



GRIT Camp Recruitment & Participant Communication Guide

For Hosts



Last Revised: September 17th, 2026

Hosting a GRIT Camp is a great way to get involved in your local community and help young people learn trade skills. Once you know you want to host a camp, the first thing to consider is WHO will be involved!

In order to have a successful GRIT Camp, we need Students, Mentors, and Volunteers. This guide focuses specifically on those people.

However, you can learn how to reach out to other local companies and get some more tips about how to talk about GRIT Camps in our **GRIT Camp Community Outreach Guide**

Mentors

Mentors are the ones who truly make a GRIT Camp special. They will be guiding the Students as they learn the trade skills.

Mentor Requirements	Where to Find Mentors	Traits of Good Mentors
★ No more than 2 Students per assigned Mentor, PLUS at least 1 additional floater Mentor for breaks, no-shows, and support. Prefer an experienced Mentor for the floater role. The Education Lead is a separate role. ★ Mentors must pass a background check (handled by GRIT) ★ Mentors MUST complete the approximately 3-hour Mentor course. Aim to finish 6 weeks before camp; the firm deadline is 3 weeks before camp. The Host and Host Facilitator are encouraged to take the course.	★ Employees ★ Fellow construction, HVAC, plumbing, and electrical contractors in the area ★ Tradespeople who work in local supply houses ★ Local trade school instructors ★ Family friends in the trades	★ You trust them ★ They can pass a background check ★ They will complete the required preparatory materials on their own ★ They can reliably make it to the GRIT Camp ★ They are involved in the community in some form

GRIT can also share Mentor recruitment flyers for you to bring to trade schools, supply houses, or share on social media.

Mentor Recruitment & Camp Planning Timeline

Plan your camp 10–16 weeks ahead. Hosts may confirm the camp date with GRIT before Mentor training is complete. Recruit enough Mentors for no more than 2 Students per assigned

Mentor, plus at least 1 floater and a separate Education Lead; there is no fixed requirement for 6 Mentors. Plan for all Mentors to:

- Confirm their availability on the date you intend to choose
- Background-checked
- Complete the mandatory approximately 3-hour Mentor course, targeting 6 weeks before camp and no later than 3 weeks before camp. If required training is incomplete at that deadline, postpone the camp and notify Students and parents.
- Be familiarized with the camp's selected torch method (see **GRIT Soldering, Brazing & Aluminum Repair Quick Start Guide**)
- Commit to bringing some tools and/or materials (see **GRIT Cost & Sponsorship Guide**)

Students

We can't have a GRIT Camp without Students! GRIT Camps tend to be small and tailored to a handful of Students, so here are some recruiting targets and places to recruit Students:

Recruiting Targets	Where to Recruit Students
★ Recommended minimum: 10*	★ Employees (could ask their children to go)
★ Absolute maximum: 16	★ Churches
★ Suggested recruitment start: 6–8 weeks before camp	★ Middle and high schools
★ Firm registration deadline: 2 weeks before camp, to allow time to make badges and send Student materials	★ Local youth organizations
	★ Post about the GRIT Camp on social media
*If choosing a target below 16 (definitely below 10), then GRIT recommends overrecruiting by a few Students. That way, there will still be enough Students for a full GRIT Camp in case a few back out at the last minute.	



GRIT also provides flyers with the event information and Host contact information. Hosts can share these with local organizations (schools, churches, and homeschool communities) or post them on their social media. We recommend sharing them and beginning to recruit Students **at least 6–8 weeks before your camp date**.

Here are some people to talk to if you plan to approach local organizations:

- **Schools:** Call the main office and ask who handles flyers and after-school activities
- **Churches:** Youth pastors or youth ministry directors
- **Homeschool communities:** Local online groups or co-ops

When you approach groups or have conversations with prospective parents, be prepared to discuss:

- Safety information
- Information about how GRIT Camps build character

When parents reach out to the Host and express interest, the Host is the one who will then share GRIT's registration link with those individuals. **Do not share this link publicly**; sharing it selectively will allow you to have more control over recruiting, especially if there's overflow.

Handling Overrecruiting and Waitlisting

If there is more interest than spots available, **the Host must keep a waitlist**. GRIT recommends maintaining a spreadsheet that tracks:

- All parents expressing interest
- Parents' contact information
- The date each parent reached out

If a Student drops out before the registration deadline, reach out to the next parent on the waitlist and share the registration link with them. All registrations, including waitlist additions, must be complete 2 weeks before camp.

