



BUSINESS OFFICE | 301 City Avenue, Suite 110 | Bala Cynwyd, PA 19004 | T 610-668-0423 | F 610-668-3461
CAMP & RETREAT CENTER | 575 Smith Road | Kunkletown, PA 18058 | T 570-629-1390 | F 570-629-4815
Harlam.org | CampHarlam@URJ.org

Summer 2021 Staff FAQ

This summer will be unique to others before it. In order to make this summer successful, we are asking for the support from our community, especially our staff. Ultimately, this may affect our staffing structure in a variety of ways. Please look at the job descriptions below to see where adjustments have already been made. If you have questions about any of the positions listed, please email the Professional Staff at harlamstaff@urj.org.

IS CAMP GOING TO LOOK DIFFERENT BECAUSE OF COVID?

We are working to open camp safely and will be as transparent as possible as we further develop our summer plans. Although elements of camp will look different this year, we are committed to delivering the same excellence our families have come to expect from us. Examples of what we are thinking about include our procedures in locations like our dining hall and health center, capacity and spacing, limiting campers and adults coming and going from camp, avoiding large group gatherings during the session, and more.

HOW ARE YOU MAKING DECISIONS AROUND YOUR COVID-19 HEALTH AND SAFETY PROTOCOLS?

We know that the best practices surrounding COVID-19 are continually changing. We will remain nimble and responsive to ever-evolving state and local standards and protocols. We are working with a team of medical experts, including infectious disease doctors, to guide our decisions and revamp our protocols and procedures. We are also working in close coordination with the American Camp Association and Foundation for Jewish Camp to gather learnings and insights from the field. We continue to closely monitor CDC guidelines. We are considering a variety of factors with our medical experts and will continue to update families as we know more about the coming summer.

ARE YOU PLANNING ON HIRING ANY INTERNATIONAL STAFF?

We are working closely with our partners at the three main staffing agencies we work with – Camp America, Camp Leaders, and JAFI (Jewish Agency for Israel) – to best prepare for hiring international staff. At this point, we are prioritizing any international staff member who has already spent at least one summer at camp and our staff from Israel. Since there are many questions and unknowns around the J-1 Visa, travel restrictions, and COVID implications, we are focusing on recruiting new domestic staff. However, we are doing everything we can, from advocacy for the J-1 Visa to navigating health considerations with our agencies, to bring international staff to camp.

WILL MORE LOCAL STAFF BE HIRED THIS SUMMER?

We have begun reaching out to our local partners and local camping associations to recruit local staff for this summer. In order to manage risk when bringing in local staff, we are currently planning on hiring staff in support roles (housekeeping, kitchen, and operations) only from our local community, unless they are willing to live on camp property.

CAN I WORK ONLY ONE SESSION?

Potential staff members may apply to work at camp for only one session, but we cannot guarantee a position. Priority will be given to staff members who are able to join us for the entire duration of the summer. Staff members only working one





BUSINESS OFFICE | 301 City Avenue, Suite 110 | Bala Cynwyd, PA 19004 | T 610-668-0423 | F 610-668-3461
CAMP & RETREAT CENTER | 575 Smith Road | Kunkletown, PA 18058 | T 570-629-1390 | F 570-629-4815
Harlam.org | CampHarlam@URJ.org

session will still be required to participate in staff training (may be virtual) and will depart camp on the same day as our campers. Working only second session is preferred.

HOW WILL COVID EFFECT STAFF EXPERIENCE?

At Camp Harlam, we continue to prioritize our staff experience so that our staff continue to feel supported and motivated to do the difficult work we do each day. This summer will be no exception. In partnership with our Staff Engagement Supervisor, the Professional Staff will be creating opportunities for staff to engage with one another and build community. We are also focusing on SMESH (Staff Mental, Emotional, and Social Health), to ensure that our staff are receiving any additional support they may need. We are also working to improve our staff lounge, “the mo”, so that our staff can spend time with one another in a safe and fun space.

WHAT WILL TIME OFF LOOK LIKE THIS SUMMER?

We know how important time off is to recharge and reset throughout the day and session. Staff will have at least one period off a day. Staff will also receive two 30-hour days off and an extended evening off each session. At this time, staff will not be able to leave camp during their time off to ensure the safety of our community, however we plan on providing special activities and resources to make this time feel restful. More details will be shared as they are developed.

WHAT WILL MY HOUSING ACCOMDATIONS LOOK LIKE?

All staff hired as a cabin or specialty counselor position will live in a cabin with our campers. Our support staff (kitchen, housekeeping, operations) and most of our leadership team will live in dormitory style housing with other staff members. If you have any concerns or questions about your housing needs, please do not hesitate to reach out to a member of the professional staff.

