



Counselor in Training (CIT)  
2017 Application

**Program Overview**

Thank you for your interest in the C.I.T. program! The C.I.T. program exists to equip youth for ministry by giving them hands on experience serving campers in our summer camp program. During this time, students will be exploring aspects of ministry and leadership such as studying and teaching the Bible, servant leadership, teamwork and communication. By providing hands on training to our future generation of leaders we seek to better prepare and shape our future leaders for ministry in their youth groups, schools, and communities as well as here at Kenbrook.

Each CIT will be assigned a counselor and a cabin group during their time at Camp. They will sleep in a cabin with this assigned counselor and a group of campers. During the week they will also have opportunities to connect with a CIT leader one on one as well as in a small group with other CIT's to provide real time feedback, guidance, and support.

CIT's spend considerable time with campers so they will be expected to be high character, high integrity, proven leaders that campers can look up to. In addition they will be expected to place a high priority on their relationship with Jesus and encourage campers to do the same. They, along with the counselor, will love, serve and care for campers and will have opportunities to positively influence kids.

**Prices:**

Below we have listed the Tiered Prices for the CIT programs. See further discussion and explanation about our tiered pricing structure in our website. You do not have to choose a tier at this point; however, payment will be due when you register for the program.      **Tier A- \$85.00**      **Tier B- \$160.00**      **Tier C- \$235.00**      **Tier D -\$250.00**

**How to apply:**

Anyone interested in being a CIT must submit a completed application packet. Read the application carefully. Once accepted into the program you will be given information on how to register for the program online.

1. We will begin reviewing completed application packets as they arrive, therefore it is a good idea to get your application in early. There are a limited number of spots available. We will be making our first decisions on applications in the order that they have been received. Applications will continue to be accepted until the program is full.
2. Decisions will be based in part on the following criteria from the application and from references.
  - Completeness and thoroughness of the application.
  - Demonstration of the applicant's potential and desire to be a future ministry leader.
  - Demonstration of the applicant's potential and desire to be a future counselor at Kenbrook.
  - Availability in the session requested.
  - Quality of references submitted.
  - Previous experience at Kenbrook.
3. Those that have been accepted into the program will receive an email with instructions confirming the program dates and the next step in registering for the program. A completed registration is required to confirm your spot
4. Applications of those not accepted do to the program being full will be held in case of future availability.



Kenbrook Bible Camp: C.I.T. Application

This application is to be completed by those who are applying for any position involving the supervision of minors. It is used to help Kenbrook provide a safe and secure environment for the children and youth who participate in our programs and use our facilities. **This application will be kept confidential by the camp directors.** Please do not leave anything blank. If something does not apply to you, please designate it as "not applicable" or "N/A".

**General Information:** (Please type or print)

Name \_\_\_\_\_

Home Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_ ZIP \_\_\_\_\_

Phone (\_\_\_\_) \_\_\_\_\_ Birthdate \_\_\_\_/\_\_\_\_/\_\_\_\_ Email Address \_\_\_\_\_

High School \_\_\_\_\_ Graduation year: \_\_\_\_\_

Home Church name and location \_\_\_\_\_

Pastor or leaders name: \_\_\_\_\_ Phone Number: (\_\_\_\_) \_\_\_\_\_

Tee-shirt size: \_\_\_\_Adult Small \_\_\_\_Adult Medium \_\_\_\_Adult Large \_\_\_\_Adult XL \_\_\_\_Adult XXL

Have you ever been convicted of or pleaded guilty to a crime?

\_\_\_\_No \_\_\_\_Yes (If yes, please explain. Attach a separate page, if necessary.)

**Past Employment** (List most recent experience first)

Employer's Name & Address	Phone #	Employment – Month/Year	Position/Responsibilities

**Indicate any other relevant employment experience below.**

List below how many years you have attended Kenbrook in the past. Include years as Krew, CIT, or camper.

Do you have any physical or mental limitations that would prevent you from performing the essential functions of the camp position(s) you are applying for as listed in the respective job description(s)? \_\_\_\_\_ Yes \_\_\_\_\_ No If yes, please explain.

