2026-2027 4-H CAMP COUNSELOR APPLICATION
Due December 1, 2026 by 5pm

Turn in completed application to Gallatin County 4-H Office (903 N. Black Ave, Bozeman) or email to molly.yurdana@montana.edu.

THE ROLE OF 4-H CAMP COUNSELOR

Being a 4-H Camp Counselor is an exciting leadership opportunity to work alongside fellow teens, adult volunteers, and younger 4-H members in a fun, hands-on environment. Counselors play an active role in planning, organizing, and leading the 4-H Summer Camp program with guidance from the Camp Director(s), Camp Advisory Team (E-Board), and 4-H Extension Agent.

Being a Camp Counselor is a commitment to the entire camp experience, which means contributing to both the pre-camp planning process and the annual summer camp. Counselors are expected to be dependable, participate actively, work as a team, and follow through on their responsibilities. Responsibilities may include selecting program topics, planning activities, gathering equipment and supplies, assisting with fundraising, and helping coordinate camp logistics.

During camp, counselors serve as leaders and role models for younger campers. They share responsibility for maintaining a safe, inclusive, supportive, and engaging environment where campers can learn, build friendships, try new things, and have fun.

APPLICATION PROCESS

1. Camp Counselor applicants must be an enrolled 4-H member **ages 14 years** or older **as of October 1, 2026.**
2. Complete the **Camp Counselor Application** form (pages 4-7) and submit it to Gallatin County 4-H Office no later than **December 1, 2026** by 5pm. Please contact the Gallatin County 4-H Office with any questions.
3. Attend a Camp Counselor selection interview. Camp Counselors are selected through an interview process. Applicants must submit a completed application by the deadline to be eligible for an interview.
    - Interviews will take place at the 4-H Office - tentatively December 2nd & 3rd with various timeslots available.
    - Business casual attire, 4-H show dress, or neat Western-style attire is preferred.
    - Selection is not guaranteed by submitting an application or attending an interview.

4-H CAMP INFORMATION

This year Gallatin 4-H Summer Camp is scheduled for **08/01/2027 – 08/04/2027**, at Yellowstone Alliance Adventures Camp, south of Bozeman, in Cottonwood Canyon. **4-H Teen Camp Counselors will be required to be at Camp 07/31/2027 – 08/04/2027.**

CAMP COUNSELOR INFORMATION

Member Name | Date of Birth | Age | Grade | Gender

4-H Club | Years in 4-H

Address | City | Zip

Member Cell Phone Number | Member E-mail Address

Parent/Guardian Name | Parent/Guardian Cell Phone Number

Parent/Guardian E-Mail

CAMP COUNSELOR COMMITMENTS

As a Camp Counselor, I agree to:

1. **Follow the Montana 4-H Family Code of Conduct**
    a. Follow the Montana 4-H Family Code of Conduct and treat others with respect. Set a positive example through your words and actions, work cooperatively with others, and help create a welcoming, inclusive environment. Bullying, harassment, profanity, inappropriate behavior, and public displays of affection are not permitted. Possession or use of tobacco/nicotine products, alcohol, illegal drugs, or other prohibited substances, as well as possession of weapons or fireworks, is prohibited.
2. **Attend Meetings and Trainings**
    a. Attend all required meetings, trainings, and activities unless an absence is approved in advance by the Camp Director(s) and/or 4-H Extension Agent. Selecting “Decline” on BAND does not count as approval; communicate directly with camp leadership. For approved absences, obtain missed information and complete assigned work. Excessive or unapproved absences may result in dismissal from the team.
3. **Communicate and Follow Through**
    a. Regularly check email, BAND page and texts, and respond promptly when requested. Communicate questions, concerns, and scheduling conflicts in a timely manner. Arrive on time, meet deadlines, come prepared, and follow through on assigned responsibilities.
4. **Arrange Transportation**
    a. Arrange your own transportation to meetings, trainings, fundraising activities, and camp unless other arrangements have been confirmed in advance. Communicate transportation needs early.
5. **Meet Fundraising Requirements**
    a. **All** Counselors will be required to fundraise at least **$250** for the Camp Project through Camp Counselor fundraising activities (i.e. concessions, product sales, sponsorships, etc.) or pay the $250 contribution fee.
6. **Follow Technology Rules**
    a. Follow all cell phone and technology policies. Personal device use must not interfere with responsibilities, participation, camper supervision, or safety. Respect counselor and camper privacy and follow all rules regarding photographs, videos, and social media.

