



Iowa 4-H Center

Summer Employment Opportunities

WHAT IS THE IOWA 4-H CENTER?

The Iowa 4-H Center is a non-profit, year-round camp and retreat center affiliated with the Iowa 4-H Program and Iowa State University. Founded in 1950, the Iowa 4-H Center is located on 1,100 acres of timberland and prairie in the heart of the scenic Des Moines River valley in central Iowa. We are 45 minutes north of Des Moines, 15 minutes south of Boone, and 25 minutes southwest of the Iowa State University campus in Ames.

The Iowa 4-H Center is the only state 4-H camp in Iowa, annually serving campers from approximately 60 Iowa counties and 5 surrounding states. Only 50% of our campers are 4-H members and membership in 4-H is NOT a requirement to be a camper or a staff member. The Iowa 4-H Center offers day and overnight co-ed camping opportunities for youth 6-18 years old in our state 4-H camping sessions. We also provide programs for rental groups using our camp facilities during the summer. All together we have an average attendance of 150-200 campers weekly, 1,800 total for the summer.

Our overall mission is to empower youth to reach their full potential working and learning in partnership with caring adults. Camp-staff interaction is viewed as the best means of providing the optimum opportunities for this development. Hiring staff that are positive role models is the key to achieving our purpose.

WHAT ARE WE LOOKING FOR?

We look for staff who are willing to support our ideals and to share in accomplishing our goals. To build an effective team it is important that individuals have a positive, willing, and unselfish attitude. We look for individuals with evidence of loyalty, integrity, cooperation, and teamwork.

Iowa 4-H Mission

4-H empowers youth to reach their full potential working and learning in partnership with caring adults.

WE'RE LOOKING FOR STAFF WHO:

- Have the desire and ability to work with children in the outdoors for extended periods of time.
- Have the willingness and ability to encourage belonging, generosity, mastery, and independence in campers.
- Live their lives so that they can be a positive role model for children
- Have the experience or potential to work well with children of all ages and interests
- Appreciate and respect all races, sexes, national origins, cultures, religions and abilities
- Ability to work cooperatively with other staff in a team-oriented environment.
- Understand that every situation can be a learning experience
- Have the self-esteem and endurance to go the extra mile
- Have the ability to take charge and to motivate others
- Are able to be supervised by peers of close age
- Are willing to live up to their fullest potential
- Demonstrate an enthusiasm for life
- Have the flexibility to deal with changes in schedules, weather, behavior, etc.
- Have a positive self-image
- Enjoy working in an outdoor setting
- Are patient and kind
- Are creative
- Believe that you can make a difference in the life of a child!

STAFF ORIENTATION & TRAINING

Before camp begins, all staff members are required to attend a staff training/orientation session. Staff Training includes: an orientation to the Iowa 4-H Center camp program – our standards, procedures, philosophy, and mission; training for specific job responsibilities; and learning and developing the skills necessary to perform assignments effectively. Final preparations are made for the opening of camp at this time. It is an intense learning experience with time for fun and team building with the staff. **The 2009 Staff Training will be held 8:00 a.m. May 26 thru 4:00 p.m. May 31 and will resume 2:00 p.m. May 31 thru Noon on June 6th.**

STAFF MEMBERS SERVE AS CABIN COUNSELORS

All staff, with the exception of some administrative staff and program area staff, live with or are assigned to a group of campers. We believe that the cabin counselor is the most important summer camp position at the Iowa 4-H Center. Each cabin is staffed with a minimum of two counselors; sometimes a third counselor and/or a Counselor-In-Training (CIT) is assigned to the cabin group as well. Counselors live in the cabin with the campers and, except on scheduled time-off and free time, are on duty to supervise their cabin group. Counselors must observe rest period with their campers, as well as supervise their campers on waking, getting ready for bed, before and during meals, at all evening programs and during rainy periods.



DAILY SCHEDULE AND RESPONSIBILITIES

On any given day during the summer at the Iowa 4-H Center, there are several groups our staff are scheduled to assist. We staff and run our own State 4-H Camps (all those listed in our Summer Camp Brochure) and our own 4-H Day Camps. But, we also host many day groups and overnight rental groups with camp activities. The rental groups bring their own counselors for overnight supervision. Other 4-H groups from around Iowa also bring their members to camp for a 3-day camp and our staff assist with their camp activities. Many weeks we have these multiple programs occurring at the same time in our schedule – it is a very fast paced environment.

