



January 11, 2024

Dear Prospective Leadership Camp Staff Member:

The Ohio 4-H State Leadership Camp is the state's premiere leadership development experience for teenage 4-H members. Leadership Camp has been delivered every summer at 4-H Camp Ohio since 1946, and the camp's curriculum and activities have adapted with the times. The 2024 offering of Leadership Camp will host teens age 15 through 18 from counties across Ohio for five days of leadership skill development and team-based fun and outdoor adventure. Delivering the program will be a staff of dedicated and accomplished 4-H volunteers and professionals who aim to develop concrete and age-appropriate peer leadership skills in all of the participants. The purpose of this letter is to encourage you to join the staff of the Ohio 4-H State Leadership Camp, which would allow you to pass onto the next generation of 4-H teen leaders the knowledge and perspectives that have made you successful.

### ***The Ideal Staff Candidate***

The ideal Leadership Camp staff candidate satisfies two sets of criteria, one set being eligibility, and the other being accomplishment. Leadership Camp staff members are not those who are simply available to attend and support the camp, they must be role models of peer leadership respective to their age and station in their lives.

Eligibility Criteria	Accomplishment Criteria
<ul style="list-style-type: none"><li>• Age 18+ as of June 1, 2024.</li><li>• Available for ALL staff training and camp dates at 4-H Camp Ohio:<ul style="list-style-type: none"><li>- May 10,11,12 training weekend</li><li>- May 31(overnight), staff training/set up</li><li>- June 1 through 5, leadership camp</li></ul></li><li>• Complete and submit all applications and background information forms, including references.</li><li>• Pass all background checks and volunteer screenings.</li><li>• Agree to abide by all camp policies and all leadership camp staff member expectations.</li></ul> <p><i>(Please note this is for ALL staff, instructors, and counselors! Many of these items correspond to OSU's Youth Activities &amp; Programs Policy)</i></p>	<ul style="list-style-type: none"><li>• Significant experience with leading peers in 4-H settings or otherwise, that can be described to and discussed with teen leadership camp participants.</li><li>• Interest, confidence, and ability in teaching/facilitating leadership skill development to teen leadership camp participants.</li><li>• Exhibit in a daily (year-round) lifestyle the character traits of a leader of one's peers.</li></ul>

### ***Leadership Camp Staff Work & Play***

The Leadership Camp staff work together with the summer and permanent staff of 4-H Camp Ohio to deliver all aspects of the Leadership Camp program. The core of the Leadership Camp program—the educational and fun activities—are possible only through the efforts of the Leadership Camp staff. There are three groups of Leadership Camp staff members: the counselors who have the most direct contact with the camp participants, the instructors who provide subject matter expertise, and the directors who guide the vision of the program and provide the behind-the-scenes support required to make Leadership Camp successful. Here are the essential duties of each group of staff members:

**Counselors:** Reside in a cabin with participants, guide participants through camp schedule and procedures, work with assigned instructors and teach portions of the Leadership Camp curriculum, facilitate fun evening activities with participants' program groups (i.e. dances, talent shows, vespers, candle lighting), support all other camp programs and operations as needed. Counselors have typically been of college age (18 to 23) and had previous experience with summer camp counseling or teaching.

**Instructors:** Develop and deliver specialized training opportunities for Leadership Camp participants related to an assigned leadership skill area and its corresponding program area. Train and supervise assigned counselors to enhance session delivery. Assist with other camp programs and operations like participant check-in. The skill-program connections may include:

- Communication: Session in assigned program space, like the Leadership Hall
- Courage: High Ropes Course
- Discipline: Shooting Sports
- Motivation Flying Squirrel and Session in assigned program space, like the Rec Hall
- Planning and Initiative: Climbing & Zipping Tower
- Trust: Team Challenge Course

**Directors:** Train and supervise counselors and instructors, interface with camp facility management and operations, establish and uphold camp policies and expectations, support behind-the-scenes administration of the event, support the evaluation of the program and staff.

### ***Take the Challenge – Join the Team!***

Joining the staff of the Ohio 4-H State Leadership Camp is a perfect capstone to an active 4-H member's career. Leadership Camp staff also attracts those with education, teaching, extension, and youth development career interests regardless of past 4-H experience, if any. Anyone interested in joining the Leadership Camp staff should complete the online application (found at: <https://go.osu.edu/LCstaff>). Also, you should be on the lookout to be contacted for a staff interview, which will take place the week of April 1, 2024.

Questions are welcome and can be sent to [epley.24@osu.edu](mailto:epley.24@osu.edu) or by telephoning 614-247-8144. Don't delay—**staff applications close March 25, 2024**. Please forward this document to your friends who would share an interest in joining the Leadership Camp staff and keep your eye on [go.osu.edu/leadershipcamp](https://go.osu.edu/leadershipcamp) for ongoing updates.

Sincerely,



Hannah K. Epley  
Director, Ohio 4-H State Leadership Camp