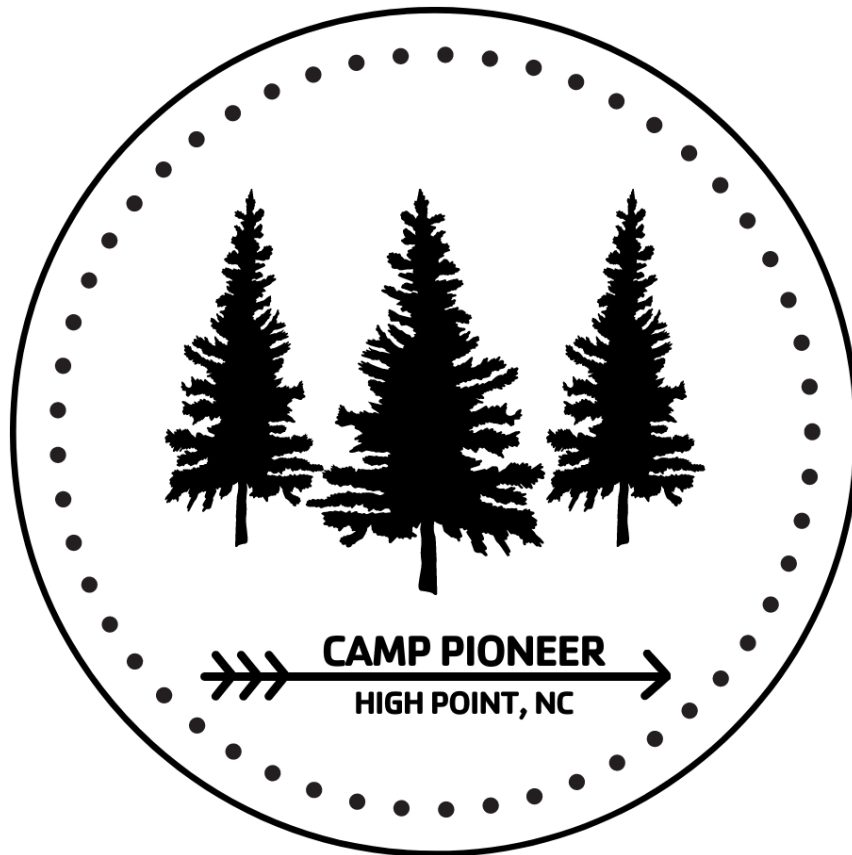


# Counselor in Training (C.I.T.) Application



**Summer 2026**

**YMCA Mission: To put Christian principles into practice through programs that build healthy spirit, mind and body for all.**

## **About the Program**

Thank you for your interest in joining our Counselor in Training Program (C.I.T.). The following information will give you a little more insight into our program and inform you of the selection process as we prepare for the summer.

The YMCA selects teenagers (rising 9<sup>th</sup> and 10<sup>th</sup> Graders) during the summer to participate in our C.I.T. Program. This program is designed to provide opportunities to develop and sharpen leadership skills. Teens will acquire the knowledge that will help prepare them to become an effective counselor and successful adult. This is a perfect opportunity to earn service-learning hours, grow as a leader, observe counselors, work with children, and become exposed to employment for the first time.

For over 50 years, the Hartley Drive Family YMCA has supported summer camp-based programming that encourages young people to grow in spirit, mind, and body. Our YMCA is committed to providing trained professional staff for summer camps that will uphold our mission and character values.

## **Who are C.I.T.s**

When we select C.I.T.'s we look for people who will work to achieve our program goals:

- Teens who want the opportunity to positively impact the lives of children
- Teens who want to be a part of a team and learn leadership skills
- Teens who will serve a critical role in creating an atmosphere that is fun, safe, welcoming and challenging.

We are looking for mature, creative, fun, enthusiastic and energetic people. If you love working with kids in an outdoor and indoor environment, YMCA Summer Camp may be just the place for you!

## **Camp Life**

Working through our C.I.T. Program will give you the opportunity to work with children from the ages of 5 to 10 years old. If you've ever been to camp, you can probably guess what it's like to work there. YMCA Summer Day Camps are everything you could ask for in a camp, and more. Working with children in summer camp programs is one of the most rewarding experiences you can have. The C.I.T. Program will be directly involved in Camp Pioneer. Activities include swimming, archery, riflery, sports, arts and crafts and much more!

## C.I.T. Responsibilities

A C.I.T. is assigned to a group of younger campers, where they will receive training from the counselors in all aspects of the group. The first priority for all camp staff, including C.I.T.'s is to ensure that all campers are safe and properly cared for throughout their stay at camp. This means always ensuring adequate and qualified supervision, meeting the special needs of children, providing effective discipline and being a role model for youth while away from home.

