



# ZCS GROW Z'Camp Counselor-in-Training Program Information

Thank you for your interest in the Z'Camp Counselor-In-Training (CIT) program! I am Kimberly Bannister and I will be your main point of contact throughout the entire process and summer.

The CIT program was created to give older ZCS middle school and younger high school students (incoming 7<sup>th</sup> – 8<sup>th</sup> graders) who age out of the camper role an opportunity to shadow and learn from our current counselors and staff until they are old enough to be hired as a counselor themselves. CITs regularly work with our younger campers, Kindergarten through 3rd grade. They assist the counselors in keeping the kids together in their group, running kids to the restroom, helping the kids during activities, and even enjoying the activities right alongside the kids! CITs learn some of the ins and outs of the counselor role while still having the most fun with campers.

All new prospective CITs are to complete the application process, which includes an application and **TWO** teacher recommendations. Once all three forms are received, a video interview will be set up with the candidate. Former CITs need only to complete the application. They do not need to complete teacher recommendations or an interview as long as their previous summer(s) ended on good terms. All forms should be sent to the contact information listed on the forms. All necessary CIT forms can be found at <https://www.zcamponline.com/counselor-in-training>.

The CIT position is not a paid position. There is a fee of \$125 per week, to be paid through the EZChild account. All CITs are to be registered for camp AND select weeks to attend in order to attend camp, even with the acceptance of their application. A CIT will receive a name badge with just their name on it (no photo) that is to remain on campus in the Leadership Team's office when the CIT is not at camp. This name badge is to be worn by the CIT at all times during camp hours, on campus or out on a field trip.

The position of a CIT gives students the ability to grow into young adults without being switched from camper to counselor in a flash. This program allows our older middle school students to ease into more

responsibility while still being able to have fun with campers. CITs participate in activities with campers and go on field trips while helping counselors keep everyone together. They will also have opportunities to participate in CIT-only activities sporadically throughout the summer.

CITs will have similar responsibilities to those of a counselor but will not be expected to be the leader in the group. CITs are meant to be helpers to the counselors instead of having the counselor leave the group. For example, when a group is out and about during a regular camp day, the CIT would be a great help in taking campers to the restroom or nurse, if needed. CITs will not be left alone to monitor their group. There will be always a counselor or member of the Leadership Team with the group.

CITs will have a set of rules and responsibilities they are expected to follow throughout the summer. As we do with our counselors, we expect our CITs to set good examples for our campers while they are present for camp. We do reserve the right to dismiss a CIT if they are causing any level of harm to staff, campers, themselves, or any facilities we use during camp.

We love having our CITs with us during camp, and we look forward to working with them to build lasting relationships with campers and staff for years to come. Many of our CITs have grown up in the ZCS GROW program, both during the school year and during the summer. Having a gap option between camper and counselor allows them to continue to grow through the program while learning the next steps towards becoming counselors.

If you have any questions regarding the CIT program, please feel free to email Tina Tamburini at [ttamburini@zcs.k12.in.us](mailto:ttamburini@zcs.k12.in.us).