



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY



CAMP BURGESS & HAYWARD CIT PROGRAM



The Counselor-in-Training (CIT) Program is designed for those 16 year olds who are ready to take on a new role at camp and take on fresh challenges, opportunities and responsibilities. Participants in the CIT program will gain a meaningful leadership experience while actually putting the skills they develop into practice on a daily basis. Camp is an ideal setting that aids in the development of important life skills such as communication, problem solving and cooperation, all in the same fun, magical, creative culture that keeps campers returning summer after summer.

"Being a CIT is great because it's a unique position on camp and because the moment when you realize that you actually mean something to a camper and they are watching you and they respect you is a such a unique, amazing thing"

- ### Top Ten Reasons to be a CIT
1. Create friendships that last a lifetime
 2. Develop leadership skills and put them into practice daily
 3. Create new programs and lead special events for cabin groups, units, and all of Camp
 4. Learn from and work with counselors from all over the world
 5. Acquire important problem solving and communication skills for future challenges in the classroom or on the job
 6. Build self-confidence and gain experience
 7. Become a role model and share your knowledge with younger campers
 8. See how the "magic" of Camp is created behind the scenes
 9. Help create the fun and unique culture that makes camp so special!
 10. HOT CHOCOLATE!

THE CIT PROGRAM GOALS



The CIT program aims to:

- introduce each CIT to the skills, concepts and philosophy of
- effective leadership
- facilitate the transition from camper to counselor
- develop effective problem solving and communication skills
- include each CIT as a valued member of a diverse camper-centered community and staff team
- provide CITs with the opportunity to contribute to and participate in the remarkable spirit of Camp that fosters life long friendships, unity and fun!

"I didn't realize how much my summer as a CIT would give me confidence in my own capacities and capabilities. I felt much more comfortable with myself at the end of the month I felt like I could do anything."

HELP THE CAMBERSHIP FUND

As a part of the CIT program, once accepted, each CIT must organize a fundraiser to help raise money for our Campership Fund. Funds raised are used to help send kids to Camp that otherwise would not be able to attend. Each CIT must raise at least \$100 by the start of their CIT session. CIT'S can work in groups or individually and the options are endless. Some ideas include: bake sale, yard sale, taking part in a sponsored walk/run/swim, helping out with our annual spring Phone-a-thon, car wash, etc.



THE TYPICAL CIT PROGRAM SCHEDULE

Week 1: Training Week

CITs will benefit from interactive training sessions, lead by the CIT Directors, that equip them with the valuable leadership skills necessary for their new role.

Week 2: Shadow & CIT Project

With the guidance of the CIT Directors and other staff members, CITs will assist in leading activities and teaching new skills in a variety of settings at Camp — including cabin groups, interest groups and all-camp activities. CITs will also design and complete a work project of their own choosing, giving back to the Camp community. Participants will receive up to 8 hours of service.

Week 3 & 4: Full emersion in a 2-week cabin*

CITs continue learning as they take on the role of CIT in a new cabin. Throughout the duration of the 3 or 4 week program, CITs will be guided and supported by the CIT Directors and will receive written and verbal evaluations regarding their progress and performance.

Dates & Rates

Session 1: June 25– July 21

Session 2: July 23– August 18

CIT 4-week program is \$3,125.00

Camperships are available. Please contact Camp or go to www.campburgessandhayward.com and download the campership form from the website.



FREQUENTLY ASKED QUESTIONS

How do I register to be a CIT?

The CIT program is not a registration option. It is an application process that is comprised of an application, references, and interview.

When can I apply?

Applications will be sent out in December.

How many years do you have to be a camper to be considered for CIT?

There is no requirement of years to be a CIT. Anyone is welcome to apply.



I heard there are group interviews, what does that mean?

We host multiple group interviews in February, they consist of an informational session, games led by the applicants and brief one-on-one interviews. More information will be emailed in the New Year after applications are received.

Where are the interviews? What if I live far away?

The interviews are usually in Hanover, MA. If you live in another state or country, you will have a phone interview.

When will I know if I am accepted to the CIT program?

You will find out in mid-February.

How many CITs are there at a time?

There is a large range for the number of CITs historically. The range is somewhere between 10-25 on each side, so 20-50 total.

What's the timeline for this application?

- December– Applications sent out
 - Beginning of January – Directors will email CIT applicants the date to set up an interview
 - February– Interview dates
 - Mid/End of February– acceptances sent out/assigned to sessions
 - March– Deposit of \$500 due with contract
 - May 1st– all paperwork and payments due
 - Sessions start date– Campership fundraising due/Summer of a lifetime
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"Working with kids is a blast! Working with campers provides never-ending randomness, hilarity, teachable moments, team-building, friendship and anything else you can remember from your experience as a camper. Only this time you will be the one facilitating all of this. It was this realization that made me want to come back as a JC"

APPLICATIONS

- Applications will be available on our website in December:
<http://campburgessandhayward.com/summer-programs/cit-program/>
or you can also email Camp@ssymca.org and request an application
- Applicants for the CIT program must be at least 16 or entering the 11th grade by the start-date of the session to which they apply.
- Complete an application form and return it to Camp
- Distribute link to 3 references as part of the application process
- When we have received your application and all three reference forms we will contact you with interview dates. CIT interviews will be schedule after the application has been closed.



Additional Programs for Older Teens

Teen Adventure Trips

Whether you are looking for adventure, service, leadership development, camping, or old-fashioned fun, our programs offer an enriching experience within a safe and structured environment. Surf, sail, kayak, bike, strum, paint and explore through a ton of different one and two week programs. Teenagers have the opportunity to challenge themselves with new activities, make new friends, gain independence, and learn valuable life skills.



Summer Camp



Our one and two week sessions are available for campers ages 7-16! So join us in our older cabins for another amazing summer on Spectacle Pond!

For More Information:
CampBurgessandHayward.com
