



Camp Speers-Eljabar YMCA



We build
strong kids,
strong
families,
strong
communities.

Dear Prospective CIT,

I invite you to consider participating in the Counselor in Training (CIT) Program at Camp Speers-Eljabar YMCA. The CIT Program is for campers who have completed the 10th grade and aspire to a future of staff role at camp or other program working with children. I have enclosed a packet that will provide information about the program. Please read the information carefully because it will help you decide if the CIT Program is for you. The program is a 4 week session offered June 27th-July 24th or July 25th-August 21st.

If you want to be considered for the CIT Program at camp, please fill out the enclosed application. Distribute the three written references forms to adults who know you well and are not relatives. Please send in the application as soon as possible. They will be processed after November 1st on a first come, first serve basis. There will be six male and six female spaces each session.

Using the enclosed Early Bird registration form you are able to take advantage of the 2010 Early Bird Limited Edition Sweatshirt if you register and pay your deposit by December 31, 2009. You may register for the program before you have completed the application and interview process. If you are not accepted to the program your deposit will be refunded or can be transferred to a different program.

Please feel free to call if you have any questions. We are looking forward to a great summer and a fabulous group of CITs.

Sincerely,

Daniel Deets
Program Director

Counselor-In-Training Program

The Counselor-In-Training (CIT) Program is planned in accordance with the standards and requirements prescribed by the American Camping Association (ACA) and the YMCA. If you are interested in becoming a CIT, you and your parents should read the following information carefully before filling out the enclosed application form.

Program Overview

1. CIT's must have completed their sophomore year in high school during the same calendar year that they participate in the program.
2. CIT's will participate in a 4-week program. The sessions are June 27th-July 24th and July 25th-August 21st.
3. CIT's will live in cabins as a group with the CIT Specialists. The CIT specialists are mature and experienced people who will work closely with the campers to coordinate training with the rest of the camp staff.
4. In designing a program of leadership training, it is our objective to develop the following trains:
 - a. A well rounded, sensitive mature young person
 - b. An understanding of people, particularly children, and self, through:
 1. Counseling and program experience
 2. A group experience with one's peers
 3. A self-appraisal and improvement program
 4. Group discussions related to adolescent concerns
 5. Discussions with camp staff about leadership qualities
 - c. An Understanding of the YMCA Camping philosophy
 - d. A concern for human beings, a strong bond of friendship to one another, and loyalty to camp.
 - e. The ability to have fun while learning and teaching

So You Want To Be A CIT

“Why do you want to become a CIT?” is probably the most important question on the enclosed application. Not for how you answer it, but what comes into your mind while you are composing your answer.

Being a CIT means you are neither a camper nor a staff member, but someplace in between. This can be rough no matter how nice you are, or how generous, or how sensitive. If and when you were a camper, you were always on the receiving end (whether you realized it or not). The counselors, unit leaders, directors and all the rest of the staff worked full-time to construct a program and living situation which would help you have a positive camp experience. All those things which happen at camp, and don't seem to happen quite the same way anywhere else, were done for you. As a CIT, you will have the opportunity to help make those things happen for others.

In learning how those things happen you will be asked to give some extra effort. Sometimes it's tiring and frustrating, and sometimes it seems you have no time for yourself. However, there is nothing to compare with the tremendous feeling you get from knowing you helped generate that special camp spirit. Just ask any staff member! The excitement and warmth of camp lives in the staff and the CIT's. You are a part of what make Camp a great place to be. You are passing on all the love and tradition that makes Camp “Magical”.

So think about why you want to be a CIT. If you are applying because all your camp friends are applying, or you can't think of anything better to do, then this program is NOT for you. This program demands a commitment; one which delivers great rewards but expects 110% from you as well. The camp staff, particularly the CIT specialists, will be there to help you, but you owe it to yourself and to the Camp to make this commitment in earnest.

While we strive to provide an excellent CIT Program, we also recognize that not everyone who participates in the program will qualify for a position on our staff. From the hundreds of applications we receive each year we hire only the most qualified young men and women – that is why so many parents entrust their children to our care. Realizing this, we do not promise future employment simply because you complete the CIT Program.

Limitations and Expectations of the CIT

The broad outline of our CIT Program has been explained to you. Below are some specific points which you should review and expect to follow when you are a CIT.

