

MEMORANDUM

To: Stefanie Zelkind, Director, Jewish Teen Funders Network  
Naomi Skop Richter, Program Associate, Jewish Teen Funders Network

From: Wendy Rosov, Principal, Rosov Consulting  
Sarai Brachman Shoup, Director, Philanthropic Advising, Rosov Consulting

Re: JTFN Camp Philanthropy Pilot Program Findings

Date: November 20, 2012

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On behalf of the team at Rosov Consulting, we are pleased to present this memo of findings from our formative evaluation of the JTFN Camp Philanthropy Pilot Program.

This report, utilizing the results of three separate survey instruments for campers, camp staff and camp administrators at the 19 participating Jewish residential summer camps, provides analysis of the first full year of the initiative, including a list of key issues that JTFN may wish to consider as this project continues and expands.

Please feel free to be in touch with us with any comments or questions about the study or the contents of this report.

All the best,

The Rosov Consulting Team

## I. PROJECT BACKGROUND AND SUMMARY

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In summer 2012, the Jewish Teen Funder's Network (JTFN), established in 2006 to increase the number of Jewish youth philanthropy programs in North America, launched the Camp Philanthropy Pilot Program in 19 Jewish residential summer camps<sup>1</sup> comprising 22 total camp sessions<sup>2</sup>. The Camp Pilot is an extension of JTFN's collaboration with several camps over the past five years representing an effort to adapt the JTFN year-round youth philanthropy program to the camp setting.

At each camp, teens convened a teen foundation board, identified giving priorities, researched possible grantees, reviewed grant proposals, conducted site visits and worked through consensus to award grants. JTFN provided \$1500 to each participating camp to cover expenses and grantmaking and invited federations with connections to the selected camps to contribute additional funds toward the grantmaking aspects of the initiative.

The camp model primarily targeted high school-age youth (with a few camps electing to involve pre-teens) and the programs ran between three and eight weeks for each group, depending on the length of the camp session.

In June 2012, Rosov Consulting was commissioned to undertake a formative evaluation of the JTFN Camp Pilot with a mandate to explore implementation and immediate post-program outcomes on participants, staff, and participating camps. Specifically, JTFN, the pilot's main funders, asked us to gather information that would help determine the scope and scale of the initiative moving forward.

In consultation with JTFN staff and the project funders, the following topics of exploration were identified and include: JTFN Funding; group size and selection; program hours; program content; staff support from JTFN; participating camp staff; staff support from JTFN; participating camp staff; parent communication; impact on camp; participant learnings and short-term outcomes; future plans for program implementation; and local federation participation.

This report reviews the major findings from this work and identifies issues for JTFN to consider moving forward as well as possible areas for further research and analysis.

## II. METHODOLOGY AND RESPONSE RATE

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In close consultation with JTFN program staff, Rosov Consulting developed content for three separate survey instruments for participating campers; camp staff who had direct, on-the-ground responsibilities related to program implementation; and camp administration.

Campers and staff completed pen and paper surveys while administrators completed their survey online. On July 6, hard copies of the camper survey were sent to participating camps; Staff surveys were mailed on July 27, and the administrator surveys were posted between August 23 and October 15.

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<sup>1</sup> JTFN provided funding to 18 of the 19 camps. Camp Ramah in the Berkshires, implemented the JTFN program and participated in this study but was not eligible for the JTFN grant because it had already been running a similar program.

<sup>2</sup> Since three camps each ran two non-concurrent sessions of the JTFN pilot, the number of discrete pilot programs is 22.

This report focuses on findings from self-reported quantitative and qualitative responses from campers, camp staff, and camp administration. It reports findings in the aggregate (all campers, all staff, all administrators); individual camps are not the unit of analysis. For this further analysis may be helpful in order to understand how the effort “plays out” in different contexts. (See Section V, “Areas of Further Analysis,” p. 16).

### Survey Response Rates

Of a total of 626 participating campers in the 22 sessions, 557, or 89%, completed the survey instrument (See Table 1 below). Forty-two staff from the 19 camps filled out the survey instrument. One administrator each from 18 of the 19 camps<sup>3</sup> filled out the survey instrument.

**Table 1: Camper Response Rate by Camp**

Camp	Camper Surveys Sent	Camper Surveys Received	Response Rate by Camp
<b>B'nai Brith Jewish Community Camp</b>	46	38	82.6%
<b>Camp Darom</b>	18	14	77.8%
<b>Camp Laurelwood</b>	11	11	100%
<b>Camp Ramah in the Berkshires</b>	8	4	50.0%
<b>Camp Tawonga</b>	5	0	0%
<b>Eden Village Camp</b>	19	17	89.4%
<b>Genesis at Brandeis University</b>	14	11	78.6%
<b>Habonim Dror Camp Galil</b>	23	6	26.1%
<b>Habonim Dror Camp Na'aleh</b>	11	0	0%
<b>Habonim Dror Camp Tavor</b>	28	25	89.3%
<b>Herzl Camp</b>	84	73	86.9%
<b>JCC Camp Chi</b>	20	18	90.0%
<b>JCC Maccabi Camp Kingswood</b>	23	23	100%
<b>Passport NYC: Session I</b>	16	16	100%
<b>Passport NYC: Session II</b>	14	13	92.9%
<b>URJ Camp Coleman</b>	17	15	88.2%
<b>URJ Camp George</b>	38	33	86.8%
<b>URJ Camp Harlam: Session I</b>	70	69	98.6%
<b>URJ Camp Harlam: Session II</b>	55	53	96.4%
<b>URJ Greene Family Camp</b>	65	65	100%
<b>URJ Henry S. Jacobs Camp: Session I</b>	42	42	100%
<b>URJ Henry S. Jacobs Camp: Session II</b>	11	11	100%
<b>Total</b>	<b>626</b>	<b>557</b>	

### Camper Respondents

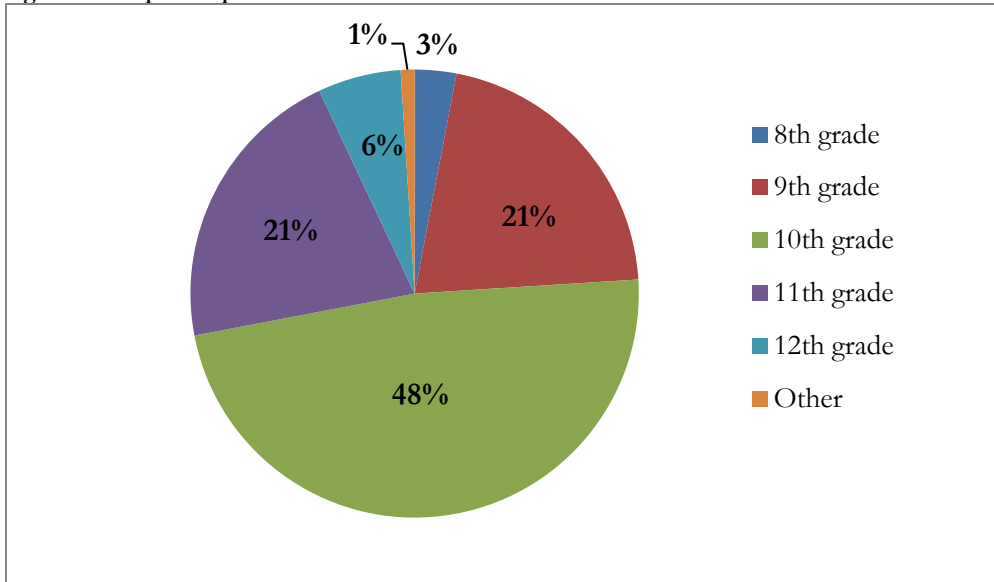
Fifty-seven percent of camper respondents identified as female and 43% as male. Just fewer than one half of camper respondents (48%) reported that they were entering 10<sup>th</sup> grade in Fall 2012, and 42% said they were entering either 9<sup>th</sup> or 11<sup>th</sup> grade (See Figure 1 below).

The majority of camper respondents (58%) identified as Reform, one-fifth as Conservative, and just over one-tenth (13%) as “Just Jewish” (See Figure 2 below). Since 52% (288 of the 557) of the camper respondents were attending one of the five camps associated with the Reform movement, the high percentage is not unexpected.

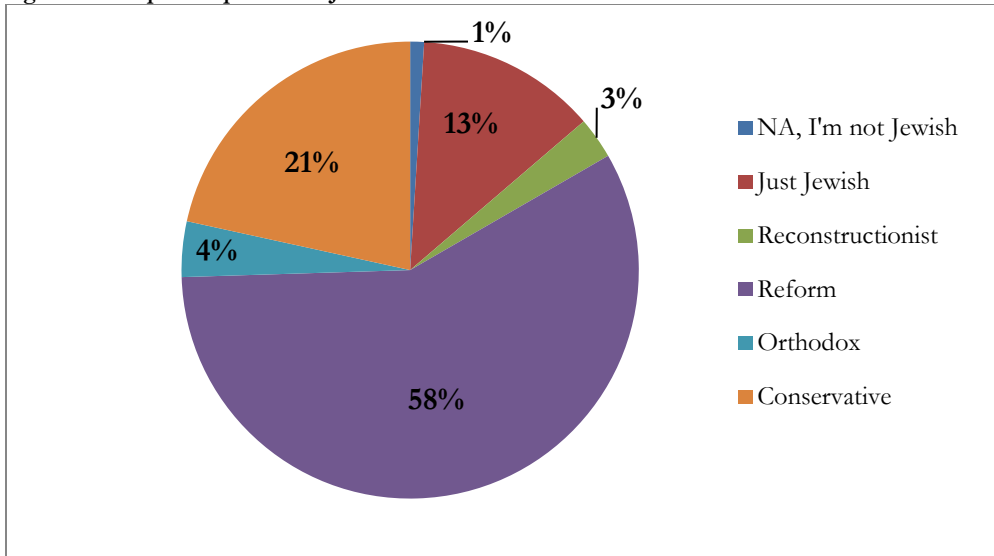
<sup>3</sup> An administrator survey was not received from Camp Laurelwood.

Thirty percent of participating campers reported that they had participated in a teen philanthropy program prior to their experience at camp. Of this group, 73% participated in a program connected to a Jewish organization. Twenty-two percent of all camper respondents, then, had previously been part of a specifically Jewish philanthropy initiative.

**Figure 1: Camper Respondents: Grade in School**



**Figure 2: Camper Respondents: Jewish Denominational Affiliation**



**Staff Respondents**

Sixty-two percent of staff identified as female and 38% as male. With regard to Jewish denominational affiliation, the highest percentages of staff identified as either Conservative (30%) or Reform (25%). Seventeen percent of staff identified as Renewal and 11% as “Just Jewish.” When comparing to the camper responses, staff answers should be taken in context: for example, 12% of staff as opposed to 51% of campers were at the Reform movement camps.

