**Counselor in Training (CITs) Program**

The counselor in training program is designed to give participants the opportunity to gain work experience while volunteering. CIT’s that demonstrate counselor level skills and exceptional work ethic, may be considered for future employment once they reach the age of 16.

**Application Requirements**

* Must be ages 15-17
* The Counselors in Training (CITs) will complete an application with one (1) letter of recommendation from a teacher, coach, youth group director, etc. (i.e. NOT their parent/relative)
* The application will be very similar to that of the counselors
* There will be no more than 6 CITs
* CITs must commit to 4 weeks of the summer or 1 week during fall/spring break

**Fees**

* This is a volunteer positon, therefore there is no fee requirement
* Snacks and trips are paid for

**Training**

* Training is mandatory for all CITs
* Takes place on a Saturday, please bring your lunch
* Includes a brief training (a condensed version of official Counselor training)
* They will be treated like employees and expected to act accordingly

**Supervision**

* The CITs will report to a singular coordinator
  + The coordinator will distribute jobs throughout the day, and assign the CITs to Counselor groups each week
* CITs will be evaluated twice a summer, same as official counselors.
* If the CIT does not perform as expected, warnings will be given, until ultimately the CIT will be asked not to return. Any inappropriate interactions with campers will result in **immediately** dismissal. *Example: Fighting with campers.*

For more information contact:

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