

## Southwest Ramblin's

I helped supervised a college student study group conduct an organizational behavior class study about working at summer camp. Over 300 college students were surveyed about their interest in summer employment. The purpose of this research was to find out how many of today's college students are interested in working at camp and what is the best method to recruit them. The results are below.

84.66% of the students want summer employment. However, what I found interesting is that **66.88%** of those surveyed want to continue employment either in their current job or the job that is waiting for them back home. So there are a small percentage of those who want summer employment who **are actually looking for new employment.**

Of those that were surveyed, 40.71% have considered working at a summer camp.

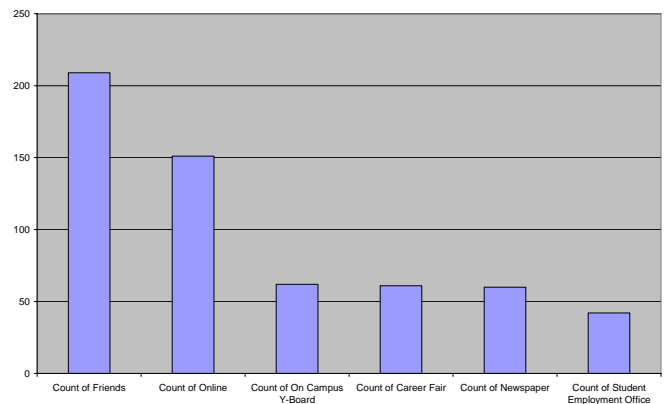
From this survey the best way to recruit is by "word of mouth," recruitment; of those surveyed 66.99% seek employment opportunities by talking to friends. 48.40% look on line, 19.55% go to career fairs, 19.23% look in the newspaper, and 13.46% use the student employment office. As you can see from the results that many students have chosen more than one way of searching for a job, but most rely on friends for employment advice. As camp administrators, we can best use our time and resources in having our past staff recruit their friends and roommates.

What I have done this year for my camp is have a past staff summer reunion party this last January where I gave each staff member a camp flyer to put on their refrigerator in their apartment and encouraged them to recruit their roommates and friends. Another recruitment tool that I have tried this year is to contact parents of past campers who have other children in college and ask them to apply for camp positions. As of right now I am 98% filled with my staff positions, so I feel these recruitment tools along with going to several job fairs, speaking in college recreation, education, physical facility, and family science classes, having a current website, and putting up endless recruitment posters and fliers around town have worked.

### The breakdown of the study:

- 50.16% are female
- 52.08% are underclassmen
- Students in all colleges were contacted
- 55.77% work
- 88.66% are seeking summer employment
- 36.98% want to work 40 or more hours per week
- 19.23% use the newspaper
- 48.4 look online
- 19.87% use campus resources
- 66.99 search through friends
- 19.55% attend the career fair
- 13.46% us the employment office
- 66.88% prefer continued employment
- 88.14% would consider a job requiring full summer employment
- 40.06% would live on-site
- 40.71 have considered working at a summer camp

Where students look for summer employment



I hope this information is helpful to you and I wish you a fun and successful summer season.

Jared Knight  
President  
American Camp Association, Southwest

#### Upcoming Events

- Board Meeting Albuquerque, NM ..... Oct. , 2007
- Associate Visitor Course NM ..... Oct. 19-20, 2007
- Board Meeting UT ..... January 2008
- Annual Meeting UT ..... January 2008
- Section Training offerings ..... Website

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## 2007 SUMMER CAMP MINIMUM WAGE GUIDELINES

### HISTORY

The nature of Residential Summer Camp programming is that campers and staff are onsite for an extended period of time. Typically, one or two consecutive weeks (7-14 days) with campers and staff involved in programs, meals, daily chores, etc. 24 hours per day.

The Camp Staffs responsibility includes supervision of the cabin group 24/7 to assure safety, quality of experience and the health and welfare of the children. Portions of the day are very intensive such as leading camp programs, solving cabin or personality issues and supporting the camp community. Other times are very low key, sleeping and rest time but the counselors responsibility for the campers is always present.

The counselors are required to live in the cabin, eat all of the meals with the cabin group and be available during most of the activities. Typically, time off from supervisory duties includes 2 hours each day plus 24 consecutive hours per week.

