

2023 FAMILY HANDBOOK



Harlam.org | CampHarlam@URJ.org

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UNION *for*
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JUDAISM

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Camp Harlam | A URJ Camp



Mission Statement

The mission of Camp Harlam is to create a vibrant, fun, and caring camp community that enriches and strengthens Reform Jewish identity and values while cultivating lifelong friendships.

About Harlam

Nestled in the foothills of the magnificent Pocono Mountains in Pennsylvania, Camp Harlam provides the finest in Jewish Camping. Established in 1958, Camp Harlam has developed a strong tradition of success and excellence based on a highly skilled staff dedicated to the spiritual, physical, social and emotional well-being of each child, while building lifelong relationships between friends.

Camp Harlam is one of 14 Union for Reform Judaism (URJ) overnight camps across North America. Camp Harlam opened in 1958 and has grown to its present size with a 300-acre facility, a population of approximately 550 campers each session, and a staff of over 225 exceptional role models.

The Camp Harlam family consists of smaller communities within Junior Camp, Senior Camp, and the Gesher (Counselor in Training) Program. Junior and Senior Camps are further broken down into units based on a child's school grade to create a more intimate and age-appropriate experience for our campers.

Our Professional Staff

The counselors, supervisors, and support staff at Camp Harlam during the summer are extremely important to our campers' experience. One reason that our families drop off and pick up their children at camp is to allow for a personal introduction to some of these people. It is also important for families to know our year-round Professional Staff. These individuals are the leaders of the day-to-day operations of camp, and we encourage you to ask them questions, share information with them, and feel confident that they will take the best care of your child possible. It's their job, and they're proud to be doing it!

Lisa David – Director

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Lisa David returned to Camp Harlam as the Associate Director in April of 2014, and in January 2017, she became its sixth Director. Lisa began her involvement with Camp Harlam as a camper in 1988, continuing through as a camper, CIT, staff member, Assistant Unit Head, and as the CIT Director in the summer of 2000. Her Harlam connections run far deeper, as she met her husband Ben in the summer of 1988 as well, and has maintained connections to many of her counselors and campers, serving for a brief time as the Co-President of the Alumni Network.

Prior to coming back to Camp Harlam, Lisa worked as Associate Director of Camping for the URJ, working with all of the camps in the URJ system on a range of different programmatic initiatives. She also served as the Director of KESHER, the College Department of the URJ, and as the Assistant Camp Director and Director of Teen Services at the Jewish Community Center of Central New Jersey.

Lisa grew up in Bucks County, PA, and graduated from the University of Maryland in 1999 with a BS in Family Studies. In 2001 Lisa received her Masters of Social Work from the University of Pennsylvania and her Masters of Jewish Communal Service from Gratz College.

Lisa is thrilled to be back at the camp that inspired her personal and professional path. Beyond the *Machanayim* scar still visible on her knee (Red Team, 2nd Session, 1990), Camp Harlam, and the inspiring leaders and peers she experienced it with, left an indelible mark on her identity as well – inspiring her to grow from a shy, quiet first-time camper at 11 years old, to a Jewish camping professional working to provide a meaningful and fulfilling camp experience for many more Jewish youth.

Lisa currently lives in Mt. Laurel, NJ with her husband, Rabbi Benjamin David, and her children Noa, Elijah and Sam and will be moving after the summer to the Elkins Park, PA area.

Amy Kagan – Associate Director

akagan@urj.org

Amy Kagan is thrilled to be returning to URJ Camp Harlam as the Associate Director. Amy began her involvement with Harlam as a camper in 1992, and subsequently served as a seasonal staff member, Assistant Unit Head, and as the Athletic Supervisor in 2000. In 2020 she joined the Professional Staff as Associate Director.

In Amy's position, she focuses on the various operational areas of camp's program including food and health services, security, transportation and hospitality, and the oversight and planning related to year-round retreat business on our Kunkletown, PA site.

Amy earned her bachelor's degree from the University of Rhode Island in 2001, and her Master of Social Work Degree from Dominican University in 2007. Prior to this position, Amy served as the Summer Assistant Director at the URJ Kutz Camp in Warwick, NY for four years. In this role, she oversaw the camp's *Gibush* program for teens with Autism Spectrum Disorder and served as the director of the Wellness Team to support the social and emotional needs of teen participants. During the school year, Amy has worked as a School Social Worker for 13 years in New Jersey. Prior to her work as a School Social Worker, Amy also worked for the URJ (2001-05) as Regional Director for NFTY GER.

Amy and her husband, Jeffrey (a former counselor at Harlam,) live in Westfield, NJ with their children, Sophie and Noah. She feels blessed to return home and to serve a community that has helped shape the adult and the Jew that she is today. She is excited about the opportunity to empower new generations of campers to find that same meaning and joy at Harlam.

Ellie Tepper Schulman—Associate Director

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Ellie Tepper Schulman grew up in Rydal, PA, and began her camp journey as a staff member in 2007 when all of her NFTY-PAR friends convinced her it would be the best summer job ever. Clearly, it was a wonderful summer! Throughout her time at camp, she has had the opportunity to work with kids in a variety of units as a cabin counselor, assistant unit head, and as a unit head. She became an Assistant Director in 2018 after serving as the Program Director and the Director of Youth Engagement for the Mid-Atlantic Region of NFTY.

Ellie attended the Hebrew Union College-Jewish Institute of Religion, where she earned her Masters in Religious Education (MARE) in 2015. She also attended the University of Miami, where she earned a degree in Music Education in 2010. During her time in Miami and before returning to school, Ellie was fortunate to work as a youth group advisor in NFTY-STR and NFTY-PAR, religious school teacher at a variety of synagogues, and nanny. It was these formative experiences that led Ellie to pursue Jewish education as a profession.

In her spare time, Ellie enjoys baking (especially chocolate chip cookies), rooting for the Miami Hurricanes, watching old 'Friends' episodes, and making friendship bracelets.

Ellie and her husband, Jon met at Camp Harlam and live in Philadelphia, PA, and recently welcomed a new addition to their family: their son Henry!

Cori Miller — Assistant Director, Camper Care & Enrollment

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Cori Miller excitedly joined the year-round Harlam team after two summers in Harlam's Camper Care department. Although Cori was never a camper, she quickly became passionate about all that Camp Harlam offered and easily recognized Harlam as a place where all kids could feel supported and everyone felt welcome. Cori is honored to be a part of the Harlam community and encourage families to reach out at any time with any questions, concerns, or support.

Cori grew up in Northern New Jersey, then attended Dickinson College. She received a Masters degree in Social Work from the University of Pennsylvania and has resided in Pennsylvania since 1995. She has worked with children and families in many settings, including schools, counseling centers, and residential and in home family therapy programs. She has also worked with prospective adoptive families. Cori is a certified Youth Mental Health First Aid trainer for the National Council for Wellbeing.

Cori lives in Ambler, PA with her husband, Mike, and two children. They attend Congregation Beth Or and her children attended Harlam.

Aaron Soloman – Assistant Director

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Aaron Soloman's Harlam journey began as an 11-year-old Sharon camper in 2007. As a staff member from 2014-2020, he worked on the seasonal staff, first as a cabin counselor and then unit supervisor. Aaron grew up in Cheltenham, PA, right outside of Philadelphia, and graduated from Brandeis University in May 2018. Since then, he has spent time living and working in Philadelphia, Los Angeles, New Jersey, and now lives in Manhattan. He previously served as the Coordinator of Youth and Family Engagement at Temple Emanu-El in Westfield, NJ while participating in the URJ CLASP (Camp Leader and Synagogue Professional) Fellowship with Camp Harlam. Most recently, Aaron worked as a Full-Time Educator at Central Synagogue's Lese Center for Living Judaism Religious School in Manhattan.

Aaron is responsible for all of our daily programs and activity areas (and their staff). In his free time, Aaron loves music, watching Philadelphia sports teams try to improve their luck, exercising, and trying new foods. Aaron loves to work with this team and the Harlam community that has helped make him the person he is today.

Rachel L. Steinberg — Manager, New Family Engagement and Community Outreach

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Rachel Steinberg grew up in Goshen, NY and was a member of her local NFTY chapter. Following high school graduation, Rachel attended Vanderbilt University and earned a BA in English Literature and Jewish Studies. While in college, Rachel was very active in Jewish life on campus and in the Nashville community and after graduation went to work for the Greater Miami Hillel Jewish Student Center as the County-wide Program Director. It was during her time at Hillel that she realized she was committed to building and strengthening the Jewish community and went on to pursue Masters Degrees in Social Work and Jewish Communal Service at the University of Pennsylvania and Gratz College, respectively.

After her graduations in 2001, Rachel began working as the Assistant Director of Pinemere Camp. It was the perfect opportunity for Rachel to fuse her love of camp and informal Jewish education! Rachel worked for Pinemere for nine years before shifting her focus to work as the Director of Community Relations for the Jewish Community High School of Gratz College. It was with great excitement that Rachel returned to Jewish camp to help create a "culture of giving" for Camp Harlam as its Development Director. In 2017, Rachel transitioned into an Assistant Director role.

Rachel is a graduate of the Leadership Seminar of the Institute of Informal Education at Brandeis University and was selected to participate in the GIFT Program of the Grinspoon Institute for Jewish Philanthropy. Rachel is an active member of the local Jewish community in Philadelphia including leadership roles at the Jewish Federation of Greater Philadelphia and her synagogue.

Rachel, her husband, Matt, and two children, Harrison and Liv, belong to Congregation Beth Or in Maple Glen, PA and live in Ft. Washington, PA.

Lori Zlotoff – REDI & Camper Care Manager

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Lori Zlotoff grew up in Merrick, NY, and was an active member of NFTY throughout high school. She attended URJ Kutz Camp as a camper and returned to URJ camping in 1997 for the inaugural year of Camp Newman in Santa Rosa, CA as a bunk counselor. It was there that she met her future husband, Jacob, who had also been NFTY President.

Lori received her undergraduate degree from Binghamton University and her Masters of Social Work from the University of Pennsylvania School of Social Policy and Practice in 2001. In addition, she participated in a dual program with Gratz College, receiving a graduate certificate in Jewish Education.

For over 20 years, Lori has worked as a licensed clinical social worker in a variety of settings, including her own private practice. Her friendship with Aaron Selkow, Lisa David, and Rachel Steinberg paved the way for her to join the Camper Care team at Camp Harlam in the summers of 2012 and 2013. She was thrilled to join the year-round Professional Staff as the Inclusion Coordinator starting in the Spring of 2015, and she and her children, Abigail and Liza, are proud to call Harlam their summer home!

Lori lives with her family in Port Washington, NY, where they are members of The Community Synagogue. Lori is the executive producer of The Community Synagogue Theater Company.

Jeremy Wasserman – Business Manager

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Jeremy Wasserman came to camp as the bookkeeper in the summer of 2014 and became Harlam's Business Manager in 2017. Jeremy's two children attended Camp Harlam for the first time in the summer of 2013, and after witnessing how camp charged their Jewish "ruach batteries" jumped at the opportunity to become part of the Camp Harlam team in a meaningful way.

Jeremy brings a variety of skills to Camp Harlam. Prior to joining the team, Jeremy worked in the Accounts Payable department for an international homeopathic medication manufacturer. He has also owned/been a partial owner of two businesses. On his own, he manufactured and distributed handmade chocolate truffles and caramels. With his brother, he grew and managed a wholesale food distributing company in New Jersey.

Jeremy is a very active member of his congregation in King of Prussia, PA. He has been a member of the Temple Brith Achim religious school advisory committee. Jeremy lives in Phoenixville, PA and has been elected to his Homeowners' Association executive board (since 2009) and has had various roles including treasurer and vice president.

Becca Molberger – Development Director

Bmolberger@urj.org

Becca Molberger grew up in Lancaster, PA, but her summer home was at camp in Kunkletown! She returned home to camp as the Development Director in 2021. Beginning as a Sharon camper in 1996, and continuing as a camper, CIT, and staff member until 2005, Becca credits her experiences at Camp Harlam for her strong commitment to the Jewish community and Jewish communal work, as well as her own Jewish identity. She understands firsthand the magic of camp, and the impact of Camp Harlam in particular, and the role it plays in shaping the lives of campers, their families, and the Jewish community. She is honored to have the opportunity to play a role in ensuring a successful future for a place she cares about so deeply.

Becca earned her bachelor's degree in Organizational Leadership from the University of Delaware in 2008. Prior to returning to Harlam in this role, Becca has been a Development Consultant in the Philadelphia area, working with Jewish organizations across the globe to meet their fundraising and other organizational goals.

She lives in Maple Glen, PA with her husband, Steven, their children, Emerson and Ezra, and their dog, Tugg. Her family attends Temple Sinai in Dresher, and both Emme and Ezra look forward to their days as campers at Camp Harlam in the not too distant future.

Julie Weitzman- *Development Associate*

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Julie Weitzman is excited to be a part of the Camp Harlam community as a member of the Pro Staff! Growing up in New Jersey, Julie was active in her temple youth group and JFTY (1982-86), which is where she first experienced the magic of Camp Harlam, on youth group and NFTY weekends. After attending George Washington University and spending a year living and volunteering in Israel (1990-91), Julie returned to spend time working for Liberty Science Center and then joined NFTY as the NFTY-GER Regional Director (1994-97) and then Associate Director of NFTY (1997-98). For the past 23 years, Julie worked for Samaritan, a healthcare and hospice organization in Southern New Jersey coordinating development activities and fundraising events.

While working for NFTY, Julie met Ian Weitzman, then an Assistant Director at Harlam. They married at camp in the Chapel in the Woods in 1998 and have spent many years enjoying camp by sending their boys in the summers and to NFTY-PAR events, as well as volunteering (Development Task Force & Camp Council) and helping camp wherever needed.

Julie and Ian live in Cherry Hill, NJ, and have two sons, Eli and Jake. They attend Temple Emanuel in Cherry Hill and look forward to more camp activities and summers!

Larry Knappenberger – *Caretaker*

Larry Knappenberger grew up in the Mahoning Valley area of the Pocono Mountains and he and his family have been part of the Camp Harlam community for many years.

