

What you need to know about working on staff at Hartford County 4-H Camp

2021 is going to be a different summer than we are all used to, these changes will allow us to run safely and help prevent the spread of COVID-19. We intend to be operating on a hybrid model this year, meaning that some campers would be overnight and some would be day-campers. We also will be cohorted this summer, meaning that there will be separate and distinct groups of campers which do not interact with each other. Counselors and Staff will be assigned to a specific cohort, and activities will be taught within these groups. Think tribes but covid edition.

This year our leadership staff will be called campfire leaders rather than having cabin coordinators. There will be four campfire leaders, one in each cohort, two males and two females. These campfire leaders will be responsible for supervising campers and counselors within their cohort and in the cabin area, as well as supporting the staff within their cohort and in the cabin area and providing guidance and leadership in daily operations.

COVID Precautions:

We will be following guidelines from our local health department and the CDC regarding safe social distancing and mask wearing in our camp environment. See our website for updated safety measures regarding COVID-19

The Living Situation:

Our cabins are rustic (screen windows, bathrooms/showers in a separate building). Counselors **and staff** sleep in the same cabins as the campers this summer. This summer we will be running at reduced capacity so each cabin holds about 5 campers, 1 staff, and 1 counselor. It is possible there would be more than one staff or counselor in a cabin depending on enrollment numbers.

Daily Expectations:

Activities

Staff are expected to be well-rounded and able to teach more than one type of activity. This may not apply to certified staff like lifeguards or archery instructors. Staff will teach 2-3 activities per day within their cohort. Campers will be able to choose between two activities being taught during each activity period. Staff will share planning, teaching and clean up responsibilities with other staff in their cohort for activities.

Cabin Life, Naptime and Free Time

These are unstructured times for campers where staff are still expected to engage and perform job responsibilities. Staff are expected to help facilitate, supervise and monitor during these times.

Meals

Staff will eat meals at the same time as their cohort. Staff are assigned once a week to help in the dish room. Meals will be very speedy, campers will be in and out in about 15 minutes, with

the exception of dinner which is a little longer. On days where the weather permits, meals may happen outside. There will be options for staff who are vegetarian. Our cooks try as best as possible to be flexible and help with your dietary needs, remember we are not a short order kitchen.

Programs

Programs are planned and organized by Nadia. We will be using some of our traditional programs but we will also be workshopping some new ones as a team during staff training, we encourage staff to think outside the box. We strive to make the night time programs something extra memorable for campers so they talk it up with their day camp friends the next day. Staff are expected to participate actively, be enthusiastically engaged, and facilitate and judge during programs as needed.

The Fine Print

You are serving in loco parentis so it is your responsibility to care for campers in place of their parents. Which may include but is not limited to (with provided personal protective equipment): cleaning up vomit, blood, feces, feminine products, or urine in the course of your job. Campers coming to camp may have social, emotional and physical needs as well. Some will be known ahead of their arrival; some not. You yourself must be in a safe emotional space in order to help these campers.

Day Camp:

Day camp is run simultaneously with the resident camp. The campers get dropped off at 8:00am go home around 5:00pm. Each week a few staff and counselors will be assigned to work with day camp. Your day camp duties start at 7:55am. After you eat breakfast, report to your drop off location. After newspaper and vespers report to your pick up location to supervise and play with campers while waiting for their parents to come pick them up. After day campers have left for the day around 5:30 you have dinner and will rejoin an assigned cohort for the evening program. Day camp staff may be asked to help prepare and facilitate evening programs and vespers and other chores.

Training:

Hartford County 4-H Camp provides staff training prior to the beginning of the camp season and throughout the summer to prepare for the summer and help you address challenges or conflicts that arise.

Commitment:

June 11-13th	All Camp
June 15-17th	Staff Training
June 19th	Virtual Counselor Training

June 20-26th	Horse Camp?/ Staff Training
June 27th-August 14th	Weeks 1-7 of Traditional Camp
August 14th	Last Day of Camp/ Clean Up and Move Out

Employment dates are June 11th - August 14th. Some positions may vary on start and end times based on special training programs. All staff are expected to attend staff training and all weeks of camp.

Time off:

Each staff has an hour off and a night off each week, as well as Saturday afternoon after campers leave until Sunday morning. Staff may not leave camp on their hour off, but are allowed to go home on their night.

Staff are permitted to use the Grant house during their time off. We will be converting one of the bedrooms in the Grant house into a staff lounge in order to provide the staff a place to hang out, use technology, and sleep at camp away from campers. There will be refrigeration and a microwave available in the Grant house for those who would like to have something of their own during time off.

Washing machines and dryers are available for use at camp. Staff are expected to do laundry during their time off.

Essential Functions of a Staff Member at Hartford County 4-H Camp:

Must be able to...

- Work up to 6 days in a row, with little rest
- Work with and have patience for children ages 6-17 years old for up to 24 hours a day
- Be comfortable and work effectively in an outdoor or natural setting
- Function and thrive in a community with very little personal space
- Make decisions in high-stress situations
- Utilize discretion when faced with sensitive issues
- Participate in physical activity including swimming, hiking, running and more
- Listen to and comprehend oral communication
- Be able to work collaboratively

Frequently Asked Questions:

How do I keep in touch with the outside world?

Cell service at camp is limited. We provide wi-fi for staff to use during their time off only in the Grant house. Staff are not allowed to carry or use cell phones while on duty and around campers. Technology use should be invisible to campers and is not allowed outside the Grant house. Just as we ask the campers to unplug, we ask the staff to do the same. Working at Hartford County 4-H Camp is a great opportunity to slow down and reconnect with the community around you.

What if I like to go running everyday?

Staff may run during their time off or with campfire leader's permission in morning or at night.

Where do I stay on the Weekends?

Staff are allowed to stay at camp on weekends but must inform the Camp Director. Staff are also allowed to go home on weekends. We encourage staff to behave in a safe manner when they are not at camp.

More Questions?

We encourage you to check us out on the Website www.hartfordcounty4hcamp.org and on Instagram @hc4hcamp or Facebook. If you have a question, please ask during your interview!

Tips for your Interview:

- Be ready to begin up to 15 minutes prior to your scheduled time. If we are running late or early, we will try to let you know. If you haven't heard from us 10 minutes after your interview was scheduled to begin, please call 860-990-3731
- Interviews will be virtual, make sure your camera and microphone work prior to your interview.
- Consider your background - What we are seeing behind you and does it represent you or does it communicate something about you.
- Minimize disruptions Try to set yourself up in a place where family, friends, roommates, etc., won't need to walk behind you.
- Dress to impress - Don't wear your pajamas. Trust us on this one.
- We want to know more about you! If our questions don't cover everything you want to tell us don't be afraid to elaborate about yourself.