



YEDID NEFESH: NURTURING MENTAL, EMOTIONAL, AND SOCIAL HEALTH AT CAMP COHORT 1

PROGRAM GUIDELINES & EXPECTATIONS

Application Deadline: November 1, 2019

For many people, Jewish camp provides a place to feel safe and uniquely empowered to embrace their whole selves - mentally, emotionally, and socially. The growing awareness and evolving complexity of mental health challenges in our society necessitates camps to be equipped with enhanced staffing and training at all levels to ensure proactive support for the mental, emotional, and social health (MESH) needs of every community member. With a visionary gift from The Marcus Foundation, Foundation for Jewish Camp aspires to elevate the field to nurture all in our Jewish camp family. Through these efforts, we can build stronger, more resilient communities year-round.

WHO SHOULD APPLY

Yedid Nefesh will include camps at various levels of MESH support and needs in their communities to create a “banded” program – meaning FJC is looking for camps that currently have some degree of mental health staffing experience and some who do not. Engaging a broad spectrum of camps will allow those who currently provide service to push the bar higher for the field to follow, as well as introduce MESH to those who have, for whatever reason, not yet invested in the areas as deeply. This opportunity aims to make a deep and broad impact by taking a multi-pronged approach to affect several areas of camp. The application asks about some of these areas as they exist at camps now as well as camps’ vision for how Yedid Nefesh could drive significant change for the camp.

GRANT AWARD DETAILS

This initiative will provide overnight and day camps with financial and programmatic support for camps to address MESH in holistic ways:

- Supporting camps’ hiring **qualified mental health professional** on their staff,
- Enhancing **counselor training**,
- Developing new **wellness program/activity areas** to proactively cultivate mental, emotional, and social well-being and resiliency, and
- Create **publicity** and other materials to share this work with families and community members.

A breakdown of funding and related program pieces follows:

Qualified Professional Staffing: \$20,000 over three years

- **\$7,500** in year one and year two
- **\$5,000** in year three

Each camp will be required to hire a **qualified mental health professional**. In addition to being the primary mental health expert, they will be able to work on interpersonal group dynamics, bullying, social-emotional learning, and more. This individual should become part of the camp community to be able to provide a depth of resources to impact all staff and campers.

This individual should:

- Hold a graduate-level or higher degree in a mental health field. Including, but not limited to: social work, mental health counseling, psychology, youth psychiatry, family therapist, etc.
- Have at least 3-5 years of post-graduate work experience in a related field.
- Have prior experience working with camp and/or relevant recreation and/or youth work.
- Be fully immersed in camp life for the full summer (residing at overnight camp, or, if a day camp, be fully involved each day).
- Have a significant role in pre-camp staff orientation, ongoing staff training opportunities, and actively participate in camper/staff intake and onboarding prior to the summer, reviewing forms and either lead or be involved in family/parent/staff communication in relation to mental health. This will require the individual to be available prior to the summer with hours negotiated between the camp and individual.
- Have direct line access to the Camp Director on issues related to mental health.
- Commit to working at camp for *at least* the duration of the program (approximately February 2020 - September 2022), though ideally this would be the start of a longer-term employment and relationship between the mental health professional and the camp organization.
- Agree to participate in the Community of Practice program, including two or three virtual gatherings and one in-person gathering per year. FJC will work with camps to ensure the COP addresses relevant and timely topics, encouraging a peer network of professionals and developing shared resources. (The first in-person gathering will be ahead of FJC's Leaders Assembly in Baltimore on Sunday, March 15, 2020.)
- Submit ongoing reports to FJC throughout the summer via an online portal.

Sample job titles and descriptions, and a list of suggested possible degrees, can be made available. You may also consider this article, [Your MESH Professional: Making Decisions for Success](#), with suggestions from the American Camp Association. Please consult with FJC if you have questions regarding qualifications or licensure.

Counselor & Frontline Staff Training: \$2,000 each year

Camps will each receive yearly stipends to support enhanced mental health training for counselors and frontline staff. This can take place **both pre-camp and ongoing throughout the summer**. An essential skill set for staff at all levels is a foundation for understanding mental health, related challenges, and strategies for working with campers and peers. Moreover, it destigmatizes and elevates awareness and encourages staff to be more comfortable and open to discussing mental health.

Camps need not commit to multiple years of the same training, nor must they provide the same training to staff at all levels and responsibilities (i.e. unit heads might receive different training from specialists). ALL camp staff should receive some sort of training around mental, emotional, and social health and well-being at camp – including protocols in crises and who to turn to.

