

YMCA Camp on the Lake CIT Program Info 2020

The CIT Program is a co-ed program for campers between the ages of 14-17. It is an application and interview-based process; applicants must demonstrate maturity and be able to represent themselves in the same manner that we require our staff to conduct themselves- in the highest standard.

We hope that the application and interview process will help provide CITs with skills for the next step, i.e., college applications and 'real world' job interviews. It is our goal to mold strong leaders who understand that dedication and hard work will lead them to better outcomes when making choices. We are looking for those who want to give back to the camp that has given so much to them.

Program Summary

- The CIT Program is designed to teach leadership, community, counseling skills and teambuilding in regard to working with youth.
- The CIT Program works to develop and encourage leadership, problem-solving, responsibility and independence which is essential in our staff's futures, both at Camp on the Lake and life at home. CIT's participate in creating, supporting and leading some camp activities while enjoying the fun of camp.
- A successful participant will have shown themselves to be enthusiastic, dedicated, hard-working.
- The CIT will use the dynamics of shared experiences and responsibility to bond the participants. CIT's will be visible at camp as leaders in hosting chapel and talent shows.
- CITs will make themselves known to the camp community by assisting counselors with day to day activities
- It is important to remember that CITs are still campers and not on staff. Their special leadership program is co-ed and includes much autonomy. They are expected to demonstrate excellent behavior and be a positive role model for the campers and camp staff. They will be held accountable for any inappropriate actions.

Information:

Due to program numbers, we will only be accepting a total of 12 CITs for the ENTIRE SUMMER

Parents and CITs must attend at one information and interview session to be eligible to participate in the CIT program. Parents and CITs may attend any of the sessions. The information meeting will be roughly 30 minutes to explain to the parent and child what the expectations for the Summer are. Parents **will not** be allowed into the interviews. We want CITs to treat this opportunity as a job. The interview portion will last roughly 30 minutes.

Previous participation in the CIT program **DOES NOT** guarantee entry into the program for Summer 2020.

Parents will be sent a registration link after the interviews with their child are completed.

If a parent registers prior to the interview sessions and their child is not chosen for the program, the parent will be issued a refund.

CIT Group Interviews and Information Sessions:

Session 1: April 27th 6-7PM at Cross Timbers YMCA

Session 2: April 28th 5:30-6:30PM at Semones YMCA

Session 3: April 29th 5-6PM at Frisco YMCA

Session 4: April 30th 5:30-6:30PM at Moody YMCA

Session 5: May 2nd 11AM-12PM at Richardson YMCA

Mandatory Training:

CIT Mandatory Training Session: Saturday, May 16th 9AM to 5PM at COTL (Lunch Provided)

Optional: Camp on the Lake Open House: May 23rd 10AM to 12PM at COTL

Cost: \$300

What's Included:

- 8-hour CIT training and camp orientation
- 3 x CIT Shirts
- Guaranteed a minimum of 80 hours of service hours
- On-the-job experience
- CIT Certificate and Letter of Recommendations

Rules and Expectations:

The YMCA attempts to teach all CITs the values of respect, responsibility, honesty, and caring. Parents will be notified if behavior problems occur. The general practice at the YMCA is to encourage and reward positive behavior, and redirect misbehavior. Although we make every attempt to work with CITs and teach proper behavior, we will suspend or terminate CITs from the program as a last resort.

CITs may be removed from the program for violating any of the following:

- Violating the YMCA's Child Abuse Prevention Guidelines
- Fighting of any kind
- Engaging/communicating with staff or campers outside of camp
- Failing to follow Staff/Volunteer Policies
- Violation of the YMCA Code of Conduct

Sample Interview Questions for CITs

Feel free to jot down your thoughts here to prepare for your interview.

1. Tell us about yourself in 5 words or less.
2. Explain why you would like to be a CIT at Camp on the Lake.
3. Tell us why you think you would be a good CIT.
4. Provide an example of a time when you had to make a tough decision. How did you go about solving the problem?
5. Tell us about a time when you had to be a leader. How do you think you did? What was difficult about it?
6. What are some of your strengths?
7. What are some challenges you think you will face this summer?
8. What does supervision mean to you?
9. If camp only had three rules, what should they be? Why?
10. What was your favorite camp/outdoor experience?

