



2024 CORNERSTONE FELLOWSHIP
INFORMATION GUIDE

CORNERSTONE
SEMINAR
MAY 19-22, 2024

CAPITAL CAMPS &
RETREAT CENTER
WAYNESBORO, PA

Questions? Be in touch with Henry at cornerstone@jewishcamp.org



The Cornerstone Fellowship is a Foundation for Jewish Camp (FJC) program promoting Jewish culture enhancement at camp by offering educational training and professional development to exemplary returning camp staff. The quality of education provided at camp is dependent on the quality and training of the staff.

Returning counselors are the “cornerstones” of their camp, having spent time growing into their roles and delving into the mission of their camp community. Every camp has a vision, reflective of their Jewish mission and philosophy, and Cornerstone Fellows are invigorated to amplify Jewishness and create innovative programming that serve to elevate their camp’s vision.



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WHO PARTICIPATES IN CORNERSTONE?

1. FELLOWS

Fellows are returning staff that camp wishes to invest in. They are role models for other staff who have shown interest in personal growth, honing their skills in camp programming, and Jewish education.

- FJC recommends a minimum of 3 Fellows for maximum impact on your camp community, however camps may decide to apply with only one Fellow.
- By March 1st, camps must have information for at least 1 Fellow and a Supervisor to participate in the program and can continue to add up until April 14th. Once a participant has registered for the conference, a \$50 fee will be charged for any cancelation or “switches”.
- The cohort can include up to 10 Fellows total. There is a \$500 fee per Fellow for each individual after the first 5.
- Cohort sizes vary across camps, but should be both large enough to implement meaningful initiatives while also small enough to represent a camp’s strongest returning staff. Select a cohort that has the potential to affect a broad range of campers.

CRITERIA

1. At least **18 years old** on or before May 19, 2024. No exceptions.
2. Returning to work at camp for **at least their 2nd summer** (camper/CIT/SIT years do not qualify).
3. A **non-supervisory staff member** (counselor or specialist) who spends at least 80% of their time in direct contact with campers. They will have opportunities to create and implement Jewish programming, as well as the time to attend weekly Cornerstone meetings.
4. Individuals **may not attend Cornerstone in person as a Fellow more than once.**
5. **Must attend the seminar in its entirety.**

Note: If you have a phenomenal staff member in mind that does not fit these guidelines, be in touch with Henry at cornerstone@jewishcamp.org to discuss.

2. SENIOR FELLOWS

Senior Fellows are a select group of recent Cornerstone alumni who participate in Cornerstone for a 2nd year. They are often interested in studying or pursuing careers in education, Jewish professional life, and/or camp! Camps may nominate up to two Senior Fellow candidates and FJC invites top nominees to apply (see timeline below). This is a selective and competitive process!

Senior Fellows operates as a cohort to engage in deeper learning about experiential Jewish education, facilitation and program design, and spend more time with faculty educators in a Jewish content area of interest. Senior Fellows...

- Meet virtually pre-seminar to connect and launch the program.
- Attend the Cornerstone seminar in its entirety — mostly participating in sessions designed for the small cohort and joining the greater seminar for select times to enrich experience.
- Implement an individual project at camp, in the summer, with a larger scope than their cohort’s.

CRITERIA

- At least **18 years old** on or before May 19, 2024.
- Working at camp this summer.
- Participated in Cornerstone in 2019-2023.
- Senior Fellows must attend the pre-seminar virtual gatherings and the seminar in its entirety.

Note: Senior Fellows do not count towards your Fellow cohort numbers.

3. SUPERVISORS

Your camp's Cornerstone Supervisor should be a representative from your camp who is either a near-peer role model to Fellows, ideally someone working in a supervisory role or equivalent position, or a member of your year-round team whose portfolio aligns with the goals of the Cornerstone Fellowship. They are uniquely positioned to help guide your Fellows through the Cornerstone seminar process, implement and evaluate their programs back at camp, and facilitate weekly Fellows' meetings during the summer.

Through Cornerstone, Supervisors can expect to bolster their resumes with professional development achievements, advance their coaching/mentoring and facilitation skills, and hone-in on their ability to give constructive feedback. Supervisors also have ample opportunities to network with other camp leaders and Cornerstone faculty.

