



**CAMP GRANITE LAKE
HIRING PACKET 2025**

CAMP GRANITE LAKE

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CAMP GRANITE LAKE

Dear Potential Staff Member,

We're honored that you are considering a position at Camp Granite Lake for the 2025 summer. Working at a summer camp will be one of the most fun, rewarding, and yes, challenging summers of your life. We disconnect from technology, build deep meaningful connections with nature and each other, and slow the pace of life down for a little bit.

Like any job, but especially one where we all work and live together, it's important that we are as good a fit for you, as you are for us.

It's no secret that a lot has happened in society over the last few years. As a camp that believes science is real, Black Lives Matter, and that people's rights should be recognized no matter their sexual orientation or identity, it's important we share a few of our values with potential staff members:

- We strive to build a diverse community: Let's face it - summer camp is not known for being the most diverse place. While camp won't just flip a switch and be a model for diversity overnight, we are actively taking steps to make camp more accessible to staff and campers from under-represented backgrounds and offer them support while they are at camp!
- We care deeply for one another: Words have a lot of power, and when building a community of kindness, what we say, and how we say it really matters. It's important to us that people be called their chosen names and pronouns, and sharing personal information (such as pronouns) is optional. Additionally, we do not tolerate speech that disrespects the humanity of another person.
- We take COVID seriously and follow the science: All of our staff are required to have at least one series of a Covid vaccine, and we'll take any necessary steps to keep our community healthy. As a staff member, this may mean having to wear a mask at certain times, potential limitations on time off travel, pre-camp quarantines, etc.
- We are a camp that welcomes folks from 2SLGBTQIA+ communities: We have many campers and staff who identify with one or more of these communities. Campers and staff bunk with the gender with which they identify or feel most comfortable.

CAMP GRANITE LAKE

We call people IN and not OUT:

Each of us is at a different place along the path of awareness, education, and engagement when it comes to matters of diversity, equity, and inclusion. If we want to see the changes in our society that so many are fighting for, it's important that people be called in and not out.

We've often found that both campers and staff are hesitant to discuss matters of race or gender because they don't want to 'say the wrong thing' and be called out. However, there is no way to broaden the umbrella if we don't give people the chance to ask questions and learn in a non-judgmental way.

At camp, we start with the assumption that everyone is doing the best that they know how to do. We acknowledge that each of us makes mistakes and that it's OK! The important thing is that each of us be open to learning and accepting new information, and then putting that into action.

Submitting an application to work at Camp Granite Lake is a commitment to believing we can make the world a kinder, gentler, and more inclusive place by being great role models for campers (seriously, if you want a kinder, more equitable and accepting world - where better to start than young people?). It means that you are willing to take on the challenge of working really hard to help yourself and our campers learn, grow, and become better people.

We will be doing this work together, with good intentions and great care for one another, and we hope you will join us.

Sincerely,

Abbie, Ellie, Barry & Tommy (CGL Directors)



CAMP GRANITE LAKE

ABOUT CAMP!

Staff play the ultimate role in supporting CGL's philosophy and program. They are committed to creating an inclusive, supportive, and 'un-plugged' environment, where campers and staff live and work collaboratively, and create connections with each other, and the natural world around them. They are willing to work hard and to create a 'kid first' environment, where the decisions we make day to day, in and out of camp reflect a commitment to working with children.



Camp is located at 9,000 feet, less than an hour from Boulder, Denver, and Rocky Mountain National Park. It features 135 acres, with an eight acre lake, and stunning views all around. Our location allows campers and staff the opportunity to grow, have fun, and try rewarding activities in a beautiful mountain setting.

Cabin Counselors are the core of our staff. All counselors are responsible for living in a cabin with 6 - 10 campers. Cabins are comfortable and rustic; some have adjacent bathrooms and others utilize a central bathhouse. CGL works with campers who range in grades from 1st - 10th. On top of other amenities, staff have access to internet and laundry machines.

As a counselor, you will serve as campers teacher, friend, and mentor. A day as a counselor could include, reminding campers to brush their teeth and wash their face, helping them work through peer issues and homesickness, and creating an environment where campers feel supported, safe, and can have fun and grow! Additionally, counselors teach up to three activities, daily.

