



# 2023 Family Handbook

Winter Harry & Rose Samson Family JCC · 6255 N. Santa Monica Blvd. · Milwaukee, WI 53217 · 414-967-8240 · Fax 414-377-3339  
 Summer 7050 Old Highway 70 · Eagle River, WI 54521 · 715-479-8030 · Fax 715-479-8527 · [info@campinterlaken.org](mailto:info@campinterlaken.org) · [www.campinterlaken.org](http://www.campinterlaken.org)  
 Director Toni Davison Levenberg · Chair Bryan Sadoff · President & CEO Mark Shapiro



Dear Camp Interlaken Family,

Welcome to another exciting summer at the Steve & Shari Sadek Family Camp Interlaken JCC. We are gearing up for an amazing summer with your camper(s)! The 2023 Family Handbook provides you with all the information you need for camp this summer. Whether you are new to Camp Interlaken or a seasoned pro, please be sure to read this handbook closely as there is always some new information for this summer. Our goal is to create a *kehillah b'yar*, a community in the woods. Campers will be part of a *chevra*, a group of friends, who live in a vibrant community that operates according to Jewish values. I look forward to building a summer of fun and a lifetime of Jewish memories for your camper.

B'Shalom,

*Toni*

## MISSION & VISION

### Mission

Camp Interlaken JCC offers an incomparable Jewish summer experience for campers and staff located in Wisconsin's north woods. Camp fosters enduring relationships, a love of Jewish community and a connection to Israel while promoting individual growth, learning and fun.

### Vision

Camp Interlaken shines with *ruach* everywhere as campers and staff enjoy a broad range of activities steeped in tradition. The camp has well-maintained buildings and new energy-efficient structures surrounded by the natural beauty of the Wisconsin north woods. Campers from diverse backgrounds and geographic regions fill the camp to capacity.

Camp Interlaken is known for providing a nurturing environment where special attention is given to individual needs, building self-confidence and modeling Jewish community leadership through solid programming. Active alumni stay connected to camp and rally with the community to financially support camp enabling scholarships for Jewish children who are in need and allowing for recruitment, training and retention of high quality staff.

## IMPORTANT DATES

All Forms Due	May 1
Session 1	Wed., June 21 – Mon., July 17
Mini Session 1	Wed., June 21 – Wed., July 5
Session 2	Wed., July 19 – Mon., Aug 14
Mini Session 2	Wed., July 19 – Wed., Aug 2
Ozrim	Wed., June 19– Mon., Aug 14
Family Camp	Tue., Aug 15– Sun., Aug 20

Payment in full is due by April 1. If you have applied for a payment plan option, full payment is due by June 1. Payment arrangements can be made by calling Michelle Wexler, Accounting Staff at (414) 967-8107 or [mwexler@jccmilwaukee.org](mailto:mwexler@jccmilwaukee.org)

**A \$100 late fee will be assessed if forms are not returned by May 1st.**  
If you register after the due date, forms are due 10 days from the date of registration.



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## OUR PROFESSIONAL STAFF

### Toni Davison Levenberg **Executive Director**



Toni joined the Interlaken team in January 2006. Originally from Philadelphia, PA, she has actively been involved in camping and informal Jewish education since she was a camper at JCC Camp Arthur-Reeta. Toni has a Bachelor of Science degree in Business Administration from the University of Florida and a Master of Arts in Jewish Professional Studies from the the Spertus Institute of Jewish Learning and Leadership. Prior to working at Camp Interlaken, Toni was the Assistant Director of House in the Wood Camp serving inner-city Chicago children, the Sales & Operations Manager of Camp CHI's Perlstein Resort & Conference Center, and a Software Engineer with two major technology consulting firms. In 2007, Toni was selected as one of 12 resident camp directors to be a Mandel Senior Fellow in the Lekhu Lakhem program through the JCC

Association's Mandel Center for Jewish Education. Also, Toni graduated from the Foundation for Jewish Camp's prestigious Executive Leadership Institute in 2019. Toni lives in Milwaukee, Wisconsin with her husband Jonah and her children Jaron (11) and Nava (8). Toni is looking forward to her 18th summer at Camp Interlaken.