Program & Activity Area Support: *Matching Grant* up to \$1,500 each year

One-to-one *matching* funds will provide each camp the opportunity to create and invest in **new wellness programs and activity options** to proactively encourage mental, emotional, and social health, well-being, and resiliency. Some examples include mindfulness meditation, yoga, or journaling. Creating new physical spaces to support well-being such as sensory gardens, chill zones, etc. will also be considered, however, their use must detail a programmatic framework that supports the goal of these funds. This funding may *not* be used for research purposes, educator/specialist recruitment or salary, or permit fees.

While being adaptable, camps should consider long-term vision to create a strong foundation for *sustainable programming* to last beyond the three-year program. The project(s) may be the same across years in the cohort, but there should be a sense of growth and enhancement of the program.

Outreach & Marketing: \$500 each year

Camps will receive a subsidy to offset the cost of **new outreach and marketing materials or public relations efforts** to share the MESH-related work your camp is doing. FJC will provide consulting, marketing resources, and MESH-related language best practices will be made available. This funding will help camps normalize conversations with current and prospective camp families as well as help destigmatize communal conversations.

FUNDING DETAILS

Funding will be released to camps upon submission of all reporting requirements (midyear and post-summer), twice each year as follows:

Each Spring (starting in 2020):

- 70% of the staffing subsidy
- 100% of the counselor training subsidy
- 100% of the marketing subsidy

Each Fall (starting in 2020):

- 30% of the staffing subsidy
- One-to-one matching grant for MESH and wellness program/activity area expenses

All payments will be made directly to the camp, not to individuals or to vendors. All payments are in US Dollars. The total awarded to a camp over the course of the three-year cohort program could be **approximately \$32,000** in addition to funding to cover professional development participation.

Camps are expected to be dedicated to increasing fundraising and planning to sustain the work catalyzed by participating in this program, including the support of a mental health professional at camp. FJC expects each camp's professional leadership team, lay leadership (i.e. Board of Directors), parent organization or movement (if applicable), and community will be impacted and involved at various stages.

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. Participating camps agree to support any and all of FJC's efforts to evaluate program impact and collect data.

All participating camps will be asked to submit reflection reports at the end of each summer to gauge impact on each aspect of this grant. The Camp Director, in connection with other leadership staff, will ultimately be responsible for submitting this yearly report. The camp's mental health professional will be expected to submit weekly reports during the summer through a live-tracking portal. These **confidential reports** will support learning about mental health-related trends by camp, region, and field-wide. No individuals' names will be collected, rather, data is a summation of interactions and categories of intervention.

Camps are strongly encouraged to participate in both the [Camper Satisfaction Insights \(CSI\) and Staff Satisfaction Insights \(SSI\) surveys](#) during each year of the program. The data collected from these surveys will assist in evaluating the impact of this program.

CAMP PARTICIPATION PROCESS AND TIMELINE

Please thoroughly review ALL of the following dates and details related to participation through the first year of the three-year cohort program. Additional timeline details will be released as applicable.

DATE	EVENT
NOVEMBER 1, 2019	Camp application deadline
EARLY DECEMBER 2019	Award status notifications sent
DECEMBER 2019 – FEBRUARY 2020	Camps recruit and hire qualified mental health professionals
FEBRUARY 14, 2020	Deadline for camps to submit hired mental health professionals' details to FJC Camps' mental health professionals register for first Community of Practice gathering pre-Leaders Assembly 2020 in Baltimore, March 15
MARCH 15, 2020	First Community of Practice gathering for Mental Health professionals (pre-Leaders Assembly 2020) *Participating in the full Leaders Assembly conference is suggested, but optional (<i>March 15-17, 2020 in Baltimore, MD</i>).
APRIL 2020	Virtual gathering for Cohort camps' leadership and mental health professionals
SUMMER 2020	Camps host a site visit from FJC staff Camps' mental health professionals submit weekly reports via online portal system
EARLY FALL 2020	Camp leadership submits yearly reflection report Complete Camp Census
MID-FALL 2020	Camps receive yearly payment (distributed each Fall)
LATE FALL 2020	Community of Practice gathering Applications for Cohort 2 open



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QUESTIONS

Please direct questions to Jill Goldstein Smith, Program Manager, by phone: 646-278-4507 or email: jill@jewishcamp.org.

SIGNATURE PAGE

Please print this page, acquire necessary signatures, scan and upload this page as a part of your camp's application. This will indicate to FJC that your camp has fully read and understood the Yedid Nefesh Program Guidelines and Expectations as well as full application.

Camp Director, Full Name (Printed)

Date

Camp Director Signature

Date

Board Chair/Lay Leader, Full Name (Printed)

Date

Board Chair/Lay Leader Signature

Date