



LEADERSHIP PROGRAM

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2026



ONONDAGA CAMP LEADERSHIP PROGRAM

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The success of any camp is highly dependent upon its ability to train, attract and retain qualified and committed staff.

Participants of the Onondaga Camp Leadership Program will become more effective leaders in a camp setting. More importantly, the experience will promote lifelong leadership abilities.

Onondaga Camp became an accredited independent school over 15 years ago and since then have been offering high school credits for our program. We realized that there was a direct connection between the Leadership Training Program and the Ontario Curriculum established by the Ministry of Education. This has added tremendous value to our Leadership Program and has set it further apart from other similar programs. We are proud to offer participants in the program an opportunity to obtain Ontario credits that can contribute to their Ontario Secondary School Diploma (O.S.S.D.). The credit courses themselves are outlined below under their appropriate year of the Leadership Program.

LIT I PROGRAM

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THE FOUNDATION YEAR

In the Foundation Year, the Leadership Program emphasizes activity and general leadership skill development. All Leaders in Training (LIT Is) will develop the following skills:

PROGRAM SKILLS

- Bronze Medallion and/or Cross
- ORCKA Basic Canoeing Level 4

ACTIVITY SKILLS

LIT Is will have the opportunity to develop specific activity skills in two of the following areas:

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|--------------------|---------------------------------|
| • Archery | • Kayaking |
| • Arts and Crafts | • Mountain Biking |
| • Ball Hockey | • OWLS (Wilderness Skills) |
| • Basketball | • Sailing |
| • Canoeing | • Sports |
| • Challenge Course | • Stand Up Paddle Boarding |
| • Climbing Wall | • Tennis |
| • Crossbow | • Wakeboarding &
Waterskiing |
| • Dance | • Yoga |
| • Drama | |
| • Horseback Riding | |

ADDITIONAL SKILLS PROGRAM

In addition to their activity skills, LIT Is will have the opportunity to obtain one of the following certifications during their session:

- ORCKA Camp Canoe Instructor
- ORCKA Camp Kayak Instructor
- Lifesaving Society Swim Instructor
- Sailing Canada Community Instructor

LEADERSHIP SKILLS

In workshops, LIT Is will work on the following Leadership Skills:

- Leadership Styles
- Team Building
- Initiative and Participation
- Effective Communication
- Problem Solving
- Goal Setting
- Risk Management
- Healthy Relationship

All LIT Is will also participate in an overnight hiking trip during their session.

LIT I DAILY SCHEDULE

7:45AM	Wake Up
8:00AM	Breakfast
8:45AM	Cabin Clean Up
9:25AM	Period 1 – Swimming Lessons or Activities
10:30AM	Period 2 & Period 3 – Group Sessions
12:45PM	Lunch
1:30PM	Rest Hour
2:40PM	Period 4 – Activities
3:45PM	Period 5 – Activities
4:40PM	Free Time
6:00PM	Dinner
7:30PM	Evening Program
10:00PM	LIT Snack & LIT Hockey League (LOHA)
11:00PM	Curfew

LIT I SCREEN POLICY

Camp is one of the only places in the world where we can experience life “unplugged”. At Onondaga Camp, we want campers and LITs to enjoy the outdoors without the distraction of screens. Camp provides an opportunity for us to leave those items behind and focus on making meaningful connections.

With the above comments in mind, we ask that you support us with regards to our Screen Policy outlined below:

LIT Is are **not permitted** to bring any cell phones, tablets, or devices with a screen to camp.

- Cell phones and other electronics will be confiscated if brought to camp, they will be shipped back home at the expense of the family. The cost associated with this is \$100.

PERFORMANCE EVALUATIONS

Each LIT I will receive ongoing, informal evaluations from the Leadership Directors and Activity Heads. After the first two weeks, they will receive a oral evaluation. At the end of each Leadership session a formal evaluation of each LIT's performance will be provided by the Leadership Directors. Performance evaluations will be used to determine invitations for the LIT II program. Enrollment for the LIT II program is limited to 50 participants.

Upon completion of the session, LIT Is will earn 40 hours of community service.

CREDIT COURSE OFFERED

Healthy Living and Outdoor Activities, Grade 11, Open (PAD3o)

This course focuses on the development of a healthy lifestyle and participation in a variety of outdoor activities and sports that have the potential to engage students' interest throughout their lives. Students apply movement principles and sport/ game strategies to refine skills, and actively participate in sports and games to enhance their personal competence and fitness. They are encouraged to develop leadership skills and given opportunities to learn and practice goal- setting, decision-making, social and interpersonal skills. Students study the components of healthy relationships, reproductive health, mental health and personal safety.

