



# Camp Kawartha

Outdoor Education Centre ○ Environment Centre ○ Summer Camp ○  
Facility Rentals

Main Office: 1010 Birchview Road, Douro-Dummer, ON K0L 2H0

Phone: 705-652-3860 Fax: 705-652-1500

Email: [info@campkawartha.ca](mailto:info@campkawartha.ca) Website: [www.campkawartha.ca](http://www.campkawartha.ca)

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Dear Leadership Applicant,

As autumn has begun to settle in, and the days begin to grow colder, it is so exciting to start looking ahead towards Summer 2023. Each summer brings new adventures and experiences; and it all begins with one of Camp Kawartha's most essential groups of campers – our Leadership Campers!

It is so wonderful to be welcoming in such an incredible group of young leaders into the rankings of our historic leadership programs, and we are so thrilled to be offering the recipients of this letter the opportunity to apply for our Summer 2023 Leadership Programs. **The steps to apply for our leadership programs are attached to this email as a PDF document, along with an FAQ of frequently asked questions for leadership campers.**

Your leadership years are some of the most unique, memorable and formative years of your summer camp career. Entering my second year as Summer Camp Director, I think back on when I first applied for the Counsellor Skills Development program, and how meaningful it was for me to have the chance to explore what it meant to enter a leadership role. The lessons that I learned within my leadership years are with me in everything I do, and ~~that~~ I know that they will continue to inform and influence me for the rest of my life. Our leadership programs are designed to challenge and push you, help you to explore new perspectives, build upon your teamwork skills, and form close, lifelong bonds with those from your leadership group. Successful leadership candidates can expect to have a transformative summer, explore new areas of growth for themselves, set goals, and come out at the end of the summer having had a life-changing experience.

Leadership candidates will get out of their leadership program the amount of effort that they put into it – which is why all our leadership programs require an application to be submitted for approval before they are selected for a program. Our leadership candidates are selected from a pool of applicants for a program that they have demonstrated an aptitude and dedication towards, and an ability to thrive within. To provide the best experience possible, we intentionally keep our leadership groups very small so that each participant can get the most out of the program. **As a result, we anticipate that Summer 2023 will be a highly competitive year for leadership applicants.**

**We cannot guarantee each applicant a spot within our leadership programs;** for leadership candidates hoping to be selected for one of their top program choices, this will mean that applicants will have to give their best effort to completing their application and submit it before the deadline, to demonstrate dedication and stand out as a competitive candidate.



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## Counsellor Skills Development & Wilderness Counsellor Skills Development (15-16 years)

For campers age 15-16 (turning 15 or 16 before Dec. 31<sup>st</sup> 2023), our **Counsellor Skills Development (CSD)** and **Wilderness Counsellor Skills Development** program offer you the opportunity to develop some of the ‘Hard Skills’ that are necessary for a leadership role at Camp Kawartha, and work towards certifications that can be applied both in a camp context and in other spheres outside of camp life. Our CSD program offers candidates the opportunity to work towards achieving their [Bronze Medallion](#) and [Bronze Cross](#) swimming levels, and our WCSD program offers candidates the chance to work towards their **Ontario Recreational Canoeing Level 1**.

The camp’s expectation is that candidates have an interest in becoming future staff - the training within these programs reflect this. It’s recommended that leadership applicants without their Bronze Medallion or Cross at the time of applying will choose CSD over WCSD so they can acquire these important qualifications at the camp. Those choosing WCSD over CSD without these qualifications will be less competitive than those that have one or both qualifications.

I remember feeling nervous when I initially applied for Counsellor Skills Development; I wasn’t a very strong swimmer, I get cold easily, and it sounded like a lot of work! Ultimately though, CSD ended up being my favourite year of all my years as a camper. Our staff work to ensure that the swimming skills are introduced slowly so campers have time to build their skills over the month and feel confident by the end of their session. Our swimming programs have a very high pass-rate, and a vast majority of campers go on to become Bronze Medallion or Bronze Cross certified. It is also important to note that the swimming portion is just a *part* of the CSD program, not the whole thing. Our CSD program also includes lots of leadership initiatives, team building, programming and more! By the time I came out of CSD, I was more confident, had an incredible group of lifelong friends, and soon after went on to become a certified lifeguard – as is the case for majority of our successful CSD candidates!