### III. FINDINGS

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*“Teen philanthropy teaches youth that what they learn and experience within the 'bubble' of summer camp can and should have lasting impact on their lives on outside that bubble. It also teaches independence, personal and communal responsibility (great for rising staff) and lifts the tikkun olam conversation from the hypothetical to the real.”*

- Staff Respondent

Overall, campers, staff and administrators alike saw the Teen Philanthropy program as a positive contribution to the camp experience. However, there is evidence to suggest that moving forward JTFN will need to consider a more tailored approach with individual camps and across the board programmatic changes that are more “camp-like” and interactive.

The following findings are organized by topics of exploration presented above.

#### 1. Funding

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Award amounts, as reported by 15 of the camps,<sup>4</sup> range from \$1000 to \$3180.<sup>5</sup> Almost half of the camps (seven) said that they gave away between \$1000, the minimum required by JTFN, and \$1250 (See Figure 7 below). Total awards made by all reporting camps in Summer 2012 was \$25,100, and the average per camp, among the 15 camps, was \$1647.

Despite the range of award amounts, 93% of staff reported that these amounts were “just right” and only 7% reported that they were “too little.” This suggests that award amounts (above the required \$1000) may be immaterial to the Teen Philanthropy program.

A majority of the camps raised, or contributed from their own budgets, additional funding for the program. In fact, just six of the 16 reporting award amounts gave out the minimum, \$1000. All ten of the others designated funds from camp operating budgets to the program: These amounts ranged from \$300 to \$1680, with most (six camps) simply opting to reorient to grantmaking the \$500 JTFN had permitted for expenses. In addition, five Reform-affiliated camps each received \$500 from the Union of Reform Judaism; one camp held a camper-organized fundraiser and raised \$220 towards the program; and one collected \$1000 from parents. No camps reported additional funding directly from local federations.

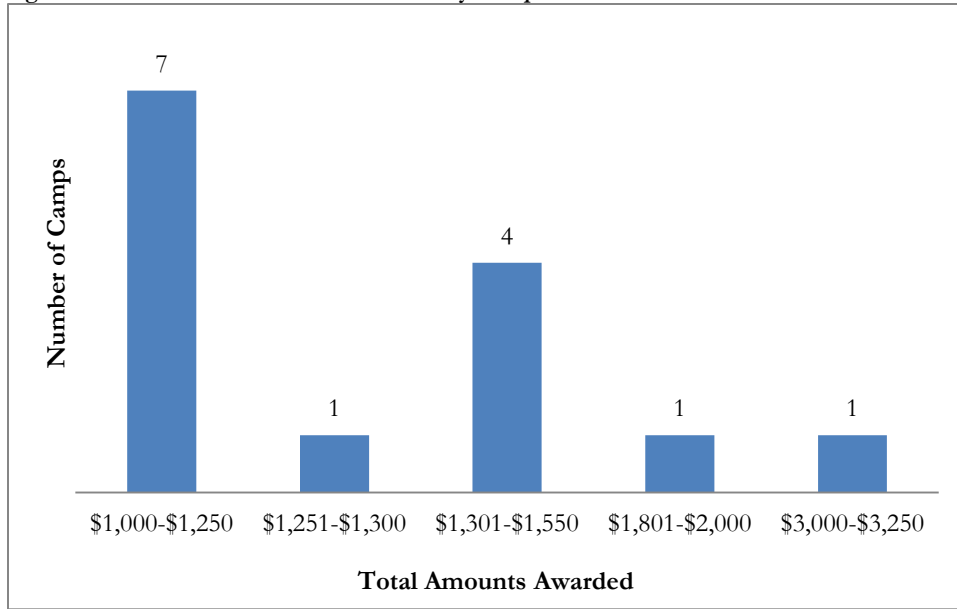
Since, as indicated by these figures, 60% of the camps appear not to need the expense subsidy; JTFN might consider offering the \$500 on an as-needed basis, while continuing to allot the \$1000 to all eligible camps. Although this could have the effect of decreasing grantmaking totals at some camps, this should not negatively impact the program since, as noted above, award amount may not be significant to successful program implementation.

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<sup>4</sup> This number does not include Camp Ramah in the Berkshires, which did not receive JTFN funding and thus was not required to adhere to JTFN grantmaking guidelines. Camp Ramah in the Berkshires reported awards totaling \$400.

<sup>5</sup> Information provided by JTFN staff.

**Figure 3: Total Amount Awarded in Grants by Camps**



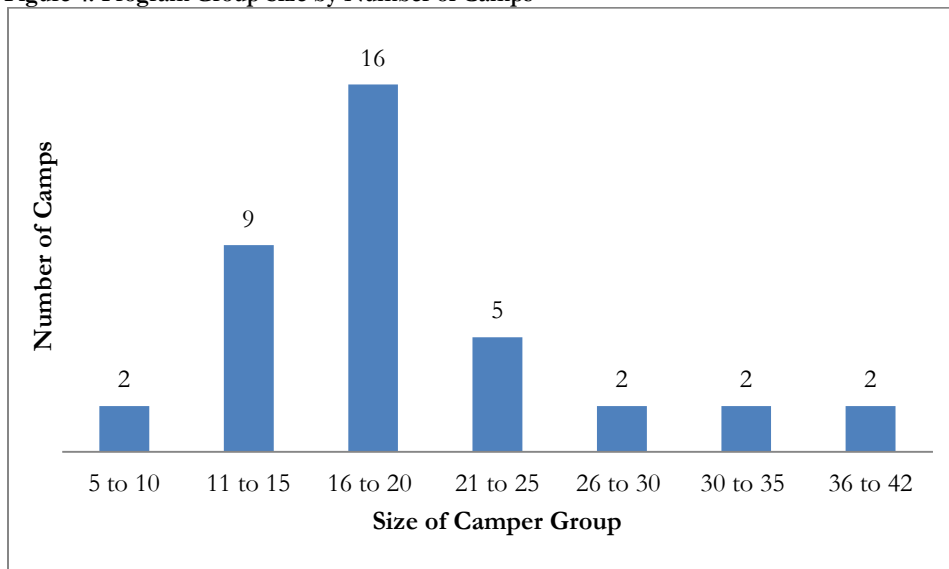
## 2. Group Size and Selection

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Twelve camps reported running the program with a single cohort of campers. Although one camp said it ran eight cohorts simultaneously, the other five camps indicated that they supported between two and four cohorts. All together, the 18 camps whose administrator responded to this question yielded 38 separate cohorts in Summer 2012.

As a condition for participation, camps agreed that each cohort would comprise at least 10 campers. Camp administrator respondents reported cohort sizes ranging from five to 42 campers with sixteen cohorts reporting 16 to 20 camper participants. Another eleven cohorts reported involving more, 21 to 42 participants, and two said they had many fewer, five to ten individuals (See Figure 4 below).

**Figure 4: Program Group Size by Number of Camps**



Eighty-six percent of staff reported that their group size, wherever in the range, was “just right;” another 12% thought that it was “too big,” and 2% think it was “too small.” Over three quarters (78%) of camper respondents thought their groups were “just right” and just over one-fifth (21%) thought they were “too big.”

Staff reported that for over three quarters of campers (77%) participation in the Teen Philanthropy program was mandatory. A number of staff expressed support of this policy, saying that requiring participation encouraged more campers to participate. A few staff suggested making the introduction to the program mandatory and participation voluntary

*“Mandatoriness makes sure ‘cool’ campers and other who not normally be involved in such an endeavor get involved, which allows a wider variety of suggestions and ideas.”*

- Staff Respondent

*“I definitely think it should be voluntary. Students are so much more engaged when they are there by choice.”*

- Staff Respondent

### **3. Program Hours**

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The JTFN program stipulated that each teen cohort should spend at least 15 hours in the program. Despite that, 82% of staff respondents reported that fewer than 15 hours were dedicated to camper involvement in the program (See Figure 5 below).

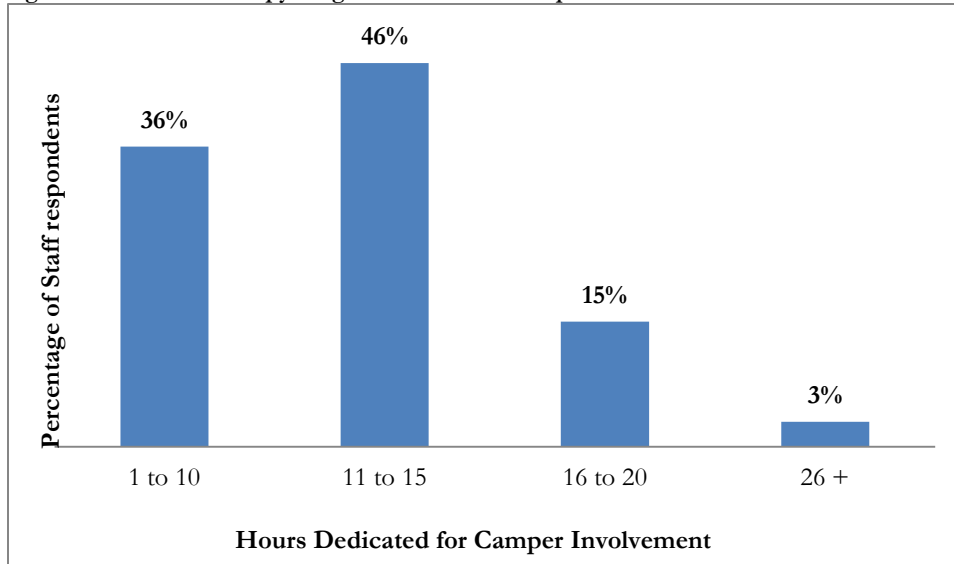
The majority of staff (72%) reported that the amount of time spent on the JTFN program was “just right,” while fewer, 62%, of campers felt that way. Seventeen percent of staff and 31% of campers said that “too much” time was spent; and 11% of staff and 7% of campers think that “too little” time was allocated. Significant here is the nearly one-third of campers who would rather have spent less time in the program, as well as the difference in perception between the staff and the campers on this issue.

It should be noted that since in fact the staff and administrators expressed concern about time it may be unlikely that camps would be able or willing to allocate more camp hours to the program.

*“[It was challenging to] find enough time to run this programming on top of the normal programming we run for the kids...”*

- Administrator Respondent

Figure 5: Teen Philanthropy Program: Dedicated Camper Hours



#### 4. Program Content

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The program itself received high marks from most campers: Sixty-nine percent viewed the content as “interesting.” Further, 79% of campers thought that the content was presented in an “understandable way,” and 65% of campers feel that the program activities were well designed and creative. Fifty-two percent reported that the program felt special compared to other things they did at camp).

*“[The program] helped me learn about teen philanthropy in a way I never would.”*

- Camper Respondent

Despite this rather positive feedback from campers, nearly one-quarter of camp staff (ten of 42 responding) identified that, in order to attract and keep campers’ attention, the program needs to be more “fun,” “creative,” and “engaging.” These findings are not necessarily contradictory, and may demonstrate that different camps require different orientations.