Working as part of our facility management team for 45 years, Larry has been the key leader of the site's maintenance and development, including the construction and renovation of many buildings and systems. Larry and his wife, Sandy, have worked year-round for the camp to see that the summer and retreat program operations are running smoothly. Their son, Michael, is also part of our camp's full-time staff on-site. Without Larry, Camp Harlam would not be the successful camp and especially well cared for place that it is today.

Larry and Sandy reside in the Caretaker's House on the grounds of Camp Harlam.

A Letter from Lisa



Our entire team is counting down the days until we can Welcome Home your child(ren) this summer! Having begun my own camp journey as a camper in 1988, and with my Harlam experience providing me with lifelong friendships, skills, and strength, it is an honor and privilege to have a leadership role in this place that has become a second home to me and my family. Camp remains a place where campers can become the best version of themselves, where they can experience both what they love and what may challenge them, and where they can build independence, resilience, and deep connections with those around them.

Every camper at every camp will hopefully claim that their summer home is the very best of all. But at Harlam, there are extra-special things that illicit a unique sense of *ruach* (spirit) and pride in our “Harlamites.” The combination of a deep commitment to Reform Jewish life, supported by the URJ and our regional congregations, an exceptional tenure by one of the legendary camp leaders of our time in Arie Gluck (the director at Harlam for 37 years), the human and other resources we have to support the success of this organization, and our merging of legacy and innovation, make this camp one that truly stands apart. It’s my honor to use the commitment and connection that I have to Jewish camp to help guide Harlam today.

For those about to embark on their first summer at camp, I have no doubt that the experiences will shape you, in numerous positive ways, for years to come. For those returning, I hope this will yet again be a summer filled with fun, friendships, growth, and learning. For all of us, I look forward to joining with you in beautiful moments of peace as we welcome *Shabbat* together at Chapel on the Hill, in adding my voice to yours as we enthusiastically bang on tables and sing with *ruach* during Song Session, to supporting those who are working their way through challenging moments and emerging stronger and more resilient as a result, and to breathing deep as we gaze together at the bright stars shining in the summer sky.

Thank you for choosing Camp Harlam as your summer home in 2023. I know that our entire team will work hard to ensure that you will develop the same sense of pride in our camp as I have.

Think Camp!

A handwritten signature in black ink that reads "Lisa David".

Lisa David | Director

Harlam Council



Camp Harlam has many leaders. They come in the form of the directors and professionals who work each day to maintain and build the program, the staff members who work tirelessly each summer to facilitate meaningful experiences for the campers, the campers who learn and model values within their peer groups to help our community be truly special, and the donors, alumni, congregational leaders, and other friends of camp who give of their time and other resources to help us move forward.

Among our most cherished and important leaders are the members of our Harlam Council. These volunteers – many of whom spent summers at Camp Harlam, may be parents of Harlamites, or have another meaningful connection personally to our program – work in partnership with our Professional Staff to support and champion efforts on behalf of Camp Harlam ranging from development and fundraising to outreach and communications, and in many other areas as well. The Council meets throughout the year as a group and also works independently on various projects, helping to supplement the resources camp has to tackle many important issues. We are so thankful for the dedication, spirit, and friendship of our Council members, and look forward to you meeting them at camp and in your communities. If you would like more information about the Council or to get involved, please contact Lisa David at LDavid@urj.org.

Executive Committee:

- Michael Wilck (Chair) - *Temple Shalom, Succunna, NJ*
- Marc Landis (Vice-Chair)/Exec. Committee - *Congregation Rodeph Shalom, New York, NY*
- Ali Reich (Vice-Chair/Exec. Committee) - *Reform Congregation Keneseth Israel, Elkins Park, PA*
- Jeff Green (Exec. Committee)- *Congregation Beth Or, Maple Glen, PA*

Council Members:

- | | |
|-------------------------|--|
| • Michael Davis | • Debbie Rappaport |
| • Molly Diamondstein | • Rabbi Stacy Rigler |
| • Josh Fendrick | • Julie Rosen |
| • Samantha Green | • Julie Schwartz |
| • Shira Haaz | • Rosanne Selfon (<i>Past Chair</i>) |
| • Rabbi Michael Holzman | • Ramona Sitko |
| • Beth Kanofsky | • Peter Sklar |
| • Sophie Kaplan | • Amanda Wachstein |
| • Josh Laster | • Ian Weitzman |
| • Jennifer Lee | • Sam Blum (<i>Ex-Officio</i>) |
| • Julie Snyder Levine | • Emily Halpern (<i>Ex-Officio</i>) |

A Culture of Giving

URJ Camp Harlam has thrived for more than 65 years in service to the Reform Jewish community. This milestone is a tribute to the leadership of the camp, the core philosophies of Harlam, the URJ, and the support of people like *you*!

We are poised for extraordinary growth at Harlam. Through the support of our donors and the guidance of our professionals and lay leaders, we have set forth on a program for fund development that will enhance the camp experience for our entire community. We stand firmly on the foundation built at Camp Harlam 65+ years ago and know our success will allow for a thriving and profound Jewish Living experience for campers, staff, and families.

“Giving” is a treasured value in the Jewish community. Whether we consider this as *Tzedakah* (righteousness) or *Acharayut* (thinking about others), the concept of supporting the community that supports us is critical. We believe it is incumbent upon each of us – whether campers, staff, parents, alumni, faculty, or friends – to do whatever we can to help make certain that Camp Harlam will continue to move forward in its mission for the sake of Reform Jewish families for generations to come.

We have established a thoughtful and strategic plan for annual campaign efforts, the creation of an endowment for long-term security, outreach for larger scholarship resources, and the design of capital campaigns to address the current and emerging needs at camp identified through a visioning and master planning process.

More than \$5M in funds have been raised to support Harlam’s redevelopment, focusing at this stage on the increase of scholarship reserves and improvements to the 400-acre facility. Since 2011, we have addressed major infrastructure needs in the Hillside residential area (with 10 fully renovated cabins), added various program elements to adventure including Goobie’s Course, athletics, outdoors, and waterfront areas (including significant improvements to Lake Joshua, including a beach), the Fendrick Commons space in the center of the property, engaging communal spaces, such as Slip’s Pit, and much more. We have made renovations to both pools, as well as enhancements to both Chapel in the Woods and Chapel on the Hill. Our current capital projects we look forward to completing are the ongoing renovation of the Woodside cabins, our garden, and more!

To learn more about supporting Harlam through charitable giving, visit Harlam.org/Give.

Please contact Becca Molberger, Development Director, at BMolberger@URJ.org with any questions or for more details.

An Open & Safe Community

At the core of a successful camp experience for any child is their well-being. Each child should feel that they belong, are included, and bring value to the community. To achieve this takes intentional thought and action. The leadership of Camp Harlam has crafted the following statement that explains who we are and who we strive to be as a community. Our decisions and actions are guided by our Open and Safe Statement, and it is important that our community members – campers, staff, volunteers, and families – are familiar with and aligned with our philosophy.

OUR HISTORY

In its 65-year history, Camp Harlam has distinguished itself as a leader in camping, in the Reform movement, and in our efforts to create a more just, whole, and compassionate world. Our sacred *kehillah* (community) values the notion that we are *b'tzelem Elohim* (created in God's image). Our backgrounds, differences, experiences, and perspectives make us a rich, vibrant, and diverse community. Through our policies and our programs, we work to reflect the URJ's core value of [Belonging](#). We stand for a Judaism that is inclusive and reflective of a wide range of identities.

OUR APPROACH

To advance our efforts to create an open and safe community, we have approached this work in a holistic way that amplifies the voices of those who have historically been marginalized in our communities and is guided both by the unique needs of individuals with intersectional identities and the principle of Universal Design, where often accommodations for some are valuable for all. Harlam has established a professional role for a year-round REDI (Racial Equity, Diversity, and Inclusion) and Camper Care manager to ensure we are building an intentionally welcoming community. In partnership with community members, educators and our professional staff, the work of this professional includes:

OUR MISSION

For generations, Harlam has been a place where any child or staff member can feel safe and supported to be the best version of themselves and thrive in a place that offers rich opportunities for connection, self-exploration, Jewish values and belonging.

RACIAL AND ETHNIC DIVERSITY

As part of the URJ's commitment to expand racial equity, diversity, and inclusion (REDI) principles and practices, we are focused on examining systems of racial oppression and aggression within our camp community and working to create a culture shift that will enable racial diversity. Camp Harlam families, staff, and alumni who are Jews of Color, and their family and allies, are an integral part of this work. We are committed to constantly learning, challenging ourselves, and looking inward as an organization to dismantle the racism and unconscious bias that have influenced our society. We do this through our 20+ member strong REDI task force, as well as providing affinity spaces for JOC during the summer, and in the off season.

LGBTQ+ INCLUSION

We are a welcoming and safe community for all LGBTQ+ individuals and families. In 2015, the URJ passed a resolution calling for the full inclusion of transgender and gender nonconforming individuals in our communities. While campers are bunked by gender, participants are included in the bunk of the gender they identify with. We welcome the opportunity to work with families to ensure that all personal needs are met for any camper.

- Gender neutral restrooms and privacy for showering
- Individual changing rooms in each cabin
- Camper/Staff Gender Sexuality Alliance
- Off-season affinity groups for LGBTQ campers
- The option of an all-gender bunk for a critical mass of campers
- Signage that reflects our values and our diversity

STAFF TRAINING AND HIRING

We continue to attract a diverse staff and train everyone in REDI work, including how to interrupt microaggressions, establish a safe and open environment in the bunk, and how to examine implicit biases and address them.

LAY LEADERSHIP

Under the leadership of our year-round REDI (Racial, Diversity, Equity, and Inclusion) and Camper Care Manager, a REDI task force works to look critically at the inner workings of Harlam's infrastructure. The goal of the task force is to strive to make changes where they need to be made in order to maintain a safe haven where our campers and staff feel comfortable, welcome, and celebrated for being their most authentic and best selves each summer, and all year long. Camp actively seeks feedback from campers, families, and staff throughout the year, as well as over the summer, to be able to respond to needs and address any wrongs.

OUR UNIQUE ACCOMMODATIONS

The Harlam Staff is always following and creating best practices that allow campers to be successful at our camp. Over the years, we are proud to offer numerous accommodations on an as-needed basis.

- Alternative Song Sessions
- Earplugs/Headphones
- Fidget Toys
- Visual Signs
- Chill Zone
- Pocket Schedule
- Rocking Chairs
- Many more!

CAMPER CARE:

We employ a team of professionals who utilize their skills and expertise to support the direct work of our staff, and to ensure campers have a successful and fun camp experience. Camper Care team members partner with each Unit Leader to respond to the needs of campers in a unit in a comprehensive and efficient manner.

The Harlam Camper Care Team, which is led by clinical social workers on our professional team, partner with:

- Families
- Teachers
- Clinical Social Workers and Psychologists
- Guidance Counselors
- Psychiatrists
- All other necessary professionals all year long to support campers over the summer

We have found that campers with various diagnoses can be very successful at camp with the right support!

UNIVERSAL DESIGN

- Our facility and programming are welcoming and inclusive, which benefit all members.
- We offer programming at all ages that encourages learning, engagement, and exploration into topics of social justice.
- We continue to design accessible spaces that work for all participants, regardless of disabilities.
- We pledge to best support ALL children in the camp setting... not just children with special needs.

DISABILITY, ACCESSIBILITY AND INCLUSION

We are committed to ever-evolving inclusive and welcoming culture and community. Our ongoing facility and programmatic improvements consist of:

- Accessible cabins and buildings that meet Americans with Disabilities Act (ADA) standards
- Avodah – a vocational education program for participants ages 17-28
- Outreach to camper's support team to build a toolbox of strategies to best support campers
- A commitment to trying to bridge the accessibility divide, leading from a place of "yes"

Jewish Life (“JLife”) at Harlam



An essential aspect of Camp Harlam’s mission is infusing Judaism and Jewish values into all that we do. Ellie Tepper Schulman works as the primary member of the Professional Staff to lead this effort, in partnership with our entire year-round team, faculty members (clergy, educators, and youth professionals from our region), summer staff, and other stakeholders.

Educational Outcomes of Jewish Life at Camp Harlam

Through Jewish living and learning at Camp Harlam, we seek to achieve the following outcomes for campers and staff:

- Foster a love and appreciation for daily Jewish living and weekly *Shabbat* observance.
- Have a deeper understanding and connection to *T’filah*, specifically the knowledge of what it means to be a *Shaliach Tzibur* (service leader) as well as being an active participant in services; the basic outline and order of the service; and the ability to sing/read the main *t’fillot* of the prayer service. It is our goal for our community to feel comfortable and at “home” in various worship settings (congregational, Hillel, etc.).
- Develop an attachment to *eretz Yisrael* (the land) and *am Yisrael* (the people) of Israel. This includes creating in our camp community the desire to travel to Israel with our NFTY program. In addition, we wish for our community to be aware of Israel opportunities to further strengthen their love and connection to Israel such as URJ Heller High School in Israel, college study, MASA, and other work/study programs.
- Increase Hebrew vocabulary - not just words, but concepts, phrases, and Jewish lingo that reinforce that Hebrew is a real and living language that serves as a connection point for the Jewish People.
- Teach “character development” (*Tikkun Middot*) and “commitment to community and society” (*Tikkun Olam*).
- Instill in our campers a real, meaningful, and practical understanding of living a life guided by Jewish principles and teachings.
- Build an appreciation for and attachment to living Reform Judaism and feeling connected to the Reform Movement.

