



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 Website: www.campkawartha.ca

2023 Leadership Application FAQ

Can you tell me more about Camp Kawartha's leadership programs?

Our leadership programs are considered our flagship programs. They are designed to draw out the best in each leadership camper and guide them to be productive leaders of the future. They are led by Senior Staff members who are mentors and role-models guiding you through our leadership model and towards greater responsibility within the camp environment and beyond. These are both highly rewarding and fun programs as our campers can attest to.

Our leadership programs are about working in a positive team setting and supporting others. It's about participation, trying one's best and embracing challenges. It's about demonstrating a positive attitude and developing strategies to overcome obstacles and solve problems. It's about self-improvement and being the best person you can be.

What are the different leadership programs that you offer?

We offer 4 different, unique leadership programs at Camp Kawartha. Our first two programs, Counsellor Skills Development (CSD) and Wilderness Counsellor Skills Development (WCSD) are geared towards helping campers to develop the 'hard skills' of leadership, and work towards swimming and canoeing qualifications. These programs are for 15-16 year olds, and run for one month.

Our second two programs, for 16 and 17 year olds, Leader in Training and Wilderness Leader in Training, provide campers with the opportunity to take on a larger leadership role within our camp community in their last year as a camper. These programs are designed to focus on the 'soft skills' of leadership, and help campers explore what their personal leadership style is. The LIT program provides participants the opportunity to 'shadow' a cabin of campers, and learn about the ins-and-outs of daily camp life from a leadership perspective. All LIT's will also have the opportunity to get 80 volunteer hours at the end of the summer, by acting as a volunteer counsellor in 'Session N', which is a 3 night, 4 day session at the end of our summer season. More details on this volunteer session will be sent out to successful LIT candidates in the springtime.

You can read more about what each of our leadership programs has to offer at <https://campkawartha.ca/summer-camp/leadership-programs/>.

What is the application process?

All leadership candidates must apply and be accepted into their program in order to attend. This year, our application has two distinct parts: the **personal statement piece** and the **leadership**



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application questions. You can find more information on these two parts within the attached document ‘Leadership 2023: Steps to Application’.

All candidates must submit their application before the application deadline (Friday, October 21st at 6pm) to be considered competitive for a spot within our programs. Our team will then select the leadership candidates based on their application and past evaluations at camp, and decide on program placements. Those who have been successful in their application can expect to receive a call from our Summer Camp Director, Emma, in the week of October 25th. All applicants will receive an email following acceptances about next steps.

How competitive will this application year be?

We expect this application year to be **highly** competitive. We aim to keep our leadership groups to small, close-knit groups of campers who are likely to see success within the program, which ultimately results in a competitive application process. All candidates are encouraged to give their application their best effort, demonstrate creativity through their personal statement, and provide thoughtful answers to each of the application questions.

When is the submission deadline to apply? What happens if I submit my application after the deadline?

The deadline to apply is October 21st, 2022. Applications will still be accepted after this date, but they may not be considered competitive, and there may not be any spaces available following our deliberation process. If you are applying to leadership late, we still encourage you to apply, and we can be in touch about other options if our programs are full.

How are candidates chosen?

Our candidates are chosen based on a variety of factors. We consider each candidate’s past history at camp (or past leadership experiences if you are new to Camp Kawartha), past evaluations from our staff team, and staff feedback from staff who have recently worked closely with the camper. But, above all else, we look at the strength of the application and the effort/thought put into each component of the application.

For the personal statement piece, we are looking for applications to demonstrate creativity, uniqueness, and effort. Personal statements that have had a lot of effort put into them will stand out against those that haven’t, which will help our evaluation team to assess an applicant’s dedication to the leadership program that they are applying for. We are looking for personal statements that tell us something about the applicant, their interests, and their leadership style.

For our leadership application questions, we are looking for candidates to demonstrate thoughtfulness and investment in our leadership programs. Candidates who thoughtfully answer



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the application questions and provide insightful responses will stand out in the application process.

What does it mean that I didn't get my top program choice?

