



2015 Vermont Art of Mentoring Staffing Opportunities

Where:

Indian Brook Camp (part of Farm & Wilderness) near Plymouth, VT

When:

Staff Dates: Sunday September 6, 9am to Saturday Sept 12, 5 pm

Participant Dates: Mon September 7, 3pm – Sat Sept 12, Noon

Vision:

The Art of Mentoring is an annual training experience in the 8 Shields approach to nature connection, coyote mentoring, and cultural design. We are motivated to continue sharing and developing this mentoring bundle by how positively it has shaped our organizations, programs and personal lives over the course of AoM's 17 years in Vermont. It is also an annual renewal of medicine festival for our regional nature connection network, going deeper with the tools of mentoring as we collectively create a powerful learning and growth experience for participants of all ages.

For those who have participated in AoM and are interested in staffing for the first time, these roles are opportunities for you to be part of creating the AoM mentoring environment for others. Staff roles will also give you first-hand experience with how the principles and tools of AoM can be applied in a diversity of program and community situations. We hope you will consider applying to be on staff and joining us for our 17th year of AoM at Vermont Wilderness School!

Staff Application Process:

Please read over the various available positions below and their requirements. [Then fill out the application online here.](#) Deadline for the application is April 15, and we will be making our final staffing decisions before May 15. Program coordinators will be in touch once we receive and review your application.

We choose our staff members based on a variety of factors including the particular program needs of the current year, your program and mentoring experience, references, and whether you are a returning staff member. We also typically receive more applications than available positions. Therefore, we cannot guarantee that every applicant will be offered a staff role.

Important Note: *Staffing the Art of Mentoring is an experience for people that have a genuine passion for nature connection and cultural mentoring. Staff positions at AoM are primarily a volunteer experience. Some staff with high levels of responsibility and leadership before and during the week do receive stipends – but no one (including presenters and organizers) is paid at a level that truly reflects the time and skills invested in performing their role. This ensures that we are all stepping in together in a personally invested way, with a commitment to leadership growth and culture creation over the long term. We are so grateful in advance for everyone bringing their creativity, passion, and service to the Art of Mentoring – thank you!*



For those who have been on staff, why do we reapply?

The staff application asks you to evaluate your goals as a potential staff, what roles you feel drawn to, and recognize your personal gifts and edges that may express themselves at AoM. It is an essential leadership practice to check in with ourselves and each other, in a quality and regular way, around these questions. It also ensures that we're taking a fresh look each year at the most appropriate matches for these important roles.

Important Info on Changes to the Youth Program: After carefully considering feedback from parents and staff, we have made changes to the structure of the AoM youth programs this year. The primary consideration was how challenging it's been for parents of very young children (ages 3-5) to participate in the program or on staff given the needs of children in that age range. This year, the youth program will be structured as follows:

Chipmunks: Ages 5 and under, **requires an additional adult parent or caretaker beyond the staff parent.** The caretaker cannot be in another staff role or participating in an adult program. They and the child will be well integrated into the Village Hearth (with a dedicated Hearth staff person for contact, activities, and support), into whole-community activities, and with other caretakers and Chipmunks throughout the week. The caretaker and child pay one youth program rate fee (\$300 this year) together.

Flying Squirrels: Ages 6-7 (mature 5 year olds considered case by case). No additional caretaker required. Join parents for overnight (possibility of joining Red Squirrels overnight if ready and on case by case basis).

Red Squirrels: Ages 8-11. Standard AoM youth program. Overnight campout led by youth program staff.

This year will be a very useful trial of this new structure, and we welcome staff parents' feedback both before and during the program about how the week can go smoothly for your families and continually improve. Thanks for your understanding, support, and participation!

