Congratulations!

You're now eligible to join Camp Manitou's C.I.T. Program.

THE PROGRAM CONCEPT

Our C.I.T. Program is geared towards our oldest campers who are interested in learning about taking on a leadership role at camp. We believe that a strong Counsellor Training program should not only teach you to be a good counsellor, but should also teach you to be an effective leader so that you might use the skills you learn as a C.I.T. at home, at school, at work or wherever life may take you.

Manitou's C.I.T. Program is a summer filled with fun, friends and fulfillment. It is also about a transition from camper to staff and will provide the necessary skills to our future leaders. The program is the perfect blend of experiencing the challenges of participating in staff responsibilities while at the same time enjoying the fun of being a camper. As a young and aspiring leader, you will experience the delicate balance of training, skills development and personal growth; combined with a unique camper role ensuring that the C.I.T. summer is one of the very best that you will ever experience.

Manitou's C.I.T. program breaks down into three areas of focus:

First and foremost, you would be working "hands on" with younger campers. Assisting our counsellors, each C.I.T. works with a different cabin age group each session, learning to deal with different social, adjustment, and general welfare issues.

Second, you will have teaching placements at two or three different activity areas, developing your own skills, while learning to teach younger campers.

Finally, you will be involved in general leadership training sessions presented by an experienced roster of camp leadership trainers. Sessions focus on leadership theory, but more importantly put it into practice the challenges of working with campers both in the cabin and at your activity.

Our ultimate goal is for our C.I.T.'s not only to have experienced the summer of a lifetime, but to be prepared for leadership challenges either in future summers at Manitou, or elsewhere in life. You will have a greater sense of responsibility, independence and accomplishment that will allow you to transfer your newly learned skills to the real world.

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Phone: 416-389-2410. Fax: 705-389-3079

THE TYPICAL DAY

A typical day will ind you meeting with your assigned cabin group at breakfast. You will stay with them as they start the day, working closely with the counsellors and learning on the job how to deal with various camper issues. You will often spend your meals eating with your campers, and also mentor them through evening program and bedtime routines. It will be during these important times that you will not only learn to effectively work with campers, but build special relationships that will last for years.

During the programming day, you will be asked to choose at least one activity area at a time in which you will work 2-3 "placement" periods. These periods will not only allow you to develop your own skills, but teach you to instruct those same skills to younger campers. You will be placed at two or three different activities throughout the summer, but may also choose to take on additional placements during your regular activity periods (option periods).

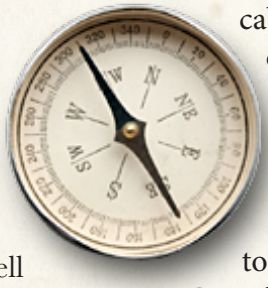
Period 5 every other day is set aside for Leadership training, program planning as well as for swimming skill development.

SAMPLE CIT SCHEDULE

7:30 AM - Wake-up.
8:00 AM - Meet cabin group for breakfast.
8:40 AM - Return with cabin group forclean-up and to prepare for the day.
9:20 AM - Period 1 (Placement)
10:30 AM - Period 2 (Placement)
11:45 AM - Period 3 (Regular/option period)
12:45 PM - Meet cabin for Lunch
1:30 PM - Rest Hour (free time)
2:30 PM - Period 4 (Regular/option Period)
3:45 PM - Snack Attack
4:00 PM - Period 5 (C.I.T. Meeting orSwimming Instruction)
5:15 PM - Open & Active (free time).
6:15 PM - Meet your cabin for Dinner.
7:45 PM - Evening Program withcabin group.
9:00 PM - Help counsellors settlecabin.
9:30 PM - Free time, C.I.T. snack
10:30 PM - Return to C.I.T. Village.

LEADERSHIP TRAINING

C.I.T.s meet with their C.I.T. Coordinator regularly, both as a group and individually, to review their evalua- tions. Group meetings may focus on various camper issues or challenges being experi- enced in placements, or on practical applications of leadership skills. This time is also set aside to help plan and execute large camp-wide events in- cluding our Carnival or Midnight Madness programs.



Many group meetings are run by guest speakers and ex- perienced camp trainers. With a balance between theory, hands on experience and fun, topics are designed to be applicable both to leaders at camp, as well as in other settings in the "real world."

