

BCNY Harriman Basecamp (HBC) Counselor-in-Training (CIT) Program 2026 - Application Packet

Welcome to the BCNY Harriman Basecamp CIT Program

The Counselor-in-Training (CIT) Program at the Boys' Club of New York (BCNY) Harriman Basecamp is a six-week immersive leadership and workforce development experience for teens. CITs are no longer campers — they are emerging leaders who learn through responsibility, mentorship, service, and reflection.

This program is rooted in BCNY's 4Cs:

Competence

Confidence

Connection

Character-Richness

Selected CITs will live at camp for all three sessions and follow a progressive leadership pathway that builds real workforce skills.

Program Snapshot

Cohort Size: 8

Ages: 16–17 (must be in high school at start of summer)

Commitment: All three sessions (required)

Session Dates (2026)

Session 1: July 5 – July 16

Session 2: July 19 – July 30

Session 3: August 2 – August 13

Stipend Structure

CITs can earn a base stipend of \$1,000 for successful completion of the program, with the opportunity to earn an additional \$200 Proficiency Bonus, for a maximum of \$1,200. Stipends are earned through consistent participation, professionalism, completion of program rotations, and positive evaluations from camp leadership.

Application Timeline

- Applications Open: January 25
- Applications Close: March 30
- Interviews: First two weeks of April
- Decisions Released: May 1
- Orientation Weekend
- Family Orientation Sessions:

Abbe: April 24 th	Tiger: April 22 nd	Gerry: April 28 th
Virtual via ZOOM: May 11th		

Eligibility Requirements

To apply, you must:

- ☐ Be 16 or 17 years old at the start of camp
- ☐ Be currently enrolled in high school
- ☐ Commit to all three sessions
- ☐ Submit all required materials
- ☐ Complete an individual interview
- ☐ Attend orientation weekend with a parent/guardian

Application Checklist

Your application is not complete until all items are received.

- ☐ Completed Application Form
- ☐ Letter of Intent
- ☐ Three Short Essay Responses
- ☐ Three References
 - 1 BCNY staff, 1 school educator, and 1 Adult
- ☐ Parent/Guardian Acknowledgment
- ☐ Interview Completed

To Apply:

Complete application and submit in person, by mail, or electronically to the JOEY DASILVA.
Applications are due no later than March 30

Joey DaSilva HBC – Associate Camp Director 321 E 111th St, New York, NY 10029 Joseph.Dasilva@bcny.org 347-505-4529	Sebastien Venuat HBC – Camp Director 321 E 111th St, New York, NY 10029 Sebastien.Venuat@bcny.org 347.505.5384
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Applicant Information

Please complete all fields accurately using your legal name and current contact information, as this section is used to verify eligibility and contact you about next steps. Incomplete or incorrect information may delay your application.

Full Name:			
Preferred Name:			
Date of Birth:		Age:	
Email:			
Phone Number:			
Clubhouse:	☐ Gerry Clubhouse	☐ Abbe Clubhouse	☐ Tiger Clubhouse
School:			
Grade (Fall 2026):	☐ Sophomore Year	☐ Junior Year	☐ Senior Year

Address:	(Street) (City) (State) (Zip)			
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Leadership, Service & Activities

List clubs, sports, volunteer work, leadership roles, or jobs:

Applicant Parent/Guardian Information:

Full Name:	
Phone Number	
Email:	

Writing Section

Why do you want to be a Counselor-in-Training (CIT) at the Boys’ Club of New York Harriman Basecamp?
In your response, tell us:

- What excites you about becoming a youth leader
- What you hope to learn or grow in this summer
- How this program connects to your future goals
- Why you believe you would be a strong role model for campers

This is your chance to share who you are, what matters to you, and how you want to show up as a leader at Basecamp.

Describe a time when you took responsibility, made a mistake, or had to step up for others. What happened?
What did you learn about yourself?

Tell us about a challenge you have faced in school, at home, or in your community.
How did you respond? What changed for you because of that experience?

The BCNY CIT Program is built on the 4Cs:

- Competence – skills and responsibility
- Confidence – believing in yourself
- Connection – building relationships
- Character-Richness – doing what's right

Which of the 4Cs is your strongest right now?

Which one do you want to grow this summer, and why?

Counselor-in-Training (CIT) Program - Applicant Referral Form

Thank you for taking the time to complete this referral. Your feedback helps us better understand the applicant's character, leadership potential, and readiness for responsibility. This referral will be kept confidential and used only to support the applicant's candidacy for a Counselor-in-Training (CIT) leadership program.

