



YEDID NEFESH: NURTURING MENTAL, EMOTIONAL, SOCIAL, AND SPIRITUAL HEALTH AT CAMP COHORT 3

PROGRAM GUIDELINES & EXPECTATIONS

Application Deadline: October 7, 2022 (5pm PT)

For many people, Jewish camp provides a place to feel safe and uniquely empowered to embrace their whole selves - mentally, emotionally, socially, and spiritually. 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, social, and spiritual health (MESSH) 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. For more on the impact of the initial cohort, check out these articles:

- [FJC receives \\$3.2 million grant from The Marcus Foundation for Mental Health Initiative](#)
- [Expanded mental health staff worked to help campers struggling after a lonely year](#)

WHO SHOULD APPLY

Yedid Nefesh cohorts will include camps providing a range of levels of MESSH support and needs in their communities. Creating a “banded” program, 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 MESSH 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 camp now, as well as camps’ vision for how funding and learning through 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 MESSH in holistic ways:

- Supporting camps’ hiring **qualified mental health professional** on their staff, who will participate in a Community of Practice and professional development,
- Enhancing **counselor training**,
- Developing new **wellness program/activity areas** to proactively cultivate mental, emotional, social, and spiritual well-being and resiliency, and
- Create **publicity** and engage in outreach to share this work with families and community members.

A breakdown of funding opportunities follows on pages 2-4.

Qualified Professional Staffing: \$24,500 over four years

- \$7,500 in year one (2022-2023)
- \$7,500 in year two (2023-2024)
- \$5,000 in year three (2024-2025)
- \$4,500 in year four (2025-2026)

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 *ideally*:

- 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 (Fall 2022 - September 2026), 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 2-4 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 December 4-6, 2022, at FJC's Leaders Assembly in Atlanta, GA.*)
- Submit ongoing reports to FJC throughout the summer via an online portal.

This mental health professional will be referred to within the program as the “Yedid Nefesh Fellow.” Resources for job titles and descriptions (please consult with FJC if you have questions regarding qualifications or licensure):

- [Sample Job Descriptions from Yedid Nefesh Cohort 1](#)
- [Your MESSH Professional: Making Decisions for Success \(American Camp Association\)](#)

Counselor & Frontline Staff Training: \$2,000 in years 1, 2, and 3

Each camp receives a yearly stipend 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, social, and spiritual 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 in years 1, 2, and 3

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, social, and spiritual 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 or permit fees. A camp's portion may go towards educator/specialist salary, however the matching funds should be towards sustainable items, such as materials or capital projects.

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 in years 1, 2, and 3

Camps will receive a subsidy to offset the cost of **new outreach, marketing, and/or public relations materials and activities** to share the MESSH-related work your camp is doing. FJC will provide consulting, marketing resources, and MESSH-related language best practices will be available. This funding will help camps normalize conversations with current and prospective camp families as well as help destigmatize communal conversations. [Some ideas from Cohort 1 camps can be found in this PDF.](#)

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 2023):

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

Each Fall (starting in 2023):

- 30% of the staffing subsidy
- One-to-one matching grant for MESSH 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 \$36,500** 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, including yearly participation in the Camp Census.

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 (YEAR 1 EXAMPLE)

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

DATE	EVENT
OCTOBER 7, 2022	Camp application deadline
LATE OCTOBER 2022	Award status notifications sent
OCTOBER 21, 2022	Workshop: - <i>online via zoom</i> (strongly encouraged, open field-wide)
NOVEMBER 2, 2022	Welcome Orientation for Yedid Nefesh Camps' Leadership (All in Cohort 3, New Directors at Cohort 1 & 2 Camps) – <i>online gathering</i>
NOV. 2022 – FEB. 2023	Camps recruit and hire qualified Mental Health Professionals
DECEMBER 4-6, 2022	FJC Leaders Assembly: Atlanta, GA Camp Mental Health Professionals training in-person (or a member of camp's leadership team in their place where hiring has not yet taken place)
JANUARY 2023	Workshop online: marketing and fundraising for MESSH at camp Monthly Community of Practice gathering for Returning/Continuing Mental Health Professionals (those who've worked at camps previously)
FEBRUARY 1, 2023	Deadline for camps to submit details about their Mental Health Professional Monthly Community of Practice gathering for Mental Health Professionals
MARCH 2023	Monthly Community of Practice gathering for Mental Health Professionals
APRIL 2023	Virtual gathering for Cohort (Director <i>and</i> Mental Health professional) Director submits pre-summer report with program implementation plans
MAY 2023	Camps receive first payment (distributed each Spring)
SUMMER 2023	Camps host a site visit from FJC staff Mental Health Professionals submit weekly reports via online portal system Distribute Satisfaction Insight surveys to families and staff (at end of sessions)
EARLY FALL 2023	Camp leadership and mental health professional each submit yearly reflections Complete FJC Camp Census
MID-FALL 2023	Camps receive second yearly payment (distributed each Fall)
LATE FALL 2023	Community of Practice gathering / Next program year begins!



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QUESTIONS

Reach out to Rachel Anszelowicz at rachel.anszelowicz@jewishcamp.org.

SIGNATURE PAGE

Please print this page, acquire necessary signatures, scan, and upload this page as a part of your camp's application. (Electronic signatures *will* be accepted!)

This will indicate to FJC that your camp has fully read and understood the Yedid Nefesh Program Guidelines and Expectations as well as the full application.

_____ Camp Director, Full Name (Printed)	_____ Camp Director Signature	_____ Date
_____ Board Chair/Lay Leader, Full Name	_____ Board Chair/Lay Leader Signature	_____ Date