

Journey's End Farm Camp

364 Sterling Road, Newfoundland, PA 18445 T: 570.689.3911

Journey's End Philosophy

Our aim at Journey's End--besides having fun--is to help children grow. To do this, we try to create a supportive, cooperative community that responds to each camper as an individual. We hope that each child's time here will increase their ability to live in harmony with each other and with nature. We also hope that being at camp will help each child to become more committed to these goals.

We as staff must realize that our actions teach our values much more strongly than our words. We are influential role models to 100 campers each summer for a brief--yet powerful--two or three weeks. Here are some of the basic ideas which underlie our approach to camp life at Journey's End.

1. Positive Reinforcement: All children are potentially happy, considerate, and enjoyable. We try to respond to their best qualities. The best response to negative behavior is not punishment, but helping the child to do better. We use no physical punishment, and we try not to use verbal put-downs or sarcasm.
2. Cooperation and respect for others: Children need practice in working together rather than competing against each other. Sports are very low-key here, with winners on all teams. The basis of cooperation is learning to respect other people as being equally important as oneself. In this spirit of Quaker consensus, we approach conflicts with the aim of reaching a solution that is good for everyone, not just good for one person or for the majority.
3. Simplicity: We show the children that they can be happy with much less than they think. Without TVs or other electronic entertainment, we focus attention on "homegrown" activities that rely on our own resources and creativity. A farm is an ideal setting to demonstrate this, but we hope that they will realize that it applies everywhere. What is in our spirit is more important than what is in our house or our bank account. Simplicity is also an important basis for our stand against smoking, drinking, and drug use by staff. We feel that genuine well-being does not come from chemicals.
4. Self-discipline: We are here not to impose discipline, but to teach it. The children do not make the camp rules, but they are made aware of the reasons behind the rules. Rules here grow out of necessity--they are not made to teach obedience. Therefore, when asked "Why do we have to do this?" the best response is a direct, reasonable answer without evasion or intimidation. The campers participate in enough planning that they are motivated out of their own enthusiasm, with a minimum of coercion.
5. Responsibility: There is no better place than a farm to demonstrate the necessity of working to take care of one's own needs. We believe that if children learn to take responsibility for their needs, then they will--as adults--be less likely to exploit others to do their work for them. The campers keep the bunkhouses clean, set tables, wash dishes, clean the bathrooms, and help with the farm and garden chores. An enthusiastic staff is invaluable in transmitting an acceptance of work as a necessary and enjoyable part of living. For many urban children, accustomed to supermarket food and labor-saving appliances (or maids), this will be a new experience. The staff role is to teach work skills or learn along with the campers. Help kids do the work without doing it for them.
6. Quiet and listening: If we are constantly active or making noise, we cannot listen. Every child needs to learn the skill of pausing to hear what others are saying, to notice beauty, to be aware of other people's feelings, or to hear what their own inner wisdom may be trying to tell them. Counselors need to be calming influences, rather than rabble-rousers. We have a short quiet time for observations and reflections every morning after dorm work, and a longer one on Sunday mornings. Camp-outs, hikes, and tipi trips are also opportunities for learning to be quiet and hear what is going on in our natural surroundings.

Through all of what we do, it is crucial to be aware of the individuality of each child. Each has different needs and strengths. It is our job to help each camper to be a happy and constructive part of the group. Stay flexible in your approach.

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What We Hope For

Our aim at Journey's End—besides having fun—is to help children grow. To do this, we try to create a supportive, cooperative community that responds to each camper as an individual. We hope that each child's time here will increase their ability to live in harmony with each other and with nature. We also hope that being at camp will help each child to become more committed to these goals.

