

Palomar Christian Conference Center
Counselor in Training Program (CIT)

Dear parents and camper,

Hello!

As director of the Adventure Camp program at Palomar Christian Conference Center, I'm happy to invite your son to join our CIT (Counselor in Training) program for summer 2017! Our CIT program provides many opportunities for your son to gain life and leadership skills during one of our sessions (each session is two weeks long). Our goal is to develop boys, ages 15-17, who have shown spiritual and emotional maturity, along with a working knowledge of survival skills, into deeper rooted Christians who understand how to work as a team, lead others with love and mercy, communicate well with those around them and eventually, be ready to work as a counselor upon turning 18, if they so choose.

Our CIT program has two levels. Each level (year) will build upon itself. The levels will be as follows:

1. Equipment management and class preparation: Counselors in Training will spend most of their time preparing meals, classes, activities and will assist in teaching using basic skills.
2. Class preparation and assisting counselors: Counselors in Training will assist counselors by helping lead hikes, teaching activities and leading processing times.

Enclosed, you will find a more detailed explanation of our expectations for our boys who decide to join us for this training program. I ask that your son and you carefully look over, discuss and pray about this opportunity. A total of 6 CIT positions are available so as you decide if you would like to participate in this exciting opportunity, there may be limitations to availability as the summer draws closer. Once I receive a completed application and all references, I will set up an interview with the applicant as soon as possible. If you have any questions before that time, please feel free to contact me via phone or email!

Francisco "Diesel" Villa
Adventure Camp Director
760-742-3400
Francisco@palomar.camp



Counselor in Training Program

Program Overview: Our desire is to help cultivate young men into spiritually, intellectually and emotionally strong men who are able to use their skills and passions to serve the Lord and to work as a counselor once they are 18, if they so desire.

Level 1

- Qualifications
 - 15-17 years of age
 - Have attended at least one adventure camp week.
 - Demonstrates an active faith and a willingness to serve
 - Teachable
 - Able to carry and lift 50 pounds of weight
- Responsibilities
 - Set up and tear down activities
 - Prep for meals and assisting in teaching
 - Able to help and encourage the campers and teach through application
 - Help pack backpacks
 - Build shelters
 - Help start and control fires
 - Willing participants in all aspects of the program
- What CITs Receive
 - Spiritual mentoring through daily devotions and time with counselors
 - Personal 1 on 1 training and spiritual discipleship
 - Will see, learn, and participate in processing
 - Learn how to lead campers through conflict resolution
 - Provided opportunities to grow in confidence as a leader

Level 2

- Qualifications
 - Meets all level 1 CIT qualifications
 - Has attended camp as a level 1 CIT previously
 - Able to carry and lift 60 pounds of weight
- Responsibilities
 - Set up and tear down activities
 - Prep for meals and assisting in teaching
 - Able to help and encourage the campers and teach through application
 - Willing participants in all aspects of the program
 - Assists in the leading of hikes
 - Assists in leading processing times
 - Helps campers account for all equipment
- What CITs Receive
 - Situational awareness
 - Learning how to follow schedule and be fluid and flexible
 - Learn how to maintain a high level of professionalism while facilitating a camp program
 - Understanding the different roles of a counselor
 - Personal 1 on 1 training and spiritual discipleship
 - Opportunities to grow in confidence as a leader
 - Experience at leading activities

Please return to:
Palomar Christian Conference Center
Attention: Francisco Villa
Adventure Camp Director
34764 Doane Valley Road
Palomar Mountain, CA 92060

Name _____ Date of Application _____

Home Address _____
Street City State Zip

Phone Number _____ Email _____

Date of Birth _____ Height _____ Age _____

Church Affiliation _____ Pastor's Name _____

Cost (We'll have to defined a cost)

A (cost) (non-refundable, non-transferable) deposit is due when the applicant is accepted.

The balance is due on or before June1, 2017.

This cost covers: CIT privileges, training manuals, and other essentials to make the program operate. (Please contact us if this is an issue)

Mandatory training will occur one weekend for all CITs for summer 2017, TBD.

Please circle which sessions you are available to serve:

Session I: June 18-July 1

Session II: July 9-July 22

Session III: July 30-August 12

7. Describe briefly your outdoor survival experience. (As a camper, on your own, etc.)

8. What strengths do you have to offer the CIT program?

9. What do you hope to gain or learn through the CIT program?

- This application is not complete until all three references have been returned.

Commitment of Applicant and Parent:

I fully understand that Palomar Christian Conference Center has certain procedures and policies regarding dress, conduct, speech, alcohol, and substance abuse. If I am accepted into the Counselor in Training Program, I give my full cooperation to these regulations. I will do my best to maintain the spiritual integrity, Biblical emphasis, values, and service that Palomar Christian Conference Center stands for. I am able to provide the \$100 fee (\$50 due at time of acceptance) balance due before or on June 1, 2017.