CRITERIA

- Must be **at least 18 years old** on or before May 19, 2024.
- Employed for the full camp season as an age group or activity area head, program or education supervisor, or similar type role.
- A proven, responsible, staff member who can see the Cornerstone program through effectively and whose role at camp provides for sufficient time and capacity to support the cohort of Fellows.
- Committed to their own growth, and someone that camp wants to invest in with professional development opportunities.
- A near-peer role model to the Fellow cohort. They have good rapport with and will be respected by the Fellows.
- Must attend the seminar in its entirety.



Supervisors are responsible for:

- Translating the Lead's vision for enhancing Jewish life at camp.
- Bringing the vision to life with the Fellows through an Action Plan of programs and subsequently supporting their implementation of those activities.
- Leading weekly meetings with Fellows throughout the summer.
- Staying in regular and prompt communication with FJC staff and Cornerstone faculty throughout the spring and summer.
- Completing a post-seminar evaluation survey in June and an end-of-summer report in August.

4. LEADS

The Cornerstone Lead does NOT need to be filled by the camp's director, although it can be! This role can also be played by an Associate/Assistant Director or a Program or Educational Director.

The Lead's responsibilities include:

- Own the Cornerstone process & communication with FJC/Cornerstone Advisor from December 2023-March 2024.
- Recruit appropriate Fellows & a Supervisor to create the cohort (or also acts as the Supervisor).
- Develop Cornerstone summer goals and a vision for Jewish life at camp.
- Onboard and support the Supervisor & support the Fellows in their Action Plan implementation.
- Educate the entire camp staff about the Fellows' and Supervisor's roles, and ensure collaboration with other relevant Jewish programming at camp.
- Arrange for the cohort to meet weekly, for the Fellows to facilitate staff training on Jewish programming, and for the Supervisor to be in touch regularly with their Advisor.
- Ensure all camp participants complete the Post-Seminar survey and End-of-Summer Reports.

CRITERIA

- Be employed year-round by camp (full- or part-time) to support the Cornerstone process from December 2023-August 2024
- Be at camp for the entire camp season
- Be responsive and accountable in communication with the FJC staff and Faculty Advisor
- Have the ability to influence Jewish culture at camp and support the implementation of Jewish activities throughout the summer
- Attend Cornerstone 2024 in one of the following ways listed in the next section

Leads are required to participate in Cornerstone for a portion of Sunday, May 19th and a portion of Wednesday, May 22nd.

In the Cornerstone camp application, Leads will be able to tentatively select in which way they'd like to attend and confirmation of their attendance type will be finalized later in the Cornerstone registration process. Leads can attend Cornerstone 2024 in one of the following ways:

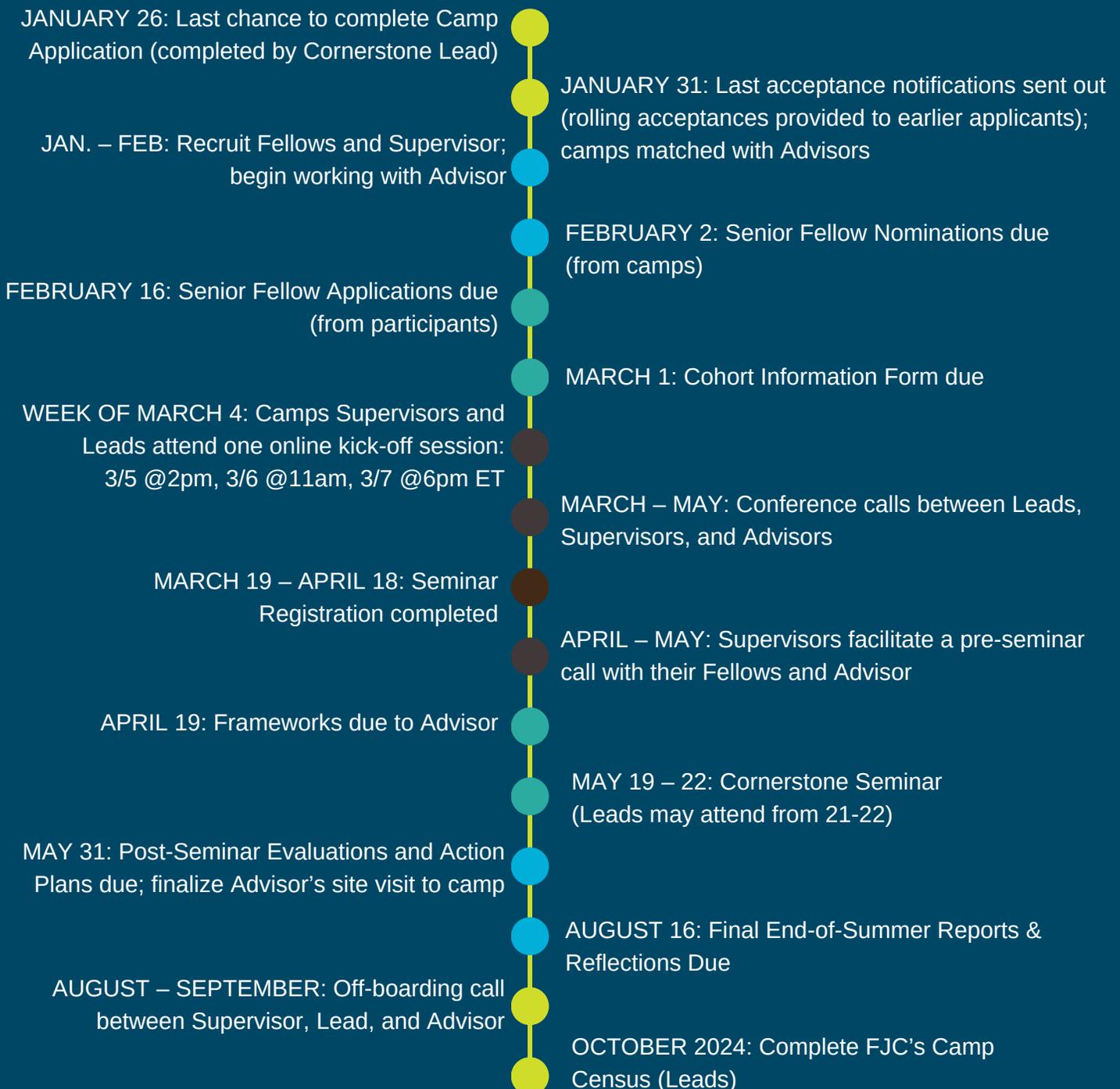
1. **Virtually on May 19th and May 22nd:** Attend all meetings with your cohort virtually.
2. **Virtually on May 19th and in-person from May 21-22nd:** Attend a meeting with your cohort virtually on May 19th. Attend in-person from the late afternoon on May 21st until the program concludes on May 22nd.

Participation allows Leads to support and empower the cohort, mentor the Supervisor, see Cornerstone programming in action, and vet programming ahead of the summer.

Note: all expenses (including travel from within North America, room, and board) for in-person participants will be covered by FJC.

CAMP PARTICIPATION PROCESS & TIMELINE

Camps apply to participate in Cornerstone and are selected based on their desire and capability to affect positive change and enhance Jewish life at their institution. Before completing your Camp Application, please thoroughly review all of the following dates and details related to and required for your camp's participation. **Camps applying for the first time** should contact Henry at cornerstone@jewishcamp.org to discuss their application prior to submission.



CAMP COMMITMENTS

MAY SEMINAR REGISTRATION & PARTICIPATION

Camps agree to support the on-time seminar registration of all representatives. All Fellows and Supervisors must attend the full duration of the Seminar and participate fully in all aspects of the program. Any exceptions must be approved by FJC before the registration close date.

ADVISING & SITE VISITS

FJC assigns a Cornerstone Faculty Advisor to work with each camp throughout the Cornerstone process, from January through August. Advisors facilitate the process of designing the camp's framework, using the Lead's vision and goals. This happens through a series of customized consulting conversations with the Lead and Supervisor between March and the May Seminar.

Camps agree to host their Advisor for a summer visit, either in person or virtually during the camp season. During this visit, the Advisor meets with the Supervisor, all Fellows, and the Lead, as well as any staff who may be interested in participating as Fellows in the future. Advisors submit a report following their visit to help FJC evaluate progress made and the impact of the Cornerstone Fellowship.



