



# Senior Counselor-in-Training Reference Form

For nearly a century YMCA Camp Lincoln has developed campers into leaders in our community. Our two-year Counselor-in-Training (CIT) program is composed of a 4-week Junior CIT program and an 8-week Senior CIT program. Junior CITs are campers, registration is open to all. The Senior CIT program requires an application and acceptance. Participants in the Senior CIT program are making an 8-week volunteer commitment to the program for the summer. This program consists of a full training week which mirrors our actual staff training. Senior CITs then train alongside our staff for the summer working with campers aged 5-14. Through training, experience, mentorship, and self-reflection, this program produces leaders not only here at YMCA Camp Lincoln but in our community as a whole. Thank you for taking the time to support this applicant and their ambitions to be a leader.

**Please seal this reference in a signed envelope and return this form to the applicant. Applicants are required to submit their references with their application form.**

Reference's Name: \_\_\_\_\_ Applicant's Name: \_\_\_\_\_

Phone: \_\_\_\_\_ E-Mail: \_\_\_\_\_

**All questions must be answered to be a complete reference.**

How would you rate the applicant's:	Excellent	Good	Fair	Poor
Dependability				
Ability to build relationships with others				
Ability to accept coaching and constructive feedback				
Ability to work with people of differing backgrounds				
Ability to listen to others				
Ability to express themselves effectively				
Ability to be open to new ideas and approaches				
Ability to work independently				
Judgement in normal circumstances				
Judgement under pressure or stressful situations				

What is your relationship to the applicant? How long have you known the applicant?

To the extent that you know, please detail the applicant's roles working with children in any kind of role. Coaching, school, clubs, family, for example.



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Senior CITs work with campers aged 5-14 to co-facilitate a large variety of activities. The role requires patience, flexibility, teamwork, and communication. What makes this applicant a good fit for such a program?

What are the applicant's strengths?

What are the applicant's greatest needs for development and growth?

Senior CITs serve as mentors for our Junior CITs. Do you believe the applicant would serve as a good mentor to their peers?

Do you have any reservations about the applicant working with children? If so, why?

Additional comments:

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I confirm that the information included in this reference is accurate to the best of my knowledge. I recommend the applicant for the Senior Counselor in Training program at YMCA Camp Lincoln.

Reference's Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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