

Redeemer Summer Kamp - Covenant

The following are the expectations of each CIT, regarding their leadership role, set forth by the Kamp Committee and Redeemer Summer Kamp Director Lutheran Church of the Redeemer, Birmingham, MI.

As a CIT, I will...

- 1) At all times keep myself "Christ-centered" for the entire week, always contributing to the effort, and behaving in a way in which our Lord and Savior Jesus Christ would be proud.
- 2) Commit to the following schedule without fail: Thursday, July 25, 2019 at 9am to Friday, August 2, 2019 at 4pm.
- 3) Serve as a Christian role model for the campers under my care and supervision.
- 4) Dress appropriately at all times and be an example to my campers. When in doubt – see #1!
- 5) Put the needs of the campers and the Kamp program above my own needs at all times. This includes observing the 12:30am curfew.
- 6) Assist the Kamp Director, Program Directors, and other Senior Staff with a willing and positive attitude when asked to do so.
- 7) Not participate in any harmful or immoral activities involving myself or others. When in doubt – see #1!
- 8) Not bring to Kamp or have in my possession at any time during Kamp the following items: alcohol, tobacco products, illegal or controlled substances, fireworks, or any other items that would cause harm or damage to any persons or the camp facility and its grounds.
- 9) Use my God-given gifts and abilities to their fullest in executing the Kamp program and promoting a Christian attitude and atmosphere among the campers during their stay at Kamp.
- 10) Obey, agree to, understand, appreciate, and defend the rules and policies set forth by the Kamp Director.

I have read the above expectations and I am willing to serve in the role as described in my job description (on the back). I also understand that my failure to adhere to the above expectations will result in disciplinary action, including possible immediate dismissal from camp.

Print Name - Staff

Date

Signature - Staff

As the parent of the CIT, I have read and understand these expectations and the CIT job description (on the back). I have also read the acceptance letter and read the CIT fundraising information (3rd year CITs are exempt).

Print Name - Parent

Date

Signature - Parent

COUNSELOR IN TRAINING (CIT) JOB DESCRIPTION

Qualifications:

- Must be entering at least the 11th grade in the fall following Kamp
- Profess a belief in Jesus Christ as God
- Hold a desire to learn more about God and camp counseling
- Must have a desire to work with children

Primary Responsibilities:

CITs work under a counselor and are held accountable to that counselor, the Kamp Director and other senior staff. The CIT has two primary responsibilities:

1. Learning the craft of camp counseling.
2. Helping out whoever, wherever, and whenever anything needs to be done.

Expectations

- Willing to learn: The CIT must have the attitude of a student, always learning and practicing the skills necessary to be a counselor. Please refer to the 'Counselor Job Description' for the details of what a successful CIT needs to learn to be a successful counselor.
- Always exhibiting a good Kamp attitude: The CIT must always exhibit a good camp attitude. This means always being positive, singing songs, and participating in worship, games, and activities. It means putting the needs of the camp and the campers ahead of yourself and joyfully serving camp at all times.
- Always exhibiting selflessness: Being a CIT is a service job. You are at Kamp to serve and learn. Coming to Kamp is not a vacation. At Kamp, the needs of the camper and the camp program must always come first. This means joyfully completing tasks requested of you even if they are not the most fun. CITs are commonly called upon to run errands and execute tasks that take them away from Kamp activities. CITs may be assigned to different work details such as crafts, games, or snack. While it is hard to be removed from fun Kamp activities, remember Kamp needs this job accomplished for the success of the whole Kamp program. At these times, especially, the CIT must exhibit a selfless attitude and good camp attitude, always eager to help with whatever is good for the Kamp program as a whole.

Please keep in mind the following:

- All CITs are asked to raise funds BEFORE Kamp for our scholarship fund. This is an important part of Kamp as it helps kids come to Kamp who otherwise could not afford it. Details regarding your fundraising responsibility will be provided in the event you are hired.
- Being a CIT is a lot of work – but it can be very rewarding. Please evaluate your reasons for coming to Kamp before applying to be a CIT. Being a CIT is not like being a camper, and while we hope your experience at Kamp is fun and rewarding, please remember that the Kamp relies on the hard work and service of CITs to make Kamp run smoothly.
- Being hired as a CIT does not automatically mean you will be hired as a counselor. We closely evaluate the service and attitude of all CITs when making hiring decisions. The attitude displayed while a CIT is noted by senior staff and relayed to the hiring committee for future hiring decisions.
- Please remember that we expect our CITs to represent the Kingdom of God at all times both while at Kamp and while not at Kamp. This means we will take factors besides your service at Kamp into consideration when making hiring decisions. This might include, but is not limited to, the opinion of your references, your presence on social media, and your other interactions with Lutheran Church of the Redeemer.