

# Counselor Development Program Overview

## Program Summary:

The Counselor Development Program is designed to teach leadership, community service and program specific skills to participants through group living, learning and service at camp.

The Counselor Development Program is defined by the following criteria:

- A multi day backcountry adventure into the Wenatchee National Forest that focuses on leadership and teamwork, as well as offering a worthwhile personal challenge.
- Training in individual and group communication and leadership styles.
- Program specific training such as wilderness first aid, food handling, archery, waterfront, large and small group games, outdoor living skills and arts and crafts.
- Training in counseling techniques and best practices, basic child development, behavior management and environmental stewardship.
- Service to camp.

CDP participants will have opportunities to practice and develop these skills by creating, supporting and leading various camp activities and assisting the counselors in working with campers. Participants will come away from this program with valuable leadership skills that will serve them well at home, in school, and in their own community. A successful CDP participant will have consistently demonstrated that they are enthusiastic, dedicated, hard-working and devoted to the camp's mission.

## Counselor Development Program at a Glance

**Weeks One and Two – July 1–13, 2018** CDP campers arrive at camp on July 1 at 11am ahead of all of the other campers. At this time CDP campers will meet their counselors and undergo an orientation to the new CDP Program which includes program expectations, risk management and child abuse prevention policies. Here is a glimpse of what their week will look like:

- **Monday July 2–Thursday 5.** ASHI Wilderness First Aid Certification. This is a two year certification that includes adult, child and infant CPR/AED. CDPs will also receive instruction on all the relevant skills that they will use on the trip.
- **Friday July 6 – Wednesday July 11.** CDPs and their counselors will depart on a six day backpacking trip through the Wenatchee National Forest along Nason Ridge, Round Mountain Alpine Lookout, Lost and Merritt Lakes. CDPs will push themselves physically and mentally while taking in beautiful views, bonding with other participants and discovering their own capabilities.
- **Thursday July 12, 2018** CDP Campers will undergo group debrief of the experience after returning to camp. CDPs will receive training in individual and group communication and leadership styles.
- **Friday July 13, 2018** will be the end of the first phase of the Counselor Development Program. CDP campers will leave camp at the regular camper check out time of 4–6pm.

**Weeks Three and Four July 15-20 and four July 22-27, 2018** – CDPs return to camp for their final two weeks with a focus on learning the various support roles in camp. CDPs will gain valuable experience working with youth ages 5-13 as they hone their skills and accrue the majority of the volunteer service hours offered through this program. Here is a glimpse of what their week will look like:

- **Sunday July 15 and July 22, 2018** CDP campers will arrive by 12 noon and will assist with check-in of campers and first day activities.
- **Monday July 16, 2018** – Washington State Food Handlers Class. CDPs will take a food handlers class and receive a food handlers permit that is valid for two years.
- **Tuesday – Thursday (each week)** CDP campers will receive training in counseling techniques and best practices, basic child development, behavior management and environmental stewardship. Program specific training will include archery, waterfront, large and small group games, outdoor living skills and arts and crafts. CDP campers will observe and participate in daily counselor responsibilities as well as receive performance feedback from counselor mentor and CDP Staff. At the conclusion of these final two weeks CDP campers will have gained an understanding of the camp's programs and mission and the role of staff members while accruing up to 104 service hours to camp.
- Friday July 27, 2018 will be the end of the Counselor Development Program. CDP campers will leave camp at the regular camper check out time of 4-6pm. Before leaving camp each, CDP Camper will receive a written evaluation of their strengths and weakness and a letter acknowledging their service hours to camp.

## **Frequently Asked Questions (FAQ):**

### **1. What can I or my child expect to gain from the Counselor Development Program?**

CDP Participants who successfully complete the program will gain the following skills and experiences:

- A multi-day wilderness backpacking adventure.
- Up to 104 hours of volunteer service at camp.
- ASHI Wilderness First Aid Certification (Includes adult and child/infant CPR and AED).
- Washington State Food Handlers Permit.
- Camp program specific skills in teaching/leading archery, waterfront, large and small group games, outdoor living skills and arts and crafts.
- An understanding of the YMCA camp's programs and mission and the role of staff members.
- Written evaluation of their strengths and weakness and a letter acknowledging their service hours to camp
- Learn skills that will help with working in a camp setting.
- Learn skills that will transfer to college and future jobs such as leadership, communication and accountability.

### **2. Where will CDP campers stay when at camp?**

Each CDP group is a cabin group of its own and the leaders will use the dynamics of shared experience and responsibility to bond the participants. CDPs will be a part camp as well – CDP skits at campfires, hosting chapel and the talent shows, helping with the operation of meals, assisting counseling staff in cabins and in program areas are some of the ways the CDPs will make themselves known to the camp community.

**3. Will completion of Counselor Development Program mean that they will be hired to work at camp when they are old enough?**

At the age of 18, CDP participants can apply to work at camp. The skills learned through the CDP program will benefit them if they are eventually hired on as camp staff, however, participation in the CDP program does not guarantee employment in subsequent summers.

**4. What is the application deadline?**

The application deadline for CDP is January 15, 2018. Upon receipt of your application we will call to schedule a phone or in person interview. All interviews will be completed by Jan 31, 2018

**5. How will I know if I or my child has been accepted into the CDP program? How do I register and when do we pay for this program?**

We will notify CDP applicants of acceptance into the CDP program by February 2, 2018. At this time we will send you the registration forms required to get you signed up for camp. All registration forms and a \$150 non-refundable deposit are due by Feb 12, 2018. Failure to have your forms and deposit in on time may forfeit you spot in the CDP program to another applicant. All program fees are due in full by May 31, 2018.

**6. Is there also a CIT (Counselor-in- Training) program?**

This Counselor Development Program (CDP) is a new program that replaces the CIT program we have run in past years. The CDP program is designed to teach leadership, community service and program specific skills to participants through group living, learning and service at camp. These are skills that will transfer to college and future jobs, including here at camp should they choose to apply when they are old enough.