Our actions teach our values much more strongly than our words. As an influential role model to the campers, we hope you will:

- Enjoy working and playing with children
- Be positive toward others
- Favor cooperation over competition
- Be hard-working [and enjoy it!]
- Be listeners: to children, to each other, to nature, to the voice within yourself
- Appreciate quietness as well as activity
- Communicate freely, sincerely, and sensitively
- Be committed to nonviolent resolution of conflicts
- Be non-sexist and non-racist
- Enjoy a rustic lifestyle with few conveniences
- Be patient, understanding, and flexible
- Place the needs of children, and camp as a whole, before personal desires
- Be able to handle stress
- Appreciate the natural world and want to preserve and care for it
- Be prepared to get up by 7 a.m. each day (except cooks)

Some Requirements:

We feel strongly about the following, as we are all role models for the campers we live, work, and play with. If you cannot willingly and cheerfully abide by these policies, you should **not** apply to work at Journey's End.

STAFF SHOULD NOT USE TOBACCO

STAFF SHOULD NOT DRINK ALCOHOL

STAFF SHOULD NOT USE ANY OTHER RECREATIONAL OR ILLEGAL DRUG

Staff should not communicate an attitude that promotes the use of any of the above.

ALSO: If you need a significant amount of personal or private time on a daily basis, this type of job may not be for you.

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JOB DESCRIPTION FOR ASSISTANT DIRECTOR

The assistant director's role involves various details of support for other staff. The level of support needed varies according to personnel and their skills, so the details of the position change annually. Some tasks are done in the off-season, but most are during camp.

You must already have experienced being a counselor at Journey's End to apply for this position. The role of Assistant Director is many-faceted. Duties range from being a role model for both campers and counselors to bringing in hay or preparing afternoon snack.

Off-season expectations:

- assist Kristin and Tim with publicity, outreach, and editing camp materials when necessary
- read over counselor applications and helper applications
- interview new applicants (usually by phone)
- hire counselors
- plan staff week, with input from Tim (and Kristin)

During camp:

- Check-ins
- Crisis response (onsite)
- Facilitate Staff Meetings, in rotation with Tim, and sometimes other staff.
- Weekly sign-up sheets
- Assist with planning Farm Time
- Announcements
- Activity Coordinator
- Work job lists
- Keep cook happy
- Pick up other people's slack and remind counselors of duties
- Be involved in Camp as much as possible during free times (after lunch especially)
- Assist Counselors with difficult campers
- Help counselors get to bed on time
- Assist KC with reminders to parents about pick-up time
- Drive for errands, long hike, shopping, pediatrician visits, bus station and airport trips
- Counselor duties, including offering activities frequently
- Help counselors plan long hike
- Meet regularly with Tim and Kristin

The Assistant Director position can feel isolating for those who are used to being counselors and accustomed to the closeness that develops in the bunkhouses with other staff and campers. At the end of the 2007 season, it was suggested that having the AD be activity coordinator would help keep him/her constantly in touch with counselors in a more peer-oriented way (It also benefits the camp program).

Accommodations for the assistant director are currently in the woodshed, unless extra space is available in the bunkhouses and he or she prefers to live there. It's important for the assistant director to be physically close to camp activity.

In recent years, we have sometimes had 2 co-assistant-directors. When this is the case, their roles should be overlapping, but different. If one person is a 2nd year AD, he/she will be mentoring the 1st year AD and providing guidance learned through experience from the year before. It can be useful to collaborate on certain projects, but a big advantage to having two assistant directors is to allow one to be actively involved with the program, while the other is occupied with an errand or indoor task. Co-assistant directors should not plan to take time off together, except under occasional special circumstances (e.g. if they are a couple). Whether or not one of the 2 ADs has experience, the specificity of their roles will be determined based on individual strengths. Within the many roles carried out by ADs, the two will decide which aspects of the work each is most drawn to. We have a comprehensive (and ever-changing) list of tasks that allows us to make a start on this, but you are familiar enough with camp to know that it's a dynamic situation that can never be completely predicted. If you are eager for such an experience and feel you can both serve the community and thrive, then you may be a good candidate for this work.

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July 7th, 2011

Dear Journey's End Staff,

As we reflect upon the summer of 2011, we seek your feedback by asking you to evaluate your experience and yourself. Our hope is to learn from this summer and take your input to heart as we plan for future ones. Even if you will not be returning for summer 2012, we'd like you to respond. Your perspective is important to everyone one of us.

