

DISCOVER THE
WORLD
through 4 -H Centers

**North Carolina 4-H Centers
Summer Positions**

4-H Camp Staff Employment Information

A PROGRAM WITH TRADITION

4-H MOTTO

To Make The Best Better.

4-H PLEDGE

I pledge

My Head to clearer thinking,

My Heart to greater loyalty,

My Hands to larger service, and

My Health to better living,

for my club, my community, my
country, and my world.

4- H COLORS

The 4-H colors are green and white. White symbolizes purity and green represents life, springtime, and youth.

North Carolina 4-H Centers seek to follow standards established by the American Camping Association, and therefore remain accredited by this respected organization.

"I worked with a young girl who was extremely homesick. The last couple of days she was doing much better, but it really hit home when she came up to me on that Thursday night and told me I had changed her life. I know I'll never forget this girl and what she said. "

Rona R.

4-H Leadership

The North Carolina 4-H camping program operates as a part of the Department of 4-H Youth Development, Cooperative Extension Service, North Carolina State University. Employment and program opportunities are offered to all people, regardless of race, color, national origin, sex, age, sexual orientation or disability.

North Carolina 4-H Centers
4-H Youth Development Department
Box 7606
North Carolina State University
Raleigh, NC 27695-7606
Phone: (919) 515-3244

The World of 4-H Camping

North Carolina 4-H Centers are operated by the 4-H Youth Development Department of the Cooperative Extension Service. The camping program has been in operation since 1929, and takes pride in providing a quality program and experience at a fee within the means of most North Carolina families.

More than 3,000 campers attend the six camps each summer. During the one-week sessions, campers are involved in a safe and fun, yet vigorous and challenging program of character-building activities. Each camp features a different program providing the kind of adventuresome experiences that stimulate growth and learning. All 4-H camps follow standards established by the American Camping Association.

Camp Counseling-A Serious Job

The quality of the 4-H camping program directly depends upon the leadership of the camp staff. The entire personnel of the camps must be of the highest caliber if the best possible program is to emerge.

Most 4-H campers range in age from 8 to 12. However, some specialty camps offer programs for younger and older campers. These young people are highly impressionable. Therefore, the environment at camp must be wholesome. The best example must be set by the leaders and counselors chosen to work at camp. Working at a 4-H center is a full-time job that carries much responsibility. It also is a fun and satisfying job for young adults who love children and who will place the children's needs ahead of their own.

Camp counselors should be 18 years of age and older. Completion of the freshman year in college is highly desirable. Some 15 to 18 years old participants are accepted as counselors-in-training.

A positive, willing, tolerant, enthusiastic, and unselfish attitude toward your responsibilities at camp is absolutely essential.

Responsibilities of a Camp Counselor

1. RESPONSIBILITIES TO 4-H & 4-H CAMPS
 - a. To accept and be dedicated to the philosophy and objectives of 4-H youth development and 4-H camps.
 - b. To be committed to the 4-H tradition of excellence in experiential, educational programming.
 - c. To respect and support the leadership of 4-H, the Cooperative Extension Service, North Carolina State University, and North Carolina A&T State University.
 - d. To respect and support 4-H camp.
2. RESPONSIBILITIES TO THE DIRECTOR
 - a. To be loyal to and support decisions made by the camp director.
 - b. To give your very best performance.
 - c. To take care of the camp and equipment.
 - d. To voice concerns or questions to the director through the chain of command.
 - e. To perform other duties to support camp operations.
3. RESPONSIBILITIES TO THE STAFF
 - a. To support other staff members.
 - b. To respect the private property and personal rights of other staff members.
 - c. To be a conscientious and cooperative team member.
4. RESPONSIBILITIES TO YOUR CAMPERS
 - a. To know or be able to account for camper's location at all times.
 - b. To be responsible for the health and safety of campers.
 - c. To be a positive influence in camper's lives.
 - d. To challenge your campers to progress in all areas of the camp program.
 - e. To be enthusiastic about camp programs and activities.
6. RESPONSIBILITIES TO THE PARENTS
 - a. To help campers achieve their objectives and promote their health and safety.
 - b. To be a positive role model.
 - c. To expect an acceptable standard of behavior from each camper.
7. RESPONSIBILITIES TO YOURSELF
 - a. To perform the best job possible.
 - b. To be prepared mentally and physically by maintaining good personal health habits and getting the proper rest.
 - c. To ensure that your summer is a positive, growing experience for future employment.

Staff Responsibilities

Cabin counselors live with an assigned group of campers. This responsibility is considered of primary importance in the 4- H camping program. This includes providing full supervision of your cabin group at all times in the cabin, at flag raising and lowering, during meals, and throughout the activities of the day and evening. In addition, cabin counselors will assist with activities, evening programs, camp cleanup, and instruction.