Early Morning Responsibilities: Camp staff working with the Day Camp program will leave camp between 6:45 and 7:15 in the morning to drive camp vans to pick up day campers in their hometowns and bring them to camp. Many program area staff wake early to set-up their activity areas before breakfast. The overnight campers and their counselors begin their 7:15 a.m. Counselors are responsible for getting their cabin group moving in the morning. Counselors supervise their cabin group in: cleaning up their personal space (making beds, organizing belongings, etc.); general cleaning of the cabin (sweeping, taking out the trash, etc.) and an assigned community clean up area (cleaning bathrooms, leading morning songs, leading flag raising, etc.). Campers and all available camp staff are to report to flag raising at 7:45 a.m. and then to the dining hall for breakfast at 8:00 a.m.

Morning Responsibilities: Day Campers arrive around 8:30 a.m. and spend their morning in the Day Camp Lodge with their camp staff playing games, doing crafts, having a snack, and doing activities that relate to their theme of the week. At 8:45 a.m. the campers and counselors gather for Morning Huddle (this is a time for camp announcements, songs, schedule of the day, and excitement to build for the evening activity that will be based on the theme of the week). After Morning Huddle the campers break into groups based upon the camps they registered for. The General Camps have two morning program activities before lunch. For example the Everything campers may do one session on archery and one session doing pond canoeing. The Specialty Camps have one morning program focus. For example, all of the Vertical Challenge campers meet with the Challenge Course Coordinator each morning of the week for high ropes and climbing lessons. Activity Coordinators lead these programs from pre-approved lesson plans with an emphasis on fun, safety, and education. Counselors are responsible for making sure their campers get to the correct morning program time locations and then may be scheduled for other tasks or for time-off. Additional camp staff may be assigned to lead morning programs with our rental groups. Lunch is served in the Dining Hall at Noon.

Afternoon Responsibilities: Afternoons at the Iowa 4-H Center are oriented toward the cabin group. The time will be spent in swimming, camp store, and rest time. General Campers will have cabin choice time in the afternoon with their counselor where campers are free to elect an activity to do as a cabin. Some cabins choose more rest time, program activities, field games, or a hike in the woods. Specialty Campers spend their late afternoon in their program focus area. For example Vertical Challenge campers may

learn how to tie knots and how to care for the climbing equipment. Day campers have swim lessons in the afternoon, rest time, snacks, games, and then get ready to be driven back to their hometowns at 4:45 p.m. Rental groups also keep other camp staff busy in the afternoon with lifeguarding for swimming and leading other activity programs. Dinner is in the dining hall at 6:00 p.m. followed by a flag lowering ceremony.

TYPICAL 4-H CAMP DAY

7:15am	Rise & Shine
7:45am	Flag Raising
8:00am	Breakfast
8:45am	Morning Huddle
9:15am-12:15pm	General Camp 1 st Program Area Specialty Camp Program Focus
10:45am	General Camp 2 nd Program Area
12:00pm	Lunch
1:00-2:00pm	Swimming
2:00pm	Shower, Camp Store, Rest Time
3:45pm	General Camp – Cabin Choice Specialty Camp – Program Focus
6:00pm	Dinner
6:45pm	Flag Lowering
7:00-9:00pm	Evening Themed Programs
9:00-10:00pm	Ready for Bed & Cabin Chats
10:00-11:00pm	Lights Out (age-group dependent)

Evening Responsibilities: A different activity or set of activities is offered each evening and requires the supervision and/or participation of all camp staff. These activities include campfire program, night hike, pool party, skit night, large group games, carnival night, and camp dance. The schedule for some evenings may be dependent upon the specialty camps going on that week. Specialty camp activities may include all-night trips to town, night climbing, kitchen raids, campouts, or extra cabin choice time. Cabin counselors are trained to lead cabin chats with their campers each evening to recap the day's events and bond more as a group. The counselors also assist campers in getting ready for bed before lights out is scheduled. Camp staff who are not scheduled as counselors have time off after all-camp evening activities to prepare for the next day.

ADDITIONAL CABIN COUNSELOR RESPONSIBILITIES

Postcards to Campers and Reports to Parents

Cabin Counselors are asked to complete three types of paperwork each week. The first is writing postcards to each of their campers. These postcards are kept and mailed out before Christmas as a reminder of the previous fun summer and the upcoming camping season. The second set of paperwork is completing the back page of the Parent Confidential. The front side of this form will have several notes on the camper's personality and habits – this is mailed from the parents and gives the counselors some information on each camper before they arrive. The back side of this form is filled out by the counselors as a way to inform the parents on how the week went for their child – what their favorite part of camp was, and what they learned at camp. The final, and most fun form of paperwork, is the weekly individual camper awards that cabin counselors make for their cabin and present to them at the closing ceremony at the end of the week when the parents arrive to pick up the campers. The postcards, reports, and awards are eagerly and anxiously received by campers and parents and are an important part of the camp program.