This job typically pays from \$150 to \$300 per week depending on the experience of the applicant and the job duties. Camps have operated on this basis for 100 years. As minimum wage and overtime issues have come to the forefront of the American workplace; Camps have relied on exemptions provided in the Fair Labor Standards Act of 1938 in Sec 13.92 (a), (3) which states that "amusement or recreational establishments (organized camps, or religious or non profit educational conference centers)" depending on the seasonal nature of the operation.

Under the above exemptions, a camp administrator could operate for a 12 week season without overtime or minimum wage worries. The calculation for current staff looks like this: \$200 weekly salary = 40 hrs X \$5.00. 40 hours is the basis of a salary calculation and the hourly wage was unimportant.

### ARIZONA MINIMUM WAGE

The newly passed AZ minimum wage of \$6.75 supersedes all other minimum wage guidelines including Federal. It does not, however, address the payment of overtime. Overtime still falls under the FLSA exemptions.

As a result of its passage (Prop 202) the Industrial Commission of Arizona wrote an "emergency rule" that would restore "credits" similar to the FLSA exemptions, specifically included is a credit for room & board when appropriate. This rule was accepted by the State Attorney General's office but MAY NOT stand up to further scrutiny as the language of the proposition was very specific to "monetary compensation". The Emergency Rule is in affect for 6 months with a possible extension of another 6 months. In the mean time, the Permanent Rule is being drafted and the room and board issue is being considered. Before permanent rules are finalized, there would be a time for public comment.

### WHAT NOW?

Camps can operate under the Emergency rules accepted by the Attorney Generals office with a "good faith understanding" that we are relying on Government instructions. These include the Room and Board credit. However, this does not preclude someone (an employee) from filing a cause for action. There can be no assumption of full protection under the courts.

Due diligence requires that you check with your own legal council and Director of Human Resources.

### HOW TO TAKE THE R&B CREDIT

Keep in mind that the room & board credit must be "the reasonable cost to an employer of furnishing an employee with board, lodging, or other facilities". Consistency is important.

The calculation could be as follows:

- 40 hrs. per week X \$6.75 = \$270 weekly salary.
- Weekly Room & Board credit of \$100 Sample only (18 meals x \$2.22 + 6 nights X \$10 ) use your own figure.
- New weekly salary of \$170

Keep in mind that the TOTAL wage would be taxed and have FICA withheld.

### WHAT YOU CAN DO

There is work in the Senate to write a bill called the "Good faith reliance bill"; this would give protection (from legal actions) retroactively as we operate in the manner the State has directed/allowed.

Write your State Senator and explain the impact that your Camp has on the kids and families in your community. Let them know the potential impact to your Organization if you had to fully comply with the State minimum wage without the current FLSA exemptions.

Talk to your Summer Staff to explain HOW they are being paid and that YOUR salary structure is the same as previous years.

There may be work over the summer to prepare for the next session of Congress.

*"You need to be aware of what others are doing, applaud their efforts, acknowledge their successes, and encourage them in their pursuits. When we all help one another, everybody wins. "*

*~ Jim Stovall*

### Welcome New Members

| Member Type         | Name              | Camp                    |
|---------------------|-------------------|-------------------------|
| Associate Member    | Amber Tippetts    | Chauncey Ranch          |
| Associate Member    | Jeffrey Potter    |                         |
| Professional Member | Daniel Cave       | Bishop Stoney Camp      |
| Professional Member | Lisa Kish-Pittman |                         |
| Professional Member | Matt Frady        | Foxtail Girl Scout Camp |
| Student Member      | Heather Maltby    |                         |
| Associate Member    | Pat Sutton        |                         |

### National Wildlife Federation Sponsors "National Wildlife Week"

Celebrate wildlife and nature during the 2007 National Wildlife Week, April 21-29. Choose from conservation service projects to help create healthy habitats, connect people with nature, or design your own camp projects. Download a Watch list of wildlife in your state and take a walk around your camp or green space; see how many animals you can find. To learn more about activities and projects, visit [www.nwf.org/nationalwildlifeweek](http://www.nwf.org/nationalwildlifeweek).

### Summer Food Service Program

The U.S. Department of Agriculture's Summer Food Service Program (SFSP) reimburses organizations that provide meals to children during the summer months. Residential summer camps and nonresidential day camps that offer nutritious meals as part of an organized camping program may be reimbursed for up to three meals or two meals and one snack per day served to children that meet income eligibility criteria.

