



## **Mission Possible!**

### **Mission-Driven Jewish Programmatic Change at Camp**

#### Resources for Camps Handout

***Jewish Community Centers Association of North America: [www.jcca.org](http://www.jcca.org)***

**Lekhu Lakhem: Jewish and Educational Journeys for JCC Camp Directors**

Lekhu Lakhem: Jewish and Educational Journeys for JCC Resident Camp Directors is a two year program launched in 2004 and made possible by a generous grant from the AVI CHAI Foundation.

**Hemshekh: A Program of Continuing Jewish Learning and Growth for Lekhu Lakhem Cohort I Alumni**

Building upon the success and enthusiasm of this first cohort of Lekhu Lakhem directors, the AVI CHAI Foundation enabled the formation of both an alumni program called Hemshekh: A Program of Continuing Jewish Learning and Growth for Lekhu Lakhem Cohort I Alumni, as well as a second cohort for Lekhu Lakhem.

The content of Lekhu Lakhem and Hemshekh includes a focus on Jewish education and camp leadership, using texts to grapple with issues of philosophy, Jewish vision, camp administration and Jewish educational leadership. All these subjects are examined within the context of JCC camps and the issues that our directors face in the course of their work.

**Chizuk (Strengthening): Jewish Programming Directors Strengthening Lekhu Lakhem**

Chizuk, generously supported by the AVI CHAI Foundation, is an initiative designed to enable Lekhu Lakhem and Hemshekh Fellows to take the next steps to significantly raise the bar for Jewish life, Jewish learning, Jewish identity and Israel experiences in their camps through the addition of a Jewish programming director (Chizuk Fellow.)

**The Goodman Family Foundation Israel Institute: Yisrael Sheli (My Israel): A Teen Program of Israel Education for JCC Association Resident Camps**

Yisrael Sheli is a three year JCC resident camp curriculum for teens, made possible by a generous grant from the Goodman Family Foundation. The program goal is to enhance teenagers' knowledge of, familiarity with, and emotional attachment to the State of Israel. Camps use the modern history of the State as a lens through which teens can better understand contemporary Israel including:

1. Zionism – the pre-state movement to create a Jewish homeland
2. Medinat Yisrael – the establishment of the State of Israel
3. Eretz Yisrael – the Land of Israel
4. Am Yisrael – the People of Israel

The Yisrael Sheli program was implemented in three pilot JCC camps during the summer of 2008, and in nine JCC camps during the summer of 2009. It will be piloted in an additional six camps in the summer of 2010, totaling fifteen pilot sites. The program will then be made available for all JCC resident camps in the summer of 2011 and will contain new and different programs for ninth, tenth, and eleventh grade campers as well as their young adult counselors.

**Netivim**

Netivim (Hebrew for pathways) is a program of continued support for Lekhu Lakhem directors (both cohorts I and II), funded by the AVI CHAI Foundation. It includes monthly individualized learning sessions and two seminars, one in February 2010 and one in Fall 2010. Following a similar paradigm as Hemshekh, participants learn together in small groups or with individual mentors. Topics for small group and individual learning are selected by the participants, recognizing the knowledge attained by participation in Lekhu Lakhem. Learning still focuses primarily on classic texts, with emphasis given to application of topics and concepts to camp life.

***National Ramah Commission: [www.campramah.org](http://www.campramah.org)***

**Daber**

Up to eight staff members from each Ramah camp will participate this spring in an intensive Hebrew-language training program with generous funding from The AVI CHAI Foundation. Staff members will take part in online Hebrew discussion groups, which will culminate in a four-day conference beginning May 23, 2010 at Ramah Darom. Together with parallel educator training in Israel, and the development of new curricular and programmatic materials for camp, it is envisioned that the "Daber" Fellowship Program will significantly strengthen Hebrew language usage at Ramah camps throughout North America. For more information about how to become a "Daber" fellow, please contact your Ramah director.

**Bert B. Weinstein Institute for Counselor Training:**

The Bert B. Weinstein Institute for Counselor Training is a professional development seminar sponsored annually by the National Ramah Commission. Weinstein brings together outstanding returning counselors, mostly college freshman, for *hadracha* (leadership development) sessions and text studies. In addition to providing counselors with new skills for the upcoming summer, Weinstein is a wonderful opportunity for counselors from throughout the Ramah movement to come together to get to know one another and share best practices. Weinstein 2010 took place at Camp Ramah in California on January 4 - January 7.

