

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.

Employer	Your Position	Dates of Employment	Reason for Leaving
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?

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?

Do you have any issues or reservations regarding living with pets or working with farm animals?

REFERENCES

Please list three references. At least two should be a work or school related reference. 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. A doctor will need to fill out the Physician's Report form (to be sent separately), and we will need a note from a dentist verifying that your dental work is up to date, but these forms can be provided to us later in the application process.

Please describe your physical, emotional, and mental health both past and present. Are there any medications being prescribed for you currently that you would continue with during your service year?

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

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

AUTOBIOGRAPHY

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 structures. 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 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 addresses the needs of 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 over 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.

At Kimberton Hills handicapped and non-handicapped community members live together as extended families, forming a supportive community based on shared responsibility and caring. This lifestyle helps to foster mutual help and understanding, as people live and work side by side, all learning from each other.



YOU MAY WANT TO KNOW...

❖ **Living Arrangements**

You will have your own room in a household that includes other co-workers (probably a family) and people with disabilities. You will be able to share work and recreation with many people, both young and old. You may find yourself cleaning house, digging in the garden, kneading bread in the bakery, sharing meals, going out to choir or folk dancing, or just visiting friends in other village houses or in the surrounding community. Despite a full work life, you will have ample opportunity to create a fulfilling social life for yourself (and others!).

❖ **Orientation**

Weekly orientation sessions will begin shortly after your arrival. Attendance is required of all service volunteers. In these meetings, we get to know each other and learn about basic issues that arise in living and working with people with disabilities. We introduce the insights of Anthroposophy and Camphill experience, work with your questions, discuss life in community, biodynamic agriculture, etc. We emphasize learning from each other and address specific issues and/or questions that arise. We offer periodic first aid, CPR, crisis intervention, as well as specific courses relating to living and working with people with disabilities. We welcome your questions!

❖ **Work and Compensation**

Your work schedule will be arranged according to the needs of the village, with your skills and preferences in mind. Our work places include housework (cooking, cleaning and supervising work crews) land work (in the dairy, gardens, orchard or estate) and craft work (wood workshop, bakery, weavery, or fiber arts). You may be asked to help in the personal hygiene needs of people who have disabilities and **who** need help in these tasks. Generally, everyone works ten half-days per week (with one half day off), Monday through Friday plus Saturday mornings, and contributes to household needs on evenings and weekends as arranged in the house. It is important to realize that you are joining a community with responsibility for people with special needs, and that those needs are just as present on weekends and holidays as at other times. You will have one free weekend per month.

As all residents are volunteers, we do not provide salaries in the usual sense. We do provide room, board and pocket money of \$150/month. Additionally there is a small household allowance for phone usage. Towels and bedding are provided. After your first three months here, Kimberton Hills will cover costs for medical necessities, but can not cover costs for "elective" procedures or

therapies (except as individually assessed). Kimberton Hills can not cover eyeglass prescription renewals, but dental and prescribed therapy expenses may be covered at the community's discretion after one year.

❖ **Vacations, Holidays, and Time Off**

Each service volunteer receives one day off per week. Vacation time is determined based on an accrual system and comes to 21 days of vacation for a complete 12 months of service. It is sometimes possible to go on a "village vacation" with other co-workers and some residents with special needs, where all share in creating a recreational time. (This is not counted as part of your vacation time.) Some of these trips in the past have been to the seashore or camping, for instance. The holiday times of Christmas, New Year, and Easter are not good times to schedule vacations. Householders also prefer that service volunteers not take time off during July and August as this is the time they are able to have family vacations.

❖ **Clothing**

Because the Village is not in a financial position to provide clothing and because much of our work is outside you should bring a full complement of clothing for the entirety of your stay. We experience seasonal weather changes. Bring cold weather clothes, including mittens and boots, rain gear, work boots, and clothing for hot summers including a bathing suit.

❖ **Recorded Music and Media**

In general, we prefer to keep our use of electronic media in our community to a minimum. We recognize that for some of the villagers, the media can have a strong negative effect, for example, lead to aggression, aggravate speech problems or autistic behavior, or sometimes cause excessive nervousness. Because our actions are geared towards being awake to the present moment, we prefer not to listen to recorded music or watch television to a great extent. We try to cultivate self awareness and awareness of our interdependence with other people and our environment by striving to bring ourselves into greater harmony with the earth and its beings. To be awake to the present moment also means to do one thing only at a time. Therefore, background music in a workshop or during a meal or social time is considered inappropriate.

❖ **Guest Policies**

Although we enjoy having visitors in our village, arrangements in your home and workplace for guests must be made before your guests book their vacation time. Accommodations will be scheduled with consideration for the needs of the community and the home.

❖ **Finances**

Debts incurred before coming (school loans, child support, etc.) are your responsibility as are travel costs to and from the community. It is important to ask yourself if you can afford to be a volunteer at this time in your life.

❖ **Pets**

We strongly discourage the bringing of pets. In extraordinary circumstances this may be negotiated, but a clear agreement must be reached in advance of your acceptance of a position.

❖ **Smoking**

Smoking is permitted in outdoor areas only. Part of our responsibility to the village is to model healthy behavior. Please remember not to smoke in the presence of villagers or children, and pick up any cigarette butts and dispose of them properly.

❖ **Driving**

Each household has a village car for its use. **Volunteers are asked not to bring their own car.** Licensed drivers are strongly encouraged to bring an international license or obtain a Pennsylvania license. The village reserves the right to use its discretion in restricting a village driver's use of Kimberton Hills' vehicles. It is possible to borrow them for personal use, subject to availability and at the discretion of each individual car steward. Ecological considerations are important. Unlicensed drivers may learn to drive in a village vehicle only after one full year of residence.

❖ **The Religious Life of the Community**

One of our ideals is to make all aspects of our life—work, social and cultural—wholesome and holy. On Saturday evenings, “Bible Evening” is celebrated in most houses. It is a time when we try to deepen our understanding of life and the world, using a passage from the New Testament as a focus for conversation. On Sundays, those who wish may participate in the nondenominational Christian service at our community center, Rose Hall. Participation is voluntary, but we ask that you be open to sharing in this aspect of village life. The way spirituality in the village is practiced is as varied as the people who live here. We ask that you be open and respectful to spiritual practice in your house community.

❖ **Your Commitment**

We think Camphill Village Kimberton Hills is a wonderful place in which to discover interesting work and ideas, other people and most likely something new about yourself. 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 diverse place where meaningful service takes place. It needs the wholehearted participation of all who live here. We hope that you will find joy and challenge in its tasks, and be prepared to offer your best.

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 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 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.