When asked to rate how helpful program components are to learning about philanthropy on a scale from 1 to 5 (where 1 was not at all helpful and 5 was very helpful) campers reported that site visits were the most helpful, followed by celebrating decisions with the larger camp and non-camp communities, and, then, making collaborative funding decisions with their groups. Defining the mission is ranked as least helpful (See Figure 6 below).

*“The most fun thing was when we actually decided who/where the money would go to. I liked this because it was fun listening to everyone and hearing what they had to say.”*

- Camper Respondent

*“Group discussion - my group held serious conversations and we were able to maturely come to consensus. I was able to see shades of people I hadn’t seen before.”*

- Camper Respondent

Further, when asked to elaborate on some of the highlights of the program, many of the campers and staff focused on the site visits: “I highly enjoyed going to Camp Sunshine. It is a magical place filled with hope and laughter when normally those kids would have none,” wrote one



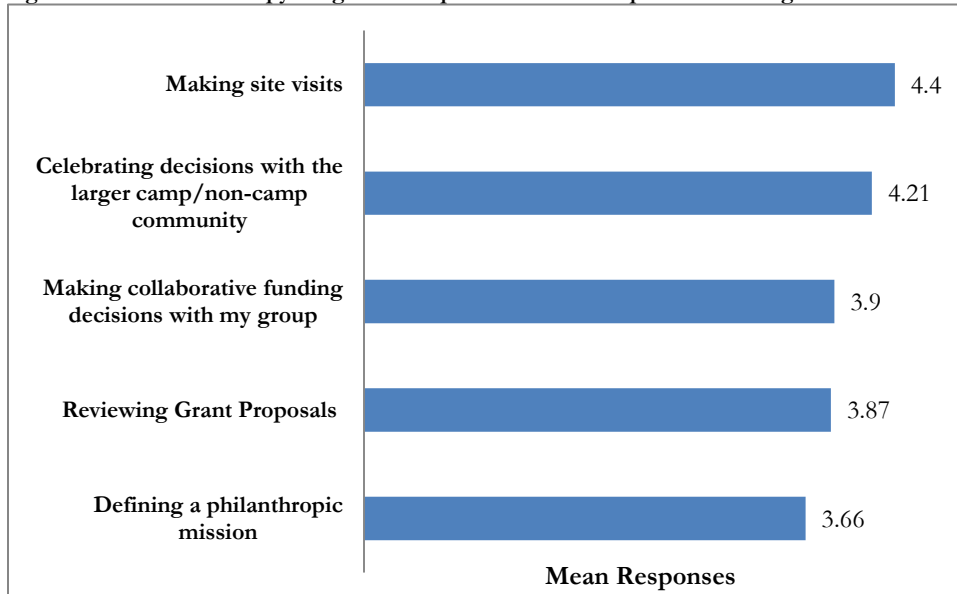
camper. Another responds, “We were truly treated like adults on our site visits and the whole experience was extremely empowering.” A staff member recalled a site visit to Habitat for Humanity “when the kids got all dressed up to visit, they spent over an hour talking to their director, asked really great questions, and really cared about the responsibility they had.” And another writes, “The campers were so passionate and interested during our site visit. I was SO [capitalization by respondent] proud of them!”

Many of the participating camps used the JTFN program in conjunction with other educational curricula. Ten camp administrators report that the JTFN curriculum was combined with a service-learning or volunteering component. In most cases, the Teen Philanthropy program was incorporated into service-learning programs they had in place. When asked to share any suggestions for improving the program, many campers said that they would like to see more hands-on volunteering as part of the program.

In addition, two camps added a fundraising component to the philanthropy curriculum, eleven added other educational components; and the qualitative responses reveal that several camps incorporated their own materials into the JTFN-provided ones.

These findings come into clearer focus when considered with administrators’ qualitative remarks about the curriculum. The general sense is that there is a need for camp-level interpretation of the curriculum given that camps have different atmospheres and approaches. Two administrators discuss the need to adapt the “theoretical” components to a camp setting: One wrote that the proposed activities were not “active enough for a group of 14-year-olds;” another said, “We are not a ‘text-heavy’ camp, so we continually sought ways to ‘campify’ the curriculum.” At least five camp administrators reported difficulty in carrying out site visits given the remote location of their camps.

**Figure 6: Teen Philanthropy Program Components: Most Helpful in Learning about Philanthropy**



## 5. Support from JTFN

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Overall, staff responses seem to indicate that staff could have used more and different kinds of training from JTFN.

The majority of staff (69%) in fact received either no training (37%) or informal peer-to-peer training (32%). Of those who were trained by JTFN – 24% by participating in a webinar, 5% through a one-on-one training with a JTFN staff member, and 2% from the in-person training in New York City – 46% reported that they felt that the JTFN staff trainings prepared them to lead their groups while 50% felt neutral.

Comments on the JTFN staff trainings range from “helpful,” “extremely helpful,” “valuable,” and “excellent” to “overwhelming” (used by two people). One offers it might have been helpful to “walk through” the curriculum, saying that the training addressed the basics but not the “*tachlis*.” In a similar vein, another administrator says she wasn’t sure how to adapt the program to his camp setting and would have appreciated one-on-one conversations with an expert. Another individual recalls feeling “boxed in” and unsure how to tailor the program to the camp, but said that some of those worries subsided after camp started.

Regarding written materials, 73% of staff felt that what they received from JTFN prepared them to lead their groups while another 18% felt neutral and 9% did not feel that the materials sufficiently prepared them. The majority of responding staff (68%) said that they used the sample sessions provided as a guide in adapting their own lessons. Notably, 26% reported that they had not received them.

*“In addition to the materials in the JTFN guide, we crafted a few programs that resonated with our teens in their particular camp surroundings.”*

- Administrator Respondent

One-third of staff reported that they got what they needed from JTFN. Eighteen percent thought that they could have benefited from more support. Drawing from qualitative responses about support from JTFN, of 30 responses, nine indicated that it was sufficient, but another 14 responses varied widely. Three requested a mid-season check-in; two would have liked ‘canned’ grants or a list of possible grantees; another couple suggested providing sample sessions, timetables and forms to use; and two more thought more training -- to more staff and/or via more webinar sessions reviewing materials – might have been helpful.

Notably, even though staff generally felt supported by JTFN, administrators felt there could have been more support. One-third (six) of the camp administrators do not feel that anything further was required with regard to support from JTFN. Several themes stand out in the responses from the remaining twelve: two expressed interest in having a list of possible grantees made available to them, four requested either camp visits from JTFN or a “midway check-in call” to answer questions and provide guidance; and three think that interaction between participating camps would be helpful (for two different reasons, one for the sake of the campers who might enjoy feeling part of a larger movement; the other two having interest in learning from other facilitators).

## 6. Participating Camp Staff<sup>6</sup>

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The majority of camps (12) involved one to three camp staff in the program. Three camps had four to six staff, two had from six to ten, and one camp had over 11 staff participating. These numbers come into clearer focus when considering that 12 camps had a single cohort and one had eight (See “Group Size and Selection,” p. 5 above). Overall, it appears that the general tendency was to involve one to three staff per cohort.

The grand majority, 76%, of staff reported that they had never participated or led any type of Teen Philanthropy program. Of those who had, 21% of the programs were connected to Jewish organizations, which means that just two staff had been involved in a Jewish philanthropy initiative prior to leading one. And yet, in the camper survey, 80% reported thinking that their program leaders were knowledgeable about Jewish philanthropy. This, combined with the information that almost 70% of staff received no formal training from JTFN (See “Staff Support from JTFN,” p. 9 above) and the different types of guidance that the staff and administrators are seeking (Again, see “Support from JTFN” above), should help guide JTFN training practices.

Results concerning staff selection are rather inconclusive given the diversity of reported staff background and selection criteria utilized. Twelve of 18 camp administrators report that they chose staff who worked with the age groups of participating campers, and fourteen reported that they selected staff who had particular skills or background, including experience with philanthropy, social action, youth empowerment, and facilitating teen programs. Despite a few camp administrators commenting in the qualitative responses that they had difficulty finding the right people to lead the program, 64% of campers feel that their leaders were engaging and fun. Taken together, this may indicate some room for improvement in selection, training and/or development of program content.

## 7. Parent Communication

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*“Our parents were happy that their teens had an opportunity to learn about philanthropic opportunities available for their children to learn and take these experiences home with them.”*

- Administrator Respondent

Camp administrators reported communicating with parents about the Teen Philanthropy program through a variety of mediums before, during and after camp. Camps indicated a significant preference to communicate with parents via social media – and especially camp blogs – and other online platforms as compared with print options. Camps also signal greater likelihood of communicating with parents before and during camp than after camp ends (See Table 2 below).

Although 61% of camp administrators reported that they did not receive feedback from parents about the Teen Philanthropy program, those that did receive feedback reported only positive and encouraging reactions. Although one-third of camp staff imagine that the Teen Philanthropy program might make a difference to parents choosing camps, a parent survey might help JTFN market the program to camps and funders.

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<sup>6</sup> In a letter sent to each camp with the staff surveys, JTFN provided the following criteria to help camps identify appropriate staff to fill out the survey: Participating staff should have developed and/or implemented at least two aspects of the program; served as support staff during at least half of the program; and/or developed the curriculum plan for at least half of the program as well as provided direct supervision to staff who implemented the program.

**Table 2: Reported Methods of Communication with Parents: Before, During and After Camp**

	Before Camp	During Camp	After Camp
Through camp Twitter feed	6	5	1
Through Camp blog	6	12	6
Through Camp Facebook group	8	9	4
Through Camp email newsletter	7	9	6
Through camp printed material	1	1	1

## 8. Impact on Camp

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Two-thirds of staff felt that the JTFN program helped to strengthen relations between their camps and local organizations, and just under one-third felt neutral. Seventy-two percent of staff saw the program as having an overall positive impact on camp experience; 8% view the program as having an overall negative impact.

Administrator surveys reveal that a very wide range of staff and counselor time was dedicated toward the planning, preparation and execution of the JTFN program. It is difficult to compare camp to camp since every camp assigned duties differently among full-time camp staff, senior staff and counselors. Regardless, as backed up by the qualitative responses, the program required a great deal of time at all levels of staff. For a detailed breakdown of time on various tasks spent by specific staff members please see Appendix 3, question 10 on page 36.

## 9. Participant Learnings and Short-term Outcomes

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### Approach to Philanthropy

Participants in the JTFN program convey a significantly increased knowledge about and interest in philanthropy, although they may not view it solely within a Jewish context.

The grand majority of camper respondents indicated definitively that the program has informed their understanding of and desire to become involved in philanthropy: About the same number (72 - 75% of respondents) either “agree” or “strongly agree” both that they have gained a better understanding of how philanthropy works and that the program inspired them to consider ‘giving back’ in some way. In fact, 77% report that the program helped them identify the types of causes to which they would like to contribute (See Figure 7 below).

*“[The program] provides a chance to make tough, important decisions and an opportunity to collaborate and make a difference.”*

- Camper Respondent

Although the program appears to have transmitted the connection between Jewish values and philanthropy (with 80% of participants either agreeing or strongly agreeing that they “learned about” this issue), campers reported feeling much less strongly about philanthropy being a Jewish value, with 51% agreeing, 14% disagreeing and more than one-third neutral on the topic (See Figure 8 below).

