



2025 CORNERSTONE FELLOWSHIP INFORMATION GUIDE

Questions? Be in touch with Henry at cornerstone@jewishcamp.org.

**CORNERSTONE
SEMINAR**
MAY 18-21, 2025

CAPITAL CAMPS &
RETREAT CENTER
WAYNESBORO, PA

The Cornerstone Fellowship, a leadership development program from Foundation for Jewish Camp (FJC), invests in the training and professional development of exemplary counselors, preparing them to be leaders, role models, and to see themselves as Jewish educators.

Returning counselors are the “cornerstones” of their camp communities, having spent time growing into their roles and delving into the mission of their camp. Fellows leave the seminar inspired to amplify Jewish life and create innovative programming that supports and enriches their camp’s unique culture, vision, and Jewish mission and philosophy.



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WHO PARTICIPATES IN CORNERSTONE?

1. FELLOWS

Fellows are returning staff who camp wishes to invest in. They are role models for other staff who have shown interest in personal growth, honing their skills in camp programming, and Jewish education.

- FJC recommends a minimum of 3 Fellows for maximum impact, though participation with 1 Fellow is allowed. Cohorts are limited to 10 Fellows, and cohorts over 5 incur a \$500 fee for each additional Fellow up to 10.
- Cohort sizes vary across camps, but should be both large enough to implement meaningful initiatives while also small enough to represent a camp's strongest returning staff. Select a cohort that has the potential to affect a broad range of campers.
- By February 28th, camps must have information for at least 1 Fellow and a Supervisor to participate in the program and can continue to add up until April 11th. Once a participant has registered for the conference, a \$50 fee will be charged for any cancellation or "switches".

CRITERIA

- At least 18-years-old on or before May 18, 2025. No exceptions.
- Is returning for at least their 2nd summer as staff (camper/CIT/SIT years do not qualify).
- Spends at least 80% of their time in direct contact with campers as a counselor or specialist.
- Will have the opportunity to create and implement Jewish programming and to participate in weekly Cornerstone meetings.
- Has not been a Cornerstone Fellow in the past
- Must attend the seminar in its entirety.

Note: If you have a phenomenal staff member in mind that does not fit these guidelines, be in touch with Henry at cornerstone@jewishcamp.org to discuss.

2. SENIOR FELLOWS

Senior Fellows are recent Cornerstone alumni who apply to participate in Cornerstone for a second year. They are often interested in careers in education, Jewish professional life, and/or camp! Senior Fellows operate as a cohort, engaging in deeper learning about experiential Jewish education, facilitation, and program design, working closely with faculty educators to develop their individual Cornerstone projects.

Camps may nominate up to 2 Senior Fellow candidates and FJC invites top nominees to apply (see timeline below). This is a selective and competitive process!

Senior Fellows...

- Meet once virtually pre-seminar to launch the program.
- Attend the Cornerstone seminar in its entirety — participating in both Senior Fellow cohort and, for select times, joining the greater seminar.
- Senior Fellow implement unique projects at camp that differ from those of regular Fellows' in scope and cultural impact.

CRITERIA

- At least 18-years-old on or before May 18, 2025.
- Working at camp this summer.
- Participated in Cornerstone between 2020-2024.
- Is available to attend the pre-seminar virtual gathering and the seminar in its entirety.

Note: Senior Fellows do not count towards your total Fellow cohort numbers.

3. SUPERVISORS

The Cornerstone Supervisors is a member of your year-round team, or someone in a returning supervisory role, whose portfolio aligns with the goals of the Cornerstone Fellowship.

Supervisors will benefit from professional development, advance their coaching/mentoring and facilitation skills, and hone-in on their ability to give constructive feedback. Supervisors also have ample opportunities to network with other camp leaders and Cornerstone faculty at the seminar.