Helping Campers Explore Nature

With over 1100 acres of timberland around the Des Mines River Valley to enjoy, we strongly encourage every cabin group to spend time exploring nature in the “great outdoors” around camp. Nature experiences may occur during scheduled activities like creek walks or during free time and cabin choice time. Most of our campers and staff will live in cabins during their week of camp, however we do have a few camp sessions during the summer where the campers and staff will live in tents for the week at campsites and do a lot of their cooking over an open campfire. Those “tent-camps” will be assigned to staff who are the most interested and qualified to be responsible for planning, conducting and leading the campout for their cabin group.



OTHER PRIVILEGES AND RESPONSIBILITIES

Time Off

Staff members are employed with the clear understanding that the welfare and care of the campers is our primary interest, and that time-off therefore is a secondary consideration. However, the Iowa 4-H Center realizes that an appropriate amount of time-off is necessary for its staff members and arranges the staff time-off schedule accordingly. Time-off for camp staff consists of two hours each day and one 24-hour block of time off each week (typically noon Saturday until noon Sunday, but not always) In some positions, situations, and conditions, the typically allotted time may be limited, adjusted, or forfeited as part of the job.

Time-off is scheduled to fit the opening and closing of each session and to insure all camp activities are properly supervised during time-off periods. Due to continuous responsibilities for safety and supervision of the campers, it is imperative for the staff to be on duty except for scheduled time-off. A curfew of 12:00 am (midnight) is enforced. Special requests for time-off exceptions are difficult to grant and are highly discouraged due to the inherent nature of the camp operation.

All staff members are expected to spend time-off in a manner that is consistent with both the camp's standards and their responsibility as leaders of young people. We expect staff on time-off to do nothing that would call into question their abilities to serve as positive role models for young people or create an unfavorable impression on the caliber of the camp's personnel. Upon returning from time-off, counselors immediately resume an “on the job” assignment and assume responsibility for the supervision, safety, and welfare of campers. Consequently, they must be absolutely certain their judgment is completely clear and unimpaired in every way. They must be capable of handling any immediate responsibility or emergency encountered.

Alcohol Policy

Possessing, consuming, sharing, or being under the influence of alcoholic beverages at any time while on duty, on the camp premises (including returning from time-off) or in the close vicinity of the camp community is strictly prohibited. In keeping with the camp policy and in accordance with state laws, staff members under 21 years of age may not purchase, possess, or consume alcoholic beverages. Failure to abide by this policy will result in immediate dismissal. All staff age 21 and older share in the responsibility of influencing younger staff by word, example, and action. Obviously, the violation of any laws with respect to alcoholic beverages, overly boisterous or disturbing behavior, speeding or careless and reckless driving, etc. would not be acceptable and may be grounds for dismissal. Purchasing and/or providing alcohol for anyone under 21 years of age is not only illegal, but is also prohibited by camp policy and would lead to immediate dismissal.

Illegal Drugs

The Iowa 4-H Center is committed to being a drug-free work place; the use or possession of illegal drugs or drug paraphernalia is absolutely prohibited. We believe that the use of illegal drugs has no place in the life-style and influence of a leader responsible for the safety and healthy development of young people. In applying to work at the Iowa 4-H Center, the applicant represents himself or herself as a person who is not using and will not use illegal drugs. Failure to maintain consistency in this manner seriously jeopardizes a counselor's qualifications to serve as a leader of young people and is grounds for immediate termination of employment.

Tobacco Products

The use of any tobacco product is discouraged. Staff who elect to use tobacco products may do so only in the designated area or away from the camp premises on time-off. At no time is the use or possession of tobacco products permitted in the view of campers.

Transportation & Staff Automobiles

Staff members are expected to provide their own transportation to and from camp. Staff vehicles must be parked in the staff parking lot and their use is limited solely for time-off purposes. Staff may drive their cars closer to their cabins on the weekends for loading and unloading, but vehicles must be parked in the staff lot at all other times. The Iowa 4-H Center makes every effort to provide ample parking facilities, but naturally cannot assume responsibility for vehicles of staff. Camp vans may be used to transport large groups of staff to town for errands and free time events – but only when the vans are not in use and only with Traci's permission.