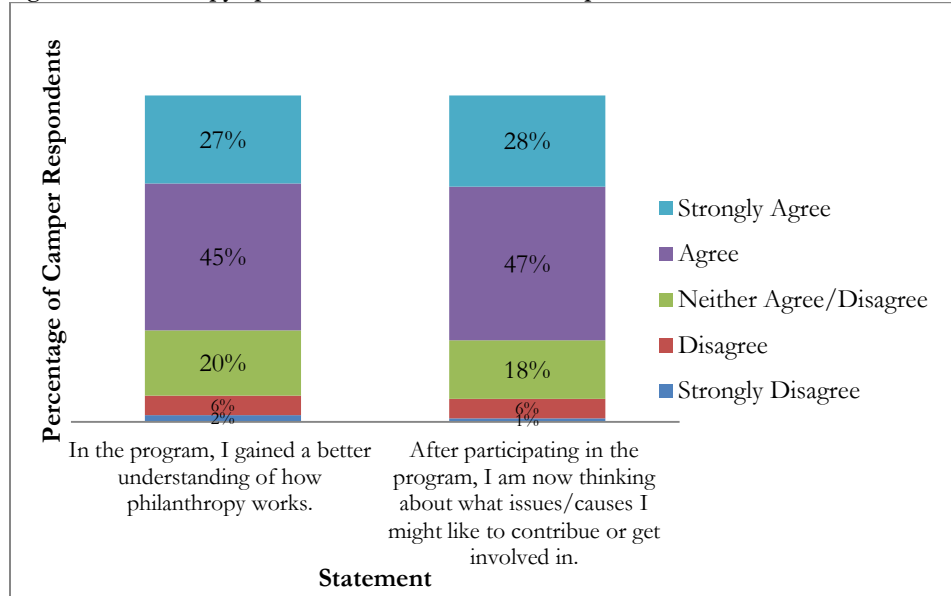
*“I do not believe that philanthropy is a strictly Jewish concept.”*

- Camper Respondent

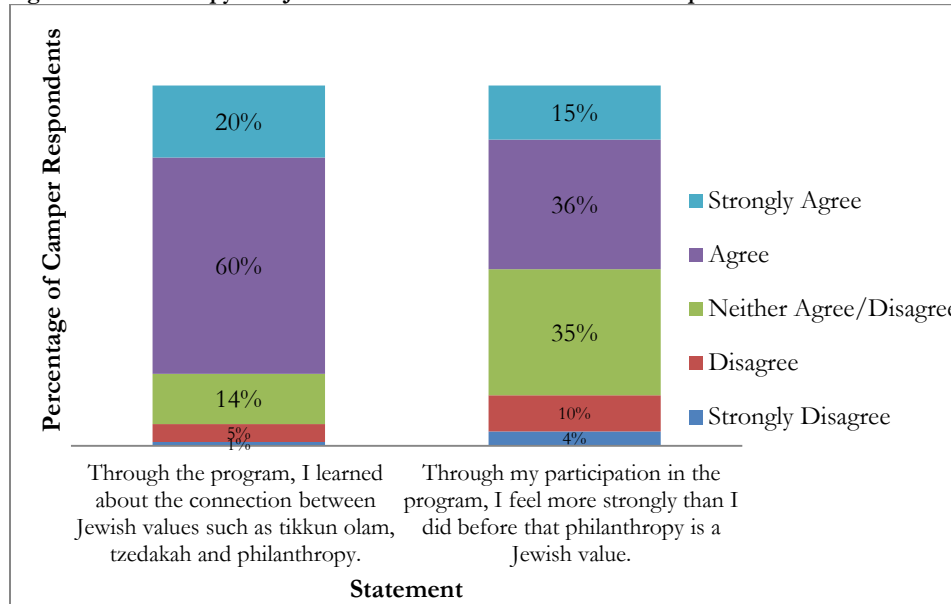
*“[The program] is important because it is both meaningful and rewarding and it offers windows to better understanding our responsibility as Jews.”*

- Camper Respondent

**Figure 7: Philanthropy-Specific Items: Breakdown of Responses**



**Figure 8: Philanthropy and Jewish Values Items: Breakdown of Responses**



**Connection to Jewish Community, Heritage, and Identity**

Participants indicated mostly “moderate” impact when probed further about a connection between the JTFN program and the evolution of their thinking on the global Jewish community and attachment to Judaism and Jewish culture.

*“[The program] helps people find out their values and beliefs and can help build their identity as members of the Jewish community.”*

- Camper Respondent

Whereas, as indicated above, 70 – 80% of respondents confirmed learning about philanthropy, many fewer, just over half of respondents reported that the program influenced sense of responsibility to Jews around the world or to the Jewish community at home, and the majority of these individuals (41%) indicated “moderate,” as opposed to “great” impact (See Figure 9 below).

When questioned about whether the program resulted in higher connection to their Jewish culture, heritage and history, again, about half reported either “to a great extent” (15%) or “to a moderate extent” (34%), with close to one-quarter responding “not at all” (See Figure 9 below). In addition, just over one-quarter of participants indicated that a direct link between taking part in the program and feeling connected to their Judaism, with another 42% neutral on the topic, and 32% finding no such link. It is, of course, possible that respondents answered this way because they in fact already were rather deeply attached to Jewish culture (they were, after all, at Jewish camp), so correlating individuals’ answers with prior Jewish experiences and Jewish affiliations may prove revealing.

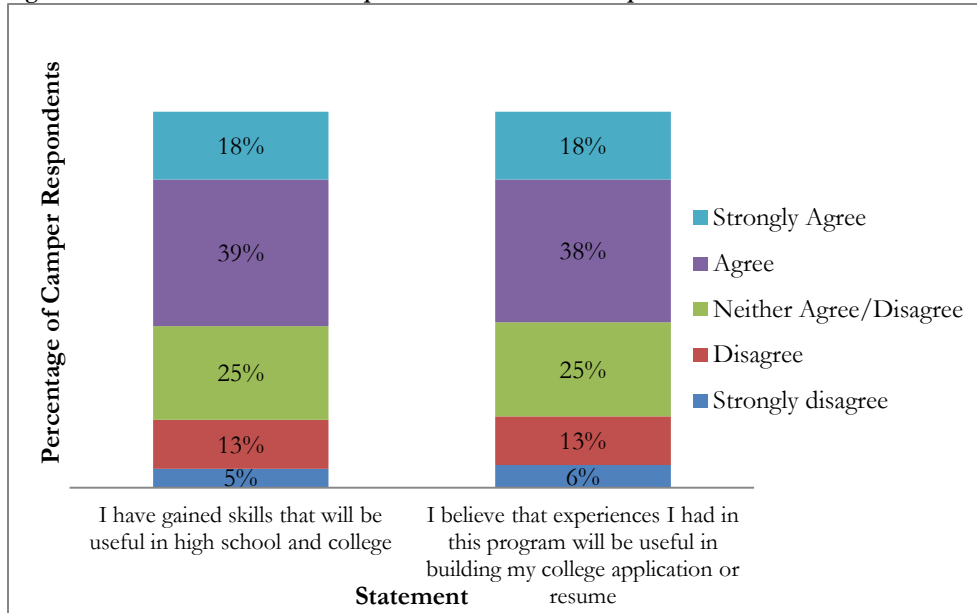
**Figure 9: Jewish-specific Items: Breakdown of Responses**



**Influence on Sense of Skill and Resume Development**

Although one-quarter were unsure (“neutral”) in each case, more than half of campers believed both that their experiences in the Teen Philanthropy program will be good resume-builders and that they gained skills that will prove important to them later on (See Figure 10 below).

**Figure 10: Skill and Resume Development: Breakdown of Responses**



## 10. Future Plans for Program Implementation

*“We would love to run the Teen Philanthropy program in the future. We would use more time in staff training to create better / more hands-on education for the program piece and work to bring more organizations and / or their literature to the group so they would have less tunnel vision as to whom they are going to give. In terms of budget, we would ideally split up the allocations so more organizations received less in terms of contribution.”*

- Administrator Respondent

Four of the 18 administrator respondents were unsure that the program will continue; two of those indicated they would like to but don’t know where they would find funding. Of the other respondents, five would like to apply for JTFN funds again; six would like go to individual donors; and another five plan to tap their program budget for the program. Others suggest that, to supplement basic funding, they might turn to their parent community, hold a fundraiser, ask their local Federation or inquire with their umbrella organization. It is noteworthy that close to 40% of those that plan to continue feel able to do so without outside funding.

## 11. Local Federation Participation

Local federations did not appear to play a significant role in the project. As the surveys inquired only indirectly about local federation participation, it is not known if any or all camps approached the federations about funding and/or other support. However, as reported above under "Funding," (#1), no extra funding for the initiative is attributed directly to federations. Further, as referenced above under "Impact on Camp," (#8), although administrators credited the program with strengthening relationships between the camp and local institutions, the federation was not mentioned by name as one of those institutions.

## IV. ISSUES TO CONSIDER

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JTFN may wish to consider the following as it moves into the second year of full program implementation.

### Support from JTFN

- **Tailoring the Program to the Camp.** Camp staff and administrators consistently reference difficulty applying the packaged JTFN curriculum to their camp's unique circumstances – location, size, religious and/or philosophical orientation, age of participants, etc.
- **One-on-One Guidance.** A corollary to the need to tailor the program, many camps discuss the need for more individualized attention, possibly including follow-up training calls, on-call staff during the camp season and official mid-season check-ins that provide moral support as well as tactical guidance, including review of timetables, session outlines and lists of some possible grantees.

### Content of Curriculum

- **Fun and Engaging Programming.** Some camp staff, administrators and camper respondents report an interest in programming more oriented to the informal camp atmosphere. Staff in particular report challenges specifically associated with keeping levels of participant engagement high.
- **Interactive Aspects Most Compelling.** Both campers and staff write most glowingly about the site visits, and campers rank next celebrating their achievements and the group decision-making process. They are less enthusiastic about the less interactive (and arguably less 'campy' or 'fun') phases including defining philanthropic mission and reviewing grants.
- **Diversity of Offerings.** Some staff reported the need to move away from philanthropy jargon. Others are interested in a focus on subjects such as privilege, responsibility and racism. Still others want more Judaic content: Jewish text and Jewish contextualization. And there are more such requests: The bottom line seems to be that the more alternative curricula available, the greater the possibility that the program will resonate at more camps.
- **Philanthropy and Jewish Identity.** Although the program appears to have conveyed information about philanthropy as well as about the link between Jewish values and philanthropy, campers do not seem to view philanthropy as expressly 'Jewish' in nature, and many do not feel that involvement in philanthropy has made them feel more connected to their Jewish identity.
- **Resume-Building Components.** Many campers view the program as helping to develop useful skills and experience. JTFN might consider seeking professional guidance on boosting skill-building aspects of the program if perceptions of it as contributing to personal development in that way is a priority.

