

Rowe Camp and Conference Center
22 Kings Highway Rd
Rowe, Ma 01367

Dear potential colleague and friend,

Greetings. Thank you for contacting us. We write this letter to share more about the place, ourselves, and the work here. There is also considerable information about the spirit of Rowe Camp & Conference Center in the other material that is enclosed. We're aware that working at Rowe is not for everyone. It's more than a job. It is a commitment to the vision to create a better world through the programs we offer and a commitment to the work that we do to support that vision. Rowe is a service driven organization and we are looking for people who are interested in leading a life of service.

We operate a summer camp that has been here since 1924, and a conference center that has been here since 1974. We are affiliated with the Unitarian Universalist Association, a liberal Protestant church, though we don't push our religion in any way, nor is it necessary to be Unitarian Universalist to work here. It is essential that you be open minded and tolerant of a wide variety of different approaches to life and to realize that we are a non-profit organization performing an important service. We expect our staff to be committed to that work and to be gracious and helpful with our guests, as their happiness and willingness to return assures our survival.

People come to our center to learn something, to share an experience, to grow and develop themselves. We don't sell a product; we share an experience with people who come here. In the summertime we operate as a summer camp and have 64-80 young people here at a time for one-to-three week periods. The ages span from nine through nineteen, so it's necessary to have an interest in and respect for teenagers and the challenges they have growing up. Our camps and conferences attempt to develop community while respecting the rights of each individual. This dual approach is critical to understand. We expect and respect differences in our guests and our staff. We are idealists seeking to manifest a vision and a dream, with considerable success.

Working at Rowe is a lot like working at a farm, but the chores are different. Some of us live and work in the same place, the work is never ending, and you can get called on to do an endless variety of tasks. We have ten full time staff here and up to seven work-study interns. Besides our regular jobs, we occasionally do group work projects like moving the kitchen twice a year, doing flyer and Centerpost mailing parties, supervising KP after meals, helping with food deliveries, cleaning out the barn, or other work as needed, so it is important to be in good physical condition. The magic of Rowe happens because we all pull together to make it happen.

All staff participate in regular staff meetings and process meetings and we are committed to honest, open, and direct communication. Our intention is to live in a co-operative manner with respect for one another. Some of us see this as a religious or spiritual way of life, in a Gandhian mode, where politics and religion merge into one. It is not a requirement to hold such beliefs, but it is fair that you understand more of the rationale behind things like our modest pay scale, our work ethic, and our process work. We're not a collective and don't make decisions by consensus. We follow more a partnership model of working together and do have a hierarchy around decision making. We respect, encourage and value input from staff.

We work because we believe in the work we're doing rather than for the money. We expect a lot from those who work here, and are not interested in people who might say "That is not in my job description" or "I've worked enough for the money I get." We seek to provide for basic needs.

Some of us live here on the grounds and others receive a housing allowance and live elsewhere. We pay a base salary of \$10,500 per year with yearly raises of \$1,000 for the first two years and \$500 a year after that, plus room and board or a housing allowance, paid vacation time, dental and health insurance, and the opportunity to attend many of our programs. Our room and board is comfortable, but we don't aspire to meet contemporary American standards of affluence. Indeed, in our more grandiose moments we fancy ourselves as pioneers of an alternative economic system. Our housing allowances are based on what it would cost to live in a similar style as our housing that we offer. Housing

allowances will be discussed during the interviewing process. After you have been here one year, you will be eligible for our pension plan.

We offer vegetarian food prepared by our cooking staff on the weekends, and occasionally during the week we buy fish or poultry. That is to say we are not rigid about our vegetarianism, but most of the food here is vegetarian and is also uncommonly delicious. For those who live on the grounds, meals are a part of your compensation. If you don't like what we serve or have particular dietary needs that are not part of what we regularly procure, you'll be required to pay for them yourself. During the week breakfast and lunch is catch-as-catch-can (i.e. you make your own). Each staff person takes a turn at cooking dinner for everyone during the week and we eat together. You generally are expected to cook once every two weeks for a group of 6 to 12 people.

We live well, do not act or think poor, but also do not act or think rich. We all work hard, and always have more that needs to be done than there is time in which to do it. If you don't keep up a relatively decent work pace, it is possible to fall hopelessly behind, with the attendant anxieties and frustrations. That is why we need mature, skilled, and experienced people to fill our positions. If one of us doesn't have good work habits and doesn't keep on the job in a reasonable way, it soon becomes obvious to everyone. That's the way it is in a small group like ours. We don't have time sheets. Everyone routinely gets two days a week off, but occasionally there are times when that doesn't happen.

We live close to the center of a small New England town a few miles from Vermont. It is quite beautiful here, and our property is next to a fourteen hundred acre town forest held in trust forever wild. Our lives are an odd mix of rural and urban, in that each weekend we play host to 20-120 people from all over New England, New York, and New Jersey. Our workshops are quite stimulating and attendance at some of them is a primary perk of the job here. It is important that you read over the enclosed brochure and newspaper, as well as the mission statement, vision statement, pet policy, and interactional agreement. They will give you a good idea of what we are about and whether you are enough in harmony with what we're about to want to be here. If you don't feel inspired by what we are doing, it makes little sense to move out here and take on the responsibilities of working here.

This is more than a job, it is a way of life, or as some of us would say, a means for right livelihood. Living and working with the same people calls for a high degree of maturity, acceptance, and tolerance. Without that it can be a very difficult place to be. We ask that you carefully consider whether this is the place for you before agreeing to come here. All of this should give you a taste of what it might be like.

We are united by the shared interest of making Rowe Camp & Conference Center the best it can possibly be. Our vision is to live what we teach. We see ourselves as part of the personal and planetary transformation that is taking place in our society and the center is the vehicle through which we do that work. We are a group of service minded individuals, united by our shared commitment to the work that we do.

We need staff who are willing to share in the vision and the responsibility of holding this magical place in trust. To live and work here is intense. It calls for a full commitment to the work. When it works for you, the rewards are rich and deep. If you share our values and you're interested in being considered for a position on staff, please send us a resume and a letter telling us about yourself and why you feel called to be here.

Respectfully and in peace,

Felicity Pickett
Director