

# URJ CLASP Fellowship

(Camp Leader and Synagogue Professional)

## Information for Congregations



# Program Goals

## Camp

- Increase the number of campers coming from the congregation
- Retain quality senior summer staff

## Congregation

- Retain a high quality, well supported youth professional
- Bring “campiness” to the congregation
- Increase in youth engaged in congregational life

## Fellow

- Have a positive experience as a youth professional
- Feel more connected to the Jewish community
- Consider a long-term career in Jewish professional life

**The Reform Jewish world** – Bring congregations and camps closer together, leveraging key relationships and shared impact, to engage an ever increasing number of young people (including our Fellows) to embrace a Judaism that will help them find meaning, purpose and joy in order to better themselves, their communities and the world

# What Success Looks Like

CLASP Fellowship  
Congregations  
overwhelmingly report  
that their CLASP Fellow  
created innovative  
programming and helped  
bring “campiness” in to  
their congregation.



CLASP Fellowship  
Congregations sent  
on average  
**3 times**  
more **new campers**  
to camp in Summer  
2017 than other  
congregations.

*Overall, it just felt great to be invested in, both by URJ, Camp Harlam and the congregation.*

*I learned a lot from my supervisors and mentors...*

*I connected more with Harlam and the URJ's vision/mission and feel like*

*I've become a stronger advocate for both*

*organizations. What's more, it strengthened my abilities as a Director of Youth*

*Engagement as it exposed me to more strategies, programs and resources and helped me*

*engage more kids in my congregation.*

*— CLASP Fellow*

# Basic Program Structure

- Camp and the congregation commit to a minimum of three years of having a CLASP Fellow together(it does not need to be the same staff person for all three years)
- The CLASP Fellow spends their academic year with the congregation and their summer with camp. Responsibilities, dates, and expectations are agreed upon by the camp and the congregation and documented in a formal agreement.
- Working as partners, camp and congregation decide who to hire for the position.
- The CLASP Fellow is mentored by a URJ camp staff member to help them incorporate camp into their synagogue programming. In addition, they meet online with other to learn from other CLASP Fellows.
- The congregation is the hiring body and invoices camp for their salary contribution.

# Who is eligible for a CLASP Fellowship

- Any URJ Congregation in the United States that is in good standing is eligible to apply for a Shared Position. Unfortunately our grant funders will not support partnerships abroad.
- As this grant is supported by the same organization that supported the Service Corps program, congregations that did NOT participate in that program will be given priority.

# Commitment from Camp Grant Year 1

- Camp contributes \$10,000 per year toward the salary and benefits of the CLASP Fellow.
- Camp funds room, board and travel for the CLASP Fellow to attend the Late Summer/Fall Training Conference (dates TBA)
- Camp funds participation in the URJ YP101 Fellowship if the CLASP Fellow is in the first or second year of being a youth professional. (<https://urj.org/what-we-do/youth/professional-development/youth-professional-101-fellowship>)
- Camp provides up to \$1250 in matching camperships for synagogue children (matching the contribution made by the congregation)
- Hiring year goes from post camp 2019 through the end of camp 2020. Camp may choose to independently hire the CLASP Fellow as a camp staff person prior to being in the Fellowship.

