

CAMP MICAH

Counselor In Training Program

Summer 2021

Goals:

1. Teach general leadership skills and how to work with youth anywhere.
2. Give CITs ample opportunities throughout the summer to practice being a counselor and instructor.
3. Live by and teach the Camp Micah Philosophy.
4. Prove abilities to be a future Micah staff member.
5. Have Fun!

Who is a CIT?:

Past Camp Micah campers who are going into 12th grade. Each CIT will have certain counselor responsibilities as well as certain privileges accorded only to CITs.

Responsibilities and Privileges for Counselors in Training

DAILY SCHEDULE:

- CITs are assigned to 4-5 periods per day where they will be teaching/coaching assistants in activity areas, both assigned and chosen.
- CITs have one meeting during the day with their CIT Coordinator(s).
- CITs receive one free period each day (the whole CIT group is not necessarily off duty during the same period).
- CITs eat meals together at the CIT table (except when needed at other bunks' tables to fill in for staff members that are not present).
- Each CIT is assigned to at least one bunk per session (usually a different unit) to assist during evening and unit activities, bedtime, and approximately 3 rest hours per week.

OTHER DUTIES:

- CITs may have the opportunity to accompany and assist on out of camp trips (trip days, hikes, overnight camping trips, etc.) and inter-camp competitions.
- CITs are sometimes asked to accompany a counselor to doctor or dentist's appointments for campers outside of camp.
- CITs are responsible for planning and executing some camp activities (i.e. First Session Color War Break, First Session Banquet, evening activities, etc.)
- CITs work in the kitchen on Saturdays.
- CITs are with campers on Saturday when they are not doing kitchen duty.
- CITs run Canteen after lunch twice a week.
- CITs will be assigned to spend some rest hours, bunk clean ups, and Saturday activities with their assigned bunk/unit.
- CITs are sometimes asked to cover a bunk if a counselor is sick or out of camp.

LIVING ARRANGEMENTS:

Both the CIT Girls and the CIT Boys live in their respective CIT bunks with their CIT counselors.

TIME OFF:

- CITs have two days off together during the summer when they may remain in camp or go on a trip with the CIT Coordinator and/or their counselor(s) plus a 2-day CIT Trip out of camp planned by Camp Micah. In addition, CITs have four nights off during the summer which they can be out of camp as long as there is transportation available. CITs are accompanied by the CIT Coordinator or counselor whenever out of camp.
- The CIT curfew (in bunk) is different from those of campers or counselors. When CITs are on duty, their curfew is 11 pm.
- During time off, CITs are welcome to use the rec room TV after Summits return to their bunks. CITs have first priority over the off duty counselors regarding what movie they want to watch.

CIT SPECIAL PRIVILEGES

- CITs may bring their cell phone, laptop, and/or other electronics to camp. Like staff members, CITs may not carry their cell phone or electronics around camp and they may only be used in the CIT cabin or main office. Bringing expensive electronics to camp is at your own risk.
- CITs that complete the program are eligible for hire the following summer (former campers that do not complete the CIT program are not eligible to work at Micah until after completing freshman year of college). Due to the Micah in Israel trip not running in 2020, special arrangements may be made for those that are eligible to be CITs in 2021, but instead opt to take part in the MII 2021 trip, so that they too are eligible to work at Micah in 2022.
- CITs that successfully complete the CIT program are eligible to work as a counselor at Camp Northbound, depending on their skill set and the availability of counselor spaces.

NON-NEGOTIABLES:

Failure to abide by the policies below is grounds for dismissal from camp.

- It is expected that CITs will not possess or use any form of illegal substances (which include cigarettes, alcohol, marijuana, and other illegal drugs) at any time while a member of the Micah community.
- CITs that have a valid driver's license may not bring a vehicle to camp or drive a camp vehicle.
- No CIT is ever to be in any vehicle other than a camp bus or van unless otherwise specified by the director. This means that CITs are not allowed to ride in or drive counselors' cars.
- CITs may not date staff members under any circumstances.
- Any other behavior not specifically discussed above that is seen as harmful or a detriment to the camp and its philosophies may result in dismissal from camp.

FINANCIAL INFORMATION

- Tuition for CITs is one half of the tuition of a full season camper.
- Each CIT should bring \$250 cash to be put into the Camp Micah safe to be drawn from for personal expenses and for CIT trips and time off.
- At the end of the summer, each CIT will receive a salary of \$500.00 for the successful participation in and completion of the CIT program. An extra \$100 will be added for having a lifeguard certification.
- Any CIT who successfully completes the CIT program is eligible to work as a counselor at Camp Northbound, depending on their skill set and the availability of counselor spaces. More information and placement for Camp Northbound will happen mid-summer. Each Northbound counselor is paid \$400.00 for the week.