



Jewish Summers. Jewish Future.

## Yitro Leadership Program Overview

Thanks to the continued support of The AVI CHAI Foundation, the fourth cohort of the Yitro Leadership Program (Yitro IV) will provide training for up to twenty-four Jewish camp senior assistant and associate directors from a diverse cross-section of overnight Jewish summer camps. The Yitro Leadership Program will give these professionals the skills and resources they need to enhance the Jewish experience at their home camps.

Over the course of a year and a half, participants will convene for five sessions for a total of seventeen days of intensive training. Using experts and recognized leaders from various disciplines, the program will challenge the fellows to widen the lens of their perception of Jewish leadership in order to enhance the Jewish culture and experience at their home camps. Furthermore, the Yitro Leadership Program will build a network of camp senior assistant and associate directors who will support one another in developing their skills as Jewish leaders and educators.

### Yitro IV Participants will:

- experience personal and professional growth in order to improve camp programming and staff training, including a focus on integrating Jewish content;
- hone skills regarding camp staff leadership development, supervision, management and mentorship, while exploring Jewish foundations of these skills;
- engage in conversations about the vision and mission of their camp with their camp director;
- create and implement an individual action plan in consultation with the Yitro faculty and their respective camp directors, focused specifically on enhancing Jewish life at camp for staff and campers;
- work one-on-one with a skilled advisor and participate in a visit from their Yitro faculty advisor during the summer; and
- build a network of colleagues from Jewish camps across North America.

### Core Components:

*Five Sessions:* Yitro IV consists of five sessions over the course of a year and a half. There is also an expectation of approximately two hours of collaborative work and cohort learning every month in between sessions, often in collaboration with the camp director. In an effort to create as many opportunities as possible to learn about the field of Jewish camp, the five in-person sessions will be held at retreat centers that are connected to camp sites, if and when possible. Please note that Jewish dietary laws will be observed at all FJC events. Camp Directors will be expected to attend portions of two of the five sessions.

*Faculty Advising Support:* Each Fellow will be assigned a Faculty Advisor. This person will work closely with the participant throughout the Yitro Program to be a primary resource for learning and leadership development during and in between sessions. Additionally, summer camp site visits will be conducted by the Yitro Faculty during the summer.

*Fellow Site Visits:* Each Fellow will have the opportunity to visit another Jewish camp during the summer of 2019. By seeing another program in action, Fellows will learn more about the field of Jewish summer camp, and gain insight into best practices in real-time.

*Va'ad Learning Circles:* Throughout the entire Yitro experience, fellows will engage in Jewish learning and discussion around Jewish *middot* (values) connected to their work. In *Va'adot* (small groups), fellows will meet in-person at each session and virtually in the months in between to engage with Jewish texts about values, and to explore how to better integrate these values into the Jewish cultures of their camps.

*Staff Satisfaction Index (SSI):* Each camp will use the staff satisfaction assessment tool to aid in measuring the staff experience at their camp. The results collected over two years will aid the field and your camp in ensuring we are meeting the needs of our staff communities.

*Jewish Learning Funds:* Each Yitro IV participant will be awarded funds to use toward their own Jewish educational growth. These funds may be used for immersive Jewish learning experiences such as Uplan, or PARDES, or individualized learning experiences. Funds can be applied between April, 2018 and December, 2019.

**Yitro IV Required In Person Dates: April, 2018 – September, 2019**

<b>Timeframe</b>	<b>Activity</b>
April 30–May 2, 2018	Session I
Summer 2018	Faculty Site Visits
October 29-31, 2018	Session II
December 10-12, 2018	Session III
March 8-12, 2019	Session IV <i>This is an intensive week that includes a Shabbat experience, Directors Attend for a portion</i>
Summer 2019	Faculty Site Visits; and Fellows visiting each other's camps in season
September 23-25, 2019	Session V Directors attend for a portion and for celebration

## Application and Selection Process:

Eligible candidates are:

- Full-time, year-round assistant, senior assistant and associate camp directors of non-profit overnight Jewish camps
- Have been in their position for at least one year
- Involved in cultivating and managing the staff culture at their camp
- Involved in developing and implementing camper and staff programming at their camp

How to Apply:

1. Camp Statement of Support: All applicants must have a statement of support from their Camp Director filled out via this [online form](#). In order to complete this online form, Directors must upload a copy of this [document](#) signed by the Director and a member of camp's lay leadership affirming their support of this candidate. If Directors would like to preview the questions being asked of them and the guidelines for camp's involvement, they can view a [PDF version here](#). Only online submissions will be accepted.
2. Participation Agreement: Each applicant must fill out [this participation agreement](#) and upload it to their online application.
3. Application: Each applicant must complete an online application using this [link](#). A PDF version of this application can be viewed [here](#), but only online applications will be accepted.

**Applications must be submitted by online form by end of day December 22, 2017.**

Questions? Please contact Teri McGuire, Associate Program Manager

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