



Sierra Nevada  
**JOURNEYS**

## COUNSELORS IN TRAINING



# Hello Counselor-in-Training,

Welcome to the Counselor in Training program at Sierra Nevada Journeys! You'll participate in leadership activities, summer camp programs, and a leadership trip during your stay. As a CIT, you'll be a role model for younger campers, with mentorship from our CIT Director. This handbook contains vital information about the CIT program, including a schedule overview, a packing list, CIT expectations, and other relevant details to help you succeed.

## OVERVIEW OF THE WEEK

Review the sample CIT schedule to get an understanding of what the two weeks of CITs are going to look like. This schedule is subject to change depending on weather, scheduling, and off-site trip planning.

	Week 1	Week 2
Sunday	FIRST DAY OF CAMP	SUNDAY ARRIVAL
Monday	CHALLENGE COURSE LEADERSHIP WORKSHOPS LEARN AREAS OF CAMP HELP LEAD AN ACTIVITY SHADOW CABIN/YURT	SUPPORT IN CABINS/YURTS
Tuesday		
Wednesday		PLAN AND LEAD AN ALL-CAMP EVENT
Thursday		CAMPER ACTIVITIES AND CIT GRADUATION
Friday	OFF-SITE TRIP	LAST DAY OF CAMP
Saturday	OFF-SITE TRIP	

### Off-Site Trip

CITs are scheduled to embark on two-day trips to the Lost Sierras as part of their training. These trips offer a unique opportunity for CITs to experience nature, build stronger bonds with their peers, and continue their development in leadership lessons and workshops. During their trip, they may go on hikes, learn about the area's natural history, or participate in a class with local experts.

### Shadowing and Helping in Cabins

As a CIT, you can work alongside our summer staff in our yurts or cabins with the campers. During this time, you will observe the daily routine of the cabins and assist in leading various activities, including songs and games. Our summer staff will provide helpful tips and tricks to assist you in becoming a better leader, which you can apply to your newfound knowledge from leadership workshops and lessons.

**Please note that as a CIT, you will never directly supervise younger campers at Sierra Nevada Journeys Outdoor Education Camp.**

## COUNSELOR-IN-TRAINING PACKING LIST

It is important to note that Counselors in Training (CITs) will be staying in Tent City, a large tent with cots. As the mornings and evenings at camp tend to be chilly, it is recommended that CITs come prepared with appropriate clothing. Moreover, CITs should dress professionally and avoid revealing or inappropriate clothing as they serve as role models for younger students at camp.

**There is no access to laundry facilities during their stay, CITs should pack enough clothing for two weeks.**

Please refer to the [‘Prohibited Items’](#) section in the Summer Camp Handbook for a list of things that should not be brought. Also, ensure that every item is labeled with CIT’s name. The packing list below is a general guide for how many items your teen should bring. However, since you know your teen best, please review this guide with them and decide how many items they should bring.

<p><b>Clothing</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Hat</li> <li><input type="checkbox"/> Rain jacket or poncho</li> <li><input type="checkbox"/> 2 pairs of close-toed shoes</li> <li><input type="checkbox"/> 2 swimsuits</li> <li><input type="checkbox"/> Socks &amp; Underwear (enough for 2 weeks)</li> <li><input type="checkbox"/> 4 fleece pullovers or sweatshirts</li> <li><input type="checkbox"/> 4 pairs of sweatpants</li> <li><input type="checkbox"/> 5 pairs of jeans/pants</li> <li><input type="checkbox"/> 5 pairs of shorts</li> <li><input type="checkbox"/> 7 pajama sets</li> <li><input type="checkbox"/> 18 T-Shirts</li> </ul> <p><b>Off-Site Trips and Hiking</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Backpack (big enough for a sweatshirt, lunch, and water bottle)</li> <li><input type="checkbox"/> Close-toed shoes or hiking boots.</li> <li><input type="checkbox"/> 2 pairs of thick socks (preferably wool)</li> <li><input type="checkbox"/> 2 reusable water bottles</li> </ul> <p><b>Optional</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Binoculars</li> <li><input type="checkbox"/> Books for reading</li> <li><input type="checkbox"/> Camera</li> <li><input type="checkbox"/> Dress-up clothes</li> <li><input type="checkbox"/> Small games and or cards</li> </ul>	<p><b>Hygiene Items</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Chapstick</li> <li><input type="checkbox"/> Comb or brush</li> <li><input type="checkbox"/> Deodorant</li> <li><input type="checkbox"/> Shampoo/conditioner</li> <li><input type="checkbox"/> Soap with container</li> <li><input type="checkbox"/> Toothbrush &amp; toothpaste</li> <li><input type="checkbox"/> 3-4 towels (for showers and swimming)</li> </ul> <p><b>Sleeping Gear</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Foam or blow-up sleeping pad</li> <li><input type="checkbox"/> Pillow &amp; pillowcase</li> <li><input type="checkbox"/> Sleeping bag or blanket</li> <li><input type="checkbox"/> Twin-fitted sheet</li> </ul> <p><b>Extras</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Bug Spray</li> <li><input type="checkbox"/> Flashlight/headlamp</li> <li><input type="checkbox"/> Hair tie (if you have long hair)</li> <li><input type="checkbox"/> Laundry Bag</li> <li><input type="checkbox"/> Pencil/pen</li> <li><input type="checkbox"/> Shower flip-flops</li> <li><input type="checkbox"/> Sunglasses</li> <li><input type="checkbox"/> Sunscreen (SPF 30+)</li> <li><input type="checkbox"/> Watch</li> </ul>
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## CIT EXPECTATIONS

