

# 2020 Counselor-in-Training Program

*July 26-August 1, 2020 at Camp Cazadero*

## Purpose and Philosophy of the NCNC UCC Outdoor Ministries Program

Our aim is to create intentional Christian community by: 1) providing a physically, emotionally and spiritually safe environment; 2) affirming each individual and their gifts as beloved of God; 3) sharing beneficial traditions and practices that make our camps special and inclusive and 4) creating programs that encourage community development and personal encounters with the God we worship and serve.

## The Training Program

The CIT Program is an important component of the Outdoor Ministries Programs as it equips volunteer leaders with the awareness and tools necessary for fulfilling our purpose of creating an intentional Christian community. CIT Camp includes both training which provides leadership education on a variety of topics and practical experience working with our youngest campers at Caz Junior Camp from July 26-August 1. As it offers valuable learning and experience in leadership, CIT Camp is highly appropriate to include on resumes and college applications.

### Training topics include:

- Exploring your gifts and spiritual life
- Leadership skills and characteristics
- Leading games, activities and discussions
- Developmental characteristics of children
- Examining the counselor role
- Creating a meaningful outdoor ministries experience for campers
- Camper-counselor relationships and boundary issues
- Recognizing and responding to child abuse and sexual harassment

## Program Costs

There is no cost to attend Caz CIT Camp.

## To be Considered for CIT Camp Participation...

1. Application: Return a completed application as soon as possible.
2. Two References: Arrange for two people familiar with your character, abilities and relevant experiences to complete and submit the attached Reference Response Forms. **One reference must be from your pastor, church youth advisor or other church leader.**
3. Education Requirement: Those entering grade 12 in Fall 2020 and High School Graduates are eligible to participate in CIT camp at Cazadero
4. Boundary Training: You must attend the NCNC Boundary Training either on April 4 or June 13.
5. Notification: You will be notified whether your application has been accepted or not.

## Scan and Email or Mail all Application Materials to:

NCNC UCC

1320 Willow Pass Road Suite 600

Concord CA 94520

[joy@ncncucc.org](mailto:joy@ncncucc.org)

## Statement of Inclusiveness

Camp staff persons, as volunteers in Conference-sponsored programs, are charged with carrying out policies and positions adopted by the Northern California Nevada Conference United Church of Christ through its Annual Meeting and Conference Council.

The Outdoor Ministries Committee, as part of the NCNC, affirms its moral and legal commitment to support and implement a program of equal opportunity for all. In implementing this policy, we will not discriminate because of race, color, national origin, gender, age, affectional or sexual orientation, marital status or physical handicap.

## Camp and Youth Ministry Policies

The full texts of current policies and procedures of the Outdoor Ministry and Youth programs of the Northern California Nevada Conference are available online at the Youth & Outdoor Ministries page at [ncncc.org](http://ncncc.org).

Following is a summary of policies you will be responsible to abide by and uphold:

- Possession or use of alcohol and illegal drugs is prohibited.
- Inappropriate sexual behavior is prohibited.
- Violent behavior is prohibited.
- Physical, sexual, emotional or verbal abuse of any person by another is prohibited. Illegal activity of this nature will be reported to the authorities.
- Smoking of cigarettes prohibited by persons less than 18 years of age.
- Electronic devices, such as ipod's, cell phones and computers brought for personal use will be confiscated.
- Bringing food from home is not allowed. It will be confiscated.
- All participants are required to respect bedtime curfew, wake up on time and attend all meals.
- Personal visitors are not allowed from the time the camp program begins until it ends. Local church or conference personnel who make prior arrangements with the directors are exceptions.
- Only persons 18 and older may drive to and from camp. Persons driving minors to camp must be 21 years of age or older.
- To provide the best camping experience possible for those with special physical or emotional limitations, arrangements will be made in dialogue with the Director of Outdoor Ministries, camp directors and parents/guardians prior to accepting staff application or registration of special needs participants.

*Excerpted from NCNCUCC Policies*

## If you have further questions, please contact:

Joy Davis

[joy@ncncc.org](mailto:joy@ncncc.org)

510-247-8995

# 2020 Counselor-in-Training Application

*July 26-August 1, 2020 at Camp Cazadero*

**Complete both pages of this form:**

Name: \_\_\_\_\_ Home Phone: (\_\_\_\_) \_\_\_\_\_

Gender: \_\_\_\_\_ Age: \_\_\_\_\_ Birth date: \_\_\_\_/\_\_\_\_/\_\_\_\_ Cell Phone: (\_\_\_\_) \_\_\_\_\_

Address: \_\_\_\_\_ City/State/Zip: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Name of Church where you are active: \_\_\_\_\_ Denomination: \_\_\_\_\_

Pastor's Name: \_\_\_\_\_ Church's Phone: (\_\_\_\_) \_\_\_\_\_

Year of graduation: \_\_\_\_\_ Age: \_\_\_\_\_

If employed, where? \_\_\_\_\_

**Education requirement:** Those entering grade 12 and up are eligible to participate in CIT camp at Cazadero.

**Previous Experience:** List previous experiences as a camper and/or leadership position(s) in a similar program.

Please note where and when: \_\_\_\_\_

\_\_\_\_\_

**Special Talents/Skills** Mark 1 check (✓) to indicate experience; 2 checks (✓✓) to indicate ability to lead the activity:

