

# Journey's End Farm Camp

364 Sterling Road, Newfoundland, PA 18445 T: 570.689.3911

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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 Cook

The cook is in charge of planning and preparing meals for 55-60 people, two meals--lunch and supper--per day, six days per week (counselors cook breakfast). We emphasize good nutrition, using fresh vegetables and a minimum of processed foods. Some of our farm animals are raised for meat, allowing us to include high-quality poultry, pork, and beef in menu plans, although it's rarely the main focus of any menu or meal. When meat is served, the cook needs to provide a protein-rich alternative for vegetarians.

In the last few years we have worked with our cook Tricia to create a book of recipes that can be used to create most of our meals. In that same span of time, more children who have food sensitivities and allergies have been coming to camp, making it necessary at times to come up with lactose-free or gluten-free or nut-free alternatives. We ask the families of children with allergies to bring special foods to camp, either ready-to-eat or items we can use to prepare safe and familiar foods for them.

It's also become a daily practice for the cook to have a helper in the kitchen, if desired. This is something that counselors enjoy as a break from their everyday routine. Be aware that some are very familiar with cooking and with the JE kitchen and others may have little to no experience but want to learn.

Menu planning should be influenced by the garden, and is otherwise something of a balancing act between nutrition, kids' taste buds, and economy. The directors do the shopping--with input from the cook--choosing simple, quality ingredients. Simplicity in ingredients and meal planning is really important, even though you may be tempted to prepare something elaborate. Getting a nourishing and satisfying meal out on time for 55 hungry people is elaborate enough.

Because many campers are accustomed to snacking (at home), it is important that meals are on time. It may help to alleviate feelings of homesickness or food-related anxiety if campers know they can expect a meal at a consistent time.

Although we discourage pre-recorded music at camp, we make an exception for kitchen work when the cook enjoys it. There is a Tivoli CD player/radio in the kitchen.

Since 2008 the cook's sleeping quarters have often been a separate tent near the milk house known as the "cook's tent." Your work hours will depend somewhat on your work strategy, but generally from about 9AM-7PM, with an hour or two break during the afternoon. You have Thursday morning off and all day Sunday off.

This is a challenging job! It doesn't end when the meal is done. There is a lot of careful planning that needs to happen, as well as a certain amount of improvisation, juggling food allergies and selective eaters with the basic need to set out a healthful meal on time.

The kitchen space is adequate but sometimes it will feel too small when a counselor plans a baking activity or there is a special event such as Dirt to Dinner day or Camp Fair.

Comfort with the values and way of life at Journey's End and familiarity with our daily schedule are important. Of equal importance is your own temperament and ability to keep an even keel on the waves that summer camp can and does bring. The kitchen is situated between the office and the nurse's porch and the dining room, so there is a lot of potential distraction. While you're here, you need to be able to enjoy the people and the farm, and to rest well enough to stay healthy and grounded.

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## Responsibilities & Expectations for Cooks

