

2027 CORNERSTONE FELLOWSHIP

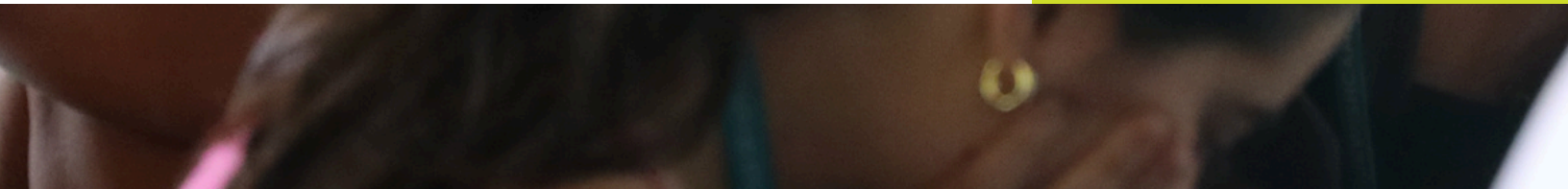
INFORMATION GUIDE

CORNERSTONE SEMINAR

MAY 23-26, 2027

CAPITAL CAMPS & RETREAT CENTER
WAYNESBORO, PA

Questions? Be in touch with Henry at cornerstone@jewishcamp.org.



As the Cornerstone Fellowship marks its 25th year, Foundation for Jewish Camp (FJC) is proud to continue this leadership program, which invests in the training and professional development of exemplary camp staff, preparing them to be leaders, role models, and to see themselves as Jewish educators.

Returning camp staff are the "cornerstones" of their camp communities, having spent time growing into their roles and delving into the mission of their camp. Fellows leave the seminar inspired to amplify Jewish life and with the skills to create innovative programming to support and enrich their camp's unique culture, vision, and Jewish mission.

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WHO PARTICIPATES IN CORNERSTONE?

1. FELLOWS

Fellows are outstanding returning staff that camp wishes to invest in. They are role models and have shown interest in personal growth, camp programming, and Jewish education.

- FJC recommends a minimum group of 3 Fellows from each camp attend, for maximum impact. However, participation with 1 Fellow is allowed. Cohorts are limited to a maximum of 10 Fellows, with a $500 oversized cohort fee for each Fellow beyond 5.
- Cohort should be large enough to implement meaningful initiatives but small enough to represent your strongest returning staff with the potential to positively impact a broad range of campers.

CRITERIA

- At least 18-years-old on or by May 23, 2027, no exceptions
- Is returning for at least their 2nd summer as staff (camper/CIT/SIT years do not qualify)
- Spends at least 80% of their time in direct contact with campers as a counselor or specialist
- Has the opportunity to create and implement Jewish programming and participate in weekly Cornerstone meetings
- Has not been a Cornerstone Fellow in the past
- Must attend the seminar in its entirety

Note: If you have a phenomenal staff member in mind that does not fit these guidelines, be in touch with Henry at cornerstone@jewishcamp.org to discuss.

2. CAREER ACCELERATOR FELLOWS

NEW

Career Accelerator Fellows are the next generation of camp and Jewish communal leaders. Through focused learning, mentorship, and hands-on skill building, Fellows will explore how the work they already love at camp can become a meaningful career.

Career Accelerator Fellows will apply for one of four tracks based on their career interests. The tracks are for the person who has said:

- **"I want to be a Camp Director." For emerging leaders excited by the people, programs, community, and business that make camp thrive.**
- **"I want to be a Community Care Professional." For those passionate about mental health, inclusion, wellness, accessibility, and belonging.**
- **"I want to be a Jewish Educator." For those who want to deepen their skills in experiential education and create innovate curriculum rooted in Jewish values and tradition.**
- **"I want to be an Israel Educator." For those passionate about developing thoughtful and authentic approaches to Israel education that explore perspectives, navigate complexity, and reflect their camp community.**

For each track, Career Accelerator Fellows will:

- Learn from and receive mentorship from outstanding professionals in their career area.
- Dive into specialized curriculum while remaining part of their camp cohort and the full Cornerstone community.
- Build a professional network of emerging leaders from camps across North America.
- Gain hands-on skills, practical experience, and clear next steps to grow as leaders at camp and pursue their career interests.

CRITERIA

- At least 18-years-old on or by May 23, 2027
- Is a returning staff member and will be working at camp this summer
- Is available to attend the pre-seminar virtual gathering and the seminar in its entirety
- No prior Cornerstone expeirence required. First time seminar attendees welcome!

Note: Career Accelerator Fellows do not count towards your total Fellow cohort numbers.

3. SUPERVISORS

The Cornerstone Supervisor is a year-round team member, or a returning seasonal supervisor, whose portfolio aligns with the goals of the Cornerstone Fellowship.

