



RootOne-FJC Israel Fellowship Program

A Two-Year Leadership Experience for Emerging Jewish Educators

The RootOne-FJC Israel Fellowship is a structured, 18-month opportunity for emerging educators who want to strengthen their leadership skills, deepen their impact at camp, and help more teens access transformative Israel travel experiences. Fellows receive training, mentorship, responsibilities, and a funded pathway toward staffing their camp's Israel trip. Below is the full narrative of what the two-year journey looks like—what fellows gain, what they're responsible for, and how RootOne supports them along the way.

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Who Is the Right Fit for This Fellowship?

Selecting the right fellow is key to a successful experience. The strongest candidates typically share the following qualities:

1. Emerging Leader with Growth Potential

- Interested in developing as an educator or leader
- Curious about teen engagement and Israel travel
- Open to training, coaching, and ongoing reflection
- In Summer 2027, the fellow needs to be within the age requirement to staff an Israel trip (*please be in touch with your Tour Operator to confirm this*)

2. Relationship-Oriented and Trusted by Teens

- Teens trust and gravitate toward them
- Warm, approachable, responsible, and uses good judgement
- Models healthy boundaries in all interactions

3. Reliable and Self-Directed

- Follows through on commitments and deadlines
- Comfortable with light but consistent monthly engagement
- Communicates proactively with supervisors and mentors

4. Strong Camp Culture Carrier

- Respected by staff and aligned with camp values
- Represents camp well with teens and families

5. Excited About the Israel Trip

- Believes in the value of immersive Israel experiences
- Open to eventually staffing the camp's RootOne-supported trip

Why Promote This Opportunity to Your Emerging Leaders?

This fellowship is designed to:

- Strengthen your camp's leadership pipeline
- Deepen Jewish identity exploration within your staff
- Build a sustainable recruitment structure for Israel trips
- Provide your staff with enhanced training and mentorship
- Invest directly in the educators who shape your teens' lives

Supervisor & Camp Expectations

A successful Fellowship depends not only on the strength of the emerging educator, but on the support, guidance, and structure provided by their camp community. RootOne views the camp and the designated fellowship supervisor as essential partners throughout both years of the program. The expectations below clarify the shared responsibilities that ensure fellows feel supported, stay accountable to goals, and contribute meaningfully to Israel engagement across the camp.

1. Supervisor Commitment & Role

Each camp must identify a **Fellowship Supervisor**—a staff member who will serve as the fellow's primary mentor and point of accountability for the full two-year period. This person plays a central role in helping the fellow integrate their recruitment learning into practice and sustain ongoing teen engagement. Supervisors are expected to:

- Hold **regular check-ins** with the fellow – cadence is determined by the camp
- Support the fellow in conducting **relationship-building**, developing their **engagement plans**, and completing required deliverables such as relationship maps, engagement logs, and reflection reports

- Collaborate with RootOne's Fellowship Program Manager or shlichim mentors when needed, ensuring the fellow has ongoing professional guidance
- Reinforce the fellow's visibility and leadership role within camp during Summer 2026 and Summer 2027
- Typical fellow supervision ranges from 1-3 hours per month

2. Camp Commitment & Role

Camps are expected to:

- **Commit to the fellow's employment** as staff in both Summer 2026 and Summer 2027, including appropriate responsibilities that allow meaningful teen engagement
- Ensure the fellow has access to **camper contact lists, eligibility information, and communication tools** needed for ongoing engagement throughout the school year
- Facilitate fellow payments in a **consistent, timely, and transparent** manner. The Milestones for stipends listed below represent the timing for RootOne to process payments to your camp, but we expect you to set up a clear stipend timeline for your fellow.

Fellowship Program & Stipend Schedule

RootOne provides a structured, milestone-based stipend model to support fellows throughout the two-year journey.

Year 1: Relationship-Building & Teen Engagement

February 2026 — Onboarding & Foundations

Fellows begin their journey with a virtual onboarding and training experience, grounded in relationship building and teen engagement strategies.

