



Farm and Garden Camp

CIT Application

Farm & Garden Camp seeks to inspire and equip youth and young adults to enjoy growing, harvesting and working with food and fiber, as well as to contribute to robust, regenerative, and just food systems.

Roles & Responsibilities:

Counselors-In-Training (CITs) have demonstrated the maturity and skills necessary to successfully care for campers and contribute to the camp team. While continuing to develop their leadership and counseling skills through workshops and one-on-one mentoring with the camp director, CITs assist Instructors with daily activities and transitions. They also play an important role in facilitating camper dynamics and assisting with behavior management and conflict resolution. The CIT program emphasizes professionalism and reliability, including completing all camp sessions that a CIT commits to and prioritizing CIT training.

Requirements & Qualifications:

As CITs are paid for their time at camp, they must have experience working with children as well as in a farm or garden setting. They must be responsible, creative, flexible and hard-working, and must be interested in enhancing their leadership skills including communication, teamwork, decision making, confidence, caring, responsibility, respect and organization. The CIT position is for people who are highly motivated and are enthusiastic team players. They need not have completed the Jr. CIT program if they have developed relevant skills and knowledge in other settings, though we highly recommend the Jr. CIT program as a way of learning about camp and preparing for the rigors and rewards of being a CIT.

CITs train for a minimum of three weeks. Preference may be given to applicants with greater date flexibility and a desire to work four or more weeks; case-by-case exceptions may be made for returning CITs. First-year CITs must train for their first two weeks of camp consecutively in order to get accustomed to camp routines. All CITs (including returning CITs) must complete four days of training (June 30 and July 1, 2, and 5).

Selection Process:

Send this application to the camp director at farmcampdirector@gmail.com. After receiving your application, the camp director may contact you for an in-person interview. If offered a position, CITs are required to undergo a background check. We begin accepting applications in March and interview applicants until spots are filled. We encourage you to apply early, and no later than May 1.

The Farm Education Collaborative is an equal opportunity employer that is committed to creating an intercultural organization. We believe diversity across race, religion, ethnicity, nation of origin, gender, sexual orientation, and numerous other visible and invisible aspects of identity makes our camp community stronger.

What skills are you working on and hoping to improve? For returning CITs, in what ways have you grown and developed since last year?

Skills and certifications: Describe any special skills or certifications that are pertinent to your application
(For example, do you have babysitting certification? First Aid? CPR? do you play an instrument?)

References: Please give names, email addresses and phone numbers of three people (NOT family members) *who know you well, such as teachers, coaches, or activity, community and religious group leaders.* The camp director will contact each of these people to ask some questions about you.

1.

Name

Email

Phone

How do you know this person?

2.

Name

Email

Phone

How do you know this person?

3.

Name

Email

Phone

How do you know this person?

CIT Parent/Guardian Statement of Understanding

Counselors-In-Training (CITs) are selected because they have demonstrated the maturity and skills necessary to successfully care for campers and contribute to the camp team. CITs undergo thorough background checks and complete a full application and interview process before being selected to participate in the program. As this is a **leadership development program** that readies teens for paid positions at camp and elsewhere, we emphasize **professionalism and reliability**. This includes prioritizing CIT training, completing all camp sessions that a CIT commits to, consistently arriving at work on time, and working for the entire duration of the camp day. We understand that life happens outside of CITs' time at camp and may include family events, college trips, doctors' appointments and sports practices. In order to minimize disruptions caused by absences, we ask you to **prioritize camp over other non-essential events**.

2020 CIT Training dates & times:

- June 30, July 1, 2, 5 from 8:30am to 4:30pm

Schedule during camper sessions:

- 8:15 a.m. to 4:00 p.m. M, T, W, F
- 8:15 a.m. to 5:00 p.m. Th (if a CIT is not attending camp the following week, they may leave at 4:15pm)

As a parent/guardian of a CIT, I understand that:

- This is a trainee position in the field of education for which a substitute cannot easily be found due to background checks and board of health regulations.
- If I am providing rides to a CIT, it is vital for the CIT to be on time each day and present for the duration of the camp day.
- If I am scheduling appointments for a CIT, I will do everything I can to make appointments after 3:30pm. If the CIT must miss part of the camp day, I will do everything I can to make the appointment after 1pm.
- I will let the camp director know as far in advance as possible about any schedule conflicts.

Parent/Guardian Printed Name

Date

Parent/Guardian Signature

Date