



Ann Arbor YMCA Camp Al-Gon-Quian Counselor-In-Training Application – 2019

APPLICATION DEADLINE: February 14th, 2019

Dear CIT Applicant and Parent,

Thank you for your interest in Ann Arbor YMCA Camp Al-Gon-Quian's Counselor-in-Training (CIT) Program. The purpose of this letter is to help both the applicant and the parent understand more about the program and our expectations of the CITs.

Eligibility

In order to be considered, applicants must have completed at least the tenth grade. While it is not required, we suggest applicants have completed the AGQ Leaders-in-Training Program or have previous experience working with children. Applicants are typically 16 or 17 years old.

CIT Program Schedule

The CIT program takes place throughout the summer coinciding with regular camper sessions. There is no fee for CITs—they come to camp as volunteers. CITs must participate in all days of the CIT session. CIT applicants have the opportunity to request sessions on the CIT application. The applicant should double-check they are available for all requested sessions, as after placement is completed changes rarely can be accommodated. Please only rank sessions you are available to attend. It is not unusual for a candidate to receive his or her 4th choice. If an applicant is "not available" for a session. Please mark "not available" on the application. Schedule and availability

CIT Session A (Sessions 1 & 2): Saturday, June 22 – Saturday, July 13

CIT Session B (Session 3): Saturday, July 13 – Saturday, July 27

CIT Session C (Session 4): Sunday, July 28 – Sunday, August 11

CIT Session D.1 (Sessions 5 & Mini): Sunday, August 11 – Wednesday, August 21

CIT Session D.2 (Sessions 5 & 6): Sunday, August 11 – Sunday, August 25

Are you ready to be a CIT? Applicants should ask themselves the following questions:

- Do I have a sincere desire to work with children?
- Would I like the opportunity to develop and improve my leadership ability?
- Do I enjoy learning in a hands-on environment?
- Am I ready to become a role model for younger children?
- Can I handle the responsibility of being a camp counselor?
- Am I ready to put campers' needs ahead of my own?
- Do I have the ability to work well with others in a variety of situations?

CIT Program Information

The CIT Program offers countless opportunities to interact with children, lead activities and participate in camp programs. The majority of Camp Al-Gon-Quian's current staff

members completed both the Leaders-in-Training and the Counselor-in-Training programs. CITs fulfill many different roles at Camp Al-Gon-Quian. CITs must have a sincere desire to work with children, a wish to give back to the camp community, a strong work ethic, lots of energy and creativity, a positive attitude and the ability to put children's needs ahead of their own.

Training

The objective of the CIT program is to better prepare the participants for future work with children, in or out of the camp setting. This is done through hands-on experiences, guidance from staff members and, of course, pre-camp training and on-site workshops. Training and workshops in the spring will cover ice breakers and games, child abuse awareness and prevention, positive discipline techniques, child development stages, the mission and philosophy of Camp Al-Gon-Quian, camp operation, homesickness and much more. All CIT volunteers must attend one CIT workshop before their session.

Working at Camp

CITs will live in a cabin with at least one senior counselor as a co-counselor and oftentimes an additional senior or junior staff member as another co-counselor. The CIT will be an apprentice to this staff member, learning how to care for campers in every aspect of the counselor experience, from waking campers up in the morning to rest hour responsibilities, maintaining the cleanliness of the cabin and campers, to evening cabin time and putting the children to bed. CITs are usually placed in cabins with campers no older than entering 8th or sometimes 9th graders.

During the day, CITs will participate in two portions of the program: dishing and activity areas. Four to five CITs will be assigned dish duty each week. During their time dishing, CITs have some free time during the day to relax, shower or sleep after they complete dishwashing duty for that particular meal. While not on dish duty, CITs will be assigned to work in activity areas. During their time in each area, CITs will learn how to run the given activity and teach the skills to campers. CITs will select a "concentration" activity area where they will consistently work, as well as have the chance to try different areas.

CITs will also help the store manager in the camp store during free time and free swim. CITs will be involved in planning evening activities and will participate in evening activities as staff or as leaders for younger cabins. CITs will be responsible for helping put campers to bed and in evening cabin time, devotions or other bedtime activities. CITs have a nighttime curfew, and they will sign in before bed as all staff members do.

Time Off

CITs receive two nights off during their time at camp (Three for Session A CITs). One evening off is out of camp and one is on camp. The night off camp usually consists of a dinner out, window shopping in downtown Petoskey or a movie. CITs will be accompanied by the CIT leaders, but will be given free time while in Petoskey with prearranged meeting times and places. During the on-camp night off, CITs have a campfire, order pizza or watch a movie. This time is set aside for CITs to relax, have a break from work and to enjoy the company of other CITs.

Challenges of the CIT Program

The CIT program is challenging for young people on many levels. First, it takes a large amount of energy to complete all of the daily tasks and responsibilities of a CIT and maintain a positive attitude. Second, it is a transition time. Participants are no longer campers and must be willing to be a constant role model, placing the campers' needs in front of their own. Finally, CIT program participants often become future staff members. While this is a positive and exciting aspect of the program, it often leads to the CIT program becoming competitive. We want every participant to have a positive experience at Camp Al-Gon-Quian; therefore, we challenge each CIT to push to achieve personal goals in their work with children rather than focusing on a competitive edge for future hiring.

Application Process

Step One: CIT applications should be submitted online through Thursday, February 14, 2019 . Applications received on the 15th of February will be marked as late.

The application link is:

<https://annarborymca.campintouch.com/ui/forms/application/staff/App>

The online application will ask CITs to include the names and contact information for three references. Teachers, coaches, mentors, religious leaders and employers are all excellent choices. We do not recommend references from family members. Once the applicant submits the finished application, the reference forms will be automatically sent to the listed referrers via email. The referrers will have 14 days to complete and return the references electronically.

****We recommend typing essays into a word processor. Copying and paste to the essay box.****

Step Two: Group interviews will be conducted late February at the Ann Arbor YMCA. A staff member will contact the CIT applicant via email shortly after the application deadline to set up an interview time. Applicants who are unable to make it to the YMCA will also be contacted via email. They will have the opportunity to set up a phone or Skype interview at that time.

Step Three: Placement decisions will be based on the application, interviews, reference forms and, if applicable, the suggestions of the 2018 LIT staff members and the applicant's history at Camp Al-Gon-Quian. Placement decisions will be made the first week of March and placement notification for all applicants will be sent mid-March.

Please be aware space is limited and not everyone who applies will be accepted into the CIT program. In order to maintain a high-caliber program and offer adequate opportunities to meet our goals, Al-Gon-Quian must maintain a manageable and appropriately sized program. Approximately 40 CITs will be hired for the summer. We typically have around 80 applicants. This is a volunteer position and accepted applicants will not receive payment. Volunteering in the counselor in training program does not guarantee a future position at Camp Al-Gon-Quian.

Communication regarding the application process and the program should be between the applicant and the camp director and assistant/program directors.

The most successful applicants treat the application and hiring process just like any job

application. Parents should feel free to help in certain ways, like guiding the applicant in selecting references and helping them learn to professionally apply and interview. At the same time, please remember we seek candidates who are independent, mature and self-motivated. It is our hope that parents help cultivate these traits by allowing their teens to take full responsibility for their CIT application.

Our goals are that all applicants to the Counselor-In-Training program gain valuable experience in the job application and interview process and that all our CITs gain skills that are applicable not only to being a camp counselor but to other aspects of their lives.

Please don't hesitate to reach out if you have any questions. We look forward to reviewing your application soon!

Sincerely,

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