Simply, we'd like to know if you were satisfied with the work you did at Journey's End this summer. You may answer these questions individually or in one long paragraph. It will be very helpful to us to have these on file with your application and our notes from your phone interviews and our discussions with your references.

We know you're all busy with your lives and activities, but we hope you'll take 15 – 30 minutes to give us your thoughts. Reading all the questions and then letting your thoughts flow is probably the best approach. Thanks in advance!

- 1.)Did you feel that staff week prepared you for the work you were asked to do over the summer?
- 2.)Were you able to share your interests with campers and staff through activities or in conversation?
- 3.) What was disappointing for you about Journey's End?
- 4.)Were you ever disappointed in yourself?
- 5.)Could you have made any changes in your work and relationships that would have improved your experience?
- 6.)Did we succeed in creating a working community as a staff? Did you feel supported as well as supporting? Did your session(s) come together as a community?
- 7.)Did you feel respected by others on staff? By campers?
- 8.)Were you challenged by the work expected of you? Was it a good challenge, or was it daunting?
- 9.)Do you feel that you did your best to meet the expectations set before you?
- 10.)How well do you think you upheld your responsibilities?
- 11.)Would you have appreciated more feedback from experienced staff? Less?
- 12.)Were you able to appreciate the farm lifestyle?
- 13.)Did you find it difficult to refrain from smoking, drinking, drugs, or TV?
- 14.)Did anything you experienced at camp create a lasting change in the way you want to live your life?
- 15.)Do you feel that you were a positive influence in the campers' lives? Did you see positive results from your interactions with campers?

From your friends at JEFC

~ Tim, Kristin, Mim, Sarah + Critters

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Application for Assistant Director

Name:	<input type="checkbox"/> Male <input type="checkbox"/> Female	Birth Date: ___/___/___	SSN:
Telephone:	E-mail:		
Best times to call:			
Present Address:	City:	State:	Zip:
		Permanent Telephone #:	
Permanent Address (if diff):	City:	State:	Zip:
Name of Parents:			
Years of College at:	Major:		
Other education/training:			
Other interests:			
Years as a JE Camper	Years on JE staff	When?	
Have you worked at other camps? <input type="checkbox"/> Yes <input type="checkbox"/> No		<i>If yes, please list the camp(s) director's contact information below.</i>	
Director Info <i>(please use reverse or attach further info if more than 1 director)</i>			
Director Name:	Camp Name & Location:		
Telephone:	E-mail:		
Address:	City:	State:	Zip:
Current Employment <i>(if applicable)</i> :			
I am available from _____ to _____ this summer.			
Name(s) of Parent(s):			
Parents phone number:			
<input type="checkbox"/> I can <input type="checkbox"/> I cannot arrive between June 10 and June 14, 2012 to settle in and help plan staff week and prepare for the summer.			

Please answer the following questions in the space below or on another page:

- Why are you interested in being Assistant Director? _____

- What training, skills, or experience do you have that will prepare you to work with staff in a supportive and supervisory role? (Emphasis on those since last employed at JE) _____

3. What do you see as the philosophy and goals of the Journey's End experience for campers? For staff? _____

4. Helping to direct the camp program requires a person to assume both an authoritative and a peer relationship with other staff. How would you approach this role? _____

5. How familiar are you with Quaker process, testimonies, and practices? _____

6. What do you anticipate being the biggest challenge of the Assistant Director's position? _____

7. Do you have any experience dealing with conflict and frustration in a community setting? If so, how did you address the situation? What was the outcome? How would you approach conflict and frustration amongst the staff at camp? _____

8. Do you feel comfortable recruiting staff members and/or acting as a consultant on staff hiring? What qualities would you look for in hiring staff? _____

9. Check-ins are an important time for Directors to converse with counselors about how they are doing at camp. What do you think is important about check-ins? Do you think you will feel comfortable doing them? What do you think will be most challenging about them? _____

10. As activity coordinator, you will have the opportunity to help shape the camp program and encourage counselors to be creative. How will you approach this new role? What do you feel is most important about activities at JE? _____

11. Have you ever been accused or convicted of abuse or a sexual offense? Yes No