

## Yitro IV: Statement of Camp Director Support

This is a preview document to help you prepare your application material. Please do not submit this document. All application material should be submitted through online form: <https://www.tfaforms.com/4647340>

**This form must be completed by the Camp Director by 9PM eastern on December 22, 2017.**

Contact information					
<b>Your Name and Title</b>					
Name of Applicant			Name of Camp		
Office Address					
City		State/Province		Zip Code	
Office Phone					
E-mail Address					

### 1. Leadership Skills Assessment

Over the course of the Yitro Leadership Program, participants will convene for five sessions of intensive training. The program will challenge the Fellows to widen their lens of leadership and management in the following areas.

Please rank this candidate's competency in each skill below, on a scale of 1-5, where:

- 1 = Needs a great deal of improvement
- 2 = Needs some improvement
- 3 = Average
- 4 = Strong
- 5 = Very Strong

Skill	Ranking	Comments
Leadership and management skills and tools		
Ability to articulate vision of excellence for camp		
Communication skills to engage multiple audiences and stakeholders (campers, counselors, supervisory staff, lay leaders, etc.)		
Ability to recruit, inspire, and retain excellent staff and counselors		
Change management skills – can conceive of new ideas, gain buy in from stakeholders, and implement new initiatives		
Understanding of camp's Jewish culture, and demonstrated commitment to further enhancing Jewish life at camp		

**2. The Yitro Leadership Program aspires to partner with you to develop great professionals for the Jewish camp field – in your experience supervising this applicant, in what ways can this program support him/her?**

**3. The Yitro Leadership Program supports Assistant/Associate Directors in their efforts to enhance Jewish life at camp. What would success in this area look like at your camp?**

**4. Please read the following guidelines and sign below:**

I. I hereby agree to the participation of the above-named applicant to the Yitro Leadership Program of the Foundation for Jewish Camp. If accepted, the applicant will be given sufficient time off (separate from vacation or paid leave time), and support to:

- (1) Participate in 5 in-person sessions between April 2018 and September 2019, in the camping off-season
- (2) Participate in a site visit to another Jewish camp, during the summer 2019 camp season
- (3) Work between sessions with Yitro Faculty, work on program development or other assignments, and participate in the distance learning opportunities
- (4) Implement at least one project related to Jewish cultural enhancement at camp

II. Camp Director's responsibility:

- (1) I understand and support the Yitro III focus on enhancing the Jewish experience at my camp.
- (2) I consent that I, or another representative of the camp authority, will participate in two Yitro sessions (a portion of Session IV taking place March 8-12, 2019 & Session V taking place (September 23-25) when asked to do so by FJC.
- (3) I will make myself available to debrief each Yitro Session to discuss the applicant's learning from the program.
- (4) I will support the implementation of the Staff Satisfaction Insight survey at my camp, a new assessment tool that evaluates the summer staff's experience and satisfaction at camp.

III. Camp Buy –In:

- (1) Camp agrees to contribute \$1,000 a year (\$2,000 total) to FJC for participation of the above applicant in this program.
- (2) Camp agrees to participate in FJC's Staff Satisfaction Index (SSI) for summer 2018 and summer 2019, understanding that FJC will pay for 50% of the cost of the index for both summers.

IV. Our organization recognizes that through its curriculum and exposure to leaders from many disciplines, the Yitro Leadership Program will significantly advance the management and leadership capabilities of the applicant. Upon successful completion of the Yitro Leadership Program, the Foundation for Jewish Camp recommends that the organization review the applicant's salary, and recommends an adjustment in recognition that s/he has successfully completed an advanced professional development program. Many educational institutions increase salaries 2%-5% based on a professional's completion of higher education studies. (Note: this adjustment is typically regarded as an addition to compensation and does not replace regular merit increases, cost of living or other contractual salary obligations.). Foundation for Jewish Camp has not undertaken any duty or responsibility to direct or advise the camp on its staff structure or salary allotment.

Signature of Camp Director: \_\_\_\_\_ Date: \_\_\_\_\_

Name of Supporting Organization or Movement (if applicable): \_\_\_\_\_

Name of Authorized Leader of Supporting Organization (if applicable): \_\_\_\_\_

Signature of Authorized Leader of Supporting Organization (if applicable): \_\_\_\_\_