

COUNSELOR IN TRAINING (CIT) JOB DESCRIPTION

IMPORTANT! If you are applying for Kamp Staff and will NOT have graduated from High School as of the first day of Kamp, you must apply to be a CIT (even if you will be 18 before Kamp). All Counselors must have graduated from High School prior to the first day of Kamp.

Qualifications:

- Must be entering the 11th grade or 12th grade in the fall following Kamp OR
- Graduated from high school but will be under 18 years of age on the first day of Kamp (the date the campers arrive)
- 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 the 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 here to serve and learn. Coming to Kamp is not a vacation. At Kamp the needs of the camper and the camp as a whole 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. 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 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 Redeemer Lutheran Church.