Methods

Our goal is to create moments of experiential learning each day, through educational programming and also through incorporating Judaism and Jewish values into various aspects of camp life. We utilize a curriculum that builds upon previous years’ experiences and knowledge, but one that is also open and flexible, acknowledging that we always have new campers. Some ways in which Camp Harlam seeks to implement our educational vision may include, but are not limited to:

- Weekday and *Shabbat t’filah* (worship) and other worship services
- *Shabbat* programming
- Experiences in nature
- Israeli staff and Israel education and programs
- *Siyum L’Yom* (closing of the day) and *Lilah Tov* (good night) rituals

- Incorporating Jewish content and values into our programmatic areas, i.e. Arts, Athletics, Waterfront, Adventure, and Music
- *Tochnit Erev* (Evening Programs)
- S'morning Camp Harlam – morning pep rally, which includes learning Hebrew words from our *Tzofim* (Israeli Scouts)
- Song Sessions and other musical programming
- Emphasis on relationship building among campers, staff, and faculty, and creating a *Kehillah Kedosha* (sacred community)
- Staff Orientation and Training
- Singing *HaMotzi* and *Birkat HaMazon* blessings before and after meals
- Social Justice programming and projects
- Visits to significant Jewish sites during off-site trips
- Presence of Jewish Life Advisors and Faculty – clergy, educators and youth professionals from our URJ Congregations
- Tutoring of *B'nai Mitzvah* students by faculty to prepare them for this important life cycle event

Our campers and staff members enjoy a connection to Reform Judaism and the Jewish community throughout each day they are at camp. At times, this is because of something that is being explicitly said or done, but just as often it's because of what we're able to do effectively to create a Jewish community that is, simply, always Jewish. At camp, we are truly *living Jewishly* – on “Jewish time” (i.e., celebrating *Shabbat* in an immersive way) and by Jewish values (i.e., our weekly *Tikkun Middot* – Values). The intentional and planned moments of Jewish connection are woven seamlessly throughout the program. We value the advantage of presenting Jewish role models and educators to our campers in all forms, including having more than 40 rabbis, cantors, and educators with us as members of our faculty teams that work at camp, as well as our staff members, who are also empowered to be Jewish role models.

Contact Information



IN PERSON

575 Smith Road
Kunkletown, PA 18058

Tel. (610)-668-0423
Fax (570) 629-4815

ONLINE

CampHarlam@URJ.org

Harlam.org

QUESTIONS?

Billing/Accounts..... *Jeremy Wasserman*

Camper Concerns..... *Camper Care Staff (including Lori Zlotoff)*

Emergencies *Lisa David*

General Questions (including questions about Camp In Touch) *Office Staff*

Office Staff

The administration of Camp Harlam's office is led by our Associate Director, Amy Kagan, and is supported by various staff. These staff members appreciate the importance of providing our families with the finest service at all times and will quickly and effectively respond to your concerns. Please understand that the office is an extremely busy place, and that hundreds of calls are coming in each and every day. We appreciate your patience and understanding.

Telephone Policies & Weekly Office Hours

We request that non-emergency calls be made between 9:00 AM and 8:00 PM, while our office staff is monitoring the phones on most days. If the person you are trying to reach is unavailable, a message will be passed along to them. **Our goal is to return the call within one day of when it is received** (and whenever possible, we will make every attempt to call back within 2 hours). **After 8:00 PM on most days, calls will not be picked up and only messages will be accepted via voicemail.**

Office Phone Hours

Sunday – Thursday

9:00 AM – 8:00 PM

Friday

9:00 AM – 4:00 PM

Saturday

1:00 PM – 8:00 PM

Please remember that campers will not have access to phones during their stay at camp, nor will counselors or Supervisors be permitted to phone parents concerning their children. All communication will need to go through our Camper Care staff, office staff, Associate /Assistant Directors, or the Director.

Shabbat (Friday sundown to Saturday sundown) at camp is a special time for the entire community. Though we will answer and return standard calls during a limited portion of this time, we ask that you consider restricting your calls accordingly. **Without question, any call that you deem an “emergency” should be placed (and will be responded to) regardless of the day or time.**

Mailing Information

All correspondence should be sent as follows:

For Campers:

[Camper’s Name] – [Cabin]

Camp Harlam
575 Smith Road
Kunkletown, PA 18058

For Staff:

[Staff Person’s Name]

Package Policy

In an effort to model our core values, we have a NO PACKAGE POLICY at Camp Harlam. This means that unless there is explicit and specific permission from a Harlam Professional Staff member for a parent to send a package to our attention for their child, there will be **NO** packages accepted at camp. Please visit Appendix G on page 39 for full details about the policy.

Email Information

Parents/guardians may send email to campers through the camp’s web service (CampInTouch). Each email is purchased through CampInTouch (not through Camp Harlam). You can access the site to send email (and view pictures, newsletters, etc.) through Harlam’s website at CampHarlam.org and use the Login button on the top right menu. This is available with a secured username and password, the same login information that you used for camper enrollment.

Please keep in mind that while email happens instantaneously for us in the outside world, it is not so at camp. Emails get passed out once a day with the mail 6 days a week. Your camper may not have time to respond to an email immediately, and therefore it may be a few days at best before you hear a response from your camper. It is best to avoid questions or comments in your correspondence like “Did you get my letter?” or “I haven’t gotten any letters from you.” This causes unnecessary stress and worry on the part of the camper about an imperfect system over which they have no control.

Parent/Family Travel

If parent(s)/families will be traveling away from home at any time during a camper’s stay at Camp Harlam, it is imperative that updated information is provided to us in the event of an emergency. Please reach out to Camper Care staff members at (570) 629-1390 or by email: HarlamCamperCare@URJ.org,) with the relevant information (including dates of travel, contact numbers, and location) in advance of your trip. It is best to send information or speak directly to a Camper Care staff member with questions.

Driving Directions

Our camp is easily accessible by car, approximately 90 miles from Philadelphia, PA and New York, NY. **If you use a GPS for directions, please input "1 Smith Road, Kunkletown, PA 18058". This will give you the most accurate GPS directions.** Detailed directions to camp [may be found on our website](#).

Everything from A to Y



Accreditation

Camp Harlam has earned Accredited Camp status from the American Camp Association (ACA). The ACA program requires a close review of every facet of the camp operation, including staffing, facility, program, medical, emergency, food service, and other standards. There is a full on-site inspection conducted every three years, and ongoing training on any issues developing within the region and beyond. Harlam has been accredited for many years and has chosen to be a supporter of the ACA and its work throughout the camping field. Harlam was re-accredited in 2021.

Activities

At Harlam, we offer a balance between group activities that are pre-assigned by bunk or unit (age group) and elective activities by unit where campers make their own choices. This allows our campers to experience all that camp has to offer while building and strengthening the bunk/unit experience and encouraging individual growth and development. More information about each type of activity is below.

<u>Activities Pre-Assigned by Bunk or Unit</u>	<u>Individual Choice/Elective Activities by Unit</u>
Adventure/Ropes	Arts
Jewish Life	Athletics
Waterfront	Bunk/Camper Free Choice
CHAI-Lights	
Teva/Outdoor Education	

Arts and Athletics Activities

Campers participate in elective-based activities in athletics and in the arts with other campers in their unit (age group). Campers will have a chance to choose two arts electives each session and our younger campers will also choose two athletics electives each session. Older campers can choose a sport “on their feet” each time they attend athletics. Throughout each rotation, campers will have a chance to learn and develop skills in that art/sport whether they are beginners or more experienced in that activity. Because these activities are elective based, all campers are expected to participate in all activities.

Adventure

Throughout the session, campers will have the chance to test their limits on our High and Low Ropes elements, including our climbing wall, alpine tower, zipline, swing, and our 100 acres of mountain biking trails. Because of the team-building structure of these activities and emphasis on group dynamics, campers participate in these activities by bunk.

CHAI-Lights

One of the highlights of our summer program is CHAI-Lights, which features activities from each of our department areas. Junior camp cabins will rotate through each option, while our senior camp campers will have the opportunity to sign up for electives. These activities will include Cooking (arts), Lake (waterfront), 9-Square in the Air (athletics), *Tzofim (teva)*, and Goobie's Adventure Obstacle Course (adventure).

Jewish Life

In addition to incorporating Jewish content and values into our programmatic areas, campers will participate in Jewish Life activity periods, which utilize a curriculum unique to each unit in camp that builds upon previous years' experiences and knowledge, but is also open and flexible, acknowledging that we always have new campers.

Tochnit Erev (Evening Programs) & Special Activities

The campers will enjoy a wide variety of other small group, large group and all-camp programs throughout their session at camp. Most nights of the session, campers will participate in an evening program with their unit run by staff members working in that unit. Other nights, they may engage in bunk activities or all-camp activities. Campers will also experience special events during the day such as Carnivals and *Maccabiah* (Color War).

Waterfront

Swim Instruction

Instructional swimming periods are held 3-4 days per week and are run according to the American Red Cross (ARC) standards and curriculum. Campers are divided into groups by skill level on their first day of the session and are given ongoing instruction to help them improve their skills. These groups are guided by the Waterfront Staff and other counselors when needed. Swim instruction is held at one of the two main Swimming Pools (the 'L' and 'Z' Pools). All Carmel, Sharon, and Kineret campers are required to participate in Instructional Swim, unless given medical clearance to participate from land or be excused from the activity area.

While Arava, Galil, K'far Noar, and Chavurah campers are not required to participate in standard ARC swim instruction, they participate in Kef B'Mayim (Water Fun) activities like Water Polo, Water Zumba. All campers are expected to take a swimming test at the start of the session to determine which Waterfront activities they will be permitted to participate in. This test includes approximately 50 meters of swimming (any stroke) with a 2-5 minute treading period. If campers do not pass, they are able to retake the test.

Free Swim

There is an open swimming time at one of the pools nearly every afternoon of the session. In many cases, campers will report to the pool during a period with the rest of their unit. All campers must attend this activity period but may choose to enter and exit the pool at their leisure. At other times, campers may choose free swim from a selection of offered activities during a "free choice" period.

Lake

Campers will go by bunk to Lake Joshua, where they can swim, jump on the aqua-trampoline or on one of the other inflatable lake toys, or use small boats/paddle boards.

Teva (Outdoor Education)

Campers will be exposed to nature during Teva experiences, where they may go on a hike, learn and play nature games, meet with our Tzofim (Israeli Scouts), or cool off on a stream hike.

Campers may go by unit to a cookout, where they will cook their own dinner over a fire, or a campout, where they will sleep under the stars at one of our campsites or in camp's treehouse. For K'far Noar (rising 9th grade) campers who will be going on an overnight hike on the Appalachian Trail, additional details will be shared in a pre-camp communication, so you can pack and prepare your child accordingly.

Arrival and Departure

This summer we are offering bus transportation as an option for ALL campers. Parents can now take advantage of sending their children on a camp-provided bus. Bus transportation is an option for **all** campers for **both Opening and Closing Days** of First and Second Session for no additional charge.

Rishonim campers can choose bus transportation to camp on Opening Day of Second Session when the Rishonim program begins, but families will need to travel to camp to pick-up their campers at the end of this 12-day program on July 30th.

Families dropping off campers will be directed by staff into the gates (not before the announced time) and then on to complete the following important stops: (1) Storage Drop-Off (2) Parking, (3) Health Check (for temperature, head lice, and any COVID Checks etc.)

& Pre-Approved Medication Drop-Off (with medical staff, as a follow-up – **all medications (OTC and Prescription) should be sent through our Pharmacy Program prior to arrival**), and (4) Saying good-bye to campers.

This summer we are once again requiring luggage to arrive at camp in the same way we have for the past few summers. Families can either use a camp luggage company to ship their camper's luggage or drop their camper's luggage at camp before Opening Day. All campers, whether traveling to camp by car or bus, may bring the following items on OPENING DAY: Plastic drawers, under the bed container, and backpack. More information will be included in the Harlam Essential about Opening day and Luggage and our medication program.

B'nai Mitzvah Tutoring

We have a great team of faculty (including rabbis, cantors, educators, and youth professionals from our partner congregations) who are with us throughout the summer, and they are excited to work with our Jewish Life staff to assist your child as they prepare for their upcoming *B'nai Mitzvah*. More detailed information on this program will be sent to applicable families before the summer. Contact Ellie Tepper Schulman at etepper@urj.org if you have any questions.

B'rit Kehilah

Harlam's *Brit Kehilah*: Commitment to Our Community outlines our expectations of campers' behavior. The full text of the *B'rit Kehilah* is available in Appendix D. This document will also be shared with campers within 24 hours of their arrival. We hope that it will help them to understand what is expected and guide their behavior accordingly. Our older campers in Arava, Galil, K'far Noar, and Chavurah (entering grades 7 through 10) will be asked to sign this document to demonstrate their understanding. Our hope is that you can help this to be successful by reviewing the document with your child in advance of the summer and indicating that you have done so by providing your electronic signature on the *B'rit Kehilah* form in your CampinTouch account, which will be available as the summer gets closer.

Bed Assignments

At Harlam, we strive to be a *kehilah kedosha*, a sacred community built on the values of respect and thinking of others. Our staff work hard to create a sense of community among campers who live together, regardless of who is sleeping next to whom. **Based on our experience and expertise, we believe that the location of a camper's bed does not have significant impact on a camper's experience at Camp Harlam.** To align with our goal of creating healthy communities within cabins, and so that we can provide the most positive Opening Day experiences for all families and staff and ensure a smooth entry point into our community for new campers, we randomly assign beds in advance of Opening Day and camper beds will be personalized with signage upon arrival. Here are important details about our bed assignment system:

- Campers may request top or bottom bunks ONLY with a note from a physician submitted prior to the summer.
- Campers in **Junior Camp** are able to make up to 2 bunk requests (or a do not place request) via the Bunk Request form. Bunk assignments will be made in advance of camp (families will be notified 1 week prior to the start of camp) and AT LEAST 1 request will be guaranteed.
- **Senior Camp** bunks have two sides connected by a center room. Campers can move freely between the sides other than at bedtime. Campers in Senior Camp will receive their side assignment when they arrive at camp.
- Campers will not be permitted to switch beds with other campers.
- Full season campers will be remaining in their same bunk, and same bed throughout the course of the summer, unless the bunking numbers require them to move. Please be clear about bunk requests for both sessions when filling out your bunk request form.
- ~~Our goal is for Full Season campers to remain in their same bunk for both sessions of camp unless our enrollment requires a change of physical bunk. Full Season campers will have the option to move beds during second session, but we recommend and prefer that campers remain in their same beds whenever possible. This applies to all Senior Camp campers and Junior Camp campers who are not moving bunks.~~

The goal of this bed assignment system is to create a smooth start to the session and a successful entry into the community for every camper, those new and those returning. Your help in reducing the stress and anxiety of your children by remaining calm throughout Opening Day and following the instructions of our onsite staff will help to ensure that we all meet this goal.

Birthdays

Celebrating a birthday at camp is very special! Every child celebrating a birthday at camp will receive recognition and attention. The birthday child will receive a cake to be shared by his/her bunk during a meal, the whole camp will sing "Happy Birthday!" and the camper will get to spin our Birthday Wheel for a special prize, typically during our S'morning Camp Harlam morning ritual.

