



## **CHARACTER AT CAMP INITIATIVE**

January 2024-January 2025

Guidelines, Expectations and Scope of Work

Application Deadline for Cohort 2: December 18<sup>th</sup>

### **ABOUT THIS GRANT**

Foundation for Jewish Camp (FJC) believes that Jewish overnight summer camp excels at building character in campers and staff but no research on this topic currently exists. With a grant from the John Templeton Foundation, FJC is engaging in a three-year Initiative to identify, document and disseminate the ways Jewish summer camps cultivate character and interpersonal virtues in campers and staff, with a specific focus on the development of kindness, compassion, and generosity of spirit. Through the resources provided by FJC (see details below), camps participating in this study will better understand the current pathways they have created to develop character at camp and will be equipped to refine their practices for future summers.

### **WHO SHOULD APPLY**

Overnight camps that are committed to developing the quality of character for their campers and staff and want to strengthen their practices. During the fall and winter, camps will be expected to invest staff time and energy to examine their camps' approaches to developing the character of their community with a focus on the interpersonal strengths that help us get along with and understand one another. Camps who are selected into Cohort 2 will receive training, curricular materials, and funding to support this work.



## GRANT AWARD DETAILS

### SUPPORT AND TRAINING

Participating camps will receive:

- Monthly community of practice (paused during the summer, see timeline below).
- Access to expert advisors and coaches in character development.
- Frameworks to create a unique theory of change for your camp.
- Resources, materials and activities for campers and staff.
- Data and communications to share with stakeholders and potential new families.
- Videography and communications staff training.

### FUNDING

Participating camps will receive \$15,200 for their first year of participation:

- \$12,000 towards project staffing. These funds can be used to cover the participation of your year-round camp leadership, project champion, and communications lead for their time and participation in the community of practice. These funds can also be used to support your seasonal videographer's time in this effort.
- \$600 for incentives for families to complete baseline survey.
- \$600 for staff incentives to fill out the SSI.
- \$800 towards your SSI and CSI participation.
- \$1200 towards virtue ambassador stipends for their time on this project.

\$7,000 will be paid at the signing of the MOU and \$7,000 in September 2024, pending completion of all activities.

\$1200 will be paid directly by FJC to the two virtue ambassadors at the end of summer 2024. (\$600 each)

## SCOPE OF WORK

Camp Leadership agrees to:

- Attend Character at Camp *Community of Practice* (CoP) virtual meetings.
- Create and oversee project team consisting of: **Project Champion**, two **Virtue Ambassadors** and a **Communications Team** (detailed below).
- Work with FJC and advisors to create a theory of change for character development at camp and work with your team to develop a plan to apply the research and theory of change.
- Attend the CoP workshop at Leaders Assembly in December 2024 with the Project Champion.



## **TEAM ROLE DESCRIPTIONS**

### **Project Champion:**

Member of Leadership/Jewish Life team who oversees the initiative. Responsibilities include:

- Attend CoP calls with FJC before and after the summer.
- Supervise and support virtue ambassadors.
- Oversee and administer the distribution and collection of surveys to campers, families, and staff.

### **Virtue Ambassadors:**

Returning counselors responsible for campers aged 11-17 who will have additional roles before, during and after the summer. This position is also a tool for retention and engagement and will provide a leadership and development opportunity to the staff appointed.

Responsibilities include:

- Participate in two pre-summer virtual trainings; 2-4 mid-summer check-ins with FJC staff; and two post-summer debriefs with FJC.
- Lead four activities from the FJC Character at Camp Playbook for staff and campers during the summer.
- Maintain a journal of observations of acts of kindness displayed around camp.

### **Communications Team: Videographer and Communications Liaison**

- **Videographer** will participate in a pre-summer FJC training, record activities led by Virtue Ambassadors, and capture acts of kindness throughout the summer.
- **Communications Liaison** will participate in a pre-summer FJC training, manage and disseminate communication about the Character at Camp initiative to families, stakeholders and the greater community, and raise awareness of camp's commitment to character development via social and other media.

**Research Activities:** As part of this Initiative, camps agree to **participate in the following:**

- **Baseline survey for parents and campers:** Send a survey link to camper families before the summer. Parents will take the baseline survey themselves and then pass their device to their camper who will then take their part of the survey.
- **Baseline survey for staff during staff week:** Set aside 30 minutes during staff training week for the survey link to be distributed to staff in one location with Wi-Fi.
- **Camper End of Summer Survey:** Distribute paper copies in the last few days of camp to all campers ages 11-17 before they depart camp. These will take



approximately 30 minutes to complete. All surveys must be mailed back by August 30<sup>th</sup> to the FJC New York offices at 253 W 35<sup>th</sup> St, floor 4, New York, NY 10001.

- **Staff SSI Survey:** Distribute the Staff Satisfaction Insights survey to all staff and ensure at least a 60% participation rate through incentives (pizza, treats, etc.) with specific time carved out for staff to complete during the end of camp.
- **Family CSI Survey:** Distribute the Camper Satisfaction Insights survey to families and utilize FJC’s best practices for dissemination of these surveys to ensure adequate response rates.
- **Camp Visits:** During FJC camp visits, some staff may be asked to participate in interviews. Not all camps will receive a visit every year.
- **Camp Census:** All camps receiving grants are required to participate in the annual Camp Census.

## TIMELINE OF GRANT ACTIVITIES

December 2023	Webinar/office hours for applicants: December 11, 2023, at 3:00 PM EST (optional) <b>Application due: December 18, 2023</b>
January 2024	Welcome and Orientation Workshop for Cohort 2 <b>January 30, 2024</b> (2 hours)
February	Community of Practice Meeting for Cohort 1 & 2  Individual camp meeting w/FJC and advisor
March	Community of Practice Meeting for Cohort 1 & 2 Email Communications to families: Distribute baseline survey
April	Community of Practice Summer Send Off Meeting for Cohort 1 & 2
May	Communications and Videographer Training for Cohort 1 & 2 Virtue Ambassador Training
June/ July/ August	Distribute pre-camp staff survey, SSI, and post-camp camper surveys. Virtue ambassadors facilitate programs, document observations, and check-in with FJC. Summer site visit from FJC staff.
September/October	Community of Practice Debrief Meeting Cohort 1 & 2
December 2024	Leaders Assembly— In-person sessions and meeting.

\*As of now, all meetings in year 1, aside from Leaders Assembly, will be virtual. We will look for more opportunities to be in person.



## HOW TO APPLY

Please read the scope of work and grant details above carefully. If you would like to apply to be a part of cohort 2 of the Character at Camp Initiative, please fill out this application: <https://survey.alchemer.com/s3/7552913/Character-at-Camp-Cohort-2-Application>.

Cohort 2 camps will be notified of their acceptance status on **January 11<sup>th</sup>**, and the first orientation meeting will be on **January 30<sup>th</sup>**.

To learn more about this grant, please join us in drop-in hours on **December 11<sup>th</sup> at 3:00 PM EST**. Register here: <https://foundationforjewishcamp.zoom.us/meeting/register/tJErceigqDgjHdC3pnDJFSQVo9zdCkr7BktQ>

If you have any questions, please contact Maya Tipiere, Learning and Research Associate at [maya.tipiere@jewishcamp.org](mailto:maya.tipiere@jewishcamp.org). We look forward to reviewing your application!