

# Kadima

Teen Leadership Program

## 2019-2020 Dates & Tuition

### 2019-2020 DATES:

Wednesday, January 22, 2020	Teen applications due on or before this date, along with deposit
Wednesday, January 29, 2020	Kadima acceptance letters are emailed
Winter 2020 TBD	Kadima teens may volunteer their interest in joining KAB (Kadima Advisory Board)
Friday, February 21, 2020	First half of tuition balance is due (Take \$75 off if you'd like to pay in full by cash or check by this date!)
Wednesday, April 1, 2020	Second half of tuition is due
Late Spring 2020 TBD	Kadima teens are invited (appreciated, not required) to help with their camp's new family "welcome" event: Picnic (PEM) / Picnic (CTN) / Free Play (TEV)
Monday, June 29, 2020	Kadima teens start two days before campers do. Drop off is at 6:30pm at a central location. Buses will take teens to their camp, or teens can drive themselves to camp.
Monday 7/20 eve-Tuesday 7/21	Kadima teens (from PEM, CTN, and TEV) take a full Day Off.
Sunday, July 26, 2020	Visiting Day (including Kadima families)
Sunday, August 2, 2020	Kadima teens (from PEM and CTN) take a full Day Off.
Monday, August 3, 2020	Kadima teens (from TEV) take a full Day Off.
Saturday 8/8 eve-Sunday 8/9	Kadima teens (from PEM, CTN, and TEV) take a full Day Off.
Wednesday, August 19, 2020	Closing Day for Kadima (and campers)

### 2020 TUITION

Tuition for the full summer, including all out-of-camp trips	\$3,900
<i>Deposit due with application</i>	<i>\$300</i>
Stipend that your teen will earn at camp for their 2 weeks as a Counselor Associate (last two weeks of the program). Teens will receive this payment by check on the last day of camp.	\$400

#### Also available:

Discount for full payment by check or cash by February 3	\$75
Sibling discount for any younger campers you also enroll	\$200/session \$350/season

Financial Aid Please contact Sandy Jagher at [sandy@cohencamps.org](mailto:sandy@cohencamps.org) or 781.489.2070.

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## Frequently Asked Questions

*Thank you again to everyone who participated in S'mores Conversations with parents, DLD 2019 teens, Summer 2019 Staff and Leadership Teams, and phone and email communications with Stacey. The following are answers to many of the questions that you raised.*

### **How will my family and my teen find out about Kadima news?**

Information will be communicated via emails from Stacey and on the Cohen Camps website at [cohenamps.org/kadima](http://cohenamps.org/kadima). If you ever have a question, please contact Stacey at [stacey@cohenamps.org](mailto:stacey@cohenamps.org) or 781.489.2070.

### **The Program**

#### **Is the Kadima program a brand-new concept? Do other camps include a program like this?**

The American Camp Association has identified more than 400 Counselor-in-Training/Leader-in-Training programs across the country. Many camps, including Jewish affiliated and non-religious, have established the CIT program during the 17-year-old summer. These programs' success at serving teens' growth and strengthening younger campers' experiences prompted us to look at these developmentally appropriate programs. Stacey has visited, researched, and interviewed many camps about this model; we are building on their learnings and best practices.

#### **How will teens learn leadership and counselor/camper care skills?**

Each camp's Kadima Coordinator and Kadima leaders—experienced adults and counselors, trained by Stacey—will mentor and coach the teens throughout the Kadima journey. Kadima teens will enjoy fun, competitive, and reflective activities that explore the weekly leadership and camper care/counselor themes. The activities, while thematic in nature, are all intended to be examples/models of activities that they can facilitate with their own campers.

#### **How will Kadima teens be integrated into camp?**

From the start of staff orientation and ongoing staff training, the Leadership Team is dedicated to supporting the Kadima program and the teens, making sure that counselors understand their roles and work along with Kadima teens as a strong, supportive, and positive presence. With the Kadima integration into bunks and in departments, teens will demonstrate their leadership skills and will grow their bonds with campers and counselors.

