

Journey's End Farm Camp

364 Sterling Road, Newfoundland, PA 18445 T: 570.689.3911

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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Application for Assistant Director

Date: _____

Name: _____ Date of Birth _____ Social Sec. # _____ - _____ - _____

Current address: _____

Permanent address (if different) _____

E-mail _____ Telephone # _____

Best times to call _____

_____ years of college at _____ Major: _____

Other education or training: _____

Other interests _____

_____ years as a JE camper _____ years on JE staff When? _____

Have you worked at other camps? _____

If yes, please list the camp(s) and the director's contact information on the reverse.

Current employment, if any _____

Dates Available _____ to _____

Name(s) of Parent(s): _____

Parent phone number _____

Can you arrive between June 10 and June 14, 2010 to settle in and help plan staff week and prepare for the summer? _____

Please answer the following questions on another page:

1. Why are you interested in being Assistant Director?
2. 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?