### Dress Code

Please note that CITs must follow a dress code similar to that of our staff to maintain a professional outdoor appearance. Some important points to remember are:

- Shorts must be at least fingertip length.
- Shirts must cover the stomach.
- Female-identifying CITs are required to wear a one-piece bathing suit when at the pool with younger campers.

### Electronic Free Environment

As part of our policy, CITs are kindly requested to refrain from bringing any electronics such as cell phones, tablets, e-readers, and other similar devices to camp. However, we encourage them to bring non-cell phone cameras to capture and cherish every moment of their camp experience. We believe that unplugging and disconnecting from electronics will help them to fully immerse themselves in the camp's activities and make meaningful connections with their peers.

### Accommodations

During the program's first week, the Counselors in Training (CITs) will stay in a cabin. In the second week, they will move to Tent City, which is located near the pool house. Tent City offers a beautiful view of the pond. The CITs will have access to the bathrooms and showers in the pool house, which is only a short walk away. The teenagers will have three meals daily in our lodge, and an optional snack will be available in the afternoon.

### Role Modeling

As a CIT (Counselor-in-Training), you will be a role model for younger campers. It means you will lead various activities, such as singing songs, playing games, performing skits, reading stories, doing silly dances, and participating in everyday camp life. While shadowing in the cabins or leading activities, you will gain hands-on experience with our campers. During the CIT training, we will provide appropriate techniques and guidelines for being a positive role model when working with children. Remember, being a role model is an example for others to follow.

DO's	DON'T's
<ul style="list-style-type: none"> <li><input type="checkbox"/> Be a friend to campers who need a friend</li> <li><input type="checkbox"/> Have fun!</li> <li><input type="checkbox"/> Help campers with projects</li> <li><input type="checkbox"/> Help with putting on helmets and harnesses</li> <li><input type="checkbox"/> Lead or assist activities</li> <li><input type="checkbox"/> Live in the moment</li> <li><input type="checkbox"/> Make camp magical</li> <li><input type="checkbox"/> Make new friends</li> <li><input type="checkbox"/> Sing songs</li> <li><input type="checkbox"/> Sit with campers at meals</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Be in staff-only areas (admin back patio, office, hammocks)</li> <li><input type="checkbox"/> Carry the radio</li> <li><input type="checkbox"/> Discipline campers</li> <li><input type="checkbox"/> Do first aid or CPR</li> <li><input type="checkbox"/> Facilitate the challenge course</li> <li><input type="checkbox"/> Gossip</li> <li><input type="checkbox"/> Lifeguard</li> <li><input type="checkbox"/> Make promises you can't keep</li> <li><input type="checkbox"/> Stay in your comfort zone the entire time</li> </ul>

## PROGRAM COMPLETION

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### Evaluations

After completing their session, every CIT will receive an evaluation to assist them in their learning process. At the start of their session, CITs will be provided with an evaluation rubric to inform them of what is being evaluated and what is expected of them. The following criteria will be used to assess CITs:

- Professionalism
- Safety
- Being a team player
- Assisting in programs/yurts
- Attitude

The final evaluation will be a collaborative effort between the CIT and the CIT Director to ensure that the CIT meets its goals and grows without surprises.

### Community Service Hours

Upon completion of the program, CITs will be awarded up to 30 hours of community service for their assistance at camp. They will receive a form letter to be presented to schools or organizations as proof of their community service hours. If a CIT's school or organization requires specific paperwork to be filled out, they should bring that documentation to camp and hand it to the CIT Director, who will fill it out accordingly.

### Letter of Recommendation

Upon successfully finishing the CIT program, CITs can request a personalized letter of recommendation from the CIT Director. This recommendation letter can be an asset for CITs when applying to universities or seeking employment as it highlights their achievements and proficiency gained during the program. The letter will be tailored to showcase CIT's skills and strengths, making it an excellent tool to enhance their chances of success in their future endeavors.