"I think being a camp instructor has taught me to do a little more for myself and others no matter how tired I am. It has helped me to develop skills, the most important of these being responsibility."
Greg G.

Program staff are provided job descriptions designed for their specific position. In addition to the major responsibility of teaching classes, program staff have other duties, including leading opening and closing activities each week, care of equipment and supplies, overseeing evening activities, and general camp maintenance.

All camp staff help open and close the camp

Camp Policies

Violation of laws and/or camp policies with respect to alcoholic beverages, drugs, personal and professional behavior, camper or staff relationships, etc. is not acceptable and would be grounds for immediate dismissal.

"The best thing about being a cabin counselor was working with kids. Not only was camp a learning experience for my campers, but also a positive learning experience for myself."

Caroline R.

The Successful Camp Staffer

1. Leads by example, providing a positive role model for all.
2. Has a sincere and honest love for children.
3. Unselfishly puts the children's interests ahead of his/her own.
4. Has a creative spirit that inspires the imagination of youth.
5. Has an undying enthusiasm that adds zest to each day.
6. Has the ability to communicate one-on-one and in groups.
7. Is a good listener.
8. Maintains a good sense of humor and cheerful disposition.
9. Is fair and impartial-avoids playing favorites.
10. Dresses appropriately-is clean and neat.
11. Helps each individual feel success, no matter how great or small.
12. Encourages with positive reinforcement.
13. Challenges with high expectations.
14. Is firm yet fair in decision-making.
15. Is informed.
16. Is punctual.
17. Goes above and beyond the call of duty
18. Is firm but kind in disciplining.
19. Is patient.
20. Supports camp standards and staff.
21. Is ever watchful and safe, safe, safe!

Can you be this person?

Personal Supplies

4- H will provide each staff member with a staff shirt that should be worn on the first day of each camp session. All other items (linens, blankets, pillows, clothes, towels, and toilet articles) are the counselor's responsibility.

Transportation

Transportation to and from camp is the responsibility of the counselor. Cars are parked in the staff parking lot, which is easily accessible. We cannot assume responsibility for counselor's cars and their contents.

Time Off

Staff members are contracted for the entire season with the welfare and care of the campers as their foremost interest. Time off is provided according to a written schedule organized to fit the opening and closing of each session and established so that all camp activities can be properly supervised. Each camp director will establish time-off periods for his/her camp. Some sessions at some centers may include responsibilities on Saturday.

... I would get chill bumps when I saw a child succeed at something and when I saw a child feel good about themselves, [I would know that] I was able to help the child shine. "

Laura A.

Compensation

In addition to the personally rewarding experience of working with boys and girls, plus the food and lodging that are furnished, 4-H pays a competitive salary. All camp staff are paid on a scale based on qualifications, training, and previous experience. Staff members are paid bi-weekly.

Paychecks cannot be issued until the counselor's health history forms are **on file** in the camp infirmary and proper tax forms are completed. Compensation is subject to Social Security, federal, and state withholding taxes, all of which are required by law to be withheld and forwarded to the Internal Revenue Service unless the employee qualifies for exemption.

Health Issues

Every staff member must provide a current health history form, which will be provided by the camp.

If staff sustain an injury in the course of their work, the Center's workman's compensation insurance will cover any medical expenses that are incurred.

Illegal Drugs

No drugs are allowed, with the exception of prescription drugs taken under a doctor's prescription. Prescription drugs must be stored in their original container. Improper and/or illegal use of any controlled substance is grounds for immediate dismissal.

Tobacco Products

Under no circumstances does the camp wish to promote smoking or other use of tobacco as a lifestyle; therefore, counselors who smoke or use tobacco are expected to do so only when away from the camp or on time off in designated areas. **Staff should not smoke or use tobacco in front of the campers at any time.**

Alcoholic Beverages

Use or possession of alcoholic beverages at any time on the camp premises is strictly prohibited. Any activity involving alcohol which violates North Carolina Statutes or NCSU policies may be grounds for dismissal. Consumption of alcohol by any staff member during the camp session is prohibited.

There are so many positive experiences from this summer but I think the best was when one of my campers, Chris, turned around, held my hand and said, 'My buddy!'"

Oliver P.

Staff Training

The 4- H camp program takes special pride in its outstanding pre-camp staff training. Training is provided without cost in such areas as: canoeing, archery, ropes course, riflery, outdoor living skills, emergency care, water safety, nature, marine science, and mountain heritage (pioneer life). Basic first aid and CPR are offered, too.

In addition, all center staffs participate in an orientation and training program that includes cabin counselor training. Afterward, each camp staff has a paid week of training and preparation at the campsite just before the start of camp. Information regarding staff training will be available during the interview.

