

Camphill Farm Community

Hemel en Aarde Valley, Hermanus

GENERAL INFORMATION AND APPLICATION DETAILS

THE CAMPHILL MOVEMENT

The Camphill Movement was founded in 1939 by Austrian pediatrician Dr. Karl König (1902-1966) in Scotland. He and his colleagues established the first Camphill school for children with special needs, basing their work on the insights of Anthroposophy (literally “wisdom of the human being”) which was developed by philosopher and educator Rudolf Steiner (1861-1925). Anthroposophy has sparked innovations in many areas of life, and has given rise not only to Camphill communities, but to the worldwide movements of Waldorf education and bio-dynamic agriculture, new forms of medicine, therapies, and the arts.

We believe that each human being is made up of a body, soul, and spirit, and each of these aspects has the capacity to grow, develop and learn. We recognize that each person is on an inner journey, and we can actively support each other by the ways we live, learn, and work together.

We focus on the abilities of each person, not the disabilities. In Camphill people with complex needs live and work together with co-workers in extended family settings. Members of house communities learn from each other in a process of mutual interaction. Each individual is encouraged to contribute his or her own special gifts and talents.

Camphill communities welcome people of any religious, ethnic or racial background.

Today there are about 100 Camphill communities throughout the world. Some are schools for children, some offer vocational training and others are “village” communities for adults.

Camphill communities are autonomous entities responsible for their own finances and development. They support each other through meetings, conferences and interest in each other.

Camphill co-workers traditionally do not receive wages. Like all members of the community they relate their individual expenses to a budget agreed upon within their place of residence. All Camphill communities share a common dream of social, cultural, and economic renewal.

‘The well-being of a community of people working together will be the greater, the less the individual claims for himself the proceeds of his work. The more of these proceeds he makes over to his fellow-workers, the more his own needs are satisfied, not out of his own work but out of the work done by others’. (Rudolf Steiner)

WHERE WE ARE

Our community nestles in the beautiful Hemel en Aarde valley, approx. 10 km out of Hermanus and 120km east of Cape Town. It is a peaceful setting surrounded by mountains. Unlike the other provinces of South Africa, the Western Cape has winter rainfall. This means our summers are dry and warm, but not unpleasantly so. Winters are often cold, stormy and slashed by powerful gales. Warm clothing, rain gear and hiking boots are essential since temperatures can drop close to zero and the houses are not centrally heated.

LIFE IN OUR COMMUNITY

At present the Camphill Farm Community accommodates 60 adults with complex needs. They live in eight homes which vary in size from 4 to 18 people.

Life in the community will probably be different from the way you have been living. You will

become part of a large extended family, which includes adults with complex needs, other co-workers and their children. As a co-worker you will be required to take care of a small group of residents. These duties include taking care of their personal hygiene. You will also assist in the house community, helping with housework, cooking, cleaning and laundry, under the guidance of a house leader or long-term co-worker.

You will also work in one of our **workshops**:

The **bakery** produces wheat, rye, whole wheat, raisin breads and various other treats.

The **paper making project** supplies handmade gift cards of natural/recycled material.

In the **craft workshop** we create a large variety of gifts and also many useful items made from recycled materials.

Or you will work on the land, as we are a **working farm**:

Our **125ha farm** supports a dairy herd, pigs and chickens.

In the **dairy** we process the milk into yoghurt, various cheeses and cream cheese.

In the **herb garden** we grow herbs and flowers, for both culinary and medicinal purposes. The herbs are then processed and dried in the workshop.

Our **estate** and maintenance teams maintain our houses, gardens and grounds.

We also assist the Camphill School in their large **vegetable garden**.

The produce from our workshops, much of which is organic or biodynamic, is primarily for our own use. The surplus is sold in local shops and at weekly markets.

We welcome volunteers from South Africa as well as from overseas who are committed to be of service. Although we are in Africa and some of the residents and co-workers come from the local communities, the character of our community is essentially international. If you join us, you will be part of a group of people from many nationalities and cultures. As we are an English speaking community, it is essential that you understand and speak the language. It is also important to remember that English should be spoken socially, even if you are addressing someone from your home country.

The minimum age requirement for volunteers is 19 years. Useful qualifications are welcomed but in most cases no special qualifications are necessary besides a desire to care for people with complex needs and to live in community. Please include copies of certificates/diplomas that might be relevant to your application. **We require a minimum commitment of one full year.** Working visitors who have previous Camphill experience or who have qualifications which are relevant to our work may be invited for shorter periods.

Unfortunately our community has limited financial means. Therefore we are unable to pay for your travel costs such as flight tickets, transport costs, medical examinations, police clearance fees, visa application or extension costs. **Foreign co-workers must have a return air ticket.** Before your departure to South Africa we will require a copy of this as well as a copy of your visa. As visa regulations change frequently please contact your nearest SA Embassy for the latest available information.