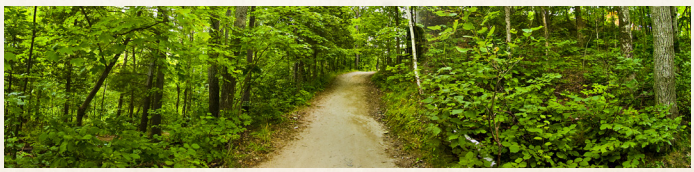
- Homesickness
- Bullying
- Discipline
- Behaviour Manage- ment
- Risk Managemt
- Group Dynamics
- Leadership
- Goal Setting
- Time Management
- Program Planning
- Communication
- Conflict Resolution

...and more!

CAMP SKILLS DEVELOPMENT

A significant portion of summer camp leader- ship is learning and developing outdoor ad- venture skills. In addition to the core aspects of the program, all C.I.T.s will be expected to participate in a "training trip" camping trip at the beginning of their session, as well as a 4- day C.I.T. Canoe Trip at the start of the season. C.I.T.s may also be asked to join a camper cabin on their canoe trip. These trips will not only give C.I.T.s an opportunity to put their leadership skills into practice but will teach important skills including canoeing, fire building, orienteering and more.

All C.I.T.s will also be strongly encouraged to pursue their Bronze Medallion or Bronze Cross lifesaving certifications if they do not already hold them coming into the program. These awards are important prerequisites for N.L.S. or W.S.I. Courses that may be required for positions on staff.



FREQUENTLY ASKED QUESTIONS BY NEW C.I.T.S

Am I working like a staff member or am I still a camper?

As a C.I.T. you are considered a camper. You won't have a counsellor living with you but will still be closely supervised by your C.I.T. Coordinator, camp staff and Directors as you participate in all camp programs. You will be expected to assist the staff at your placements and activity periods throughout each day. Along with added responsibility come some extra privileges, including using the C.I.T. lounge, nighttime snack and special C.I.T. activities.

Do I still get to pick my schedule?

We will ask you to choose two or three activities where you can develop specific program skills and learn to teach them. Also, you will have regular C.I.T. meetings where the C.I.T. coordinator will work with you on various leadership topics. Beyond that you will still have two available periods to choose activities recreationally or two use for additional program placements.

Do I have to choose a specialty?

At Manitou, 90% of our staff are hired into a particular programming area where they must be comfortable enough to teach. We aim for each C.I.T. to develop skills in at least two activities to maximize their chances of being placed on staff the following year.

Do I have to take swimming?

Because all waterfront staff need to have a minimum of Bronze Cross, all C.I.T.s on a waterfront placement will be re- quired to work towards their Bronze certification. All C.I.T.s should consider working towards this goal regardless. Having your Bronze Med or Cross gives you much more flexibility as a staff member.

Note: If you have the skill to obtain your N.L.S. in the future this is also invaluable to the rest of camp.

Do I have to go on a canoe trip?

Canoe trips offer a unique opportunity to develop and practice leadership skills, so one mandatory trip will be part of the program. You may also be asked to accompany a camper cabin on a trip, just as a counsellor would accompany their cab- in if they were going out on trip.

What do we do at C.I.T. meetings?

Every other day you will meet as a group with your C.I.T. coordinator. Meetings usually involve working through a leadership topic, doing exercises, playing games or discussing issues at placements. You will also work on camp wide and unit programming to put your team and leadership skills to work.

How do evaluations work?

Throughout the the summer, staff you are working with will give your C.I.T. coordinator feedback that will be reviewed with you regularly. At the end of the summer, a final evaluation summary including your C.I.T. coordinator's observations will be available on file. If you have done a good job, you can use that evaluation as a future reference.

Can I be a C.I.T. for only 3 or 4 weeks?

We ask that all C.I.T.s make the commitment to the program for the full 7 weeks. There is too much in the program to pack into 3 or 4 weeks and it is very difficult to evaluate C.I.T.s fairly over such a short period. In some cases (i.e. early start to the school year) it may be possible to amend the dates of the program slightly, but we will always give priority to full 7-week applicants. Ultimately, if we are able to accept a C.I.T. for a shorter period, the abbreviated opportunity for evaluation will likely have an impact on a subsequent staff application.

Can I come back as staff if I don't do the C.I.T. program?

It is very difficult to do so immediately. Each year, we give first application opportunities to returning staff and then to campers that successfully completed the full C.I.T. program the previous year. If there are still open Junior Counsellor positions, we may look to fill them by interviewing former campers or new candidates, but in recent years there are rarely still spots available. More likely, campers that skip the C.I.T. year would need to wait until they are 19 when we could consider them as a senior counsellor.