

# 2026

# Counselor in Training Program

## Application and Information

### Camp Hawthorn Hollow



## What is a Counselor in Training?

The Counselor in Training program is for those entering the 9th through 12th grades. Counselor in Training, or CIT, is a vital part of Camp Hawthorn Hollow's summer camp program. As a CIT you will assist the camp staff with activities, arts and crafts, games, meals, cleaning, and in general, making the camp run successfully and safely! A CIT is someone who is dependable and is willing to work hard while having a great time! You will be helping staff oversee campers from the grades of 2nd through the 8th grade. It is up to you, as a CIT, to be a good role model to these campers.

The CIT program is designed to teach valuable leadership skills which will help prepare you for the future. As a CIT you will learn important life lessons on respect, responsibility, caring and honesty. You will be placed in a leadership position and serve as a role model to the many campers as well as your peers. This program is designed to be a fun time while helping you grow and mature, as you learn valuable training that will stay with you the rest of your life. This application process will give you an invaluable skillset, training and experience for future employment and can be used as a steppingstone to become a counselor for GSSEM and beyond!

CIT 1 is open to Girl Scout Seniors and Ambassadors, while CIT 2 is open to Ambassadors. CIT 2 programming gives Ambassador Girl Scouts the opportunity to build on the skills they learned in CIT 1. CIT 2s must have completed CIT 1 programming. CIT 1 is now a 1.5-week session. CIT 2 is a 2-week session. Each session has a recess from Friday check out to Sunday check in. CITs will be housed in units with campers and camp staff.

Camp Hawthorn Hollow 2026 promises to be a memorable experience focused on fun in the great outdoors—we cannot run a successful summer camp season without having you as part of our team! I hope you are ready and excited to take on the challenge!

“MC”

Mary Pierpoint  
Assistant Camp Director

## **Program Fees:**

CIT 1 Week-and-a-Half Session \$695.00 (\$50.00 deposit)

CIT 2 Two-Week Session \$845.00 (\$50.00 deposit)

Financial Aid is available on a as needed basis.

Mandatory Training June 16th at 5pm-7pm at Camp Hawthorn Hollow

CIT 1 Session 1: June 21-26 & June 28-July 1	CIT 1 Session 2: July 7-10 & July 12-17
---	--

CIT 2 Only Session:  
July 19-24 & July 26-31

Once your application is approved you will be sent a registration link via email to your guardian's email address.

## **Counselor in Training**

**(The deadline to turn in completed application and reference forms is April 20th)**

## Application Form

Name \_\_\_\_\_ Date \_\_\_\_\_

Age \_\_\_\_\_ Date of Birth \_\_\_\_\_

Grade Completed 2025-2026 school year \_\_\_\_\_ School \_\_\_\_\_

Related Childcare Experience \_\_\_\_\_

Special Interests, Hobbies or Talents \_\_\_\_\_

Guardian's Name \_\_\_\_\_

Guardian's Phone

Guardian's Email \_\_\_\_\_

**I understand the completion of the application for the Summer Counselor in Training Program or acceptance in previous summer roles does NOT automatically assure me a position in this program for 2026 or guarantee a job at Camp Hawthorn Hollow in the future.**

Counselor in Training Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_

*Reminder: Completed applications and reference forms are due to the Camp Hawthorn Hollow office, no later than 5:00 pm on April 20th. Should you be accepted there will also be mandatory training on June 16th at 5pm-7pm at Camp Hawthorn Hollow.*

**To be completed by Counselor in Training applicant**

Please answer the following questions completely and carefully. The answers you give will directly affect your acceptance and placement. You can use the back of this page or another piece of paper if needed.

1. What is your understanding of the responsibilities of a Counselor in Training?
  
2. What are the three hardest parts of being a counselor? What are the three easiest?
  
3. Why do you want to be a CIT this summer at CHH?
  
4. What makes you a great candidate to be a CIT?
  
5. What is the coolest thing that you have ever done for someone else?
  
6. How will you take care of each camper who comes to CHH this summer?
  
7. What do respect, caring, honesty, and responsibility mean in your life?
  
8. What are three of your best strengths and three things you need to work on?
  
9. What CIT program are you applying to?
  
10. What did you do to earn your LIA & PA pin?

## Counselor in Training Do's and Don'ts

### **Do These Things!**

- Remember to be respectful of guardians, staff, campers and other GSSEM members
- Dress appropriately
- Wear CIT shirts on Sunday and Friday
- Listen and follow directions given by the camp staff
- Help with activities and interact with children
- Help keep the campsite clean by helping with cleaning duties as needed
- Stay with your camp assignment
- Report any problems or concerns you have to the Lead CIT Counselor
- Bring anything to the staff's attention which you feel could be unsafe for the campers, HAVE FUN!

### **Do Not Do These Things!**

- Do not gossip
- Do not talk about issues in front of campers that deal with your personal life
- Do not horseplay with the campers
- Do not use slang words or any words that are inappropriate for campers
- Do not talk about campers or their guardians in a negative way
- Do not say negative things about camp
- Do not tease or bully campers, staff or fellow CITs
- Do not administer medication
- Do not deal with disciplinary issues

## Counselor in Training Program Overview

To be considered for the CIT program, you must turn in the following no later than April 20th.