1. You will live in a cabin with up to 11 other CIT's and one of the Specialists. We expect that you will cooperate fully in maintaining cleanliness, order, and self-discipline in the use of the CIT cabin.
2. CIT's will be under the immediate guidance of the CIT Specialists and will be assigned to a cabin group and program area. The CIT Specialists will provide guidance in a training program that will lead to a rewarding learning experience.
3. CIT's will be assigned to different activity periods. The purpose of this is to provide you with the knowledge of coaching methods/techniques in different activity areas.
4. We hope you will become a vital part of the cabin family to which you are assigned. We expect you not only to assist the counselor, but also to observe and absorb the techniques of group leadership.
5. A project and other duties beyond cabin and program area duties will be assigned to you. Whatever you are asked to help with, do it well and to the best of your ability. If you have any complaints, talk with your specialists.
6. CIT's will participate in an outdoor adventure trip of up to five days to enhance skills and knowledge of the outdoor environment. This traditionally has been a trip on the Appalachian Trail.
7. CIT's will participate in a series of meetings and discussions with more experienced members of the staff. These are designed to provide insights into the philosophy and methods of camp operation.
8. CIT's are still campers, but they will be allowed certain privileges, along with their responsibilities, that will be determined by the CIT Specialists and the Summer Camp Program Director.
9. CIT's are expected to regulate their personal habits by the common sense rules of good health. **Smoking is not allowed in Camp. The use of alcohol, illegal drugs, or tobacco on or off camp property is cause for immediate dismissal.**

Limitations and the Expectation of the CIT continued...

10. CIT's are not permitted to have automobiles in camp.
11. Special arrangements must be made in advance with the camp staff if a CIT must have visitors while in the program. It is a four-week commitment with the expectation to be at camp during the entire program.
12. Parents/guardians are responsible for any medical bills incurred by a CIT.

Camp Speers-Eljabar YMCA

2010 CIT Application

(Early Bird promotion available if registered by December 31, 2009)

Name: _____

Address: _____

City: _____ State: ____ Zip Code: _____

Telephone Number: () _____

E-mail: _____

Age: _____ Current Grade: _____ Sex: M F

How many years have you attended Summer Camp at Camp Speers-Eljabar YMCA?

Current Certifications (CPR, First Aid, etc.)

What skills/attributes would you bring to the CIT program? _____

Personal Achievements/Accomplishments?

Hobbies and Interests?

Organizations, School Clubs/Groups in which you participate and consider relevant to the CIT program:

Any volunteer or employment experience?

The CIT Program requires a lot of initiative and responsibility, please briefly explain your strengths in this area:

Please attach a short essay explaining what strengths you would bring to the CIT program and why you want to become a CIT.

Camp Speers-Eljabar YMCA

REFERENCE QUESTIONNAIRE

Applicant _____ Position Applied for _____

This person has given your name as a reference who could evaluate his/her past performance as well as potential for succeeding in this position. Please give careful consideration to the questions below. Your prompt attention to this questionnaire is much appreciated since we are unable to consider this applicant until we have received the required references. Should you prefer to contact us directly, please feel free to do so.

Camp Speers-Eljabar YMCA is seeking the most committed, and capable of applicants. Most staff are college students between the ages of 19 and 25. Please provide an accurate description of the applicant's character and skills. Keep in mind that only the truly exceptional individual will rank highly in all categories.

1. How well is the applicant able to **direct and influence others** along definitive lines of action?

Top 1% Top 10% Top 25% Top 50% Lower 50%

Example or Comments

2. How well does applicant work as a **member of a group**?

Top 1% Top 10% Top 25% Top 50% Lower 50%

Example or Comments

3. How does the applicant react to **suggestions or criticisms** by others?

Top 1% Top 10% Top 25% Top 50% Lower 50%

Example or Comments

4. How well is applicant able to competently **complete projects on their own**?

Top 1% Top 10% Top 25% Top 50% Lower 50%

Example or Comments

5. How well does individual put his/her **principles and convictions into action**?

Top 1% Top 10% Top 25% Top 50% Lower 50%

Example or Comments

6. How well does applicant **control his/her emotions**?

Top 1% Top 10% Top 25% Top 50% Lower 50%

Example or Comments

Narrative Report

In what capacity have you known this individual? For how long?

Why would you be willing to have your children under this individual's leadership during one of Camp's two week sessions?

What would you rate as this person's greatest contributions to children in a camp program?

What are your reservations about this person's character or ability to work successfully with children and fellow staff?

In what areas would you like to see this person continue to grow?

May we call you for further information in necessary? YES NO

The Camp Speers-Eljabar YMCA staff greatly appreciates your time and assistance. **Thank You.**

Signed _____ Date _____

Address _____

State _____ Zip _____

Phone _____

**Please return form to: Camp Speers-Eljabar YMCA,
143 Nichecronk Road, Dingmans Ferry, PA 18328 (570) 828-2329 Fax (570) 828-2984**