CRITERIA

- A proven, responsible, staff member who can see the Cornerstone program through effectively and whose role at camp provides for sufficient time and capacity to support the cohort of Fellows.
- A returning member of your camp community, who understands how your camp is uniquely positioned to benefit from Cornerstone.
- Possesses sufficient knowledge to help Fellows incorporate meaningful Jewish content into their programming at camp.
- A near-peer role model to the Fellow cohort who has good rapport with and respect from the Fellows.
- Must attend the seminar in its entirety.

4. LEADS

The Cornerstone Lead is your camp's Director or a seasoned Associate or Assistant Director. This role can also be played by a Program or Educational Director if needed.

This role supports and empowers the cohort, mentors the Supervisor, vets Cornerstone programming in advance of the summer, and ensures that they help their Fellows execute their Action Plan successfully.

CRITERIA

- Employed full-time, year-round by camp to support the Cornerstone process from December 2024-August 2025.
- At camp for the entire camp season.
- Have the ability to influence Jewish culture at camp and support the implementation of Jewish activities throughout the summer.
- Have decision-making ability to approve cohort's plans and push Cornerstone work forward.
- Join cohort virtually twice during the seminar for Camproom (link will be provided) and be available to support Supervisor between May 18-21.
- If this is your camp's first Cornerstone, or for other special cases, Leads may be permitted to join in-person for a portion of the seminar in May.

Note: Your Supervisor and Lead may be the same person if they fit all the above requirements. See below for all responsibilities included in these two roles.

Responsibilities	Supervisor	Lead
Develop Cornerstone summer goals and a vision for Jewish life at camp.		✓
Recruit all Fellow and Senior Fellow cohort members	✓	✓
Support their cohort throughout the entire arc of Cornerstone, from March to August	✓	
Translate Lead's vision for enhancing Jewish life into their camp's Action Plan	✓	
Support Fellows with their personal growth and their program development and execution.	✓	
Lead weekly Cornerstone cohort meetings throughout the summer.	✓	
Systematically support buy-in for Cornerstone at camp by educating staff about the Fellows' & Supervisor's roles and ensure collaboration with other relevant Jewish programming at camp.		✓
Create a schedule for your camp's Cornerstone Advisor's camp visit and ensure all cohort members are present at camp on that day.	✓	✓
Completing all post-seminar evaluation surveys in June and an end-of-summer report in August.	✓	✓
Communicate promptly with the FJC team from time of application submission through summer.	✓	✓

CAMP COMMITMENTS

MAY SEMINAR REGISTRATION & PARTICIPATION

Camps agree to support the on-time seminar registration of all representatives. All Fellows and Supervisors must attend the full duration of the Seminar and participate fully in all aspects of the program. Any exceptions must be approved by FJC before close of registration.

ADVISING & SITE VISITS

FJC assigns a Cornerstone Faculty Advisor to work with each camp throughout the Cornerstone process, from January through August. Advisors facilitate the process of designing the camp's framework, using the Lead's vision and goals. This happens through a series of customized consulting conversations with the Lead and Supervisor between March and the May Seminar.

Camps agree to host their Advisor for a summer visit, either in-person or virtually during the camp season. During this visit, the Advisor meets with the Supervisor, all Fellows and Senior Fellows, and the Lead, as well as any staff who may be interested in participating as Fellows in the future. Advisors submit a report following their visit to help FJC evaluate progress made and the impact of the Cornerstone Fellowship.



DATA REPORTING & EVALUATION

FJC is committed to accurately collecting and using data to improve programs, report on the growth of the field, and to help communicate the power of Jewish camp. Individual organizations' information is kept strictly confidential. Camps agree to support any and all of FJC's efforts to evaluate program impact and collect data.