### Tova Blasberg **Assistant Director**



This is Tova's 5<sup>th</sup> summer as a part of the year round team, and her 21<sup>st</sup> summer at Camp. Tova spent 16 summers at Camp Interlaken as a camper, counselor, ozo, unit leader for almost every unit in Camp, and Mama Ozo in the summer of 2015. Tova received a Bachelor of Science degree in Recreation, Parks, and Tourism with minors in Leadership and Non-Profit Management from the University of Florida (Go Gators). Before that, Tova spent a year in Israel and worked for Disney as a Disney College Program participant for one year full-time and two more years seasonally. Before moving back to Milwaukee, Tova spent 3 years as the Summer Camp and After School Director at Sun Country Sports Center in Gainesville, Florida.

### Randy "Grizz" Comensky **Assistant Director**



Randy is an experienced professional with over 25 years of Jewish camping experience. As the Director of Camp Sabra (St. Louis JCC), Camp Lakeland (Buffalo JCC), J Camps (JCC Houston), and JCC Day Camps powered by Tamarack, Randy has the hands-on experience needed to provide the exceptional and high-quality experience our community expects. Randy currently lives in Bloomfield Hills, MI, with his wife, Carrie (who he met at camp!), daughter Parker (17), and son Aaron (15). Randy is excited for his second summer at Camp Interlaken.

### Holly White **Camping Services Coordinator**



Holly joined the Interlaken team in October 2021 as the Camping Services Coordinator. Holly attended Camp as a camper and part of the ozrim program, and has worked at Interlaken as a counselor and leadership team member for many years. After graduating from the University of Wisconsin- Eau Claire with degrees in Organizational Communication and Women, Gender and Sexuality Studies, Holly moved to Maryland where she worked in the international residential life program at Sandy Spring Friends School for three academic years. She is the first person you talk to about all things transportation and office administration throughout the year. You can expect to see Holly around the Milwaukee JCC, bus and flight arrivals, as well as around the machaneh during the summer months.

### Michelle Lafferty **Social Worker**



Michelle has been a part of the Interlaken family since 2004 and has been involved in Jewish camping since she was a camper at an overnight camp in Dingmans Ferry, PA. Michelle received her MSW from California State University- Long Beach and is a licensed clinical social worker. Michelle has practiced clinical social work in various positions from LA County Probation to Director of a residential facility in Miami, FL. Michelle has been involved with the JCC since she moved to Milwaukee in 2000. First, as a mom with a 3 year old looking for a place to connect with other moms and their children, then as a JCC room parent/volunteer, to working as Interfaith Outreach Coordinator, Family and Children Administrator and Camp Social Worker. Michelle currently provides training and technical assistance to the Gan Ami Preschool on promoting social and emotional competence in young children.

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**Winter – until June 1st**

Harry & Rose Samson Family  
Jewish Community Center  
6255 N. Santa Monica Blvd.  
Milwaukee, WI 53217  
(414) 967-8240  
(414) 377-3339 fax

**Summer – Starting June 1st**

Steve & Shari Sadek Family  
Camp Interlaken JCC  
7050 Old Highway 70  
Eagle River, WI 54521  
(715) 479-8030  
(715) 479-8527 fax

**Director**

Toni Davison Levenberg

[tdavison@jccmilwaukee.org](mailto:tdavison@jccmilwaukee.org)  
[calendly.com/tonidavison](https://calendly.com/tonidavison)

**Assistant Director**

Tova Blasberg

[tblasberg@jccmilwaukee.org](mailto:tblasberg@jccmilwaukee.org)  
[calendly.com/tovablasberg](https://calendly.com/tovablasberg)

**Assistant Director**

Randy “Grizz” Comensky

[rcomensky@jccmilwaukee.org](mailto:rcomensky@jccmilwaukee.org)

**Camping Services Coordinator**

Holly White

[hwhite@jccmilwaukee.org](mailto:hwhite@jccmilwaukee.org)

**Social Worker**

Michelle Lafferty

[mlafferty@jccmilwaukee.org](mailto:mlafferty@jccmilwaukee.org)



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## AMERICAN CAMP ASSOCIATION ACCREDITED

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ACA Accreditation means that Camp Interlaken JCC cares enough to undergo a thorough (up to 500 standards) review of its operation — from staff qualifications and training to emergency management. American Camp Association collaborates with experts from the American Academy of Pediatrics, the American Red Cross, and other youth-serving agencies to ensure that current practices at your child’s camp reflect the most up-to-date, research-based standards in camp operation. Camps and ACA form a partnership that promotes growth and fun in an environment committed to safety.

