

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

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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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Counselor Job Description

Journey's End is a camp which also strives to be a community. We are committed to helping children enjoy themselves, learn useful skills, and accept responsibility. These values are taught through our own actions and interactions. We combine practical skills with the ideals of old-fashioned living and a hopeful future vision.

Counselors at Journey's End have a wide variety of responsibilities. You will be leading activities; supervising work jobs, play times, or rest period; helping children tend animal chores; packing, leading, and organizing overnight campouts; and supervising/helping with bunk and bathroom cleanup. There is an element of teaching in all of this. You will share in dishwashing, and in sweeping and mopping floors. Your specific focus for activities will vary according to camper interest, and your own skills, interest, and initiative. We encourage you to be creative and use the natural resources of the farm (animals, woods, fields, creeks, pond, swamps) as much as possible.

You will be with children—responsible for their well-being—at all hours, six days per week. You will have seven days off during the eight-week season, and an additional hour or two several times a week. There are evening staff meetings twice weekly after the campers' bedtime. Most other evenings there will be some time for socializing, reading and writing, or preparing for the next day, with counselors taking turns on bunkhouse duty. We ask that you get to bed reasonably early (for college students)—by 11 pm—in order to adequately meet the demands of the camp schedule. As a counselor, you will be a role model and mentor to both campers and younger staff members. This is an often stressful but nearly always rewarding role to fulfill and, in general, you should be prepared for an intense and enjoyable summer.

If a director, assistant director, or coworker offers you advice or counsel on the job, it is expected that you will respond to their direction, if not immediately then in consultation with an assistant director that same day.

Camp life is simple and rustic. You will be sharing the (mostly) unlighted bunkhouses with the campers. Bathrooms (with shower, sink, and toilet) are a short walk from the sleeping quarters. We hope that you are not dependent on electronic entertainment. If you bring an iPod, Kindle, cell phone or other electronic media devices, please limit use to days off away from campers. Laptops must be kept on the counselor porch and we ask that you keep their use to a minimum.

We are less regimented than many camps. This allows for more flexibility and requires more commitment. You'll be working with other staff, leading or assisting with activities most of the time, and taking sole leadership at other times. Campers and counselors alike enjoy the warm community atmosphere and the emphasis placed on individual needs and strengths. Upon the completion of your summer here we ask that you complete a self-evaluation, both to aid in your own development and to help us plan for future summers.

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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

www.journeysendfarm.org

camp@journeysendfarm.org

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Family Camp Staff Application 2012

Name:	<input type="checkbox"/> Male <input type="checkbox"/> Female	Birth Date: __ / __ / ____	SSN:
Occupation:	E-mail:		
Address:	City:	State:	Zip:
Telephone #:	Mobile #:		
Years of College at:	Field(s) of Study:		
Years of Graduate School at:	Field(s) of Study:		
Other education/training:			

Certifications: Indicate expiration date of certifying organization:

<input type="checkbox"/> Lifeguarding:	<input type="checkbox"/> EMT or Wilderness First Aid:
<input type="checkbox"/> CPR / <input type="checkbox"/> First Aid:	<input type="checkbox"/> Driver's license #: _____ State: _____

PLEASE CREATE ADDITIONAL SPACE AS NEEDED FOR YOUR ANSWERS

Are you available for the whole week? Yes No Can you arrive Saturday afternoon August 11 to settle in and meet coworkers? Yes No We will plan Family Camp together on Sunday August 12th. Campers arrive on Monday, August 13. If you are not available for the whole week, are you still interested in contributing to the program? Yes No What days can you be here?

1) During what summers did you work at Journey's End? _____

2) What experiences have been important to you since you last worked with us? _____

3) In what ways do you see similarities between JE's philosophy/lifestyle and your own? _____

4) What excites you about the idea of being a counselor at Family Camp? _____

5) Would you be comfortable co-facilitating a workshop for adults on one or more of the following topics or skills?

<input type="checkbox"/> Pottery	<input type="checkbox"/> Blacksmithing	<input type="checkbox"/> Sustainable Living
<input type="checkbox"/> Community Building	<input type="checkbox"/> Group Singing	<input type="checkbox"/> Functional Art
<input type="checkbox"/> Auto Mechanics	<input type="checkbox"/> Farm Maintenance	<input type="checkbox"/> Fishing
<input type="checkbox"/> Plumbing	<input type="checkbox"/> Edible Wild Plants	<input type="checkbox"/> Knitting
<input type="checkbox"/> Baking	<input type="checkbox"/> Crafts	<input type="checkbox"/> Dance
<input type="checkbox"/> Gardening	<input type="checkbox"/> Weeding	<input type="checkbox"/> Poison Ivy identification
<input type="checkbox"/> Raising small animals	<input type="checkbox"/> Other (list as many as you wish)	<input type="checkbox"/>

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6) What do you think will be hardest about readjusting to camp life? _____

7) Do you have any concerns about leading adults or teens in activities? Yes No If yes, please elaborate.

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

9) Do you have any dietary restrictions? Yes No If you prefer a vegan diet, how willing are you to eat foods prepared with Journey's End milk or eggs as ingredients? _____

10) Have you ever been indicted or convicted of abuse or a sexual offense? Yes No If so, please explain. _____

11) What else would you like us to know about you and the work that you anticipate doing during Family Camp at Journey's End? _____

I agree to observe reasonable (*11pm or whatever we decide together*) bedtime hours and be ready to function by 7am, and will be able to thrive without tobacco, alcohol and other illegal/recreational drugs.

X _____
(applicant signature)

(date)