Reporting & Evaluation Deadlines:

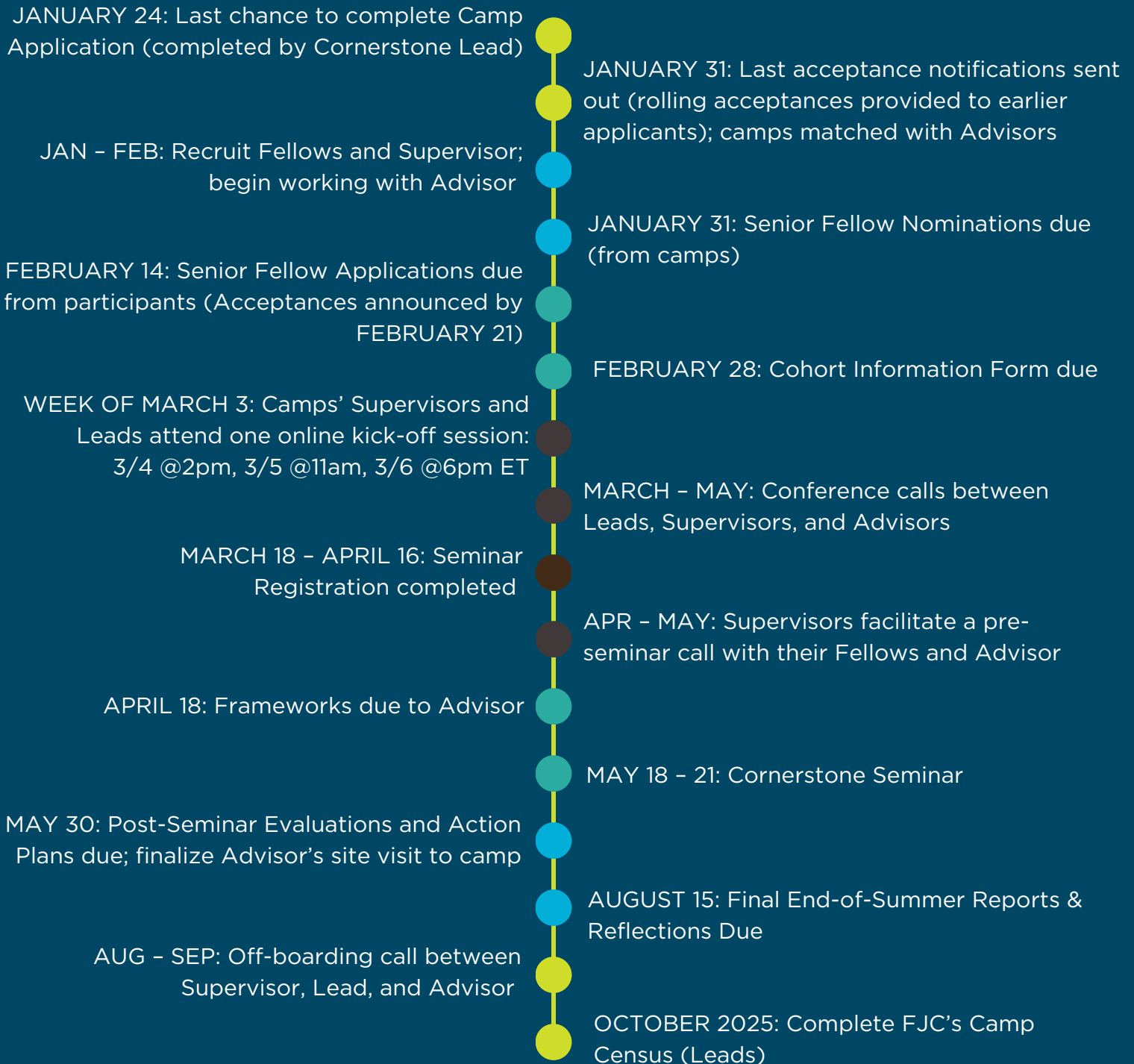
- May 30, 2025: All participants complete a post-seminar evaluation survey.
- August 15, 2025: Supervisor & Lead complete an end-of-summer report, including an implementation report and reflections on the summer. Fellows each submit a Fellow Reflection Form, sharing how their Cornerstone experience impacted their summer work.
- October 2025: All camps within the FJC network are required to participate in the Camp Census.