### Process

- **Time.** Camp administrators consistently report difficulty finding the time required to run the program, including finding dedicated blocks of time for site visits, and having time during a single camp session to receive and process grant requests. This situation was exacerbated for more remotely located camps. More years of experience with the curriculum and, possibly,



additional during-camp guidance from JTFN may help to alleviate this, but it seems likely that camps may continue to struggle with fitting the program into their schedules and calendars.

- **Staffing Issues.** Although campers appear generally satisfied with the program leaders, administrators report difficulty in finding the right people to lead the kind of process and conversations necessary for this program to be successful, fun and engaging for camper participants.

## V. AREAS OF FURTHER ANALYSIS

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The extensive data collected through the three surveys used in this study may be examined in countless ways to help bring even greater clarity to program implementation and outcomes. Below are a few suggestions for further research and analysis:

1. Disaggregate data by individual camps.
2. Disaggregate data by grade-specific outcomes.
3. Cross-tabulate between group size, comfort levels and outcomes of participation.
4. Disaggregate outcomes by prior Jewish experiences/denominational in order to further understand campers' Jewish "starting points."
5. Cross-tabulate responses by campers who reported that they felt that "too much" time was dedicated to the program with the camps that reported spending 15 plus hours in the program.
6. Aggregate camper, staff, and administrator responses by camp and then disaggregate outcomes.
7. Disaggregate outcomes by camp location (urban, rural, etc).

In addition, as mentioned above, JTFN might consider conducting a parent survey in order to determine what aspects of the program are most appealing to families. Results could be used to help JTFN determine which aspects of the program to emphasize and to 'sell' the program to both camps and funders.

## Appendix 1: Camper Survey Instrument with Frequencies



### **“Think Outside the Tzedakah Box”: Summer 2012 Camp Teen Philanthropy Pilot Program Camper Evaluation Survey**

Dear Campers:

The Jewish Teen Funders Network (JTFN) is eager to learn about your teen philanthropy experience this summer. This program was run as a pilot program, and your feedback will help shape the program in the future.

Please answer every question -- and be open and honest in your responses. We want to know which aspects of the program worked best for you and which components could use some improvement. The survey should take no longer than 15 minutes to complete.

Thank you!

Naomi Skop Richter  
JTFN Program Associate

1. In the Teen Philanthropy program, you explored Jewish and personal values and how they relate to philanthropy. To what extent do you agree/disagree with the following statements:

	n	Strongly Disagree	Disagree	Neither Agree/Disagree	Agree	Strongly Agree
Through the program, I learned about the connection between Jewish values such as tikkun olam, tzedakah, etc. and philanthropy.	554	1.6%	4.9%	13.5%	59.7%	20.2%
After participating in the program, I have a better sense of where I would like to give tzedakah or charity.	553	.4%	4.5%	17.5%	44.8%	32.7%
In the program, I gained a better understanding of how philanthropy works.	552	1.8%	6.4%	20.4%	44.9%	26.5%
Through my participation in the program, I feel more strongly than I did before that philanthropy is a Jewish value.	550	4.2%	10.1%	35%	36.2%	14.5%
After participating in the program, I am now thinking about what issues/causes I might like to contribute to or get involved in.	549	1.3%	5.8%	18.2%	46.7%	28%
As a result of participation in the program, I feel more connected to my Judaism.	553	9.1%	23%	42.1%	18.8%	7.1%
I was able to find aspects of the content presented in the program relevant to my life.	553	2%	11.8%	26.6%	45.2%	14.5%

2. When you think about the time you spent in the Teen Philanthropy program, please indicate the extent to which you agree/disagree with the following statements:

	n	Strongly Disagree	Disagree	Neither Agree/Disagree	Agree	Strongly Agree
I found the content interesting.	553	2.7%	8.7%	20.1%	50.6%	17.9%
My program leaders were knowledgeable about Jewish philanthropy.	551	2%	3.3%	14.3%	48.1%	32.3%
My program leaders were engaging and fun.	545	5.5%	7.2%	23.3%	36.1%	27.9%
The activities we participated in were well designed/creative.	549	3.3%	13.3%	29%	40.3%	14.2%
The content was presented in an understandable way.	552	1.6%	4.5%	14.9%	55.3%	23.7%
The program felt like a part of all of the other activities I participated in while I was at camp.	552	14.9%	31.2%	22.3%	23.9%	7.8%
The program felt special compared to other things I did at camp this summer.	551	6%	17.2%	24.5%	33.8%	18.5%
I have gained skills that will be useful in high school and college.	557	5.2%	12.6%	25.3%	38.6%	17.9%
I believe that experiences I had in this program will be useful in building my college application or resume.	557	5.7%	12.7%	25.1%	38.4%	17.6%

3. The amount of time we spent in the Teen Philanthropy program was...

- o n=552
- o Too much: 31%
- o Too little: 6.9%
- o Just right: 62.1%

4. The size of my Teen Philanthropy group was...

- o n=554
- o Too big: 20.6%
- o Too small: 1.1%
- o Just right: 78.3%

5. Please indicate the extent to which your experience in the Teen Philanthropy program has begun to influence your thinking about or perspectives on the following:

	n	Not at all	To a small extent	To a moderate extent	To a great extent
My sense of responsibility toward the Jewish community at home	549	15.7%	32.4%	41%	11%
My sense of responsibility to the Jews around the world	550	15.8%	28.3%	40.5%	14.9%
My personal connection to my Jewish culture, heritage, and history	550	23.5%	27.4%	33.6%	14.5%

6. For each of the activities in the grantmaking process that you were exposed to in the Teen Philanthropy program, rate how helpful it was in your learning about philanthropy:

		Not at all 1	2	3	4	Very Helpful 5	N/A – We did not do this in our program
Defining a philanthropic mission	551	5.8%	10.5%	25.4%	30.5%	25.2%	2.5%
Reviewing grant proposals	547	5.1%	7.1%	20.5%	32.4%	32.5%	2.4%
Making site visits	541	4.3%	3.1%	12%	17.9%	54.2%	8.5%
Making collaborative funding decisions with my group	547	5.5%	7.7%	18.6%	28.5%	38.8%	.9%
Celebrating our decisions with the larger camp/non-camp community	547	11.5%	8.2%	15.9%	13%	14.6%	36.7%

Of these activities, for you which was.....

- The most personally meaningful? Why?

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- The most fun? Why?

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7. If you had to make the case for why it is important to include teen philanthropy programs in Jewish summer camps, what would you say? And if you don't think that there is any special reason why this should happen, please tell us why.

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8. If there's a specific highlight from your experience in the teen philanthropy program or story that you'd like to share, please include it here.

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**ABOUT YOU**

9. What grade will you be entering this coming school year?

- n=551
- 8<sup>th</sup> grade: 3.2%
- 9<sup>th</sup> grade: 20.6%
- 10<sup>th</sup> grade: 47.7%
- 11<sup>th</sup> grade: 21.1%
- 12<sup>th</sup> grade: 6.4%
- Other: 1%

10. Gender - I identify as:

- n=543
- Female: 56.7%
- Male: 43.3%

11. Which of the following best describes your Jewish denominational identity? (Check one only)

- n=500
- Not applicable, I'm not Jewish: .6%
- Conservative: 21.8%
- Orthodox: 3.4%
- Reform: 58.6%
- Reconstructionist: 2.8%
- Renewal: 0%
- Just Jewish: 12.8%
- Something else (please specify): \_\_\_\_\_

12. So far, growing up, have you attended or participated in any of the following:

	No	Yes
An overnight camp that had Shabbat services and/or a Jewish education program	5%	95%
A Jewish Day School	61%	39%
A supplementary Jewish school, like Hebrew or Sunday school	20.5%	79.5%
A Jewish youth group	76.3%	23.7%
A Jewish teen community service or volunteering program	39.7%	60.3%

13. If you answered YES in the previous question, how many total years have you participated to date? (For seasonal activities, such as summer camp, please count each season as one year).

	n	1-3	4-6	7 or more	N/A
An overnight camp that had Shabbat services and/or a Jewish education program	533	19.7%	41.1%	36.7%	2.4%
A Jewish Day School	529	10.6%	7.6%	22.1%	59.7%
A supplementary Jewish school, like Hebrew or Sunday school	531	11%	20.3%	49.7%	19%
A Jewish youth group	532	56%	15.4%	6%	22.6%
A Jewish teen community service or volunteering program	530	47.1%	10.4%	3.6%	38.9%

14. Prior to the program at camp, had you participated in any type of teen philanthropy program?

- n=538
- Yes: 30.3%
- No: 69.7%

If YES, was it a Jewish program (connected to some Jewish organization)?

- n=168
- Yes: 72.6%
- No: 27.4%

15. Please share any suggestions you have for improving this program in the future.

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16. Please check the name of the camp where you did the Teen Philanthropy program:

Camp	Camper Surveys Sent	Camper Surveys Received	Response Rate for Camp
B'nai Brith Jewish Community Camp	46	38	82.6%
Camp Darom	18	14	77.8%
Camp Laurelwood		11	
Camp Ramah in the Berkshires	8	4	50%
Camp Tawonga	5	0	0%
Eden Village Camp	19	17	89.4%
Genesis at Brandeis University	14	11	78.6%
Habonim Dror Camp Galil	23	6	26.1%
Habonim Dror Camp Na'aleh	11	0	0%
Habonim Dror Camp Tavor	28	25	89.3%
Herzl Camp	84	73	86.9%
JCC Camp Chi	20	18	90%
JCC Maccabi Camp Kingswood	22	23	104.5%
Passport NYC: Session 1	16	16	100%
Passport NYC: Session 2	14	13	92.9%
URJ Camp Coleman	17	15	88.2%
URJ Camp George	38	33	86.8%
URJ Camp Harlam: Session I	70	69	98.6%
URJ Camp Harlam: Session II	55	53	96.4%
URJ Greene Family Camp	65	65	100%
URJ Henry S. Jacobs Camp: Session I	42	42	100%
URJ Henry S. Jacobs Camp: Session II	11	11	100%
<b>Total</b>	<b>626</b>	<b>557</b>	

17. Was your participation in the Teen Philanthropy program mandatory or voluntary (check one only):

- Mandatory (I had to participate): 84.7%
- Voluntary (I chose to participate): 15.3%



## Appendix 2: Staff Survey Instrument with Frequencies



**“Think Outside the Tzedakah Box”:  
Summer 2012 Camp Teen Philanthropy Pilot Program  
Staff Evaluation Survey**

Dear Camp Educator:

The Jewish Teen Funders Network (JTFN) is eager to learn about your teen philanthropy experience this summer. As you know, this program was run as a pilot program, which means that we anticipate – and welcome -- critical feedback and suggestions of ways to improve the program moving forward.

Please answer every question in the survey below -- and be open and honest in your responses. We want to know which aspects of the program worked best for you and your camps, as well as which components could use improvement. The survey should take no longer than 15 minutes to complete.

