



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Summer 2026

Dear Prospective Counselor in Training (CIT):

Thanks for your interest in becoming a CIT at Camp Norwich in 2026! This summer, the CIT program will give teens a variety of opportunities, including working with camp groups, seeing the behind-the-scenes of camp, and working on team building and leadership skills alongside their peers. This program is a 4-week commitment and will require an application, two letters of recommendation, and an interview at the HRYMCA. The goal of the CIT program is to transition campers into counselors, creating responsible and independent young leaders who can positively contribute to Camp Norwich and their community.

About Camp Norwich:

Camp Norwich is operated by the Hampshire Regional YMCA as a day camp for children ages 5 – 15. YMCA Camp Norwich is located on 175 beautiful acres of fields and forests with 1/3 miles of shoreline on crystal clear Norwich Lake. Only 20 minutes from Northampton, Norwich includes nature trails, a low ropes course, athletic fields, and courts. YMCA Camp Norwich offers many exciting activities including swimming, archery, adventure programming, outdoor living skills, athletics, boating, performing arts, gardening, crafts, music, campfires, and more!

What are the goals of the CIT program?

The CIT program will prepare teens for a future of leadership. CITs can expect to foster a community of inclusion, care, honesty, responsibility, and respect: all of the YMCA's core values. Through this community, teens will not only build a team together and learn to rely on each other but also better the future of Camp Norwich. CITs can also expect to learn about the ins and outs of camp from counselors, specialists, or even a unit head. Learning about camp will also include key workshops and seminars about how to be a well-rounded counselor and work with campers of all different age groups. In the last two weeks of each session, CITs will be placed with groups to put the things they have learned into practice. At the end of their 4-week session, CITs should feel like a leader in their community and be better prepared to step into a junior counselor role.

Who is eligible?

Teens entering 9th and 10th grade are eligible to apply. Prospective CITs must complete an application and submit two letters of recommendation. [Application deadline is March 13th.](#)

What are the next steps?

The first step in the CIT process is to fill out the CIT Application and request letters of recommendation. Applications can be submitted while letters of recommendation are still being collected. Applications can be submitted by dropping off the application in person at the HRYMCA, or emailing the completed application to: Shane.Moore@hrymca.org

Once the application has been received, applicants should expect an email from a member of the Camp Norwich staff to schedule a preliminary phone screening.

If all requirements have been met; a group interview will take place at the HRYMCA. For the group interview, be prepared to lead a group game/activity for your peers that takes 5-10 minutes.

***All application materials must be submitted by [March 13th](#). There will be no acceptations made to this deadline.**

Once accepted into the CIT program, caregivers and their CIT can register in person by coming to the Hampshire Regional YMCA.

Sincerely,
Camp Norwich Staff



PERSONAL INFORMATION

Name: _____ Date: _____

Phone: _____ Email: _____

Current Address: _____

PARENT/GUARDIAN INFORMATION

Name: _____

Phone: _____ Email: _____

***Parents will be notified upon application submission. Please make sure you've had a discussion with them prior to filling out an application.**

SESSION AVAILABILITY

Which session(s) are you available?

- Session A: June 29th -July 24th
- Session B: July 27th -August 21st

Are you able to commit to the entire four-week session? YES NO

If not, which dates are you unable to commit to? (please explain)

Do you have a preference between sessions? Session A Session B

***We will try to accommodate your preferences but cannot guarantee that you will get your preferred session.**

EDUCATION & EXPERIENCE

High School Attending: _____ Expected Graduation Date: _____

Are you a part of any extracurricular activities? YES NO

If YES, what are they?

Have you ever attended Camp Norwich before? YES NO

If YES, for how many years? _____

Have you attended a different summer camp before? YES NO

If YES, please provide the following information:

Name of Camp: _____ Years Attended: _____

Camp Address: _____

EMPLOYMENT & VOLUNTEER INFORMATION

Company/Organization Name: _____ Dates Employed/Volunteered: _____

Address: _____ Phone Number: _____

Job/Volunteer Title: _____ Supervisor Name: _____

Job/Volunteer Duties: _____

Company/Organization Name: _____ Dates Employed/Volunteered: _____

Address: _____ Phone Number: _____

Job/Volunteer Title: _____ Supervisor Name: _____

Job/Volunteer Duties: _____

Company/Organization Name: _____ Dates Employed/Volunteered: _____

Address: _____ Phone Number: _____

Job/Volunteer Title: _____ Supervisor Name: _____

Job/Volunteer Duties: _____

Company/Organization Name: _____ Dates Employed/Volunteered: _____

Address: _____ Phone Number: _____

Job/Volunteer Title: _____ Supervisor Name: _____

Job/Volunteer Duties: _____

LETTERS OF RECOMMENDATION

Please include the names and contact information for your two letters of recommendation. Have your references send their letters of recommendation to Shane Moore, Camp Norwich Director at Shane.Moore@hrymca.org. Please note that applications can be submitted while waiting for letters of recommendation to be received.

Name: _____

Phone: _____

Name: _____

Phone: _____

ESSAY QUESTIONS

1. Why do you want to be a CIT at Camp Norwich?

2. What skills do you expect to take away from this program and how will you utilize those skills after the program concludes?

3. Being a CIT means working as a team with people you might not know or be friends with. How would you approach being in this new environment and handling conflict between peers?

4. Being a CIT at Camp Norwich will require responsibilities such as leadership, time management, communication, and camper support. How do you plan to handle this level of responsibility?