STIPENDS

Each camp successfully participating in the Cornerstone Fellowship 2025 is eligible for a \$500 Program Stipend. This payment will be sent to camps in September 2025 upon their participants' completion of post-seminar evaluation surveys. This includes Supervisor and Lead End-of-Summer Reports, as well as any outstanding Cornerstone-related business. This payment will be made to the camp, and funds may only be used to support the cohort's implementation of Action Plan programs or to compensate the Supervisor for their additional responsibilities supervising Fellows.

CAMP PARTICIPATION PROCESS & TIMELINE

Camps apply to participate in Cornerstone and are selected based on their desire and capability to affect positive change and enhance Jewish life at their institution. Before completing your Camp Application, please thoroughly review all of the following dates and details related to and required for your camp's participation. Camps applying for the first time should contact Henry at cornerstone@jewishcamp.org to discuss their application prior to submission.



THE ESSENTIAL FINE PRINT

TRAVEL POLICY OVERVIEW

FJC covers most travel expenses (in accordance with the Cornerstone 2025 Travel Policy) for the Supervisor, Fellows, and Senior Fellows. FJC covers travel costs within North America between the participant's home, school, or camp. FJC will not reimburse for transportation to and from the home airport.

- All travel is arranged through a third-party travel agent contracted by FJC. Participants may not book their own travel to Cornerstone.
- Each participant travels independently, and while we do our best to group participants, we cannot guarantee group flights or ensure that cohorts travel together. Flights are booked as each participant registers and are subject to airline rules and regulations.
- Fellows are not permitted to drive to/from Capital Camps. Supervisors may drive, however FJC does not reimburse driving expenses to/from the Seminar.

Full updated guidelines of this year's Travel Policy will be detailed on the program website and shared upon acceptance the Cornerstone Fellowship 2025.

CANCELLATION POLICY

Participants cancelling their Seminar attendance after April 16, 2025, may be subject to a processing fee of \$50. Any cancellation-related fees that FJC is unable to recuperate from the participant by August 29, 2025, will be the responsibility of the camp.

TERMINATION OF PARTICIPATION

FJC reserves the right to terminate camp participation, with or without prior notice, in the event that, in the sole and absolute judgment of FJC:

- Camp representatives or participants submit false, fraudulent, or misleading reports or documents.
- Stipends disbursed by FJC are used for unauthorized purposes.
- Camp fails to carry out the project as described in their application and this agreement.
- Camp's tax-exempt status is changed or revoked by the IRS or if camp is accused of fraudulent activity by any government agency.
- Participating camp fails to submit reports outlined in this document.

DONOR RECOGNITION

As a condition of participation, camps are required to acknowledge and highlight FJC's funding of this Fellowship in all written materials and related events. In acknowledging FJC, please be sure to include the following: "The Cornerstone Fellowship is a program of Foundation for Jewish Camp made possible by the generosity of the Crown Family Philanthropies, The Marcus Foundation, and The Morningstar Foundation." Acknowledgement of FJC program participation should be included in all print and digital marketing and communications, videos, advertising, publications, press releases, collateral, newsletters, invitations, speeches, etc. regarding the Cornerstone Fellowship. FJC will provide a sample press release upon request. Please contact FJC for clarification regarding acknowledgement.

INFORMATION & SHARING PROMOTIONAL MATERIALS

FJC recognizes the potential for this program to affect the field as a whole. Evaluation and reporting should serve as a learning resource. Therefore, materials such as your camp's Action Plan, end-of-summer reports, program templates, and other materials developed in association with the project may be shared with the larger camping community on our website, during group meetings, or in other formats. FJC will have full use of photographic and/or video images of the program in future promotional materials. FJC reserves the right to use any portion of the evaluation in materials, FJC's website, or in other formats describing or promoting FJC's work.

QUESTIONS & CLARIFICATIONS

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Thank you to our funders for their continued generous support
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Fellowship possible!



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