



YITRO LEADERSHIP PROGRAM

COHORT VI

APRIL 2025 – FEBRUARY 2027

Applications Open:

January 15, 2025 – February 10, 2025

For more information, contact Molly Baer
at molly.baer@jewishcamp.org

Scan here for
more information



jewishcamp.org/yitro



“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 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) - Thursday, April 24, 2025, 2-4 PM ET
- Seminar 1 - October 20-23, 2025
- Seminar 2 (Israel) - January 12-19, 2026
- Seminar 3 - April 21-23, 2026
- Seminar 4 - October 13-15, 2026
- Seminar 5 - February 2-4, 2027

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 2025 and 2026.
- **Participate** in a site visit to another Jewish camp during the summer of 2026.
- **Support** the implementation of the Camper Satisfaction Insights (CSI) and Staff Satisfaction Insights (SSI) survey at camp in summers 2025 and 2026.





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 was an invaluable professional experience that continues to benefit me even in my work today. The skills, tools and learnings I took from the program helped me ascend in my career to become Camp Director shortly after I graduated from Yitro and most recently Chief Program & Innovation Officer at my JCC getting to oversee our day and overnight camps. Everything from the practical skills trainings to the camp site visits and learning we did as chavruta, helped me frame my work more through a Jewish lens and be a stronger Jewish professional and leader. The program also allowed me to build a strong network of colleagues from around the field, some of which I still have relationships with all of these years later.



-RACHAEL SPECK COHORT III

Chief Program & Innovation Officer, JCC of Greater Pittsburgh





SUPERVISOR COMMITMENTS

Supervisors and Fellows are expected to:

- **Attend** the first hour of the virtual orientation: Wednesday, April 24, 2025 2-3 PM ET.
- **Participate** in Seminar 5: February 2-4, 2027.
- **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, payable in two installments: May 2025 and May 2026.**
- 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 2025 and 2026.



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





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 Jewish camps in FJC's network.
- Work for camp at least 80% Full-Time Equivalent (FTE), even if also engaged in other programs such as after-school initiatives.
- 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 may apply.

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

APPLICATION PROCESS

Cohort VI 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 applicant's supervisor and board chair
- Submission of the reference form by the applicant's supervisor

After January 15, 2025 the application, participation agreement, and supervisor reference form can be found on the [Yitro Leadership Program webpage](#). All components must be completed by February 10th for an application to be considered.

APPLICATION TIMELINE

Scan here for more information



Important Dates	Event
January 15, 2025	Applications Open Apply Here - jewishcamp.org/YLPapp
January 9, 2025, 1 PM ET	Optional Virtual Info Session Register Here - jewishcamp.org/YLPvirtual1
January 21, 2025, 4 PM ET	Optional Virtual Info Session Register Here - jewishcamp.org/YLPvirtual2
February 10, 2025	Applications Close
February 11-26, 2025	Applications Reviewed
February 27, 2025	Applicants Notified
March 5-19, 2025	Interviews with Selected Applicants
March 28, 2025	Final Applicants Notified



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