A brief call between a camper celebrating a birthday and a parent will be provided (from camp to the family). This call will be made to the telephone number on file and is typically made during shower hour, between 5:15 PM and 6:30 PM (we will try a cell and/or a home number). Camper Care will connect with the family to determine the most convenient time. Some children/families decide that a birthday call is not necessary, and we have seen children celebrate birthdays very happily at camp away from their families without a phone call, so please let us know if you opt to not receive a call.

Families may send **one package** to their child for their birthday at camp. If you send a birthday package to your child, please put "Birthday Package" on the label so we can make sure it gets to your child on their birthday. Please only send something for your own child and no items for the entire bunk to ensure campers who have birthdays at camp have a similar experience.

For more information, please contact Ellie Tepper Schulman at etepper@uri.org.

Bullying

While there will be various challenges that campers will navigate this summer (with help from their counselors), we recognize that bullying continues to be a primary concern that children and families have. Whether in school, on teams, or even at camp, children will engage in behavior at times that causes others to feel excluded, uncomfortable, and even threatened.

We want all families to understand that at Camp Harlam, bullying (whether coming in the form of emotional or physical actions against others) is not acceptable. We adhere to a zero-tolerance policy that requires us to address bullying concerns seriously and swiftly, and to take action when confirmed bullying is taking place. At times, the result of bullying at camp will be thoughtful mediation and problem-solving with an adult (counselor, Camper Care staff members, supervisor, etc.) with careful follow-up, including a staff-led Restorative Justice circle. At other times, families will be contacted to discuss a more serious issue. If the situation is grave and has had a major impact on another member of the community, campers may be dismissed.

If you are aware of bullying at camp from previous years, suspect a situation that could arise that might be "following" your child from home, or if you have specific concerns, we strongly encourage you to raise these issues with our Professional Staff. We are committed to maintaining a healthy and positive community and will do our very best to protect every child in our care.

Cabin Placements/Requests

We take several factors into consideration when making cabin placements, including the camper's age, grade, gender identity, home community, years at camp, personality, previous cabin assignment, length of stay, and other relevant issues. We spend quite a bit of time grouping the campers and consider the best interests of the campers and of camp throughout the process.

Any special requests for cabin placement must be made on the online Bunk Request Form that is available in your CampInTouch account. **Please note that the only requests that will be considered are those listed on this form.** You will have the opportunity to provide two requests. **You may also request that your camper NOT be placed with another camper, but please keep in mind that these "do not place" requests are prioritized ahead of any others.** No requests are guaranteed, and we will aim to satisfy at least one of the names listed (other assignments could end up being granted by coincidence). If we cannot honor at least one of your requests (or a "do not place" request), we will contact you to discuss options. We recommend that parents/guardians discuss these requests with campers before they are submitted and strongly urge you to complete this form early if you have any significant concerns. All requests will be reviewed and considered seriously. Our camp directors make the final determination on all placements. **The announcement of placements will be made approximately one week prior to camper arrival via email.**

Please note that Senior Camp units will not submit requests, as the campers live in villages that have buildings with dormitory-style housing.

Camp Gear

We have an online camp store where families can purchase a variety of camp gear (apparel and products featuring Camp Harlam's logo) like t-shirts, sweatshirts, shorts, and hats. Orders purchased from the online store will be shipped to your home. Additionally, we may sell a limited number of items on site at camp on drop-off and pick-up days. **Each camper will also be given one Camp Harlam t-shirt upon arrival (after families depart) that will feature their unit's name.**

CampInTouch & Companion (Photos, Email, etc.)

All families are provided with access to our secure CampInTouch site where they can view daily uploaded photos, send email to campers, and more. This site is maintained in partnership with CampMinder (the same site and company that we work with for your online camp enrollment, billing, and account management) and information with instructions will be shared prior to camper arrival. By accessing CampInTouch, parents/guardians may send campers email messages that will be delivered once daily with the mail. There is a charge to send an email – you need to buy credits, which are purchased through CampInTouch (not from Camp Harlam). Messages may ONLY be sent through this service, not via our standard email address. Please read Appendix I – CampInTouch Expectations for more complete information.

All families should download the phone application Companion – a new feature from CampInTouch that allows you to see a “feed” of content most relevant to you, including unit updates, photos of your camper, and more. Prior to the summer, the Companion app will allow you to complete and upload camp forms with ease. This year, we will be piloting communication through the Companion app throughout the summer; all families should download the app to ensure you are receiving the most up-to-date information from camp.

Camper Appreciation Certificates

Harlam is a place where we value what each person brings to the community, where we seek to lift up and support the best qualities of each individual, and where we work to create an Open and Safe community that welcomes and includes everyone. Our Camper Appreciation Certificate, which is a memento that each child in Junior Camp will receive as camp ends, is just one of the many things we do to let your children know they added to our community during their time at camp. Our Camper Appreciation Certificates are a joint effort guided by your child's counselors to specifically address the value that each child added to the bunk community and are connected to the values and character traits (*Middot*) that we hope are cultivated here at Harlam.

Camper Care

The care of our campers is our most significant priority. Acting *in loco parentis* (in place of parents), we understand that it takes great intentional, active, and thoughtful supervision and support to make certain that each and every child is given the chance to enjoy the most positive experience at camp. To do so, we hire and train the best staff, including counselors, supervisors, and others.

To maintain the highest standards, Camp Harlam also employs a Camper Care staff during the summer of at least four adults during each of the 3½-week sessions. These adults are supervised by a year-round member of our Professional Staff and work closely with our Unit Heads, Counselors, and Health Center & Food Service Staff. Each person hired has relevant experience (often as social workers, school counselors, psychologists, and/or educators) and spends their days working alongside other staff to make sure that the care of the children is supplemented with special attention, accommodations, follow-up, and support. Camper Care staff, which also includes a year-round Inclusion Coordinator, will be assisting with campers with and without special needs and disabilities and will be in and out of the cabins and activities, as well as keeping normal office hours on a rotating basis throughout each day.

Camper Care staff are to be the primary communicators and “go-betweens” for families during the summer. Rather than reach out to the counselors and Unit Heads (who are incredibly busy and focused on the running of camp) or directly to the Professional Staff (who are also managing many areas), the contact first with the Camper Care staff will assure the most effective, efficient, and consistent follow-up. **Whether the questions seem strange or hard, whether your call comes day or night, whether you are calling for the first time or the 50th time, our Camper Care staff will be able to address your needs. In all cases, Camper Care staff will provide a direct and full response within 24 hours and will aspire to do so within as few as two hours.** Of course, if the concern is simple and can be answered by our office staff, they will do so. And at the same time, if the concern is serious or an emergency, you should always feel free to reach out accordingly and more urgently. Our Camper Care staff will introduce themselves to the community at the beginning of the session via our online communications and members of the team attend the New Camper Orientation each year.

Camper Information & Other Important Forms

It is required that you complete all online forms so that we may best serve your child during the camp season. These forms are shared by the camp directors with summer staff as needed, including with our medical and food service staff. We encourage you to provide

any insight that would be helpful to us, including family situation, medical treatment, etc., which will help us to ensure your child a positive and successful camp experience. **Unless forms are received by the date requested (and absolutely prior to your child's arrival), we cannot guarantee your child's placement in a cabin. No one with outstanding forms due will receive their bunk assignments.**

Camper Satisfaction Insight (CSI) Survey

At the conclusion of the camp session, you will receive an electronic evaluation to complete called the Camper Satisfaction Insight (CSI) survey. We ask for you to provide feedback and insights on the summer so that we can ensure future fabulous Harlam experiences for your family and others.

Camper Units

Camp Harlam divides its campers into Junior Camp and Senior Camp "units." In Junior Camp, the campers live in either Hillside or Woodside cabins with counselors inside the cabin. There are usually 14-16 campers (maximum) in a Junior Camp cabin with four counselors. In Senior Camp, campers live in villages that have buildings with dormitory-style housing. In this case, the number of campers can range from 25-50 campers per bunk, depending on the session. The camper units are as follows:

Junior Camp

- Rishonim (Introductory session, current 2nd-3rd grades)
- Carmel (current 2nd & 3rd grades)
- Sharon (current 4th grade)
- Kineret (current 5th grade)
- Arava (current 6th grade)
- Galil (current 7th grade)

Senior Camp

- K'far Noar (current 8th grade)
- Chavurah (current 9th grade)
- Yallah! Israel trip (current 10th grade)
- Gesher/Counselor-in-Training (current 11th grade)

Cancellations

Cancellations & Refunds – the dates of cancellation and refund information is detailed in the enrollment application that is completed when signing up your camper. A copy of your signed enrollment document can be found in the 'Forms & Documents' section of your Campintouch account and is available for your review.

Child Welfare

The emotional and physical well-being of each and every child is of utmost concern at Camp Harlam. We screen, hire, train, and supervise our staff in such a way that ensures they receive significant oversight and direction with regards to the manner in which they work with our campers. Our campers are also expected to live up to our rules of behavior. Our Professional Staff and Supervisors do not take anything regarding child welfare for granted at camp, and we are vigilant in our observation, intervention, and follow-up of any suspected cases of abuse. All staff members are mandated reporters with regards to child welfare endangerment – whether the concerns stem from issues at home or in camp – and are required by law to report suspected child abuse. We will alert families to any issues as appropriate and warranted.

Congregational Partnership

Camp Harlam partners with the Union for Reform Judaism's network of congregations throughout our region in Jewish youth engagement. We work hand-in-hand with the leaders of URJ-affiliated synagogues to reach out to the community, introduce camp to new families, identify and provide means of financial support for those in need, deliver excellent Jewish educational programming at camp through representation on our camp faculty of congregational staff and clergy, and to support the children and staff who are a link between a home congregation and our camp. We are especially happy to "welcome home" many clergy and educational partners each summer as they serve on our faculty.

Crisis Response & Security

Our job as Professional Staff is to make the health and well-being of the campers our highest priority. Our professional and summer staff spends considerable time developing protocol to maintain the safety of our camp community and creating effective planning for responding to any type of crisis. We expend a great deal of energy and resources on the selection of qualified and – when appropriate – fully-credentialed staff, the use of sophisticated systems, the design of detailed processes and strict standards (in coordination with organizations such as the Department of Health, Commonwealth of Pennsylvania, American Camp Association, SCN, and others), and extensive training.

As a practice, we do not publish our means of responding to crisis and securing our community and facility. For more information, please contact our camp’s directors and they will be happy to share more insight and answer any questions.

Dress Code

We ask each camper at Harlam to dress in a way that reflects respect for camp’s values, ourselves, and other members of our community, and that is safe and appropriate for the activity a camper is participating in. We suggest that parents and campers discuss levels of appropriateness before arriving at camp and use their best judgment to pack clothing that is appropriate for the camp setting – remember that Harlam is a place where we play in the dirt, get wet, and sweat.

As you prepare to pack for camp, please note that we discourage the following items:

- T-Shirts or other clothing with inappropriate wording or graphics
- Clothing that allows underwear to be visible
- String bikinis
- Clothing intended to be worn as a costume that objectifies campers themselves or others, including other cultures
- Flip Flops should only be worn in the pool or cabin areas – not to other activities

Camp Harlam reserves the right to ask any participant to change their clothing at any time if it doesn’t reflect camp’s values and/or is inappropriate or unsafe for a given activity.

Electronics Policy

To demonstrate our commitment to providing a summer camp experience that emphasizes building community, enhancing relationships, and focusing on people and places and not screen time, we have created an electronics policy that is detailed in Appendix F. **Please note that any device prohibited and any device with the ability to connect to the internet (even if you’ve disabled Wi-Fi) will be collected and stored by our camp’s staff for the duration of a camper’s session.** The following electronics are not allowed at camp:

- MP3 Players/Mobile Devices with Touch Screens
- Electronic Handheld Game Devices (Gameboys, PSPs, Nintendo DSs, etc.)
- Cell Phones (with or without a SIM card, even for use as a camera)
- Laptops and Netbooks
- iPads and Tablets
- DVD Players
- E-Readers with Wi-Fi Capability
- Smart Watches

Please see Appendix F for more information about our policy and please stay tuned for additional updates to our electronics policy, which will be shared with families prior to the summer.

Food Service

The summer of 2023 continues our focus on the provision of healthy, well-balanced, diverse, and appropriate foods for our campers and staff throughout the summer. Working with an outside Food Service provider with experienced food service staff and the support of nutritionists and experts in the field, we are excited to continue to offer menus and meals this summer that are both nutritious and delicious.

All food served at Camp Harlam is prepared and served “Kosher Style.” This means that meals are served with separation between meat and dairy, and with the use of kosher food items as often as possible. If your child needs special accommodations regarding kosher food, please contact us.

Our cooks prepare meals that are nutritious, plentiful, and offer variety. Many of our campers and staff have their own dietary needs, so we substitute acceptable items whenever needed. There are always alternative meals for those with allergies or legitimate restrictions (i.e. gluten free, vegetarian, etc.), and our Associate Director works with our staff on site (and our families off site) to help ensure the delivery of these specific meals and items throughout the session. Salad bars, peanut butter and jelly, and fresh fruit are available for campers each day, and those with very particular needs will be accommodated whenever possible. We plan meals that have an abundance of fresh items, including fruits and vegetables, as well as traditional camp favorites.

If your child has any special dietary needs, please note them on the Health Forms and/or Camper Information Form(s). For questions or concerns about special dietary needs, please contact Amy Kagan, Akagan@URJ.org.

Graffiti and Damage to Camp Property

At camp, it's important that we respect both the people in our community as well as the physical space that we live and learn in. **Graffiti and other damage to camp property is not permitted in any space at camp. If any camper or staff member is found to have graffitied or damaged a space (this includes “signing the bunk”), they or their family will be fined or charged for the cost of fixing the damage.** Please discuss this with your child in advance of the summer to encourage them to be respectful within and outside of their living spaces.