Not only will C.I.T.'s will learn leadership skills through working with counselors, but they will also participate in trainings throughout their time at camp to enhance their skills. Sessions will be led on the following topics:

- Mindset Matters
- What is Leadership?
- Leadership Skills at Camp/In Your Personal Life
- Self-Awareness, Living by Values & Stress Management
- Communication Skills/Group Management
- Problem Solving & Decision Making
- Professional Skills
- Interview Skills

C.I.T.'s also share in the day-to-day operation of the camp, which includes leading special programs, instructing campers in various skills, helping with spontaneous or unexpected activities and performing some cleaning duties. Any hours completed within the C.I.T program will count as Service-Learning Hours. At the end of the summer, C.I.Ts will earn a certificate of completion with documentation confirming the hours they completed. Remember, the great thing about working for the Y is that everything is a team effort. We're all out there doing the job together!

## Application Process

Interviewing and selection of participants for the Counselor in Training Program takes place in May. Interviewing for camp is a two-part process. First, you must submit your completed application by April 16<sup>th</sup> with two additional recommendations from teachers or community members. **Second, applicants will be required to attend our C.I.T group interview on May 9th 11:00 a.m. – 12:30 p.m.** Please enter the Y using the Youth Hub Lobby located behind the Hartley Y.

Final selection for C.I.T. positions will be completed by May 15th. If selected, the director will take care of registering the applicants for the sessions selected on the registration form. Because most applicants will not have previous work history or experience, a large determining factor will be based on responses to the application questions and final interview.

**C.I.T. Applications must be received by April 15, 2026.**







7. What do you hope to gain from the C.I.T experience?

8. What three words best describe your personality?

9. What leadership traits do you feel you personally need to work on?

10. Please describe something you've done at school, home or elsewhere that you are particularly proud of.

11. Additional Comments:

Thank you very much for your interest in the Counselor in Training Program. Please remember that the C.I.T. program is highly competitive and limited spots are available. If you have any questions or need help regarding this application, please do not hesitate to contact Ally Snuggs at 336-869-0151 or [asnuggs@hpymca.org](mailto:asnuggs@hpymca.org).

Please Submit Application with Two (2) Written Recommendations To:

Ally Snuggs  
Hartley Drive Family YMCA  
150 W. Hartley Drive  
High Point, NC 27265



# YMCA Counselor in Training Program Personal Reference Questionnaire

TO THE APPLICANT: Please have this form completed by a personal reference. Your reference may e-mail this form to Ally Snuggs at [asnuggs@hpymca.org](mailto:asnuggs@hpymca.org) or mail directly to the YMCA at 150 W. Hartley Dr. High Point, NC 27265.

\*\*\*Your application will not be considered until all references are received\*\*\*

Applicant's Name: \_\_\_\_\_ Date: \_\_\_\_\_

TO THE REFERENCE: The person named above would like you to give them a reference to be a YMCA Counselor in Training, which focuses on developing leadership qualities in teenagers. If chosen, they will be working at the Y with children in our youth programs. Thank you for taking the time to complete this form as honestly and accurately as possible.

How long have you known the applicant?

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In what capacity have you known the applicant?

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|  |          |   |   |   |   |   |           |
|--|----------|---|---|---|---|---|-----------|
| How easily does the applicant adapt to new situations and difficult circumstances?                                     | Not Well | 1 | 2 | 3 | 4 | 5 | Very Well |
| How well does the applicant accept responsibility?   | Not Well | 1 | 2 | 3 | 4 | 5 | Very Well |
| How well does the applicant get along in a group?  | Not Well | 1 | 2 | 3 | 4 | 5 | Very Well |
| How good are the applicant's oral communication skills?  | Not Well | 1 | 2 | 3 | 4 | 5 | Very Well |
| How willing and able is the applicant to do hard physical labor (consider physical strength, endurance, coordination)? | Not Well | 1 | 2 | 3 | 4 | 5 | Very Well |
| How comfortable is the applicant in dealing with unfamiliar people?  | Not Well | 1 | 2 | 3 | 4 | 5 | Very Well |
| How well is the applicant able to follow directions and complete tasks without supervision?                            | Not Well | 1 | 2 | 3 | 4 | 5 | Very Well |

How strongly do you recommend the applicant for the Counselor in Training (C.I.T.) program?

To what extent has the applicant demonstrated leadership and self-initiative?

Please describe what you consider to be the applicant's major strong points?

Please describe what you consider to be the applicant's main limitations?

How does the applicant respond to suggestions for improvement?

Please feel free to provide additional information about the applicant.

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

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

Signature: \_\_\_\_\_

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