

# CAMP GRANITE LAKE

## Summer 2021 - Please Read!

Dear Potential Staff Member,

**Before you move any further with the hiring process, it's important that you read these two pages.**

Being a camp counselor is an incredibly special job, and this may never hold more true than in 2021. Like many of you (and us), COVID has kept our campers out of school, away from friends, and has cancelled many events they look forward to, including summer camp in 2020. We feel it's as important as ever for our campers to be around their friends, outside in the mountains, and with great role models like our counselors.

Each of us wishes we could flip a switch and that the world would go back to our pre-COVID 'normal'. However, the truth is, it's likely going to take extra precautions, commitment, and sacrifice from our team to be able to safely serve our campers (and staff) next summer.

As a camp, we have already taken a number of steps:

- We have modified our summer schedule to offer two 3-week sessions, reducing the amount of check ins and outs from eight to four.
- We are likely requiring that our campers limit their social interactions for 10-days prior to arriving at camp.
- We are likely requiring that all staff get tested prior to arriving at camp, and we may provide tests throughout staff training.
- We are prepared to split campers and staff into pods with their own dining areas, common spaces etc. if need be.
- We will be looking at and addressing ventilation in our buildings

**Lastly, for 2021, we are requiring that our counseling staff remain at camp or with camp personnel during time off.**

What does this look like for you as a counselor? It means no restaurants, bars, sporting events, big crowds, visits from family or driving to town on your own during time off. It means being willing to sacrifice for the health and safety of our overall community.

We know this is a huge ask, and we don't take it lightly. Time off is essential and important to your well being, and we are preparing to offer you TONS of things you CAN do!

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For starters, we are going to hire a 'Camp RA'. Like the RA in your college dorms, their job will be to help take good care of you.

Among the things they'll do are:

- Set up fun events for your time off like picnics in local parks, hikes at local trailheads and rock climbing on our bolted natural rock climbing site.
- Help arrange rides to the store so you can pick up things you may need
- Make sure your staff lounge has food and drinks for you to relax with

Additionally, you'll have access to high speed internet in our staff lounge and be able to explore and camp on our 135-acre property.

This is just a starting point, and we will talk even more in depth about our policies during the interview process. I'll also be happy to answer any and all questions you have about 2021, and camp in general.

In the pages that follow you are going to learn about what it's like to work at Camp Granite Lake. It's a summer full of friendship, kindness, hard work, time in the beautiful Rocky Mountains, and playing a positive role in the life of children. Just typing that description gives me lots of hope for 2021 after the stress and challenges we have all faced in 2020.

Thank you so much for your interest,

Tommy Feldman & Tom Pevear  
Director & Assistant Director  
Camp Granite Lake

*November 19th, 2020*



# CAMP GRANITE LAKE

Dear Camp Granite Lake Staff Candidate:

Greetings! You are taking the first steps to an amazing summer job experience that will impact YOU as much as you impact the children. The most successful CGL staff members are those with the drive and excitement to provide a great summer camp growth experience to children.

We always say that we can train someone in the necessary 'hard skills' of our camp experience (leading a hike, song, etc.) but the 'soft skills' of understanding the needs of children, and being able to work with other staff to help identify those needs, and support them as they grow can't be taught in a few weeks of staff training.

If you are someone who loves the concept of summer camp, youth development, and the value of outdoor experience - whether or not you have a lot of experience in it - please consider applying today. To be successful in this job, you must love working with children, and be willing to *work really hard!*

As member of the CGL team, you have the opportunity to make a significant impact the life of a child. You may discover that working in youth development is truly your calling, or that the summer experience will help you in whatever field of work you decide to go into in the long run.

We look forward to having you as part of our Camp Granite Lake Staff Team.

Sincerely,



Tommy Feldman  
Founder/Director, Camp Granite Lake

## 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.*

# CAMP GRANITE LAKE

## All 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, directors, and staff live and work collaboratively, and create connections with each other, and the natural world around them. They are willing to work hard, *really 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 our campers' experiences.

Camp is located at 9,000 feet, thirty minutes west of Boulder, and forty five minutes west of Denver. It features 135 acres, with an eight acre lake, and stunning views all around. The property is in close proximity to Roosevelt National Forest, and the Indian Peaks Wilderness. Our location allows campers and staff the opportunity to grow, have fun, and try rewarding activities in a beautiful mountain location.