Head Lice/Health Screening

Head lice infestation continues to be a problem at schools, communities, and camps all over the country. Therefore, Harlam will be taking the following precautions to attempt to minimize the risk of lice among our campers, teens, and staff:

1. **All campers and staff will be CAREFULLY CHECKED for lice upon arrival and may also be checked periodically throughout the session.**
2. If a child is found to have head lice, parents will be contacted and will be asked whether they would like to remove and treat their child at home immediately, or have the camp treat it. **Any costs for treatment carried out at camp will be applied to a camper's account. This charge will cover the treatment on the day of detection as well as retreatments throughout the remaining days of the session as needed (with no additional charges). More information, including fees for treatment, will be shared prior to the summer.**
3. Campers who are removed from camp for treatment will not be permitted to return to camp until after they have been cleared by Harlam's medical staff.
4. If cases of head lice are detected during the session, individuals will immediately be instructed not to share belongings, and Harlam's standard response plan will be put in motion. All cabin residents will be checked and will be treated as needed (families will be informed if their child is found to have head lice at any time). Treatment costs for head lice that is detected during the session will be covered by camp.

On the first day of each session, all campers will also have a general Health Check. This is a critical opportunity for us to make sure that campers are not entering camp with any lingering health concerns that might affect them or others that they will be living with. Please help us by sharing any last-minute concerns that might have come up. If any campers are found to have exceptional health concerns as noted by our Medical Staff, we may ask families to remove the camper until such time that they have fully recovered and have received written clearance from a physician.

Health Center & Medications

No aspect of the camp experience is more vital than the health and well-being of the campers at Camp Harlam. Therefore, we take great care in selecting and training our staff, and in organizing the Health Center.

Under the leadership of our Medical Director and with the support of our Registered Nurses and Physicians (we have one doctor at camp for each week of the summer), the Health Center will be staffed by qualified professionals who understand the needs of our camp's program and that of the campers, teens, and staff in their care. Nurses and Physicians are screened and go through a strict hiring process. Our doctors tend to be specialists in pediatrics, emergency care, or other relevant fields. We generally have five Nurses and one Physician living on-site who provide round-the-clock supervision in our modern, air-conditioned facility.

In terms of communication, we ensure that information is shared quickly with families, and from families. We are only fifteen minutes from nearby hospitals and if your child needs outside medical attention or is spending the night in the Health Center for any reason, our staff will contact you in a timely manner. We believe in caution regarding your child's health and well-being, and will be happy to respond to all your questions regarding your child while at camp. **As a means of standardizing our communication, you will get a phone call if your child leaves camp for a medical reason or if they are staying overnight in the Health Center. Other health-related communication will be done via email or phone.**

All campers who take daily or as-needed medication, whether it's over the counter or prescription, will need to register with our medication packaging service. Nurses will distribute the pre-packaged medications to your camper appropriately.

Except for asthma inhalers and limited other items (which must be cleared with our Medical Staff), we require that all medications be kept and distributed by the Health Center. Mealtime medications will be distributed by our medical staff for your child's convenience. We strongly advise parents/guardians against removing a child from their regular medication regimen while at camp. These "medication vacations" can create an overly challenging environment for your child. Please feel free to contact our camp office with any concerns before the summer.

Health Forms

No camper will be permitted in camp without completed medical forms. Your child should receive a physical examination within 12 months of camp. It should indicate on the forms whether your child should receive any special medical attention or medication while at camp. All forms are available through CampInTouch.

Hygiene & Showers

We want our campers to be clean, well-kept, and healthy. To do so, we require all campers to brush their teeth, change their clothes, change their bedding, shower daily, wash hands often, brush/comb their hair, and carry-out other basic (but important) hygienic practices throughout the summer. Of course, our counselors will aid our youngest campers who will need help at times with these responsibilities.

Showering at camp is not the same as showering at home. Most campers are used to being in the shower with endless hot water, total privacy, and lots of time. Because of the number of campers and staff that share living areas and the uniquely informal and communal environment at camp, showers are often taken very quickly and with more limited privacy. Campers will often have to condense their shower time but will still have enough time to make sure that they are properly cleaned. And just as the campers are sleeping in rooms with others where they need to change clothes and live together, the bathrooms will have campers going in and out of the showers constantly. We know this may take a little time to get used to, but our counselors will be always supportive of the campers to make sure that they are always comfortable and have the requisite level of privacy.

Interession

Campers who are staying for both first and second sessions will stay at camp between sessions to participate in our Interession program. Interession will begin with a **Visiting Day on the afternoon of Sunday, July 16**. Parents and families will have the opportunity to spend the afternoon with their child/children at camp - eating lunch and enjoying time together in camp. Our Interession program will include a balance of exciting out of camp trips and time to rest and refresh before 2nd session begins. More information about the specific programming taking place during these days will be provided closer to the summer.

Labels

Everything that comes to camp with your child must be labeled with your camper's first AND last names. You can order customized camp labels for your child directly through your CampInTouch account, or online with Mabel's Labels, and 20% of your purchase will go back to camp! Login to CampInTouch and click 'Camper Clothing Labels' to place your order.

Laundry

Laundry is done once each week by an outside professional laundry service that has been chosen to assure the highest quality of service with regards to providing clean, efficient, and reliable service. Laundry is picked up at camp by the company once each week and returned two days later. **Each cabin will receive laundry bags that the campers will share.** (campers will be able to send laundry out only in the bag provided by camp). Each laundry bag will be labeled with the name of their cabin on it. **Please remember that all personal clothing items must be clearly marked with the camper's first and last name.** We suggest using permanent or laundry

markers (make sure names are legible) or sewn-on/ironed-on labels. Campers should still bring their own laundry bag with them to camp to store their dirty clothes between trips to the laundry.

Lost & Found

Camp Harlam does not assume responsibility for the loss or damage of items brought to camp. We return lost and found items regularly throughout the camp season. **Please mark all your camper's belongings with their first and last name.** On the last day of each session, the lost and found will be available for you to go through to find your camper's lost items. All items not claimed within a month of the end of the camp season will be laundered and donated to a charitable organization.

Loyalty Program

Camp Harlam has a Loyalty Program to show our appreciation for and recognition of the commitment families have made to camp. Special Loyalty Program gear is given out over the summer to campers and staff who have spent 3, 5, 10, or 13 years at camp, as well as to staff members who have spent five years on staff. We also have a plaque recognizing anyone who has spent 18 or more years at camp as a camper and/or staff member and a plaque honoring those who have spent 13 or more years as a member of our faculty.

Mail

We do our best to ensure our campers write at least TWO TIMES each week. We feel that it is important for parents/guardians to hear from their children while at camp, even if the letters are relatively brief. Camp will be providing postcards for writing home throughout the session. Campers may write as many additional letters as they wish – to grandparents, siblings, friends, etc. Writing home should encourage families to write to their campers on a regular basis. Campers truly enjoy getting letters from home! Many parents/guardians send a letter that arrives at camp even before their child arrives for the session.

When writing, please be supportive. Letters from a parent/guardian describing to their child how much fun a summer trip has been, or how great everything is at home, or telling a child that you will pick them up from camp if they are unhappy, will certainly not help the camper's experience. It's great for a child to be aware of what's happening at home, but especially for a younger child, hearing how sad you may be that the child is away can cause homesickness to intensify. Your kind and thoughtful words of encouragement can make a tremendous difference in your child's camp experience. Many parents find it helpful to send pre-addressed (and stamped) envelopes or postcards with their child. Parents may also want to review how to address an envelope with their children to ensure their letters make it home. Please see the Contact Information section on page 14 for details about our mailing address.

We encourage you to discuss your expectations for writing home with your child and practice writing and addressing letters prior to the summer.

Money & Valuables

Campers do not need any money at camp. With registration, families have provided "Trip Spending Money" for use during our out-of-camp trips. When campers are leaving for a trip (such as Dorney Park), they will be given money for limited spending (please note that campers will not need to use this money for a meal, as meal vouchers are also provided). Money and valuables brought to camp can be stored in our camp safe and returned to families at the end of the session. **We cannot be responsible for any money, items, and/or valuables brought to camp that are misplaced or damaged.**

Mosquitoes, Ticks, & Other Creatures

Each year, we address many issues regarding the infestation of mosquitoes and other insects to the best of our ability. We try to be very diligent about having our staff be certain the campers are applying insect spray (or other materials) and double-checking for ticks when returning from walks or programs in the woods at camp. To control the tick, mosquito, and poison ivy population at camp, we also work with Ivy Oaks Analytics, a company that specializes in the control of these unwanted creatures. By putting tick control boxes around camp and spraying a nonhazardous spray, we can control and reduce the amount of potentially dangerous animals and vegetation. Their comprehensive program is non-invasive and helps to make sure that there is significantly less exposure to ticks, mosquitoes, and poison ivy.

To help assure that your child is as protected as possible, please be sure to send ample amounts of insect repellent with them to camp. Our staff will work hard to make sure that your children are safe and well-cared for while at camp, and we will utilize our excellent Medical Staff whenever needed to follow-up with any health concerns.

Musical Instruments

If your child plays an instrument, feel free to send it with them to camp. Please consider that all instruments are kept in the camper's bunk, and we cannot be responsible for any loss or damage to the item. If your child does not have an instrument but would like to learn how to play the guitar, we have guitars and staff members available for instruction. If you have any questions, please contact our camp office.

New Camper Orientation

Each spring, we provide an opportunity for new families to come to camp for an afternoon. Parents/guardians have the opportunity to take a tour and meet with members of our Professional Staff, Camper Care, Medical, and Food Service teams, while campers will participate in activities run by camp staff and meet other new campers. This year's New Camper Orientation is on Sunday, May 7. Please RSVP using the form in your [CampInTouch account](#).

Package Policy

In an effort to model our core values, we have a NO PACKAGE POLICY at Camp Harlam. This means that unless there is explicit and specific permission from a Harlam Professional Staff member for a parent to send a package to our attention for their child, there will be **NO** packages accepted at camp. Please visit Appendix G for full details about the policy.

Parent Facebook Group

We invite all parents to join our [Parent Facebook group](#). This is a great space to ask questions to veteran Camp Harlam parents, share stories & photos, and make new connections with fellow parents. While we are excited to offer this opportunity to build a community of camp parents, **posting in this group is not the best way to reach the Harlam Professional Staff**. As always, if you have questions/concerns specific to your child or feedback you'd like to share with us, please contact camp directly at 610-668-0423 or CampHarlam@URJ.org.

Pets

Pets (including dogs, cats, birds, and so on) are restricted from all camp property (even on Opening and Closing Days and Visiting Day). This includes your child's new puppy and favorite kitty – even if they are well-trained. Anyone who brings a pet onto the premises will be asked to remove the pet immediately.

Photos

We work hard throughout the summer to take as many photos as we can of a diverse array of age groups and activities. The purpose of sharing photos is for families to see the types of activities campers are participating in. **We will not be taking a photograph of every child every day** and cannot guarantee how often a camper will appear in photos and what the quality of those images will be. Photos are generally uploaded to CampInTouch in the evening, but the time will vary each day due to a number of factors such as special events, schedule changes, and the number of photos taken. **Families are advised to check photos first thing in the morning for their best chance at seeing the full array of photos from the previous day, rather than waiting for new photos at night.** We do not post photos on *Shabbat*, from Friday at sundown to Saturday at sundown. For more information on photos, read our CampInTouch Expectations Appendix.

Sports Equipment

All our campers are guaranteed a high-quality sports experience at camp. We supply appropriate equipment for use by all ages of campers. However, to best serve your child's needs, we recommend that you send a baseball/softball glove and tennis racquet to camp **if you have these items already available**. We ask this to ensure that your child has the properly sized equipment for these popular activities. You can also feel free to send additional sport equipment. Like anything you send to camp, it must be labeled with your child's first and last name.

Staff at Camp

At Camp Harlam, we pride ourselves on the quality of the individuals who work with the campers, as well as the leadership structure that supports their work all summer. Therefore, our most important off-season task in preparing camp for your child is the hiring and training of the young role models who make up our staff. The two types of counselors that live and work with the campers in our Junior Camp and Senior Camp units are Cabin Counselors and Specialty Counselors. Cabin and Specialty Counselors tend to be high school graduates between 18 and 22 years old. They are hired for their skills, values, and dedication to serving the needs of our campers. Many have grown up at our camp, while others are hired elsewhere by our directors. All staff are hired to represent the

Reform Jewish values and qualities that we strive to teach and reinforce within the camp's philosophical structure. All Cabin and Specialty Counselors are subject to a thorough background check and interview process before being hired.

Cabin Counselors remain with their cabin group during the average camp day, while Specialty Counselors have been hired to assist and/or lead program areas (Adventure, Sports, Arts, Waterfront, etc.) during the "9-to-5" aspect of the camp day. Whereas Specialty Counselors will be assigned to an area during selected periods, Cabin Counselors travel with their campers to and from activities. No camper groups/cabins will move to or from an area without the direct supervision of counselors.

All counselors will be part of a pre-camp Orientation & Training program (lasting 7-10 days, on average), as well as in-service education, reflection, and processing sessions during the camp season. Counselors are supervised by Unit Heads in each camper unit, providing them with active oversight, evaluation, skill-building, support, and motivation throughout the summer. Our Unit Heads are often former counselors who have displayed exceptional skills in leadership and are trained further on child development, counseling, leadership, Jewish values, and other areas. Some Unit Heads work in the off-season as teachers, graduate students, Jewish communal professionals, or in other related fields. Unit Heads are supported by Assistant Unit Heads and are supervised directly by camp's Assistant Directors.

Your children will receive intense and meaningful supervision at Harlam. Counselors and other staff will accompany them wherever they go and provide the type of nurturing and insight necessary to ensure their safety, well-being, and growth while away from home. We do not take for granted that campers will be well cared for simply by virtue of hiring capable staff, providing a great staff-to-camper ratio (averages 1:4), and having a structured environment. In fact, we are thrilled to be challenging ourselves, and our staff, to best monitor your child's camp experience as *active supervisors*. **From our Directors to our Supervisors, from our counselors to our support staff, we work hard to enhance the presence of Jewish community, qualities of leadership, consistency of supervision, and the sense of respect that all campers and staff enjoy at Harlam.**

Summer Communication

We understand how difficult it can be for families to cope with having a child away from home for an extended time at camp. Although the campers thrive in this immersive environment, parents may be sitting at home or work wondering, "What is going on up there?" To help ameliorate some of that anxiety, and to keep families informed regarding the basic happenings at Camp Harlam, our communications team will work hard to provide various means of information throughout the summer.

