



## CAMP DARK WATERS' COUNSELOR-IN-TRAINING (CIT) KEYS TO SUCCESS!



We hope that everyone's experience in the CIT program will be a successful one. To that end, we've created the following keys to success. After you and your parent(s) have read them, please sign and return the yellow copy with your completed application to camp. The other copy is yours to keep.

 **DYB: "DO YOUR BEST".** When we say "best", we don't mean perfect. No one is perfect. We believe that mistakes are a big part of learning. The most important expectation that we have in this program is that you will always try your hardest. If you forget to do this, or do something that is not OK, we will ask you, "is this your best work?"

 **Be Proud:** We consider it a special honor to be included in this program. It's for people who really want to learn to be leaders and to make positive differences in their lives and the lives of others. Feel honored, and show honor to the program by always asking yourself, "is this helping the program or hurting it?"

 **Be Ready For us to Ask, "What Do Leaders Do?":** We'll be asking this all of the time, every day. When a problem arises, when we have decisions to make, when we have a challenge to meet - we'll be thinking about good things leaders can do - and say.

 **Expect Higher Expectations:** As a CIT, we'll be expecting a lot more from you than we did when you were a camper. Just doing what you're asked to do isn't going to be enough. We'll expect that you'll ask what needs to be done. We'll also expect that you act as a role model for younger campers at all times. What you say and do has a huge impact on our younger campers. We're counting on you to set excellent examples. You'll constantly be given more autonomy and responsibilities as you prove you're ready for them.

 **Respect Everyone By Eliminating Put-Downs:** There are no put-downs allowed in our program. We can disagree with one another, but we cannot call people names, use negative labels, or do or say anything that is disrespectful to others. In fact, although we have fun and joke about lots of things, one thing that we do not joke about is put-downs. We do not call anyone a negative name just because we're kidding. We don't do this even if we think people know we're not serious. By doing this, all members of our group will know that they can express their feelings and be comfortable just being themselves.

 **Don't Expect to Just Get Thrown Into Action:** You'll spend most of the first two weeks working with the other CIT's learning the leadership skills necessary to work with children. During that time, the CIT's will be working as a separate, "Specialty Camp". Besides learning leadership skills, there'll be time for you to participate in traditional kinds of activities such

as swimming, sports, and arts & crafts. During the second two weeks of the program, you'll have the opportunity to slowly work your way into leadership positions. You'll spend time shadowing counselors in activities and in the cabins. Throughout that time, you'll also have the opportunity to begin leading activities with the help of the camp counselors.

 **CIT's Are Still Considered Campers:** While you'll have many privileges that younger campers aren't yet ready for, you'll be expected to follow the rules we've created for campers. That means that the use or possession of alcohol, tobacco, and drugs will not be allowed at all. CIT's will have an 11:30 bedtime, when we'll expect you to be in your cabin and quiet. You'll have an assigned area that will act as the CIT lounge where you can hang out during your free times and after taps. The staff lounge will continue to be available only to staff members. We also expect you to refrain from inappropriate contact with members of the same or opposite sex. That means we expect your relationships with other members of the CIT program, other campers, and staff members to stay professional. It's important to note that part of being a leader means that you'll be held accountable for your actions. If you do not follow the rules above, you should expect to be asked to leave the CIT program.

 **Being a CIT Does Not Guarantee You'll be Hired as a Counselor:** The training provided in this program will help prepare you for leadership roles in all walks of life, specifically those that involve the leadership of children. But please note: **Even if a young person completes the CIT program successfully, it does not necessarily mean that she or he will be asked to apply to this camp for a staff position in the future.** Success in the CIT program is an important qualification in seeking employment as a youth leader, including at our own camp. We do expect that some participants who excel in our CIT program will become part of our camp staff in the future, but it is in no way guaranteed. The number and type of staff positions that we have available for young people vary from year to year. And sometimes, even young people who have done a great job and learned a lot in the CIT program are not always ready to assume the responsibilities of a staff person, especially in the very next year. Such people can always apply in future years. So to avoid disappointment, we ask those who apply to our CIT program to understand that they should participate, not because they want to become a counselor here in the future, but because they have a strong interest in learning great leadership skills and in learning how to be terrific leaders of children in many different types of programs.

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Applicant's Name

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Signature

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Date

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Parent's Name

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Signature

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Date