Eligible children are those whose annual household income is at or below 185 percent of the Federal poverty guidelines—\$38,203 for a family of four in July 2007. It's not too late to sign up for this summer.

Organizations interested in learning more about SFSP and how to apply should contact the State agency that administers the program locally. Contact information can be found at [www.fns.usda.gov/cnd/summer](http://www.fns.usda.gov/cnd/summer) (click on "Contacts").

**"Success, at any level, starts with the right mindset, and the belief that success is possible."**

~ Anonymous

### Standards Corner

A lot of training has been going on! Multiple Update courses were held, two in Arizona and one in New Mexico, and two in Utah as well as one Associate Visitor Course. The majority of our current visitors have received their update and many of the camps sent representatives to get the scoop on the new Standards. Four new visitors were trained in Arizona and this will help tremendously for this summer as we have lost quite a few through moves out of the section. We still have

visitors that have not received their update training and until they do they will not be able to visit a camp. Please contact Char Bowman at [crbatphx@cox.net](mailto:crbatphx@cox.net) to make arrangements for update training.

| Camp Name                     | City           | State |
|-------------------------------|----------------|-------|
| Anytown Camp & Conference Ctr | Prescott       | AZ    |
| Bishop Stoney Camp            | Santa Fe       | NM    |
| Camp Enchantment              | Albuquerque    | NM    |
| Camp Hobe'                    | Salt Lake City | UT    |
| Camp Maska                    | Phoenix        | AZ    |
| Camp Sky Y                    | Prescott       | AZ    |
| Camp Trefoil Ranch            | Provo          | UT    |
| Camp Wamatochick (Camp Fire)  | Prescott       | AZ    |
| FCYD Camp Utada               | West Jordan    | UT    |
| Lions Camp Tatiyee Inc        | Lakeside       | AZ    |
| Lone Tree Ranch               | Capitan        | NM    |
| Maripai                       | Prescott       | AZ    |
| Mingus Springs Camp           | Prescott       | AZ    |
| Saguaro Camp Cherith          | Payson         | AZ    |
| Shadow Rim Ranch              | Phoenix        | AZ    |
| TJCC Summer Camps             | Tucson         | AZ    |
| Willow Springs Program Center | Prescott       | AZ    |
| WOW in AZ Inc Youth Camp      | Glendale       | AZ    |

### Executive Director's Thoughts

What could be more exciting than the anticipation of summer camp? I am sure many of you don't believe that right now because you are in the throws of hiring staff, preparing programs as well as preparing the physical camp for occupation. You are truly overwhelmed right now! I am confident each and every camp director and their personnel will be ready when camp opens.

What does it take to be camp staff?

- Love of children.
- A strong desire to engage children and staff in organized activity.
- Patience like you have never needed before.
- The desire to help form the values of others.
- Love of the entire experience.

There is little left in this world that can top an opportunity at summer camp for both staff and campers alike. Where else are they free to enjoy the outdoors, explore their desires and make life-long friends? I can't think of a better time in my life than when I was working at camp and helping to shape the lives of my staff and the campers they mentored. Camp should be an experience of fondest memories throughout our entire lives. There should always be something that sticks out, a favorite staff member, the first time you were able to do something you thought you would never be able to accomplish, your best friend ever, etc. CAMP one of the greatest experiences we should all have an opportunity to be a part of! Make it an experience you, your staff and your campers will never forget.

## Education News

Please help build our ACA Southwest Education Calendar! If you have any certification courses, educational events, or trainings that you can make available to ACA members, please e-mail Stephanie Hiatt at [shiatt@appointment-plus.com](mailto:shiatt@appointment-plus.com) with the details, including cost and contact information. We will post them to our website and also send e-mail reminders.

Please check our section website for current education opportunities: [www.acasouthwest.org](http://www.acasouthwest.org)

## Membership Update

Southwest Section's current camp membership is 46 of which 45 are accredited. Our current membership is 134. If you know of someone interested in becoming a member or who may be interested in having their camp accredited have them contact Ginger Pauley, Executive Director, at 1 800 265-1917 or [swcamps@qwest.net](mailto:swcamps@qwest.net).

