



Counselor-In-Training (CIT) Overview

Leadership Development Programs

General Information

The Leadership Development Programs at YMCA Camp Greenville, such as the Counselor-In-Training (CIT) Program, are designed to develop, refine, and practice leadership skills within the context of the camp community. To be an eligible candidate for a Leadership Development Program, applicants must have completed at least their sophomore year in high school.

Counselor-In-Training (CIT) Program Design

Participants in the program will learn and work under the supervision of older counselors and the CIT Director. Participants will be assigned to a cabin group of younger campers that they will assist with for the duration of the program. Each morning, while campers are doing their morning activity classes, the Leadership Development group will meet with their leaders and participate in various training and development sessions. These group sessions help build a strong peer support network, and emphasis is placed on developing the fundamental leadership skills that are applicable to any environment – church, school, community, etc. The sessions will cover a wide range of relevant topics: the philosophy of the YMCA and Camp Greenville; effectively handling behavior problems and homesickness; theories of child development; dealing with difficult situations; and more.

During the remainder of each day and during the weekend, the participants will spend time with their cabin group where they can observe the counselors and gain experience by taking a leadership role with guidance from the counselors. The participants neither assume the full responsibilities of a counselor, nor can they be left alone with campers at any time during the apprenticeship experience. This type of experience affords the participants the opportunity to apply the skills learned during the morning sessions, while developing new approaches and assisting the counselors with their cabin responsibilities.

Program Fees

The cost of each Leadership Development Program is reflected on the application and is **payable upon acceptance**. This fee covers the expenses of the program such as meals, special training sessions, staffing and supervision, etc. Participants are responsible for providing their own spending money (typically \$30) for a supervised time-off trip into town.

Application Process

There are two parts to the application process: (1) a written application and references, and (2) a personal interview. Due to the large number of qualified candidates for the very limited number of spaces, we would strongly encourage candidates to get their application and reference forms completed and returned quickly. Please note that incomplete applications (forms not completed, missing references, etc.) will be returned to the sender and may jeopardize placement in the program.

#1: Written Application and References

To begin the application process, candidates must complete the enclosed *Leadership Development Application*. Be sure to complete the entire application, giving thorough thought and consideration to all of your responses.

- Complete the *Leadership Development Application* by printing or typing in blue or black ink.
- Answer the application questions completely; incomplete applications will be returned and may jeopardize your chances for consideration.
- Consider answering questions on scrap paper first and then copying your answers onto the application.

Each applicant must have two completed *Leadership Development Reference Forms* on file to be considered for the program; three reference forms have been included in this packet. An adult who is not an immediate family member should complete references. Some possible ideas for appropriate references include teachers, former camp counselors, coaches, and adult leaders from school, civic, or church groups. Based on our experiences through the years, we have found the following steps to be helpful to ensure that your reference forms are completed and returned:

1. Decide who you would like to serve as references for you.
2. Explain to your potential references what the Leadership Development Program is about (they may not be familiar with Camp Greenville or our programs), and ask if they would be willing to give you a "favorable" reference.
3. Provide them with the *Leadership Development Reference Form*.
4. After a reasonable amount of time (a week or two) follow up with them to be sure that they have completed the *Leadership Development Reference Form* and returned it to you.
5. Write them a thank-you note for taking the time to serve as a reference for you.

#2: Interviews

Once your complete application (application form and two references) is received at Camp, you will be contacted to set up an appointment for a phone interview. Sometimes interviews can be arranged while we are in your area doing "Showings" to recruit campers or having a "Summer Reunion." Interviews can also be arranged during Volunteer Weekends at Camp or by scheduling an appointment for us to get together.

Additional hints for having a successful interview include:

- Be prepared - review your application and put a lot of thought into why you want to participate in the Leadership Development Program at YMCA Camp Greenville.
- Make a list of questions you would like to ask during the interview.

Selection, Notification, and Acceptance

Selection for participation in a Leadership Development Program at YMCA Camp Greenville will be based on your completed application, two completed reference forms, a personal interview, and your previous camping experiences. Candidates who show strong leadership ability will receive priority consideration for the limited number of spaces in the program. Those selected for the program will be notified and given the opportunity to accept their assignment by a specific deadline. If they fail to accept by the deadline or decline the assignment, their space in the program will be offered to another candidate.

Other Considerations for Applicants

What if I don't get selected to participate in a Leadership Development program?

To begin with, there simply is not enough space to accommodate everyone who applies to participate in a Leadership Development Program at YMCA Camp Greenville. The number of spaces available is limited due to a variety of factors, including limited space for cabin apprenticeships, group size in the wilderness setting, quality of instruction, and program quality. Secondly, not everyone is cut out to be in the Leadership Development program – just because you've been coming to Camp Greenville for many years doesn't necessarily mean that you will make a good leader. Remember, participants for the program are selected based on what we perceive as their future leadership ability with Camp.

If you are not selected for the program, there are still a wide variety of programs in which you can remain involved at Camp - the Outback, Service Corps, Trailblazer trips, etc. If you want to be at Camp Greenville for the summer, even if you are not selected for the Leadership Development Program, then we would strongly encourage you to go ahead and register for another program - this way you'll have a sure spot no matter what. If you are selected for the program, we will be glad to apply any Camp fees you have already paid towards the Leadership Development Program.

When will I know if I've been selected for the program or not?

We accept applications for the program on an ongoing basis. We would encourage you to get your application in as soon as possible – that shows initiative. Typically, the majority of applications have been received by late December. We spend most of January, February and some of March on the road recruiting campers and staff, and doing interviews in the process. Usually final selections for the program are made in late March with notification by early April. Please note that, all other things being equal, we will base decisions upon date we received your application at Camp – so get your application in right away!

When I have a question or concern about the Leadership Training Program or the selection process...

You are applying for a leadership position! So when you have a question or concern about the application/interview process, you should be the one contacting us – not your mom, dad, brother, sister, etc. If someone other than you is contacting us, then we might take that as an indication that you do not have the initiative or are not responsible enough to do it yourself.

Do I have to participate in a Leadership Development Program to be a counselor at Camp Greenville?

No. The fact that you participate in the Leadership Development Program does not guarantee that you will be selected as a counselor in the future. The Leadership Development program essentially gives older campers the opportunity to develop and sharpen their leadership skills within the context of the camp community. Sometimes participants in the program learn that being a counselor is a lot more work than they had ever imagined and decide that it's not necessarily the job they thought they wanted. Some older campers choose to participate on "once in a lifetime" Trailblazer trips, or gear themselves toward serving others through the Service Corps.

Thank you for your interest in the Leadership Development Program at Camp Greenville. We hope to hear from you soon!