JOB DESCRIPTION: CABIN COUNSELOR



Classification: Exempt, Salary Reports to: Camp Directors

Position Purpose & Camp Description:

Counselors are the primary caregivers for campers. The Counselor is responsible for planning, teaching, coordinating, and carrying out activities and guiding campers in their personal growth and daily living at camp.

Camp Granite Lake staff play the ultimate role in supporting CGL's philosophy and program. They are committed to creating a supportive, inclusive and 'un-plugged' environment, where campers, directors, and staff live and work collaboratively. They are willing to work hard, and create a 'child first' environment, where the decisions we make day to day, in and out of camp, reflect our commitment to our campers experience.

The job sometimes requires a staff member be on 24 hours a day, for multiple days in a row.

Essential Job Functions:

1. Assist in the direction, supervision, and organization of campers in their Cabin Group, within activities and throughout the camp in order to meet the intended camper outcomes.
 - Apply basic youth development principles in working with campers through communication, relationship development, respect for diversity, involvement and empowerment of youth, and environmental appreciation.
 - Assure campers are properly supervised at all times.
 - Be aware of and implement safety guidelines.
2. Participate in the development and implementation of program activities for campers within CGL's philosophy and outcomes.
 - Responsible for leading and assisting with the teaching of activities.
 - Actively participate in all program areas as assigned.
 - Provide for the progression of activities within the framework of individual and group interests and abilities.
3. Maintain high standards of health and safety for campers and staff.
 - Provide the daily care of each camper within your supervision, including recognition of personal health needs.
 - Ensure that campers receive their medications as directed
 - Be alert to campers and staff needs and assist them with personal and/or health problems, and discuss with Directors when appropriate.
 - Be alert to equipment and facilities to ensure utilization, proper care, and maintenance is adhered to; report repairs needed promptly to Directors.
4. Be a role model to campers and staff in your attitude and behavior.
 - Follow and uphold all safety and security rules and procedures.
 - Set a good example to campers and others in regard to general camp procedures and practices including sanitation, schedule, and noncompetitive sportsmanship.

Other Job Duties:

- Maintain emotional resilience even during stressful and demanding situations.
- Participate enthusiastically in all camp activities, planning, & leading those as assigned.
- Complete paperwork as needed for camper letters, any incidents or injuries, etc.
- Assist with kitchen, laundry and facility needs as assigned.

WHAT WE LOOK FOR & WHO WE HIRE

Note: All of our staff live in cabins with campers.

Cabin Counselor:

Must be 18 years of age by June 1st, 2025.

Desired Qualifications, Skills & Experience

Our staff's education and experience are very diverse; everything from staff who went to or have worked at camp, to those who are studying to be teachers in either a community college or university, to people taking a gap year, to people studying in a field completely unrelated to education, to folks who are working. **More important than any previous job experience or education is the desire to work and be a great role model for children and the willingness to learn and work really hard.**

Past experience that is not required, but can be helpful:

- worked at or attended a camp before
- babysat or day care setting
- worked in a classroom
- volunteered with children
- had a high paced job in retail, food service, customer service, etc

There are some 'technical' activities at camp that demand 'hard skills', but we look at personality traits first. Here are qualities that we look for in potential candidates:

- good at building one on one relationships
- able to manage stress and conflict
- willing to work hard
- problem solving
- caring and empathetic
- flexible and able to adapt to different environments



DATES, COMPENSATION & TIME OFF

2025 Dates: June 1st - August 9th

You must be available for the entire duration of the summer!

Staff Training: June 1st - June 9th 2025

Camp Dates: June 9th - August 9th 2025

Our sessions are 20 days long (3 sessions) and start on a Monday and end on a Saturday. Session 3 operates alongside three 5-Day Mini Camp Sessions.

