



L.I.T Packet

60 Pleasant St.

Newburyport, MA 01950

Contact: Joe Pauline

Phone: 978-465-4434

Email: Jpauline@newburyportma.gov

Dear Leader in Training Applicant:

Thank you for your interest in the Newburyport Rec and Youth Services Leader-in-Training (LIT) Program. This packet will help you decide if the program is right for you and your interests. Please read all of the information in this packet.

GUIDELINES

- A. Review this packet with your parents and discuss together why you want to be an LIT. Complete the forms and make sure that you have provided all the correct information.

- B. Give the Reference Form and an envelope to someone that you are not related to and knows how you might work with children. Please have them mail or drop off the reference form no later than May 15th. Your packet will be deemed "incomplete" without this form. This form must be completed by someone other than a family member.

- C. Reminder: Completed Application, Availability Form and the Reference must be submitted to Port Rec by May 15th. You can also email this to Joe Pauline (Jpauline@newburyportma.gov) Please make sure that **ALL** of your family's plans, including family vacations, concerts, activities, etc. are arranged before you submit your application. Schedules will be based on your completed forms and program needs. All participants will receive their acceptance or rejection by May 22nd. Accepted applicants will receive their schedule along with orientation info with their notice of acceptance into the program.

- D. All accepted applicants **must attend an Orientation, details will be emailed upon acceptance.**

ALL INFORMATION MUST BE COMPLETED AND SUBMITTED TO NEWBURYPORT YOUTH SERVICES NO LATER THAN May 15th, 2026

If you have any additional questions please do not hesitate to call the Rec and Youth Services Office.

Sincerely,

Andrea Egmont
Newburyport Rec and Youth Services

So You Want To Be An LIT?

What Is An LIT?

A Leader in Training (LIT) is a person who is either 13 or 14 years old. LIT's feel they are too old to be a camper, but are not yet old enough or experienced enough to become counselors. This is a job training program where participants learn to become youth workers.

What Does An LIT Do?

As an LIT you will:

- Learn and practice the skills necessary to become successful counselors
- Learn activity planning skills
- Learn behavior management and conflict resolution skills
- Learn about group dynamics
- Learn about child development
- Observe experienced counselors interacting with campers
- Assist with a group of campers or activity specialist
- Work under the supervision of experienced counselors
- Receive a performance evaluation and a certificate of achievement

What Are The Advantages Of Being An LIT?

- Gain experience in a day camp type setting
- Have fun working with kids
- Gain leadership and activity planning skills
- Gain valuable work ethics
- Explore future career possibilities
- Personal development
- Opportunity for future employment at NRYS as a paid counselor
- Free camp T-shirts

PLEASE NOTE: Only a few slots per session are available this season. Some applicants may be turned away.



QUESTIONS & ANSWERS

1. **How old must I be?** LIT's must be either 13 or 14 years old by the time they actively volunteer in programs.
2. **Do I receive training?** Yes, you are required to join us for a Summer Orientation details will be sent upon your acceptance into the program. You'll also have check ins with the Senior NRYS staff.
3. **Do I get a certificate?** No, but if you need a form signed for Community Service hours, we will be happy to sign that for you.
4. **What is my role?** Your role is to be an active learner and positive role model. You will be helping the counselors and children in the program you are working in. You will learn more about your responsibilities and assignments you must complete during the Orientation.
5. **Does participating in the LIT Program mean that I am guaranteed a job when I become 16?** NO, the LIT program does not guarantee that you will be hired as a counselor in the future. BUT, it will help considerably if you are an active member and a good role model to the campers.
6. **More Questions?** Please feel free to contact Newburyport Rec & Youth Services at 978-465-4434 or email Joe Pauline at Jpauline@newburyportma.gov



Leader-in-Training Check List

Please Note:

Applications are not considered complete until **ALL** of the requirements have been submitted to the Port Rec Office by May 15th, 2026.

I have read the full LIT packet with my parent(s) / guardian(s), and we agree to abide by the summer program rules and regulations.

I have given the Reference Form and an envelope to someone to fill out and mail to or drop off to our offices, which are located on the 2nd floor of City Hall to the left of the auditorium stage. (They can also email Joe Pauline at Jpauline@newburyportma.gov)

Newburyport Recreation and Youth Services
60 Pleasant Street
Newburyport, MA 01950
Attention: LIT Program
by June May 15th 2026

I have completed the list below and will deliver it to the NRYS Office before May 15th 2026

Emergency Release Form (available on the NRYS website and sent in this email)

Application

I understand that my Leader-in-Training placement will not be established without **ALL** of the necessary information complete.

Applicant Signature

L.I.T. Application Summer 2026

Name: _____

Birthday: ____/____/____ Age: _____

Home Phone: _____

Cell Phone: _____

Address: _____

City & State: _____ Zip: _____

Email Address: _____

T-shirt Size (adult sizes) S___ M___ L___ XL___

Middle School: _____ High School _____

Special Training or Skills:

Have you ever attended the summer programs? Yes No

If so, when? _____

Have you ever attended the Drop In Center or Playground Program? Yes No

If so, which park? _____ When? _____

Have you ever worked with children ages 4-6 years old? Yes No

If so, in what capacity?

_____ When? _____

Why do you want to be a LIT? On a separate sheet (with your name on it) or the back of this form please type or write (very clearly) a brief paragraph on why you want to be a LIT, which program you want to work in, and why. (Minimum of 100 words)

Please Put a Check Mark for the Weeks You're available to LIT:

Jun 28-Jul 2___ July 6-10___ Jul 13-17___ Jul 20-24___ Jul 27-Jul 31___ Aug 3-7___ Aug. 10-14___

Program(s) You'd Like to LIT at: Clipper Playground at Perkins Park 8:30-3:00 ___
Little Aces at Nock/Molin School 9:00-1:00 ___
Safetytown at Cushing Park 8:30-11:30 ___

L.I.T. Reference Form

_____ has applied to the Newburyport Recreation Department's Leader-in-Training Program for the 2026 summer season. The department asks that each LIT help provide a safe and fun environment for each camper. Please share your comments on the applicant. All information will be kept confidential. To return the form, an addressed envelope has been provided by the applicant.

What is your relationship to the applicant? _____

Has the applicant expressed an interest in working with children? Yes No

List four qualities of the applicant that you believe would make him/her a good addition to the staff and a positive role model.

1. _____
2. _____
3. _____
4. _____

PLEASE RATE THE APPLICANT IN THE FOLLOWING AREAS:

	YES	USUALLY	NO	NOT SURE
Accepts Criticism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cooperates	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Shows Initiative	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Displays Patience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Punctual	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creates Drama	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Thank you for your time. If you would like to provide any additional comments/information please use the back of this form.

Date: _____

Print Name: _____

Signature: _____

If further information is needed, may we contact you? Yes No

Phone: _____ When is a good time to call? _____

Email Address: _____

Employee/Volunteer Emergency Contact Form

LIT Name: _____

Mailing
Address: _____

Home Phone: _____ Cell Phone: _____

Emergency Contact Information

Primary Contact Name: _____

Relationship to Employee/Volunteer: _____

Home
Address: _____

Primary Phone #: _____

Secondary Phone #: _____

Secondary Contact Name: _____

Relationship to Employee/Volunteer: _____

Home
Address: _____

Primary Phone #: _____

Secondary Phone #: _____

Allergies/Special Accommodations (Please List Any Notable Information)
