



# YITRO LEADERSHIP PROGRAM

**COHORT V**

MAY 2024 - FEBRUARY 2026

**Applications Open:** February 14, 2024 - March 15, 2024

For more information, contact Molly Baer at [molly.baer@jewishcamp.org](mailto:molly.baer@jewishcamp.org)



“The thing you are doing is not right; you will surely wear yourself out and these people as well. For the task is too heavy for you; you cannot do it alone.”

-EXODUS 18:18-19

The Yitro Leadership Program is a strategic investment in a diverse network of high-potential full-time, year-round professionals in middle manager roles at Jewish overnight camps.

Designed to cultivate a dynamic cohort experience, the Yitro Leadership Program equips Fellows with the skills, confidence, and connections necessary to thrive in their roles and beyond.

Foundation for Jewish Camp has facilitated four cohorts of the Yitro Leadership Program, graduating 75 alumni who have made significant impact on the field of Jewish camp and the broader Jewish community.

## PROGRAM GOALS

Deepen the impact of the Jewish camp experience and sustain careers in the Jewish communal field by:

- **Developing and honing** a network of peers across the field of Jewish camp and the skills and confidence to excel in current role.
- **Adopting and tailoring** an authentically Jewish approach to work.
- **Increasing and expanding** Jewish knowledge, relevant Israel experience, and professional development.

## PROGRAM HIGHLIGHTS

- Four North American based seminars and a week-long immersive Israel seminar.
- A tailored curriculum designed to sharpen skills necessary for middle management at Jewish camp.
- Jewish learning through the study of *Mussar* (virtues/values) to deepen leadership character development.
- Coaching and mentorship from an experienced faculty advisor.
- Summer site visit experience to widen perspective of the field of Jewish camp.
- Opt-in career accelerator series aimed at introducing skills and tools for Fellows interested in Camp Director roles.
- Access to alumni professional development funds (up to \$5,000) for Fellows remaining in the field for 2+ years following the end of the Yitro Leadership Program.



## CURRICULUM HIGHLIGHTS

Trainings with experts from within and beyond the camping field in:

- **Collaborative & Resonant Jewish Leadership:** Fellows will sharpen leadership skills within a Jewish context, emphasizing collaboration and resonance especially in their roles as managers and supervisors.
- **Communication & Presence:** The ability to engage and influence others with clarity and authenticity sets leaders apart. Fellows will learn effective communication strategies and the importance of cultivating a strong narrative and presence.
- **Project Management:** Fellows will explore essential project management principles and skills to successfully plan, execute, and oversee initiatives in all areas of camp leadership.
- **Ritual & Experience Design:** Whether front of the room or behind the scenes, the art of creating ritual and designing experiences is essential for leaders to drive impact. Fellows will gain skills and tools to help them craft meaningful moments of all scales.
- **Recruitment & Engagement:** Whether campers, staff, alumni, families, funders, or members of the broader community, Yitro Fellows are engaged in connecting with new prospects and fostering a deep relationship between those individuals and camp. Yitro Fellows will explore best practices for recruitment and engagement of various stakeholders.





“

Being part of the Yitro cohort I expanded what I thought being a camp professional was. I was able to learn about what other camps do, while improving my camp and my skills along the way. I made deep connections with colleagues who were in similar places professionally as I was and we bonded over our love for camp.

**-ERICA FEINMAN** COHORT III

Senior Associate Director, Wilshire Boulevard Temple Camps



## FELLOW COMMITMENTS

All Fellows are expected to:

- **Attend:**
  - Orientation (virtual) – Wednesday, May 15 2024 from 2-4 PM ET
  - Seminar 1 – September 23-26, 2024
  - Seminar 2 (Israel) – February 3-10, 2025
  - Seminar 3 – April 1-3, 2025
  - Seminar 4 – October 21-23, 2025
  - Seminar 5 – January 13-15, 2026

*All seminars will be in-person unless otherwise noted.*
- **Meet** virtually for 1:1 coaching with faculty advisor between each seminar.
- **Engage** in one virtual *Mussar* Learning workshop between each seminar.
- **Host** a visit from assigned faculty advisor at camp during the summers of 2024 and 2025.
- **Participate** in a site visit to another Jewish camp during the summer of 2025.
- **Support** the implementation of the Camper Satisfaction Insights (CSI) and Staff Satisfaction Insights (SSI) survey at camp in summers 2024 and 2025.