If there are still parents on the waitlist by the registration deadline (2 weeks to camp), Hosts should send an email:

- Communicating that the event is full
- Apologizing for the inconvenience
- Offering to put the parents on a contact list for the next GRIT Camp (if applicable)
- Offering to notify the parents when there's another nearby camp (if applicable)

Volunteers

Volunteers can participate in a GRIT Camp without needing lots of preparation. They can handle a few specific tasks:

TIP: Even if fewer Students make it than expected, you can still have an incredible GRIT Camp!

- ★ It's okay to have some one-on-one Mentor & Student groups
- ★ Let ALL the Mentors be able to have some time with Students

FAQ: Who emails camp details and reminders to parents, Volunteers, and Mentors?

GRIT sends two reminder emails: one 2 weeks before camp and one 5–7 days before camp. Participant communications include:

- ★ Site details (like drop-off and parking)
- ★ Student attire expectations
- ★ 2-weeks-to-camp reminders
- ★ 5–7-days-to-camp reminders
- ★ Postponements or cancellations

Hosts are responsible for sharing contact info and site details with GRIT, including drop-off and pickup timing and locations.

The Host Facilitator must also name an adult who is experienced with children and comfortable setting firm, respectful boundaries to handle attendee behavior. Choose someone who can respond when a Mentor needs help; this support does not replace assigned Mentor supervision.

- Managing the check-in table
- Instant camera photography
- Digital photography and videography (optional)
- Serving lunch
- Moving materials around as needed throughout the day

Hosts must still recruit Volunteers and share their contact information with GRIT. However, Volunteers have far fewer prep requirements compared to Mentors or Students:

- No thorough background checks
- No major educational or guiding roles
- Knowing how to do one or two small and specific logistical tasks on camp day



Volunteers should still be finalized two weeks before camp so that GRIT administrators can print their badges. Student items and participant badges ship 1–2 weeks before camp. Postponing or Canceling a GRIT Camp

There may occasionally be times when Hosts will need to cancel or postpone their GRIT Camp. All they have to do is let GRIT know.

GRIT will handle communications with all contacts. We will send an email and share relevant information as follows, with input from the Host:

- A new camp date of the Host's choice
- Notice of indefinite postponement and more info to come at a later date
- Cancellation

Hosts are also welcome to communicate with parents, Mentors, and Volunteers, but GRIT handles the official communications so that everyone is on the same page

You've Had a Successful GRIT Camp! What's Next?

Immediately after camp, we highly recommend filming Student and Mentor interviews. These interviews are simple and can give you great material for post-camp recap videos to share on your social media pages.

These interviews are best done in a place with decent soundproofing and microphone access. It's nice to see the Students' completed and customized projects in the shot as well.

The table on the next page has some common Student and Mentor questions for these interviews.

Student Interview Questions	Mentor Interview Questions
★ What's your name? ★ What was your favorite part of GRIT Camp (and why)? ★ Why did you choose to come to GRIT Camp? ★ If there's an activity you'd like to do in a future GRIT Camp, what would it be? ★ What surprised or challenged you today? ★ Describe the day in one word. ★ How did you feel about working with your Mentor? ★ Do you see yourself working in the skilled trades in the future (or using the trade skills you learned today)?	★ What's your name? What company are you from? ★ How did you hear about the GRIT Camp, and what made you want to get involved? ★ What does being a GRIT Mentor mean to you? ★ How do you think GRIT Camps can help shape future skilled tradespeople and leaders? ★ What do you think made the biggest impact? ★ Describe a breakthrough moment or one where you felt proud of your Students. ★ Describe the growth you saw in your Students. ★ Share some advice for future Mentors. ★ How did you get into the trades, and what does being in the trades mean to you?

You can then take these interview clips and edit them with footage from the camp to make video montages to share on your social media. We have some tips for creating these post-camp reels in our **GRIT Camp Community Outreach Guide**.

Thank-Yous & Survey Reminders

Within a week of the GRIT Camp's end, Hosts will want to send an email to all Mentors, parents, and Volunteers thanking them for their participation.

Then, in that same email or another one a week out from the camp date, Hosts should encourage them to take the GRIT Camp participant survey. GRIT sends the surveys, but a reminder ensures that we get as many responses as possible.