ACA helps Camp Interlaken JCC provide:

- Healthy, developmentally-appropriate activities and learning experiences
- Discovery through experiential education
- Caring, competent role models
- Service to the community and the environment
- Opportunities for leadership and personal growth



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## CAMP FORMS



We are happy to continue our online forms this year! To access your camper's forms, please log in to your camper's secure account here: <https://interlaken.campintouch.com>. This brings you to your campers' dashboard. Please call Holly White with questions at 414-967-8240. The data you provide gives us necessary information to best serve your child. Each form is reviewed by the appropriate staff with concerns for that area of your child's care. All information is kept confidential and is seen only on a need to know basis.

New this year, you can fill your forms out in the Campanion App! Follow these simple steps to use the App:

- Download the Campanion App here: [Android](#) or [Apple](#)
- Use your CampInTouch Account email address and password to log in (if you need help getting into your account please respond to this message)
- Opt-in to facial recognition software by uploading a training photo of your child. This enables the app to send you photos of your camper over the summer – the app will walk you through it!
- Ensure you have push notifications enabled within your phone settings so you can receive important updates from camp all year long!

## VISITING CAMP

Essential visitors will be welcome at Camp in 2023. Other visitors will not be permitted at Camp in the Summer of 2023.

## A TYPICAL DAY AT CAMP INTERLAKEN

7:00am	Rise & Shine
7:30am	Boker Tov! (Good Morning!)
7:50am	Toranim (Table Setters)
8:00am	Hanafat Hadelgel (Flag Raising)
8:10am	Aruchat Boker (Breakfast)
9:00am	Nikayon (Cleanup)
9:30am	Chug Aleph (1 <sup>st</sup> Activity)
10:30am	Chug Bet (2 <sup>nd</sup> Activity)
11:30am	Chug Gimmel (3 <sup>rd</sup> Activity)
12:30pm	Aruchat Tzohoryim (Lunch)

1:30pm	Menucha (Rest Hour)
2:30pm	Chug Daled (4 <sup>th</sup> Activity)
3:30pm	Chug Hay (5 <sup>th</sup> Activity)
4:30pm	Nosh & Chofesh
5:30pm	Personal Nikayon (Showers)
6:00pm	Horadat Hadelgel (Flag Lowering)
6:30pm	Aruchat Erev (Dinner)
7:30pm	Peulat Erev (Evening Program)
9:00pm	Rod Hayom
9:30pm	Laila Tov (Good night)

Friday's schedule is different as we prepare for Shabbat. All activities take place in the morning, and Shabbat preparation (cabin, camp, and personal *nikayon*) is in the afternoon. Saturday (Shabbat) has a more open and relaxed activity schedule that includes *Tefillah* (Services), *Z'Sichot* (discussion groups), and open activities. Shabbat ends Saturday evening with *Havdalah* services.



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*The following pages cover Camp's policies regarding several topics; Internet, Code of Conduct, Inclusion, Bullying, and Physical Relationships. Please review these policies with your camper as failure to comply may result in dismissal from Camp per the discretion of the Camp Director.*

