

## 2012 Farm & Wilderness Counselor in Training Program (CIT)

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Our CIT program is an intensive internship offering 17-year-olds a chance to build leadership skills as they learn about group dynamics, youth development, wilderness trips, community building and conflict resolution.

Our CIT's will gain experience through hands-on activities, focusing in outdoor, camping, arts, organic farming or other areas of their interest.

### Eligibility

- You must be at least 17 years old or have finished your junior year of high school by the start of our program.
- You must support F&W values, respect the practices and be committed to our CIT program.
- Qualified applicants will have a desire to work with children and learn outdoor leadership skills.
- You must be on campus for the entire summer season.
- You should; attend the pre-camp staff orientations, if school permits, and stay through until the end of post camp.

### CIT Overview

The CIT program consists of:

- **Understanding Farm & Wilderness:** As a CIT, you will be observing and evaluating all aspects of camp. Daily discussions and reflections about what you are learning will take place with the CIT group and CIT head. CIT's are in a unique position as they are not campers or staff members, and can help improve camp with their insights and analysis. You will visit all F&W camps, meet with the Executive Director, Camp Director, and other All-Camp staff to gain a full picture of the foundation. You will be trained in the leadership and group dynamics models used by the Farm and Wilderness Foundation.

- **Personal Development:** The CIT Head will focus 100% of their energy and experience on your success this summer. Group hikes with discussions on team decision making, problem solving and other subjects will take place on F&W property.
- Daily debriefings will take occur between the CITs and the CIT Head.
- **Hands-on Training Experience:** Part of your summer will be spent living in a cabin with campers and working alongside exemplary counselors in our cabins. There will be time to explore different activity areas as you gain new skills and knowledge. CITs will also participate in assisting with hiking, canoeing, or climbing trips beyond F&W's borders.
- **Service to the F&W Community:** "Work is Love Made Visible" is a core tenant of Timberlake and Indian Brook. All CIT's will assist the F&W program by helping with chores and providing coverage for counselors when they are at staff meetings.

### **Living Situation**

There will be time for sharing quarters with other CITs and the CIT Head as well as living in a cabin with campers and co-counselors. This will involve you moving your belongings from one cabin to another.

### **Supervision**

The CIT program is run by the CIT Head, who is supervised by the Camp Directors. They will provide feedback on a regular basis through both group and individual sessions. You will also meet with the Camp Director individually at least once during each session. A formal evaluation will be conducted by the CIT Head of each CIT participant twice during the summer to help provide feedback on performance. This will take place initially at the middle of the summer and again at the end.

### **Trips**

You will take part in both on-and-off site trips during your time as a CIT. Group CIT trips will take place around F&W property in order to become familiar with F&W land as various trainings take place. CITs will be responsible for planning and organizing a trip as well.

## **Time Off**

The CIT Head will be responsible for arranging time off and off-site outings for CITs. There will also be time scheduled for daily free time.

In the evenings, you will take part in bedtime check-ins with your cabin every evening when there is not a CIT or activity meeting.

## **Tuition**

Tuition for the nine-week program is \$200. You will receive full room and board. You must arrange and pay for your own transportation to-and-from Plymouth, Vermont. CITs who return to F&W as counselors are paid at the rate for second-year staff.

## **Application Procedure**

If you are interested in being a Counselor in Training, please email Either Tulio Browning ([tulio@farmandwilderness.org](mailto:tulio@farmandwilderness.org)) or Amy Bowen ([amy@farmandwilderness.org](mailto:amy@farmandwilderness.org)) for an application.