Kadima teens will be a part of the fabric of daily life at camp. They will rotate through multiple departments as assistants, co-teachers, and leaders, trying on and teaching in areas of interest and where needed. Kadima teens will join multiple bunk communities in the young and middle age groups for daytime and nighttime bunk activities on a rotation. They will take part in dining hall table management, as a support to campers and staff while also supported by staff.

Kadima teens will be expected to wear Kadima t-shirts given to them by camp on their first day, in the same way that staff wear staff shirts. Kadima teens will design a Kadima sweatshirt for colder days.

#### **How will Kadima teens have a voice in this program?**

In late winter, Stacey will put out a request for Kadima members to join KAB (Kadima Advisory Board). This board will add input, perspective, questions and ideas to help shape their upcoming summer experience.

During the Kadima summer, teens will be invited to provide feedback as part of each week's learning experience. This frequent dialogue will help the staff ensure they have a good sense of what's working and what would benefit from review and modification.

### **Are there ways to individualize the Kadima teens' experience based on their interest?**

Kadima teens will leave camp certified in First Aid, CPR, and AED. Teens will also have an opportunity to become certified lifeguards if they are interested in working on the waterfront at camp. Some teens will dedicate time to camp-specific, problem-solving projects, which they will craft and propose with administrative coaching.

### **Is every Kadima teen guaranteed to get a counselor job offer for the following summer?**

The Kadima program teaches and cultivates CIT/CAT/CAs' practice of leadership and camper care/counselor skills. Like any training program, it is a two-way street; participation is not an automatic guarantee of a job the following summer. Kadima teens who demonstrate their growing skills and who learn to give and receive ongoing feedback will increase their likelihood of getting hired. We hope and intend to hire as many Kadima participants as possible!

## **Eligibility and Enrollment**

### **How and when can a teen sign up for Kadima?**

After the Kadima meeting on October 27, 2020, the updated Kadima application will be sent via email. The application will be due January 22, 2020.

### **Who can apply to Kadima?**

Teens who were in Y'rush (Pembroke), Bunks 8/18 (Tel Noar), and Biryah and Tel Chai (Tevya) in 2018 and/or Dor L'Dor 2019 are welcome to apply to Kadima.

## **The Yurt Village**

### **Where will Kadima teens live?**

Kadima teens will live in the yurts, which will each contain bunkbeds and clothes storage spaces, just like a cabin. A Leader will live in each yurt, so that Kadima teens have someone to turn to and rely on as needed.

### **How will the Common Building be used?**

The Common Building is the hub of Kadima community gathering. Its indoor and outdoor spaces will be a home for group work and fun. Kadima teens may use its WiFi, office space, and kitchenette during their free periods, too. As needed, other camp activities may also take place in the Common Building, but Kadima is its primary purpose. The Kadima Coordinator will live in the Common Building.

### **Where is the bathroom in the Yurt Village?**

Ample bathrooms and showers are located in the Common Building.

### **When will Kadima teens move out of the yurts and into the bunks?**

Kadima teens will get promoted to Counselor Associate and move into bunks during the last two weeks of camp, so they can experience bunk life. (Returning Dor L'Dor teens will move into the yurts, so that they can connect, reflect, and spend the last two weeks of camp together.)

## **Schedule**

### **When will Kadima teens come to camp?**

On Monday, June 29 at 6:30 pm, Kadima teens will meet at a central location. Buses will take them to camp. Kadima orientation will take place the day before campers arrive. If teens choose to drive their car to camp, they will drop off their belongings at the yurt and then know that they will not use it until their 1<sup>st</sup> session day off and then when they have Counselor Associate status during weeks 6 and 7.

