH staff by email or phone in advance if you need to cancel. 24 hours is preferable, but we realize emergencies happen.
- Maintain professionalism when interacting with the public, other volunteers, and park staff.
- Commit to safety: Use tools and equipment properly, follow safety protocols, and report any unsafe conditions or injuries immediately.
- Represent FBH respectfully at all times, both in the park and out of the park.
- Be trustworthy.
- Respect the confidentiality of FBH, its staff, and fellow volunteers.
- Respect the rights of people you work with.
- Respect FBH's office, sheds, equipment, supplies and materials. Treat these spaces and equipment with care and respect.
- Have a non-judgmental approach to your service.
- Carry out the specified job description as trained.
- Give feedback (e.g., participate in evaluations when asked).
- Be accountable and accept feedback. FBH instills a culture of reflection among staff and volunteers. Through feedback we grow as individuals and community members.
- Avoid overextending yourself.
- Acknowledge decisions made by the staff or the organization.
- Address areas of conflict with the appropriate staff member.
- Undertake training to the extent necessary to successfully fulfill the volunteer role for which you are assigned.
- Ask for support when it is needed.
- Stay with your group at all times and if you feel unsafe please talk to your program leader or contact a staff member.
- Report concerns or misconduct to your team leader or FBH staff.

Liability Protection for Volunteers

- All volunteers everywhere run the risk of physical, emotional, and mental injury, as well as inflicting injuries on others.

- Before you participate in an activity that puts you or others at risk, you will be asked to sign a waiver, acknowledging that risks are involved in the activity and agreeing not to hold the institution or agency responsible.
- When you're asked to sign a waiver, you can contact our Volunteer and Education Manager if you need help understanding it.
- All volunteer leaders will be required to complete background checks via CORI and SORI checks as a condition of volunteering at FBH.

Volunteer Protection Act

In addition to signing a waiver, you are also protected under the Volunteer Protection Act of 1997. This law protects volunteers in these circumstances:

- The volunteer was acting within the scope of the volunteer's responsibilities in the nonprofit organization or governmental entity at the time of the act or omission.
- If appropriate or required, the volunteer was properly licensed, certified, or authorized by the appropriate authorities for the activities or practice in the state in which the harm occurred, where the activities were or practice was undertaken within the scope of the volunteer's responsibilities in the nonprofit organization or governmental entity.
- The harm was not caused by willful or criminal misconduct, gross negligence, reckless misconduct, or a conscious, flagrant indifference to the rights or safety of the individual harmed by the volunteer.
- The harm was not caused by the volunteer operating a motor vehicle, vessel, aircraft, or other vehicle for which the state requires the operator or the owner of the vehicle, craft, or vessel to either (A) possess an operator's license or (B) maintain insurance.

Limitations of Volunteer Role

- Volunteers are not authorized to speak on behalf of FBH in official matters unless designated by staff.
- FBH volunteers are not considered employees and are not entitled to employee benefits or compensation.
- Volunteers may be asked to step down or have their participation limited if they do not follow policies or safety procedures.

- Some projects may require physical stamina or specific skills. Please let FBH staff know about any physical limitations or accommodation needs when signing up for a volunteer role.
- Participation is subject to weather conditions, access, and project requirements, which may change unexpectedly.

Volunteering FAQ

At FBH, volunteers are at the heart of everything we do — from keeping trails safe and beautiful to helping events run smoothly and sharing our mission with the community. Whether you love being outdoors, prefer working behind the scenes, or want to try a bit of both, there's a place for you here. This list of frequently asked questions (FAQs) will help guide you through the basics of volunteering with us, so you'll know exactly how to jump in and start making a difference.

Q: What training is required for volunteering as a program or stewardship leader?

A: Leadership training generally takes place twice a year, once before the trail season begins and once midway through the season. The training includes a combination of online and in-person sessions to help participants develop both foundational knowledge and hands-on skills. The program consists of seven training sessions: Mandatory trainings are bolded.

