

Cold River Camp Leader Intern Program

The 12 scheduled trips per week are an integral part of the CRC experience. These plus Extension Week trips require 22 hike leaders and 9 naturalists. In order to maintain an adequate number of leaders to fill these slots, an intern program has been established to train future leaders.

Relevant training and experience are vital to Camp guests' safety and enjoyment on led trips.

Criteria for selecting leaders include:

- physical and mental capacity to lead groups of Camp guests on day long hikes
- interpersonal skills to lead safe as well as enjoyable trips
- outdoor skills and knowledge, including knowledge of trails and awareness of particular trip risks. Ideally, interns would start with knowledge of and experience on at least six hikes of varying difficulty and increase that number to ten by the end of the week.
- willingness and ability to perform the administrative duties of trip leading
- willingness and ability to work with other leaders in devising suitable, varied weekly trip offerings
- recommendation by another leader, Camp Manager or other trusted source

Each prospective Trip Leader is required to serve as an Intern Trip Leader for one week during the regular summer season unless the relevant CRC Coordinator (Naturalist or Hike Leader) and CRC Chair or Vice-Chair explicitly waives the requirement. Waiving this requirement should be done only when the prospective Leader has been interviewed thoroughly by the relevant Coordinator and when those responsible for the waiver believe the prospective Leader has already demonstrated that he or she possesses both the criteria listed above and the Trip Leader expectations listed in Section 4 of the Cold River Camp Supplement to the Appalachian Mountain Club's Outdoor Leader Handbook..

One of the week's leaders will serve as mentor and evaluator of an Intern. It is important that, during the week, the mentor take the lead in interacting with the Intern...sharing information and techniques, instructing in paperwork requirements, encouraging time for questions and discussions, pointing out areas of strength and areas for improvement, ensuring that the expected intern program participation occurs .

An Intern Trip Leader is expected to participate in all of the activities connected with the week's trip leading, including:

- attending the Trip Leaders' planning meeting Saturday afternoon
- accompanying each of the three Trip Leaders on a led trip, to observe different leaders' styles and skills and (if asked) to assist the leader on the trip (*e.g.*, as sweep or lead hiker). By the end of the week, the intern should be familiar enough with 10 hikes of varying difficulties to feel comfortable leading them.
- co-leading one trip during the week, including planning the trip, announcing it at breakfast (including preparing the sign-up sheet), reporting on the trip at dinner, and filling out the trip report form.
- if naturalist intern, working with the Naturalist on the Junior Naturalist program
- if hike leader intern, providing one evening's prepared entertainment.
- if interested in becoming a canoe trip leader, must lead a canoe trip under the supervision of a CRC leader qualified to lead canoe trips. .

At the end of the week, the Intern will meet briefly with the mentor, who will have sought feedback from the other Trip Leaders and the Camp Manager(s). They will review the week's activities and discuss any problems or questions. The mentor will give the intern a summary evaluation.

The mentor/evaluator will provide a report on the internship to the relevant CRC Coordinator as soon as possible after the week ends. At that point, the Coordinator will decide whether the Intern is qualified to serve as a Trip Leader at Cold River Camp.

Interns serve for a full week. In return, they receive 50% credit toward their room and board for the week.