Thank you!

Naomi Skop Richter  
JTFN Program Associate

**PLEASE TELL US ABOUT THE TEEN PHILANTHROPY PROGRAM YOU FACILITATED:**

Please note: Some of the questions in this survey ask about your overall experience with this teen philanthropy pilot program, which others ask about individual teen foundation cohorts. A cohort is a group of teens that engage in a collective grantmaking process. Your camp may have run multiple cohorts this summer. For example, if you had 80 teens in your teen foundation, but they met in 4 different groups and each of the groups made their allocations separately, then you ran 4 cohorts.

**18. How many cohorts did you facilitate and/or oversee?**

- n=42
- 1: 71.4%
- 2: 11.9%
- 3: 7.1%
- 4: 2.4%
- 5 or more: 7.1%

**19. In what grade(s) were the campers in your Teen Philanthropy program? (Select all that apply)**

- Entering 8<sup>th</sup>: 16.7%
- Entering 9<sup>th</sup>: 45.2%
- Entering 10<sup>th</sup>: 47.6%
- Entering 11<sup>th</sup>: 38.1%
- Entering 12<sup>th</sup>: 19%
- Other: \_\_\_\_\_

**20. How many campers were in each cohort you facilitated? (If you facilitated more than one cohort, please list number of campers in each cohort separated by commas – i.e. 20, 24, 15)**

• **Cohort 1**

- n=41
- 8: 2.4%
- 11: 2.4%
- 12: 2.4%
- 13: 2.4%
- 14: 4.9%
- 15: 7.3%
- 16: 12.2%
- 17: 2.4%
- 19: 2.4%
- 20: 22%
- 22: 9.8%
- 23: 4.9%
- 24: 2.4%
- 25: 7.3%
- 29: 12.2%
- 42: 2.4%

• **Cohort 2**

- n=8
- 11: 12.5%
- 13: 25%
- 16: 37.5%
- 18: 12.5%
- 22: 12.5%
- =100

- **Cohort 3**
  - **14: 100%**

- a. **Was this group size:**
  - **n=42**
  - **Too big: 11.9%**
  - **Too small: 2.4%**
  - **Just right: 85.7%**
  - **=100**

21. How much money did each cohort award in grants?

- **n=42**
- **Less than \$500: 4.8%**
- **\$501 - \$999: 28.6%**
- **\$1,000 - \$1,499: 42.9%**
- **\$1500 - \$1,999: 16.7%**
- **\$2000 or more: 7.1%**

- a. **Was this amount**
  - **n=40**
  - **Too much: 0%**
  - **Too little: 7.5%**
  - **Just right: 92.5%**

22. Approximately how many hours were campers involved in each Teen Philanthropy cohort?

- **n=39**
- **1-10: 35.9%**
- **11-15: 46.2%**
- **16-20: 15.4%**
- **21-25: 0%**
- **26+: 2.6%**

- **Was the amount of time:**
  - **n=40**
  - **Too much: 17.5%**
  - **Too little: 12.5%**
  - **Just right: 70%**

23. Was the campers' participation in the Teen Philanthropy program you facilitated mandatory or voluntary? (check one only)

- **n=41**
- **Mandatory (Campers had to participate): 78%**
- **Voluntary (Campers chose to participate): 22%**

- a. **What, if any, opinion do you have regarding whether participation should be mandatory or voluntary? \_\_\_\_\_**

24. Was your involvement in the Teen Philanthropy program mandatory or voluntary? (check one only)

- **n=40**
- **Mandatory (I was assigned to this role): 72.5%**

- Voluntary (I chose to be involved in staffing the Teen Foundation): 27.5%

a. If you chose to be involved, please tell us why? \_\_\_\_\_

**PLEASE TELL US ABOUT YOUR TRAINING AND PREPARATIONS TO FACILITATE THE TEEN PHILANTHROPY PROGRAM.**

25. Which, if any, JTFN staff training(s) did you attend?

- a. n=41
- b. A webinar: 24.4%
- c. New York in-person training: 2.4%
- d. One-on-one training (with Naomi): 4.9%
- e. Training by a another staff member at my camp: 31.7%
- f. None: 36.6%
- g. Other (please describe) \_\_\_\_\_

26. When you think about your preparation for facilitating the Teen Philanthropy program, please indicate the extent to which you agree/disagree with the following statements:

	n	Strongly Disagree	Disagree	Neither Agree/ Disagree	Agree	Strongly Agree	Not applicable
The JTFN staff training I participated in prepared me to lead my group	40	0	2.5%	30%	15%	12.5%	40%
The written materials I received prepared me to lead my group	39	0	7.7%	15.4%	28.2%	33.3%	15.4%
I had sufficient time to prepare for leading the group	39	2.6%	25.6%	12.8%	33.3%	17.9%	7.7%
I could have used more support from the JTFN staff throughout.	40	7.5%	22.5%	37.5%	12.5%	2.5%	17.5%

10. How did you primarily use the sessions in the JTFN Program Guide?

- N=38
- I used the sample sessions “as is:” 2.6%
- I used the sample sessions as a guide in adapting my own lessons: 68.4%
- I did not use the sample sessions, but created my own lessons without reference to the guide: 2.6%
- I didn’t receive the sample sessions: 26.3%
- Other \_\_\_\_\_

11. How could JTFN staff have been helpful, beyond the ways in which they supported you in preparing for and implementing the Teen Philanthropy program?

**YOUR EXPERIENCE WITH A TEEN PHILANTHROPY COHORT**

**Please note:** If you facilitated more than one cohort this summer, please reflect on your experience with your 1st cohort when answering questions #12 and #13.

12. To what extent do you believe that you achieved the following curricular goals:

	n	Not at all	To a small extent	To a moderate extent	To a great extent
Explore personal and Jewish values related to philanthropy	39	2.6%	10.3%	61.5%	25.6%
Engage in a consensus-based grantmaking process	39	2.6%	7.7%	25.6%	64.1%
Teach teens Jewish texts and traditions as they relate to philanthropy	38	7.9%	36.8%	50%	5.3%

13. Please tell us how your Teen Philanthropy cohort addressed the following objectives:

- a. How many grant proposals did your Teen Philanthropy cohort review?
  - o **n=38**
  - o **1:** 2.6%
  - o **2:** 10.5%
  - o **3:** 42.1%
  - o **4:** 15.8%
  - o **5:** 15.8%
  - o **6:** 2.6%
  - o **8:** 5.3%
  - o **9:** 5.3%
  
- b. How many site visits to potential grantee organizations did your Teen Philanthropy cohort conduct? \_\_\_\_\_
  - o **n=37**
  - o **0:** 2.7%
  - o **1:** 21.6%
  - o **2:** 43.2%
  - o **3:** 21.6%
  - o **4:** 2.7%
  - o **5:** 8.1%

14. Did you encounter any difficulty achieving the goals and objectives specified in questions #12 and #13? If so, please describe.

15. In your opinion, what were your greatest successes in implementing the Teen Philanthropy program?
16. In your opinion, what were your greatest challenges in implementing the Teen Philanthropy program?
17. When you think about the role of the Teen Philanthropy program at camp, please indicate the extent to which you agree/disagree with the following statements:

	n	Strongly Disagree	Disagree	Neither Agree/Disagree	Agree	Strongly Agree
The Teen Philanthropy program helped to strengthen relations between our camp and local organizations	38	2.6%	0	31.6%	36.8%	28.9%
The Teen Philanthropy program had a positive impact on the overall camp experience	39	2.6%	5.1%	20.5%	56.4%	15.4%
When choosing a camp, parents are looking for programs like this	39	7.7%	12.8%	48.7%	20.5%	10.3%
When choosing a camp, campers are looking for programs like this	39	12.8%	17.9%	53.8%	15.4%	0

18. If you had to make the case for why it is important to include Teen Philanthropy programs in Jewish summer camps, what would you say? And if you don't think that there is any special reason why this should happen, please tell us why.
19. If there's a specific highlight from your experience with the Teen Philanthropy program or story that you'd like to share, please include it here.

**ABOUT YOU**

**20. How old are you?**

- n=33:
- 16-18: 3%
- 19-22: 60.6%
- 23-26: 15.2%
- 27-30: 9.1%
- 31+: 12.1%

**21. Gender- I identify as:**

- n=37
- Female: 62.2%
- Male: 37.8%

**22. Which of the following best describes your Jewish denominational identity? (Check one only)**

- Not applicable, I'm not Jewish: 2.8%
- Conservative: 30.6%
- Orthodox: 8.3%
- Reform: 25%
- Reconstructionist: 5.6%
- Renewal: 16.7%
- Just Jewish: 11.1%
- Something else (please specify): \_\_\_\_\_

**23. Aside from your role as staff at summer camp this year, have you attended or participated in any of the following:**

	<b>n</b>	<b>No</b>	<b>Yes</b>
An overnight camp that had Shabbat services and/or a Jewish education program	39	12.8%	87.2%
A Jewish Day School	39	46.2%	53.8%
A supplementary Jewish school, like Hebrew or Sunday school	39	25.6%	74.4%
An immersive service-learning program of 7 days or longer	39	64.1%	35.9%
Hillel programming on campus	39	48.7%	51.3%
A Jewish studies course at college	39	51.3%	48.7%
An Israel program, including Birthright Israel, that lasted less than three months	39	30.8%	69.2%
A long-term Israel program (three months or longer)	39	69.2%	30.8%

24. If you answered YES in the previous question, how many total years have you participated to date? (For seasonal activities, such as summer camp, please count each season as one year).

	n	1-3	4-6	7 or more	N/A
An overnight camp that had Shabbat services and/or a Jewish education program	38	23.7%	15.8%	47.4%	13.2%
A Jewish Day School	39	5.1%	15.8%	47.4%	13.2%
A supplementary Jewish school, like Hebrew or Sunday school	39	25.6%	15.4%	33.3%	25.6%
An immersive service-learning program of 7 days or longer	39	28.2%	5.1%	0	66.7%
Hillel programming on campus	39	38.5%	5.1%	7.7%	48.7%
A Jewish studies course at college	38	28.9%	13.2%	7.9%	50%
An Israel program, including Birthright Israel, that lasted less than three months	38	60.5%	5.3%	2.6%	31.6%
A long-term Israel program (three months or longer)	39	23.7%	2.6%	2.6%	71.1%

25. What best describes your primary occupation/role when camp is not in session?

- a. An undergraduate student
  - i. What is your Major? \_\_\_\_\_
- b. A graduate student
  - i. In what field? \_\_\_\_\_
- c. Employed as a Jewish educator: 9.5%
- d. Employed as a fundraiser in a Jewish nonprofit: 2.4%
- e. Employed, by a Jewish nonprofit, in a role other than education or fundraising: 9.5%
- f. Employed, not by a Jewish nonprofit: 0

26. Prior to the program at camp, had you participated in or led any other type of Teen Philanthropy program?

- n=38
- Yes: 15.8%
- No: 84.2%

If YES, was it a Jewish program (connected to some Jewish organization)?

