



## Co-worker Application Form 2012

PO Box 1045, Kimberton, PA, 19442 Phone: 610-935-3963 Fax: 610-935-8896

Email: [information@camphillkimberton.org](mailto:information@camphillkimberton.org)

Date:

Position for which you are applying:

First Name Middle Last

Address

Phone Fax Email

Date of birth Gender

Your age Marital Status Accompanying Children?

Social Security Number:

Proposed dates of stay: from to

Are you a licensed driver? Yes No If yes, for how long?

### INTERNATIONAL APPLICANTS

Nationality Place of Birth US citizenship? Y N

If English is not your first language how fluent are you?

### EDUCATION

School Name Location Graduated Date

High School

College (University)

Other

Are you currently enrolled in a post-secondary program? Yes No

Major field of study:

If you completed a post secondary program, date completed and degree /diploma earned:

### **EMPLOYMENT HISTORY**

*(For this and the following questions, please feel free to use additional space if needed.)*

Please list positions held beginning with the most current.

<b>Employer</b>	<b>Your Position</b>	<b>Dates of Employment</b>	<b>Reason for Leaving</b>
-----------------	----------------------	----------------------------	---------------------------

1.

2.

3.

### **VOLUNTEER/SERVICE HISTORY**

Please list positions held beginning with the most current.

<b>Employer</b>	<b>Your Position</b>	<b>Dates of involvement</b>	<b>Responsibilities</b>
-----------------	----------------------	-----------------------------	-------------------------

1.

2.

3.

### **GENERAL INFORMATION**

What motivates you to volunteer in our community at this time in your life?

What particular strengths or skills would you bring to community life, working with people with special needs, housework, land work or crafts?

What would be particularly challenging for you in joining our community?

Describe your relationship with Anthroposophy?

What do you now see as your future vocation or future goals?

How do you see your Camphill experience contributing to these goals?

How did you hear of Kimberton Hills?

Have you worked in a Camphill community previously? If so, where and when? Whom could we contact there?

Have you visited or applied to any other Camphill community? If so, which one (s)?

Do you currently have financial obligations? If so, how can you manage them while volunteering in our community?

### **REFERENCES**

*Please list three references. At least two should be work related or professional references. Please, no relatives.*

	Name	telephone#	email address	relationship to you
1.				
2.				
3.				

### **HEALTH AND MEDICAL INFORMATION**

Our work at Kimberton Hills is both rewarding and challenging—physically, mentally and emotionally. In order to have an enjoyable and successful experience as a coworker it is therefore essential to be in good physical and emotional health. To verify the state of your health, past and present, we ask that you answer the questions below.

Do you feel you are physically, mentally and emotionally capable of taking on the tasks and challenges of community life? Please relate any experiences in your life so far that may affect your capacities.

Do you have a special diet? If so, please describe:

Please describe your current and past relationship to alcohol and illegal substances (drugs) including marijuana.

**AUTOBIOGRAPHY**

On separate paper if necessary, please write a brief autobiography, written in a narrative rather than a vitae format indicating significant experiences that have shaped who you are. Use this space to tell us important information that has not been sufficiently addressed in the application.

*I certify that all statements made in this application are accurate.  
I authorize Camphill Village Kimberton Hills to verify my references. I understand that as part of the application process, a medical form to verify the state of my health, current treatments, and past medical history must be completed by my physician and sent to Kimberton Hills. Additionally my dentist must provide a certificate indicating my current dental condition. I further understand that I am responsible for any dental work that may be required in the future.  
For United States citizens: I agree to allow Camphill Village Kimberton Hills to do a criminal background check.  
If you reside outside of the United States: I will provide a criminal background check from my country of residence.*

---

Signature of Applicant

Date



## ❖ **OUR MISSION**

The mission of Camphill Village Kimberton Hills is to create and maintain a community, based on the insights of Anthroposophy, that promotes well being and dignity, especially including individuals with developmental disabilities; and administers land and natural resources according to the principles of biodynamic agriculture, other ecologically sound practices, and conservation.

## ❖ **OUR COMMUNITY**

Camphill Village Kimberton Hills was founded in 1972 and is a land-based life-sharing community striving to restore vitality to our ecosystems and to societal life. Adults who have developmental disabilities and volunteers form a supportive community based on shared responsibilities and caring. Located on a beautiful 430-acre farm in southeast Pennsylvania, we practice biodynamic farming, bake whole grain, organic breads and cookies, create beautiful fiber and woven products, pottery, and wooden handcrafts. We enjoy a rich cultural life with musical recitals, plays, seasonal festivals and other activities. At Kimberton Hills residents can experience home, find challenging vocational tasks, and share with dignity and joy in the social, cultural and spiritual activities of community life.

