

Counselor In Training Program at Day Camp Sunshine

Purpose

We are training young men and women to become great mentors and leaders while they learn how to become good disciples themselves.

We welcome young people both from and outside of Day Camp Sunshine. We understand that for those who have been campers here the transformation process to become a counselor is hard and takes time. We would like to help you build a bridge between being a camper and becoming a counselor. We do not want our campers to “sit around” as “staff” just so they can “stick around” . We want them to enjoy being part of our camp programs as kids, as long as they want. Then, if they are ready to give back to the community and to step up to the next level, we want to help them to become great mentors and leaders themselves. This is what this program is for.

How the purpose is fulfilled

The Trainees will reach the objectives of the program by the following means:

- Experiential learning by shadowing and assisting counselors, support staff, and coordinators
- Observation of staff teaching and coaching techniques, i.e. sports, Bible Studies, etc.
- Participate in activities, special events, trips, support services and meetings
- Discussions/seminars with fellow CITs, mentor counselors and leadership members
- Completed special assignments and reflection in their log books
- Participation in the planning, design, and execution of an all camp event
- Evaluation, feedback, and assessment from counselors, leadership members, and self

Program Overview

ROLES

JCIT – Junior Counselor in Training

- 15 years old
- 4 weeks program
- Volunteers

The JCIT's role at camp is to learn about the program. A JCIT position is preparing the participants to become a CIT the following year. This means less responsibility supervising campers, and focuses more on learning and training. Training includes: embracing Day Camp Sunshine's vision, and how to effectively teach, coach, and counsel campers.

CIT – Counselor In Training

- 16 years old
- 4, 8, or 10 weeks program
- Pocket money

The CIT's role is to start taking on more responsibilities and further develop teaching and coaching skills. They are the right hand of the counselors, yet hold less responsibility. They will be more hands on with the children by teaching, coaching and counseling some campers.

AC – Assistant Counselor

- 17 years old
- 4, 8, or 10 weeks program
- Salary

An AC works side by side with his or her two counselors, learning to be an independent leader as well as work in a team. They will teach, coach, and counsel campers like the counselors, under a supervised environment.

OVERVIEW

The Day Camp Sunshine CIT Program lasts for up to three summers, depending on the age at which a participant joins. We welcome both former campers and new applicants. The following chart shows the requirements and the details of each stage of the program.

	Age by June 1st	Length of Progr.	Focus	Compensation
JCIT (Junior Counselor in Training)	15 years	4 weeks ¹	<ul style="list-style-type: none"> Experiencing four different area of the camp ministry from a staff point of view (Middler Camp, Senior Camp, food serving, activity coordinating) Developing communicational, social, problem solving and self-management skills Gaining basic leadership and care taker experience 	No financial compensation. In case of excellent evaluation, the participant has a head start in next year's CIT application process
CIT (Counselor In Training)	16 years	4, 8, or 10 weeks ¹	<ul style="list-style-type: none"> Experiencing leadership responsibilities Further developing communicational, social, decision making, problem solving and self-management skills Developing teaching skills 	Pocket money
AC (Assistant Counselor)	17 years	8 or 10 weeks	<ul style="list-style-type: none"> Further developing leadership skills and teaching skills 	CIT salary

OBJECTIVES

By the end of the program, our JCITs (Junior Counselor In Training) will have:

- Become familiar with the vision and mission of Day Camp Sunshine
- Worked with two different age groups
- Experienced supporting staff roles
- Observed and assisted with a variety of different activity areas
- Worked closely with an Activity Coordinator
- Been assisted with the planning, setup, executing and clean-up of several games and at least one special event
- Demonstrated the ability to lead a game
- Gained basic leadership experience and grown their communicational, social, decision making, and self-management skills, problem solving, and teaching skills

¹ They must choose either Week 1-4, Week 5-8, or Week 7-10. If CITs choose to work all summer, they may get one week off if they are able to tell which week they need by the 1st of May. CITs have more responsibilities than JCITs, therefore we count on them as full members of our team. This means if they have a week off, we must find replacement, and doing that from one week to another, or not finding substitutes at all, puts unnecessary pressure on our staff.

- Actively participated in discussions/meetings each week
- Completed weekly evaluations with the CIT Coordinator/Manager
- Completed all assignments in their log book

By the end of the program, our CITs and ACs (Counselor In Training and Assistant Counselor) will have:

- Worked closely with one specific age group
- Observed and assisted with a variety of different activity areas
- Demonstrated the ability to lead an activity
- Been able to complete tasks that requires bigger responsibility
- Actively participated in discussions/meetings each week
- Completed weekly evaluations with the CIT Coordinator/Manager
- Completed all assignments in their log book
- Gained more leadership experience and grown their communicational, social, decision making, problem solving, self-management and teaching skills
- Successfully planned and executed at least one all-camp event (elective or game) (AC)
- Been able to independently teach a Bible lesson (AC)
- Gained experience counseling children independently, under a counselor`s supervision (AC)

What can CITs expect from their experience?

Opportunities to:

- Have guidance, support and constructive feedback from more experienced, caring staff members
- Learn a lot about themselves and children
- Develop and exercise their leadership skills
- Develop and exercise communication and teaching skills
- Play an important role in our campers` summer experience
- Know that they are a positive and inspiring role model to younger campers
- Become a more committed disciple of Jesus
- The rewarding experience of becoming a friend and mentor of many children

What do we expect from our CITs?

- Enthusiasm, as well as eagerness to learn, mature, and develop skills
- Be a positive role model for campers and good assistants to their counselors
- Actively participate in camp activities, and help to get campers involved too
- Abide by the camp rules and policies, be on time, and be a good sport
- Be cell phone-free during the camp day (see our Cell Phone Policy document)

Application

Before you apply, please think about why you want to be a CIT. It is important that you have the right reasons before you make a decision. Working with children is a rewarding but tough job, it demands commitment and 110% from you for the entire length of your program. Remember, you can be a camper until you turn 18, so no rush!

If you decided to apply, your parents will have to create an account at this link:

<https://www.ultracamp.com/clientLogin.aspx>

There they will have to fill out a **Health History Form** for you, and sign the **Parent Agreement** and the **Ropes Course Waiver**. Meanwhile, you will have to fill out the **CIT Application**.

Once we received your complete application, we will review it, and invite you in for an interview. We will make our decision regarding your acceptance in the program shortly after the interview.

Please note: being a camper at Day Camp Sunshine does not automatically qualify for acceptance in the CIT program. Also, participating in the CIT program does not automatically qualify for a position on our staff in the future.

For Parents

Dear Parents,

We would like to ask for your co-operation in your child's CIT program. We would like to update you on their progress, and we need your help to bring the most out of them. Please motivate and encourage them during the program. Please drive them to camp on time (8am for JCITs and CITs), and don't pick them up earlier than 5pm unless it's absolutely necessary. Please bring them to the Staff Devotion (Tuesdays) and let them participate in at least one camper Pool Party. Please help them with their application, fill out their Health History Form, and sign the CIT Parent Agreement when they apply.

We are looking forward to working with your child and you!