



Camp Howe  
P.O. Box 326  
Goshen, MA 01032  
[office@camphowe.com](mailto:office@camphowe.com)  
[www.camphowe.com](http://www.camphowe.com)  
413-268-7635

Dear CIT Applicant,

The purpose of our CIT program is to provide participants with training in how to use effective leadership skills throughout their lives and how to work effectively with children at camp and in many other settings. The leadership skills include communication, teamwork, setting goals and making plans to achieve them, making decisions, developing strong relationships with others, developing increased confidence, caring, responsibility, respect, organization and creativity. The skills for leading children include communicating with children, with a special emphasis on listening and teaching positive behavior and values, handling undesired behavior and conflicts in positive ways, leading games and activities, teaching skills in sports, crafts and other areas, presenting in front of small and large groups, earning respect from others, working on a team, creativity, and problem solving. Participants will also learn about how a camp operates, the roles and duties of camp administrators and staff and how camps serve children.

The 1<sup>st</sup> year of the CIT program, participants will learn and practice these skills with each other and campers in camp. CIT 2's will continue to develop these skills, spending increased periods of time with campers and developing strong relationships with them.

The leadership and child leading skills that will be learned can be used in all parts of life, including home, school, sports, youth groups, work and in the community. They can be used in any work that participants ever do with children, in any part-time, full-time or volunteer work throughout their lives, including: camps, education, mentoring, recreation, psychology, social work, child care, religious youth groups, and organizations.

Camp is about learning by doing, so participants learn these skills in a safe environment through a variety of fun and challenging activities, workshops and discussions. They will have opportunities to work directly with campers under the mentorship of camp staff. They will get practice in leading groups and teaching games and skills.

This program is for young people who are highly motivated, ready to work and play hard, and who demonstrate additional responsibility in accepting the challenges of leadership. Unfortunately, we have a limited number of spaces in our program; not all who apply are accepted. Young people interested in the program will fill out an application and be interviewed in person or by telephone. You will also be asked to provide three references (people not in your family who know you well, such as teachers or coaches; activity, community or religious group leaders; or others) who will be asked to answer written questions about you.

**Please complete the following application and give the reference forms to the individuals named in your application. Applications will begin to be processed March 1. However applicants are encouraged to return theirs as soon as possible. After March 1<sup>st</sup>, applications will be processed first come-first serve.**

Any questions, please contact the camp office at the number above or email the CIT Director, [office@camphowe.com](mailto:office@camphowe.com) with the subject "CIT Program".





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## Camp Howe CIT (1 and 2) Application

Name \_\_\_\_\_  
(First) (Middle) (Last)

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Date of Birth (mo/day/year): \_\_\_\_\_ Age in June 1st (must be at least 15) \_\_\_\_\_

Education:

School Attending \_\_\_\_\_ Grade: \_\_\_\_\_

Activities (extra-curricular, sports, academic, etc), Role (leader, participant), How long have you participated in these activities? How will they help you at camp?

\_\_\_\_\_  
\_\_\_\_\_

Camp Experience:

Name of Camp                      Location                      Organization                      Years as Camper

\_\_\_\_\_  
\_\_\_\_\_

Other Related Leadership or Work Experience:

Leadership courses taken: \_\_\_\_\_

Leadership Experience: \_\_\_\_\_

Work or Volunteer experience: \_\_\_\_\_

Certifications-- Provide name of certificate, expiration date, and sponsoring unit:

Swimming: (Organization, level achieved, date): \_\_\_\_\_

CPR/First Aid: \_\_\_\_\_

Outdoor Living Skills: \_\_\_\_\_

Other Training/ Certifications: \_\_\_\_\_





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## CIT REFERENCE FORM

Applicant Name: \_\_\_\_\_

The above candidate is applying as a CIT (Counselor-In-Training) at 4-H Camp Howe, a summer camp for youth aged 7-17, located in Goshen, MA. We are interested in your appraisal of his or her motivation, ability to teach, and the quality of his or her school or work experience. Your evaluation is of considerable importance to your observations will provide us with additional information about the applicant. Please complete this form and attach additional sheets if necessary. Thank you.

1. How would you compare the applicant to his or her peers in terms of these qualities of character and behavior? (Please check the one most appropriate box)

	Poor	Below Average	Average	Good	Exceptional	Comments
Ability to work as a team player						
Able to help children grow						
Can handle challenging situations						
Cares for children						
Common sense and good judgment						
Dependability						
Emotional stability and maturity						
Health, energy and endurance:						
Initiative						
Leadership						
Makes good decisions						
Organizational ability						
Response to criticism						
Self-Confidence						
Strong work ethic						
Teaching ability						
Tolerance of others						
Understanding the needs of children						
Will be a good role model for children						
Willingness to learn and work						

2. What do you feel are the candidate's personal strengths? What are the first words that come to mind when describing the personality of the candidate?

3. What areas do you feel the candidate needs the most improvement in?

4. Would you entrust a child for whom you care with the candidate? Why or why not?

Additional Comments:

Please print name: \_\_\_\_\_ Title: \_\_\_\_\_ Phone: \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_ In what capacity? \_\_\_\_\_

Date: \_\_\_\_\_ Signed: \_\_\_\_\_

This reference \_\_\_\_\_ may \_\_\_\_\_ may not be shared with the applicant.



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