



## **Camp Management Fellowship 2024**

Foundation for Jewish Camp's Camp Management Fellowship (CMF) will pilot in Spring 2024 to bring high quality and timely training to seasonal camp supervisors throughout the field of Jewish camp. **FJC will select up to 30 camps to participate in this year's pilot. Camps will be accepted on a rolling basis with final applications due on March 1<sup>st</sup>, 2024. Apply [here](#)**

Seasonal supervisors at Jewish summer camps have many different roles and responsibilities. Whether they are unit heads, specialty heads, or program directors, they have a variety of hats they need to wear to be successful. For many at camp, being a seasonal supervisor is their first experience managing others and supervising either their peers or younger staff members.

At FJC we know that having a good supervisor is a key factor in a counselor feeling seen and heard, which impacts staff satisfaction and likelihood to return to camp for future summers, as well as satisfaction and likelihood to return of campers. CMF strives to provide tangible skills and ongoing support to seasonal supervisors as they prepare for summer 2024 to make their experiences, and the experiences of those who work with them, even more positive.

Camps who are accepted into CMF will have the opportunity to nominate seasonal supervisors to be trained and supported in the following key areas:

1. **Communication:** Providing feedback & managing difficult conversations
2. **Fostering Relationships and Managing Differences:** Building and maintaining individualized relationship with supervisees, supervising to each individual's needs, and cultivating an effective and efficient team
3. **Modeling Leadership:** Committing to accountability and prioritizing self-regulation to avoid burnout and model best practices for supervisees

FJC is able to cover the cost of up to 3 supervisors from each camp participating in CMF (including travel, food, and housing accommodations for one evening). Camps are able to send up to 5 supervisors to the program. Each additional participant over the initial three will incur the camp a fee of \$250 per participant.

**Camp Management Fellows must commit to the following requirements in order to complete the program in full:**

- Register for CMF by March 15<sup>th</sup>
- Attend ONE of the following in-person trainings in full (FJC can provide a letter from our CEO to get students excused from classes) and complete an evaluation of the seminar (participants must attend the seminar location/date that is closest to them geographically)
  - April 7-8<sup>th</sup>: CMF Option 1 (Chicago, IL at Northwestern Hillel)
  - April 14-15<sup>th</sup>: CMF Option 2 (Orlando, Florida at UCF Hillel)
- Participate in a Zoom call with their POD group (a group of participants with similar roles at different camps) and POD group leader in May and August/September 2024 to

continue to receive coaching, content, and support in being the best supervisor they can be

- Engage in a WhatsApp group during the summer to get real time feedback and support from their fellow POD members and POD leader
- Complete an end of summer evaluation of their overall experience with CMF

**Camp Management Fellowship Camps must commit to supporting their Fellows in the following ways by adhering to the following deadlines:**

- March 1<sup>st</sup>: Apply to CMF, which includes finalizing with FJC their supervisor cohort – providing information for each CMF participant including their contact information and their desired location for programming
- March 15<sup>th</sup>: Ensure all desired seasonal supervisors from your camp register for CMF
- March 28<sup>th</sup>: A year-round staff member from each camp attends the CMF leader Zoom call from 12-1pm Eastern where they will receive an introduction to the content of the program and receive tips on how to support your supervisor(s) after their in-person gathering
- August 16<sup>th</sup>: Complete an evaluation of the CMF experience and the impact on your supervisor(s) and camp

Below you can learn more about what to expect from our in-person gatherings by viewing our initial schedule draft.

Time	Activity
12:00pm-12:45pm	<b>Lunch &amp; Get to Know You</b>
1:00pm-1:45pm	<p><b>Welcome &amp; Jumping In!</b></p> <p>Participants will get to know who is in the room, be introduced to the ABCs of this program and the curriculum they have been provided (printed materials that also live online, swag, etc).</p>
2:00-3:00pm	<p><b>Hineini/Here I am: Determining our Leadership Styles &amp; How We Show up for Others</b></p> <p>Participants will get introduced to FJC's Hineini resource - a guide that will allow them to take a deep dive into their own natural leadership style. What are the assets and pitfalls of this style? How do they show up differently for their near peers? For their boss? Together we will explore how best to showcase your own individualized leadership and role model for others.</p>
3:00-3:30pm	<b>Break</b>
3:30-6:30pm	<p><b>Engaging in Difficult Conversations</b></p> <p>Participants will receive training on facilitating and participating in polarizing conversations. This session will utilize Israel as the example of a difficult</p>

	<p>conversation.</p> <p><i>Kicks off with Energizer from the Group</i></p>
6:45-8:00pm	<p><b>Dinner/POD Initial Meeting &amp; Goal Setting</b></p> <p>Participants will also be introduced to the idea of Mussar, their Mussar groups, and what this all has to do with being a great supervisor – because they are being a greater person! This will dovetail directly into meeting with their PODs to do a goal setting exercise after dinner – a resource/tool they can use with their supervisees this summer.</p>
8:00-8:30pm	<p><b>Lilah Tov!</b></p> <p>We will end the day with a closing circle and share back about night time rituals at our camps.</p>
<b>Time</b>	<b>Activity</b>
8:30-9:15am	<p><b>Breakfast &amp; Camp Tradition Sharing</b></p> <p>Participants will get to know a bit more about each other's camps by sharing traditions, ice breakers, and more!</p>
9:30-11:00am	<p><b>Elective Block 1</b></p> <p>Participants will pick from 2-3 different options, which each showcase a template/resource/tool we have created and explore how to implement it. (meeting facilitation, coaching/mentoring, accountability, etc).</p>
11:00-11:15am	<b>Bio Break</b>
11:15-11:30am	<b>Group Energizer</b>
11:30-1:00pm	<p><b>Elective Block 2</b></p> <p>Participants will pick from 2-3 different options, which each showcase a template/resource/tool we have created and explore how to implement it. (meeting facilitation, coaching/mentoring, accountability, etc).</p>
1:15-2:00pm	<p><b>Lunch &amp; POD Processing</b></p> <p>POD leaders will walk participants through a reflection activity that will allow them to process their last day of training and give them a model of a great tool to use to process with their staff teams.</p>
2:00-2:30pm	<p><b>Thank yous and next steps</b></p> <p>We will close the experience all together before sending participants on their way!</p>