# Finances Grant Years 2 and 3

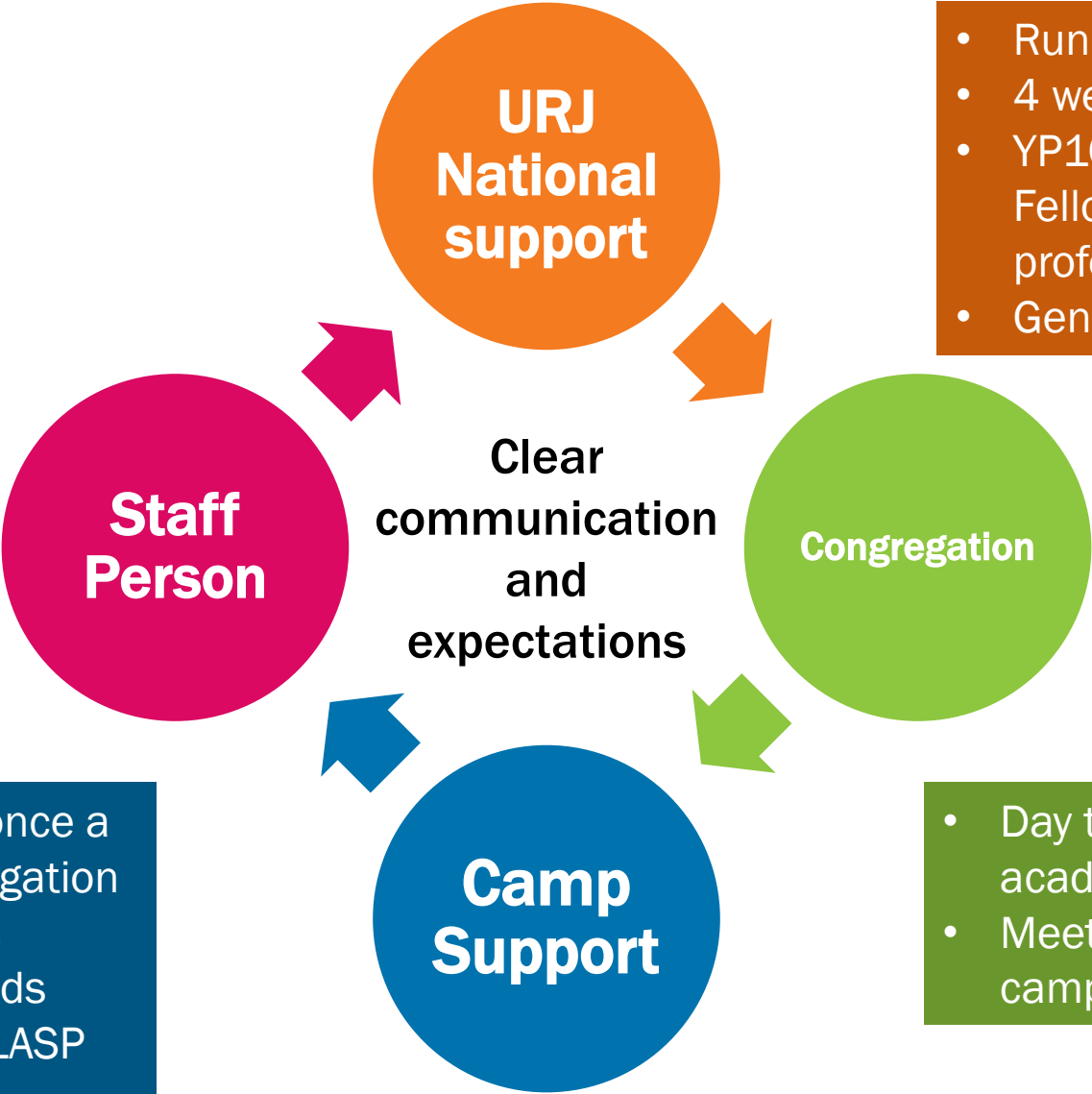
- Camp contributes \$10,000 per year toward the salary and benefits of the CLASP Fellow.
- Room, board and travel for CLASP Fellow to attend the Fall Training Conference (date TBA)
- Participation in the URJ YP101 Fellowship if the CLASP Fellow is in the first or second year of being a youth professional (and has not participated previously) (<https://urj.org/what-we-do/youth/professional-development/youth-professional-101-fellowship>)

# Commitment from the Congregation

- A minimum of three years of having a CLASP Fellow (it does not need to be the same staff person for all three years)
- A primary supervisor for the CLASP Fellow for the academic year who will partner with the summer supervisor (provided by camp)
- Data on youth engagement such as number of b'nei mitzvah a year, number of kids in religious school...)
- Monthly reports that are created by the CLASP Fellow sharing how they are bring camp in to their work (approx. 30 minutes of work per month)
- Support for the professional development for CLASP Fellow including participation in the Training Conference and webinars.
- A commitment to increasing the number of students from the congregation participating in URJ Youth programming including camp, Israel trips, Mitzvah Corps and academic year opportunities.



- Chosen by camp & congregation
- Year by year commitment; goal is 3 years on the job
- Position at the synagogue where they have access to families and kids
- Positions at camp vary, but also may include off-season retreats or other responsibilities



- Running the training conference
- 4 webinars during the year
- YP101 (a year long mentored Fellowship for new youth professionals)
- General Support

- Talks to Fellow once a month & congregation every 4-6 weeks
- Potentially attends prof. dev with CLASP Fellow

- Day to day supervision during the academic year
- Meeting once a month with the camp supervisor to review



**We look forward to exploring  
partnering with you!**