Having a physical disability does not automatically prevent someone from serving as a CIT. However, it is important that we know of any special needs or limitations you may have so we can determine appropriate assignments and whether or not reasonable accommodations can be made to help you perform the essential functions of the position

The CIT program is a two week program. CIT's schedule corresponds to campers in attendance, they are dismissed with campers at the end of the session and return on Sunday afternoon for their second week. If you would like to be considered you must be able to be present for the entire session for which you apply. There are three two-week sessions to pick from. There are no CIT's during our high school camps.

Indicate which session you would like to apply for by checking one of the following:

CIT I *June 11-16, June 18-23*

CIT II *June 22-30, July 2-5 (Week 2 ends on Wednesday instead of Friday)*

CIT III *July 9-14, July 16-21*

Is there any reason that you would not be able to be present for the entire time that you are a CIT? If so, please explain why below.

**Personal Experience**

*Attach a separate page(s) in order to answer the following questions.*

1. Why are you interested in being a part of the C.I.T. program?
2. What qualities do you have that would make you a good CIT and eventually a good counselor?
3. What does it mean to be “saved?” What would you tell a friend if they asked you how they can be saved?
4. Please write your personal testimony and include (a) how you came to Christ; (b) what your personal spiritual development looks like *today*.
5. Have you ever shared Christ with someone who was not a believer? If so, please describe the situation.
6. List and describe any experience you have working with kids in a camp or church setting?
7. Describe any kind of volunteer service you have been a part of (i.e. church involvement, school service clubs, event assistance, mission trips, community organizations, outreach events, etc....)
8. *Describe what it means to you to be a leader.*
9. *Describe a time in your life when you were a leader. This can be a specific role you had or a specific time when you led a group of people or even a specific circumstance where you were a leader.*
10. *Describe someone who has been an influential leader in your life. Describe how they have influenced you.*

**References:** Applicants must distribute **TWO** reference forms (included in this packet) along with two self-addressed stamped envelopes to Kenbrook (*do not use relatives as a reference*). **One reference MUST be your pastor, youth pastor or a spiritual mentor.** We cannot complete the processing of your application until both references have been received.

**Signatures:**

**Applicants:** *If accepted to the Kenbrook C.I.T. program, I agree to cooperate fully with the policy and program of the camp and to submit to my director(s) and mentoring counselor as I commit to learn, grow and mature in both my leadership skills and my walk with the Lord .*

**PARENTS:** I have read the description of the C.I.T. program as found on the Kenbrook website as well as the “C.I.T. Program Overview” and give my permission for the above named person to participate. I understand that if accepted a completed registration along with a program fee is required to be a part of the program.

APPLICANTS SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

SIGNATURE OF PARENT/GUARDIAN \_\_\_\_\_ DATE \_\_\_\_\_

**Return application and direct inquiries to:**

CIT Application  
190 Pine Meadow Road  
Lebanon, PA 17046  
Email: matt@kenbrook.org  
PH: 717-865-4547 x113  
Fax: 717-865-0995



Kenbrook Bible Camp: C.I.T. Reference Form

**To the Applicant:**

Please enter your name in the space below. Please provide a stamped envelope addressed to "C.I.T References, Kenbrook," for each form. It is your responsibility to see that forms are distributed and returned to the camp.

**CIT Applicants Name** \_\_\_\_\_

**To the Reference:**

The person named below is applying to be a CIT (counselor in training) and has given us your name as someone who can tell us something of his or her past performance, personality, and potential to be a CIT at Kenbrook. Please complete the questions as fully and honestly as possible. Your opinions will become part of the applicant's confidential file. Return form to Kenbrook in envelope provided by the applicant.

CIT participants will explore aspects of ministry and leadership such as studying and teaching the Bible, servant leadership, teamwork and communication. This extensive *discipleship* program will prepare students to serve on Kenbrook staff in the future as well as help to shape them for current ministry in their youth groups, schools, and communities. Please evaluate the applicant as you have seen them live and perform in the routine of daily living. Your feedback is appreciated tremendously!

Your name: \_\_\_\_\_ Date Completed \_\_\_\_\_

Phone\_(\_\_\_\_\_)\_\_\_\_\_ Email: \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Employer \_\_\_\_\_ Position \_\_\_\_\_

How long have you known this applicant? \_\_\_\_\_ In what capacity have you known this applicant?