Online:

- **Introduction to the Blue Hills and FBH**
- **Introduction to stewardship** (for stewardship leaders)
- **Leadership 101** (for stewardship and program leaders)
- Invasive species
- Mental health and wellness

In-person (on the trails):

- **Day-to-say trail stewardship skills: raking, brushing, and other trail work** (for stewardship leaders)
- **Leading a program in the outdoors** (for all program leaders)
- Invasive species management
- Tracking erosion and flooding
- Advanced trail skills
- **First aid and CPR** (mandatory for all stewardship and program leaders)

The time required to complete leadership training depends on your background and experience. If you have prior leadership experience or have attended multiple events, you may be able to complete the training in as little as 10 hours.

However, if you are new to trail work or have limited experience, you will need to volunteer with the trail crew at least twice before becoming a trail leader. This flexible structure supports both new and returning volunteers while ensuring that all leaders are well-prepared.

Q: Can I volunteer in more than one way at a time?

A: Yes! We welcome volunteers to participate in as many different areas of need as they like. For example, if you volunteer for an invasive plant removal event, feel free to also volunteer to assist with preparation of a mailing in office, too. As long as the opportunities don't overlap in timing, you're good.

Q: Are all volunteer opportunities in the park?

A: No. There are tasks that occur beyond the park's borders but still support the FBH mission. They're done at the FBH office in Canton, at events outside the park, or in the comfort of your own home. Examples include:

- mailing preparation
- data entry to record event attendance
- newsletter and blog planning
- writing or editing
- social media and email planning and content creation
- helping with FBH events outside the park (e.g., summer and annual celebrations)
- participation in an FBH committee

Q: What kinds of opportunities are more behind the scenes instead of public facing?

A: We know that not everyone wants to be in the spotlight and offer lots of volunteer opportunities that can be done behind the scenes. Helping with event planning, doing data entry, and working on communications projects are just a few examples.

Q: Do volunteers need to bring their own supplies or tools?

A: Regardless of how you volunteer with FBH, we will provide all materials that are required for the work you're doing. You don't have to buy the stamps for a mailing or

bring your own gardening tools to a trail maintenance event. Sunscreen, bug spray, drinking water and the like aren't provided as part of the volunteer experience unless explicitly stated in the volunteer event description.

Q: I need to report volunteer hours to my school/workplace. How do you track volunteer hours?

A: You will need to create a Bloomerang volunteer account here. Once an account is created, you can sign up for volunteer shifts and correctly track your hours automatically. If you volunteer *outside* of the scheduled hours, please contact John at john@friendsofthebluehills.org who will manually record hours for you.

Schools, groups, and corporate groups will be tracked manually by the volunteer coordinator. All participants are encouraged to sign up as volunteers through Bloomerang. If you're volunteering to fulfill a requirement for your school, community group, or workplace and need a form to be completed to prove you participated, please share it with the FBH Volunteer and Education Program Manager by email at: john@friendsofthebluehills.org.

Tracking Hours

Tracking volunteer hours is especially important for any nonprofit focused on stewardship, conservation, and community service. It allows the organization to document the collective effort invested in caring for an urban greenspace, maintaining trails, helping with administration tasks, mailing, etc.

These recorded hours provide proof of community engagement, which is critical when applying for grants and reporting to partners and donors. Additionally, tracking hours helps recognize and appreciate the dedication of volunteers, who are essential to the nonprofit's mission. It also offers valuable insights into which projects are receiving the most support and where additional help might be needed. Ultimately, maintaining accurate records of volunteer time strengthens the nonprofit's impact, transparency, and ability to grow its stewardship efforts.

Volunteer Roles

Attend an Event to Maintain the Trails, Remove Invasives, or Pick Up Trash

You don't need trail maintenance experience to keep habitats healthy, protect native species from invasive plants, and clean up the park. At our public in-park events, you'll be trained and given whatever tools you need! Just bring gloves (if you have them), some water, and a can-do attitude.