## Leader in Training & Wilderness Leader in Training (16 and 17 years)

For campers age 16-17 (turning 16 or 17 before December 31<sup>st</sup> 2023), our **Leader in Training (LIT)** and **Wilderness Leader in Training (WLIT)** programs are the final step of your leadership journey. For many, this program is the lead-up to becoming a member of our Camp Kawartha staff team. The LIT and WLIT program offer candidates the opportunity to enhance their leadership skills in a camp and real-world context, and begin to take on a leadership role within our camper cabins.

Both the WLIT and LIT program feature a ‘shadowing’ opportunity where candidates will work closely as a leader with a group of campers, under the mentorship of one of our staff members.



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Both the LIT and WLIT program also offer a volunteer opportunity at the end of the summer, where all candidates will have the opportunity to gain 80 volunteer hours by acting as a volunteer counsellor during our final session of the summer, Session N. Information regarding Session N volunteering will be made available during the spring lead up to our summer season.

## **An important life lesson & note to all applicants!**

One of the greatest leadership traits is flexibility. Taking those final steps towards being a staff member means demonstrating flexibility. We make it a priority to try to ensure every candidate gets their 1<sup>st</sup> choice of month to help families schedule their summers, but due to the large pool of applicants and unique qualities of these programs (ie. including small sizes for greater individual attention) we cannot always fulfill this commitment.

We expect candidates to be flexible in accepting the session in which they have been selected. **This is not necessarily a reflection of one's competitiveness**, but on the resources of the camp and the best interests of each leadership program. Parents: please talk with your children about expectations. Very often, we notice a camper's reaction of not "getting our 1st choice," as a failure rather than an opportunity.\*

Additionally, our Wilderness Leadership programs are considered **equivalent** programs to our non-wilderness programs. The wilderness programs feature a longer canoe trip, and an additional focus on nature connectivity, but consist of all of the same leadership challenges and skill-developing opportunities.

## **In reviewing the leadership applications, our process of evaluation and selection is based on 4 things:**

1. **The application** – we read the application and base its merit on the applicant's ability to answer each question, demonstrate dedication and creativity, and how it ties into the program.
2. **Past evaluations** – past Camp Kawartha evaluations from our staff help us determine if the applicant is prepared for the leadership program. More recent evaluations (ie. 2022 evaluations) carry the most weight.
3. **Staff feedback** – staff may be consulted who have worked with the applicant for additional information.
4. **Leadership suitability** – based on the above, has the applicant demonstrated they are prepared to endure the challenges of leadership program, and will they be a positive influence to the dynamics of the group.



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## Timeline for Leadership Applications:

**Friday, September 30th:** Applications sent out

**Friday, October 21st at 6pm–** Application deadline (applications will be accepted after this date, but priority will be given to applications who make deadline.)

**Week of October 24th** – Acceptance of CSD & LIT Applications. Successful applicants will be called, and all candidates will be followed-up with by e-mail.

**If application is approved, deadline for accepting is November 14th, 2023** (requires applicant to register for their assigned session using the [registration portal](#) and providing a \$1,000 deposit to secure your campers space). Options for the balance include paying in full upon registration or in postdated installments.

Applicants who do not get in to our leadership programs are encouraged to register for our 2-week tripping and pre-leadership sessions. More info on the dates/rates for these sessions will follow before the opening of our registration on November 1<sup>st</sup>, 2022.

Thank you so much for your interest in applying to our Leadership programs for Summer 2023. We are so excited to review your applications, and to welcome in a new group of young, innovative leaders!

If you have any questions regarding our leadership programs or applications, please reach out to me over email at [emma@campkawartha.ca](mailto:emma@campkawartha.ca), and I will be happy to answer any questions that you might have or set up a time to meet with you!

All the very best and I wish your families all well this autumn,

Emma Robert (she/her)  
Summer Camp Director