

# Staff-in-Training year 1 Program Overview

Our SIT Program (Staff-in-Training) focuses on the development of leadership skills, both general and camp specific. SITs are campers that are in training to become better leaders. It is our goal at Rocky River to create a positive learning environment for SITs, giving them a safe place to gain and practice skills that they will use for the rest of their lives. They are the most fun and challenging years here at camp, full of success and reward.

This is a two-year program. SIT 1s will focus on general leadership skills, teamwork and communication. SIT 2s build on these skills and use them as they live in cabins with younger campers. The majority of all SIT learning takes place in an experiential setting, where they can practice their new skills.

## Training

- Effective communication
- Decision-making
- Problem-solving
- Leadership skills
- Group facilitation
- Team building exercise (low ropes)
- Group initiative games
- Service projects

The camp directors and SIT Moms have an ongoing training and evaluation plan for each SIT 1. Included are these steps:

- Goals for the session are set and progress toward them is reviewed.
- SIT 1s are monitored and feedback is provided on their development.
- Periodic conferences are held with each SIT 1 and focus on her progress towards her goals, relationships with staff members and other SIT 1s, and any other concerns or challenges the SIT 1 might have.

# Programming

SIT 1s have programming designed to meet their unique needs. They are “in training” to be future leaders in their communities and at camp. Opportunities are provided for SIT 1s to both witness effective leadership and to be role models themselves. We have found over the years that SIT 1s who arrive with a positive attitude and willingness to work hard are the most successful. SIT 1s will participate in regular classes as campers in the morning and a SIT class every day at 5 o’clock, which will include special group activities geared towards gaining and strengthening their leadership skills.

Their responsibilities throughout the session include many opportunities for building leadership skills. They will plan SITNIC (a dinner for the entire camp), Sports Day (a camp-wide program in which the girls earn points for their team), and the SIT 1 service project (they will organize a rotation for rinsing off dishes for the camp during breakfast and lunch before the dishes go into the automatic dishwasher). Additionally, they will plan an overnight, off-site camp out to attend on the second Sunday of the session. This camp out is a night that they will always remember, filled with star gazing, swimming, setting up tents, a meal that they will plan and cook themselves, and an abundance of laughter! They also plan and facilitate a Chapel service where they present a lesson that they believe would benefit the campers (such as talking about self-love, bullying, or any other topic that they are passionate about). Throughout the session they will have some fun challenges such as keeping up with two packets of mustard, “Mustard Babies” for 48 hours without losing them or popping them. This entire program is designed to promote leadership and team building while having fun. We know that the SITs will take these skills and use them inside and outside of the camp environment.

# Housing

SIT 1s are housed as a group with the “SIT Moms”- staff who have been specifically chosen by the camp directors to help coordinate the program. Assigning SIT 1s to the same cabin allows them to create and maintain a bond with each other. Along with their daily 5 o’clock meeting, the SIT Moms often plan activities for after evening programs to help build even better relationships and team work. These activities include games and fun challenges.

# Benefits

The benefits of this program are hard to number. Not only is it an asset on college applications, but the independence and confidence the girls gain will help them in every aspect of their lives. We are proud of our program and proud of the wonderful young women who are part of it.