**Please check your perception of the applicant, leave item blank if you have not observed.**

1. Responsibility \_\_\_\_\_ Excellent-follows through on assigned tasks with diligence  
                                   \_\_\_\_\_ Good-follows through on assigned tasks  
                                   \_\_\_\_\_ Average-usually follows through on assigned task  
                                   \_\_\_\_\_ Poor-needs to be told what to do
  
2. Initiative \_\_\_\_\_ Excellent-will look for things to do and will go the extra mile  
                                   \_\_\_\_\_ Good-will do things that need to be done  
                                   \_\_\_\_\_ Average-will do the obvious if there is need  
                                   \_\_\_\_\_ Poor-needs to be told what to do
  
3. Work ethic \_\_\_\_\_ Excellent-puts forth the extra effort for excellence  
                                   \_\_\_\_\_ Good-dependable worker-will put in an honest day's work  
                                   \_\_\_\_\_ Average-works enough to get by  
                                   \_\_\_\_\_ Poor-lazy

4. Leadership  Excellent-a leader of leaders-consistently positively influences others  
 Good- occasionally steps up and leads  
 Average-blends in, goes with the flow, more of a follower than leader  
 Poor  Passive, observing and indifferent, or  Negatively influential
5. Emotional Stability  Excellent-exceptionally stable and consistent regardless of situation  
 Good-well balanced and stable in most situations  
 Average-occasional minor mood swings  
 Poor  Excitable, or  Unresponsive
6. Judgment  Excellent-consistently makes wise decisions and influences others to do the same  
 Good-makes good decisions in most situations  
 Average-occasionally makes good decisions with occasional minor missteps  
 Poor  Hasty, or  Indecisive
7. Motivation  Excellent-highly self-motivated  
 Good-effectively motivated  
 Average-usually purposeful, but occasionally needs prodding or encouragement  
 Poor-purposeless and unmotivated
8. Cooperation  Excellent-deeply sensitive to all and actively seeks ways to include others  
 Good-generally concerned for others  
 Average-cooperates when it is convenient, needed or when they are agreeable  
 Poor-difficult to work with
9. Integrity  Excellent-extremely high values and consistently trustworthy  
 Good-generally honest and true  
 Average-generally honest but not completely trustworthy  
 Poor-questionable, and untrustworthy
10. Personal Appearance  Excellent-very sharp and gives an excellent first impression  
 Good-well groomed and gives a good first impression  
 Average-gives an average first impression  
 Poor-neglects fine detail, careless, sloppy
11. Communication  Excellent-very articulate, can communicate to all groups clearly  
 Good-gets the thought across very well to most groups of people  
 Poor-has a hard time getting the thought across
12. Sociability (Mark all that apply to the applicant)
- |  |   |
|--|---|
| <input type="checkbox"/> Gregarious, life of the party         | <input type="checkbox"/> Brash and arrogant                     |
| <input type="checkbox"/> Steady, consistent, no mood swings    | <input type="checkbox"/> Blunt and up front                     |
| <input type="checkbox"/> Analytical, reflective, contemplative | <input type="checkbox"/> Hard to read                           |
| <input type="checkbox"/> Amiable, loyal, devoted, friendly     | <input type="checkbox"/> Tentative, self-conscious              |
| <input type="checkbox"/> Expressive, animated                  | <input type="checkbox"/> Funny, consistently makes others laugh |
| <input type="checkbox"/> Withdrawn, a loner                    | <input type="checkbox"/> Passionate and influential             |
| <input type="checkbox"/> Timid and shy                         | <input type="checkbox"/> Attracts a following                   |
| <input type="checkbox"/> Confident, self-assured               | <input type="checkbox"/> Easily influenced by others            |

1. How does the applicant view authority?

2. What do you consider special or unique about the applicant?

3. How would you describe the applicant's Christian commitment?

4. What would you describe as challenge areas or weaknesses for the applicant?

5. Do you have any other comments or information about the applicant's potential to be a CIT at Kenbrook?

\_\_\_\_ I prefer to discuss this applicant further on the phone. Please give me a call (phone number: \_\_\_\_\_)

I \_\_\_\_ Highly recommend \_\_\_\_ Recommend \_\_\_\_ Recommend with reservations \_\_\_\_ Do not recommend the applicant

Signature \_\_\_\_\_ Date \_\_\_\_\_

Thank you very much! Please return his completed reference form in the envelope provided to:  
C.I.T. References, Kenbrook. 190 Pine Meadow Road. Lebanon, PA 17046