Supervisors benefit from professional development that advances their coaching, mentoring, and facilitation skills, sharpens their ability to give constructive feedback, and expands their network through connections with other camp leaders and Cornerstone faculty at the seminar.

CRITERIA

- A proven, responsible staff member with the time and capacity to support the cohort and see the Cornerstone program through effectively
- A returning member of the camp community who understands how the camp is uniquely positioned to benefit from Cornerstone
- Able to help Fellows integrate meaningful Jewish content into their programming
- A near-peer role model who has strong rapport with and respect of the Fellows
- Must be available to attend the seminar in its entirety from May 23-26, 2027

4. LEADS

The Cornerstone Lead is your camp's Director or a seasoned Associate or Assistant Director.

This role supports and empowers the cohort, mentors the Supervisor, vets Cornerstone programming in advance of the summer, and ensures cohort is accountable for carrying out their Action Plan.

CRITERIA

- Employed full-time, year-round by camp to support the Cornerstone process from December 2026-August 2027
- Be present at camp for the entire camp season
- Has the ability to influence Jewish culture at camp and support the implementation of Jewish activities throughout the summer
- Holds decision-making ability to approve cohort's plans and advance Cornerstone work
- Joins cohort virtually twice during the seminar for Camproom and is available to support Supervisor between May 23-26, 2027

Note: Your Supervisor and Lead may be the same person if they fit all the above requirements. See below for all responsibilities included in these two roles.

Responsibilities	Supervisor	Lead
Develop Cornerstone Framework (including summer goals and a vision for Jewish life at camp)		✓
Recruit all Fellow and Senior Fellow cohort members	✓	✓
Support cohort throughout the entire arc of Cornerstone, from March to August	✓	
Translate Lead's vision for enhancing Jewish life into camp's Action Plan	✓	
Support Fellows with their personal growth and their program development and execution	✓	
Facilitate weekly Camproom meetings throughout the summer	✓	
Confirm that weekly Camproom meetings for Fellows and Supervisor are on the calendar		✓
Systematically support buy-in for Cornerstone at camp by educating staff about the Fellows' & Supervisor's roles and ensure collaboration with other relevant Jewish programming at camp		✓
Create a schedule for camp's Cornerstone Advisor's camp visit and ensure all cohort members are present at camp on that day	✓	✓
Completing all post-seminar surveys in June and both end-of-summer reports in September	✓	✓
Communicate promptly with the FJC team from time of application submission through summer	✓	✓

CAMP COMMITMENTS



MAY SEMINAR REGISTRATION & PARTICIPATION

Camps agree to ensure on-time seminar registration for all participants. Fellows and Supervisors are required to attend the full seminar and participate fully in all aspects of the program. Any exceptions must be approved by FJC prior to the registration deadline on April 14, 2027.

ADVISING & SITE VISITS

Once Cohort Information forms are submitted, FJC assigns a Cornerstone Faculty Advisor to each camp for the duration of the Cornerstone process. Advisors guide the development of the camp's Framework, drawing on the Lead's vision and goals, through customized consulting conversations with the Lead and Supervisor in March (timeline on next page).

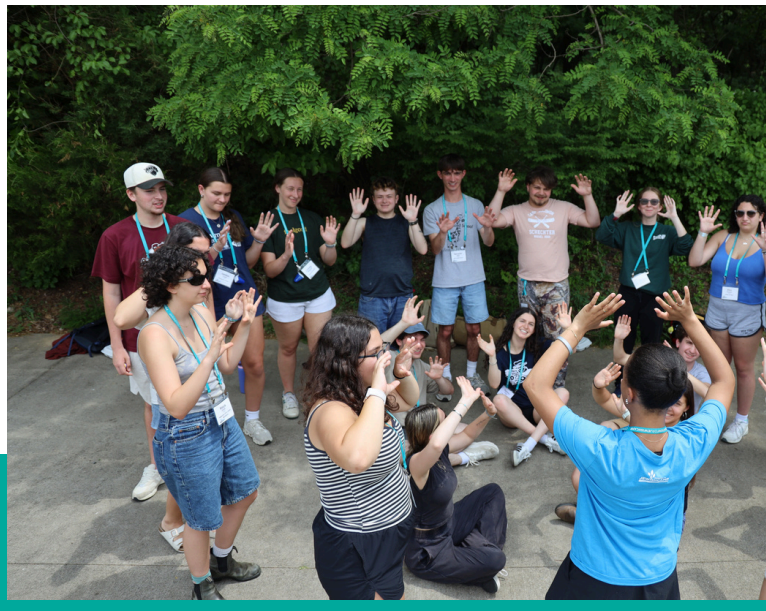
Camps agree to host their Advisor for a summer visit, either in-person or virtually. During this visit, the Advisor meets with the Supervisor, Fellows, Career Accelerator Fellows, and the Lead, plus any other staff interested in participating in the future.