Camp Harlam manages an ongoing [blog](#) on our website throughout the summer that you can access at the top right of our homepage. We also post regularly to our [Facebook](#) and [Instagram](#) pages and have a private [Parents Facebook Group](#) that families have the option to join. We will also be sending out messages through the Companion App this summer. Occasionally, there will be emails sent to families (using the primary email account listed in the camper's application) to notify them of special messages or the availability of new information on the website. A family's best way to stay informed is to download the Companion App and follow us on [Facebook](#) and [Instagram](#).

Swimming

Camp Harlam's swim program is supervised by certified staff and run under the auspices of the American Red Cross. We have Water Safety Instructors (WSI) on our staff supervising the instructional swim program and only certified lifeguards are permitted to supervise our lake and pool activities.

Upon arrival, all campers must take a swim test. Passing this test enables campers to use the pools during free swim and the inflatable lake toys and boats in the lake. Campers can take the test as many times as necessary until they pass. The test also allows our waterfront staff to gauge each camper's swimming skills so that they can be properly placed in a swim instruction group (for Carmel-Kineret campers only). If a camper has been at Harlam before, our records will assist our staff in determining their proper level.

Swim instruction is mandatory for campers in Carmel, Sharon, and Kineret. We encourage campers to improve their skills and provide them with opportunities to pass their swim level throughout the summer. Occasionally, campers may not be able to pass their swim level tests before leaving camp. This may be due to limited activity time because of inclement weather, schedule changes, or their own challenges with the current swim level. Please don't despair – campers may continue their lessons and testing at home or have another opportunity next summer.

Our older campers – Arava, Galil, K’far Noar, and Chavurah – participate in Kef B’Mayim (Fun in the Water), as well as free swim, both during scheduled periods and as an option during Camper Free Choice.

Tattoos, Piercings, & Haircuts

Campers are allowed to have tattoos and piercings, but while attending camp, they will not be permitted to alter their appearance in a significant way, including cutting their hair.

Telephone Calls

Campers are not allowed to make or receive telephone calls while at camp. From past experience, we have found that phone calls home do not help children who are having a difficult time adjusting to camp and may create new difficulties for campers who are adjusting well. We realize that this policy creates a challenge for many families, but it has been very effective for many years at Camp Harlam. If you have any questions or concerns about your child, we encourage you to contact our Camper Care staff or Camp Directors. Our Camper Care team acts as a liaison between home and camp, and can help you address any concerns or questions that you have in real time.

One standard exception to our telephone policy is the permission of campers celebrating a birthday while at camp to have a very brief call with a parent(s). This will be scheduled as described in the “Birthdays” section on page 18. Our Professional Staff will make additional exceptions to the telephone policy only under such circumstances that they believe requires it. Please consult the telephone/office schedule in the “Contact Information” section on page 14.

Tipping & Gratuities

Camp Harlam does not allow families to tip staff. Our counselors are professionals who are dedicated to serving every camper equally during the summer and they understand that they cannot accept any gratuities for their work. Families can show their support of staff by [making a contribution](#) in their name to Camp Harlam’s Program Fund to support our staff development efforts. The staff development funds ensure the highest quality staff and staff experience. Staff members will be notified of all donations made in their name. Information will be sent out with a link to donate just prior to closing day.

Towel Service

New for 2023 is our complimentary pool and lake towel service. Camp Harlam will provide our campers with clean towels at the pools and lake daily. Campers will have the opportunity to dry themselves off before going back to their bunks. Towels will stay at the pools and lake to be laundered. Families no longer need to pack extra towels for our waterfront, but should still pack towels for campers to use for in-bunk showering.

Trips

As part of our program at camp, we occasionally take our campers out of camp for special activities and trips. These excursions include such things as outdoor programs, baseball games, amusement parks, and more. For these programs, our staff maintains the same strict policies on supervision and all activities are overseen by on-site administrators and other essential staff. **Under no circumstances may parents/guardians, family, or friends meet campers while they are out of camp during the session.** While our campers are out of camp, we want to preserve the camp experience and ensure that they are safe. Visits from family and friends can be disruptive to a child’s experience and we cannot regulate whether visits are welcomed, approved, and positive for a child.

With registration, families have provided “Trip Spending Money” for use during our out of camp trips. When campers are leaving for a trip (such as Dorney Park), they will be given money for limited spending (please note that campers will not need to use this money for a meal, as meal vouchers are also provided).

Below are the trip experiences by unit:

Junior Camp

- Rishonim (current 2nd- 3rd): Beltzville Lake
- Carmel (current 2nd-3rd grades): Beltzville Lake & Dorney Park
- Sharon (current 4th grade): Beltzville Lake & Dorney Park
- Kineret (current 5th grade): Beltzville Lake & Dorney Park
- Arava (current 6th grade): Beltzville Park Hike & Hershey Park
- Galil (current 7th grade): Hickory Run Hike & Hershey Park

Senior Camp

- K'far Noar (current 8th grade): Overnight on the Appalachian Trail, Baltimore (First Session), New York City (Second Session)
 - *[Baltimore & NYC are one-night trips]*
- Chavurah (current 9th grade): Whitewater Rafting, New York (First Session), Washington, DC (Second Session)
 - *[NYC & DC are two-night trips]*

Visitation Policy

Only people with explicit and specific permission from the camp's Professional Staff will be permitted to visit camp while the campers are in session. If a parent/guardian needs to visit camp or pick up their child for an approved reason, please contact the camp office to make certain that arrangements are confirmed. Individuals who are picking up or dropping off staff members on their days off may not remain at camp for visitation without prior permission.

Yallah! Israel

Each summer, Camp Harlam sends a cohort of campers who are entering 11th grade to Poland and Israel for five weeks through the URJ's teen Israel trip provider: Yallah! Israel. This experience is the culmination of years of Israel education and engagement during their years as campers at Camp Harlam. These campers travel by bus through our ancestors' path to freedom from the Nazi regime to the Land of Milk and Honey. Participants spend five weeks learning about our Jewish homeland and connecting to the land, history, and people of Israel. Throughout the summer, we will share updates and stories from our Harlam participants with the entire camp community. At the conclusion of their program, our Israel program participants are invited to return to camp in the Fall to share their experiences with our community and to learn about opportunities to remain engaged with camp as a potential Gesher participant the following summer.

Appendix A – Camper Wellness



The “Wellness” of our campers is our most important priority at Camp Harlam. The needs of our constituents today require our camp and its professionals to work harder and smarter; never in the history of the camp have we seen expectations for the care of our community in every respect as high as they are right now.

Campers will present more issues that need special attention – including hundreds who will need regular access to medications and have dietary restrictions, countless children coming to camp wrestling with a range of developmental challenges, and those identified as having Special Needs – each and every summer, as we are presented with an incredibly broad range of social, functional, and emotional concerns daily. For our kids to find success at camp, including those who present or self-identify no significant needs, they will need to have additional support, the insight of experienced professionals, accountability and follow-through in their care, and the most appropriate level of commitment to their well-being.

Likewise, our staff members require support. Despite their enthusiastic and determined efforts to serve the campers, they are often in need of assistance, both personally and professionally. Our Unit and Department Heads are effective at providing a great deal of assistance through regular supervision and feedback, however, the volume of staff members and their uniquely individual personalities present a huge challenge to our camp leaders. To give them hands-on attention through problem-solving, role modeling, and appreciative inquiry, we need to identify means of delivering staff development and support through supplemental assets.

If there is a group in our community that is more demanding of excellence than ever before, it is our campers’ parents. Their expectations of us have never been higher, and we do not shy away from the challenge to provide them with the best customer service and communication possible. In order to appeal to the families that send their children to Harlam, we must commit to a consistent, effective, and honest partnership that will benefit the child without compromising camp’s standards and policies.

During the camp season, we will have the following positions as part of this Wellness focus:

- **Camp Directors/Leaders**
- **Camper Care Staff**
- **Associate Director**
- **Health Center Head Nurse, Doctors, Nurses, Health Center Administrator and consulting Trainers**
- **Food Service Director, Head Chef, and Specialty Foods Liaisons**

The **Camp Directors and Professional Staff** oversee and coordinate all programs and initiatives. Their work will most directly focus on oversight of the Unit and Department Heads, the Camper Care team, and the other Supervisors throughout camp who work with critical programs and operations.

Camper Care Staff (supervised by our Camper Care Manager) will maintain primary oversight of all work with campers, staff, and families, including management of intake (Camper Info and Medical form follow-up) prior to the summer, case management of all issues, coordination of communication between staff and professionals, consultation where needed with campers, staff, and/or families, data collection and input for camper areas, staff development and training, and other responsibilities. The Director will also provide support to the Camper Care Staff as needed. Our Camper Care staff serve as the primary case workers and coordinators of all services to those campers and staff members identified throughout our Wellness intake system as having special needs, as well as to support those of all abilities as needs arise. They work hand-in-hand with other Wellness Team members and all relevant staff members on-site to ensure excellence in inclusion of campers and staff into the mainstream camp community and experiences.

Camp's **Associate Director** (supervised by the Director) will be the point person for oversight of security staff and security training, the Health Center, Food Service, and many other key areas of day-to-day operations. This position requires completion of security training and personal attention daily to various security operations. In addition, this person will work with the camp staff in many important support areas to provide assistance in the coordination of special programs, scheduling, efficiency, and logistics.

The **Health Center Head Nurse** (supervised by the Associate Director) will maintain total oversight in the management of the health center facility, staff, and systems. This person, in coordination with our volunteer Consulting Physician, will devise, maintain, and evaluate all operations of health services, staff nurses, visiting staff physicians, medication distribution, health checks, family communications, staff health training, and other related areas. The Head Nurse will work closely with the Directors/Professional Staff, Food Service staff, and the Camper Care team to coordinate services and communicate actively regarding campers, staff, and family follow-up.

The **Food Service Director, Head Chef, and Specialty Foods Liaisons** (supervised by the Operations Director) are all part of the Food Service staff and are the primary overseers of the preparation and delivery of all foods to campers, staff, faculty, and others on-site. This includes the delivery of basic and scheduled meals and snacks, as well as provisions for those who have identified dietary restrictions, special food needs, food allergies, or other types of concerns that must be addressed. They will work in a coordinated manner with the Camper Care staff members to maintain active communication and to link with all relevant stakeholders/resources (families, doctors, etc.).

Appendix B – First-Time Advice



According to Bob Ditter, psychologist and camping expert, the more a child has a chance to “practice” behaviors that are similar, the more the child will experience mastery. Going away to overnight camp for most children will be most successful if parents/guardians try the following:

Speak openly about your child being away. Check your own feelings about having your child be away for 10 days, 3½ weeks, or even longer. Children are keen sensors of parental angst. If you are not ready yourself, it may be harder for your child to leave and feel they have permission to have fun. Be honest about your apprehension but do so in the most positive way possible to encourage your child.

Develop a good relationship with the staff. If you or your child is homesick, an understanding director or member of the Camper Care staff team can help you through the rough spots.

Problem solve with your child before camp. “What should you do if you are upset?” “What will you do if you are not feeling well?” Parents/guardians should try role-playing some possible camp problems with their child in order to help identify the concerns that may need to be addressed (by you or by the camp) before arriving. Encouraging your child to advocate for themselves enforces that there are people at camp to help with any struggles.

Begin having sleepovers. If your child has never had a sleepover, start with either a best friend in the neighborhood or with a favorite relative (grandparents, cousins, etc.).

Understand the showers. If your child typically takes baths at home, have them begin “practicing” taking showers. Also, you should talk to your child about the “semi-private” nature of showers at camp. While campers can pull the shower curtain closed during their own shower, the uniquely informal and tight-knit community of camp and the limited time preventing long showers will likely be an adjustment.

Getting ready is a partnership. Have your child participate both in shopping for camp and some of the packing. They need to know what they have so they can properly keep track of their things!

Remember why you are sending your child to camp in the first place - to have fun, to develop a stronger Reform Jewish identity, to make great friends, to learn more about themselves and grow, and to gain self-confidence and self-reliance.

Speak to the parent/guardian of a child who has already attended Camp Harlam. Parents/guardians have their own language when it comes to children, and a parent/guardian who’s been there can offer insights into camp. If you would like to contact families before the summer, please call the camp office and we can provide references for you.

Set clear expectations about how you will communicate. Share with your child how often you plan to write and how often you expect letters from them. Make sure your child is prepared to write and address letters and knows what kind of things you want to hear about their experience.

Appendix C – Camper Prep



Help with Homesickness

It is important to remember that going to camp can be a major change for any child and that it is 100% normal for a child to feel homesickness (whether they are coming for the first time or are “camp veterans”). The most important thing is for parents/guardians to feel good about camp themselves and about the idea of their child being there, and to project that.

- ★ When packing for camp, ask your child what special (non-valuable) personal items they might want to take along. This is to increase comfort levels by having something familiar nearby as they adjust to a new place.
- ★ Talk about going to camp in the days leading up to it. About one week beforehand, start talking about what they are looking forward to, what they want to do most at camp when they get there, etc.
- ★ Speak openly about homesickness. Kids often feel jittery about going to a new place and you can inquire about how they are feeling. Feeling nervous is normal. Reassure your child that you believe in them and their ability to make friends, and that their counselors will be helpful and supportive to them.
- ★ Often second-year campers (and other “veterans”) experience the most homesickness, especially if they had “the greatest time of their life” last summer. These children often feel let down that camp is not the same and they need time to adjust to their new bunkmates and counselors. Remind your child they will once again have fun, but they will have new experiences and make new friends.
- ★ Have a letter ready to mail a day or two before camp begins so it is there the day your child arrives. Avoid long descriptions of all the things they might be missing, as this may make them feel torn about missing out.

What to Say (and What **NOT** to Say)

Here are examples of **GREAT** things to say to your child as they prepare to leave for camp:

“The camp knows how to get in touch with me if they need to.”

“I’m going to be checking out the website to see how you’re doing.”

“I’m going to write to you.”

“I love you and I’m really happy that you’ll be having this experience this summer.”

“I believe you will have a wonderful time, but if you don’t, it’s okay and we will be able to talk about it.”

Here are some **NOT GREAT** things to say to your child as they prepare to leave for camp:

“I’ll pick you up early if you get too homesick.”

“Just try camp for a week and see how you like it.”