There are a lot of different factors that play into the acceptance process for each of our leadership programs. Some of the factors that relate to the candidate are listed in the question above.

A major factor in all our Leadership program placements is Camp Kawartha's capacity, and our goal of providing programs that are exceptional. While we would love to admit each applicant into our leadership programs, Camp Kawartha unfortunately is unable to accommodate all applicants each summer. We want to ensure that our leadership programs have small enough groups that each applicant can receive one on one attention from their leadership staff, have all their needs met, and excel in their program. As our staff review leadership applications, we are working to balance the needs of the individual and the needs of the overall group.

Sometimes when an applicant isn't accepted into their top program choice, this may be due to the program not being a good fit for that particular applicant; sometimes it is a result of a very high number of candidates also applying to the same program. We ask that all candidates, whether they receive their top program choice or not, do so with grace, understanding and compassion. Often times, what speaks volumes about a leaders potential is their ability to be flexible when they don't get what they were initially hoping for. Candidates who do not get accepted for their top choice but are able to adapt and overcome will ultimately go a lot further than those who are unable to see the silver lining, and be open to new experiences.

What is the difference between the Wilderness stream programs (WCSD and WLIT) and the non-wilderness stream programs (LIT and CSD)?

Our wilderness programs are considered to be equivalent leadership programs to our main stream programs, with the added bonus of additional opportunities to connect with – and be inspired by – the natural world! Each of these programs features a longer canoe trip portion, where much of the leadership training will take place. Our Wilderness Counsellor Skills Development program offers two canoe trips – one 3-night trip in the Kawartha Highlands, and a 7-night trip in Algonquin park. Our WLIT program offers Camp Kawartha's longest canoe trip – a 9-night trip in Algonquin park. Both of these programs are a fantastic opportunity to get in touch with the natural world and learn about your leadership style in the process!

Do I need my bronze medallion or bronze cross to apply for WCSD?

You can still apply for WCSD, but priority for WCSD will be given to applicants who have these qualifications at the time of applying. A willingness to challenge yourself to achieve these qualifications at camp is in line with the qualities of a successful leader.



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I already have both bronze medallion and bronze cross qualifications. Can I still apply to CSD?

Yes, although WCSO is highly recommended if you already have both qualifications and the fact that the swimming is a component of the CSD program, there are many other aspects of the program that the candidate can benefit from as part of their leadership development.

If I was in CSD, am I guaranteed a spot in an LIT program?

A candidate needs to apply and be accepted into each program. Completing the CSD program gives you a good chance of being accepted to an LIT program, however your application must still demonstrate a strong competitiveness to be accepted, and acceptance into LIT cannot be guaranteed.

Why didn't I get in?

We don't enjoy turning candidates down, but sometimes our judgment says that the candidate is not ready for the challenges of CSD/LIT based on previous summers, or did not show enough initiative in filling out the application, or did not prove they would make as strong a candidate as others. We try to take into consideration what is best for the camp, the individual and the pool of applicants as a whole.

Those who ask this question often look where the candidate went wrong, but as long as the candidate has tried their best, they should be proud of their effort. We empathize with their disappointment, and hope they use this as a learning experience. We have many individuals on staff (and Senior Staff) that didn't get into CSD or LIT their first try, but they persevered to become excellent leaders.

Those candidates who do not get in will be encouraged to register for other programs, in particular the 2-week Sr. Canoe Trip and other leadership programs, as an opportunity to demonstrate their leadership qualities within the camp setting.

What can the candidate do to be better prepared next time?

Returning to camp and registering for the Senior Tripping, or our other pre-leadership programs is our best answer. This gives the candidate a second opportunity to demonstrate their leadership skills. By completing any of these programs successfully, the candidate puts themselves in an excellent position to be accepted to the CSD or LIT program the following year. Dates and rates for these programs will be released mid-October.



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Is there a waiting list for those who didn't get in?

Upon sending out our leadership acceptances, we will create a waiting list for those who were not accepted into their first choice of program. If this applies to you, you may ask to be placed on the waiting list, but we cannot guarantee that a space will open in your desired program choice. If a space does open for you, we will be in touch.