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## SOCIAL MEDIA POLICY

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1. Our Camp views social networking sites and other Internet communication as a positive way for you to keep in touch with your friends and express yourself. As a camper at our Camp, you have the right to exchange emails or DMs with other campers and invite other campers to be on your "friends" list in any way that you and your parents see fit.
2. Please do not use the official camp name or logo on personal pages, profiles, websites, or groups. Also, please do not add a link to the official camp website from any of your pages.
3. When emailing other campers, DMing, group chatting, or commenting on social media sites like [Facebook](#), [Twitter](#), [Pinterest](#), [Youtube](#), [Instagram](#), [Snapchat](#), or [TikTok](#), we ask that you:
  - a) Keep them positive and respectful of staff, campers, and Camp alike;
  - b) Not use obscenities, vulgar or sexual language;
  - c) Not say mean or threatening things to or about other campers, staff, or Camp;
  - d) Not pose as another camper online and use that false screen name, blog, or website to spread false information about anyone or say damaging, disparaging, or threatening things about anyone or Camp;
  - e) Not use a website, blog, or email to talk about things against Camp policy, like drugs or alcohol or bullying or sexual things.
4. Our policy is to call the parents of campers who send negative messages to other campers or represent themselves negatively in public social media forums and share the content of those messages with parents.
5. If you receive a threatening email, DM, or message on your personal website or directly to your email – one that is mocking, uses vulgar or harassing language – here is what you should do:
  - a) Do not respond to the message or retaliate because it might encourage the sender or get you into trouble.
  - b) If possible, record the message. Take a screenshot or download it to your hard drive.
  - c) Print out a copy of the message, then close it but do not delete it.
  - d) Tell your parents about it and, if necessary, have them notify the authorities or other parents of involved campers.
  - e) If you suspect that the sender is from Camp, please inform us.
  - f) You or your parents can also contact an organization such as Pedowatch ([www.pedowatch.com](http://www.pedowatch.com)) or the National Center for Missing and Exploited Children ([www.nemec.org](http://www.nemec.org)).
6. Communication initiated by campers to staff on social media websites is permissible. Camp Interlaken's policy states that staff must have camper "friends" on a "limited profile" setting, thereby blocking campers from staff members' personal content.
7. Keep in mind once you identify yourself in any way with Camp Interlaken, the general public will see you as an ambassador or spokesperson for Camp Interlaken.
8. Any camper who violates our internet policies or other communication policies might not be eligible to return to Camp.



## CODE OF CONDUCT

All standards of behavior at Camp Interlaken are grounded in Jewish values designed to create an “envelope of safety” within which children and teens can grow and have fun in a relaxed, non-threatening environment. Our goal is to create a *kehillah b'yar*, a Community in the Woods. We want campers to be part of a *chevra*, a group of friends who live in a vibrant community that operates according to Jewish values. Campers who do not follow the rules set in the Code of Conduct may be sent home early from Camp per the camp director's discretion. No refund shall be given if a camper is asked to leave Camp early due to behavior.

### B'TZELEM ELOHIM

### צלם אלוהים

We are all created *B'tzelem Elohim*, in the image of G-d. We, therefore, deserve to be cared for as precious and holy beings. We are all fundamentally equal in value and rights. We each have a responsibility to conduct our lives in a manner that reflects well on our Creator. Therefore at Camp:

- No member of the camp community is permitted to possess or use cigarettes, e-cigarettes, tobacco, vapes of any type, alcohol, or illicit/illegal drugs on camp property in any situation. Campers will be sent home from Camp for smoking, vaping, drinking, or possession.
- We take care of our physical selves, including showering regularly and practicing good personal hygiene.
- Before acting, we check to make sure that we respect the feelings, safety, and personal integrity of others and ourselves.
- We don't participate in unsupervised raiding or late-night pranks out of the cabin without a counselor.
- We dress and behave with modesty and decorum, avoiding clothing that is revealing or exhibits slogans promoting drug use or other inappropriate behavior.
- We do not engage in either ear or body piercing or tattooing. We do not shave heads or otherwise alter the appearance of ourselves, other campers, or staff.

### TIKKUN OLAM

### תקון עולם

Repair of the world is central to Jewish teaching. We are in this world as partners with G-d. Our responsibility in the partnership is to take care of the world and fix those things that we find in disrepair. Therefore at Camp:

- We recognize our obligation to do *tzedakah*, to do the righteous thing.
- We protect and enhance the environment by being *shomrei adamah*, guardians of the earth, and observing the principle of *bal taschit*, a prohibition against waste or destruction. We recognize that everyone is responsible for taking care of the physical facilities and the natural environment at Camp.

### KEHILLAH

### קהילה

Creating a Jewish community is the way in which Judaism is lived. Therefore, it is central to Camp. Our theme is *Kehillah B'yar*, Community in the Woods. Not even Moses Rabbeinu could bear the weight of all communal responsibilities, and so we recognize that we all have to do our part to make the Camp community work. Therefore, we follow the Talmudic principle, *Al Tifrosh Min Hatzibur*: You shall not separate yourself from the community. As a community we:

- Respect the Bullying Policy set forth by Camp (see page 11)
- Abide by the parameters set forth in the acronym “CHAKWACO” (see page 11)
- Include others in our group.
- Respect other people's property.
- Respect Camp's daily schedule and arrive on time for all programs, activities, and meals.
- Avoid pranks that might be harmful to any individual's feelings or property.
- Observe the Jewish value of *lashon hara*, the principle that says we are not to gossip or spread malicious slander about each other.
- Avoid engaging in physical violence of any kind with campers or staff.

