
FAQ's

How many congregations have partnered with the URJ to have a full-time CLASP Fellow?

The URJ has partnered with over 25 congregations to create CLASP Fellows (formerly known as Shared Positions). The first CLASP Fellow started in 2012 and we recently added eight new positions starting after camp 2018.

Do we get to choose a camp to partner with or will you assign them?

Most congregations will partner with their URJ Regional Camp. However, there are some opportunities to partner with URJ Specialty Camps if this is a better match for your community. You will have the opportunity on the application to tell us which camp you believe is the right match for your community.

How will you choose which congregations have CLASP Fellows?

Congregations will be chosen on a variety of factors including:

- Geography and Size of Congregation – our goal is to have congregations of various sizes spread across the country
- Ability to provide support and an appropriate supervisor – our data shows that a dedicated supervisor is critical to the success of these positions
- Openness to partner with camp – partner congregations need to work closely with camp to assure the success of both the CLASP Fellow and the initiative
- Capacity for increasing the number of kids going to camp and URJ youth programs from the congregation
- Capacity for increasing youth engagement in the congregation and an excitement about bringing in “campiness” to their youth programming

If we make it through Phase One, are we guaranteed a CLASP Fellow?

Unfortunately, the URJ is only in a position to create 14 CLASP Fellow partnerships. We will be accepting applications from more than 14 congregations as we know that geography, salary and job requirements will vary and impact the ability to find the right applicant to fill the position. If your congregation does not receive a match, we will provide information and support to help you continue your search.

Why did you choose \$40,000 +benefits as the minimum salary?

Our research showed that other organizations creating entry level positions for new college graduates were coming in at this salary (including new Hillel Fellowships). If you would like to pursue a more experienced youth professional or are in a more expensive area of the United States, we suggest that you increase this salary. If you feel that this salary is too high for your geographic area and feel it is appropriate to offer a lower salary, please explain on your application.

Can we offer a higher salary than \$40,000 if we would like to hire a more experienced youth professional or if we are in an area that demands a higher salary?

Yes, you can choose for your position to offer a higher salary. However, please keep in mind that the URJ contribution will remain \$10,000 per year.

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What responsibilities will the CLASP Fellow have for the URJ during the academic year?

Camp Leaders from your partner camp will work with you to identify the right roles for the CLASP Fellow during the year. You can see a sample of academic year responsibilities in the sample [Camp/Congregation Agreement](#).

What jobs will CLASP Fellow holders have at camp during the summer?

This will vary by the person's ability and experience and the needs of camp. Camp will work with you and the person holding the position to choose the best role for them.

If we had a Service Corps Fellow, can we have a CLASP Fellow?

The funder providing the CLASP Fellow grant is the same organization that provided funding for the Service Corps program. They have asked that we give priority to those congregations who DID NOT participate in the Service Corps program.

What does it mean that the congregation is the "hiring body"?

The congregation will hire the CLASP Fellow, pay taxes and be responsible for appropriate benefits. The congregation will invoice the URJ for their \$10,000 contribution to the salary.

What if it doesn't work out and we need to let our CLASP Fellow go?

The congregation and camp will work together to make this decision and handle appropriately. The agreement is between the camp and congregation. Therefore, if a hired youth professional doesn't work out or leaves before the three years of the grant, the camp and congregation will engage in a second search process.