Cabin Counselors live with campers in comfortable, bright, rustic cabins alongside campers; some with adjacent bathrooms, and others utilizing a central bathhouse. Staff have access to high speed internet in the staff lounge.





# CAMP GRANITE LAKE

## 2021 Dates

**Driver Training/Lifeguarding/Wilderness First Aid:** May 31 - June 4

**Staff Training:** June 6th-20th

**Camp Dates:** June 21-July 31st. Our sessions are 20 days long ( 2 sessions) and start on a Monday and end on a Saturday.

## Available Jobs

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

### General Cabin Counselor:

Must be 19 years of age or completed one year of college by 6/21/21.

### Backpacking Specialist:

Must be 21 years of age by 6/21/21. Must be able to provide a clean driving record. Must either have a current WFA certification or be available to take the course at camp prior to staff training. Must have experience participating in or guiding backpacking trips.

### Desired Qualifications, Skills & Experience

Typical staff educational backgrounds include, but are not limited to: education, psychology, recreation, and environmental science. While not at all mandatory for success with us, we find that staff are even more successful if they have:

- worked at or attended a summer camp before
- taken a NOLS or Outward Bound type course
- worked with children with special needs
- taught or worked in a classroom
- volunteered domestically or abroad

There are some 'technical' activities at camp that demand 'hard skills', but we look at personalities traits first, including people who are:

- good at building one on one relationships
- playful, but commands respect of a group
- able to manage stress and conflict
- hard workers
- problem solvers
- caring and empathetic
- flexible/able to adapt activities to the needs of individuals/groups



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## Sample Day At Camp

**7:15 am**

Wake up & Cabin Clean-Up!

**8:00 am**

Breakfast

**9:00am - 10:30am**

Activity Period #1

**10:45am - 12:15am**

Activity Period #2

**12:30pm**

Lunch

**1:15pm**

Rest Hour

**2:30pm - 4pm**

Activity Period #3

**4:00pm - 5:45pm**

Organized Free Time/ Snack

**6:00pm**

Dinner

**7:15pm**

Evening Program

**8:30pm**

Cabin Time

**9:15pm**

Lights Out

# CAMP GRANITE LAKE

## Camp Philosophy and Staff

Camp Granite Lake gives children valuable growth opportunities in a fun, creative environment. We believe that the informal play of the camp setting offers an ideal complement to campers' home and school lives in which to learn about self, community, and the natural world.

In practice, what we see as valuable lessons in community and personal development, campers see as just plain fun! Campers and staff are excited to be a part of a welcoming and supportive camp community, ready to embrace new challenges and explore new things.

The core of our staff are Cabin Counselors. All counselors are responsible for living in a cabin with campers. You will serve as their teacher, friend, and mentor. You will help campers remember to brush their teeth and wash their face, help them work through peer issues and homesickness, and help facilitate an environment where campers feel supported, safe, and can have fun and grow! Additionally, counselors play a leading role in running activity areas for campers.



The job sometimes requires a staff member be *on* 24 hours a day, for multiple days in a row. Staff members receive *at least* an evening off each week, and two full days off each session.

## Compensation Range

2021 Positions	Salary
Cabin Counselor	\$2800
Lifeguard Certification	+\$175
Returning Counselor	+\$300

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## Hiring Process

Take time to read through this hiring packet, especially the Cabin Counselor job description. While there are some differences in positions at camp ('general' cabin counselor vs. 'activity' cabin counselor), at the core, each staff member is a cabin counselor.

## 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, camp experience, youth development knowledge, body safety rules for kids, references, and more. You can start and return to the application at any time.



## I submitted my application...

If, after reading your application, we decide to schedule an interview, you will receive an e-mail request to set up a Skype interview (phone interviews can be scheduled to, but Skype or FaceTime are preferred).

### 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."*



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## 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 skills.

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.

### 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.
  - Assist in program areas such as waterfront, nature, all camp activities, and arts and crafts as directed.
3. Maintain high standards of health and safety in all activities 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 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 camp incidents, injuries, etc.
- Assist with kitchen, laundry and facility needs as assigned.

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## 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."*