### LAND OF ISRAEL

### ארץ ישראל

We have a special relationship with *Eretz Yisrael*, the land of Israel, and with *Am Yisrael*, the people of Israel, Jewish people everywhere. Jewish law, tradition, lore, and behavior throughout the ages and across the continents have emphasized the centrality of the Land of Israel and the Covenant between G-d and the people of Israel, as well as the responsibility of the House of Israel for each other's welfare, *Kol Yisrael Aravim Zeh B'zeh*. Therefore:

- We observe the laws of *kashrut* so that all members of our community will be comfortable. No food can come into the Camp other than under the supervision of our *mashgiach*.
- We participate in the celebration of Shabbat.
- We let Jewish laws and values guide our actions.



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## ONE BIG CIRCLE: EVERYBODY IN IT

Camp Interlaken is proud of our open, supportive, and inclusive environment. We are committed to building a vibrant community rooted in Jewish values and bringing the transformative power of Jewish summer camp to every child and family that comes through our gates.

We are firmly committed to promoting diversity, equity, inclusion, racial justice, anti-racism, and belonging. We take a firm stance against racism, sexism, and all acts of discrimination. We know the importance of speaking out and not standing by when we see injustice. We say “Never Again” so that we never forget the horror that the Jewish people have faced; we extend that same promise to all who struggle to gain respect, empathy, and understanding. Our Jewish values inspire us to stand up against persecution in all forms, and we are moved to act in support of our entire camp community - campers, their families, and camp staff - to ensure Camp is a safe space. At Camp, all campers, staff, and families have the right to feel a sense of belonging, safety, and love.

Camp Interlaken promises to spend our summers helping children grow, make memories, and build lifelong friendships. We believe that change begins through education, being a part of a community where these values are passed down from generation to generation, *l’dor v’dor*, with an everlasting goal of creating a more just and equitable community and society.

Camp is a place of wonder, exploring, newfound friendships, and gaining independence and confidence. We are a community of kindness and inclusion; we want everyone to feel safe and know that they belong at Camp. This includes campers and staff from groups who have historically faced oppression and trauma: Black people, Indigenous people, LGBTQIA+ individuals, people with neurodiversity, and all others.

Children are our future, and Camp has a part in shaping the lives of our future leaders. We believe that committing to a stance of anti-racism, anti-discrimination, and acceptance will send a ripple effect from each camper back to their homes where they will help their communities develop a greater sense of purpose, identity, and human responsibility.

We welcome children and adults to engage in a process of learning. As a community, we remain committed to educating ourselves, empathizing with people whose circumstances and identities are different from our own, and doing better to improve the lives of all. We hope to help facilitate courageous conversations that raise up the values of our community and denounce all forms of discrimination at Camp and beyond. Camp Interlaken is a uniquely transformative opportunity for young people to take risks and grow, and our job at Camp Interlaken is to nurture that growth.

Camp Interlaken’s [Gender Inclusion Practices and Policies](#) are on the next page.







## GENDER INCLUSION PRACTICES & POLICIES

The Steve & Shari Sadek Family Camp Interlaken JCC is firmly committed to promoting diversity, equity, inclusion, and belonging. Our Jewish values of *Kehillah* (community), *B'tselem Elohim* (we are all created in God's image), and *Tikkun Olam* (repairing the world) inspire us to act in support of our entire community - campers, families, alumni, and staff - to ensure Camp is always a safe place.

We are proud of the open, supportive, and inclusive environment we have built together. We are collectively committed to building a vibrant community rooted in Jewish values and bringing the transformative power of Jewish summer camp to every person that comes through our gates. Camp Interlaken welcomes all members of the community; we support gender-diverse, gender-fluid, transgender, and non-binary campers and staff at Camp.

In support of our commitment to transparency and respect, we are affirming our practices and policies regarding gender inclusion. We recognize that gender exists along a spectrum and may change at any point in an individual's development. To support our transgender and gender expansive community, Camp Interlaken acknowledges that each participant's needs are unique and should be treated individually, in consultation with the participant.

We understand these policies may be new to some families, and we encourage everyone to have a conversation with their camper(s) prior to Camp. Included in this policy are resources available to use in support of family dialogue. During the summer, our camper care team will be available to answer questions campers or staff may have and will communicate with families when necessary. We are grateful for the partnership with our Camp Interlaken families in helping our Camp be a safe and inclusive place for our entire *kehillah*.

