



Camp Harlam Council Covenant

This work is too heavy for you; you cannot do it alone. I will give you counsel, and God be with you. You represent the people before God:... You shall seek out from among the people, capable people who fear God, are trustworthy, who hate dishonest gain, and appoint them as officials...That will make your load lighter, because they will share it with you. -Exodus 18

Council Purpose

The Camp Harlam Council engages lay leaders by leveraging their expertise and experience in support of URJ Camp Harlam. The Council provides advice and feedback, shapes strategy and major programs, and generates resources to enhance the operations and impact of camp. While the Council does not have legal fiduciary responsibilities, Council members must contribute their time and resources, which are vital to Harlam's success. As a group, the Council develops goals, initiatives, and strategies to guide its work. The Council undertakes this work in collaboration with the Camp's Professional Staff and the Youth Program network of the Union for Reform Judaism.

Council Member Pledge

We, together with the Professional Staff, are stakeholders in the future of URJ Camp Harlam, and we make a mutual promise to work together for the greater good of the Harlam community. We recognize that to be effective in our work, participation on the Council must be personally meaningful and fulfilling. By utilizing our unique skills and areas of interest, we can best align our collective efforts, deepen our relationship to the camp community, and further the mission, vision, and programs of Harlam in accordance with the strategic priorities.

2023 - 2024 Strategic Priorities

- Camper Recruitment and Retention
- Summer Staff Recruitment and Retention
- Fund Development and Capital Campaign
- Teen Engagement/Senior Camp Recruitment and Retention

Commitment to Harlam's Council

Council members will be expected to make this pledge the fall of every year they are on the Camp Harlam Council. Making this pledge is a commitment to the responsibilities detailed below and a commitment to supporting the strategic direction of URJ Camp Harlam.

To fulfill URJ Camp Harlam's mission, I commit to the following responsibilities as a member of the Council:

- Serve in an advisory capacity to and partnership with the Professional Staff by contributing my time and skills
- Attend and actively participate in four Council meetings per year, which are anticipated to include two in-person meetings and two virtual meetings per year. Attendance at these meetings is necessary to fully participate and be engaged with the work of the Council.
- Participate actively in various events in support of the greater goals of Harlam.
- Mobilize my relationships where possible, including but not limited to, contacting my network for donations and advice
- Serve on at least one Task Force, with the option to participate in at least one Committee:
 - Committees:
 - Executive Committee
 - Development
 - Facilities
 - Financial Assistance

This pledge will be annually reviewed by the Executive Committee and/or Governance Task Force to ensure it meets the current needs of Harlam.

- Council Governance
- Ad Hoc Task Forces (active as of May 2023)
 - Camper Recruitment & Retention
 - Staff Recruitment & Retention
 - Master Planning & Capital Campaign
 - Senior Camp Enrollment & Program
- Maintain up-to-date knowledge of Harlam and communicate our mission and program to individuals and families in the communities we serve (including within our own congregations)
- Represent Harlam as a spokesperson through outreach, advocacy, and promotion in your congregations, communities, and social media
- Fulfill the Council “Development Commitments” as described below

Development Commitments

To support Harlam’s fundraising efforts, it is imperative that Council members actively engage in development activities. All members are expected to participate in development activities by making yearly gifts to camp at a level that is appropriate and personally meaningful. This includes a yearly gift toward the annual campaign to support scholarships, as well as participation at a meaningful level towards the capital fund. No member is expected to make more than two gifts in one year; additional gifts are welcome towards other funding priorities.

We are all ambassadors in the development effort. In addition to personal contributions, all **Council members are expected to participate in development by supporting at least one of these specific efforts:**

- Serving on the Development Committee or on a Development Activity/Event Committee(s)
- Identifying and connecting donors
- Arranging solicitation meetings and/or conducting direct solicitations
- Helping with stewardship (i.e., loving our donors) in a variety of ways

Accountability for Council Members

All Council members will participate in an annual one-on-one conversation with a member of the Executive Committee to reexamine their participation on the Council.

Term Limits

- **Term Length.** Terms shall run for three years beginning in the Fall and ending in the summer (Fall 2023 → Summer 2026)
- **Consecutive Terms.** Council members may serve two consecutive terms. After the second consecutive term, council members should leave the council, unless they serve on the Executive Committee.
- **Executive Committee.** Service on the Executive Committee is not part of the calculation of a term limit.

By signing this Pledge, I commit to responsibilities outlined in this document and working diligently as a Council member to support the mission of URJ Camp Harlam.

Full Name: _____

Signature: _____ Date: _____