- Yes: 20.5%
- No: 79.5%

27. What, if anything, did you as a staff person learn through your involvement in the program?



28. Please share any suggestions you have for improving this program in the future.

29. Please check the name of the camp where you facilitated the Teen Philanthropy program:

Camp	Staff Responses	Percentage of Overall Response Rate
B'nai Brith Jewish Community Camp	3	7.1%
Camp Darom	1	2.4%
Camp Laurelwood	0	0%
Camp Ramah in the Berkshires	1	2.4%
Camp Tawonga	0	0%
Eden Village Camp	5	11.9%
Genesis at Brandeis University	1	
Habonim Dror Camp Galil	4	9.5%
Habonim Dror Camp Na'aleh	0	0%
Habonim Dror Camp Tavor	5	11.9%
Herzl Camp	7	16.7%
JCC Camp Chi	2	4.8%
JCC Maccabi Camp Kingswood	3	7.1%
Passport NYC	5	11.9%
URJ Camp Coleman	1	2.4%
URJ Camp George	2	4.8%
URJ Camp Harlam	0	0%
URJ Greene Family Camp	1	2.4%
URJ Henry S. Jacobs Camp	1	2.4%
<b>Total</b>	<b>42</b>	<b>100%</b>

## Appendix 3: Administrator Survey With Frequencies



“Think Outside the Tzedakah Box”:  
Summer 2012 Camp Teen Philanthropy Pilot Program  
Camp Administrator Evaluation Survey

Dear Camp Admin:

The Jewish Teen Funders Network (JTFN) is eager to learn about your teen philanthropy experience this summer. This program was run as a pilot program, and your feedback will help shape the program in the future.

Please answer every question -- and be open and honest in your responses. We want to know which aspects of the program worked best for you and which components could use some improvement.

Thank you!

Naomi Skop Richter  
JTFN Program Associate

PLEASE TELL US ABOUT THE TEEN PHILANTHROPY PROGRAM AT YOUR CAMP:

1. During the course of the summer, how many separate Teen Philanthropy cohorts were there at your camp? (Drop-down list of options 1, 2, 3, .... 8, 9, 10)

- n=18
- 1: 66.7%
- 2: 11.1%
- 3: 5.6%
- 4: 11.1%
- 8: 5.6%

a. Did any of these cohorts run simultaneously?

- n=6
- Yes: 50%
- No: 50%

2. How many campers were in each cohort?

- Cohort 1
  - n=18
  - 5: 5.6%
  - 8: 5.6%
  - 11: 5.6%
  - 14: 5.6%
  - 15: 5.6%
  - 16: 5.6%
  - 17: 11.1%
  - 18: 5.6%
  - 19: 5.6%
  - 20: 11.1%
  - 21: 5.6%
  - 24: 5.6%
  - 28: 5.6%
  - 29: 5.6%
  - 38: 5.6%
  - 42: 5.6%
- Cohort 2
  - n=6
  - 12: 16.7%
  - 14: 16.7%
  - 16: 16.7%
  - 17: 16.7%
  - 20: 16.7%
  - 21: 16.7%
- Cohort 3
  - n=4
  - 14: 25%
  - 18: 25%
  - 21: 25%
  - 32: 25%
- Cohort 4
  - n=3
  - 18: 33.3%

- **21:** 33.3%
- **33:** 33.3%
- **Cohort 5**
  - **n=1**
  - **13:** 100%
- **Cohort 6**
  - **n=1**
  - **14:** 100%
- **Cohort 7**
  - **n=1**
  - **14:** 100%
- **Cohort 8**
  - **n=1**
  - **14:** 100%

3. What age campers participated in the Teen Philanthropy program? (Select all that apply)

- **Entering 8<sup>th</sup>:** 16.7%
- **Entering 9<sup>th</sup>:** 44.4%
- **Entering 10<sup>th</sup>:** 50%
- **Entering 11<sup>th</sup>:** 38.9%
- **Entering 12<sup>th</sup>:** 27.8%
- **Other** \_\_\_\_\_

4. For campers who participated in the Teen Philanthropy program, how long was the camp session (please check all that apply).

- **2 weeks:** 0%
- **3 weeks:** 11.1%
- **4 weeks:** 50%
- **5 weeks:** 5.6%
- **6 weeks:** 11.1%
- **7 weeks:** 22.2%
- **8 weeks:** 22.2%

5. For approximately how many hours were campers involved in each Teen Philanthropy cohort?

- **1-10:** 16.7%
- **11-15:** 55.6%
- **16-20:** 16.7%
- **21-25:** 5.6%
- **26+:** 5.6%

a. Was the amount of time:

- **Too much:** 16.7%
- **Too little:** 11.1%
- **Just right:** 72.2%

6. Approximately how much money did each cohort award in grants?

- **Less \$249:** 0%
- **\$250-\$499:** 16.7%
- **\$500 - \$999:** 16.7%
- **\$1,000 - \$1,499:** 38.9%

- **\$1500 - \$1,999:** 11.1%
- **\$2000 or more:** 16.7%

**PLEASE TELL US ABOUT THE STAFF WHO FACILITATED THE TEEN PHILANTHROPY COHORTS AT YOUR CAMP. WHEN ANSWERING THESE QUESTIONS, PLEASE ONLY CONSIDER STAFF WHO MEET ONE OF THESE CRITERIA:**

- Developed and/or implemented at least two Tasks (as presented in the JTFN Program Guide)
- Served as support staff during at least half of the Tasks
- Developed curriculum plan for at least half of the Tasks and provided direct supervision to staff who implemented the Tasks

**7. In total, how many camp staff were involved in facilitating Teen Philanthropy cohorts at your camp?**

- **1-3:** 66.7%
- **4-5:** 16.7%
- **6-10:** 11.1%
- **11+:** 5.6%

**8. Was the staff's involvement mandatory or voluntary?**

- **Mandatory :** 66.7%
- **Voluntary :** 33.3%

**9. How were staff selected to be involved? (Please select all that apply)**

- We selected staff who worked with a particular age group:
  - 66.7%
- We selected staff who worked in a particular specialty area
  - 50%
- We selected staff from across the camp who had particular skills or experiences
  - 22.2%

**10. Regarding planning and implementing the Teen Philanthropy program, please provide a rough estimate of the number of hours used for each of the following:**

**Planning and preparation before camp (including training)**

	<b>Year-round camp staff</b>	<b>Senior summer staff</b>	<b>Counselors</b>
<b>None</b>	2	1	13
<b>1 min – 30 min</b>	4	1	0
<b>31 min–1 hr</b>	0	1	2
<b>2-3 hours</b>	1	6	2
<b>4-5 hours</b>	7	5	0
<b>8-9 hours</b>	0	0	1
<b>10-11 hours</b>	3	2	0
<b>14-15 hours</b>	1	0	0
<b>20+ hours</b>	0	2	0

**Planning and preparation during camp**

	<b>Year-round camp staff</b>	<b>Senior summer staff</b>	<b>Counselors</b>
None	2	2	8
1-30 min	3	1	2
31 min–1 hr	2	1	0
2-3 hours	4	3	2
4-5 hours	2	1	3
6-7 hours	1	3	2
8-9 hours	1	0	0
10-11 hours	2	2	1
14-15 hours	1	1	0
20+ hours	0	4	0

**Educational activities with the teens (excluding site visits)**

	<b>Year-round camp staff</b>	<b>Senior summer staff</b>	<b>Counselors</b>
None	8	3	5
1-30 min	1	0	0
31 min–1 hr	1	1	0
2-3 hours	2	0	3
4-5 hours	2	3	2
6-7 hours	1	3	1
8-9 hours	0	0	1
10-11 hours	2	4	2
14-15 hours	0	3	2
18-19 hours	0	1	0
20+hours	1	1	0

**Site visits/meetings with organizational representatives**

	<b>Year-round camp staff</b>	<b>Senior summer staff</b>	<b>Counselors</b>
None	7	3	6
1-30 min	2	0	0
31 min–1 hr	2	2	1
2-3 hours	2	1	1
4-5 hours	3	7	4
6-7 hours	1	2	3
8-9 hours	1	2	2
10-11 hours	0	1	1

**Allocating the grant-making funds**

	Year-round camp staff	Senior summer staff	Counselors
None	3	1	5
1-30 min	3	3	1
31 min–1 hr	6	4	3
2-3 hours	5	8	6
4-5 hours	0	1	2
6-7 hours	1	1	1

**PLEASE TELL US IF AND HOW YOU SHARED INFORMATION ABOUT THE TEEN PHILANTHROPY PROGRAM WITH PARENTS:**

**11. Before, during or after the camp season, did you communicate with parents about the Teen Philanthropy:**

	Before camp began	During camp	After camp	We did not communicate about Teen Philanthropy in this manner
On the camp twitter feed	33.3%	27.8%	5.6%	61.1%
On the camp blog	33.3%	66.7%	33.3%	33.3%
On the camp Facebook group	44.4%	50%	22.2%	22.2%
Through a camp email newsletter	38.9%	50%	33.3%	27.8%
Through printed camp material	5.6%	5.6%	11.1%	88.9%
Other (please describe)				

**12. Did you receive feedback from parents about the Teen Philanthropy program?**

- No: 61.1%
- Yes. If so, what feedback did you receive?: 38.9%

**PLEASE TELL US ABOUT THE IMPACT OF THE TEEN PHILANTHROPY PROGRAM ON THE CAMP MORE GENERALLY**

**13. To what extent do you agree with the following statements:**

	Strongly Disagree	Disagree	Neither Agree/Disagree	Agree	Strongly Agree
The Teen Philanthropy program helped to strengthen relations between our camp and local organizations	0%	5.6%	22.2%	33%	38.9%
The Teen Philanthropy program had a positive impact on the overall camp experience	0%	5.6%	5.6%	50%	38.9%

When choosing a camp, parents are looking for programs like this	5.6%	5.6%	66.7%	16.7%	5.6%
When choosing a camp, campers are looking for programs like this	5.6%	27.8%	66.7%	0%	0%

14. Beyond the JTFN curriculum for the Teen Philanthropy groups, did your camp add any of the following educational components to the Teen Philanthropy program? (Please check all that apply)

- a. Service learning/volunteering
  - No: 44.4%
  - Yes: 55.6%
- b. Fundraising
  - No: 88.9%
  - Yes: 11.1%
- c. Other
  - No: 38.9%
  - Yes: 61.1%

**JTFN PARTNERSHIP**

15. In advance of the summer, JTFN offered training to Teen Philanthropy facilitators and curricular materials. Please comment separately on the utility of the training and the curricular materials.

16. In what ways, if any, could JTFN have further helped in the planning and implementation of the Teen Philanthropy program at your camp?

**OVERALL REFLECTION**

17. What do you consider the 2-3 key successes/accomplishments of the pilot program?

18. What were the main challenges you faced?

19. Do you plan to run the Teen Philanthropy program in the future? Is so, what programmatic and/or budgetary changes do you plan to make based on lessons learned from Summer 2012, suggestions from colleagues in the field, etc.