### Registration & Intake

The CampMinder registration system allows for many gender options in the registration form. There will be another opportunity later in the forms process to share more about a campers' gender and request a conversation with Camp. A detailed intake meeting will be scheduled for any participant that indicates that their gender identity differs from their sex assigned at birth as noted in the forms filled out by parents and campers.

### Housing

Our cabins are separated by gender and grade level. In focusing on supporting each participant's overall development and well-being, cabin assignments may be made by gender identity instead of sex assigned at birth. For campers to request housing by gender identity, this request must be made by the camper and a parent or guardian before staff orientation begins at the beginning of June. Housing changes cannot be made once Camp is in session. We will work with gender fluid and non-binary participants and their families before Camp to help them identify and agree to the appropriate housing assignment.

### Facilities

Each cabin has a movable private changing area that campers can choose to use.

Camp Interlaken's washhouses are assigned by gender. Campers are welcome to use the washhouse of the gender they identify. Washhouses have private, locking bathroom stalls and private, individual showers that close with a curtain. New, in the summer of 2022, we constructed 4 private, centrally located, all-gender bathrooms (each with a toilet, sink and shower). These bathrooms can be used by anyone who would like additional privacy.

Additionally, private, all-gender bathrooms are available in the office, pool, *K'far Noar* (Teen Village), and health center.



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### Confidentiality

Camp Interlaken ensures the confidential status of a camper, participant, or staff member's gender status in accordance with applicable state, local, and federal privacy laws.

All campers and staff have the right to discuss and express their gender identity and expression openly and to decide when, with whom, and how much to share private information. The fact that a camper or staff chooses to use a different name, to transition at Camp, or to disclose their gender status to staff or other campers does not authorize Camp Interlaken to disclose this information with their parent or guardian. When contacting the parent or guardian of a camper, Camp Interlaken will use the camper's legal name and the pronoun corresponding to the camper's sex assigned at birth unless the camper, parent, or guardian has specified otherwise.

Camp Interlaken will not disclose any information that may reveal a camper or staff member's gender status to others, including other campers, families, and staff, unless legally required to do so or the camper or staff has given permission. In any scenario where Camp Interlaken is legally required to disclose a camper or staff member's gender status, Camp Interlaken will provide the camper or staff an opportunity to make that disclosure themselves first.

### Pronouns & Names

Every camper and staff member has the right to be addressed by a name and pronouns that correspond to their gender identity. Regardless of whether a camper or staff member has legally changed their name or gender (or undergone any surgical or hormonal transitions), Camp Interlaken will allow such campers and staff members to use a chosen name and gender pronouns that reflect their identity. Camp Interlaken will ask in the camp forms how the camper prefers to be addressed, and Camp staff will ask campers privately how they would like to be addressed. Staff are asked for their pronouns and are provided an opportunity to include them on staff identification (name tags, etc.).

Some campers may feel most comfortable being addressed by gender-neutral pronouns such as "they" or just referred to by their name (without pronouns). We recognize that our returning campers may come to camp with a different name, pronouns, or gender than the summer prior. In that case, Camp will direct all staff to use the person's chosen name and appropriate pronouns. Camp Interlaken will act to the best of our ability to educate campers and staff members to avoid "dead naming" (call someone by their birth name when they have changed their name as part of their gender transition).

### De-Gendering Places & Traditions

Leading up to the summer of 2021, the T.O.V. (Tikkun Olam Volunteer) Committee addressed inclusion initiatives at Camp. These discoveries included removing gendered language from places in Camp. We continue to explore how gender might show up in camp programs and traditions and might unintentionally create a feeling of exclusion. With that lens, we have made programmatic revisions over the last few years to reflect our commitment to being an inclusive camp. Camp will continue to monitor and adjust programmatic areas to assure maximum inclusion.

### Staff Training

Camp Interlaken has been working with organizations that specialize in training camp communities about gender inclusion like [Keshet](#), [Moving Traditions](#), and [Transplaining](#). The T.O.V. Committee is interviewing additional trainers and experts to work with our summer staff to train them on topics of how to create safe spaces for everyone.