**The Winer Institute**

The Winer Institute is a National Ramah training institute for all Ramah unit heads. Held annually in the spring, Winer is an opportunity for unit heads from every Ramah camp to come together for five days of staff training, led by senior National Ramah staff. First-time unit heads are introduced to their new role through interactive training activities and role-playing, while veteran unit heads are given the opportunity to both learn new skills and assist in training their new colleagues. This year, the Winer Institute will take place at Ramah Darom on May 23-May 27.

***Union for Reform Judaism: [www.urj.org](http://www.urj.org)***

**Olim Fellowship**

The Olim Fellowship, enabling URJ camp counselors "to change the world one bunk at a time", is a two-year program that develops the Jewish leaders of our camps and the Reform Jewish community. Olim is one of the only programs that creates a bridge for Jewish young adults to "live Jewishly" between their high school and college years. The Fellowship helps our counselors deepen their Jewish connections and identities not only during the summertime, but also helps them to integrate Jewish living and leadership into their daily lives throughout their college freshman, sophomore years and beyond . Olim Fellows make a 2 year commitment to work at camp and attend three kallot over the course of these two years, each at a different URJ Camp. Fellows learn from national Reform Jewish leaders and high level educators to enhance their ability to be Jewish role models for their campers, for other staff members, and ultimately for those in the Jewish community.

**Israel Programs for all movements funded by the AVI CHAI Foundation: [www.jafi.org](http://www.jafi.org)**

### **Achva**

The *Achva* program offers a \$1,000 salary supplement to Israeli counselors returning to work for a second, third or fourth summer in camp and participating in an intensive training course in Israel to better prepare them for their roles. Returning *shlichim* report highly positive experiences, as they become more integral to their camp's Israel education mission and that their effectiveness as emissaries from Israel improves considerably.

### **Shutafim**

*Shutafim* is a collaborative program for a subset of Cornerstone camps that also participate in the ACHVA training program for returning *shlichim* (Israeli counselors). As part of this initiative, a member of the Israeli delegation attends the Cornerstone Seminar and works with the fellows and the *schlichim* to design additional Action Plan components that they will implement together.

### **Chazon**

Chazon is a new year-long program designed for senior educational staff at summer camps with the responsibility to envision and implement Israel education seamlessly into the broader mission of their camp.

### **B'Yachad**

B'Yachad ("Together") is a new initiative generously supported by the AVI CHAI Foundation to actively recruit North Americans who are enrolled in long-term programs in Israel and train them to become more effective informal educators in residential camps, thereby strengthening the Israel education program in camp as well as the ties between the *shlichim* and North American staff..

The course focuses on models of Jewish leadership, program development and Israeli culture, joint training with their *shlichim* and will include visits to sites that complement the study and understanding of the history of the State. Graduates of these seminars return to camp as more competent Jewish and Israel educators and will have greater involvement in the camp's educational program.

## ***Foundation for Jewish Camp: [www.jewishcamp.org](http://www.jewishcamp.org)***

### **Yitro**

As camp operation grows increasingly more complex, it is crucial to train and nurture excellent associate and assistant directors. These right-hand men and women are also the natural successors of camp's executive leadership. Just as Yitro taught Moses about leadership, FJC's newest professional development program, generously supported by the AVI CHAI Foundation, will help to train the next generation of camp leaders to build vibrant and intentional camp communities that are suffused with Jewish values, ethics, culture, and spirit in all aspects of their programming and operations.

### **Cornerstone**

Third-year bunk counselors are the "cornerstones" of their camps, making significant contributions to the camp program. Retaining these valuable staff members can be a challenge. The Cornerstone Fellowship, made possible by the generosity of the AVI CHAI Foundation, empowers third-year Jewish bunk counselors to view themselves as Jewish role models for both campers and younger counselors alike.

Now in its eighth year, Cornerstone's advanced professional training and incentive stipend enables Jewish camps to continue to attract these critical staff members. The program imparts counselor skills, best practices in Jewish content programming, and teambuilding exercises.

### **Launch Pad**

Launch Pad teaches basic supervision and management skills, empowers Fellows to become Jewish leaders, and opens Fellows to channeling these skills into a professional career. The Fellowship includes a four-day professional development seminar, designed by a team of informal Jewish educators who bring expertise in supervisory leadership training to create a meaningful experience for Fellowship participants. Fellows learn how to integrate Jewish values into their camp supervisory activities. Courses are elective-based and online pre-registration is required.

### **Tze U'Imad**

Tze U'Imad (Go Out and Study) provides tuition stipends for full-time camp directors and executive staff members to enhance their Jewish education. The program subsidizes participant tuition costs for eligible study up to \$1,000 per person per academic year. Tze U'Imad is made possible through the generous support of the AVI CHAI Foundation.