



**2025 CAMP MANAGEMENT FELLOWSHIP**

# INFORMATION GUIDE

Questions? Be in touch with Brent at [brent.novey@jewishcamp.org](mailto:brent.novey@jewishcamp.org).

**CAMP  
MANAGEMENT  
FELLOWSHIP**  
**SPRING 2025**

**LOS ANGELES,  
CHICAGO,  
& NEW YORK CITY**



Seasonal supervisors at Jewish summer camps have many different roles and responsibilities. Whether they are unit heads, specialty heads, or program directors, they wear many different hats 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 both staff and camper satisfaction and likelihood of returning to camp for future summers. CMF strives to provide tangible skills and ongoing support to seasonal supervisors as they prepare for summer 2025, making their experiences and the experiences of those who work with them even more positive.



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# WHO PARTICIPATES IN CMF?

## FELLOWS

Fellows are seasonal supervisors who camp wishes to invest in. They are role models for all staff who have shown interest in personal growth, honing their skills in camp leadership, and Jewish education.

- FJC will 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.
- Cohort sizes vary across camps, but should be both large enough to implement meaningful impact in supervision while also small enough to represent a camp's strongest supervisors.
- The seasonal supervisors nominated by camp to be trained and supported in the following key areas:
  - Communication: Providing feedback & managing difficult conversations
  - Fostering Relationships and Managing Differences
  - Modeling Leadership: Committing to accountability and prioritizing self-regulation

## CRITERIA

- At least 18-years-old on or before March 16, 2025. No exceptions.
- Holds a leadership/supervisory role at camp this summer.
- Has not been a Camp Management Fellow in the past
- Must attend one of the 3 in-person trainings in full
  - (FJC can provide a letter from our CEO to get students excused from class)
- Must attend subsequent follow up sessions on Zoom
- Complete an end of summer evaluation of their overall experience with CMF

## CAMPS

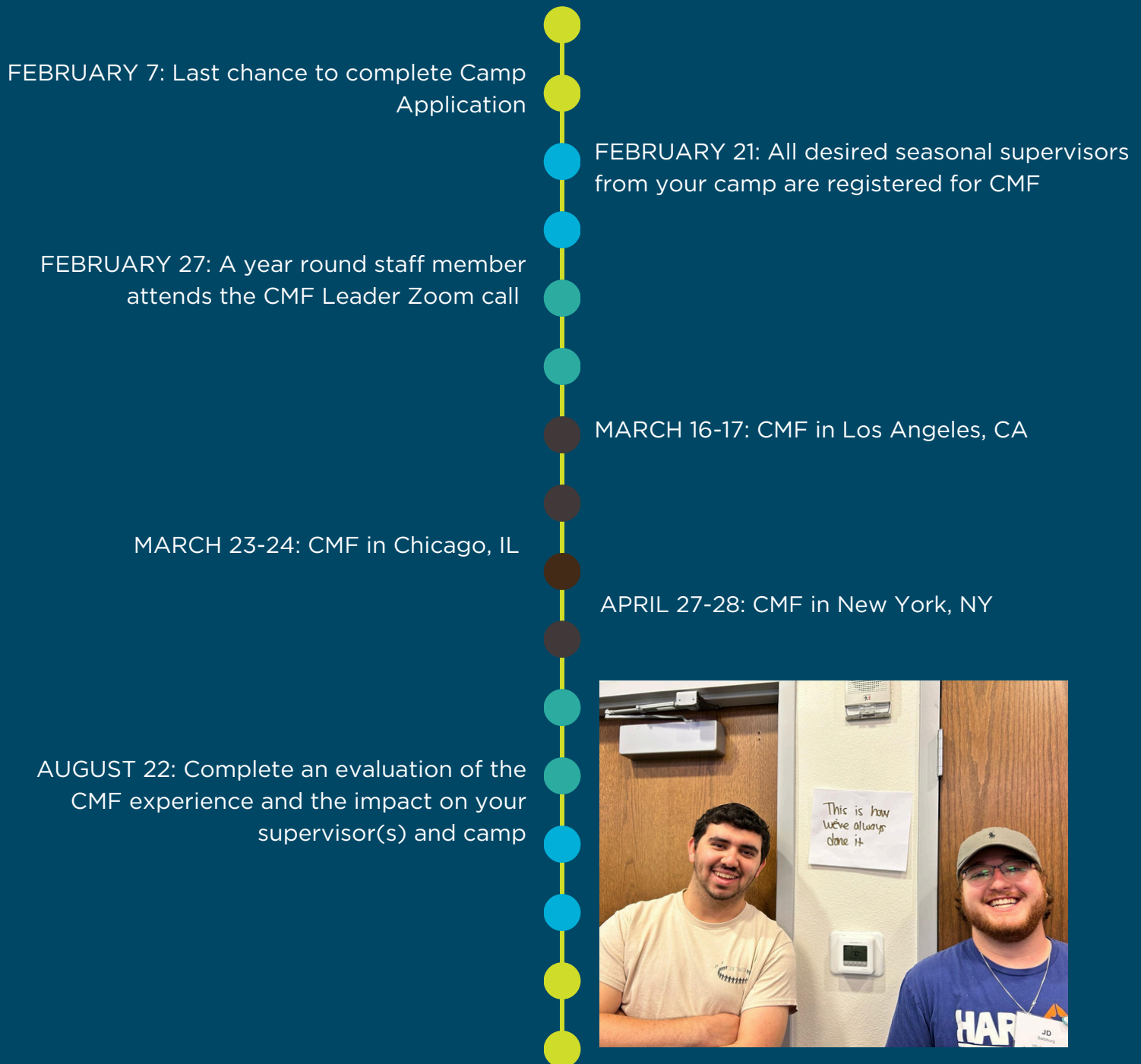
Camp Management Fellowship Camps must commit to supporting their Fellows in the following ways by adhering to the following deadlines:

- February 7th: 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.
- February 21st: Ensure all desired seasonal supervisors from your camp register for CMF.
- February 27th: 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 22nd: Complete an evaluation of the CMF experience and the impact on your supervisor(s) and camp.



# CAMP PARTICIPATION PROCESS & TIMELINE

Before completing your Camp Application, please thoroughly review all of the following dates and details related to and required for your camp's participation.



# THE ESSENTIAL FINE PRINT

## TRAVEL POLICY OVERVIEW

FJC covers most travel expenses for Camp Management Fellows. 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 agent contracted by FJC. Participants may not book their own travel to the Camp Management Fellowship
- 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.

## CANCELLATION POLICY

Participants cancelling their attendance within a week of the in-person gathering they have registered for may be subject to a processing fee of \$50. Any cancellation-related fees that FJC is unable to recuperate from the participant by August 2025, 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.
- 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.

## 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 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 or promoting FJC's work.



# QUESTIONS & CLARIFICATIONS

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