Bible Study \_\_\_\_\_ Crafts \_\_\_\_\_ Discussion Leading \_\_\_\_\_ Drama \_\_\_\_\_ Dance \_\_\_\_\_

Faith Journey Discussion \_\_\_\_\_ First Aid \_\_\_\_\_ Game Leading \_\_\_\_\_ Nature \_\_\_\_\_

Song Leading \_\_\_\_\_ Sports \_\_\_\_\_ Story Telling \_\_\_\_\_ \*Water Safety \_\_\_\_\_ Worship \_\_\_\_\_

Musical Instrument (name of instrument[s]) \_\_\_\_\_

Other Specialties: \_\_\_\_\_

**\*If you are a certified lifeguard and willing to serve in that role at camp, please submit a copy of your certification with this application.**

**Complete both pages of this application and email or mail it with your one-page essay by June 1, 2020 to:**

NCNC UCC  
1320 Willow Pass Road  
Suite 600  
Concord CA 94520  
[joy@ncnuc.org](mailto:joy@ncnuc.org)

	RECEIVED	RESPONSE
Application		
Ref. Letter #1		
Ref. Letter #2		

*For Office Use.*

**On a separate sheet of paper, please write a one-page essay, responding to the following questions.**

1. In what settings have you worked with elementary school aged children in the past?
2. **Why** are you interested in serving as a Counselor-in-Training?
3. Please describe your **experiences and training** which would make you a good camp staff person.
4. Describe your current **involvement in a local church**.
5. How can you contribute in the camp setting to **helping others** in the Christian community **grow in faith**?
6. Is there **anything else** we should know about you that will help in reviewing your application?

**Please have two Reference Response Forms completed and mailed to NCNC UCC by June 1, 2020**

Reference respondents should be familiar with your character, abilities and relevant experiences. **One reference must be from your pastor, church youth advisor or other church leader.** The other must be an adult, other than your parent. Make sure your name is on the form before giving it to the person writing the reference. It is helpful to provide a stamped/addressed envelope to your reference respondents along with the reference form.

**Your reference respondents:**

Name \_\_\_\_\_ Address \_\_\_\_\_ Phone \_\_\_\_\_

Name \_\_\_\_\_ Address \_\_\_\_\_ Phone \_\_\_\_\_

**CIT CAMP STAFF COVENANT**

The information on this application form is correct. I plan to attend the mandatory NCNC Boundary Training on  
 April 4  June 13

In working as staff at a NCNCUCC summer camp, I promise I will not discriminate against any person because of race, color, national origin, sex, age, affectional or sexual orientation, marital status or physical handicap. I will strive to contribute to an environment that honors and values these differences among us.

I have never been terminated from any employment or volunteer activity because I attempted or actually engaged in sexual discrimination, harassment, exploitation, or misconduct; physical abuse; child abuse; or drug- or alcohol-related activities. I have never terminated any employment or volunteer activity to avoid facing charges of any conduct named above. I have never been accused of any of these activities. If I have been, I have explained fully on an attached page.

I have reviewed the summary of the Conference camping program policies and I agree to abide by and uphold these policies.

I have never been required to participate in a reconciliation process as a result of breaking the covenant at a NCNC youth event. If I have, I have provided the name and contact information for the individual who oversaw me in the reconciliation process on an attached page, along with a brief description of what I learned through, or since, that process.

I promise to uphold the purpose and philosophy of the Outdoor Ministries Program and the spirit of the camp policies to the best of my ability during camp. This relates to all activities involving camp and my ongoing relationship with the Outdoor Ministries Program.

\_\_\_\_\_  
Signed

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Today's Date

**PARENT PERMISSION:** *(For those under age 18)* As custodial parent/legal guardian of the above-named applicant, I hereby give permission for my daughter/son to participate in all the training activities of the NCNC Counselor-in-Training program, and for her/him to attend CIT Camp at Camp Cazadero July 26-August 1.

Print Name: \_\_\_\_\_ Signature: \_\_\_\_\_

# 2020 Reference Response Form

Name of Applicant: \_\_\_\_\_

Thank you for completing this Reference Response Form. The information you provide will be used to determine the appropriateness of this applicant as a Counselor-in-Training with the Northern California Nevada Conference, United Church of Christ. **Please note the applicant is depending upon you to submit it by the June 1 deadline.** Please feel free to use the back of this sheet or additional paper if necessary. Your response will be kept confidential within the Outdoor Ministries Program.

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

Street Address: \_\_\_\_\_

City/State/Zip: \_\_\_\_\_

Home Phone Number: \_\_\_\_\_ Work Phone Number: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

How long have you known the applicant? \_\_\_\_\_

In what capacity? \_\_\_\_\_

What strengths does the applicant bring to the task of relating to children in the camp setting?

What challenges will the applicant have as a camp staff person?

Do you know of any reason the applicant should not be on camp staff? Please explain.

Other comments:

May we contact you if further information is needed? Yes \_\_\_\_\_ No \_\_\_\_\_

Your signature: \_\_\_\_\_ Date: \_\_\_\_\_

**PLEASE BE SURE THE APPLICANT'S NAME IS PRINTED AT THE TOP OF THIS PAGE IN THE SPACE PROVIDED.**

**Please Email or mail this form directly to:**

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Concord CA 94520  
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City/State/Zip: \_\_\_\_\_

Home Phone Number: \_\_\_\_\_ Work Phone Number: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

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