### Resources

[American Camp Association](#) \* [Valdes Conflation Triangle](#) \* [My Pronouns](#) \* [Gender Spectrum](#) \* [Keshet Resources](#)  
[Schools in Transition](#)



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## BULLYING

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated or has the potential to be repeated over time. Both people who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behavior must be aggressive and include:

- An Imbalance of Power: People who bully use their power to control or harm others, such as physical strength, access to embarrassing information, or popularity. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviors happen more than once or have the potential to happen more than once.

There are three types of bullying: verbal, physical, and social. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. Bullying can also occur online: through emails, text messages, Snapchat, Instagram, Facebook, instant messaging, and more. This type of bullying can also lead to persons being hurt between the camp seasons.

At Camp Interlaken, bullying and harassment are inexcusable, and we stand firmly against all types of bullying. Our Camp philosophy is to ensure that every camper learns the value of cooperative living, gains a sense of Jewish identity, spirit, and pride, experiences the thrill of mastering new skills, and finds the fulfillment of attaining individual goals. We work together as a team to help campers enhance their social skills, gain self-confidence, make new friends, feel safe, and go home with great memories.

Unfortunately, victims of bullying may not have the same potential to get the most out of their camp experience. Our leadership addresses all incidents of bullying and trains staff to promote communication with campers so both staff and campers will be comfortable alerting us to any problems during their camp experience and between summers. Every person (campers, staff, and *ozrim*) has the right to have the best possible experience at Camp. By working together as a team to identify and manage bullying, we can help ensure that all campers, staff, and *ozrim* have a great summer at Camp Interlaken.

**We expect campers to commit to treating each other with respect (*kavod* - כבוד) and eliminate bullying in our community. Failure to do so may result in discipline and/or being sent home from Camp at the discretion of the Camp Director. In the event that a camper is sent home, no refund will be given.**

## HOW CAMP INTERLAKEN HANDLES PHYSICAL RELATIONSHIPS

### Our Philosophy

Camp Interlaken is a place for campers to grow, learn, explore their own capabilities, and create relationships with others. However, Camp Interlaken is not a place to be sexually active, regardless of what is done outside of Camp. We want campers to have a break from the sexual pressures they are exposed to through movies, school, TV, music, the internet, and advertisements. We give them a chance to be kids and teens in a way that is responsible but not prematurely adult. Most kids are relieved to be given this clear and enforceable limit. Teen campers (7th - 11th grades) will be told that the limit on their behavior is "consensual hugging and kissing with all clothes on," which we call "CHAKWACO." Campers will understand that behaving in a way outside of "CHAKWACO" may result in discipline and/or being sent home.

### Relationships between campers

We teach all campers to respect each other in the way they talk to each other and how they talk about each other. In 7<sup>th</sup> grade, *Sha'ar* (8<sup>th</sup> & 9<sup>th</sup> grades) & *K'far Noar* (10<sup>th</sup> & 11<sup>th</sup> grades), campers are taught the "CHAKWACO" limitation of behavior as explained above. We do not tolerate children harassing each other with sexual innuendo, put-downs, or unwanted come-ons. We want to promote caring and nurturing between individual campers while focusing on building the group.

**We expect campers to commit to the boundaries set by the "CHAKWACO" acronym. Failure to do so may result in discipline and/or being sent home from Camp at the discretion of the Camp Director. In the event that a camper is sent home, no refund will be given.**



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## SUPPORT OF CAMP INTERLAKEN

### Honoring Staff

It is a long-established policy of Camp Interlaken JCC and the American Camp Association to discourage tipping or gift-giving to individual staff members. If you wish to show your appreciation, we will accept donations to the Camp Scholarship Fund made in honor of a particular staff member. Additionally, you can sponsor an event or donate to the Staff Recreation fund that helps plan fun social programs for the staff during their off time. All donations are greatly appreciated and benefit the total camp program. You can make a donation in the online forms that you're returning to Camp via the CampMinder registration database. The contribution to the Staff Recreation Fund will show on your statement as Staff Appreciation Fund.

### Support of Camp and Camp Programs

Camp Interlaken JCC depends upon the generosity of families like yours. Please volunteer to help with camp projects during the year. We invite you to open your home and invite others to hear about Camp at an in-home info session with the Camp Staff. Do you have professional expertise you can bring to Camp as a doctor, nurse, psychologist, or social worker? Would you like to be an artist-in-residence at Camp? Could you provide funding for a special facility or program at Camp? All these forms of assistance are needed and greatly appreciated. Contact the Camp Director for more information.

