

CAMP GRANITE LAKE

Dear Potential Counselors & Staff Members,

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

We're honored that you are considering a position at Camp Granite Lake as your summer job. A summer at 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 peoples 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!
- **How we treat each other and the words we use really matter:** Words have a lot of power, and in 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 name and pronouns, and sharing personal information (such as pronouns) is optional.
- **We take COVID seriously and follow the science:** All of our staff are required to be vaccinated, 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.

Additionally, we do not tolerate speech that disrespects the humanity of another person.

We are a camp that welcomes folks from the LGBTQIA+ 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.

We call people IN and not OUT!:

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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
September 6, 2023



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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 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.

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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 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, 30 minutes west of Boulder, and 50 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 Rocky Mountain National Park and many other mountain destinations. 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, 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.



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2024 Dates

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

Staff Training: June 9th-16th

Camp Dates: June 17th - August 10th. Our sessions are 20 days long (2 sessions) and start on a Monday and end on a Saturday followed by two 5-night Mini Camps.

Available Jobs

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

Cabin Counselor:

Must be 18 years of age by 6/9/24.

Desired Qualifications, Skills & Experience

Staff education and experience backgrounds 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. **The desire to work and be a great role model for children and the willingness to learn and work really hard, are more important than any previous job experience or education.**

While not mandatory, a few things that can be helpful are:

- worked at or attended a day or overnight summer camp before
- babysat or day care setting
- taught or worked in a classroom
- volunteered with children
- had a high paced job in retail, restaurant work etc

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

7:45 am

Wake up & Cabin Clean-Up!

8:30 am

Breakfast

9:45am - 12:15pm

Morning Activities

12:30pm

Lunch

1:15pm

Rest Hour

2:30pm - 4:15pm

Afternoon Single Block

4:15pm - 5:45pm

Organized Free Time/ Snack

6:00pm

Dinner

7:15pm

Evening Program

8:30pm

Cabin Time

9:15pm

Lights Out

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Camp Philosophy and Staff

Camp Granite Lake gives children valuable opportunities in a non-competitive and creative environment. We believe that the slower camp setting offers an ideal complement to campers' busy home and school lives in which to learn about self, community, and the natural world.

Campers and staff are excited to be a part of a welcoming, inclusive, and supportive camp community, ready to embrace new challenges and explore together.

Cabin Counselors are the core of our staff. 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. Here is an example schedule of time off at camp during staff training/Session 1 (please note, this may change):

Week	Time Off
Week 1 (Staff Training)	1 day off (12.30pm - 12.30pm)
Week 2 (Session 1 - Week 1)	1 evening off (4.30pm - 8.30am)
Week 3 (Session 1 - Week 2)	1 day off (12.30pm - 12.30pm)
Week 4 (Session 1 - Week 3)	1 evening off (4.30pm - 8.30am)
Session Changeover Weekend	Off from Saturday 4.30pm - Monday 8.30am

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Compensation Range

2024	Salary
Cabin Counselor	\$3,825
Returning Counselor	2nd year returner - \$400 3rd year returner - \$800
Completion Bonus	\$400

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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 Zoom interview (phone interviews can be scheduled to, but Zoom 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, all camp activities, and arts programs 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."