WHAT DOES IT MEAN TO BE A CO-WORKER?

The community consists of both voluntary and employed co-workers. All voluntary co-workers receive their board and lodging and a modest monthly allowance. Long-term co-workers may have different needs from those of short-term co-workers. These are discussed on an individual basis.

TRIAL PERIOD

Your first six weeks are considered a trial period. During that time or at the end of it, both the co-worker and the community have the possibility, after a review and discussion, to withdraw from the engagement if it is not considered to be mutually beneficial. The co-worker in question will then be asked to return home and, if applicable, the visa will be cancelled.

In the case of long-term co-workers the trial period is six months.

New co-workers from South Africa may be asked to join us for an initial trial period of a few weeks.

CULTURAL AND SOCIAL LIFE OF OUR COMMUNITY

Camphill Farm Community is our home, not just a job. In our daily work we are combining, work life, home life and cultural life. For our co-workers, this means a full-time commitment and cannot be seen as a 9 to 5 job. Time off can be rare, also during rest-hours or even on free days. This full commitment to our fellow human beings, and everything that comes with it, will give you a unique opportunity to experience life in Camphill. Social and cultural activities are essential to keep our life in balance, and all community members actively participate in the daily and weekly rhythm and yearly Festivals. If you play an instrument please consider bringing it along (unless it is a piano!) as artistic talents of all kind create a rich diversity and inclusion.

RELIGION

Christianity is central to our way of life although we are entirely non-denominational.

Therefore the Christian festivals form an integral part of our annual rhythm and around each one special artistic and cultural events are celebrated. The daily reading from the New Testament is discussed at Saturday's Bible Evening which is held in most of the houses. The Bible Evening is also seen as a preparation for the Sunday service or gathering to which we accompany the people in our care. In order to lift these occasions out of the everyday routine we dress more formally. Co-workers need to set an example and dress appropriately.

TRAINING

Upon arrival the first week will be seen as an introduction week. You will work for a short time in each workshop to acquaint yourself. Each newcomer must participate in our 1st year co-worker meetings. They consist of bi-weekly sessions covering topics relating to Camphill, Anthroposophy, and the needs of the residents. These meetings will help you to be more fully equipped for your tasks here.

ACCOMMODATION

Each co-worker is provided with a single room and will be required to share bathroom facilities with other household members. Our way of life demands a certain amount of flexibility. It can happen after some time that one may need to move to another house or a different work-place. While this may be difficult for you, the basic attitude in Camphill is to help where there is a need.

CARS AND TRANSPORT

Our Community is situated approx. 10 km out of Hermanus and there is no public transport available. Hitchhiking and walking alone are not advised for safety reasons.

In principal our car-fleet is used by the long-term co-workers. But we have made one car available for the use of our **short-term co-workers** on their days off. In order to make use of this car (as a driver or as a passenger), a refundable deposit of R350.00 is required. If you wish to drive the car, you need **your original driver's licence, which you have possessed for a minimum of one year**. Drivers from outside South Africa must also have a valid **International Drivers Licence**.

You will be required to pass a driving assessment upon arrival.

Please note: The co-workers using this vehicle have to pay a rate per km driven. The cost of petrol, maintenance and repairs is included in this rate (which may change from time to time as the petrol price fluctuates).

MEDICAL PROVISION

Camphill Farm Community does not provide medical insurance.

Short-term co-workers from overseas countries have to provide medical insurance to cover their personal medical and dental needs for the duration of their stay.

WORK HOURS

We begin our day at 6.30 in the morning. Those who are able to get ready themselves, as well as the co-workers, assist those who need support. After breakfast, each person makes their way to one of the enterprises, to work on the land or dedicates time to the many administrative tasks. After lunch we take a rest hour until 14h30 before work is calling us again. After work, people follow their individual routine like preparing the supper, laying the table and bathing. Some of our residents need assistance with their daily routine of personal hygiene. Evening activities round off the day before we get ready for bed. Communal events are celebrated by the whole Community and everybody's presence is important. Every co-worker has one day off per week.

HOLIDAYS

Please do not plan your holidays over the festival times. The festivals are as follows:

- The beginning of Lent until Easter Monday
- Ascension and 10 days to Whitsun.
- St Johns (last week in June)
- Michaelmas (Last week in September)
- Advent, Christmas and the Holy Nights (the whole of December until 6th January)

Short-term co-workers are entitled to one six week holiday per year, **which must be taken at the end of your stay**. If your friends and family are coming to visit you: please make sure that it is planned together with your holiday time **at the end of your stay**.

Short-term co-workers have one free weekend in every third month. All co-workers are asked to be available at all other times including weekends according to a reasonable daily routine.

Long-term co-workers have four weeks holiday per year and one free week-end every third month. Please arrange the dates for your week-ends off with your house leader and your workshop manager.

