Leaders In Training (LIT) *Frequently Asked Questions*

Gretna Glen Camp and Retreat Center

Updated October 2026

What is the Leaders In Training (LIT) program?

- LIT is a program designed for youth ages 13-15 to gain some real-life leadership experience here at Gretna Glen. They will serve as a helper for one of our summer programs, serving alongside counselors and receiving direct support from experienced Program Directors and Year Round Staff. They'll get to enjoy the fun of helping campers ages 6-9 without being "The one in charge". After attending one of our pre-summer LIT Training sessions, these Leaders In Training (LITs) will be equipped with all of the skills and tools needed for their program. They'll be ready to lead songs, games, and be a Christian role model for our campers!

Is it replacing the CILT program?

- Yes! The former program, CILT (Campers In Leadership Training), has been rebranded into LIT. With the same goals in mind, we are super excited to grow this program for many years to come.

Is an LIT (Leader In Training) a counselor? Or are they a camper?

- LITs are **not** considered counselors like our paid staff and volunteers are. However, they are also not considered campers. Their role falls in between these categories. While they have more responsibilities and privileges than a camper (e.g. being role models and helping to lead songs, games, and bible studies), they also face limitations relative to our staff members (e.g. LITs cannot fill the role of staff members for certain safety measures we have in place, such as Ratios and our "Rule of 3"). A detailed breakdown of these responsibilities and limitations will be explained during LIT Training to ensure we are setting them up for success! If you have any questions about the categorization of this role, please email us at camp@gretnaglen.org or call us at 717-273-6525.

What are the goals of the LIT program?

- Update our longstanding tradition of supporting leadership in our youth camper population.
- Build Christian role models in our greater community, and help youth discern calls to ministry and service.
- Train youth to be excellent leaders—growing in confidence, respect, resilience, and responsibility.
- Provide a supportive growth environment for youth, to bring camp fun to life without being responsible in a counseling role.
- Raise the next generation of summer staff—we hope our LITs feel called to apply for future summer staff positions after their experience in this program!

How much does it cost to be an LIT?

- The total fee for the LIT program is **$50.00**. After we have accepted your application and decided together on the best program option for you, we will be in touch to collect this payment. This is to cover the cost of your meals. There is **no payment due upon registering** for the program.

Can LITs still be campers, too?

- Yes! We **highly encourage** LITs to also attend Gretna Glen as a camper during another week of the summer (or several weeks!). Check out our summer program options **here**.

What is required of each LIT for the program?

- Each applicant is required to complete the online application, provide 2 references (such as teachers, youth leaders, coaches, etc.), and attend one of our two LIT Training options.
    - Please note that portions of the application should be completed by the applicant, not the parent or guardian - more details on that can be found under the next question.
- You are responsible for sending the reference form link to each of the references you provided in your application.
    - Generally, it is respectful to email the reference form to your reference and include the following information in the email: a deadline to have the reference form submitted by (for example: within the next 3 weeks would be great!), what the LIT program is, why you chose them as a reference, and any specific skills, qualities, or experiences about yourself that you'd like them to include.
    - If 1-2 weeks have gone by and they have not submitted, we will let you know—and in that case, a friendly follow up email to check in is appropriate.
    - After they submit, send them a thank-you message via email letting them know you appreciate their support.
    - Reference Form Link
- The two options for the LIT Training are:
    - Sunday, June 6 (same day as S'mores & Tours)
    - Sunday, June 21 (the Sunday before Gretna Glen's Week 1)

How do I apply?

Please follow this link to the online application.

- Note: Application for the LIT program is within the same system as camper registrations *(CampBrain)*. *Most of the registration process through CampBrain may be done by the parent or guardian—however, the LIT should be the one who completes the "Leaders In Training (LIT) Application", which is found in the Forms tab of the registration process.*
    - If the applicant has been a Gretna Glen camper in the past, **please use their existing camper account to apply**, within your family's household account.
    - If the applicant has **not** been a Gretna Glen camper, please create a new account—this includes setting up the Household Information. This should be done by the parent or guardian, who will then add the applicant as a camper within the household.
- After signing in, scroll to the bottom of the "Sessions" page until you see the **Leaders In Training** session option. Click to expand it, and **select the green "Add to cart"** button.
- Next, choose one of the three LIT Training options below. Once you know which training you can attend, **select the green button to the right.**
- On the next tab, add any money the applicant will want to spend at the Snackery for the week.
- Next, complete the required forms, including the applicant's completion of the "**Leaders In Training (LIT) Application"** - this is where the applicant will provide their information, references, preferred dates to be an LIT, and motivations for joining our LIT program.
- After each form is complete, move on to the payment section - note that there is **no payment due** until the specific program is finalized and we register the LIT.
- Last, **complete the Review and Confirmation steps** of the registration—congratulations, you have now officially applied for the Gretna Glen LIT program!

Once we have received your application and completed reference forms, we will reach out to register you for the camp program you would like to work with!

What skills will LITs gain? How will they practice these skills?