FOUNDATION YEAR ADMISSION REQUIREMENTS

The criterion for admission is based upon previously demonstrated leadership potential and expressed commitment to the program. The admission process is initiated by invitation and/or application. The minimum age requirement is 16 as of December 31, 2026.

Enrollment is limited to 44 Leaders in Training per session. There are two LIT I Sessions each summer. During the application process, applicants will be asked to indicate their preference for the July or August session. **Please note that session choice is not guaranteed.**

2026 FOUNDATION YEAR PROGRAM DATES

Leadership Session A
June 25 - July 22, 2026

Leadership Session B
July 25 - August 21, 2026

2026 FOUNDATION YEAR PROGRAM FEES

Domestic Program Fee is \$7,495 plus 13% HST International

Program Fee is \$8635.00 plus 13% HST

LIT Is are responsible for their tuck bill.

Bus Transportation is \$95.00 plus 13% HST each way.

Airport and Train Transportation is \$180 plus 13% HST each way.

Credit Course PAD30 fee is \$750.00.

C SESSION

All LITs are invited to return to camp for C Session (August 22 - August 28). This opportunity gives LITs more hands-on experience working directly with campers. The LITs are assigned cabin and tent groups and work closely with the counsellors of those groups to ensure campers have an amazing camp experience. LITs are responsible for taking the Jinci and Bantam cabin groups on daily activity rotation. LITs live in the LIT Village and are under the direct supervision of the LIT Directors.

Attending C Session is completely voluntary and by no means mandatory for LITs. We realize that many LITs are not able to return to camp for the week. Not returning for C Session will in no way affect whether someone is chosen for the LIT II Program. This is simply an offer for you to enjoy another amazing week at camp in a leadership role.

There is no cost associated with returning to camp for C Session. Transportation from Toronto on our camp bus is also included.

C Session is always a fun week. It is where the Onondaga Camp Games originated, having been exclusive to that session for years before we added it to all other sessions. Most of our campers that week are younger as it is a great way for first-time campers to experience Onondaga Camp before moving on to longer sessions. We limit the number of campers that week to 200, which gives camp a bit of a different feel for the week, one that staff look forward to each year.

LIT II PROGRAM



THE APPRENTICESHIP YEAR

Those that have completed the LIT I program have the opportunity to be invited back to participate in the LIT II Program. The Apprenticeship Year gives LIT IIs the opportunity, over an eight-week period, to gain valuable, practical experience by working directly with campers under the guidance of experienced Counsellors, Activity Heads, Section Heads and Leadership Directors. LIT IIs are also provided with the opportunity to learn a variety of counselling and instructional skills.

LIT IIs will assist Jinci (6 to 10 year olds), Bantam (11 and 12 year olds), Inter (13 year olds), Senior (14 year olds) and Super Senior (15 year olds) campers for a period of two weeks each, where possible. They will also specialize in four specific activity areas. LIT IIs will participate in a canoe trip and complete a Standard First Aid Course as well as receiving intensive counselling and leadership instruction.

The responsibilities that are given to the LIT IIs throughout the summer are demanding and are at times invaluable to camp life. In an effort to recognize the importance of the program and their role at camp, those LIT IIs who complete the summer and whose performance has been above and beyond what was expected of them, will receive a \$500.00 honourarium. This does not mean that LIT IIs will be considered staff. We are still committed to our two year leadership program; however, we feel it is important to also acknowledge the contribution LIT IIs make to Onondaga Camp. Please note that LIT IIs will be responsible for their tuck bill (a deposit of \$100 is required).