Adopt-a-Trail

Want to keep trails safe and passable on your own time? Contact us and choose a favorite trail (or a section of trail) or ask for a suggestion. Fill out this application and make sure that you meet all of the requirements prior to Adopting a Trail. Adoption commitments are for a minimum of two years. Just fill out a simple report online each time you take care of your trail (even if there's nothing to clean up), and let us know if you need help.

Do Youth, Community, and Corporate Group Trail Maintenance Activities

Contact us if your workplace, community organization, or youth group is looking for outdoor community service activities. Each year, we lead groups of all ages in activities that help make the habitats healthier. We also have some trail maintenance activities for older teens.

Program Leadership

Program leaders are dedicated volunteers who help connect people with the Blue Hills Reservation through fun, educational, and engaging outdoor experiences. Leaders play an important role in planning and leading public programs that inspire visitors to explore, learn, and care for the park. Program leaders go through a short orientation to learn best practices for leading safe, inclusive, and enjoyable activities.

There are several types of program leaders, including but not limited to:

- **Fitness Hike Leaders –** Lead group hikes focused on wellness and fitness while encouraging participants to enjoy nature as part of a healthy lifestyle.
- **Educational Hike Leaders –** Share knowledge about the park's history, ecology, and natural features while guiding participants along scenic routes.

- **Yoga/Meditation/Forest Bathing in Nature Leaders –** Guide mindful outdoor mind-body sessions that promote relaxation and connection with the natural environment.
- **iNaturalist Leaders –** Engage participants in citizen science by helping them explore biodiversity and record wildlife and plant observations using the iNaturalist app.
- **Birding Leaders –** Lead walks focused on bird identification, behavior, and habitat, helping participants appreciate the park's birdlife throughout the seasons.

Trail Leader

Trail Leaders are dedicated volunteers who help care for and protect the Blue Hills Reservation by leading stewardship activities on the trails and in natural areas. Leaders play a key role in identifying work that needs to be done, coordinating with staff, and guiding volunteers during hands-on projects. Trail leaders will go through a 10 hour course! Located here.

There are several types of trail leaders, including:

- **Trash Pickup Leaders –** Focus on litter removal to keep the park clean and safe.
- **Invasive Species Leaders –** Identify and manage invasive plant species along trails and natural areas. (We target mile-a-minute vine, garlic mustard, and black swallowwort only)
- **Trail Crew Leaders –** Maintain and improve trail conditions through tasks like erosion control, tread restoration, or drainage work.
- **Brushing Leaders –** Clear overgrown vegetation along trails for safe and easy access.

Volunteer leaders have a few more responsibilities.

- All requirements listed above
- Completed background checks (CORI and SORI)
- CPR and first aid certification for all program and stewardship leaders
    - Carry first aid kit on all programs, provided by FBH
- Commitment of at least 25 hours a year
- Attend trainings as needed
- Email communication with the Volunteer and Education Program Manager for leading program/events

Tasks Outside the Park

Extra requirements for tasks outside the park include accuracy and confidentiality (for office/admin work). A signed NDA is required. When handling contact lists, donation data, or organizational materials, please maintain confidentiality and accuracy. Only share information with staff or designated team leads.

Newsletters

Our member newsletter mails to homes several times a year, and we always need help putting it together. If you have a knack for content planning, research, interviewing, writing, editing, or designing print publications, let us know. We can always use a helping hand.

Blog Content

Guest bloggers are welcome! Feel free to submit an idea for an article to info@friendsofthbluehills.org any time. If it's a good fit, we're happy to give you a byline.

Event Planning

Free, public events to support the park and introduce people to it happen all year long. If you have experience planning events large or small, as fundraisers or educational opportunities, we need your help!

Tabling in the Park

Tabling is one of the best ways to connect with people who already love the park and want to learn how they can help care for it. By chatting with visitors, handing out information, and spreading the word about FBH, you'll help grow our community of park supporters and make a real impact.