Fellow Responsibilities:

- Participate in virtual onboarding and training
- Begin setting personal goals for two years of teen engagement

Camp Responsibilities:

- Identify a fellowship supervisor
- Sign the RootOne agreement
- Submit projected two-year recruitment goals

March–May 2026 — Soft Engagement with Teens and Professional Development

Examples include:

- Safe social media interaction
- Informal check-ins

They also begin drafting an engagement plan and checking in with the fellowship Program Manager and assigned RootOne shlichim mentor.

In-Person Requirement:

Fellows attend the RootOne Staff Training retreat: **May 4–6, 2026 at Isabella Freedman Jewish Retreat Center** (all travel costs fully covered)

March 2026 stipend milestone - \$1,500 disbursement:

Camp must submit:

- W9
- ACH authorization + void check
- Job description/contract for summer 2026
- Signed RootOne–Camp agreement

Fellow must complete:

- Check-in with Fellowship Mentor

June–August 2026 — Summer at Camp

During the summer, fellows focus on building authentic relationships with eligible campers and introducing the RootOne experience in organic, meaningful ways.

Responsibilities Include:

- Creating a relationship map
- Logging teen engagement
- Completing an end-of-summer reflection

These foundations set the stage for a strong recruitment season the following year.

Year 2: Conversion, Recruitment & Trip Leadership

September 2026 — Monthly Engagement Begins

Following summer #1, fellows shift into a steady rhythm of monthly teen engagement—staying connected, building trust, and gently warming interest in the Israel trip.

Deliverable: Monthly check-in logs

September 2026 stipend milestone - \$2,500 disbursement:

Fellow completes:

- Full staffing during summer 2026
- Participation in online webinars (March 2026)
- Participation in in-person training (May 2026)

- Summer check-in with Fellowship Mentor
- Summer #1 engagement report

October 2026 — Family & Teen Decision Support

Fellows participate in a webinar with RootOne on guiding teens and families through trip decision-making. They apply this training by hosting **either one teen event or one family touchpoint**.

November–December 2026 — Peer Network Activation & Obstacle Mapping

Fellows help activate teen peer networks by identifying influencers and empowering them to “hype the trip without being annoying.” (RootOne will provide mini peer-ambassador training)

They also conduct structured 1:1 conversations with hesitant teens to identify barriers—logistical, emotional, financial, or otherwise—and report anonymized themes back to RootOne and their camp supervisor. This helps improve messaging, address concerns, and reduce obstacles.

Deliverable: December Engagement Report summarizing:

- Peer activation work
- Obstacle mapping insights
- Recommendations for improved recruitment

January–March 2027 — Ongoing Engagement

Fellows continue teen engagement, check-ins, and coordination with their program manager or shlichim as the recruitment season continues to build.

January 2027 stipend milestone - \$1,500 disbursement:

Fellow completes:

- Participation in Nov 2026 webinar
- Check-in with Fellowship Mentor

- Recruitment report

April 2027 — Staff Training Track

Fellows attend RootOne or Trip Provider staff training with an **extra day dedicated to the Fellow Track**, supporting them as they prepare to staff their trip.

May–June 2027 — Pre-Trip Closeout

Fellows submit a final pre-trip report and complete final check-ins as they get ready for summer travel.

June 2027 stipend milestone - \$1,500 disbursement:

Fellow completes:

- Participation in April 2027 staff training
- Participation in spring webinars (March 2027 + May 2027)
- Recruitment report

July–August 2027 — Staffing the Israel Trip

Fellows serve as staff on a RootOne-supported Israel trip. They complete reflection logs throughout the summer to document learnings, teen impact, and experiences.

September 2027 — Fellowship Completion

The program concludes with a final meeting and narrative report, plus an exit/debrief interview with their program manager.

September 2027 stipend milestone - \$3,000 disbursement:

Fellow completes:

- Staffing full summer 2027
- Final narrative report
- Exit interview