- *Leadership*
    - LITs will serve as role models for campers—someone the campers look up to. They will learn that their actions and behaviors have a direct impact on others who are learning from them. They will be "leading by example" and "walking the talk", modeling strong values and inspiring campers to do the same.
    - After the LIT Training, LITs will be ready to lead camp songs and games with enthusiasm. Speaking or singing in front of a group and giving clear, engaging activity instructions are skills they will become excellent at.
    - They will also develop critical thinking skills as they reflect on their role, learn to identify camper needs, and practice responding with empathy.
- *Confidence*
    - LITs will build courage by embracing vulnerability and stepping out of their comfort zone to try new things. Whether it's introducing themselves in a group or leading a singing grace before a meal for the first time, they learn to confidently say, "I can do hard things."
    - Being away from family while serving in a leadership role fosters independence. LITs become more capable of solving challenges on their own while learning how to seek support when needed.
    - Throughout LIT Training and their service experience, they will form new friendships—growing confidence as they practice building connections and working collaboratively alongside peers.
- *Respect*
    - LITs will learn what it means to work positively as part of a team alongside counselors and other camp staff. By collaborating with a team of peers, they gain an understanding of how respect strengthens a community and helps everyone succeed.
    - Through hands-on experience, LITs will practice responding to camper conflicts with patience and fairness. They learn to pause, listen, and seek appropriate support while helping campers feel heard and valued.
    - LITs will also develop the ability to accept constructive feedback with an open mind. By reflecting on guidance from leadership staff and making thoughtful improvements, they grow in maturity, accountability, and respect for themselves and others.
- *Resilience*
    - LITs will learn that making mistakes is a natural and valuable part of growth. Through reflection and guidance, they develop a growth mindset—learning how to adapt and try again with a positive attitude rather than giving up.
    - By showing up each day ready to contribute, LITs build a strong work ethic rooted in responsibility and commitment. Putting forth their full effort helps create a positive and memorable camp experience for campers and reinforces the importance of perseverance.
    - Through both successes and setbacks, LITs gain resilience as they learn to manage challenges with determination and flexibility.
- *Responsibility*
    - LITs learn that keeping campers safe is a top priority. By following procedures, staying alert, and making thoughtful choices, they begin to understand how their actions directly impact the well-being of others and the overall safety of the camp community.
    - They will practice dependability and organization through daily routines like getting campers from place to place on time. Showing up prepared and ready to help builds trust with staff and campers and reinforces the importance of being someone others can count on.

- LITs also develop responsibility through clear communication—speaking up when they need help, asking questions, and sharing concerns before they become problems. Learning when and how to communicate effectively helps them grow into reliable leaders who take ownership of their role and responsibilities.

What will the pre-summer LIT Training look like?

- Our pre-summer LIT Training is a full day (8:00 a.m. - 6:00 p.m. with breakfast, lunch and dinner included) designed to equip LITs with the skills and tools needed to be effective leaders. The day begins with icebreakers and "get-to-know-you" games to build a strong LIT community from the start. LITs will learn our core expectations, including fully engaging with campers throughout the day, embracing a "whatever it takes" mindset, and serving collaboratively and respectfully as part of a supportive team. While learning fun games, songs, and skits, they'll also practice *how to teach and lead them*—preparing them to confidently guide campers during activities and downtime. Training will also cover camper dynamics and behavior management, emergency procedures, and the importance of setting a realistic, measurable personal goal for the summer. Finally, they'll learn all of the ways we keep safety as our top priority, including physical, mental, emotional and spiritual well-being for all campers, guests and staff.

What are the summer program options that LITs can sign up for?

- LITs can sign up to serve during one of our **Younger Day Camp** programs, or *select* **half-week Resident Overnight** programs. For Day Camp programs, LITs will arrive and depart Gretna Glen each day (8:30 a.m. - 3:00 p.m.). For Resident Overnight programs, LITs will be staying overnight in the Retreat Lodge with the campers and counselors.
- Full list of programs available for LITs:
    - Younger Day Camp
        - *Mon 6/21 - Fri 6/25* **Wet & Wacky Day Camp**
        - *Mon 6/28 - Fri 7/2* **Float 2 Flight Day Camp**
        - *Mon 7/5 - Fri 7/9* **All About Animals Day Camp**
        - *Mon 7/12 - Fri 7/16* **Totally Awesome Random Fun Day Camp**
        - *Mon 7/19 - Fri 7/23* **H2O Adventure Day Camp**
        - *Mon 7/26 - Fri 7/30* **Wild Science Day Camp**
        - *Mon 8/2 - Fri 8/6* **Splash & Dash Day Camp**
    - Half-week Resident Overnight
        - *Tue 7/6 - Fri 7/9* **My Early Camping Adventure (GL31)**
        - *Sun 7/11 - Thurs 7/15* **Totally Awesome Random Fun I**
        - *Sun 7/25 - Wed 7/28* **My Early Camping Adventure (GL60)**

When do the LITs need to arrive and depart Gretna Glen during their week of service?

Younger Day Camp Programs

- Monday-Friday; arrive 8:30 a.m. and depart 3:00 p.m. each day

Half-week Resident Overnight Programs

- My Early Camping Adventure
    - GL31: arrive 12:00 p.m. Tuesday and depart 11:00 a.m. Friday
    - GL60: arrive 12:00 p.m. Sunday and depart 11:00 a.m. Wednesday
- Totally Awesome Random Fun I
    - Sunday-Thurs; arrive 12:00 p.m. Sunday and depart 5:00 p.m. Thursday