4- H Camps, Programs & Available Positions

BETSY-JEFF PENN 4-H CENTER

804 Cedar Lane

Reidsville, NC 27320

336-349-9445, FAX 336-634-0110

www.nc4h.org/centers/bjpenn

Located near Reidsville, NC, the Penn 4-H Center has a capacity of 168 campers. The Center focuses on the development of "Life Skills", and beyond the normal activities, provides leadership in horsemanship, environmental science, canoeing, cultural history, climbing wall, challenge courses, overnight camping and off-site trips.

Positions to be filled:

Adventure Counselors

Adventure Coordinator

Day Camp Coordinator

Day Camp Counselors

Lifeguards

Canoe Instructor

Archery Instructor

Environmental Instructor

Horseback Riding Instructors

Health Coordinator

Cabin Counselors (18) 9 male, 9 female

EASTERN 4-H CENTER

100 N. Clover Way

Columbia, NC 27925

252-797-4800 FAX 252-797-4888

www.eastern4hcenter.org

Located on the Albemarle Sound near Columbia, NC, the Eastern 4-H Center is the newest facility in the program, and currently has a capacity of 108 campers (and growing).

Beyond the normal camp activities, leadership is also given in marine science, challenge courses, and waterfront sports.

Positions to be filled:

Assistant Director

Sailing/Canoeing/Kayaking Instructor

Waterfront Director/Lifeguard

Health Coordinator

Environmental Instructor

Arts/Crafts Instructor

Ropes Course Facilitator

Sports & Rec Instructor

Archery Instructor

Shooting Sports Instructor

Cabin Counselors

Day Camp Counselors

MILLSTONE 4-H CENTER

1296 Mallard Drive

Ellerbe, NC 28338

910-652-5905, FAX 910-652-5905

www.nc4h.org/centers/millstone

Located near Ellerbe, NC, the Millstone 4-H Center focuses on many outdoor living skills, including canoeing, archery, riflery, horsemanship, wildlife studies, and team-building, along with many of the other normal activities.

Positions to be filled:

Summer Camp Director

Assistant Director

Health Coordinator

Horse Instructors

Lifeguards

Canoe Instructor

Naturalist

Arts & Crafts Instructor

Shooting Sports Instructor (riflery and archery)

Ropes Course Instructor

Head Cabin Counselors (2) 1 male, 1 female

Cabin counselors (12) 6 male, 6 female

SERTOMA 4-H CENTER

1105 Camp Sertoma Drive

Westfield, NC 27053

336-593-8057 FAX 336-593-9031

www.campsertoma.org

Located near Hanging Rock State Park, the Sertoma 4-H Center focuses on specialty camps for specific participants, including recognized teen leaders, challenge campers, hearing-impaired campers, etc. The Center provides leadership in outdoor living skills, leadership skills, challenge courses, horseback riding, canoeing, hiking, creative writing, financial literacy, health and nutrition.

Positions to be filled:

Summer Camp Director

Assistant Director

Health Coordinator

Cabin Counselors

Lifeguards

Ropes Course Instructor

Horseback Riding Instructors

Arts and Crafts Coordinator

Archery Instructors

All 4-H Centers offer:

Swimming

Cookouts

Nature Study

Team-building

Field Games

Arts/Crafts

Campfires

Archery

Talent Show

SWANNANOVA 4-H CENTER
170 Woodland Drive
Swannanoa, NC 28778
828-686-3196, FAX 828-686-7072
www.swan4h.org

Located near Asheville, NC, the Swannanoa 4-H Center uses methods of self-discovery and focuses on outdoor living skills and creative arts. Beyond the normal activities, leadership is also provided in rock climbing, dance, drama, visual arts, mountain and Cherokee culture, and outdoor adventure.

Positions to be filled:

Summer Camp Director
Health Coordinator
Climbing/Ropes Course Instructor
Visual Arts/Crafts Instructor
Lifeguards
Dance Instructor
Drama Instructor
Naturalist
Gardening Instructor
Cabin counselors

****Some centers may have positions not listed on these pages. Contact the Center Director directly at each facility with questions or for more information.**

"It feels good to watch a child learn something new, something they've never tried before. To watch their eyes light up and their faces smile made me feel like a kid again. "

John H.

Application Procedure

If you understand the expectations and rewards of a good camping experience and feel you have the qualifications, please respond immediately.

Applications are available on each Center's website, as well as by contacting the Center directly. The main North Carolina 4-H Camping webpage can be viewed at www.nc4h.org/centers, and has links to individual Center's webpages.

Once your application is complete, return it to the camp(s) of your choice at the addresses on the opposite page. Include with your application detailed contact information for three references, detailed information concerning your training and experience, and specific certifications you may carry.

Upon receipt of applications, qualified candidates will be contacted by the directors of each camp.

"One week, I had a very shy boy who liked to be alone a lot of the time. The last night he started to cry at vespers when the song, "Friends" was played. He came up to me afterward and said, "If I hadn't have met you, my best friend, I don't think I could have stayed here the whole week. You made me feel like I belonged here, and you made me smile."

Sia G.