Staff Personal Supplies & Equipment

The Iowa 4-H Center will provide each staff member with two staff shirts that must be worn on all opening/closing days and special events. All other items (linens, blankets, pillows, clothing, and laundry) are the counselor's responsibility. The exception is for Camp America Staff who will be provided with a blanket, sleeping bag, towels, sheets, and a pillow upon arrival at camp for use during the summer. Camp America staff are responsible for returning those items clean and folded at the end of the summer. A recommended list of items to bring is sent to all hired camp staff. A laundry room with washer/dryer is available on the camp property for staff to use during scheduled time-off and free time. There is also a local Laundromat in town staff may choose to use. Special arrangements for accommodation of large personal items (boats, bikes, etc.) must be made prior to arrival. Camp does not permit pets to accompany summer staff. Camp also allows staff to bring their own personal program equipment, if they choose, (such as climbing gear, archery equipment, etc.) but staff may only be permitted to use these items during their free time away from campers.

Personal Appearance

As role models for the campers, camp staff must maintain good grooming, personal hygiene and a neat appearance upon arrival at Camp and throughout the season. Clothing should be clean and camp appropriate.



Physical Examination

Every staff member must have a physical examination by a family or college physician within the last 12 months prior to arrival at camp certifying the physical ability to perform responsibilities and the absence of communicable diseases. The offer of employment would be considered invalid if a physician found the camp staff member physically unable to perform the job without unreasonable accommodation. All employed staff (except international staff) will be sent a Health Examination Form in the spring and will be required to have it completed and on file by the time they begin work.

Medicine and Health

If a staff member is ill and/or unable to work, he/she must stay in the camp Health Center. Camp nurses' services at the Health Center will be afforded counselors without cost, except in the case of preexisting illnesses or accidents unconnected with staff duties. Should there be the need for hospitalization, a physician visit, or prescribed medicines as the result of illness or accident unrelated to the job - these expenses are the staff member's obligation. If expenses are due to accidents on the job, the medical expenses are covered by the Camp's Worker's Compensation Policy. Health insurance is not provided. All medications and over the counter drugs in the possession of the cabin counselors must be turned in to the Health Director and stored in the Health Center for the camper's safety.

Compensation

In addition to food, lodging, training, and the fulfillment of working with children, the salary scale is competitive with similar camps in our area. Housing and meals alone equals an **added benefit of \$3,000** per staff member for the summer. Staff also enjoy Internet access for e-mails, a staff lounge, laundry facilities, staff shirts, training, necessary certifications, and camp store discounts. All college undergraduate salaries are based on a standardized scale, which takes into account age, school classification, certifications/trainings, and previous experience as a staff or Jr. Counselor. Staff members are paid once a month during the summer and will be deposited directly into your checking or savings account in accordance with the Iowa State University payroll policies and schedule. Compensation is subject to Social Security Taxes, and 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.

Employment Period

The basic summer contract is **for 2009 is May 26 thru August 12**. Guaranteed non-paid days off during the contract period includes: July 3 and 4. It is roughly 2 weeks of staff training and 9 weeks of camp. Normally, only persons who can be employed the entire 11 week season will be employed. Certification training for high ropes/climbing, lifeguarding, and first aid/CPR is scheduled in May during staff training.

Living Accommodations

Our site is divided into five private villages, each with its own main lodge. Counselors live in camper cabins with up to 8 campers per week. Camper cabins have electricity, carpet, air conditioning, 9 bunk-bed style beds, and all are within a short walk of a centrally located main lodge with modern bathroom and shower facilities. Instructional program staff live in staff housing which is open to all staff for free time. Staff housing is complete with a kitchen, air-conditioned lounge, TV/VCR, deck, fire ring, and laundry facilities.



2009 Summer Camp Staff Positions



Assistant Camp Director

The Assistant Director will provide a leadership role on staff by organizing and leading camp activities, monitoring program area safety, and assisting with staff supervision. The Assistant Director is responsible for supervision of all camp programs in the absence of the Director – including taking phone calls and monitoring the weather radio. Additional duties may include: assisting to create the weekly staff schedule, hosting rental groups, driving camp van routes, overseeing evening program activities and morning huddle, coordinating and leading staff meetings, helping lead camper check-in and closing ceremonies, offering support and training in all program areas. **Qualifications:** Ability to work cooperatively with other staff in a team-oriented environment. Previous camp staff experience. Organization, flexibility, creativity & enthusiasm skills. Salary: \$2640 for the summer, plus meals and lodging. Prefer applicants who can begin working as early as May 11, 2009.

