



THE FPC CILT PROGRAM

Summer 2021

The Friendly Pines Camp Camper In Leadership Training (CILT) program is for former FPC campers who will be at least 16 years old after August 1, 2020, and before August 1, 2021, and who displayed strong citizenship and leadership qualities. The intent of the program is to offer some of our outstanding campers the chance to enjoy another session of camping combined with several opportunities to develop leadership skills. Tuition for the CILT program will be the same as one, two-week session for a normal camper (see website for current rates). The intent of the program is to offer some of our outstanding campers the chance to enjoy another session of camping combined with several opportunities to develop leadership skills. It's important to understand that though CILTs are not campers in the traditional sense, the time and manpower dedicated to this program make our costs the same, if not more. The CILT session will be during Session 1 of FPC: Sunday, June 13th through Saturday, June 26th, 2021. We will be accepting a very limited number of enrollees. Below are some details that will better your understanding of the CILT program.

- All components of the CILT application must be submitted ***no later than Sunday, April 25th, 2021 at 5PM MST***.
- Complete applications consist of all the following items:
 - *CILT Questionnaire* (completed online via Google Form)
 - *Creative Project* (submitted via Google form, email, or regular mail)
 - *One-Way Recorded Interview* (questions will be answered through an online system called Spark Hire)
 - *2 Letters of Recommendation* (submitted via email by the letter writer)

Due to the limited availability of CILT positions, 9 spots for girls and 6 spots for boys, if we receive more applications than spots available, Friendly Pines Camp will enact the use of a contingency plan. More information will follow should the program become especially popular.

Each component of the application is listed below. The descriptions below will better your understanding of what constitutes as acceptable for each component. Below each component is green text that will direct you to where to find the document or link, as well as how to submit that component.

1. **CILT Questionnaire**: Several components of the application process are contained within this google form, such as the resume upload, contact info, bullying essay, and CILT Agreement.
 - The CILT agreement states you will abide by the expectations camp has of CILTs. Signing this agreement informs us that you understand that being a CILT is not

- just coming back as a camper per se, but that you will have more responsibility and will put the effort into staying focused on these responsibilities.
- RESUME: We feel the resume is a very important component of your application. We understand that someone at the age of 15 may not have true work experience, but we think it is good practice to create a resume with the experience you do have. Within the resume, we would like to see a Chronological Resume Format. Within this format, we are looking for experience(s) that shows the following: Leadership Experience, Responsibility, Extracurricular Activity, and Child Care. For example, this could mean showing you have some leadership experience based in an after school extracurricular activity like a club or sport team.
 - BULLYING ESSAY: You will also upload or copy and paste your response to the Bullying Essay prompt within this form. See the prompt at the following link: <https://friendlypines.com/wp-content/uploads/2021/03/2021-CILT-Essay-Prompt.pdf>

*Fill out the form at the following link:
<https://forms.gle/DX34ZUB9BMknhcwK9>*

2. **Creative Project:** This part of the application is where we ask you to play on your strengths. The creative portion of the application can be a short film, graphic design, a poem, a song, drawing or a painting, or a short story. Whatever you decided to create should answer the question: "Why is camp still important or relevant in the middle of a pandemic?"

*Fill out the form at the following link:
<https://forms.gle/t786ooKwr2ZdXxhC6>*

3. **Online Recorded One-Way Interview:** The Online Recorded Interview Questions will ask you questions that will require you to record yourself answering them. The process of using the questions is to help the application practice the scenario of a real interview. During this part of the application, responses to the questions should be taken seriously and show you have put thought into your answer. The recorded interview consists of 6 questions, and should take 15-20 min to complete.

*Record your one-way interview at the following link:
<https://hire.li/3ccf04b>*

4. **2 Letters of Recommendation:** Letters of Recommendation can come from an employer, teacher, or coach. Recommendation from a family friend, parent, or sibling will not be accepted. We recommend the Letters of Recommendation should be one of the first areas of the application an applicant works on. As you rely on another person to send this in, it is in your best interest to give yourself the full length of the application period as a buffer.

Direct your letter writers to email their letters to adam@friendlypines.com

MORE INFORMATION ABOUT THE PROGRAM

1. PLEASE **DO NOT** REGISTER FOR THE CILT SESSION UNTIL YOU HAVE RECEIVED THE OFFICIAL EMAIL INSTRUCTING YOU TO DO SO.

2. If selected, Megan May, Co-Director, or Adam Esposito, Program Director will set up a time to call the CILT and discuss the expectations more fully and obtain a verbal commitment from the camper to the CILT program.
3. To ensure a quality experience and careful supervision, the CILTs and the CILT program will be supervised by an adult staff member (possibly two) who will work closely with the Friendly Pines administrative staff.
4. CILTs will live in a cabin of younger campers and their counselor. The CILTs will be given opportunities to help with the kids in the cabin, but will do so under the watchful eye and careful direction of the counselor.
5. CILTs will have a schedule of activities just as they have in the past, but we will give them the opportunity to participate in certain activities twice, particularly if it is an activity in which they wish to develop instructional/leadership skills.
6. Every day, the CILTs will all meet with the CILT supervisor(s) during one of the four activity periods for leadership training.
7. During AM & PM free time, and possibly during siesta, CILTs may be assigned tasks such as helping groups prepare for an overnight, prepping for the evening activity, prepping for a special day, etc. If not assisting with a special task, the CILTs will spend free time with their cabin group.
8. CILTs will be given time to socialize in the evening. This will occur once a quiet cabin has been turned over to the night duty counselor AND after 9PM. CILTs will be dismissed from the Dining Lodge at 9:50 pm for prompt lights out in their cabin at 9:55 pm. This opportunity is a PRIVILEGE, and as a result of good or bad behavior as a CILT group, the CILT socialization time may be adjusted to the judgement of the Program Staff and/or CILT Leaders.
9. The CILTs will be given special projects such as organizing and running an evening activity or a service project to complete during their session. They will also be encouraged to help lead songs at meal times.
10. CILTs will be held to the highest standards of effort, participation, and behavior. Because they will serve as important role models to the younger campers, we will not accept anything less than the most responsible participants.
11. The CILTs' performance will be evaluated by their CILT supervisor(s) at the end of the session. This evaluation, along with input from other counselors and administrative staff, will play a large part on whether or not a CILT will be invited to participate in the Counselor in Training (CIT) program for the following summer.

Though brief, the above outline has hopefully given you a feel for our CILT program. Though it does require a lot of extra effort and staff coordination on FPC's part, we're excited about this concept which is now in its 20th season. In the end we will have provided a valuable learning experience and, hopefully, laid the groundwork for a core of outstanding counselors three or four years down the road.

If you have any questions or wish to discuss this program, please give us a call right away.

Cordially,

The Friendly Pines Camp Staff