- Anyone working on food prep in the kitchen—cook, helper, other staff, campers—is required to wear clean clothing and a hair covering (we use kitchen bandanas). No jewelry or nail polish.
- Daily sweeping of the kitchen. This might be accomplished by the cook, the cook's helper for the day, or by a request to the sweep-and-mop group for that morning.
- Create a tentative menu plan for a week at a time, in pencil, so that you can be prepared with soaking beans, defrosting frozen foods, working on condiments or side dishes, and checking in with the gardeners on produce needs.
- The cook is responsible for organizing the refrigerators, putting away and labeling leftovers.
- Small amounts of leftovers may be offered to staff by communicating that on the white board. Otherwise, leftovers need to be re-served in a timely fashion. Some cooks like to have a buffet of leftovers once a week.
- Washing meal preparation utensils and pots/pans is the kitchen's responsibility. Other dishes are pre-washed by tablesetters and washed and sterilized by counselors on a rotating schedule.
- If there are campers/staff with food allergies, make sure there is something safe and nourishing for them to eat at each meal. You may want to ask someone on staff to volunteer as the special foods coordinator, depending on needs and time constraints.
- Use whole grains whenever possible for maximum nutrition and to satisfy appetites. If a recipe calls for all purpose flour, consider using at least ½ whole wheat or rye. Plan extra time to cook brown rice when it will suit the menu.
- Homemade rolls and breads are greatly anticipated and appreciated, but when we have sandwich meals it's expected that we will use commercial breads or pitas.
- We look forward to having salad once a day, ideally harvested during farm time in the midmorning. You may request that the greens be harvested and washed by a crew or you may choose to do it yourself. With the CSA at camp, you can plan for salad greens for two meals a day if you like. The gardeners will check in with you each week regarding your meal plan in order to determine what vegetables they can harvest and clean. Ideally this would happen with campers during farm time, but could also be a job for your kitchen helper.
- Salad dressings at Journey's End are made by the cook and helper.
- A meal including meat should be planned at least 2x per week. Spacing for meat meals should take into consideration that Thursdays are hot dog cookouts and Sundays are hamburger cookouts. Many families eat meat at least once a day, so serving meat meals is important to give campers some familiarity.
- In order to be frugal and use the farm's abundance we like to be "farm-flexible". For example past cooks have made carrot loaf with cabbage, used green beans instead of peas (Indian food), used paneer instead of tofu (stir-fry), used yogurt cheese instead of cottage cheese (lasagna), etc.
- Plan dessert a couple of times a week. We don't need or expect it any more often. Counselors may enjoy offering a baking activity with a few campers. You can request this. When there is a birthday we have dessert, usually baked by counselors and campers.
- Campers who have special dietary needs (due to "selective" eating or allergies) can present a challenge. It works best for the camp nurse to coordinate with cooks to supply their food. For example, availability of defrosted gluten-free bread, cooked plain rice, etc.
- Sunday is cook's full day off. We have volunteer cooks prepare Sunday night's supper. It is best if you consult with these 2 people on Friday or Saturday to make a plan or help them with ideas, find out what ingredients they'll need, and answer any questions they might have ahead of time. Then try to be away from the area when you're off!
- Learn where ingredients are located. Restock as needed from supplies. Work with directors to anticipate shopping needs so that we don't run out of supplies. Use the shopping list by the door to jot down things you think we need.
- Work out a system of washing up as you go to avoid having piles of dishes to do when you finish cooking.
- Look at your environment in the kitchen as a health inspector might see it. Since other staff use the kitchen for cooking breakfast and as their evening snack prep, hold them to the standards of cleanliness that you need to find when you come in to work each day.

- Be prepared to tell the tablesetting counselor whether you are ready for the meal ~15 minutes before meal time. If you are on schedule, they will ring the bell and call the tablesetters in to wash their hands. The counselor will ask you what is needed: bowls or plates, which eating utensils and serving utensils, and how many hot pads. You can put the serving dishes on the cart for them to deliver to the tables, or you may want to put out hot containers yourself.
- We have grace, either silent or sung, before each meal. After grace, you will announce the meal and explain any details that are important for us to know. For example, you may have a salad and dressings on a table at the front of the dining room.
- Cooks are very welcome to eat in the dining room (assigned to a table for a week at a time). Sometimes (always?) you may need some space or some peace and quiet, and you may choose to eat on the front porch. Depending on the meal, you may need to check while it's in progress to make sure there is enough food.
- As soon as people are excused from the meal, you and your helper need to be on hand to consolidate leftovers, return serving dishes to individual tables for washing, label containers of leftovers, and finish any remaining cleanup from that meal's kitchen prep. There will be counselors coming into the kitchen to put things away.
- If you have cooked a soup or another dish with bay leaves in it, expect to get a hug from anyone who has a bay leaf in their serving.
- Communicate with directors/staff if there is something that will help you, whether it's a scrub brush, a half-hour swim or a tea break at 3:30, a hug, a favorite spice, or a better job cleaning the kitchen sink. Tell us your ideas, or share a recipe. We welcome your presence in the community as much as you have energy for, and especially at staff meetings.
- Because we are a small community, the lines between job descriptions are often blurry. We are more like a large family than a small business. And because the community changes each year with different skills and personalities on staff, we try to create a good working environment as we are living life at camp. There may be days that you would have no problem getting a Band-Aid for a child when the nurse is busy or resting, and other times when it seems an overextension. Expect to be challenged, expect to have fun, and expect to be loved. Please communicate with Directors/Staff if you feel that any demands made are unreasonable.
- At the end of your camp cooking session, restock the kitchen (flour, sugar, cheeses, etc.) and please clean/organize the cook's refrigerator.

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## Cook Application 2010

If you are completing the application on paper, please use the back or additional paper if needed.

**Staff Training: (1 week) June 21 – June 26\***

Session 1: (2 weeks) June 27 – July 10

Session 2: (3 weeks) July 11 – July 31

Session 3: (2 weeks) August 1 – Aug. 14

Family Camp: (1 week) August 16 – 22

**\*Required for Counselor/Cook combo**

Interested in:	<input type="checkbox"/> Cook only	<input type="checkbox"/> Counselor/Cook combination	(more than one session at JE)		
Name:	<input type="checkbox"/> Male <input type="checkbox"/> Female	Birth Date: __/__/____	SSN:		
Occupation:	E-mail:				
Present Address:	City:		State:	Zip:	
Present Telephone #:	Permanent Telephone #:				
Permanent Address:	City:		State:	Zip:	
Name of Parents:					
Years of High School at:			Main Interests:		
Years of College at:			Field(s) of Study:		
Other education/training:					