What you'll do:

- Greet visitors and share what FBH is all about.
- Encourage people to become members or monthly champions.
- Accept donations and sell fun FBH merchandise.
- Help raise awareness and goodwill for the organization.

No experience is needed, just a friendly attitude and love for the Blue Hills! We'll provide all the materials and training you need.

Office Administration Tasks

Office volunteers assist with a variety of administrative tasks that support the daily operations of FBH. Responsibilities may include assembling new member packets, processing monthly renewals, shredding confidential documents, performing data entry, and completing other general office duties as needed.

Committees

The **Advocacy Committee** goals are to move forward long-term projects and initiatives and be the voice of FBH and the park.

The **Stewardship Committee** assists the FBH Board of Trustees to move the organization forward on day-to-day and aspirational park stewardship work, including trail maintenance, trail building, invasive species work, and trash clean-ups.

The **Membership & Marketing (M&M) Committee** assists the FBH Board of Trustees in sharing the mission and story of FBH to recruit new members, retain existing members, and engage more audiences with the Blue Hills. This includes identifying member needs and amplifying the voice of the member.

The **Education, Programs, and Engagement (EPE) Committee** assists the FBH Board of Trustees by connecting people of all ages to the park and its mission through public programs, guided hikes, and signature events.

The **Fundraising Committee** assists the FBH Board of Trustees in leading a strategy for nurturing a diverse and sustainable funding pool. Funding sources include grants, corporate support, and individual giving to support the day-to-day operations of the organization as well as special projects and programs.

Photo: Trail leaders training session

Volunteer Benefits

There are many benefits with volunteering with the Friends of the Blue Hills.

1. You are giving back to the community and to the reservation
2. It's a way to connect with new people.
3. Volunteering helps you develop new skills (leadership, teamwork, communication, etc). It's especially valuable for students, job-seekers, or career-changers who want experience without formal employment.
4. It's a powerful mental health boost. Studies show volunteering reduces stress and combats depression.
5. Helping others increases feelings of happiness and purpose.

Photo: Eversource volunteers at work in the park

Emergency Information

Emergency and Safety Procedures

Always dial 911 in the event of an emergency.

If emergency services are *not* required but an accident or incident occurs during a volunteer event, alert your trail leader to have John fill out an Incident Report.

It's important that every volunteer completes a waiver before participating so we have your emergency contact information on file. FBH ensures all volunteers have a Volunteer Application with up-to-date contact information.

If an emergency arises:

- Call 911 first.
- Then notify a Blue Hills Ranger by calling (617) 727-5380.
- Let John Harrell know as soon as possible so he can complete the necessary incident reports. Feel free to email John at john@friendsofthebluehills.org about the incident

During all volunteer events (e.g., trail maintenance, trash cleanup, or guided hikes) your leader will have at least a first-aid kit available.

Weather and Environmental Safety

- **Lightning:** At the first instance you hear lightning make your way off trail in a quick manner and seek shelter in your cars or inside a building (visitor center, Trailside Museum, Shea Rink). We will always check the weather prior to each event to make sure we are going. Unpredictable weather is always possible.
- **Heavy rain:** Trails and rocks can become extremely slippery; move slowly, use caution on slopes, and avoid crossing flooded areas.
- **Heat:** On warm days, bring plenty of water, take breaks in the shade, and watch for signs of heat exhaustion (e.g., dizziness, nausea, or confusion).
- **Cold:** In cold or windy conditions, dress in layers and be alert for early signs of hypothermia (e.g., shivering, slurred speech, confusion).
- **Ticks and Insects:** Stay on trail, use repellent, and check for ticks after outdoor activities.

General Safety Tips

- Stay with your group.
- Keep your cell phone charged and know your location on the trail when possible.
- Follow all instructions from your leaders.
- Report any hazards, unsafe conditions, or injuries to your leader right away.
- Carry extra water, a snack, and clothing appropriate for the weather.

Photo: Monte Rosa Therapeutics volunteers preparing for some trailwork