

Counselor in Training (CIT) Program Description

Our CIT program is a leadership development experience for teens (typically ages 16-18) designed to bridge the gap between being a camper and a staff member. CITs learn leadership, child supervision, and safety skills by assisting counselors with activities, mentoring younger campers, and gaining behind-the-scenes, hands-on experience.

Key Components of a CIT Program

- **Leadership Development:** Training focused on roles/responsibilities, communication, conflict resolution, goal setting, and teamwork.
- **Hands-on Mentorship:** Assisting counselors with daily schedules, managing camper groups, leading games, and organizing special events.
- **Skill Building:** Learning essential, practical skills such as safety protocols, activity planning, and first aid.
- **Structure:** Often includes, scheduled training sessions, workshops, or meetings with CIT Leaders and/or Camp Director, mixed with practical application.
- **Role Transition:** Acting as a positive role model while navigating the responsibility of assisting staff.

Typical Expectations & Requirements

- **Age:** 16-18 years old.
- **Role:** CITs are often considered participants rather than paid staff and may pay tuition to attend.
- **Responsibilities:** Helping with check-in, lunch, clean-up, and supervising campers during recreation, etc.
- **Application:** Requires a specialized application process, such as submitting a resume/application, questionnaire. or completing an interview.

Benefits

Participants gain valuable experience for future job opportunities, develop personal confidence, enhance communication skills, and build a strong, supportive community.