- 1) Can you come to camp at least a day or two earlier than a session begins to get settled, get acclimated, and plan menus?  yes  no
- 2) Would you be bringing any family members (children, spouse) to camp with you?  yes  no  
If so, please tell us their name(s) and age(s).
- 3) Dates Available: \_\_\_\_\_ to \_\_\_\_\_ *(if you hope to work as a counselor as well as a cook, attendance at Staff Training is required)*
- 4) List any experience you have with quantity cooking and when and where it took place.  
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\_\_\_\_\_  
\_\_\_\_\_
- 5) Have you taken a food safety class, such as Serv-Safe? \_\_\_\_\_ Date of certification \_\_\_\_\_
- 6) Contact information for people with whom/for whom you have worked as a cook. Include e-mail and preferred phone, if possible.  
\_\_\_\_\_  
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- 7) Do you have any dietary restrictions? Any allergies?

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8) What physical, mental and/or emotional health issues, if any, do you have that would impact your ability to function well as a cook?

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9) Are you comfortable preparing meals with meat as well as vegetarian meals?

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10) Tell us about any previous experience at a camp or on a farm.

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11) Ideally, we would take advantage of what comes ripe in the garden and make use of our local harvest options. This requires quite a bit of flexibility on the part of a cook. How comfortable are you with this sort of planning?

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12) Given your knowledge of camp at this time, would you prefer sleeping in the bunkhouse, in the house, or in a tent or camper? (options change from session to session, year to year, depending on staff housing needs)

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13) What do you think will be the biggest challenge for you as a camp cook?

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14) We recognize that adapting to a low- or no-tech and substance-free lifestyle can be a significant adjustment for some. Are there any aspects of the lifestyle at camp that you might find challenging or difficult to adapt to?

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15) Have you ever been indicted or convicted of abuse, a sexual offense or a felony?  yes  no If so, please explain the circumstances.

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16) The following is our Dietary Statement that we send to camp families. Please read it and offer feedback below as to whether you feel comfortable with our food philosophy.

Meals at Journey's End are created with foods that we either grow ourselves (vegetables, berries, eggs, meats, maple syrup), order from United Natural Foods (flours, nut butters, cereals, oils, beans, Nature Burgers, Smart Dogs), or buy from local farm stands and other local businesses (bread, tofu, hot dogs, #10 cans of tomatoes, etc., or fruits and vegetables not available from our garden). We order dairy products from Pocono Mt. Dairies

as we cannot legally serve our own (raw) milk at the table. Many of our raw materials are organically grown, but we use non-organic foods, too. We choose not to purchase genetically modified foods. Our cook (not always the same person all summer) is able to prepare vegetarian and non-vegetarian meals. If a camper or counselor follows a diet that is otherwise restrictive, we ask that individual to notify us well in advance and to send recipes and bring along special foods as needed.

We feel it is important to respect the effort of growing and preparing the food we eat and the animals and plants it comes from. For this reason, and to encourage a balanced diet, we ask that everyone try at least a “no thank you portion” of all food served, and not waste food by taking more than we can or should eat. It is important for each of us to make an effort to eat a variety of foods. We serve salad made fresh daily, often including tasty edible wild greens. An afternoon snack of fruit is served between swimming and activities (about 4 PM). Water is served at all meals. We have a deep artesian well that yields some of the best fresh water available. Bring a container to take some home if you wish.

Honey, maple syrup, evaporated cane juice, and molasses are used in food preparation. Breakfast foods and desserts (served occasionally) may include high sugar content. The result may be less or more sugar than your child normally consumes at home. In any case we ask you NOT to send or allow your child to bring candy, gum, or any other extra food to camp. Please inform relatives and friends of this policy. It is not helpful to our program for disguised packages to arrive. All packages are opened in the presence of a counselor. Undesirable contents are kept in the office until the return trip home. There are several reasons for this food policy: snack foods can unbalance the diet, are rarely shared fairly, result in litter in bunk areas, and attract mice and other rodents that may harbor ticks that could carry Lyme disease. Campers receiving gum or candy in letters are placed in a potentially uncomfortable situation. It is tempting for them to keep it, knowing that doing so would be breaking a camp rule. Please do not break the trust in our camp community by tempting children in this manner.

If it is important to you that snacks be available while your child is away from home, there are numerous camps – large and small – that provide a “canteen” where food and sweets can be purchased.

18) Any thoughts? \_\_\_\_\_  
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19) Write your own question for this application and answer it. The topic can be anything that you want us to know about you and the work that you anticipate doing at Journey’s End.

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