



---

# COUNSELOR-IN-TRAINING

## I. OVERALL GOAL

The CIT program is intended to create an opportunity for former campers to return to camp as counselors in a way that benefits both the camp and the camper. The CIT program will be a two day program for up to two selected individuals (one male, one female) to develop skills to be used as both a returning counsellor at camp and outside of camp. Individuals are invited to experience the fun, stress, and rewards in a camp day as they assist their counselor with a cabin of campers and participate in the overall planning and implementation camp program. It has been seen by others using this sort of program that a CIT program can decrease staff turnover in the long run and increase an individual's confidence in their abilities, prompting them to take on more responsibility.

## II. QUALIFICATIONS

Individual must:

- a) Be a former camper.
- b) Be at least 19 years of age as of the first day of camp of the year applied for. As the age for full time counsellors is 21, individuals who are 20 years of age will be given priority due to their eligibility to return as a full time counsellor the next year.
- c) Possess a high degree of responsibility, maturity, reliability, and enthusiasm.

## III. BENEFIT TO SELECTED INDIVIDUAL

The CIT programs goal is to develop future counselors to attend camp. Therefore, the CIT program will provide opportunities for this individual to witness effective leadership and be role models themselves. During the program the individual is expected to gain skills in communication, conflict management, decision making, group management, and most of all leadership. This program will also provide the individual with valuable work experience, as well as experience applying for a job, including completing a job application and interviewing for a position. If successful, the CIT may use this experience for future job, academic, and scholarship references. Individuals selected should consider it a privilege and opportunity to develop valuable life and work skills.

## IV. PROGRAM OUTLINE

The CIT program will be a two day (one overnight) program, dates decided closer to camp, for the individual(s) selected. The CIT will be placed in a cabin as a counselor with youth under the age of 12 years old under the supervision of two senior/experienced full time staff. The individual will be expected to adhere to all expectations of volunteer staff. A counselor training manual will be given the selected individual outlining these expectations, as well as general information about camp, and camp policies and guidelines.

After day one of the CIT program, the individual will meet with the Camp Director, Assistant Camp Director, and if possible the supervising counselors to discuss day 1 of the CIT program. During this meeting any



problems, concerns, suggestions, etc. will be discussed by both parties, as well as feedback on the CIT's development.

After camp the CIT will be required to submit a self-reflective evaluation to the camp director during the typical camp wrap-up evaluation time. Also, a CIT wanting to return to camp as a full time counsellor will be subject to a performance review before returning to camp that year (returning full time staff are also subject to this review).

## V. SELECTION PROCESS

- a) Individuals must meet all the qualifications outlined above in Section ii.
- b) Individuals will complete volunteer application form which full time staff complete, and submit this form by the set date. Late applications will not be considered.
- c) Individuals will be interviewed during the same time as full time staff.
- d) Individuals will be required to attend staff orientation.
- e) Individual cannot be a CIT in a previous year. A person can only be a CIT one time unless no other applicants apply in the second year applied.
- f) Only one female and one male may be selected per year, and only where accommodations are possible during that year.