Program Assistant

Responsible for assisting the Director with coordination of camp activities from the camp office. Duties include: passing out camper and staff mail, uploading camper photos, creating weekly slide shows, overseeing staff radio use, planning specialty camp events, helping lead camper check-in and closing ceremonies, scheduling staff time-off events, and helping coordinate off-site trips. Additional duties may include: hosting rental groups, driving camp van routes, running the camp store, and offering support in all program areas. **Qualifications:** Ability to work cooperatively with other staff in a team-oriented environment. Previous camp staff experience. Organization, flexibility, creativity & enthusiasm skills. Salary: \$2420 for the summer, plus meals and lodging. Prefer applicants who can begin working as early as May 11, 2009.

Day Camp Director

The Day Camp Director is responsible for running the weekly day camp program for up to forty 6-10 year olds. Assist with creation of fun and educational activities, crafts, snacks, and games that relate to the themes. Organize transportation schedules, daily schedules, supplies needed, communication with parents, and supervise the day camp counselors. **Qualifications:** Ability to work cooperatively with other staff in a team-oriented environment. Previous experience supervising or caring for youth 6 to 10 years of age. Flexibility, creativity & enthusiasm. Previous camp experiences preferred but not required. Salary: \$2420 for the summer, plus meals and lodging.

Head Counselor

The Head Counselor provides leadership for all cabin counselors by assisting with their role of providing a friendly and supportive living environment while ensuring campers have a fun and educational camping experience. Duty is to be a resource for the cabin staff on issues of home sickness, discipline, schedules, rainy day plans, game ideas, cabin choice time, and similar areas. Additional responsibilities include: overseeing cabin inspections, weekly cabin/counselor assignments, organizing lost & found, overseeing flag raising ceremonies, helping lead morning huddles, planning counselor meetings, mentoring Jr. Counselors, and helping with closing ceremonies. **Qualifications:** Ability to work cooperatively with other staff in a team-oriented environment. Previous camp staff experience. Organization, flexibility, creativity & enthusiasm skills. Salary: \$2310 for the summer, plus meals and lodging. Prefer applicants who can begin working as early as May 11, 2009.

Leadership Camp Mentor

Mentor will provide leadership, role-modeling, and support for 15-17 year-old Leaders-In-Training and Counselor-In-Training campers. They guide campers during their fieldwork experience as they develop skills to work with children and facilitate personal and group growth on the team challenge course. Oversee LIT campers while they work with day campers during the day and assist with all-camp programs in the evening. Assign CIT campers to cabins for a week in the overnight camp program and check-in with them daily. **Qualifications:** Min. 20 years old or two seasons camp staff experience and supervisory experience. Salary: \$2310 for the summer, plus meals and lodging.

Health Care Assistant

Assist our weekly volunteer camp nurse with monitoring and caring for all the health-related needs of campers and staff – both physically and emotionally. Physical health duties include: screening campers at check-in, running med calls, administering first aid, making weekly med time sheets for counselors, logging daily reports, telling kitchen about special diets, restocking supplies, refilling first-aid kits, and being available for all emergencies when on-call. Emotional health duties include: assisting with issues such as homesickness, behavior, bullying, disagreements, and befriending special campers who may just need an extra buddy for the week. The Health Aide will also offer support in other program areas when available. This position requires confidentiality and tact. **Qualifications:** Minimum 21 years old and preferred health related certifications in Wilderness First Aid or Certified Nurses Assistant. Minimum certification in CPR and First Aid. A background in a health related field, child psychiatry, or social work is helpful but not required. Salary: \$2200 for the summer, plus meals and lodging.

Challenge Course Coordinator

Responsible for the safe, educational & fun operation of the challenge course during daily camp activities for 4-H camp, day camp, and rental groups. Responsible for the High Adventure and Vertical Challenge specialty camp sessions. Supervise and instruct activities on our 50-foot climbing & zip line tower, 5-element high ropes course including a zip line, and low ropes team challenge course. Duties include, but are not limited to: set-up/tear-down of courses, proper care/maintenance of equipment, planning appropriate events and challenges for age groups, belaying during program times, and coordinating ropes staff. Will also assist in other camp program areas when available. **Qualifications:** One year of college or equivalent and youth work or organized camp experience. Ability to work cooperatively with other staff in a team-oriented environment. Comfort with heights and ability to pass our high ropes & climbing tower course certification. Organization, flexibility, creativity & enthusiasm skills. Salary: \$2200 for the summer, plus meals and lodging.

