



CAMP GRANITE LAKE

HIRING PACKET 2026

CAMP GRANITE LAKE

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CAMP GRANITE LAKE

Dear Potential Camp Granite Lake Staff Member,

We're honored that you are considering a position at Camp Granite Lake for the 2026 summer! Working at camp is a unique experience that is fun, rewarding, and challenging. We all step away from technology and build meaningful connections with nature and each other.

Because camp is both a workplace and a community, it's important that the fit between staff member and camp feels right for you and us.

At Camp Granite Lake, we believe in creating a welcoming environment for everyone. Here are the values that guide us:

- Community & belonging: Summer camp hasn't always been known for being diverse, but we are working to make it more accessible and welcoming for staff and campers from a variety of backgrounds.
- Kindness & respect: Words and actions matter. We expect staff to treat each other and campers with respect, including using people's chosen names and pronouns. We don't tolerate language or behavior that demeans others.
- Inclusion: Some of our campers and staff identify as part of the 2SLGBTQIA+ community. We support them fully, including in housing arrangements that match the gender where they feel most comfortable.
- Health & safety: All members of the camp community are required to be fully immunized, and for staff, that includes at least one COVID vaccine at some point in the past.
- Learning, growth, and grace: Everyone comes to camp with different experiences and perspectives. We know mistakes will happen. What matters is that people are open to learning, asking questions, and moving forward. At CGL, we believe in "calling people in" — offering support and conversation — rather than "calling people out" in ways that shut others down, and having grace when people have good intentions, but don't get it quite right.

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

We hope you find alignment with our values and look forward to the possibility of working with you next summer.

Sincerely,
Abbie, Ellie, Barry & Tommy (CGL Directors)

September, 2025

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 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 goals.
 - Responsible for leading and assisting with the teaching of activities.
 - Actively participate in all program areas as assigned.
 - Provide progression in 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 needed repairs promptly to Directors.
4. Be a role model to campers and staff in your actions, 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, cleaning, and facility needs as assigned.
- Lesson plan and program creation as needed.

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 May 31st, 2026.

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, 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 with 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
- collaborative and communicative
- flexible and able to adapt to different environments



DATES, COMPENSATION & TIME OFF

2026 Dates: May 31st - August 8th

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

Staff Training: May 31st - June 7th 2026

Camp Dates: June 8th - August 8th 2026

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



Compensation Range

2026	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 4.15pm - Monday 8.30am



CAMP GRANITE LAKE

ABOUT CAMP!

Camp Granite Lake offers 20-day sessions for campers entering 2nd-11th grades, a Counselor In Training program for 11th graders, and 5-night Mini Camps for first-time elementary aged campers, where they make lifelong memories and friends. We offer over 25 activities, including sailing, rock climbing, ceramics, ecology, culinary, DnD, kayaking, woodworking, and more!

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



Cabin Counselors are the core of the camper experience. All counselors are responsible for living in a cabin with 6 - 10 campers within one of our three age groups and live with 1 - 2 other co-counselors. CGL works with campers who range from 1st - 11th grades. Our cabins are comfortable and rustic; some have adjacent bathrooms and others utilize a central bathhouse.

We provide 3 meals a day, as well as some snacks for staff. Meals are eaten with campers in our dining hall. We are able to accommodate a range of special diets, such as gluten free and vegan. On top of other amenities and employee perks, staff have access to internet, laundry machines, and mental health and medical services.

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.



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

9:30 - 10:00pm
Lights Out (Depending on Age Group)

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

TESTIMONIAL FROM A STAFF MEMBER:

‘Camp Granite Lake was the best summer of my life so far, and I would love to have the 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:

“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.”

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’.

