

**Winding Trails Summer Day Camp
50 Winding Trails Drive
Farmington, CT 06032
(860) 677-8458 ext. 12**

Thank you for your interest in becoming a Counselor in Training at Winding Trails Summer Day Camp. This letter is to help you understand the process of applying, interviewing and hopefully becoming a First Year C.I.T with us!

Our C.I.T. program is designed as a 2 year program. The goal is to help you develop your skills to become a stellar Counselor. As much as we would like to hire everyone, we cannot guarantee that every C.I.T. in our program gets to be a counselor. Statistically, we offer 12-14 spots for first year counselors each year with approximately 30-32 C.I.T.'s finishing the program each year.

First, let's discuss the time frame involved in the hiring process. You will begin to apply this fall through the winter (any time after camp ends). The application and all details are available on our website.

The deadline to apply is February 26th and all interviews will be held on Saturday, March 6th. Our interview staff will then determine based on the application, reference forms, essay and interview who is accepted into the C.I.T. program. If you are accepted into the program, first year CITs are required to work two **consecutive** sessions. Second year CITs are required to do a minimum of two sessions but can do more if they choose (session must be consecutive, no gaps). All CITs are required to attend a minimum of two family campfire events or Family Nights. CITs must attend all days of their chosen sessions, unless they are excused for an illness or medical emergency.

It is the job of the applicant to complete the application and write the essay himself or herself. The application should be written in pen or typed. You will also need to get completed reference forms from THREE appropriate people. These people can include teachers, coaches, people you have babysat for, music instructors, religious leaders, etc. We are looking for references from people who have knowledge of your character, experience and abilities. They **SHOULD NOT** include ANY relatives or neighbors who know you in strictly a social environments or coworkers of your parents. Friends are also not acceptable references. Please Note: Your Winding Trails counselor (or any WT staff member) cannot complete a reference form for you. The reference form should be delivered to the person completing, who will then mail or email it to us directly. Do not ask for the reference form to be returned to you.

Your essay can be typed or handwritten (in pen) and should address the following: "Please attach an essay explaining why you want to be in the Counselor In Training program at Winding Trails Summer Day Camp and what you hope to gain by being a Counselor In Training." This should take more than three paragraphs to fully answer. Please feel free to expand and tell your story- be creative and thoughtful with your essay!

Interviews will be conducted in the Main Office at Winding Trails, just past the gate house. Please be on time and dress appropriately- no sweatpants, no T-shirts, no hats, no gum. An example of what we would like to see is khakis and a nice shirt, or a skirt/dress. This is a job interview, but we understand that for many of you, this will be your first interview. Try not to be too nervous and answer the questions to the best of your ability. Practice with your parents: the more you talk the better. Our interviews simply want to have a conversation and get to know you!

We cannot stress enough that this is a very competitive program. There are 120 of you who were Black Bears this summer, not to mention the applicants we get from outside the Winding Trails family, and we only have room for 30 first year C.I.T.s. Please take a moment to decide if this is the program for you, and if you are able to dedicate the time required. This program is **NOT** an extension of your camper experience- it is a job. This is the time for the camper to begin to communicate with us directly, and time for the parents to allow this to happen. Please let your child do the communicating. While we understand that parents will have questions, we must begin to let the campers grow and the C.I.T. program is a wonderful place to start!

Questions? Please call Kim Kowalski at (860) 677-8458 ext. 12 or email kim@windingtrails.org.