



Camp Soles

COUNSELOR-IN-TRAINING (CIT) PROGRAM

The goal of the Counselor in Training (CIT) program is to provide an opportunity for older campers to experience some of the responsibilities and rewards of being a camp counselor and to help them decide if it is something they'd like to pursue and to make that transition gradually. CIT participants will have opportunities for personal growth and developing skills essential to becoming a successful counselor including responsibility for others, managing camper needs, leading activities, serving others, learning about, and supporting camp operations. Even if you don't have plans to be a counselor, our CIT program provides excellent experience to work in day care, after-school program, become a coach, or a mentor younger kids.

Age Eligibility

CIT applicants must be 16 to 17 years of age as of the start of their first week and ideally rising Juniors or Seniors.

2-Week Program

CITs pay for 2-weeks of camp as a regular camper and will bunk with and participate much of the week with their cabinmates, but CIT's will also receive additional training, opportunities, privileges, and oversight from Sr. Staff. At the end of their 2-weeks, CITs will be evaluated on their progress towards transitioning into a Junior Counselor (JC) role and may be invited to remain for the remaining weeks of Youth Camp for additional training and experience at no additional cost.

Village Directors and Senior Staff will oversee CITs and will schedule times for additional training, meetings, events, and activities that may take place during FOB (flat on back) time, regular activity periods, or other times as needed.

CITs will be given opportunities to lead assigned cabins of younger campers as they travel to their morning cabin rotations, and to assist or participate in those activities with the younger campers under the supervision of the activity supervisor.

Most afternoons, CITs may participate in camper choice activities of their choosing without coverage responsibilities or may request to assist a supervisor running an activity. A few afternoons during their training, CITs will be expected to assist running an activity including setup and teardown necessary to run a safe and successful activity period for campers.

During free play and evening activities, CITs may choose to assist or participate as campers. However, if enough CITs are available and timing permits, they will be encouraged to plan, organize, and lead one evening activity as a group.

Additional privileges and opportunities that CITs can look forward to are more time to interact with other counselors, an opportunity to spend an hour or two in the staff lounge, or assist a Village Director, Property Manager, Office Manager or Kitchen Staff with a camp task. Weather, schedule, and campers ensure that each week at camp is unique and so CITs will never be sure exactly what opportunities and responsibilities will avail themselves, but such is the life of a camp counselor.

After First 2-Weeks

Being a counselor is not for everyone and a CIT may choose to opt out of the program at any time and continue their remaining time at camp as a camper. CITs that complete the program and are asked to stay on and are able, will be assigned a Staff Training Handbook and their training will continue over the remaining weeks at no additional charge. They will be assigned a support cabin where they will live and generally spend the week with that cabin and group of campers or act in support roles with other staff. They may be assigned to temporarily cover other cabins or duties during other staff time off. They will not have cabin responsibilities by themselves, and they will not be asked to lead or oversee an activity alone.

During this extended training time, CITs will not generally participate as a camper with other campers that may be their age, except as they cross paths during the week. If a CIT chooses to opt out during this extended training period, they may decide to return home or, if room is available and at the discretion of the Director, they may pay a prorated balance to join a cabin their age and remain as a camper.

CIT Responsibilities and Expectations

As part of the CIT experience, CITs will be trained and evaluated on how they:

- Take part in practical training and learning experiences
- Participate in leadership development
- “Build” a CIT toolbox (Camp songs, Get to know you games/handy games, Guided activities/questions to lead Soles Reflections, etc.)
- Gain knowledge to assist and lead different camp activities
- Perform during the camp out experience
- Participate in service projects on camp

Safety:

- Follows camp rules
- Use judgment to prevent hazardous situations
- Respond to accidents/incidents
- Responds to emergency situations
- Speak out about potentially unsafe situations
- Keep units free of peer harassment, bullying and ostracism

Professionalism:

- Is on time
- Dresses appropriately for camp activities
- Attends to assignments
- Takes fair share of chores without complaints
- Supports counselors and leadership

Participation and Enthusiasm:

- Exhibits positive attitude and high energy
- Participates in all activities with enthusiasm
- Takes pride in the cabin
- Encourages camper participation
- Helps bring out creativity in kids

Relationship Building:

- Knows their camper names and builds a rapport with each camper
- Does not play favorites
- Helps camper make new friends
- Helps create warm, nurturing environment

Initiative:

- Seeks out or accepts increasing responsibility over the course of the camp
- Volunteers to help when appropriate
- Demonstrates interest in improving leadership skills
- Willing to move outside of comfort zone to try new things

Group Control/Behavior Management:

- Does not overstep role
- Seeks out help with difficult situations
- Communicates rules clearly
- Uses kind words and tones
- Affirms campers regularly

In the Cabin:

- Assists counselor with morning and evening routines
- Actively assists with activities and shadows other counselors to gain expertise
- Assists with Soles Reflections and cabin contract
- Uses appropriate language and touch (do not initiate physical interaction with campers, do not hug campers from the front, utilize appropriate interactions like high fives or fist bumps)