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. Individual organizations' information is kept strictly confidential. **Camps agree to support any and all of FJC's efforts to evaluate program impact and collect data.**

Reporting & Evaluation Deadlines:

- May 31, 2024: All participants complete a post-seminar evaluation survey.
- August 16, 2024: Supervisor & Lead complete an end-of-summer report, including an implementation report and reflections on the summer. Fellows each submit a Fellow Reflection Form, sharing how their Cornerstone experience impacted their summer work.
- October 2024: All camps within the FJC network are required to participate in the Camp Census.

STIPENDS

Each camp successfully participating in the Cornerstone Fellowship 2024 is eligible for a \$500 Program Stipend. This payment will be sent to camps in September 2024 upon their participants' completion of post-seminar evaluation surveys. This includes Supervisor and Lead End-of-Summer Reports, as well as any outstanding Cornerstone-related business. This payment will be made to the camp, and funds may only be used to support the cohort's implementation of Action Plan programs or to compensate the Supervisor for their additional responsibilities supervising Fellows.

THE ESSENTIAL FINE PRINT

TRAVEL POLICY OVERVIEW

FJC covers all travel expenses (in accordance with the Cornerstone 2024 Travel Policy) for the Supervisor, Fellows, and the Lead (if attending in person). FJC covers travel costs within North America between the participant's home, school, or camp. FJC will not reimburse for transportation to and from the home airport.

- All travel is arranged through a third-party travel agency contracted by FJC. Participants may not book their own travel to Cornerstone.
- Each participant travels independently, and while we do our best to group participants we cannot guarantee group flights or ensure that cohorts travel together. Flights are booked as each participant registers and are subject to airline rules and regulations.
- Fellows are not permitted to drive to/from Capital Camps. While Supervisors and Leads can drive, FJC does not reimburse driving expenses to/from the Seminar.

Full updated guidelines of this year's Travel Policy will be detailed on the program website and shared upon acceptance the Cornerstone Fellowship 2024.

CANCELLATION POLICY

Participants cancelling their Seminar attendance after April 18, 2024, may be subject to a processing fee of \$50. Any cancellation-related fees that FJC is unable to recuperate from the participant by August 30, 2024, will be the responsibility of the camp.

TERMINATION OF PARTICIPATION

FJC reserves the right to terminate camp participation, with or without prior notice, in the event that, in the sole and absolute judgment of FJC:

- Camp representatives or participants submit false, fraudulent, or misleading reports or documents.
- Stipends disbursed by FJC are used for unauthorized purposes.
- Participating camp fails to carry out the project as described in their application and this agreement.
- Camp's tax-exempt status is changed or revoked by the IRS or if camp is accused of fraudulent activity by any government agency.
- Participating camp fails to submit reports outlined in this document.

DONOR RECOGNITION

As a condition of participation, camps are required to highlight FJC's funding of this Fellowship in all written materials and related events. In acknowledging FJC, please be sure to include the following wording: "The Cornerstone Fellowship is a program of the Foundation for Jewish Camp made possible by the generosity of the Crown Family Philanthropies, The Marcus Foundation, and The Morningstar Foundation." Acknowledgement of FJC program participation should be included in all print and electronic marketing and communications, videos, advertising, publications, press releases, flyers, banners, newsletters, invitations, speeches, etc. regarding the Cornerstone Fellowship. FJC will provide a sample press release for dissemination upon request. Please contact FJC with any clarification questions about acknowledgement.

INFORMATION & SHARING PROMOTIONAL MATERIALS

FJC recognizes the potential for this program to affect the field as a whole. Evaluation and reporting should serve as a learning resource. Therefore, materials such as your camp's Action Plan, end-of-summer reports, program templates, and other materials developed in association with the project may be shared with the larger camping community on our website, during group meetings, or in other formats. FJC will have full use of any photographic and/or video images of the program in future promotional materials. FJC reserves the right to use any portion of the evaluation in materials, FJC's website, or in other formats describing and promoting the work of FJC.

QUESTIONS & CLARIFICATIONS

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Thank you to our funders for their continued generous support that has made Foundation for Jewish Camp's Cornerstone Fellowship possible!



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