Students have a specific category at a discounted membership fee. Visit [www.ACAcamps.org](http://www.ACAcamps.org) for an application.

## State Camp Regulations

Check out this site, [www.ACAcamps.org/publicpolicy](http://www.ACAcamps.org/publicpolicy), for complete information about camp-related regulations in each state. The data provides active links to the regulations and information in each state. You will be able to sort by state and the information indicates whether the state allows FBI records checks and information on how to access driving checks in each state complete with costs and links to forms

## News from National

**Keep your information current!**

Members can now update their own personal information right on the Web, [www.ACAcamps.org/campupdate](http://www.ACAcamps.org/campupdate) or call 765 342-8456 ext. 327 to have a form faxed to you. Have your camp's ACA number and fax number handy. This information is updated real time—right into the database.

ACA Camp Liaisons can update information about their camp that is printed in the Guide and appears on the Web in the *Find A Camp Section*.

## Share the Message About ACA Accreditation

We encourage you to take advantage of all the online [ACA-Accreditation Marketing Tools](#)—display your camp's ACA-accreditation logo proudly and properly! Click on "Share the Message" for your online resource for accreditation marketing.

From proper logo use, press releases, and key messages to links to ACA's parent information site, [www.CampParents.org](http://www.CampParents.org), and more, find out everything you need to know about accreditation at [www.ACAcamps.org/accreditation](http://www.ACAcamps.org/accreditation).

## Get It FREE – FREE - FREE

ACA Health Forms, Staff Applications, and Voluntary Disclosure States are now *free* to members to download at [www.acabookstore.org/pdfForms.cfm](http://www.acabookstore.org/pdfForms.cfm).

## Criminal Background Checks— ACA Can Help

ACA-Accredited® camps can receive fingerprint-based FBI criminal background check determinations on volunteers for only \$18 through the PROTECTScreen program. Quick and efficient—receive determinations within one week from time of application. Learn all about this dynamic program and enroll today ([www.ACAcamps.org/publicpolicy](http://www.ACAcamps.org/publicpolicy)).

## New From the Bookstore

*Creating Positive Youth Outcomes* is a research-based tool to help you evaluate and improve your program and increase positive outcomes for youth campers. This package includes a **workbook**, **facilitator's guide**, and **Resource CD** that will help your staff target specific youth outcomes that match your goals.

Take advantage of this resource to enhance your staff training and to promote intentional actions that show results! Order today at [www.ACAbookstore.org](http://www.ACAbookstore.org) or 888-229-5745.

## Spring Enrollment Survey Is Open and Ready for Business!

Every camp director is encouraged to complete the Spring Enrollment Survey (<http://www.surveymonkey.com/s.asp?u=241613441773>). This brief survey takes about seven to ten minutes to add your information on how your staff recruitment and camper enrollment efforts are doing this spring. You can see the complete results at any time by going to [www.ACAcamps.org/research](http://www.ACAcamps.org/research) and clicking on the appropriate enrollment survey. We need your information, so please complete the online survey before April 20, 2007!

## Updated Interpretations are posted!

See the latest version of standards ([www.acacamps.org/accreditation/interpretations.pdf](http://www.acacamps.org/accreditation/interpretations.pdf)) that will be used this summer. If you have any questions, please contact [accreditation@ACAacamps.org](mailto:accreditation@ACAacamps.org). Don't forget that many resources are available to help you with Standards. You can find sample forms, staff-training info, and other new materials at [www.ACAcamps.org/accreditation/hyes.php](http://www.ACAcamps.org/accreditation/hyes.php) as well as from the bookstore at [www.ACAbookstore.org](http://www.ACAbookstore.org).

Accreditation certificates have been mailed to all accredited camps! The Statement of Compliance is also available for each director to complete at [www.ACAcamps.org/soc](http://www.ACAcamps.org/soc). Remember that each camp must file a Statement of Compliance every year. If you have any questions about the certificates or the compliance statement, contact us at [accreditation@ACAacamps.org](mailto:accreditation@ACAacamps.org).

## Public Awareness Videos for ACA Members Only

Videos are available for download ([www.ACAcamps.org/members/video](http://www.ACAcamps.org/members/video)) to ACA members only. Show at your camp fairs, parent/family meetings, group presentations, etc. The videos can also be accessed as a link to your Web site for parents to view in Flash.