Applicant Name: _____

Referrer Information

Your Name: _____

Email: _____ Phone: _____

Your Relationship to the Applicant: _____

How long have you known the applicant? _____

Leadership & Character Evaluation

Please rate the applicant using the scale below:

<u>Skill / Quality</u>	<u>1</u> <u>Needs</u> <u>Growth</u>	<u>2</u> <u>Developing</u>	<u>3</u> <u>Meets</u> <u>Expectations</u>	<u>4</u> <u>Strong</u>	<u>5</u> <u>Exceptional</u>
Follows directions and learns quickly	☐	☐	☐	☐	☐
Takes initiative and responsibility	☐	☐	☐	☐	☐
Communicates clearly and respectfully	☐	☐	☐	☐	☐
Works well with others	☐	☐	☐	☐	☐
Shows honesty and integrity	☐	☐	☐	☐	☐
Demonstrates maturity and good judgment	☐	☐	☐	☐	☐
Is dependable and follows through	☐	☐	☐	☐	☐

Short Response Questions

In what setting have you observed this applicant (school, work, community, etc.)?			
What strengths does this applicant bring to a group or team?			
In what ways could this applicant continue to grow or improve?			
Would you feel comfortable trusting this applicant to support or mentor younger?			
How strongly do you recommend this applicant for a youth leadership program?			
☐ Strongly Recommend	☐ Strongly Recommend	☐ Strongly Recommend	☐ Strongly Recommend

Signature

I confirm that the information provided is accurate to the best of my knowledge.

Signature: _____ Date: _____

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Signature

I confirm that the information provided is accurate to the best of my knowledge.

Signature: _____ Date: _____

Parent/Guardian Acknowledgment

The Boys' Club of New York (BCNY) Harriman Basecamp Counselor-in-Training (CIT) Program is a leadership and workforce development experience that requires a high level of commitment, responsibility, and family partnership.

By signing below, I acknowledge and agree to the following:

- I understand that my child is applying to a selective leadership program and is no longer participating as a camper, but as an emerging youth leader and role model.
- I understand that the CIT Program requires full participation in all three camp sessions and that consistent attendance and engagement are essential to successfully complete the program.
- I understand that the CIT Program includes mandatory orientation and training requirements, including:
 - A CIT Orientation Weekend for all selected participants
 - A Family Information Session that a parent/guardian must attend
 - Ongoing communication and check-ins throughout the summer, as needed
- I understand that these orientation and family sessions are a required part of the program and that my child's participation is contingent on our family's ability to attend and support these requirements.
- I understand that the CIT Program includes professional expectations, leadership responsibilities, structured supervision, and reflective practices that may feel different from a traditional camp experience.
- I understand that CITs receive a stipend that is earned through full participation, growth, and completion of program requirements.
- I agree to support my child's commitment to the CIT Program and to partner with BCNY Harriman Basecamp staff in encouraging responsibility, communication, and positive leadership.

By signing below, I confirm that I have read, understand, and support the expectations of the BCNY Harriman Basecamp CIT Program.

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____

CIT Applicant Acknowledgment & Commitment

The Boys' Club of New York (BCNY) Harriman Basecamp Counselor-in-Training (CIT) Program is a leadership opportunity and a responsibility. By applying, I understand that I am stepping into a role that requires maturity, commitment, and professionalism.

By signing below, I acknowledge and agree to the following:

- I understand that the CIT Program is a leadership role, not a camper experience, and that I am expected to model positive behavior, respect, and responsibility at all times.
- I understand that participation in the CIT Program requires a full commitment to all three sessions and active participation throughout the entire program.
- I understand that the CIT Program includes mandatory orientation and training requirements, including:
 - A required CIT Orientation Weekend
 - Leadership trainings and reflection sessions
 - A Family Information Session that I am expected to attend with my parent/guardian
- I understand that I will be learning through real responsibility, mentorship, feedback, and reflection, and that I am expected to take ownership of my growth.
- I understand that I will be held to high standards of professionalism, communication, and teamwork as an emerging leader at Basecamp.
- I understand that the stipend I may earn is connected to my participation, engagement, and completion of program expectations.
- I confirm that all information I have provided in this application is true, complete, and my own work.
- By signing below, I confirm that I understand what I am applying for and am committed to showing up as a leader in the BCNY Harriman Basecamp community.

I certify that the information I have provided is accurate and complete.

Applicant Name: _____

Applicant Signature: _____

Date: _____