Signature of Applicant _____ Date _____

Signature of Parent _____ Date _____



Counselor in Training Agreement

Palomar Christian Conference Center

This is to confirm the understanding between PALOMAR CHRISTIAN CONFERENCE CENTER and _____, that I will fulfill the position of a CIT at this camp. I will be expected to be at camp during the session of: _____ through _____.

General duties of a CIT:

1. To be in accord with the purpose and goals of Palomar Christian Conference Center
2. To be a constructive member of the staff in contributing in every way possible to the health, harmony, and happiness of the PCCC staff.
3. To pray that each camper shall come to know Christ as Savior and Lord of their life, and to live in accord with this desire, not putting a stumbling block in their way by any means.
4. To conduct myself in accord with the policies of PCCC and to be loyal to camp at all times.
5. To be solution oriented rather than problem oriented. When conflict arises, to seek reconciliation with the person involved or through my director. To never gossip.
6. To assist in the functions of camp beyond my special tasks designated in my job description.
7. To be present at all staff meetings, morning devotions and group Bible studies.
8. To be at campfire, participating and helping with camper control.
9. Assist in morning and evening devotion studies.
10. Be on time and ready for my one on one check-ins with Adventure Camp Director.
11. To read and follow all guidelines set in the Staff Manual.
12. To be dedicated to devote time each day to spend alone with God.

Responsibilities of the Administration to the CITs:

1. To demonstrate a commitment to each CITs well-being (spiritual, mental, physical), as well as to their success in their particular job.
2. To help you, our CIT, to adjust to your responsibilities and to acquaint you with the goals and philosophy of Palomar.
3. To encourage and provide you with, time to spend alone with God each day.
4. To provide the CIT with daily Bible studies each week.
5. To assist in development of survival skills, leadership skills and stronger relationship with the Lord.
6. To supervise and be an example in all Biblical aspects and standards that Palomar sets.
7. It is also understood that the administration reserves the right to dismiss any member of the staff when the best interests of the camp demand.

The signing of this contract is done prayerfully and with the understanding that its fulfillment is to be done to the glory of Jesus Christ and that any breaking of it shall be done only by consent of the two parties who are in agreement that it is right and honorable.

Accepted in all the above terms:

Signature of Adventure Camp Director _____

Signature of CIT _____

Signature of Parent _____

(not valid without Parent's signature)

Address: _____

Phone: _____ Date: _____

Contract must be completed and returned before date of first camp week



Counselor in Training Reference Form

Teacher/Employer Reference (Non-Family Member)

APPLICANT NAME: _____ REFERENCE NAME: _____

REFERENCE ADDRESS _____

REFERENCE POSITION & ORGANIZATION _____ REFERENCE PHONE _____

Please answer the following questions to the best of your ability and knowledge of the applicant. Your responses will be kept confidential. The early return of this form will expedite the processing of the application. **Please mail the completed form to Wrangler In Training Program, c/o Palomar Christian Conference Center, PO Box 160, Palomar Mountain, CA 92060.** Any information you give us will be regarded as *strictly confidential*.

1. How long have you known the applicant? _____ In what capacity? _____

2. Is the applicant a Christian? _____ Has the applicant ever shared his/her personal commitment with you? _____

3. Please list one positive and one negative characteristic of the applicant.

Positive _____ Negative _____

4. Are you recommending the applicant because of what they can contribute to our camping program? Or because of what we can do for him/her? Or both?

5. Please check **one** of the following blanks that best describes the applicant (1=Always, 2=Sometimes, 3=Not Often). The applicant is:

| | 1 | 2 | 3 | | 1 | 2 | 3 |
|-----------------------------------|--------------------------|--------------------------|--------------------------|--|--------------------------|--------------------------|--------------------------|
| Able to follow instructions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to adjust to different situations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Loyal | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to cope with other's problems | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Outgoing and friendly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Easily offended | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| An able leader of others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Inclination to criticize others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Consistent in Christian testimony | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Moody | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Disciplined in personal habits | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Talkative | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Enthusiastic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to work in a team situation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Comments: _____

6. Please grade the applicant 1, 2, 3, or 4 on the following characteristics and traits: 1 Superior; 2 Above average; 3 Average; 4 Weak in that area. Please evaluate the applicant in relationship to his/her own age group.

- | | | |
|------------------------------------|----------------------------------|--------------------------------------|
| ___ Personal appearance | ___ Dependability | ___ Sense of humor |
| ___ Courtesy | ___ Punctuality | ___ Proper attitude toward authority |
| ___ Tact | ___ Judgment | ___ Initiative |
| ___ Honesty and personal integrity | ___ Initial impression | ___ Attitude toward hard work |
| ___ Physical condition | ___ Ability to make friends | |
| ___ Willingness | ___ Attitude toward opposite sex | |

7. Please check your choice of recommendation:
 I strongly recommend I recommend with some reservation I recommend I do not recommend

Additional Comments: _____

SIGNATURE _____ DATE _____



Counselor in Training Reference Form

Teacher/Employer Reference (Non-Family Member)

APPLICANT NAME: _____ REFERENCE NAME: _____

REFERENCE ADDRESS _____

REFERENCE POSITION & ORGANIZATION _____ REFERENCE PHONE _____

Please answer the following questions to the best of your ability and knowledge of the applicant. Your responses will be kept confidential. The early return of this form will expedite the processing of the application. **Please mail the completed form to Wrangler In Training Program, c/o Palomar Christian Conference Center, PO Box 160, Palomar Mountain, CA 92060.** Any information you give us will be regarded as *strictly confidential*.

