



RESIDENT CAMP & RETREAT CENTER

575 Smith Road, Kunkletown, PA 18058

Tel: 610-668-0423 | campharlam@uri.org

Camp Harlam Faculty: Frequently Asked Questions

Q: What are the main responsibilities of a faculty member at Camp Harlam?

A: Faculty members at camp are a part of our Jewish life team. Starting before they arrive at camp, **faculty members will be asked to prepare Jewish Life curriculum, by being assigned to work on unit programming in *Limmud* and *Israel*, for their assigned faculty weeks.** Faculty will commit to reviewing programs at our in-person faculty meeting in order to prepare them prior to the summer. Once at camp, all faculty members become a team and assist each other in facilitating the programs for the campers. Faculty will also be expected to partner with our *Mishlach*, Israeli Staff Delegation, on developing their Israel evening program. *All faculty members will also be responsible for writing Senior Camp programming, which consists of two sessions on a topic of your choosing.*

Faculty members will be assigned to one or two Units (age group) to maximize your ability to form relationships and be a Jewish role model at camp. While with your Unit(s) you are asked to be present with campers and staff in the Unit, noticing the good, reinforcing camp's *middot*, and being present for leadership staff - supporting them as they manage the Unit and navigate challenges. Faculty are encouraged to attend typical, daily programming with their unit, if available, throughout the day and evening, beyond the unit's Jewish Life period, where the faculty member will take the lead. If applicable, faculty assigned to units leading *T'filah* will assist in the preparations. Faculty are expected to attend morning staff meetings, especially on the days where a unit has Jewish Life programming.

Additional responsibilities may include, but are not limited to:

- Coordinate or lead weekday and Shabbat *T'filah*
- Participate in larger camp programs and events, such as Opening Day, Carnival Day, *Maccabiah*, etc.
- Partner with staff to integrating Jewish content into all areas of camp, including programming, rituals, and day-to-day life at camp
- Introduce and reinforce weekly *Middah*
- Tutor *B'Mitzvah* students
- Support and lead Alternative Song Session during Friday Night Song Session
- Support camper care staff with camper challenges
- Lead staff development programming (Optional)

Another priority for faculty members at camp is to, simply, build relationships. Connecting with campers, staff and faculty is key to achieving the goals of camp. Relationships are the foundation of everything at camp and help campers and staff to be receptive to some of the more concrete learning opportunities that faculty may create for them. When relationships are built, the work is easier to complete and more successful!

Q: What are the main responsibilities of a Jewish Life Advisor at Camp Harlam?

A: Jewish Life Advisors must commit to spending a full session at camp, to provide the Jewish Life Leadership and visiting faculty support. JLA's have the same responsibilities as a typical faculty member but additional responsibilities may include, but are not limited to:

- Assist the Jewish Life Supervisor in transitioning from one faculty group to the next
- Plan, facilitate, and organize the B'nai Mitzvah Tutoring program
- Collect and manage supplies for *Limmud* and *Israel* programming
- Function as leader within the faculty cohort, providing support and assistance with administrative, programmatic, and other systems related to the faculty group
- Help coordinate Snackulty-Faculty, the staff and faculty evening program



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- Liaison for any administrative or facility/emergency needs
- Serve as "senior advisor/mentor" to new faculty providing information, support and guidance as needed
- Establish rapport with Summer Jewish Life Supervisor, Jewish Life Department Staff, and ultimately all Leadership Team Staff to assure appropriate feedback and lines of reporting if issues arise with faculty members

Q: How long does a faculty member need to be present at camp?

A: We ask all faculty members to make a two-week (or 1 ½ week, depending on the time block) in-residency time commitment. Due to the limited number of faculty spots available, only those able to make this full commitment can fill a faculty spot. **Jewish Life Advisors must commit to being at camp for an entire session.**

Q: What is required of me outside of the two weeks at camp?

A: Each year, we will ask our faculty to spend some time before camp working to enhance and deepen Jewish life and learning at camp. One pre-summer in-person meeting and 1-2 virtual meetings will be required. Dates of these meetings will be shared as early as possible. Faculty members, Jewish Life leadership, and the Camp Harlam Professional Staff will be in communication throughout the off-season to prepare for the summer.