PERSONAL CONDUCT

The people with complex needs require our fullest awareness, therefore **the use of prohibited drugs and the abuse of alcohol is not permitted inside or outside of the community. Such actions may lead to instant dismissal.** The healing work in Camphill would be impaired by the use of alcohol or drugs. As a public organization, we are directly accountable to the government and the parents of the people in our care. **Please note that Marijuana is a prohibited drug in South Africa. Offenders are prosecuted by the South African police.**

On arrival you will be given our code of ethics and grievance procedures. Please study it carefully. As a co-worker you will have to adhere to it at all times.

Please respect that smoking is prohibited during work hours, indoors or in the presence of children as well as in any location outside where there is a danger of a veld fire starting.

If you understand and agree with the above and are prepared to comply with it, please sign the **Acceptance Form** below and send it in with your application.

IN CONCLUSION

We would like to say that we feel our life is meaningful and diverse, although it is not always easy or comfortable. You will be busy throughout the day as well as most evenings and the new challenges can be intense and demanding. At the same time you will make many interesting and rewarding new experiences and learn new skills. **Your participation** will add its unique contribution to our community life.

Should you wish to join our community as a co-worker, please supply the following documents:

- Co-worker application form
- Curriculum Vitae
- **Handwritten** letter explaining why you would like to join Camphill
- Two references **in writing** from people who know you well and can give information about you from a professional point of view e.g. a teacher or employer. Please include the address and telephone/fax numbers of the referees. References from friends and family members are **not** acceptable.
- Acceptance Form signed by you
- A recent photograph of yourself
- Police clearance report
- Medical and psychiatric evaluation by a qualified doctor
- Consent forms from "Freunde der Erziehungskunst Rudolf Steiners" (Applicants from Germany who wish to do their Alternative Civil Service or Voluntary Social Year)

Send your application to:
Camphill Farm Community
Attention: Dorthe Andersen, Reception co-workers
PO Box 301
Hermanus 7200
South Africa

Tel. 27 (0)28-313-8255 or 8200 (office)
Cell: 27 (0)76-781-3326 (Dorthe Andersen)
Fax: 27 (0)28-313-8210
Email: co-workers@camphill-hermanus.org.za

The conditions in the general information may change from time to time without notification. Please contact us for the latest information.

**Camphill Farm Community
Hemel en Aarde Valley, Hermanus**

CO-WORKER APPLICATION FORM

PERSONAL DETAILS

1. Name
2. Address
3. Telephone/Fax
Email
4. Date and country of birth
5. Nationality
South African applicant: I.D. Number
Foreign applicant: Passport number
6. Home language
7. Name, address and telephone number of a relative or close friend (state relationship)
8. Marital status
9. Children (state names of children and their ages)
10. Other dependents (please list)
11. Do you have any financial obligations?
12. Do you have medical insurance? (please give details)

GENERAL INFORMATION

13. I would like to join from (earliest date)
14. For a minimum period of
(Please note that we can only accept co-workers who commit for **at least one year.**)
15. What is your motivation?

16. To which workshops do you think you could contribute?
17. Have you ever visited a Camphill community?
18. If Yes: Which one and for how long?
19. Do you have a driver's licence?
20. If yes, when did you obtain it?
21. Do you play a musical instrument or have other artistic skills?
22. What are your plans after you leave Camphill?

GENERAL HEALTH

23. Do you have any special dietary requirements (e.g. vegetarian)?
24. Do you suffer from allergies?
25. Do you suffer from chronic illness or physical disabilities?
26. Do you have psychological problems/breakdowns?
Dependencies in the past or present?
27. Have you taken prohibited drugs?
28. If Yes, did you stop, and when?

Be assured that your sharing of health issues will be treated with respect and does not exclude you from acceptance into the community. It is in all our best interests to look realistically at the implications of you joining us before you come. Also, please note that in South Africa, Marijuana is an illegal drug. Offenders are prosecuted by the state.

Please *tick* the items you have sent or are including

- Co-worker application form
- Curriculum Vitae
- Hand-written** letter explaining why you would like to join Camphill
- Two **written** references. (Are the address and tel/fax numbers of the persons included?) *References from friends or family members are **not** acceptable.*
- Acceptance Form signed by you
- A recent photograph of yourself
- Police report
- Medical and psychiatric evaluation by a qualified doctor
 - Consent forms from "Freunde der Erziehungskunst Rudolf Steiners" (Applicants from Germany who wish to do their Alternative Civil Service or Voluntary Social Year)
- Others (*please specify*): _____

**Camphill Farm Community
Hemel en Aarde Valley**

ACCEPTANCE FORM

I ,, hereby confirm that I have read, understood and agree to all conditions as stated in the general information sheet.

Signed at:

Date:

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(Signature)