



**2026 CAMP MANAGEMENT FELLOWSHIP**

# INFORMATION GUIDE

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**CAMP  
MANAGEMENT  
FELLOWSHIP**  
SPRING 2026

VIRTUAL FULL TIME  
CAMP PRO TRAINING

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. The Camp Management Fellowship strives to provide tangible skills and ongoing support to seasonal supervisors as they prepare for this summer, 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 5 supervisors from each camp participating in CMF (including travel, food, and housing accommodations for one evening). Camps are able to send up to 8 supervisors to the program. Each additional participant over the initial five 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 the date of the seminar they attend. 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 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:

- January 16th: Apply to CMF, which includes providing goals around supervision at your camp, and registering a year round member of your team for the NYC in-person supervisory training.
- February 12th (NEW!): Attend the virtual CMF leader supervisory training and receive an introduction to the content of the program with tips for supporting your supervisor(s) after their in-person gathering.
- March 6<sup>th</sup>: Complete Cohort Information Form which includes finalizing with FJC their season supervisor cohort – providing information for each CMF participant including their contact information and their desired location for programming.
- March 30th: Ensure all desired seasonal supervisors from your camp register for CMF.
- April - June: Ensure all CMF Fellows attend seminar in full and support Fellows in their learning.
- August 28th: 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.



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# 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 who cancel their attendance within a week of their registered in-person gathering may be subject to a processing fee of \$50. Any cancellation-related fees that FJC is unable to recuperate from the participant by August 2026, 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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