### **Will Kadima teens be encouraged to attend any events prior to the summer season?**

Each camp has a "new family" day at camp in early June. We encourage Kadima teens to come to camp to start their leadership experience and help new campers start to get to know camp. Kadima attendance is appreciated but not required. The Directors and Stacey will be in touch early spring regarding the outline of the day.

**Will there be a special trip during the summer for Kadima teens? Is there an extra fee for the special trip?**

Yes, there will be a special trip! We’re working out the details but can share this much so far: this trip will bring together all the Kadima teens from all three camps, so they can reconnect with their Dor L’Dor friends, too. It will take place towards the beginning of the summer so that Kadima teens can enjoy time together and begin their Kadima journey into counselor/camper care and leadership skills. There is no extra fee for this special trip.

**How will Visiting Day work for Kadima teens?**

Kadima teens will experience Visiting Day the same way a camper experiences Visiting Day. Parents are invited to visit.

**What are Days Out?**

Days Out will be Kadima-only trips that take place during weeks 1-5. A Day Out may be for teens from that camp only, or for the Kadima cohorts from all three camps. Days Out will give the teens opportunities to deepen friendships, rejuvenate, and have lots of fun in a variety of places in New England.

**Are there Days Off, meaning nights and days away from camp?**

Yes, Kadima teens will have three Days Off each:

Day off:	Starts at:	Due back for sign-in:
All three cohorts: <b>Tuesday, July 21</b>	Monday, July 20 at 5:45pm >>>	Tuesday, July 21 at 9pm
Pembroke & Tel Noar only: <b>Sunday, August 2</b>	Saturday, August 1 at 5:45pm >>>	Sunday, August 2 at 9pm
Tevya only: <b>Monday, August 3</b>	Sunday, August 2 at 5:45pm >>>	Monday, August 3 at 9pm
All three cohorts: <b>Sunday, August 9</b>	Saturday, August 8 at 5:45pm >>>	Sunday night, August 9 at 12 midnight

A parent/guardian will need to sign the required Day Off permission form on the teen’s CampInTouch dashboard.

**What are Nights Out? What are Nights Off?**

Nights Out will be fun Kadima-only activities outside of camp at least once each week during weeks 1-5. The teens will help to choose where they will go out of camp.

During Counselor Associate time, weeks 6 and 7, Kadima teens will have opportunities to sign out for Nights Off out of camp with friends and counselors. They may use their car and travel in others’ cars.

**Will teens have free periods in their schedule, and will they have opportunities to leave camp during a free period?**

Yes, teens will have a free period per day. They may sign out, leave camp, and be back in time to sign in and be ready for their next period.

**More FAQs**

**Are the Kadima teens able to have a car at camp?**

Yes, Kadima teens are allowed to have cars at camp if space allows.

**What is the phone policy?**

Kadima teens may have a phone. To maintain the unplugged atmosphere for campers, Kadima teens, like staff, must follow certain guidelines. They must store their phone in their yurt during the day and when with campers. When teens want to use their phone, they will need to be on a free period, in rest hour not on bunk duty, or free at night after the bunk’s lights out when not on bunk duty. Please look for the Appropriate Use of Technology form on the teen’s CampInTouch dashboard; teens will need to sign their understanding of the policy.

**What will teens' role be during mealtime?**

Mealtime is a formative community experience at camp. Kadima teens will be expected to be a part of table management alongside counselors.

**Is my teen able to gain/earn community service hours?**

Yes, school credit for community service hours is possible. Teens should discuss their specific community service requirements with staff at the beginning of the summer. Each Kadima cohort will decide on a camp beautification project. This project is a Jewish value of *hiddur mitzvah* which is the principle of enhancing a mitzvah through aesthetics, e.g. much like using a challah cover. In addition to enhancing camp through *hiddur mitzvah*, this project will generally qualify as community service hours.

**What if I have a question not answered here?**

Please contact Stacey at [stacey@cohencamps.org](mailto:stacey@cohencamps.org) or 781.489.2070.