DATA REPORTING & EVALUATION

FJC is committed to accurately collecting and using data to improve programs, report on field growth, and communicate the impact of Jewish camp. All organizational information is kept strictly confidential. Camps agree to support FJC's efforts to evaluate program impact and collect data.

Reporting & Evaluation Deadlines:

- April 2: To help support professional development with other memebrs of your staff community, share an FJC survey with your gadruating high school seniors to connect them to opportunities on their upcoming college campus and beyond!
- June 4, 2027: All participants complete a post-seminar evaluation survey.
- August 16, 2027: Fellows and Career Accelerator Fellows submit post-summer Reflection Form
- September 24, 2027: The Supervisor and Lead each complete End-of-Summer Reports
- Fall 2027: All camps within the FJC network are required to participate in the Camp Census.



CORNERSTONE TIMELINE

Camps apply to participate in Cornerstone and are selected based on their readiness and capacity to engage fully in the program and strengthen Jewish life at camp. Before completing your Camp Application, please review all dates and requirements for participation. Camps applying for the first time should contact Henry at cornerstone@jewishcamp.org to discuss their application prior to submission.

All dates below are 2027.

- January 22: Final deadline to complete Camp Application (completed by Cornerstone Lead)
- January 25: Last acceptance notifications sent (rolling acceptances provided earlier)
- February 5: Career Accelerator Applications due (Acceptances announced by February 24)
- February 11, 1-2pm EST: Post-Application Onboarding Webinar (Required for all new Cornerstone camps)
- February 26: Cohort Information Form due
- March 1: Camp Advisor match emails sent
- March 8: Registration information disseminated
- March 8–26: Conference calls between Leads, Supervisors, and Advisors
- March 26: Camp Frameworks due
- March 30–April 14: Seminar Registration completed
- April 5–23: Supervisors attend virtual CAG with Cornerstone Advisors
- April 26–May 14: Supervisors complete virtual Camproom
- May 23–26: Cornerstone Seminar
- June 4: Post-Seminar Evaluations and Action Plans due; finalize Advisor's camp visit
- August 16: Fellow and Career Accelerator Fellow post-summer Reflections due
- September 24: Lead and Supervisor End-of-Summer Reports due
- August–September: Off-boarding call between Supervisor, Lead, and Advisor
- Fall 2027: Complete FJC's Camp Census

THE ESSENTIAL FINE PRINT

TRAVEL POLICY OVERVIEW

FJC covers most travel expenses (in accordance with the Cornerstone 2027 Travel Policy) for the Supervisor, Fellows, and Senior Fellows. Coverage includes travel within North America between the participant's home, school, or camp. FJC does not reimburse for transportation to and from the home airport.

- All travel is booked by FJC's travel consultant. Participants may not arrange their own travel to Cornerstone.
- Each participant travels independently. While we do our best to coordinate, we cannot guarantee group flights or cohort travel. Flights are booked as participants register and are subject to airline rules and regulations.
- Fellows may not drive to or from Capital Camps. Supervisors may drive, however, driving expenses are not reimbursed by FJC.

Full travel guidelines for Cornerstone 2027 will be available on the program website and shared upon acceptance the Cornerstone Fellowship.

CANCELLATION POLICY

Participants who cancel their seminar attendance after April 14, 2027, may be charged a $50 processing fee. This invoice will be sent to the camp.

TERMINATION OF PARTICIPATION

FJC reserves the right to terminate camp participation, with or without prior notice, in the sole and absolute judgment of FJC, if:

- Camp representatives or participants submit false, fraudulent, or misleading reports or documents
- The camp fails to carry out the project as described in their application and this agreement
- The camp's tax-exempt status is changed or revoked by the IRS, or if the camp is accused of fraudulent activity by any government agency
- The camp fails to submit the required reports outlined in this document

INFORMATION & SHARING PROMOTIONAL MATERIALS

FJC recognizes the potential for this program to influence the broader field. Evaluation and reporting are intended to serve as shared learning resource. Accordingly, materials such as camp Action Plans, End-of-Summer Reports, program templates, and other project-related content may be shared with the wider camping community through the FJC website, group meetings, or other formats. FJC may also use photographic and video images from the program, as well as portions of evaluation materisl, in future promotional or descriptive materials.

QUESTIONS & CLARIFICATIONS

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Thank you to our funders for their continued generous support that has made Foundation for Jewish Camp's Cornerstone Fellowship possible!

CROWN FAMILY PHILANTHROPIES

THE MORNINGSTAR FOUNDATION

The Marcus Foundation, Inc.