



Business Office
301 City Avenue, Suite 110 | Bala Cynwyd, PA 19004
Tel 610-668-0423

Resident Camp & Retreat Center
575 Smith Road | Kunkletown, PA 18058
Tel 570-629-1390

**Harlam Council
Information**

Camp Harlam Council Covenant

PLEASE (1) COMPLETE & SIGN, (2) REMOVE THIS COPY, AND (3) PRESENT OR EMAIL TO AARON SELKOW (ASelkow@URJ.org)

Council Purpose

The purpose of the Harlam Council is to engage lay leaders in supporting URJ Camp Harlam and to leverage their expertise and experience. We provide advice and feedback, shape strategy and major programs, and generate resources to enhance the operations and impact of camp. While our Council does not have legal fiduciary responsibilities, our work is vital to Harlam’s success. Empowered to be involved and impactful, the Council – as a group – is responsible for:

- Shaping and protecting the mission, vision, and values of URJ Camp Harlam
- Understanding Harlam’s resource needs and generating financial support to help meet those needs
- Strengthening Harlam by connecting camp to its stakeholders and its stakeholders (current and future) to camp
- Serving as a sounding board for the Pro Staff, particularly the Executive Director
- Establishing and sustaining active lay leadership involvement through the Council, Committees, and Task Forces

As a group, the Council will develop goals, initiatives, and strategies to guide its work. We undertake this work in collaboration with the Pro Staff and Youth Program network of the Union of Reform Judaism.

Council Member Pledge

Together with camp’s Pro Staff, we are stakeholders in the future of Harlam, and we make a mutual promise that our work together is for the greater good of the Harlam community. Individually, as a member of the Council, each of us is called to contribute our skills, talent, and resources. We recognize that to be effective in our work, it must also 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.

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

- Give of my time, contribute my skills and financial resources, and leverage my relationships where possible
- Attend and actively participate in Council meetings
- Serve on at least one Committee or participate in at least one active project or Task Force each year
- 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 in communities and congregations through outreach, advocacy, and promotion
- Fulfill the Council “Development Commitments” (see page 2), including contributions to the Annual Campaign each year and support of any active Capital Campaign at meaningful personal levels

Full Name: _____

Signature: _____

Date: _____

Please complete/sign, retain one copy for your records, and return one signed copy to:
URJ Camp Harlam, 301 City Avenue, Suite 110, Bala Cynwyd, PA 19004 or CampHarlam@URJ.org.



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Development Expectations

To support Harlam’s fundraising efforts, it is imperative that Council members actively engage in development activities. **There is an expectation of 100% participation by members in making a yearly gift to camp at their own meaningful level towards the annual campaign to support scholarships, as well as participation at a meaningful level in an active capital campaign (i.e., Harlam@60/1958 Club).** No member is expected to make more than two gifts in one year.

We are all ambassadors in the development effort. Our ongoing stewardship of the donor community and the connections that we can make between potential donors and the Harlam development team are critical to our success.

We expect all Council members to participate in development by supporting at least one of these specific efforts:

- Serving on the Development Committee
- Identifying and connecting donors
- Encouraging summer camp visits and attending visits with donors
- Arranging solicitation meetings and/or conducting direct solicitations
- Helping with stewardship (i.e. loving our donors) in any way

As part of Harlam’s work to establish long-term sustainability and success, **we also invite Council members to consider joining our Harlam Legacy Society.** This program encourages stakeholders to add Harlam to their legacy and estate planning, which may afford Harlam additional matching funds through the Harold Grinspoon Foundation. *Please contact Harlam’s Development Director, Judith Friedman, with any questions regarding development at JGFriedman@URI.org or 610-668-0423, Ext. 1035.*

Council Structure

Harlam Council Executive Committee

- | | | |
|--------------------------------------|---|----------------------------|
| Michael Wilck – Chair | Marc Landis – Vice-Chair | Jeff Green – Member |
| Ali Reich – Vice-Chair | Aaron Selkow – <i>Exec. Director</i> | |
| Dan Fuchs – Immed. Past Chair | Lisa David – <i>Camp Director</i> | |

