

## **A guide to our selection process**

Here are some frequently asked questions that parents and campers ask about the leadership process.

### **How many leadership applications did Camp Kawartha receive and how many were accepted?**

For the 2011 summer camp season, we received 65 leadership applications in which we were able to accept 58 applicants into our 6 leadership programs (3 LIT programs, and 3 CSD program). Each summer we try to accommodate as many leadership applications as possible.

**Who makes the decision?** As summer camp director, I approve all final decisions. I gather members of my Senior Staff and we go over every application. Other staff join us by conference call if their contribution is required and relevant to the application. The 2011 camp evaluation of the applicant and the quality of the application are the biggest factors in making our decision.

**Do I need my bronze medallion or bronze cross to apply for WCSD?** No! Although a major component of the CSD program is to give our campers an opportunity to gain swim qualifications relevant towards future work experience, a candidate may forgo such training by applying to the WCSD program if that's their interest. WCSD involves greater wilderness training through a longer canoe trip, ORCA Tripping Level 1, Project WILD and Standard First Aid/CPR certifications.

**If I was in CSD, am I guaranteed a spot in an LIT program?** No! A candidate needs to apply, and be accepted into each program. Although completing the CSD program gives you an excellent chance on being accepted to an LIT program, it is not a guarantee if you received a weak CSD evaluation, or fail to fill out an application.

**When will I find out?** Both successful and unsuccessful candidates will receive a phone call and an e-mailed letter from the camp the week of October 31<sup>st</sup>. Please do not call the camp to inquire as we will not provide the information over the phone. For some reason, if you don't hear from us by November 7<sup>th</sup>, we encourage you to call the camp at that time.

**Why didn't I get my 1<sup>st</sup> choice?** With a high number of applicants, it's impossible to give everyone their first choice. We based our decisions on the data that we had available and put together the most compatible groupings. If someone didn't get their 1<sup>st</sup> choice, we worked hard to give them their 2<sup>nd</sup> choice, and if they didn't get their top 2 choices, we gave them their 3<sup>rd</sup> choice. Please respect that we've tried to accommodate everyone the best we could. An unwillingness to make 2<sup>nd</sup> and 3<sup>rd</sup> choices may hurt your chances of acceptance. Not receiving your 1<sup>st</sup> choice should not be viewed as a weakness with one's application.

Sometimes, after the acceptance process, someone drops out and we can move someone who wishes to be moved to a different session. This is made on a request basis and we will accommodate if possible, but there are no guarantees and should not be expected.

**If I got into CSD should I get my Bronze qualifications prior to camp?** NO! The regular CSD program is focused around achieving Bronze Medallion and Cross in a waterfront setting.

**Why didn't I get in?** 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. In some years, the applicant pool is very large and someone suitable for the program is turned down because someone else proved themselves with greater passion and was more convincing. We've tried to avoid this in recent years by enlarging the program. It's not a perfect system, but we try to take into consideration what is best for the camp, 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 sympathize with their disappointment, and hope they use this as a learning experience. We have many individuals on staff who didn't get into CSD their first try, but they were persistent and proved to us in following summers that they were capable.

**Can you tell me specifically where the candidate fell short?** We will not share the specifics of the application process for a particular candidate. We feel, from experience, that it will not help the applicant to discover a deeper understanding. All the candidates are good people and we enjoy reading their applications. We wish them luck, and hope to find them at Camp Kawartha in another program or in the future.

**What can the candidate do to be better prepared next time?** Returning to camp and registering for the Wilderness Canoe Trip or Challenge and Adventure 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 for the Wilderness Canoe Trip for males are from July 8-20, and for the Wilderness Canoe Trip for females, July 29 to August 10. The Challenge & Adventure programs run from August 12-24. All these programs fill up on a first-come, first-serve basis. If you are turning 17 in 2011, we usually recommend a leadership program at another camp!!

**Is there a waiting list? / Will more spots open up?** A waiting list will be created with the remaining applications. All applicants that are initially accepted will have until November 25<sup>th</sup> to accept. If they do not accept (fail to reserve their spot with a deposit), we will review the remaining applications a second time and make a second round of decisions by December 5<sup>th</sup>. We don't anticipate spots opening up, but it **does** happen every year (anytime between December 5<sup>th</sup> and the start of camp). Plans change throughout the year, candidates change their mind, and accepted spots are declined. We will be in contact with you if this is the case.

**If I sign up for the Wilderness Canoe Trip or Challenge and Adventure, do I lose my spot on the waiting list?** Not at all! You remain on the waiting list whether or not you sign up for these programs. If you are accepted to a leadership program from these other programs, we simply shift your registration.

To help you through the application process, Adam Strasberg (Wham) is happy to answer additional questions at [info@campkawartha.ca](mailto:info@campkawartha.ca)