



# COUNSELOR IN TRAINING PROGRAM 2025



# COUNSELOR-IN-TRAINING PROGRAM

## A YOUTH TRAINING PROGRAM OF PERFECTLY ME HERO CAMPS



We believe that hero values are the hallmark of all great heroes. Some heroes are kind, compassionate, hardworking, patient, fun individuals who want to change the world. We are a day camp for kids ages 5-11 that helps them be their best selves. Our camp is full day and operates at schools and community centers around the Baltimore region. We are known for our hero values-driven activities, commitment to inclusion and belonging, supportive and warm atmosphere, top notch activity instruction, and infectious enthusiasm!



Perfectly Me carefully selects middle and high school-aged, awesome young people who exhibit the same Hero Values that we are promoting in our programs to gain leadership skills and growth opportunities. Warmth of personality, enthusiasm, patience, flexibility, courage, calmness, independence, quiet strength, inner confidence, and a strong work ethic are essential.

**All CIT applicants should be interested in working with children and possess maturity, flexibility, a strong work ethic, and the ability to have fun.**

If this is an opportunity that interests you, we encourage you to apply now at:

[www.perfectlyme.com](http://www.perfectlyme.com)

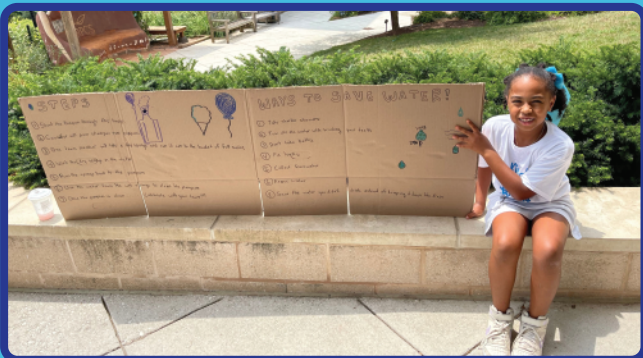


## GENERAL DESCRIPTION

The CIT program is an educational program, designed to develop the people and technical skills necessary to be an effective camp counselor. A CIT is still technically a camper and therefore bound by many of the same rules and restrictions as regular campers. Since a CIT program is a training program, CITs are not paid, nor is a job at the completion of the program assured. Limited scholarship funds are available for the CIT Program, please speak with the Camp Director regarding scholarships.

CIT programs teach management and leadership skills and can provide basic training in such skills as group leadership, time management, and a variety of outdoor skills. CIT programs can lead to leadership opportunities at school, in extracurricular activities and at future jobs, however, there is no guarantee that once the CIT has successfully completed the program, that he or she will be hired by our program. Our ultimate hope is that after participating in the Perfectly Me CIT program, you will join our team of paid camp leaders. Those who have participated in the CIT program will have priority in counselor hiring.

Counselors In Training (CITs) are generally 12-15 years old campers who have been specifically selected for this leadership development opportunity. All CITs are expected to complete a minimum of 2 weeks of camp during the summer of 2025, hopefully concurrently. We anticipate that most campers will remain in the CIT program for 2 consecutive years.



# PROGRAM SPECIFICS AND ELIGIBILITY



## Year 1 Program

Year 1 Applicants should be a minimum age of 12. The program fee will be the same for Year 1 CITs as the regular program fee for other campers during that camp season. Year 1 serves as the entry rung of the ladder leading to becoming a paid camp staff member. The goal of the program is to develop leadership skills that participants can use throughout their lives and to help others and themselves identify and achieve goals. We help to develop the CIT's skills in leading and teaching children.



## Year 2 Program

Year 2 Applicants must be a minimum age of 14. In Year 2, applicants should have completed Year 1 of the CIT Program. During Year 2, CITs will continue to develop leadership skills as well as help out and support program design. We also further develop the participants' skills in leading and teaching children. At the successful completion of the Year 2 program, CITs are eligible for a small stipend.

# SELECTION PROCESS

## How are CIT's Chosen?

Being a CIT at a Perfectly Me Hero Camp is an exciting growth opportunity! Our CITs will not only build leadership skills, but they will also join a community, a family, of committed individuals who want to change the world. That's why we are very selective! We want to bring great people into this community of heroes – youth leaders who believe in the principles of the program. The CIT program will be limited to no more than 10 CITs at each site and admittance to the program is through a competitive process that will include a written essay and an interview process. Forms for applying to the CIT program are available at [www.perfectlyme.com](http://www.perfectlyme.com).

It is important that the CIT candidate shows initiative and reach out to the Perfectly Me on their own to request the application materials. They should then carefully complete all of the application materials as well as the regular camp registration materials and return the packet to the camp in the time allotted. All essay-type questions should be in the applicant's own words and neatly typed or handwritten. The formal interview may take place in person or by ZOOM.

# PROGRAM OUTLINE FOR 2025

CITs are required to attend all staff trainings the week before camp starts. CITs will also take part in training with the camp coordinator. CITs will then train with campers and Perfectly Me staff members. Training will consist of planning and playing games, positive behavior management, safety training, leadership skills. CITs assist in the administration of the program and in the execution of camp logistics such as registration, drop-off, pick-up, activity implementation, and equipment set up and take down. In addition, CITs will work with the camp coordinator and program staff to organize and conduct classes, prepare lessons and lead classes on selected days CITs will also help with the following activities: welcoming campers; participating in planning and implementation of obstacle courses, water fun days, pool times, scavenger hunts, end of camp celebrations and other special activities.

CITs will be coached throughout the summer to help with development and growth.

## CIT RESPONSIBILITIES

- The CITs will be subject to the same code of behavior and policies as regular program staff and will participate in all aspects of camp life. Under the supervision of a senior counselor they will:



Make the camp a fun place to be, helping to devise and plan games and activities.



Help provide a safe and supportive atmosphere for campers



Supervise cleaning and meals



Help campers resolve conflicts

- CITs will always work with a Counselor and/or the CIT Coordinator.
- CITs will work with the CIT Coordinator to learn the basics of child development, programming, and supervision procedures and policies, etc.
- CITs will work with staff to develop and co-lead workshops or games.
- CITs will participate in informal and formal activities with campers.

**For more information contact:**

**Raquel Whiting Gilmer, CEO at 410-419-5005 or [raquel@perfectlyme.com](mailto:raquel@perfectlyme.com)**

## WHAT YOU NEED TO THRIVE:



An interest in the well-being of camp age children, enthusiasm, patience, good humor, good judgment and a good spirit



The ability to clearly communicate and effectively listen to adults



A high degree of emotional maturity, integrity and moral character



Ability to work collaboratively with the community to ensure positive representation of Perfectly Me

## ABOUT PERFECTLY ME HEROVALUES:

At Perfectly Me, we believe that HeroValues are the hallmark of all great superheroes. Some superheroes are courageous and empathetic while others might be strong and friendly. Each kid's HeroValues is unique to them and our camps, clubs and content are all designed to help support that growth and development.

But, we don't just train others in HeroValues, we live out our own every day. Here are our team's HeroValues that we bring to this game-changing work!

**Kindness**

**Authenticity**

**Integrity**

**Creativity**

**Community**

**Empathy**

**Fearlessness**

**Good Listening**

**Generosity**

**Team Work**

**Gratitude**

**Curiosity**

**Acknowledgement**

**Appreciation**

**Celebration**