2019-20 Meetings

- **Fall** – October 26-27 Retreat
- **Winter** – January 19 (Zoom)
- **Spring** – April 26
- **Summer** – TBD

Standing Committees, Chairs, and Pro Staff

- **Executive Committee** – Michael Wilck (Aaron Selkow/Exec. Dir. & Lisa David/Camp Dir.)
- **Development** – Ali Reich, Peter Sklar & Rosanne Selfon (Aaron Selkow/Exec. Dir. & Judith Friedman/Dev. Dir.)
- **Facilities** – Dan Fuchs (Aaron Selkow/Exec. Dir., Jon Schulman/Op. Dir. & Jeremy Wasserman/Bus. Mgr.)
- **Financial Assistance** – Josh Laster & Michael Friedman (Aaron Selkow/Exec. Dir. & Cori Miller/Camper Care & Enroll. Mgr.)
- **Chaverim** – This group is comprised of former Council members that have accepted an invitation to receive ongoing, intermittent, communications regarding Harlam without the burden of an active Council commitment.

Ad Hoc Task Forces, Chairs, and Pro Staff (active as of August 1, 2019)

- **Harlam Council Restructuring** – Dan Fuchs (Aaron Selkow/Exec. Dir.)
- **Open & Safe: LGBTQ Task Force** (Lori Zlotoff/Inclusion Coord.)
- **Open & Safe: Interfaith Inclusion** (Lori Zlotoff/Inclusion Coord.)
- **Alumni Engagement** – Josh Fendrick (Lisa David/Camp Dir.)
- **Family Engagement** – Samantha Green (Ellie Schulman/Asst. Dir.)
- **Gesher (CIT) Program** – Amanda Wachstein (Alyssa Kress/Asst. Dir.)
- **Sustainability** – Shira Haaz & John Houston (Aaron Selkow/Exec. Dir.)



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Camp Harlam Mission & Vision Statement

Mission Statement *(as defined at the Council Retreat in November 2010)*

Create a vibrant, fun and caring camp community which enriches and strengthens Reform Jewish identity and values while cultivating lifelong friendships.

Vision Statement *(as defined by Council leadership in May 2011)*

Provide a transformative Reform Jewish camp experience for all members of our regional URJ congregations and those in the greater Jewish community that we may serve.

Open & Safe Statement *(as defined by Harlam Pro Staff and Council, revised May 2017)*

The Harlam community is established and reinforced as a sacred *Kehillah* (community). In keeping with the camp's mission to be a true and holy Reform Jewish community, our leaders have recommitted themselves to making sure that Harlam is a true reflection of today's families: we are all individuals of different sizes, different shapes, different colors, with different backgrounds, feelings and of different beliefs. Because of that, **we uphold one of our most cherished values, the belief that we are *B'tzelem Elohim* – created in God's image.**



For all people that are part of our community, **we are dedicated to making Harlam an environment for them that will be open, understanding, accepting and where bias and prejudice will not be tolerated.** To meet this challenge, our leadership and members of our staff work with various organizations and professionals to receive training and to develop further strategies to establish greater sensitivity to people in all segments of the Jewish community that may be represented at Harlam. In addition, we continue to focus on improvements that further our success in creating a more inclusive camp program and facility. Examples include new ADA-accessible cabins and facilities, the establishment of gender-neutral restrooms, and an expanded Camper Care Team that features a dedicated Inclusion Coordinator to ensure that each member of our community is welcome and supported regardless of any physical or intellectual disabilities, diagnoses or challenges.

Harlam remains committed to supporting and representing the lesbian, gay, bisexual, and transgender (LGBT) community in every way possible. **We stand proud with the Reform Movement in their passage of the resolution that affirms the rights of transgender and gender non-conforming people within our community.** We welcome campers and staff who may be in the midst of their transition, who may see camp as a positive, integral part of that process.