20. If you plan to continue the program in Summer 2013, how do you intend to fund the program?

**ADDITIONAL INFORMATION**

21. If you had to make the case for why it is important to include Teen Philanthropy programs in Jewish summer camps, what would you say? And if you don't think that there is any special reason why this should happen, please tell us why.



**22. Please check the name of the camp where you did the Teen Philanthropy program:**

<b>Camp</b>	<b>Administrator Responses</b>
B'nai Brith Jewish Community Camp	1
Camp Darom	1
Camp Laurelwood	0
Camp Ramah in the Berkshires	1
Camp Tawonga	1
Eden Village Camp	1
Genesis at Brandeis University	1
Habonim Dror Camp Galil	1
Habonim Dror Camp Na'aleh	1
Habonim Dror Camp Tavor	1
Herzl Camp	1
JCC Camp Chi	1
JCC Maccabi Camp Kingswood	1
Passport NYC	1
URJ Camp Coleman	1
URJ Camp George	1
URJ Camp Harlam	1
URJ Greene Family Camp	1
URJ Henry S. Jacobs Camp	1
<b>Total</b>	<b>18</b>

**23. Are there any questions we have not asked which you think we should? Are there any other comments you have that we should hear?**

The questions below will be included under separate cover, outside of the online survey.

24. Please provide a budget report for your teen philanthropy program, indicating income sources as well as expenses.

25. Please provide a list of the organizations your teens decided to support, the amount of each grant and copies of the checks sent to the grantee organizations.

26. Please send copies of any relevant communications with parents, articles, or blog posts about the pilot program. Also, please send photographs, teen reflections and any curricular materials that were developed during the summer as well.

PLEASE TELL US ABOUT THE GRANTS YOUR TEEN PHILANTHROPY COHORTS AWARDED THIS SUMMER:

27. How many total grants were awarded by Teen Philanthropy cohorts in your camp?

28. Of the grants awarded, how many fall into the following categories:

	<b>Number of Grants awarded</b>
<b><u>Geographic reach</u></b>	
Local	—
National	—
Israel	—
International/Global (other than Israel)	—
<b><u>Type of Organization</u></b>	
Jewish organization focusing on Jewish needs	—
Jewish organization focusing on general/non-sectarian needs	—
General/non-sectarian organization	—
<b><u>Primary Focus of Organization</u></b>	
Animals	—
Chronic Illness	—
Education	—
Elderly	—
Environment	—
Families	—
Gay, Lesbian, Bisexual, Transgender, Questioning (GLBTQ)	—
Healthcare	—
Historical Preservation	—
Homelessness	—
Hunger	—
Institutional Development	—
Jewish Community	—
Jewish Identity	—
Natural Disaster Relief	—
Poverty	—
Special Needs	—
Terror/War Victims	—
Women	—
Youth/Children	—
Other	—

THANK YOU FOR YOUR FEEDBACK!

## Appendix 4: Camper, Staff and Administrator Quotations

**Survey Item:** *If there's a specific highlight from your experience with the Teen Philanthropy program or story you'd like to share, please include it here.*

### Camper Responses – Camper Survey Instrument, Question 7

- “Seeing the kids in the group having an educated, nature, respectful conversation about where the grant money is most deserved was amazing.”
- “When we read the stories about foster kids I felt truly sorry and connected to them because of my dad having cancer, donating to a camp that supports kids with cancer really hit home.”
- “A specific highlight would be the visits to the actual organization. A specific highlight from that experience was to hear about all types of art and other forms of art, and their effects on society.”
- “The site visits were made fun because we ended up eating lunch in a nice park with our friends. Also, one day when we had double sessions of JTFN we ended up sitting in a hot building and I felt like we spent more time than we needed and I became confused as to what we were supposed to be doing.”
- “When we were doing the moon colony thing, all of us decided to create a new character that had the purpose of making babies. We called her 'Imma babymaker.'”
- “We were truly treated like adults on our site visits and the whole experience was extremely empowering.”

### Staff Responses – Staff Survey Instrument

- “The kids having to do a self value selection. It was amazing to see the debate and choose. Also the day of the site visit. I was so proud to see them dress up in shabbat attire and take the process so seriously.”
- “Our first site visit to habitat for humanity when the kids got all dressed up to visit, they sent over an hour talking to their director, asked really great questions, and really cared about the responsibility they had.”
- “The campers were very excited to see that one of the organizations had so many overlaps with their interests. 2) the campers engaged in a great debate as to whether or not their donation should be anonymous based on their study of Jewish text.”
- “The campers were so passionate and interested during our site visit. I was SO proud of them!”
- “How engaged my kids were on the visits and asking if they can volunteer during the year.”
- “At our visit to the Camp for the Deaf, our kids prepared two songs (including 'You're Beautiful') in song and sign, and made UV light sensitive bracelets for their campers (to remind someone they need sunscreen so as to avoid sunburn). What we didn't expect was for 20-30 of their participants, all 'differently-abled' with various degrees of challenges, serenade us with a song that they knew and had prepared to present for us.”
- “Going to the local soup kitchen/last chance shelter and my kids realizing how destructive it would have been to the non-profit and the people it served if we had had clipboards and been critical of facilities.”

**Survey Item: *If you had to make the case for why it is important to include teen philanthropy programs in Jewish summer camps, what would you say? And if you don't think that there is any special reason why this should happen, please tell us why.***

**Camper Responses – Camper Survey Instrument, Question 10:**

- “To allow opportunities for Jewish teens to actually make a real difference in a way they find meaningful.”
- “It is important because it gives us a chance to give back to our community.”
- “It is important because it is both meaningful and rewarding and it offers windows to better understanding our responsibility as Jews.”
- “It is important to get today's youth integrated in helping society and making them a better generation.”
- “Teen philanthropy programs are great because they teach young Jews about philanthropy and that it is important while they are still moldable people.”
- “I would say that it helps shape Jewish teens into the people they will become and give them a sense of charity and maturity.”
- “Philanthropy program, not just in Jewish camp, is important, more of that is one of the biggest Jewish values is a charity so camp values is a charity.”
- “It is. We always learn about tikkun olam and making a difference/taking action. This program allows us to take lessons we learn here such as these, and apply them to the real world.”
- “I would say that it's vital because it teaches us Jewish values like tzadekah and being a kehila kedoshah.”
- “The program empowers younger Jewish teens to give back to the community and learn about the decision making process.”
- “Because tzedakah is such a big part of the Jewish culture, programs such as this are extremely important in teaching the Jewish youth about themselves.”
- “The teen philanthropy program made me more aware of certain issues and it helps you feel a connection to the global community. This is why it is so important.”
- “I believe it is important because it expanded my knowledge of Jewish values and applied those values to real life.”
- “I think it's important because I personally got a lot out of the program and I think it reflects what we learn at camp.”
- “I would say inspiring children to help others and make it a part of their routine and connect it personally and in depth is important for generations to remain selfless and caring in a local and global sense.”
- “It provides a chance to make tough, important decisions and an opportunity to collaborate and 'make a difference.'”
- “I think it's important because it helps people find out their values and beliefs and can help build identity as well as members of the Jewish community.”
- “I would say that it's really important for kids our age to know how they can change the world. I know for myself that I've learned a lot, and I'll volunteer more because of the experience.”
- “I would say that participating in the teen philanthropy program has really made me want to give back to the community and help others in the world.”

**Staff Responses – Staff Survey Instrument, Question 18**

- “Jewish teens should feel empowered to make real decisions affecting real organizations. Especially at such a lax camp setting, it is important to explore real dilemmas that have impact in the world; bringing camp/life discussion out of the bubble”

- “Many teens attending sleep-away camps come from extremely privileged backgrounds and often come to camp with a sense of entitlement. It is crucial for them to understand that they are lucky and can use their position to help others.”
- “It’s important for teens to experience forming opinions and to be involved in a process that makes a foreseeable difference in the organization to which the grant is awarded
- “The program exposes teens to various community organizations, existent needs in the community and allows them to engage in a thoughtful decision making process.”
- “This teaches teens a very valuable lesson. It helps them prepare for college and will resonate with them into their adult lives.”
- “It connects teens to the outside world, gets them thinking about other people, and teaches them something Jewish they can apply to their lives in a real way.”
- “I think it is most important because it gives an educational program the kids are most able to relate to and interested in participating in.”
- “The program offers participants to take ownership in learning about other organizations, empowers them to make discussions and see firsthand the impact that their decisions have on others. Very worthwhile experience.”
- “I believe engaging youth in hands on experience have power impactful impressions that hopefully transfer to their home community and the notion of the power of 'we' and 2) giving the youth an opportunity to make a difference in other community builds community relations and creates a sense of pride.”
- “It is essential for campers to be involved in understanding the impact in their communities. It also enlivens and strengthens the camp's visibility in the community. For campers, it is an entrée into chesed and real life applicability of Jewish concepts.”
- “I think it’s a great opportunity for campers! Especially this young to learn about this I feel is really neat and beneficial to them.”
- “There's both obligation as Jews and people who believe in community (camp ppl) to participate in a program like this -- it strengthens our local/communal relationships, gets kids to think of others and also see their own potential for being strong changemakers in the world.”
- “I think its good to give money to local organizations and have the campers feel like they are a part of it. If advertized to parents, I think it would be a good draw as well.”
- “I think it is so important. It shows the campers that they can affect our world on so many levels. They have power in our world and their decisions matter.”
- “I would say this gives Jewish values/texts real life applications - leads campers to begin to think of themselves as philanthropists.”
- “Teen philanthropy teaches so much more than just grantmaking! Values, consensus building, how to disagree with respect, professionalism...the list goes on. Teen philanthropy is vital!”
- “Teen philanthropy teaches youth that what they learn and experience within the 'bubble' of summer camp can and should have lasting impact on their lives on a outside that bubble. It also teaches independence, personal and communal responsibility (great for rising staff) and lifts the tikkun olam conversation from the hypothetical to the real.”
- “It is important because it empowers the kids to work together for the good of another group. This helps them learn how to work together while learning about topics not typically covered at summer

### **Administrator Responses – Administrator Survey Instrument, Question 21**

- “If the younger generation does not understand the importance of philanthropy, then most Jewish community organizations would cease to exist, and camp is the most effective educational environment for people to experience and learn this lesson holistically rather than dogmatically.”
- "We need to live as responsible members of our communities, living by our values, and we are never too young to step up and do our part. Philanthropy is not just about major dollars but about making financial decisions based on our values. It is our responsibility to teach this concept to the next generation.”
- “Camp is about creating a Jewish community, and the more we can mimic the components of a large community, the more we can accomplish in this goal. Jewish communities focus on tzedukah, and the teen philanthropy program is a wonderful way to introduce this to the camp community.”
- “Teen Philanthropy programs bring Jewish learning and experience to life for our seasoned campers, helping them to make the link between study and action. It gives them a greater understanding of their impact on their world, and teaches responsibility and accountability, two valuable assets to being a future leader at camp and Jewish role model, in general.”