



## JCC Camp Grossman CIT Program

Our CIT program, or Counselor in Training program, for campers entering the 10th grade, embraces the fact that Campers of this age are not really regular campers, but not yet counselors. It is actually an in between program and, in that respect, the CIT could easily stand for Campers in Transition as well. The goal of our CIT program is to prepare these campers to become our future counselors.

As Counselors in Training, our CITs are assigned to work with counselors in camp for the majority (usually 6 periods) of their day. While some CITs choose to work with Specialists, helping them to run an activity at camp, the majority of them work in our youngest units, with campers going from pre-K to entering 2nd grade. CITs are typically assigned by each Unit Head to one bunk, so that they may develop relationships with both the counselor(s) to whom they are assigned, as well as the campers in the bunk. Counselors help train the CITs through experiential, or “on-the-job”, learning. CITs do what the counselors do, albeit, with more guidance. In fact, in our younger bunks, most of the campers think of their CITs as additional counselors, many not even realizing that they are actually campers as well. In addition to the modeling by the counselors to whom they are assigned, CITs receive regular informal feedback from those counselors, the unit head, and the CIT Director, who regularly observes them, as well as more formal feedback in the form of written evaluations given in the middle of the summer, and at the end. Lastly, CITs meet regularly as a group with the CIT Director to discuss experiences, common issues which may arise and potential solutions. The CIT Director will also lead weekly trainings, featuring many of our outstanding experts on camp staff, to review important topics such as behavior management, health and safety, and counselor responsibilities.

While our CITs are learning and training for their future role as counselors, they are still recognized as paying Campers in Transition and thus, a part of each day is dedicated to their own enjoyment without true responsibilities. CITs have the option of enrolling in swim lessons first period, daily. Many take advantage of this by taking lifeguard training and getting certified. The CITs also have five optional overnights at camp, which give them the opportunity to relax and bond as a group. But arguably the favorite part of the CIT camper experience for most CITs is Maccabiah. Our summer-long Maccabiah competition is one of the most popular activities for our older campers, and is often cited as their reason for returning to camp. Maccabiah events take place during two and three periods, three or four days per week, as well as two evenings per summer. In Maccabiah, the CITs have the opportunity to not only compete for their teams, but to also help lead as the team captains and younger team members look to their CITs as role models and for additional leadership support.

The goal of the CIT program is to prepare as many CITs as we can to become future Grossman counselors. Because our CITs are given the opportunity to experience and love Camp Grossman as campers, we find that they often become some of our best counselors. They want to provide their campers with the same wonderful experience they enjoyed. Although we require a minimum of only two weeks to register as a CIT, the more weeks they can spend with us, the better they understand both the camper and counselor experience. The CIT summer provides our campers with a wonderful opportunity to do just that.