FOUNDATION FOR JEWISHCAMP



2027 CAMP MANAGEMENT FELLOWSHIP

INFORMATION GUIDE

Questions? Be in touch with Lauren at lauren.berger@jewishcamp.org

CAMP MANAGEMENT FELLOWSHIP
SPRING 2027

YEAR-ROUND CAMP PRO TRAINING IN NY

LOS ANGELES, CHICAGO, BOSTON & TORONTO

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.



"The impact I have seen from this program is immense. I think our fellows are walking into the summer more open and curious, more aware of the greater vision of the organization, and with more understanding and flexibility as a result. Our fellows entered into the summer with more confidence and curiosity, and I appreciate the nurturing relationships they built with their teams. They handled the pace of the job well, they stayed organized and committed throughout. Quite honestly, they were more professional than people who have been on the team for over 10 years!"
— Camp Professional



TABLE OF CONTENTS

Participants & Requirements.....2

Camp Commitments.....2

CMF Timeline.....3

The Essential Fine Print.....4

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 and honing their skills in camp leadership.

- 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.
- The seasonal supervisors nominated by camp will be trained and supported in the following key areas:
  - Communication: Giving and receiveing feedback, talking across difference, & leading with curiosity
  - Fostering Relationships: Building trust, managing near peers, and personalizing your supervision style to different supervisee needs
  - Modeling Leadership: Being accountable, taking up the appropriate amount of space, and leading with your values
- While every camp is structured differently, we have found that CMF is best suited for first or second year Unit/Division heads or Area/Specality heads in their early or mid-twenties.

CRITERIA

- At least 18-years-old on or before the date of the seminar they attend
- Holds a leadership/supervisory role at camp this summer where they are at least one person's direct supervisor
- 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

YEAR-ROUND CAMP PROS (OPTIONAL BUT ENCOURAGED)

You all deserve great supervision training too! To best support your Fellows, we invite you, or a member of your team, to experience a 2-day training in NY that will introduce you to the CMF curriculum and provide you with elevated supervisiory training customized for Year-Round camp pros.

- FJC will cover the cost of one member of your Year-Round team (including travel, food, and housing accommodations for one evening) to participate in this training.
- We encourage you to send the member of your team who seasonally supervises your CMF Fellows, although another member of your team is welcome!

CRITERIA

- Works year-round for camp in a part-time or full-time capacity
- Supervises at least one person at either in a year-round or seasonal capacity
- Attend the February in-person training in full

CAMPS

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

- January 15th: 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 22-23rd (NEW!): Send a representative of your team to the CMF Year-Round Camp Pro training and receive an introduction to the content of the program, experience professional development, and gain tips for supporting your supervisor(s) after their in-person gathering. (Optional, but highly encouraged!)
- March 5th: 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 26th: Ensure all desired seasonal supervisors from your camp register for CMF.
- April 2nd: To help support professional development with other members of your staff community, share an FJC survey with your graduating high school seniors to connect them to opportunities on their upcoming college campus and beyond!
- April - June: Ensure all CMF Fellows attend seminar and support them in their learning.
- August 27th: Complete an evaluation of the CMF experience and the impact on your supervisor(s) and camp.
- Fall 2027: Complete FJC Camp Census

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 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 2027, 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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