Compensation Range

2025	SALARY
1st Year Cabin Counselor	\$4,700
Returning Cabin Counselor	2nd year + \$400 3rd year + \$800
Completion and Travel Payment for all Cabin Staff	\$500

Time Off

Here is an example schedule of time off at camp during staff training and Session 1 (please note, this may change):

WEEK	TIME OFF
Week 1 (Staff Training)	1 day off (4.15pm - 4.15pm)
Week 2 (Session 1 - Week 1)	1 evening off (4.15pm - 8.30am)
Week 3 (Session 1 - Week 2)	1 day off (4.15pm - 4.15pm)
Week 4 (Session 1 - Week 3)	2 evenings off (4.15pm - 8.30am)
Session Changeover Weekend	Off from Saturday 4.30pm - Monday 8.30am



THE HIRING PROCESS

OK, I want to join the Camp Granite Lake community...

Start by filling out our online application, which includes a set of extensive questions about your eligibility, work history, youth development knowledge, body safety rules for kids, references, and more. Please allow yourself at least 30 minutes to fill out an application. You can start and return to the application at any time.

I submitted my application, and now what ...

After submitting your application, we will reach out in 2-3 business days. We reach out to all applicants whether we decide to move forward with your application or not.

If we are interested in moving forward, you will receive an e-mail request to set up a Zoom interview (phone interviews can be scheduled too, but Zoom is preferred).

We send out references after conducting an interview and must receive all three references before making a hiring decision.



TESTIMONIAL FROM A STAFF MEMBER:

“I have never experienced such a welcoming, inclusive, and supportive community as the one that exists between the campers, counselors, and directors at Camp Granite Lake. The summer taught me so much about myself and the world around me.”





TYPICAL DAY AT CAMP

7:45 am
Wake up

8:15 am
Morning Meet-Up with Silly Camp Songs

8:30 am
Breakfast

9:15 - 9:45 am
Camp Cleaning Squads and Cabin Clean-Up

10:00am - 11:15am
Activity Period 1

11:15am - 12:30pm
Activity Period 2

12:45pm
Lunch

1:30pm
Rest Hour

3:00pm - 4:15pm
Activity Period 3

4:15pm - 5:45pm
Snack/Organized Free Time

6:00pm
Dinner

7:15pm
Evening Program

8:30pm
Cabin Time and Evening Debrief

9:30pm
Lights Out (Depending on Age Group)

*While this is the typical day at camp,
please know that sometimes things change.*

ACTIVITIES AT CAMP GRANITE LAKE

At camp you will be assigned a cabin with a specific age group; however, every day you will teach up to three activities with campers across all age groups.

As a cabin counselor, during staff training, we will train you in about 5 core programs that you will teach throughout the summer. You will be placed in activities you have previous experience in, or we will equip you with the skills to teach new activities.

Below are some activities that we offer at camp:

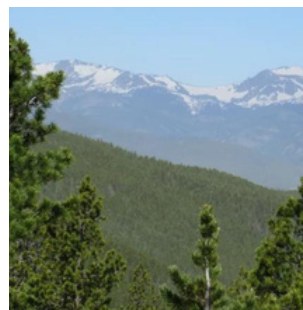
LAND ACTIVITIES



DISC GOLF



CLIMBING



HIKING



NATURE & ECOLOGY



CULINARY



LOW ROPES



DUNGEONS & DRAGONS



ARCHERY



ACTIVITIES AT CAMP GRANITE LAKE

WATER ACTIVITIES



KAYAKING



SWIMMING



**STAND UP
PADDLEBOARDING**



CANOEING



SAILING

ARTS ACTIVITIES



CHEER



ARTS & CRAFTS



NEWSPAPER



CIRCUS



DANCE



CERAMICS



THEATER



WOODWORKING

TESTIMONIAL FROM A STAFF MEMBER:

‘Camp Granite Lake was the best summer of my life so far, and I would love to have to opportunity to do it all again. I learned so much about myself, and I learned an incredible amount from the campers and counselors and directors. But above all else, I had fun and I got to be part of an environment that allowed children to let go, have fun, and learn and thrive in a new environment’.

TESTIMONIAL FROM A STAFF MEMBER:

‘It was incredible to see how much camp can have an impact on children, watching friendships blossom, and watching campers make memories they will remember for a lifetime. It was the most rewarding experience for me, and I find myself talking about it and thinking about it each and every day since I left’.