“You have to go to camp so that we can get a vacation.”

“You can call me anytime.”

Appendix D – *B’rit Kehilah*

2023 Camper *B’rit Kehilah* – Commitment to Our Community

At URJ Camp Harlam, all of us are responsible for creating an Open & Safe community. Campers, Staff, Faculty, and any community member must hold themselves accountable for their own behavior and must strive always to uphold the standards of a *kehilah kedosha*, a sacred community, built on respect for ourselves and one another.

As a member of the Harlam community:

- I realize that camp staff are there for my safety, and I will remain under the supervision of staff members at all times.
- I will be sharing my cabin with other campers. I will be respectful of their feelings, their right to express themselves, and their personal space and property.
- I understand that every person should feel safe at camp and I will not harm myself or others or put my hands on other people aggressively or without consent.
- I respect others’ privacy and will not enter any living spaces where I do not live.
- I will maintain the cleanliness of camp property and buildings and will not destroy or damage property. I will not create graffiti inside or outside any building, including my bunk, or on any camp property.
- I will remain on camp property at all times and will not leave the village (Senior Camp) or the cabin (Junior Camp) without a staff member.
- I understand leaving my cabin at night unsupervised may be dangerous and will remain in my cabin throughout the night.
- To be fully engaged in camp, I understand I must attend and participate in all programs and activity periods.
- I am committed to the thoughtful use of language and will refrain from using inappropriate or offensive language.
- I will not be intentionally disrespectful towards others in the community, including objectifying others.
- I am dedicated to camp’s goal of connecting with my peers, counselors, and programs around me. I will not bring or use any type of cell phone, electronic hand-held game device, MP3 player with a screen, or any other electronic device with a screen and/or internet connectivity.
- I understand that alcohol, illegal drugs, tobacco products, vaping devices, matches, fireworks, and weapons have no place at camp and that possession of any of these items is forbidden. I will not bring or keep any food items at camp, as they may pose allergy risks and attract wildlife.
- I understand that altering my physical appearance during the time that I am at camp is not allowed. This includes, but is not limited to, body piercing, tattoos, haircuts, and hair coloration.
- I understand that engaging in inappropriate intimate (romantic or sexual) activity inside the cabin or in front of others in public spaces is not acceptable.

I understand that violating URJ Camp Harlam's standards of behavior may result in any of the following consequences, at the discretion of the Camp Director:

- Conversation with a member of the Professional Staff
- Financial penalty (for damages to camp property)
- Communicating with parents/guardians
- Apologizing to those impacted by my behavior and/or taking action to make amends
- Additional responsibilities in the unit that are appropriate for the infraction
- Not allowing camper to return in future summers
- Confiscation of prohibited goods
- Asking camper to leave camp for a period of time or for the remainder of the season

Alternative consequences may be deemed appropriate by the Professional Staff during the summer.

Appendix E – You’ve Got Mail

How to write letters that are actually worth reading.

WHAT NOT TO DO...

Boring subject line lacks creativity.

To: David <david@camp.com>
From: Dad <campdad@company.com>
Subject: Re: Hi
Date: 7/24/12

Unnecessary acronyms give your email a rushed tone.

Lack of capitalization here and elsewhere makes your email hard to read and diminishes the importance of key words.

No formal greeting makes your email sound like a memo, not a letter.

David: TYVM for 7/23 mail... glad baseball was fun. FYI, mom liked the lentil stew i made on fri. –dad

Overall brevity is disappointing and suggests you had more important things to do.

Abbreviations also convey a hurried tone, rather than thoughtful correspondence that you enjoyed writing.

Where’s the love? Here was your chance to give a cyber-hug.

WHAT TO DO INSTEAD...

Funny subject line starts things off with a smile.

To: David <david@camp.com>
From: Dad <campdad@company.com>
Subject: Exploding Softballs and Zucchini
Date: 7/24/12

Interesting detail shows you read and thought about previous correspondence.

Formal greeting is affectionate and caring.

Dear David,

Capitalization, punctuation, and paragraph breaks make your email easy and pleasant to read, while conveying a range of tones.

It was great to get your letter yesterday. I read it at the office and again when I got home. Your softball game sounded amazing! When you get home, I want to hear more about the last inning and the double-play you and Jonah had against Pinemere. It must feel good to be getting better and better at softball.

The content is newsy and upbeat. It reassures the child and gives him something to look forward to when camp is over.

Last night, I made Mom’s favorite: lentil stew. We’ve also been eating lots of the zucchini, which has been exploding from the garden. Don’t worry though. When you come home, we’ll cook lots of the things you like: mac and cheese, lasagna, and barbeque.

I’m so glad you’re having an awesome time at camp. Write again when you have time. We always love hearing how you’re doing!

Love,
Dad

Warm closing conveys just the right message and can be reread as often as needed.

Overall length is modest, but just enough to show you care enough to write thoughtfully. Write more whenever you have time. Children covet letters from home.

“When you have time” sends a great message that camp is so much fun that taking the time to write home is not as important as enjoying yourself.

Adapted from material prepared by:

Aaron Selkow

Camp Director

Christopher A. Thurber, PhD, ABPP

Psychologist, Author, Consultant, Educator

Appendix F – Electronics Policy

אל תפרוש מן הצבור

Al tifrosh min hatzibur

Do not separate yourself from the community

In keeping with our desire to build a community at Camp Harlam that is focused on healthy engagement with other people and our unique surroundings, our Electronics Policy is designed to:

- ✓ Allow campers to fully embrace and “plug into” the connections they make with other campers and staff as they “unplug” from their electronics
- ✓ Encourage our campers to spend less time on their beds or in their cabins and more time outdoors
- ✓ Reduce the stress associated with the damage to and theft of electronics while in our rugged and communal camp environment
- ✓ Give campers a much-needed break from the world of technology that becomes more and more encompassing at home
- ✓ Ensure that our campers are not exposed to age-inappropriate material without intentional and thoughtful support of our staff
- ✓ Remove the divide between “the haves and the have-nots” in our cabins



[Recent research](#) has provided confirmation for what we have instinctively known to be true about a camp experience, that time away from screen media – with increased social interaction – may improve comprehension of nonverbal emotional cues. In the context of camp, removing the distraction of technology allows campers to more fully engage in relationships, activities, and the beauty of their surroundings. We are proud that we can provide the opportunity to both campers and staff to unplug and ask for your assistance in our enforcement in this policy.

UNPLUGGING AT CAMP: OUR POLICY

To demonstrate our commitment to providing a summer camp experience that emphasizes building community, enhancing relationships, and focusing on people and places and not screen time, we have created an electronics policy that is outlined in detail below. Please note that **any device prohibited below and any device with the ability to connect to the internet (even if you’ve disabled Wi-Fi) will be collected and stored by our camp’s staff for the duration of a camper’s session.**

iPods/MP3 PLAYERS

If your child must have their music at camp (either for fun or *B’nai Mitzvah* preparation), please send a CD player and CDs, an inexpensive MP3 player, or an older-generation iPod that does not have a touch screen. **We will not allow any MP3 players/mobile devices with touch screens.** This way we will ensure that our campers cannot watch videos, TV shows, or movies, or access the internet while at camp.

DIGITAL CAMERAS

We encourage you to send an inexpensive digital camera or disposable cameras (make sure you pack enough memory cards and/or batteries). Please discuss proper handling of the camera and how pictures should be taken of bunkmates only with their permission. We recognize that many digital cameras come with the ability to record videos. If your child will be bringing a camera with video capability, please have a conversation with him/her about the appropriate times and places to record while at camp. Again, please leave expensive cameras at home.

ELECTRONIC HANDHELD GAME DEVICES (GAMEBOYS, PSPs, NINTENDO DSs, etc.)

No electronic handheld game devices will be allowed in camp. We would much rather have the campers using *Menuchah* (rest time) to rest or to socialize with other campers in the cabin, while building friendships and community in the process. Camp is designed for social interaction, and solitary play is antithetical to this concept. We are confident that “unplugging” campers from video games for a few short weeks will result in more time playing together, enhanced interaction between bunk mates, and more fun overall.

CELL PHONES

It is our long-standing policy that campers are **NOT PERMITTED** to have cell phones at camp. Cell phones with or without a SIM card are prohibited, even for use as a camera. We believe that being at camp is an opportunity for your child to experience a world beyond home and a chance for you and your child to practice “letting go.” “Letting go” allows children to develop autonomy, independence, and a stronger sense of self. It allows them to make new friends, take responsibility for themselves and their bunkmates, problem solve, and mature. These things cannot be achieved when parents are only a phone call away in such an unmonitored and accessible manner.

Although cell phones have been strictly prohibited at camp for many years, unfortunately in some cases campers and/or their families have broken this policy and brought a cell phone to camp. The consequences of this are significant, as it can lead to conflicts within the cabin as campers focus on their friends or concerns at home rather than their friends at camp. Cell phones also enable campers to call parents when they need advice instead of turning to their peers or counselors, and they prevent campers from problem solving. We feel cell phone use at camp is contrary to the values we teach and uphold at Camp Harlam and interferes with an important aspect of the overnight camp experience. If we learn that any camper has a cell phone in camp, it will be confiscated for the remainder of their time at camp and returned to you on Closing Day.

We understand that some campers have cell phones in their possession while traveling to or from camp without their parents for important reasons. Please discuss with your child that their cell phone must be turned in to their counselor or Unit Head immediately upon the camper’s arrival at camp. The phone will be returned to your child before they leave camp.

Please take the time to discuss this policy with your camper. We know that adherence to this policy is something that requires an open understanding and partnership between children and their parents.

LAPTOPS, NETBOOKS, iPads, TABLETS, DVD PLAYERS, SMART WATCHES, E-READERS WITH WI-FI CAPABILITY

Campers are not permitted to have these – or similar electronic devices – in camp. Please make sure you purchase and pack any books your child might be required to read from their school’s summer reading list.

ONE LAST WORD ON ELECTRONICS...

We recommend that your child powers down, unplugs, and takes what we’re certain is a well-needed break from the world of electronics. Therefore, we will not assume responsibility for any items that fall outside of this policy that are brought to camp and are lost or damaged. What your child brings to camp is their responsibility to take care of, and we want to unburden them as much as we possibly can. If you have any questions or want further clarification, please contact our Professional Staff at CampHarlam@URJ.org or 610-668-0423.

Please stay tuned for additional updates to our electronics policy, which will be shared with families prior to the summer.

Appendix G – Package Policy

Camp Harlam is committed to providing an excellent, fun, immersive Jewish camp experience where we live our core values every day. One of the values expressed in our Open & Safe Statement is that at Harlam, people from all backgrounds are welcomed and encouraged to be members of a community where they feel safe and secure to express and be themselves, on an equal playing field.

Allowing packages contrasts these ideals that we are trying to reinforce at camp and in the past has raised various concerns, such as:

- Feelings of separation and isolation between campers who receive packages and campers who do not
- Senses of jealousy or inferiority between campers who receive packages and those who do not
- Burdens on parents when they feel they need to send packages to “compete” or “keep up with” other families
- Limited space and storage in some cabins for additional items.
- Concerns pertaining to the environmental impact of boxes and packaging waste, as well as the excess “throw-away” items accumulated in our cabins

Due to these concerns and in an effort to model our core values, we have a NO PACKAGE POLICY at Camp Harlam. This means that unless there is explicit and specific permission from a Harlam Professional Staff member for a parent to send a package to our attention for their child, there will be **NO** packages accepted at camp.

We will continue to accept standard flat business size (#10) or greeting card envelopes so that families can correspond with campers, but anything larger than this will not be accepted or delivered. Packages will either be held at the office to be picked up on closing day or will be returned to the sender.

Important Questions & Answers:

What if my camper needs something like a piece of clothing or an important toiletry that was forgotten at home, lost, or is something that they ran out of while at camp?

You can call our camp office at 610-668-0423 or email HarlamOffice@URJ.org and we will be able to discuss the need. If it is something that we cannot provide for your camper, you will be asked to send the item to camp to the attention of our OFFICE MANAGER or another member of our Professional Staff with the camper’s name and bunk and they will make sure the item gets delivered to your camper. Please note this will be done on an exception-only basis, and extra items included in the box and not discussed previously will be held until closing day or returned.

Can I send something to a staff member, faculty member, or someone else who is visiting camp to give to my child?

No. We appreciate that some of our parents have friends or family who are working at camp or will be visiting camp, but we will be informing our staff members of this policy and will ask them to decline the delivery of any items.

What if my child has a birthday at camp?

*We make sure that birthdays occurring at camp are celebrated and that those campers feel special. Birthday phone calls will still be coordinated through Camper Care and we will allow for families to send **one package** to their child for their birthday at camp. If you send a birthday package to your child, please put “Birthday Package” on the label so we can*

*make sure it gets to your child on their birthday. Please only send something for **your own child** and no items for the entire bunk to ensure campers who have birthdays at camp have a similar experience.*

Can I leave items for my camper at the office on opening day to be given to them during the session?

No. If there is something that you believe your camper would like to have while they are at Harlam, please include it with their other belongings on Opening Day.

My child is in the Gesher (Counselor-in-Training) program. Can I send packages to them?

Yes, Gesher participants can receive a limited number of packages, however, they may not be sent any items meant for other campers. More information will be shared with CIT families in the Gesher Handbook.

Thank you in advance for doing your part to ensure that Camp Harlam can continue to promote and support its core values and principles.

Appendix H – Social Networking & Internet

At Camp Harlam, we care about our community members 365 days each year. We work hard to hire, train, evaluate, and motivate staff members who will help to teach and reinforce in our campers the positive Jewish values that are at the core of our camp philosophy. And, above all else, we recognize the power of the examples we all set, as staff, for our campers and their families.

Of course, we also appreciate that our campers and staff are entitled to private lives outside the boundaries of the camp community. It is our hope, therefore, that for a staff member or camper at Harlam, a person will choose to live their life in a manner that displays the type of integrity expected during our summer at Harlam. We also hope that all members of our community will remember that each person's private life is indeed just that – *private*. Details of relationships and leisure time pursuits must remain that way, and while sharing and connecting with other campers or staff is vital to the development of trust and counseling in our cabins and camp, it should never cross the line of appropriateness that we define at Camp Harlam.