Head Lifeguard

Responsible for the safe, educational & fun operation of the aquatics program during daily camp activities for 4-H camp, day camp, and rental groups. Responsibilities include the Splash Camp specialty camp sessions, scheduled swim hours, pond canoeing, river canoe trips, kayaking, water games, day camp swim lessons, and pool parties. Duties include: lifeguarding when scheduled, working with the maintenance staff to distribute pool chemicals, maintaining a clean and safe pool and shower house area, taking proper care/maintenance of equipment, planning appropriate events and challenges for age groups, supervising other lifeguards, enforcing pool rules, and directing emergency procedures. Will also offer assistance in other camp program areas when available. **Minimum Qualifications:** 21 years of age, current lifeguard certification, past lifeguard experience, ability to make decisions about water safety, ability to supervise others. Salary: \$2200 for the summer, plus room & board.

Outdoor Skills Instructor

The Outdoor Skills Instructor is responsible for the safe, educational & fun operation of the outdoor camping and nature education program areas during daily camp activities for 4-H camp, day camp, and rental groups. Oversees the fishing and outpost specialty camps. Outdoor camping duties may include: GPS, orienteering, campfire cooking, tenting, backpacking, survival skills, hiking, care and storage of all camping equipment supervise and instruct camping activities, coordinating with outpost camping staff, and transport supplies. Work with Food Service Coordinator to plan logistics, food, and equipment needed for all out-post and off-site camping events. Nature education duties may include: fishing, nature center, creek walks, day and night hikes, pond studies, tree ID, wildlife ecology programs. Will also be asked to offer assistance in other camp program areas.

Qualifications: one year of college or equivalent, youth work/organized camp experience, knowledge of camping and/or nature skills and ability to teach skills to others. Salary: \$2200 for the summer, plus room & board.

Food Services Coordinator

Responsible for overseeing two of the most popular areas of camp – the camp store and the dining hall. Camp Store responsibilities include: collecting store money during check-in, creating camper store tabs for the week, order and restock merchandise, run store hours for campers in the afternoons, and tally store tabs at end of week for camper check-out. Dining Hall responsibilities include: leading kitchen patrol in set-up and clean-up of the dining hall for meals, organizing turn-over of dining hall between user groups, setting up staff tables for meals, handling special diet requests, planning for theme dinners, helping prepare camper meals and snacks. **Qualifications:** one year of college or equivalent and youth work or organized camp or retail or food service experience preferred. Salary: \$2200 for the summer, plus meals and lodging.

Cabin Counselor

Responsible for providing a friendly and supportive living environment while ensuring campers have a fun and educational camping experience. Duties include, but are not limited to: supervising and leading a cabin of 6-8 campers through their daily schedule of activities, teaching and/or assisting with camp activities and programs (such as lifeguarding, crafts, archery, challenge course, outdoor camping skills, and nature education), taking part in all-camp activities (campfires, skit night, all-camp dance, etc.), writing postcards and completing letters home to parents of campers in your charge, and serving as an appropriate role model for the campers. **Qualifications:** Desire and ability to work with children in the outdoors for extended periods of time. Ability to work cooperatively with other staff in a team-oriented environment. Previous experience supervising or caring for youth 6 to 16 years of age. Flexibility, creativity & enthusiasm. Salary: \$1980 to \$ 2090 for the summer, plus meals and lodging.



APPLICATION PROCEDURE

You may request a Staff Application Packet to be mailed to you by contacting the Iowa 4-H Center at any of the addresses or phone numbers listed in this brochure. All of the individual forms from our Staff Application Packet are also available for download from the Iowa 4-H Center web site (www.iowa4hcamp.com) in PDF files. Once we receive your application, a staff member will contact you for an interview. A personal, on-site interview is preferred; however, if your distance from the Iowa 4-H Center prohibits this, we may opt to schedule a telephone interview with you.

Application forms and materials are downloadable from the Summer Employment area of our web site (www.iowa4hcamp.com)

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IOWA STATE UNIVERSITY
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Issued in furtherance of Cooperative Extension work, Acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture. Jack M. Payne, director, Cooperative Extension Service, Iowa State University of Science and Technology, Ames, Iowa.

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