Kimberton Hills is part of the international Camphill movement that provides programs and services for children, youth and adults with developmental disabilities. Karl König, M.D., started the first Camphill center in 1940 in Scotland; over 100 independent communities now exist in 20 countries worldwide. Dr. König and the Camphill movement were inspired by Anthroposophy, the work of Rudolf Steiner, Ph.D. (1861-1925), an Austrian philosopher and educator. This philosophy embraces a spiritual view of the human being and the cosmos and recognizes the spiritual nature and wholeness of individuals regardless of ability.

## ❖ **FUNDAMENTAL SOCIAL LAW**

*We structure our work and economic life to meet, as best we can, the conditions of what Rudolf Steiner called the "Fundamental Social Law" which follows:*

*"In a community of human beings working together, the well-being of that community will be the greater, the less the individual claims for him/herself the proceeds of the work he has himself done; i.e., the more of these proceeds made over to fellow workers, and the more his/her own requirements are satisfied, not out of his/her own work, but out of work done by others." -Rudolf Steiner*

## ❖ ***VOLUNTEERING IN KIMBERTON HILLS AS A COWORKER***

Typically, ***Co-workers*** join Kimberton Hills because they are looking for a lifestyle that matches their ideals and they wish to make a commitment to living in an Anthroposophically-inspired Camphill community. They want to live and work together with others, including people who have developmental disabilities, to build a community life in which its members are interconnected. Families come to raise their children in an environment that is rich in personal connections, shared culture and shared values.

Volunteers bring their strengths and abilities to the community and contribute to the personal growth of others as well as the growth of the community. We invite volunteers to roll up their sleeves and help to create a community based on the blend of talents, skills and insights that each person brings.

### ***Role of the Co-worker—***

Co-workers can take on many roles in village life. Perhaps in addition to managing a household consisting of volunteers, villagers and their own children and creating a healthy home environment; he or she may have some administrative or organizational responsibility, serve on various committees, run a workshop, or be responsible for work crews working in the home. Often individuals come with strong skills and interests and are involved in developing and running a workshop (land or craft), and have an active role in the cultural life of the village. Whatever role in the village that the co-worker may take on, the day is full and enriched by common goals.

### ***Qualifications—***

People come to us from varied backgrounds, talents and skills in the arts, human services, business and craft. Each person within our village strives to find meaningful vocation in the context of community living. The common thread that brings us all here is a desire to serve. Some qualities that are helpful:

- *Homemaking experience and skills*
- *Knowledge of Anthroposophy*
- *Ability to enjoy life with diverse people working and living together*
- *Ability in a specific cultural, craft, or land-oriented activity*
- *Interest in community-building*
- *Ability to work with others to build consensus*
- *Flexibility, good will and an open mind*
- *Personal and spiritual connection with the mission and ideals of Camphill*
- *Good physical and mental health and emotional stamina*
- *Expertise or interest in a skill related to the work in our village*
- *Good communication skills*
- *Strong organizational and leadership skills.*

## ❖ **LIVING IN COMMUNITY**

The Healthy Social life is found when, in the mirror of each human soul the whole community finds its reflection, and when in the community, the strength of each one is living.

–Rudolf Steiner, *the Motto of the Social Ethic.*

In Kimberton Hills the village model is strongly evident. All members of the community, from young children to elderly residents, service volunteers, and co-workers are integrated into the life of the community and participate in its work, recreation, festivals and home life.

Volunteers come to Kimberton Hills to create a home and a life vocation based on mutual trust and caring with our fellow community members. We choose to raise our family in an environment where young and old, and people with diverse and extraordinary abilities live in a wider kinship than the nuclear family. We invite you to look to the needs of those around you with great care, and strive to meet those needs.

### ***Rhythm of life--***

Village life has its own unhurried but regular rhythm. Though the rhythm of the community appears to be slow and steady, it is a rigorous lifestyle with constant demands on your energy and time. Life and work are not separate. In managing a household, each co-worker determines individual rhythms of work and free time within the context of the larger community rhythm. This may be a big adjustment for new co-workers. Some of the most demanding times such as supper, or leisure times in the household, are the times that used to be free and relaxed. We live each day finding meaning in every experience of life, be that hanging clothes on the line, reading a story together, spinning yarn, or sharing a meal.

Weekdays are structured by the morning and afternoon work sessions and three family-style meals shared in each house. The day (and sometimes evening) also includes community meetings as part of the responsibility of village governance. Weekends have their own pace, including trips, Sunday services, folk dances, concerts or other special gatherings.

Yearly we celebrate seasonal festivals, connecting the rhythms of nature and spiritual life.