For over 30 years, the Reform Movement has been at the forefront of the Jewish world ensuring a welcoming environment for interfaith families and their children. Any child from an interfaith family who is being raised as a Jew has a place at our camp. Our commitment to interfaith families is at the very core of who we are, and we strive to do every single day.

Harlam will be a place where each child, staff member and any person who walks onto our idyllic campus should be safe and have the opportunity to become the best versions of themselves, able to enjoy all that our program has to offer.



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Harlam and the URJ

What is Reform Judaism and the Reform Movement?

- **Our Faith** | Reform Judaism maintains faith in the Covenant between God and Israel as expressed over the generations in the teachings of an ever-evolving Torah and tradition. Stirred by the mandate of *tikkun olam*, Reform Judaism seeks to be the living expression of those teachings. It welcomes all who seek Jewish connection to pursue a life of meaning as inspired by the Divine and proclaimed in the truths grasped by Jewish teachers throughout time.
- **In Community** | In sacred attachment to the Jewish people and with connection to the State of Israel, Reform Jews, as members of a group and as individuals, in holy congregations and in diverse settings, strive to make thoughtful choices about how we put our values into action. Reform Judaism asks us to seek the holiness that is present throughout creation through reflection, critical study, and sacred acts so as to renew our living Covenant with God, the people Israel, humankind, and the earth.
- **With Leadership** | The organizations of the Reform Movement* exist for the purpose of bringing the teachings of Judaism to the world. In partnership with one another, these organizations hope to realize the many lessons contained in those teachings by nurturing individual Jews, by sustaining congregations and groups that foster authentic and innovative community, and by shaping a shared destiny for Reform Jews with fellow Jews in Israel and around the world.

Learn More

URJ | URJ.org

URJ Youth | URJYouth.org

URJ Camp Harlam | Harlam.org

Harlam Giving | Harlam.org/Give

Harlam@60 | Harlam.org/Sixty

1958 Club | Harlam.org/Give/Support-Harlam60

* These include the Union for Reform Judaism, World Union for Progressive Judaism, Women of Reform Judaism, Men of Reform Judaism, NFTY and other affiliates. Visit URJ.org for more information.

What is the Union for Reform Judaism (URJ)?

The Union for Reform Judaism leads the largest Jewish movement in North America. The URJ provides vision and voice to build strong communities that, together, transform the way people connect to Judaism and change the world. More than 800 Reform congregations across North America affiliate with the URJ.

What is the Campaign for Youth Engagement (CYE)?

The CYE seeks to inspire more young Jews to embrace Jewish life as a path to meaning, purpose and joy. Central to our strategy is collaboration with Reform congregations, other Jewish organizations and individuals who are committed to youth engagement. Together, we are leveraging existing opportunities and launching new initiatives to engage many more youth. As core components of the campaign, the URJ Youth programs – NFTY Youth Group Programs, Camps, Israel Programs and Mitzvah Corps Social Justice Travel Programs – inspire thousands of youth and young adults each year. URJ Camps (16 overnight programs in North America) serve a combination of designated regional territories and more global Jewish community markets.

Where does Harlam Fit into the URJ and the CYE?

Harlam was one of the first overnight camps established by the URJ (in 1958.) Located on a 300+-acre campus in Kunkletown, PA, Harlam serves the Mid-Atlantic and lower-Northeast regions of the United States as well as Central and Western PA. This catchment includes urban and suburban areas in PA, NJ, DE, MD, DC and VA, with more than 125 URJ-affiliated congregations among its stakeholders. Harlam serves approximately 1,000 campers, 700 families, and 250 seasonal staff each year, with approximately 15,000 alumni of our program spread across the world. Like all URJ Camps, Harlam is part of the URJ stable of Youth programs and is owned and operated by the URJ. Harlam's Pro Staff is overseen by an Executive Director who has been hired by and reports to the URJ. Harlam's Council is a non-legal fiduciary board that functions as an advisory Council; each URJ Camp establishes its own lay leadership structure, but all Camps' volunteers are part of a network that supports each other in various ways.