Over the course of the eight week program, LIT IIs will participate in workshops and receive feedback in the following areas:

COUNSELLING

- Goal Setting
- Team Work
- Mentorship
- Age Group Characteristics
- Effective Communication
- Problem Solving
- Behaviour Management
- Conflict Resolution

PROGRAMMING AND ACTIVITY INSTRUCTION

- Teaching and Facilitating Skills
- Lesson Planning
- Cabin Programming
- Leading Games and Initiative Tasks
- Opportunity to complete their Bronze Cross or National Lifeguard - Waterfront certificate
- Public Speaking
- Campfires and Bed-time Programs
- Canoe Trip Planning
- All Camp Activity Planning

LIT II DAILY SCHEDULE

7:45AM	Wake Up Campers
8:00AM	Breakfast
8:45AM	Cabin Clean Up
9:25AM	Period 1 – Activities
10:30AM	Period 2 - Activities
11:35AM	Period 3 – Activities/ Rest Hour
12:45PM	Lunch
1:30PM	Rest Hour Duty
2:40PM	Period 4 – Activities
3:45PM	Period 5 – Activities
4:40PM	Free Time
6:00PM	Dinner
7:30PM	Evening Program
10:15PM	LIT Snack & LOHA
12:00AM	Curfew

LIT II SCREEN POLICY

Camp is one of the only places in the world where we can experience life “unplugged”. At Onondaga Camp, we want campers and LITs to enjoy the outdoors without the distraction of screens. Camp provides an opportunity for us to leave those items behind and focus on making meaningful connections.

With the above comments in mind, we ask that you support us with regards to our Screen Policy outlined below:

LIT IIs **are permitted** to bring their cell phone to camp. These devices are to be kept in their cabin/tent at all times with the exception of the following:

- LIT IIs **are permitted** to bring their phones to LIT snack in the Dining Hall at 10:00pm.
- Cell phones and other electronics will be confiscated if seen outside of their cabin/tent during the outlined times and will be returned to the LIT II after 7 days or at the end of the session at the discretion of an Assistant Director.
- If cellphones or electronics become a consent problem they can be shipped back home at the expense of the family. The cost associated with this is \$100

PERFORMANCE EVALUATION

Each LIT II will receive ongoing, informal evaluations from Leadership Directors, Section Heads and Activity Heads. At the end of each two-week session, LIT IIs will receive an oral evaluation from the Leadership Directors in communication with the Counselling Staff and Activity Heads.

Upon completion of the session, LIT IIs will earn 80 hours of community service.

CREDIT COURSE OFFERED

Recreation & Healthy Active Living Leadership, Grade 12, University/ College Preparation (PLF4M)

This course focuses on the development of leadership and coordination skills related to recreational activities. Students will acquire the knowledge and skills required to plan, organize and implement recreational events. They will also learn how to promote the value of physical fitness, personal well-being and personal safety to others through mentoring and counselling. The course will prepare individuals for future opportunities that may exist in recreation, leisure and fitness leadership.

APPRENTICESHIP YEAR ADMISSION REQUIREMENTS

The criterion for admission is based upon several factors including participation in the LIT 1 program, previously demonstrated leadership potential and expressed commitment to the program. Applicants are strongly encouraged to have their Bronze Cross in Lifesaving upon arrival at Camp. The admission process is initiated by invitation only. The minimum age requirement is 17, as of December 31, 2026. **Please note that enrollment is limited to a total 50 Leaders in Training for the eight-week session.**

2026 APPRENTICESHIP YEAR PROGRAM DATES

The Apprenticeship Year will extend throughout the entire A and B Camper Sessions. It will also include an orientation period of 3 days during Staff Training Week.

Apprenticeship Session

June 23, 2026 - August 21, 2026

*Mid-session break between July 22, 2026 – July 26, 2026

2026 APPRENTICESHIP YEAR PROGRAM FEES

There will be no program fee.

LIT IIs will be responsible for their tuck bill (a deposit of \$100 is required).

Transportation on the camp bus to and from Toronto is free.

Credit Course PLF4M fee is \$750.00.

C SESSION

All LIT IIs are invited to return to camp for C Session (August 22 - August 28). During this week the LIT IIs take on the role of a counsellor. It is a great opportunity for them to put the skills they have been practicing all summer to use with a cabin or tent of their own.

As a staff member, they will sign a contract with us and be paid for the week. We offer free transportation by bus for both arrival and departure days to all of our LIT IIs who will be joining us for C Session. LIT IIs will have the opportunity to leave site on a day off.

Please note that staying at camp for C Session is by no means mandatory but it is a great way for our LIT IIs to end off their summer. C Session is a great way for first time campers to experience Onondaga Camp before moving on to longer sessions. This limits the number of campers that stay with us that week which gives camp a different, smaller feel. C Session is where the Onondaga Camp Games originated from, having been exclusive to that session for years before we added it to all the other sessions. We also have lots of alumni that come back for one more year of being on staff. It is always a very fun week!



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