Staff Children: We offer a 30% discount for staff children enrolling in AoM youth programs. If your child is enrolled in Chipmunks (ages 3-6) or Grey Squirrels (ages 7-12), both of which require parental care during meals and evenings, you will need to make arrangements for a caretaker to attend as well, or to have an alternative plan agreed to with your program coordinator. (Caretakers are same tuition rate as a youth and should not expect to participate in adult programming)



Vermont Art of Mentoring Staffing Overview

General prerequisites for all roles:

Participation in at least one Art of Mentoring and the Ring 2 Nature Immersion program (or equivalent naturalist / core routines experience with outdoor leadership background).

Commitment to be involved in program development, outreach and organization up to 3 months in advance of the Art of Mentoring. Being available for 2-3 phone calls and timely response to emails is essential. If working with children or teens, we require two references with organizations that operate youth programs or otherwise care for children.

Positions Available (#'s are estimates and may change based on enrollment):

- **Adult program Acorn staff** (7 positions available): This team helps to facilitate the first-time adult AoM experience as support staff, including: on-site registration/ orientation, gathering participants, leading meal circles, leading directional society meetings, facilitating participant nature connection exercises in the field, and leading an epic overnight campout experience with a participant band. Acorn staff hold a directional role (E, SE, S, etc.) throughout the week – please indicate on your application which role(s) you'd be most interested in.
- **Adult Ring 2 Nature Immersion Program** (2-4 positions available): An immersion in childlike wonder and curiosity for the natural world, for graduates of the first-year AoM experience. We're looking for staff with a deep passion for naturalist knowledge and adventure, ready to facilitate a blend of Kamana naturalist routines and Coyote's Guide mentoring tools for participants. Ring 2 Nature Immersion staff may also be asked to lead or assist in early morning bird language sits and other naturalist enrichment activities for the whole camp.
- **Adult Ring 2 Earth Skills Immersion Program** (1-2 positions available): A village-based program for Ring 2 Nature Immersion graduates that dives deeply in traditional handcrafts, survival skills, and ethical/regenerative wildcrafting. Looking for staff with a strong background in the North and Southwest naturalist shields and past experience sharing traditional skills with adult students.
- **Youth Program:** A day camp-like nature connection experience for the children of adult participants. Applying the whole AoM bundle in super-fun, age-appropriate ways with groups of rewilding children! May include 1-2 nights of overnight camping, depending on the kids' ages and readiness in each group.
 - Flying Squirrels (ages 6-7) - 1 lead and 1 assistant position
 - Red Squirrels (ages 8-11) - 1 lead and 1-2 assistant positions
- **Teen Rendezvous:** An overnight nature immersion adventure program for teens. The Rendezvous includes life-stage-appropriate challenges and edge experiences, as well as growth opportunities for the teens around self-awareness and peer/community conduct. Staff will sleep in the woods all week and need to be ready for anything. Good rapport with teenagers is a must as well!
 - Girls' Rendezvous lead (1), assistant (1) and apprentice (1-2) positions
 - Boys' Rendezvous lead (1), assistant (1) and apprentice (1-2) positions



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- **Village Hearth:** (7 positions available) - The Village Hearth provides a place and a spirit of renewal, creativity, and self-care that acts as a heart filled center point for all the diverse programs at the Art of Mentoring. A central fire, music, bodywork, storytelling, handcrafts, Chipmunk/Caretaker activities, and many other elements provide a grounded place for people of all ages to touch in with themselves, each other, and nature. Village Hearth staff play a key role in embodying cultural mentoring and creating the invisible school during the AoM week. As such, this role requires high levels of inspiration, creativity, capacity for self-organization and experimentation, and fresh ideas for expressions of regenerative culture to bring to the village.
- **Kitchen:** (7-10 positions available) Every year at the Art of Mentoring, we gather a passionate, creative, dedicated team of volunteer kitchen staff. Kitchen staff spend the week with our incredible head cook Mary Stewart and play a vital role in tending the heart and hearth of our AoM village for the week. Kitchen staff receive a 40% off AoM tuition voucher that you can use next year for a Ring 2, or give to a friend or relative to attend any AoM program for this year.