FOR CIT CANDIDATES UNABLE TO ATTEND THE INTERVIEW SESSION—MUST BE APPROVED BY CAMP DIRECTOR.

Hello future Counselors-In-Training!

Welcome to the Camp on the Lake Counselor-In-Training video application process! We hope that you will put great effort into making this video fun, creative and true to who you are. We want to see how you represent and reflect our core values of honesty, caring, respect and responsibility. When we are searching for the people that will be the next generation of camp counselors we must make sure that you are willing to put the time and passion into what camp stands for.

Please include the following topics in your video, and remember, have fun!

1. Introduce yourself.
2. Describe yourself in 5 words or less.
3. Tell us about your favorite outdoor or camp experience. This can be from Camp on the Lake or any other camp.
4. Tell us about a time where you took initiative.
5. Tell us about a time where you had to make a hard decision. What was the problem? What were the steps you took to make your choice?
6. In your own words, define what a good role model is.
7. Tell us why you would like to be a CIT. Be as honest as possible.
8. Tell us what you hope to get out of this summer.

The point of the video application is for us to get a good idea of who you are. You don't need any special equipment, just a cell phone will do! Please make sure that we can hear what is being said clearly. We look forward to seeing your videos!

**Submit all applications to mwright@ymcadallas.org
APPLICATIONS ARE DUE MAY 1st, 2020!
The earlier the better!**

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YMCA CIT Code of Conduct

Applicant Name: _____

Character Development is a critical part of the YMCA. Your participation in the Counselor in Training program will carry the responsibility of exhibiting behavior that reflects the positive core values of honesty, respect, responsibility and caring. The following guidelines are not exhaustive.

I agree to:

- Exhibit good character and responsibility at all times to participate fully in all camp programs.
- Treat all people and property with respect and courtesy by avoiding put-downs, insults, name-calling, swearing, sarcasm and other language or nonverbal conduct likely to offend, hurt or set a bad example.
- Avoid public displays of affection or sexual conduct of any kind.
- Use good manners, dress appropriately and not wear clothing that may be offensive or disrespectful to others (clothing advertising tobacco, alcohol or drugs are not permitted).
- Practice fair-mindedness by being open to ideas, suggestions and opinions of others.
- Obey laws and rules as an obligation of being a good role model and not practice double standards.
- Accept responsibility for the proper treatment and care for other youths, adults, animals, the environment, the program facilities and equipment.
- Not possess or use: drugs, alcohol, tobacco, firearms, fireworks, knives and other items deemed dangerous during camp.
- Not use cell phones throughout the day without consent of the Camp/CIT director except for in a genuine emergency situation.

I understand that if I do not follow the above Code of Conduct I may expect:

- To explain my actions to my mentor and/or Camp Director
- An Unacceptable Behavior Notification sent to my parent/guardian
- To be dismissed from camp and sent home (may or may not receive a refund)

I have read, understand and agree to abide by all responsibilities and guidelines contained in the YMCA CIT Program Code of Conduct.

Applicant Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

Counselor in Training Commitment Statement: If chosen as a YMCA CIT, I will commit to understanding the requirements and responsibilities of being a good camp counselor. I will commit to being at camp every day of the CIT session, as well as meeting with and being honest with my Counselor Mentor and the CIT/Camp Directors. I understand that being a CIT is a huge responsibility and I am attending camp not as a camper, but as a role model for young campers. I am willing to give myself to help children grow and develop and enjoy camp. I submit that all the information on this application is true and complete. I understand that if I do not meet the standards of a responsible counselor, I will be dismissed from my duties and may not receive a refund for the program.

Signature

Date

Parent/Guardian Commitment Statement: As a parent or guardian of the youth completing this application, I understand the necessity to only select individuals who will be the most committed to the YMCA. I will, to the best of my ability, support and encourage this youth to uphold their commitment to the YMCA if selected. I also understand that should by youth not uphold their duties as a CIT, they may be removed from the program and may not receive a refund.

Signature of Parent/Guardian

Date