**Yitro provided me with relevant and critical professional development and exposed me to an extraordinary group of high-performing professionals who held the same roles and responsibilities as me, but did them completely differently. This was deeply humbling and pushed me to grow and develop in ways I didn't know I needed. The trip to Israel really bonded our cohort while providing a completely different perspective on Israel and camping than I had ever had before.**

**-ARI VARED** COHORT I

Executive Director, URJ Youth and Camping – West



**Yitro Fellows wear so many hats as middle managers, and the benefits of having a cohort of those who truly understand the role cannot be overstated. The Yitro program helped me to better understand the impact I could have on my camp community and gave me a framework for my next decade in camping.**

**-RACHEL LEVINE** COHORT II

Camp Director, Perlman Camp





## CAMP DIRECTOR COMMITMENTS

### Camp Directors are expected to:

- **Attend** the first hour of the virtual orientation: Wednesday, May 15 2024 2-3 PM ET.
- **Participate** in Seminar 5: January 13-15, 2026.
- **Support** the implementation of key lessons, skills, and insights from the Yitro Leadership Program.

## CAMP FINANCIAL COMMITMENTS

### Camps must:

- Sponsor Fellow's participation in the Yitro Leadership Program with a **\$2,000 program fee.**
- Cover the cost of Fellow's **round-trip airfare and incidentals for the Israel seminar.**  
*Foundation for Jewish Camp will cover all other seminar costs, including ground travel, and room & board with the exception for 1-2 meals on their own.*
- Purchase and disseminate the **Camper Satisfaction Insights (CSI) and Staff Satisfaction Insights (SSI) survey** at camp in summers 2024 and 2025.

the difference between celebrating diff & merely admitting/acknowledging diff?

- Need to expand "diff" to include all other d

Helping campers

Camp Chi's INFocus

“It’s hard to believe that it’s been 12 years since I participated in the Yitro Leadership Program, but it’s easy to see the impact it still has on me today. My closest camp colleagues are from my Yitro Cohort, and this program reignited my passion specifically for Jewish camping. I feel confident in saying without Yitro, I would not be as happy of a Jewish Camp professional as I am now.”

-AARON CANTOR COHORT II  
Director, Emma Kaufmann Camp

have the potential to embrace/minimize "real" disability?





## ELIGIBLE CANDIDATES

At FJC, we value diversity and equal opportunity. We are committed to building a cohort representative of a variety of backgrounds, experiences, perspectives, and skills. We know that the more inclusive we are, the better our work – and our field – will be.



With that in mind, we are looking for applicants who meet the following criteria:

- Are full-time, year-round professionals in middle manager roles that report to a Camp Director (may hold titles such as Assistant/Associate/Program Director, etc.) at non-profit overnight Jewish camps in FJC's network.
- Have been in their position for at least one year by time of application, preferred applicants will have 2-3+ years' experience.
- Can influence change in their area of work which may include staff hiring and/or culture, camper/community recruitment and care, programming, communications/marketing, and/or operations.
- Are dedicated to a career in Jewish camping and/or the Jewish communal field.
- Have the full support of their Camp Director and Board Chair to participate completely in the Yitro Leadership Program.

Strong candidates will demonstrate outstanding leadership potential, adaptability, commitment to leadership informed by Jewish values, capacity for growth, and an interest in broadening their understanding of, and exposure to, the field of Jewish camp.

We are unlikely to accept more than one Fellow per camp. However, multiple staff members from the same camp, each meeting the above eligibility criteria, are encouraged to apply.

If you have questions or concerns regarding eligibility for the Yitro Leadership Program, please contact Molly at [molly.baer@jewishcamp.org](mailto:molly.baer@jewishcamp.org).

# APPLICATION PROCESS

Cohort V of the Yitro Leadership Program will consist of up to 25 Fellows, chosen based on online applications, director reference forms, and interviews with final candidates. FJC staff and Yitro faculty advisors will review applications and conduct interviews.

## APPLICATION COMPONENTS

- Online Application:
  - Short answer essays describing current job portfolio and leadership journey
  - Video upload spotlighting Jewish role models and aspirations
  - Headshot & bio
  - Participation agreement uploaded and signed by the camp director and board chair
- Submission of the reference form by the camp director

The application, participation agreement, and camp director reference form can be found on the [Yitro Leadership Program webpage](#). All components must be completed by March 15th for an application to be considered.

## APPLICATION TIMELINE

Important Dates	Event
February 14, 2024	Applications Open <a href="#">Apply Here</a>
February 16, 2024, 1 PM ET	Optional Virtual Info Session <a href="#">Register Here</a>
February 28, 2024, 4 PM ET	Optional Virtual Info Session <a href="#">Register Here</a>
March 15, 2024	Applications Close
March 18 – April 1, 2024	Applications Reviewed
April 1, 2024	Applicants Notified
April 8 – 19, 2024	Interviews with Selected Applicants
May 8, 2024	Final Applicants Notified



*The  
Marcus  
Foundation, Inc.*

**COHORT V OF THE YITRO LEADERSHIP PROGRAM  
IS MADE POSSIBLE BY THE GENEROUS SUPPORT OF  
THE MARCUS FOUNDATION.**