



# COUNSELOR IN TRAINING (CIT) PROGRAM

The Counselor-In-Training program is offered as part of the Montlure Camp summer program. This CIT program is suited for youth ages 16-17. The CIT program is designed for those individuals who are interested in learning about leadership, interested in the behind the scenes of outdoor ministry, and interested in working with children.

The CIT's will assist in the day to day activities of our program under the direct oversight of the Montlure CIT Staff, along with all other members of the Montlure Staff Department Staff.

The program offers participants the opportunity to learn the core fundamentals of outdoor camp recreation and gain experience with these skills at a summer program assisting staff throughout the summer. As CITs demonstrate readiness, they will work directly with children (elementary age, and in some occasions junior high age) and gain leadership skills as they plan events and lead activities.

CITs will be evaluated at the end of their program with a Performance Evaluation conducted by our leadership staff, and will provide constructive feedback on areas where growth may be needed prior to applying for Summer Staff in the future, or basic areas of leadership growth opportunities.

While being a CIT does *not* guarantee you will be selected for a future summer staff position, we do see this as a first step in the application process. Being a CIT is not about extending *your* own camp experience, but about helping to create a meaningful experience for our younger campers.

Please visit our website for specific program information about at [montlure.org/CIT](http://montlure.org/CIT).

## General Expectations and Responsibilities

- Welcome all campers and staff each day and create a Christian community to live in that is welcoming, open, and creates lasting relationships
- Available to arrive the day before the camp week begins (transportation not provided)
- Ability to wake up on time and be ready for morning staff meetings at 6:45am each morning
- Ability to follow a schedule and have self-accountability to be where you are supposed to be
- Abide by all rules, policies, and procedures and lead by positive examples in these areas
- Willing to work with others creatively and collaboratively to develop and implement small camp activities and the week long project
- Be a positive role model for children
- Be working on your own faith development and journey
- Willingness to learn, discuss, and debrief with staff and other CITs
- Assist staff in leading games and activities as well as the set-up/clean-up of activities.
- Assist staff in keeping property clean, taking care of equipment, and neatly storing supplies
- Assist staff with keeping the experience fun for the participants
- Be enthusiastic! Be engaging within your group!
- Be active! Fully and actively participate in all camp activities.
- Communicate with staff about any issues or concerns you may have. If you need something, let the Montlure staff know. We are here for you, but cannot always help you if we don't know what you need!
- Represent yourself and Montlure Camp in a positive manner, even when away from camp.
- Ask questions! We want you to learn!
- Smile! Be safe! Have fun!

# Application and Selection Procedure

Application and references open Feb 15 and must be submitted by April 15th. Candidates will be notified if they have been accepted into our CIT program by April 20th. We will take into consideration evaluations from previous years when making our decision as well as personal references.

If we have room after the April 15th deadline, we will accept additional applications.

When released, the application will be at [Montlure.Campbrainstaff.com](https://montlure.campbrainstaff.com). It is important to select the CIT application from the various options. Note: We require two references to be submitted with the application. These references should not be family member but can be a: Youth Pastor/Leader, Coach, Teacher, Employer, or any other adult that can speak to your character. Please make sure you ask your references ahead of time if you can list their contact information.

If we would like to move forward with your application, the Montlure Camp Director will reach out via email to schedule a Zoom interview. We treat this interview like we would a staff interview, so please come prepared to answer questions about your background, your qualifications, and why you would make a great CIT. (Understandably, this may be the first interview and we want to help set you up for success. The Montlure Camp Director will give every interviewee constructive feedback to help with interviews in the future.)

## Cost

As of 2026, there is no cost for this program. Montlure will provide t-shirts, supplies, food, lodging, and incurred costs for staff supervision and oversight. (Beginning in 2027, there will be a nominal fee to help cover some of the baseline costs incurred with participation.)

If you would like to make a donation to our Programming Fund to help offset costs, you may do so at [montlure.org/support](https://montlure.org/support).

## Transportation

Transportation to camp is not provided. CITs must be able to arrive to camp in Greer the day before the camp week begins for orientation. Drop off will be at 2pm.

CITs are welcome to take the bus home with campers at the end of the camp week. Bus stop locations are in Globe, Tempe, Casa Grande, and Tucson.

## Oversight

CITs will have direct supervision by our CIT Counselor and other Montlure staff members. The staff will ensure CITs have what they need and will support them in their debriefing and discussions all week long.

In addition, CITs will work alongside *all* other staff members as they learn the different positions and jobs at camp. They will also spend some time with some of the leadership staff and the Montlure Camp Director.

## CIT I vs CIT II

CIT I will give participants a behind the scenes look at *all* staff member roles as well as hands on opportunities with activities, planning, and leading. CITs will work collaboratively with one another as well as with other Montlure staff.

CIT II will allow participants to chose their primary role for the week and will be paired up with other Montlure staff in order to carry out their duties. This will be a much more in depth look at the particular summer staff role.