### ***Religious life of the community—***

The guiding thought and ideals of the Camphill Movement flow from the spiritual world view known as Anthroposophy. While Anthroposophy is not a religion, it teaches the significance of the new spiritual impulse which came to humanity through Christ, and the need for people to take this impulse of love into their individual and social lives, and into their relation to nature. We try to cultivate a mood of reverence and inner peace together. The aim of spirituality in the village is to stimulate all members to feel responsible for their own moral development towards greater harmony and good on earth, regardless of religious affiliation or handicap. The steady beat of quiet meditative time is an important part of enabling adults with developmental disabilities to cope with life's challenges

## ❖ **PRACTICAL INFORMATION FOR COWORKERS**

### ***Living Arrangements—***

The village now is comprised of 11 extended family style households. Co-workers manage a household which typically includes householder, their children, people who have developmental disabilities and 1 or 2 volunteers doing a year of service. That said, there is much variety in village houses. Single adults or a team can manage a household. Less typically, we also have some households where people live individually and have responsibilities in the village other than managing a household, or are semi-retired.

### ***Work and Compensation—***

Co-workers in Kimberton Hills consciously enter into a situation in which the work that's done and compensation are separate. The differing financial needs of households and individuals are met in the context of a common budget rather than through a wage or a salary. Finances are managed by the co-workers in each household and through housing associations. Individual and house needs are considered in the household budget. After their first year in the village, co-workers are part of the budget process.

### ***Spiritual Practice—***

We strive to make all aspects of our life, - work, social and cultural-wholesome and holy. We celebrate many seasonal festivals with music and dramatic offerings and participatory activities. On Saturday evenings households are encouraged to create a special conversation space, called "Bible evening" as a passage from the New Testament, a shared "special space", and directed conversation are used as a focus to deepen our understanding of life. On Sundays, those who wish may participate in the non-denominational Christian service at our community center, Rose Hall.

### ***Education and Training—***

New co-workers take part in the one year Orientation Training Program, which occurs once a week. This training introduces new residents to Anthroposophy, social therapy, Biodynamics, disability, and other aspects of life in Camphill. CPR, first aid, and sexuality training workshops take place during this first year. In the second year, co-workers have the opportunity to participate in the Social Therapy course. There are many opportunities for co-worker education. Courses are offered in the village from time to time in areas of general interest related to our work. Co-workers can learn skills which would enhance the work they do in the village and interests they have by attending workshops and seminars. Periodically, a house-holding course is given for new co-workers. New householders meet with individual mentors regularly throughout the initial three year period.

### ***Village Governance—***

Camphill has a relatively flat organizational structure. Mandated groups make decisions by consensus at the level where work is being done. When village culture needs to prevail, social agreements are made. Each household or workshop belongs to a neighborhood, crafts or land association where most issues are discussed and resolved. Each neighborhood association sends a representative to the management group where associations interconnect.

***Driving—***

The village owns a fleet of cars. Village cars are assigned to houses or workshops, not individuals. Car expenses and insurance are a collective expense.

***Mentorship—***

Each new co-worker will have a mentor to guide him/her through the first few years. They meet together regularly. Mentors can be called upon for information, or to help resolve issues that arise.

***Insurance, medical costs—***

Co-workers are asked to cover their own insurance for the first 3 months in Kimberton Hills with their own policy. After 3 months co-workers are covered by the Kimberton Hills policy. Dental and prescribed therapy expenses are covered after one year.

***Review process—***

The first 3 years of a co-worker stay is a period of adjustment. Co-workers and community work together through a review process to work out difficulties and provide support during this adjustment.

There are reviews at 3 months, 6 months and then one year and two years. After three years of residency it is determined if the relationship is mutually beneficial and co-workers can be invited to become “vested” full members of the community.

***Food—***

Households strive to serve a balanced diet of healthy organic food which includes a lot of vegetables. The biodynamic vegetable garden and orchard (when in season) provide us with healthy organic food, as does our bakery and dairy. Many people preserve foods for winter use. Household members choose the menus for their household. Additionally, in order for us to keep costs down while keeping quality high (as well as to upcycle and recycle) some food stores such as Trader Joe’s and locally owned Kimberton Whole Foods donate food. Picked up by the village, these donations can be used in households when suitable, and otherwise composted.

***Raising a Family in Community—***

Children participate fully in the life of the village as part of a village family. While they are not caregivers, nor should they be, they can learn much about people, homemaking, and the areas of village life while here. There are workplaces in the summer that welcome children’s participation, whether in the garden, a craft workshop, or for older children, the café. Parents are present in the lives of their children though they also have community commitments which will at times make them unavailable. (It is understood that children need adult oversight, and parents are responsible to make arrangements so that their children have adults available when needed. As part of a community, children can develop resilience, social and practical capacity, and a strong sense of living in the context of others. Co-workers share a cultural appreciation of childhood and truly enjoy the gifts that children bring to community life. The village provides an environment in which the children are known and know everyone in the community.