1. How long have you known the applicant? _____ In what capacity? _____

2. Is the applicant a Christian? _____ Has the applicant ever shared his/her personal commitment with you? _____

3. Please list one positive and one negative characteristic of the applicant.

Positive _____ Negative _____

4. Are you recommending the applicant because of what they can contribute to our camping program? Or because of what we can do for him/her? Or both?

5. Please check **one** of the following blanks that best describes the applicant (1=Always, 2=Sometimes, 3=Not Often). The applicant is:

| | | | | | | | |
|-----------------------------------|--------------------------|--------------------------|--------------------------|--|--------------------------|--------------------------|--------------------------|
| | 1 | 2 | 3 | | 1 | 2 | 3 |
| Able to follow instructions | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to adjust to different situations | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Loyal | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to cope with other's problems | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Outgoing and friendly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Easily offended | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| An able leader of others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Inclination to criticize others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Consistent in Christian testimony | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Moody | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Disciplined in personal habits | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Talkative | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Enthusiastic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to work in a team situation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Comments: _____

6. Please grade the applicant 1, 2, 3, or 4 on the following characteristics and traits: 1 Superior; 2 Above average; 3 Average; 4 Weak in that area. Please evaluate the applicant in relationship to his/her own age group.

- | | | |
|------------------------------------|----------------------------------|--------------------------------------|
| ___ Personal appearance | ___ Dependability | ___ Sense of humor |
| ___ Courtesy | ___ Punctuality | ___ Proper attitude toward authority |
| ___ Tact | ___ Judgment | ___ Initiative |
| ___ Honesty and personal integrity | ___ Initial impression | ___ Attitude toward hard work |
| ___ Physical condition | ___ Ability to make friends | |
| ___ Willingness | ___ Attitude toward opposite sex | |

7. Please check your choice of recommendation:

_____ I strongly recommend I recommend with some reservation I recommend I do not recommend

Additional Comments: _____

SIGNATURE _____ DATE _____

Counselor in Training Reference Form

Teacher/Employer Reference (Non-Family Member)

APPLICANT NAME: _____ REFERENCE NAME: _____

REFERENCE ADDRESS _____

REFERENCE POSITION & ORGANIZATION _____ REFERENCE PHONE _____

Please answer the following questions to the best of your ability and knowledge of the applicant. Your responses will be kept confidential. The early return of this form will expedite the processing of the application. **Please mail the completed form to Wrangler In Training Program, c/o Palomar Christian Conference Center, PO Box 160, Palomar Mountain, CA 92060.** Any information you give us will be regarded as *strictly confidential*.

1. How long have you known the applicant? _____ In what capacity? _____

2. Is the applicant a Christian? _____ Has the applicant ever shared his/her personal commitment with you? _____

3. Please list one positive and one negative characteristic of the applicant.

Positive _____ Negative _____

4. Are you recommending the applicant because of what they can contribute to our camping program? Or because of what we can do for him/her? Or both?

5. Please check **one** of the following blanks that best describes the applicant (1=Always, 2=Sometimes, 3=Not Often). The applicant is:

| | | | | | | | |
|-----------------------------------|-------------------------------|-------------------------------|-------------------------------|--|-------------------------------|-------------------------------|-------------------------------|
| Able to follow instructions | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> | Able to adjust to different situations | 1 <input type="checkbox"/> | 2 <input type="checkbox"/> | 3 <input type="checkbox"/> |
| Loyal | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to cope with other's problems | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Outgoing and friendly | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Easily offended | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| An able leader of others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Inclination to criticize others | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Consistent in Christian testimony | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Moody | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Disciplined in personal habits | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Talkative | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Enthusiastic | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Able to work in a team situation | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Comments: _____

6. Please grade the applicant **1, 2, 3, or 4** on the following characteristics and traits: **1 Superior; 2 Above average; 3 Average; 4 Weak in that area.** Please evaluate the applicant in relationship to his/her own age group.

| | | |
|------------------------------------|----------------------------------|--------------------------------------|
| ___ Personal appearance | ___ Dependability | ___ Sense of humor |
| ___ Courtesy | ___ Punctuality | ___ Proper attitude toward authority |
| ___ Tact | ___ Judgment | ___ Initiative |
| ___ Honesty and personal integrity | ___ Initial impression | ___ Attitude toward hard work |
| ___ Physical condition | ___ Ability to make friends | |
| ___ Willingness | ___ Attitude toward opposite sex | |

7. Please check your choice of recommendation:

I strongly recommend I recommend with some reservation I recommend I do not recommend

Additional comments:

SIGNATURE _____ DATE _____