EXPECTATIONS DURING CAMP WEEK

7. **Follow Camp Rules and Maintain Appropriate Boundaries**
    a. Follow safety rules and model safe behavior. Maintain appropriate boundaries and respectful behavior with campers and fellow counselors. Inappropriate behavior and public displays of affection are not permitted.
8. **Follow Supervision and Overnight Rules**
    a. Remain in your assigned cabin with your campers between “Lights Out” and “Rise and Shine,” unless authorized otherwise by a Camp Director or 4-H Extension Agent. Never leave campers unsupervised or leave assigned areas without following established procedures.
9. **Work as a Team and Stay Flexible**
    a. Work cooperatively with fellow counselors, adult chaperones, Camp Directors, and staff. Follow directions and adapt positively to changes in schedules, activities, weather, facilities, or cabin assignments.
10. **Put Campers First**
    a. Learn campers’ names and treat everyone with kindness, respect, and encouragement. Encourage participation, help every camper feel welcome and included, and support campers with daily routines, personal hygiene, camp expectations, and appropriate behavior.
11. **Use Positive Guidance**
    a. Address behavior with patience, understanding, and positive guidance. Never use ridicule, humiliation, intimidation, threats, or physical punishment. Refer serious or ongoing behavior concerns to a Camp Director or designated adult staff.
12. **Prioritize Safety and Report Concerns**
    a. Notify designated medical staff or an adult supervisor of any camper illness, injury, or need for medical attention, regardless of severity. Immediately report suspected abuse, bullying, harassment, or other serious concerns to appropriate adult staff rather than handling them independently. Follow emergency procedures and ensure campers remain appropriately supervised.

ACCOUNTABILITY AND CONSEQUENCES

I understand that being a Camp Counselor is a privilege and that my actions and decisions affect the safety and experience of other campers and counselors.

Failure to meet these expectations, disregard for camp rules, or behavior that compromises the safety or well-being of campers may result in disciplinary action, removal from assigned duties, or dismissal from the Camp Counselor Program. Serious violations may result in immediate dismissal from camp.

CAMP COUNSELOR ACKNOWLEDGMENT

By signing below, I confirm that I have read and understand the 4-H Camp Counselor Commitments and Expectations and agree to follow them throughout the Camp Counselor Program and camp week.

Signature of Candidate	Date
Signature of Parent/ Guardian	Date

RESPOND TO THE FOLLOWING:

Additional questions and topics will be covered during the Interview process. Be prepared to discuss and reflect on your application responses. Bring any questions you may have for the Camp Directors to your interview.

1. Have you attended Gallatin 4-H Summer Camp before?
    a. No _____
    b. Yes _____ , as a Camper _____ as a Counselor _____
    c. If so, what would you *change/improve* about 4-H Camp:

2. What experiences or skills have prepared you to be a great Camp Counselor? This could include working with kids, leadership roles, certifications, sports, outdoor skills, teaching, or other relevant experiences.

3. What skill do you hope to gain or improve from being a Camp Counselor, and why?

4. What is one way you would positively influence a camper's experience this summer?

5. Describe a situation where you did not succeed. Looking back on your experience, what did you learn, and how would you approach a similar situation differently in the future?

6. **RETURNING COUNSELORS ONLY:** Are you interested in serving on the Camp Counselor Executive Board (E-Board) this year?
    d. Yes _____
    e. What role(s) do you feel E-Board should have?

CAMP PLAN

Each year the Counselors and Camp Directors select a timely and fun camp theme and plan all the camp activities and programs around the theme. After giving this important topic of "theme" some thought, complete each of the sections of the camp plan below. Please keep copyright and trademark considerations in mind when choosing your camp theme and other ideas. ****Get creative, use your resources (internet, Pinterest) - Pitch us your best ideas!**

Theme: If you could choose the theme for this year's 4-H Camp, what would it be and why?

Connection Workshop Idea: Activities built around communication, teamwork, confidence, and leadership. *Examples*: team challenges, problem-solving competitions, trust activities, camp-wide challenges.

Discover Workshop Idea: Hands-on activities that allow campers to explore, experiment, learn a new skill, or experience something they may not normally get to try. *Examples*: STEM challenges, outdoor skills, nature exploration, and hands-on demonstrations.

Adventure Workshop Idea: High-energy activities that encourage campers to move, compete, and step outside their comfort zones. *Examples*: outdoor games, obstacle courses, scavenger hunts, relays, physical challenges, and camp competitions.

What is one **new** activity, tradition, or idea you would like to bring to Gallatin 4-H Summer Camp? Why do you think campers would enjoy it?