Please read the following carefully and understand that we have an expectation that **ALL CAMPERS AND STAFF MEMBERS** will abide by these rules as a member of our community.

SAFETY

First and foremost, we are concerned with your safety and the safety of all campers and staff. This means:

- Only professional relationships are permitted between campers and staff members at Harlam. Romantic relationships, in person or on the internet, are not permitted.
- Socializing (between staff members and campers) during the off-season is encouraged only through official, camp functions, other adult-supervised activities, or other situations authorized by the camp Directors and/or parents/guardians ("authorized" contact would include our Camp Reunion).
- If at anytime you become aware of any cyber-bullying or other types of inappropriate contact on the internet, contact camp immediately. Also, if any camper (or staff member) discloses information to you that any reasonable person would be concerned about, you are asked to report this immediately to the Professional Staff.

REPUTATION

As Camp Harlam campers and staff, you represent the camp at all times. This means:

- How you choose to behave is a reflection on you, the camp, and all members of our community. Thus, your choices to discuss "Harlam," wear "Harlam" gear, and in any way represent the camp may have significant repercussions.
- For staff members who will work for Camp Harlam as "youth professionals," one's actions at any time reflect on the ability to be a capable educator, role model, coach, and/or leader.
- As part of any staff member's employment and the attendance of any camper, the camp may review all available materials in the public domain and will reserve the right to require all information a person posted on the internet to be viewable by camp's Professional Staff if there are any reasons to warrant this as viewed by the Directors.
- Camp Harlam may choose to refuse and/or terminate employment of a staff member at any time, or deny enrollment to a camper, due to the nature of information that may reflect negatively on a person's professionalism, decision-making, behavior, recreational activities, or other elements of their character.

PRIVACY

We sincerely respect each person's privacy. This means:

- Photos or other images/likenesses of campers, or anyone under the age of 18 years, may not be shared, posted, or transmitted to others (when these relationships or connections are as a result of camp attendance or employment). If such images are taken in the normal course of attendance and/or employment, these will be for personal use only.
- We recommend that each staff person's internet presence should restrict access to campers at all times. If you are a staff member (or have been one in the past), we ask that you do not share personal email addresses or telephone numbers with campers, nor do we suggest you allow them access to personal sites such as Facebook or Instagram where your profile may appear. If you do receive correspondence/contact from a camper, please feel free to contact our camp office to discuss next steps.
 - In the event that a camper "friends" a staff member or visits one's personal page in such environments as Facebook, we ask that staff members restrict their access to no more than a "limited" level.
- Please remember that the internet is a public forum. No matter what your intention may be, statements and information shared can (and will) be interpreted in various ways, by various people you know and as well as by complete strangers. Be thoughtful of the content you choose to share.
 - Please keep in mind that things that are shared on the internet, as they may relate in any way to Camp Harlam or to relationships that are the product of attendance at Camp Harlam, could be seen by others and may, in fact, impact one's own attendance and/or employment at Camp Harlam.

COMMUNITY

At Camp Harlam, we recognize that the foundation for growth (for campers and staff) is the strong bond that forms between campers and staff members. These relationships are vital to the development of social skills, independence, self-esteem, healthy risk-taking, and many other skills. It is our goal to support these relationships effectively through the camp season and year-round in a manner that will not put any member of the community at risk or subject them to unwarranted harassment, attention, or any form of prejudice.

- Contact between campers and staff (out of season) should be restricted and should follow the guidelines discussed herein. Failure to abide by these standards may impact the camp's decision to employ, and/or reemploy, the staff member and could impact the enrollment (or re-enrollment) of a camper.
- No person is permitted to use the camp's logo or name without the express consent of the Directors.
- We encourage each staff member to behave at all times in ways that reflect the seriousness of the responsibility of being a youth professional and leader.

Developed by:

Aaron Selkow

Camp Director

Christopher A. Thurber, PhD, ABPP

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Appendix I – CampInTouch Expectations

Camp Harlam made a choice years ago to join the growing number of resident camps that use online email, photo, and information services. It puts us in good company, and we know that many of our families value this opportunity to feel connected to their child's experience at camp. We work hard throughout the summer to take as many photos as we can, use the available (and sometimes unreliable) technology that we have access to in the mountains, and keep things running in an effort to provide the highest level of service. However, we want to set reasonable expectations with respect to:



- The CampInTouch service is meant to be an asset for families but is **secondary to all aspects of the camp program, operations, systems, campers, staff, and other concerns**. While we try to make the service the best it can be, it is simply not the highest priority for us.
- Camp Harlam has a limited Communications staff that is responsible for taking photos, writing content, gathering photos from others in camp, uploading and managing the technology to make the information available, and troubleshooting problems. Thus, **we will NOT be taking a photograph of every child every day**. In fact, we cannot guarantee how often any camper will appear in photos (and what the quality of those images will be). The primary purpose of sharing daily photos is for families to see the kinds of activities your child is participating in, not to see a picture of your child every day. We do our best to capture as much variety as possible, but photos are taken mostly candidly and without a fixed schedule. If you do not see a photo of your child one day, please don't be concerned. If you've been looking for a few days and are concerned, we understand that you may contact us. However, we will always be in touch if there is a problem regarding your camper.
- Just because your child does not have a broad smile, is not standing with their friends, seems to be wearing the same shirt as the day before, is not seen doing their "favorite things" (and so on) does NOT mean there is ANYTHING wrong. By the same token, a smiling camper who is with their friends and is doing their favorite activity may not be having a worry-free day. **Photos are only a split-second view of an experience that has millions of moments** (good, bad, and everything in between).
- Photos are generally uploaded in the evening, but the time will vary each day due to a number of factors such as special events, schedule changes, and the number of photos taken. **Families are advised to check photos first thing in the morning for their best chance at seeing the full array of photos from the previous day, rather than waiting for new photos at night.**
- In order to fully immerse our camp community in the *Shabbat* experience each week, in general, we will be not be posting photos, blogs, or social media updates during this time. We will capture the *Shabbat* experience in photos and share them with families on CampInTouch either Saturday night or on Sunday. We will aim to Facebook livestream one song session each session for families and alumni to enjoy the *ruach* (spirit) of camp on *erev Shabbat*.
- Technical problems with the CampInTouch service are usually an issue with technology or CampInTouch (not Camp Harlam). Please be patient and understanding that we are reliant on things that are beyond our control.

Appendix J – Packing List

LINENS

- 3 bath towels (to use for showering)
- 2 face towels (for hand & face washing)
- 2 wash cloths or a loofah (to use in the shower)
- 2 fitted sheets (twin size)
- 2 flat sheets
- 1-2 pillows
- 2-4 pillow cases
- 1 blanket or comforter (light to medium weight)
- 1 sleeping bag
- 1 laundry bag
- 1 small area rug (bath mat size)
- 1 mattress pad or egg crate

TOILETRIES

- Comb and/or brush
- Clips, hair bands
- Toothbrush and toothpaste
- Plastic drinking cup
- Soap & soap container or body wash for shower
- Shampoo
- Hair conditioner, gel, etc.
- Deodorant
- Q-tips
- Razor and shaving cream, if needed
- Nail clipper
- Pads and/or tampons, if needed
- Sunblock (lots of it!)
- Insect repellent
- Tissues
- Caddy to store and carry toiletries

THE "INSIDER" PACKING LIST

- Maccabiah (Color War) items

- 1 red, 1 gold, 1 blue & 1 green t-shirt
- Red, gold, blue & green face paint, bandanas, beads, etc.
- Dress-up costumes for Rak Dan Israeli Dancing (for rising 6th graders and older), Unit Programs & more!
- Extra white shirt for costume

CLOTHING

- 18 pairs of underwear
- Bras, if needed
- 18 pairs of socks
- 16 t-shirts and/or tank tops
- 3 long sleeve shirts
- 4 sweatshirts
- 1 light jacket (optional)
- 12 pairs of shorts
- 3 pairs of long pants
- 1 raincoat (must have a hood)
- 7 pairs of pajamas
- 2 nice Shabbat outfits for Friday nights
- 2 white shirts for Shabbat morning
- 6 bathing suits
- Swimming goggles, if needed
- 1 hat (not a visor)
- 1 white t-shirt for tie dye

SHOES

- 2 pairs of sneakers (for everyday wear, sports, in-camp hikes)
- 1 pair of old sneakers or sport sandals with a back (like Tevas)
- 1 pair of rain boots/waterproof shoes
- 2 pairs of sandals/flip flops (1 for in the bunk, 1 for pool and lake)

OTHER IMPORTANT ITEMS

- Flashlight & extra batteries
- Backpack (for trip days)
- Pens, pencils, stationery, envelopes, stamps
- Family addresses, pre-addressed envelopes
- 2 sturdy **dishwasher safe** refillable water bottles (item most commonly lost at camp - PLEASE LABEL!)

OPTIONAL ITEMS

- *Kippah and/or Tallit*
- Playing cards, magic cards, etc.
- Battery-operated small fan
- Baseball mitt, tennis racket, shin guards, lacrosse stick, soccer/baseball cleats & other sports equipment
- Inexpensive digital camera or disposable camera
- Musical instrument
- Teddy bears, "blankies," etc.
- Books
- Wristwatch (other than smart watches)
- Stadium-type chair, e.g., Crazy Creek
- Battery-operated alarm clock

K'FAR NOAR HIKE

Campers in K'far Noar (rising 9th graders) should also pack the following items for an overnight hike:

- Athletic pants or leggings
- High socks (preferably not cotton)
- Hat (with a visor)
- 1-liter water bottle
- Outdoor sleeping bag
- Hiking boots or sturdy pair of shoes/sneakers
Extra white shirt for costume

LEAVE AT HOME

- Cell phones of any kind
- iPods/MP3 players with screens
- Laptops, iPads, tablets, portable DVD players, ereaders (Kindles, etc.)
- Any device with the ability to connect to the internet (even if you disable WiFi)
- Chewing gum, candy, food & snacks
- Apple Watch & other smart watches
- Clothing with inappropriate language, or that advertise alcohol or drugs
- Shoes or sandals with heels
- Water guns
- Bottled water
- Valuable jewelry
- Walkie-talkies
- Skateboards/Hoverboards
- Expensive digital cameras
- VR glasses
- Clothing that requires special washing
- "Heelys" (shoes with wheels)

Appendix K – Harlam-Speak

The following terms are used at Camp Harlam. Don't expect to remember everything right away – it takes us all a bit of time to pick up the language! Never be afraid to ask a camp veteran what something means if you're confused.

209/534	The major roads located near Camp Harlam.
Adventure	High Ropes, Low Ropes, Climbing, and Mountain Biking activities.
Arie	This name comes up all the time because Arie Gluck was the director of the camp for 37 years.
Beit	Our main rec center, which fits the entire camp community. We come here for all-camp events like the camp play.
Birkat HaMazon	The prayer of "thanks" said after meals (we provide the words for every camper and staff member who are learning!).
Cabin Council	Staff members who travel with their bunk to all activities during the day.
Camper Care	Harlam has a volunteer group of leaders who oversee and support camp, led by our Chair, Michael Wilck.
Chadar Ochel	These staff members support our counselors and campers.
CHAI-Lights	Hebrew for "Dining Hall," this is where our campers have most of their meals during the summer.
Chapel on the Hill	Rotation program highlighting the "best of" each department, including cooking and <i>tzofim</i> (scouts)
CIT (Geshet)	The highest point in main camp, where we hold Friday evening <i>t'fillot</i> (prayer).
Cubbies	Counselor-In-Training. These young leaders are entering 12 th grade.
Department Head	The storage shelves that camp provides in the cabins to hold clothing and other items.
Faculty	The staff person who supervises a specific program area (such as Athletics, Waterfront, Arts, etc.).
HaMotzi	Visiting rabbis, cantors, and educators who come to camp.
Hillside	The short prayer said before eating bread, recited before our meals.
Hoda'ot	The village where female identifying and non-binary campers live.
Job Chart or Wheel	Hebrew for "Announcements" (made at the close of most meals).
Joe & Betty	A tool used in each cabin to rotate campers through chores for the bunk.
Kabbalat Shabbat	Joseph and Betty Harlam were the generous benefactors who helped to start Camp Harlam in 1958.
Kehilah Kedosha	A service at Camp Harlam welcoming <i>Shabbat</i> .
Lake Joshua	Hebrew for "sacred community."
Larry	The 3-acre private lake on our property where we paddleboard, play, and swim.
Leadership Team	Our invaluable Caretaker, Larry Knappenberger, who has been a part of the camp community for over 45 years!
Lodge	Includes Professional Staff, Unit Heads, Department Supervisors, and Assistant Supervisors.
Maccabiah	Often used to house female identifying campers and our <i>Rishonim</i> and Taste of Camp campers.
Menuchah	Also known as Color War, this all-camp program sees campers split into the Red, Green, Blue, and Gold teams.
Milk Squad	Hebrew for "rest," this is our period in the afternoon when campers relax in their bunks.
Mirpa'ah	Many nights of the summer, campers gather after evening program to end the night with milk and cookies.
Nikayon	Hebrew for "Health Center," this is where our campers are seen and cared for by our nurses and doctors.
Ruach	Daily cleaning period for campers and staff in their cabins.
Shalom	Hebrew for "spirit."
Sicha Time	Hebrew for "hello," "good-bye," and "peace."
Shlichim	A time for reflection by bunk each Saturday after <i>Shabbat</i> services.
Siyum L'Yom	The Israeli staff (Hebrew for "ambassadors") who work at camp as counselors in the summer.
Specialty Counselors	Hebrew for "closing the day," this is a ritual where we sing our bedtime version of <i>Shema</i> and <i>Hashkiveinu</i> .
Teva	Staff members who lead activities during the day and are "attached" to a bunk at other times, like meals.
Torah	Meaning "Nature" in Hebrew, <i>Teva</i> is our outdoor programs department of camp.
Unit	Five books of Moses in the Bible – Genesis, Exodus, Leviticus, Numbers & Deuteronomy.
Unit Head	A group of cabins, their kids, and their staff. Camp has units in Junior Camp and Senior Camp.
Unperiods	The staff person who supervises each camper unit.
Yellow Meal	Periods without a set activity, including Shower Hour and Rest Hour.
Woodside	An all-time favorite meal where most items served are yellow in color.
	The village where male identifying and non-binary campers live.