If selected for a faculty spot at Harlam, you will also be expected to do the following throughout the year and summer:

- Attend a virtual camp recruitment skill-building program with our professional staff.
- Meet with a Harlam professional staff to develop a plan for congregation recruitment during the 2024-2025 school year, participating in our Consecration Program, and serving as an ambassador to URJ Camping and Youth Programs. This meeting will include examining enrollment trends and setting goals for growth, both in terms of camper enrollment and congregational engagement. Faculty members will also be expected to:
 - Host a recruitment event that meets the needs of your community
 - Send, at minimum, one targeted email to age-eligible congregational families about camp
 - Post about enrollment on your personal social media page
- Assist with our efforts to partner with your congregation by ensuring your congregational leaders/families (professional staff, lay leaders and/or prospective camp families) visit camp in the summer of 2025. This can be accomplished through our multitude of visitor programs, such as Community Visitor Days, Community Cookouts or Prospective Camper programs (Rookie Day, Tours) or we can customize a visit for your leadership.

Congregational Responsibilities While at Camp: Camp is a great place to develop informal relationships with campers and staff from your Congregation. You should expect to be able to visit with your congregants and deepen relationships but will not be responsible for their care or need to facilitate communications between family and camp staff. Each session includes a Community Cookout where you will have a chance to spend dedicated time with your campers and take a congregational picture.

Camp Harlam tries its best to be a screen-free environment. We ask that you notify your home congregation that you may not be able to access calls immediately and ask that you refrain from having devices out in the presence of campers and staff.

Q: What criteria do you use to select faculty?

A: Decisions about who will be offered a faculty placement will be informed by several factors including:

- a. Prior involvement in/commitment to camp
- b. Number of Harlam campers coming from your congregation in relation to the age-eligible kids in the religious school



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- c. Number of potential faculty that apply from one congregation (we typically can accommodate only one per congregation)
- d. Housing availability during the weeks you are interested
- e. Other considerations, including the needs of camp

Q: Where do I live at camp?

A: Faculty members generally live at a camp facility called The Ritz. Each faculty living space provides private sleeping accommodation with a desk and refrigerator, either private or shared bathrooms, and indoor and outdoor public spaces. Faculty members with family joining them for the full two weeks may have adjoining rooms at the Ritz, if available. **We will continue to do our best to provide adequate space to accommodate families with multiple children/family joining them but cannot guarantee housing for additional childcare providers. Housing needs may impact week placement.**

Q: Can I request the weeks that I come to camp?

A: You may request to be at camp during a certain two-week period, but we cannot guarantee your placement. On the application you will have the chance to request your priority week and a second request. If you have a child who is camper-aged, we will take their enrolled session into consideration when determining week placements.

Q: Is my family able to join me at camp?

A: We encourage you to bring any children or spouses and partners to camp with you. For children between the ages of 3 (and potty trained) -7, we provide a day camp program called Camp K'ton. Camp does not provide childcare for children who are not eligible for Camp K'ton. Some evening care is also available if you need to fulfill faculty duties. More information about the Camp K'ton program, please reach out to Lisa David at ldavid@urj.org.

In order to ensure the success of our first-time campers, we are not able to accommodate faculty members who would also be experiencing their first summer on faculty at Camp Harlam at the same time as their child. This does not include former Camp K'ton campers. We hope that you can understand our need to prioritize your child's experience.

Q: Is my pet able to join me at camp?

The Camp Harlam and URJ policy is that we do not allow pets to accompany any staff or faculty member, regardless of length of stay. Qualified individuals who are disabled may request to be joined by their Service Animal, if necessary. More information about the pet policy, please reach out to Lisa David at ldavid@urj.org.

Q: What resources are there to support me during my time at camp?

A: The Camp Harlam Faculty are supported by many people in different ways throughout the summer. Ellie Tepper Schulman, Camp Associate Director, is the main contact for Faculty members throughout the off-season and helps to shape the vision for Jewish Life at camp. In the summer, the Jewish Life department has a seasonal supervisor who becomes the day-to-day contact for Faculty. In addition, the Jewish Life Advisor, who will be faculty member staying at camp for an entire session, will serve as a liaison to camp and to provide support and resources for their colleagues.

Q: What professional courtesies are offered to Faculty members?

A: For each two weeks that a faculty member is at camp, they earn a credit for half of the tuition for one child for one session at camp.

Q: What do I tell my congregation about being away for two weeks?



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A: We believe that the two weeks you spend at camp are not only beneficial for camp, but for you and your congregation. During your time at camp, you will have the opportunity to connect with your congregants (campers and staff attending camp) on a deeper level, to network and learn with and from colleagues, and to gain some insight and inspiration that might motivate you and provide some creative spark for your work when you return.

Q: How do I apply for faculty?

A: The faculty application can be found [here](#)!

Q: I still have more questions. How can I learn more about the Faculty role?

A: Please contact Ellie Tepper Schulman at etepper@urj.org or 610-668-0423 ext. 1037