### Sign up for *CAMP e-News!*

All ACA members received the March issue of *CAMP e-News*. If you wish to continue to receive this parent newsletter, please sign up. (<http://www.campparents.org/newsletter/0701>) *CAMP e-News* is a helpful and informative education tool that you can offer your camper families and prospects.

### Business Resources

#### *Need Kayaks . . . Basketballs for the Summer??*

ACA Purchase Power has negotiated special LOW ACA pricing with Emotion Kayaks manufacturers of top quality kayaks and with 360 Athletics for great basketballs. Go to [www.ACAcamps.org/vendors](http://www.ACAcamps.org/vendors) to see the excellent pricing exclusively for ACA camps! Remember with ACA Purchase Power the products offered are for a limited time only . . . so buy now!

#### *Get Free Stuff!!!*

Sign up now for ACA Connect and receive FREE products from companies that have contracted with ACA to distribute to our camps. ACA has reviewed the products and will only approve products that can be used in camps or by campers. Go to <http://www.acacamps.org/connect/> for more information and to sign up!

#### *Does Your Camp Get the Same Pricing as a FORTUNE 500 Company??*

Not likely . . . but now you can through the new ACA/Consorta Group Purchasing Program! Our program has special contracts with FEDEX, SYSCO, GORDON FOODS, OFFICE MAX, HOME DEPOT SUPPLY, ECOLAB and over 800 other companies. Never before have camps had this buying clout. To sign up or for information about other special offers, call the ACA Business Development Team at 800-428-2267, ext. 309 or 319. It's easy to sign up . . . It's Free . . . and it will save you BIG \$\$\$\$.

### IRS Launches Online Exemption Workshop

In mid-January, IRS introduced a new Web-based version of its popular exempt organizations training workshop covering tax compliance issues confronted by small and mid-sized exempt organizations.

The workshop, "Stay Exempt—Tax Basics for 501(c)(3)s" consists of five interactive modules on tax compliance for (c)(3)s. They include:

- How can you keep your 501(c)(3) exempt? (Approximately thirty minutes)
- Unrelated Business Income (Approximately thirty minutes)
- Employment Tax Issues (Approximately thirty minutes)
- Form 990 (Approximately sixty minutes)
- Required Disclosure (Approximately thirty minutes)

The sessions are conducted with questions and answers and challenge your mastery of the subject with games and exercises. There is also a resource library with course descriptions and summaries, a glossary of terms used in training, and links to each IRS form and publication.

The sessions are rather general, but they do serve as a good overview of the exempt organization's area. Although the workshops are directed at 501(c)(3) organizations, all of the modules have some relevance to organizations exempt under other Sections of 501, particularly the last four topics.

The workshops are available at [www.stayexempt.org](http://www.stayexempt.org) and also at [www.irs.gov](http://www.irs.gov). Click on Charities.

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### Family Strengthening Newsletter

A monthly e-newsletter, [Family Strengthening News](#), produced by the Family Strengthening Policy Center, an initiative of the National Human Services Assembly and funded by the Annie E. Casey Foundation covers issues of importance to youth development and families. From family economic success, mentoring, and healthy foods to youth in metropolitan areas, after-school programs, and diversity issues, the newsletter holds a wealth of information.

### Online Centennial Tribute for Camp

Is your camp one hundred years old? Celebrate your camp's one hundred-year anniversary with ACA's Web-based tribute to member camps. Your camp's centennial story can be shared with thousands of Web visitors every day. [Complete the Historical Profile form](#). ACA will proudly add your camp's story to the running tribute of outstanding camps that have reached the centennial milestone.

### ACA Provides Staff Recruitment Solutions

#### Year-Round Jobs at Camp

An e-mail listing of year-round jobs distributed twice a month to thousands of job seekers in the camp market. [Place your ad today!](#)

#### Summer Jobs at Camp

The state-of-the-art, interactive online employment center allows you to post individual jobs, search resumes, and find the perfect candidate. [Start looking for summer staff now!](#)



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Who are and How do you contact your Southwest Section board? The following is a current list of Board members. If you have a need that is not being met, a question, an idea or concern, please contact any of the board members. We are here to serve you and we'd like to hear from you. The Section Board meets three times a year to serve the needs of its membership.

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