



## Counselor-In-Training (CIT) Program Description

The Camp Hendon Counselor in Training (CIT) program develops strong future Counselors that have a deep understanding of the Camp Hendon mission. CITs will be involved in more than Camper care as they learn all of the “behind the scenes” work that goes into making Camp Hendon the Best Place on Earth. The transition from Camper to Counselor can be difficult and overwhelming, so the program is mandatory for all 18-year-old first time Counselors\*. This program will help develop future Camp Hendon leaders as they learn to take on additional responsibilities.

CITs will enjoy a fun-filled week focused on transitioning into independent adults, leaders, and positive role models for the next generation of Campers. They will get to develop their leadership skills and receive hands-on experience and guidance from both the Camp Hendon Leadership Team as well as current Counselors. The focus of the CIT program is to give participants a greater appreciation of what it is like to be a Counselor at Camp Hendon. Through discussion, activities, and hands-on experience, CITs will learn about camp routines, managing children in groups, and the importance of stepping-up when team members need help.

**The CIT positions are not all work and no play.** CITs will be able to participate in special program opportunities and 2-3 activities of their choosing during the week. Additionally, Camp Hendon CITs will get to participate in the planning and selection of theme days, dance themes, and other special activities. A successful week as a CIT will serve as an “interview week” for a full Counselor position the following year. Successful CITs are welcome to use Camp Hendon as a professional reference when needed.

What will we do as CITs?

### **Prior to Camper arrival:**

- Mandatory pre-camp meeting with CIT Leader (to discuss themes, expectations, etc.)
- Mandatory pre-camp online training, as well as in-person training the day prior to Camper arrival
- Friday evening CIT team building led by CIT Lead and Camp Hendon Fund Development Manager
- CITs will have a behind-the-scenes peek at what it takes to run different aspects of camp. We encourage all CITs to arrive to camp on Friday evening to assist with med lodge set-up, trailer unloading, Tie-Dye set-up, etc.
- CITs will lead songs during the staff training on Saturday (attendance is mandatory) and will attend training sessions as a unit
- Assist with check-in setup
- CITs both observe fellow volunteers and work alongside them, learning and practicing how to teach Campers new skills and lead group activities. CITs will have opportunities to work with the Hype Team when support is needed
- Step in where additional help is needed

**The week of camp:**

- Greet Campers at dens during Camp Hendon check-in
- Luggage checks in dens (with assistance from an experienced Camp Hendon Counselor)
- Set-up and clean-up of all camp activities (messy games, the dance, and closing ceremonies)
  - These tasks will help support the Camp Hendon Hype team
- Assist the Camp Hendon Supply Manager as needed
- Daily survey of camp dens to pick which dens receive the “dirty den” and “clean cabin” awards
- Assist Fund Development Manager with the Needlepoint News
- Photography
- Lead songs at mealtime or assist Hype Team when they lead songs
- Daily CIT meetings with CIT Lead
- Must participate in 2am rounds twice during the week
- Backfill for den staff as needed
- Facility checks and maintenance (with support from host camp staff as needed)

**After camp:**

- Respond to the post-camp Staff Survey
- Participate in a post-camp interview of your CIT experience in order to help us improve it for future years
- Receive feedback from Camp Hendon Leadership Team regarding advancement to the role of Counselor the following summer
  - Your performance as a CIT will determine your readiness to be a Counselor the following year. CITs may be asked to repeat the CIT program if it is determined that further leadership development is needed.

**Application Process**

- Application opens November 15, 2021
- Apply online through the CampBrain system, selecting “CIT” for your position preference
- Application submitted by April 1, 2022

*\*If you are a student and/or a non-camp-affiliated volunteer you must provide a professional reference and demonstrated experience*