1. Completed Application
2. Two References (forms are included)
3. This form signed by yourself and guardian.

### **Attire**

You are expected to dress appropriately for this position. Your midsection should not be showing; wear appropriate pants/shorts to ensure this. Only pants or shorts are allowed, no skirts. Athletic or one-piece bathing suit. Tennis shoes should be worn or sandals with straps to allow you to participate in the activities. Close-toed shoes are expected to be worn at all target sports, the challenge course, and fires. Crocs do NOT count as close toed shoes. "Shoes and socks NOT crocs".

### **Language**

Inappropriate language will NOT be tolerated. Do not use slang in the camp setting such as sucks, stupid, freaking or any other words that could be defined as offensive.

## **Meals**

You will be provided with the same meals as staff and campers. You will be expected to assist the counselors with meals. Participation in meal shenanigans is encouraged.

## **Training**

**You will be required to attend CIT training prior to the first week of camp.** All CITs are required to attend this training session. This training will take place on Tuesday, June 16th, 5:00PM to 7:00PM. Please make plans to attend this training. It will be a great opportunity for CITs to meet camp staff prior to the first day. Due to changing camp conditions, this training day may be changed. Guardians will be notified in a timely manner if a change is made.

## **Insurance**

CITs are not considered employees of GSSEM and therefore are not covered under the GSSEM's health insurance, liability insurance, or worker's compensation programs.

## **Activities**

CITs are expected to help out with their camp location as designated by the staff. A CIT should be willing to go beyond what is asked of them to help the camp run smoothly. CITs should act respectfully when job duties are assigned and follow them as requested.

## **Removal from Program**

If you are involved in any unacceptable behavior and are sent home because of it, it will be your parents/guardian's responsibility to pick you up at any time of the day or night and any additional expense incurred will be their responsibility. There is no refund in the event you are sent home.

# Counselor in Training Personal Reference Form

To be filled out by Current or Past Teacher, Youth Group Leader or other adult in a leadership position  
*(Not to be filled out by any relative)*

All information is confidential and will not be shared with the applicant. The information contained will only be used to determine eligibility for the Counselor in Training program for the Camp Hawthorn Hollow Summer Camp Program. Please use as much additional paper as needed to fully answer the questions. Thank you for your time. Please return no later than April 20th. Completed forms can be sent by mail or email to:

**Mary Pierpoint**  
**Phone: 810-600-5052**  
**Email: [Mpierpoint@gssem.org](mailto:Mpierpoint@gssem.org)**

**Camp Hawthorn Hollow**  
**1046 Mayer Rd**  
**Columbus, MI 48063**

How long have you known the applicant? In what capacity?

Do you think the applicant has the maturity to assist in caring for children in a recreational setting with some adult guidance and supervision?

Do you think the applicant would serve as a positive role model for the youth in the CHH summer camp program? To peers in the CIT program? Please explain.

Would you personally be happy to have your own child under this person's direct care and influence?

Is there anything else you would like to share about this applicant?

CIT Applicants Name \_\_\_\_\_

Your Name \_\_\_\_\_ Date \_\_\_\_\_

Title/Job \_\_\_\_\_

# Counselor in Training Personal Reference Form

To be filled out by Current or Past Teacher, Youth Group Leader or other adult in a leadership position  
*(Not to be filled out by any relative)*

All information is confidential and will not be shared with the applicant. The information contained will only be used to determine eligibility for the Counselor in Training program for the Camp Hawthorn Hollow summer camp program. Please use as much additional paper as needed to fully answer the questions. Thank you for your time. Please return no later than April 20th. Completed forms can be sent by mail or email to:

**Mary Pierpoint**  
**Phone: 810-600-5052**  
**Email: [Mpierpoint@gssem.org](mailto:Mpierpoint@gssem.org)**

**Camp Hawthorn Hollow**  
**1046 Mayer Rd**  
**Columbus, MI 48063**

How long have you known the applicant? In what capacity?

Do you think the applicant has the maturity to assist in caring for children in a recreational setting with some adult guidance and supervision?

Do you think the applicant would serve as a positive role model for the youth in the CHH summer camp program? To peers in the CIT program? Please explain.

Would you personally be happy to have your own child under this person's direct care and influence?

Is there anything else you would like to share about this applicant?

CIT Applicants Name \_\_\_\_\_

Your Name \_\_\_\_\_ Date \_\_\_\_\_

Title/Job \_\_\_\_\_

**For Counselor in Training Applicant**

I have read the DO's and DON'TS of the CIT program and the overview of the program. I understand that if I am accepted to the CIT program, I will perform the duties expected to the best of my ability. If my work performance or behavior is deemed unacceptable, I understand that my participation in the program can be terminated at any time at the cost of my Guardian/guardian.

Applicant Signature \_\_\_\_\_ Date \_\_\_\_\_

**For Guardian/Guardian**

I have reviewed the CIT materials and understand what is expected of my child. I agree to all terms and conditions of the CIT program. I give my child permission to participate in the CIT program at Camp Hawthorn Hollow for the summer of 2026. I understand that all CIT fees paid are nonrefundable and nontransferable.

Guardian Signature \_\_\_\_\_ Date \_\_\_\_\_