***Education for Children—***

Kimberton Hills has managed to make it possible for the school age children of co-workers to attend the Kimberton Waldorf School if they choose. There is the possibility of play groups forming for preschool-age children. College tuition is not provided.

***Vacation and time off—***

In Kimberton Hills, we work together to honor the individual “leisure time” needs of our coworkers. Co-workers are eligible for three weeks of vacation time per year after the first six months and may take time as needed for self-care, as long as their work areas are responsibly covered. (See vacation guidelines in House Book.)

***Pets—***

Some village residents are allergic to cats and dogs. Some people are frightened of animals and would be unable to live, visit or work in your household if you had pets. We ask that you not bring pets into the village unless there is a prior arrangement.

***Retirement—***

Any co-worker who has completed three years as an intended long-term co-worker becomes vested in and qualifies for potential leaving and /or Gratuity Fund support. This is intended to create a way for coworkers to leave the community “neither richer nor poorer” than they came. Coworkers who remain in Kimberton Hills can qualify for retirement in the community. Vested coworkers who leave will not have retirement money follow them, but can be helped to their next step in life.

***Privacy***

For some people and families, sharing life in a larger social context can be challenging. Along with the challenges come rich human experiences and opportunities for learning and growth. While families literally “expand” to create home for more people, privacy needs require consciousness and appropriate boundary setting, yet inclusiveness and sharing is encouraged throughout life.

***Other thoughts***

Sometimes individuals with high ideals imagine that the community will naturally follow their ways of expressing these ideals, yet we find that in community, people address areas differently and agreement is not always present. Diversity of intention and thought can bring us into good conversation, rich processes and consensus with respect for each other’s points of view. The give and take of community life is part of its value—our interactions with each other can create a better village. The balance of individual needs and community needs is an ever changing landscape.

*We think Camphill Village Kimberton hills is a wonderful place in which to discover interesting work and ideas, to raise children, and find a life vocation that is rich and meaningful. It is a place that has as its purpose to work as a community to serve the dignity of the human being, using the insights of Anthroposophy. It is a lively place where meaningful service takes place. It needs the wholehearted participation of all who live here.*

**From the Bylaws:****Camphill Village Kimberton Hills, INC.****Purposes**

1. To give expression to the purposes of the Camphill Movement
2. To promote the well-being of persons with handicaps, especially mental handicaps.
3. To administer land and natural resources according to the principles of Bio-dynamic agriculture and ecologically sound conservation, and to ensure the long-term protection of agricultural land and resources.
4. To conduct educational activities and training courses.
5. To initiate, foster and co-ordinate study and research in any field covered by the purposes and Principles herein and to disseminate the knowledge so gained.
6. To foster co-operation, communication, co-ordination and mutual support between the Corporation and associated organizations.
7. Whenever appropriate, to conduct the above activities in co-operation or association with like-minded organizations and individuals.
8. To raise funds in support of these purposes.

**Principles**

1. The international Camphill Movement is an instrument of the Camphill Community, promoting human services through a cooperative life, social interaction, and spiritual activity, based on Anthroposophy as developed by Rudolf Steiner. Founded by Karl Koenig, the Camphill Movement works for the individual's unfolding toward community life, particularly where such individual unfolding may be threatened by handicaps. Camphill Movement's fields of activity are chiefly in curative education and social therapy, education, training, agriculture and horticulture for and with persons who are handicapped mentally, physically or socially, or otherwise in need of special care. The intention of this activity for the human being and for the earth is summarized best in the following works by Rudolf Steiner: "...in place of what brings quarrel and discord to men, there must come that which can bring the Good to earth... a Christianizing of the treasures of cosmic wisdom of the earth's evolution."
2. Camphill Movement applies itself to these tasks through cultural activities, social awareness and brotherly practices, the three principal activities of the whole human being who is manifest in body, soul, and spirit.
3. Cultural pursuits of the Camphill Movement are reflected in the professional conduct of the work in specific areas for which seminars and training courses have been established and which continue to be evolved; studies, in particular Anthroposophical studies, conferences, lectures, and artistic endeavors form integral parts of these pursuits.
4. The striving for the Christianizing of all aspects of life through non-denominational forms, accepting of all genuine religious beliefs, determines social awareness and equal rights of each human being in the context of such interaction; and brings this conviction to bear upon its dealings with other organization, law-makers and government agencies.
5. The mutual support of member for member and community for community gives expression to the understanding that each person at all times sees in the other their reason for his own work; that each person in the Camphill Movement knows himself to be, and subscribes to, working with others for the achievement of specific common goals, such as in an organized system of volunteer services; and that such community work on the one hand and gainful employment in the usual sense on the other are two separate categories which must be kept apart: so the in Law (as formulated by Rudolf Steiner) can be realized.