

# Teen Leadership Training (TLT) Program

## Guidelines, Expectations, and Tips



The purpose of the TLT Program at Beaver Camp is to give teens the opportunity to prepare for leadership, ministry, and community involvement. Participants gain hands-on experience and have a direct impact on Beaver Camp's ministry by supporting a cabin group (under the supervision and mentorship of a counselor) through the various activities, including on the Challenge Course, waterfront, all-camp games, camp-outs, cabin devotions, and more.

Participants of the TLT Program spend 2-3 weeks working directly with the summer camp program, though they are expected to return home over the weekends. Exceptions may be worked out with the director prior to accepting the contract.

The application includes a section where you can choose which weeks you are available. Selecting all of the weeks doesn't mean you will work all of that time; it's just information we need as we consider everyone's availability. There are times throughout the summer when Beaver Camp needs extra staff as kitchen aides, wilderness trip assistants, etc. If needed, an email will be sent out to ask if anyone wants to work in those positions. This would be in addition to the weeks as a TLT, paid at the rate of those positions.

Consider applying for the TLT Program if you:

- have 2 years of experience as a camper at Beaver Camp or equivalent
- are at least 16 years old
- are in 10<sup>th</sup> or 11<sup>th</sup> grade
- are in agreement with Beaver Camp's philosophy and policies
- are eager to learn, love campers, and show a consistent walk with God
- can be flexible and able to work with campers and other staff members
- are interested in working at Beaver Camp's summer camp and winter camp programs after high school graduation
- are willing to go swimming, work with kids on the Challenge Course, camp outside one night each week, and learn other Beaver Camp skills

### Applications

Applications for the following summer are available at [www.beavercamp.org](http://www.beavercamp.org) on November 1. They can be submitted online or printed and mailed to Beaver Camp. Applications should be filled out by the applicant – neatly and completely.

If you don't have formal work experience, it's fine to list jobs like babysitting or yard work, or even participation as an officer in a school club or other group, on your application.

If applying online, be aware that information is not saved until the application is submitted. It may be beneficial to write answers in a separate document, then copy and paste into the application to avoid losing unsaved information.

Once the application has been received, you will receive an email from the director with a request for an interview, along with links to the online reference form for your references to fill out, if they

haven't already done so. This email should come within 3-4 days of receiving your application; check your spam folder if you do not see this email. If you haven't heard from the director within a week of applying, please reach out to Beaver Camp at (315) 376-2640.

Be sure that the email address listed on the application is one you regularly check.

Your application is the first impression, so make it good!

### **Interview**

This is the next step in becoming a TLT!

When possible, the director will schedule a face-to-face interview at a local public place such as Dunkin Donuts. Otherwise interviews will be held via Skype or Zoom. Interviews take about 20 minutes, though you shouldn't worry if it takes less or more time.

The interview will include questions about your memories of camp, involvement at school and church, goals for the future, and more. Don't rush or panic. Take time to think about your answers.

### **After the interview...**

This part seems to take forever. But we promise: you haven't been forgotten. The application deadline for the TLT Program is March 15. It takes some time to wrap up all of the interviews, references, and other paperwork.

A week or so after the deadline, you will receive an email with the decision of your inclusion in the TLT Program. You will receive this email whether or not you have been selected as a TLT; please check your spam folder prior to contacting Beaver Camp if you haven't heard from us by the end of March.

### **If you are selected as a TLT:**

The email will have a contract attached with the dates of your TLT sessions, information about TLT Training, paperwork that needs to be filled out, a link to register for Teen Camp, etc. Sign and return the contract promptly, and start working on that paperwork. Additional information will be given in the coming months.

### **If you are not selected as a TLT:**

It isn't fun to be told "no." The capacity of the program is limited so we can provide the undivided focus, mentorship, and resources we believe each participant needs. *Please* continue serving your school, church, and community. We'd love to see your application again next year!

It's a big commitment! Talk with your family before applying to make sure that it fits your schedule and abilities. It's okay to have a parent, teacher, or other adult look over your application and emails. However, this job is **your** opportunity to take responsibility, advocate for yourself, and communicate with supervisors in preparation for the future.

Please direct any questions or concerns to Mike Judd, Executive Director, at [mike@beavercamp.org](mailto:mike@beavercamp.org) or (315) 376-2640.