We thank the generous families who support Camp and the future of Judaism with the following endowment funds:

*Elaine & William Appel • Camp Interlaken Music Program • Neiland & Amelia Vish Cohen • Ateret Cohn Scholar-in-Residence  
Harry Dizack JCC Camp Interlaken Scholarship • Dorf Family Camp Interlaken Avodah • Karen Edelstein Memorial  
Alan I. and Sanford J. Ettinger • Brenda Friedman Ulam and Theater Building • Friends of Camp Interlaken  
Brittney Gigl Camper Assistance • Mildred Roth Goldberg • Linda Hay CIL Family Camp • Betty & Paul Jacobs K'far Noar  
Eli & Helen Keller • Kennedy Barnett Family Camp Interlaken • Kids 4 Kids @ Camp JCC Scholarship  
David Jonathon Kohl Camp Interlaken Scholarship • Steven Kupferman Camp Interlaken Scholarship  
MacKenzie Wagan CIL Staff Scholarship • Alan & Rita Marcuvitz Family Camp Interlaken  
Dr. Ronald & Fran Meyers Family Camp Interlaken Facility • Lorraine & Morry Mitz Family Interlaken Chadar Ochel  
Cheryl & Mitch Moser Camp Interlaken • Phi Delta Epsilon • Plavnick Family Camp Interlaken • Anne Primakow  
Horace J. & Idabelle Rosen Children's Camp Scholarship • Rubin Family Camp Interlaken Scholarship  
"Bubbe" Jean Rubin Camp Interlaken Canteen • Steve & Shari Sadek Family Camp Interlaken JCC  
Schuminsky Family Camp Interlaken JCC Scholarship • Jeffrey Sehler • Faye Greenberg Sigman Family Camp Interlaken Scholarship  
Adam (AJ) Sobel Camp Interlaken Scholarship • Tracy Sweet Camp Interlaken JCC Scholarship • Wagan Family CIL Camper Scholarship  
Dr. Alan z'l & Roz Wagner Family Camp Interlaken Medical Needs • Aaron & Gertrude Weiss Scholarship  
Bob & Jean Zarne • James & Eve Joan Zucker*

To add your family name to this list and make a lasting gift to Camp Interlaken, please contact  
Elyse Cohn, Chief Development Officer at (414) 967-8188 or [ecohn@jccmilwaukee.org](mailto:ecohn@jccmilwaukee.org)



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## MEDICAL INFORMATION

### Necessity of Medical Exam

The American Camp Association requires that all campers must be examined by a physician prior to attending Camp. **A complete physical is not needed if your child has had a medical exam within the past 24 months. However, your doctor will still need to complete the appropriate information (i.e., dates of immunizations), and both you and your doctor MUST sign the form.** The Medical Examination form requires a doctor's signature. Accuracy and completeness are essential for the health and safety of your child, as well as for others in Camp. You must return the form to your CampMinder account or the camp office in Milwaukee by May 1st or 10 days after registration if you sign up after May 1st. To properly prepare for the care and well-being of our campers, our medical staff must have time to review each camper's health record. It is imperative that we receive health forms from every camper. No camper will be allowed in Camp before our medical staff has reviewed their completed health form. **\*\*\*It is not acceptable to send medical forms on the bus.\*\*\***

**Camp Interlaken requires campers and staff to be vaccinated, according to the American Academy of Pediatrics (AAP) and the Center for Disease Control (CDC).** Please click here to view the immunization policy in full: <https://campinterlaken.org/immunization-policy/>

Because we want to ensure a positive experience for each camper, we ask you to document any information regarding your child's current treatment by a psychologist, psychiatrist, or caseworker on the parent questionnaire. The information should also be included in the online medical form. This information will be handled confidentially and shared only on a "need to know" basis.

### Health Center

While we expect most campers will stay healthy throughout the summer, occasionally campers become ill or injured at Camp. We have a professionally staffed medical center and a satellite triage center for bumps, bruises, and scrapes. A licensed physician and/or multiple registered nurses are in residence at Camp at all times. Eagle River Memorial Hospital, Howard Young Medical Center, and additional medical and dental services are available in nearby Eagle River and Minocqua.

**Parents will be notified if** an overnight stay in the camp health center is required for your child. Should any significant accident or illness occur, the camp physician or nurse will notify the parent. If a prescription drug is deemed necessary, you will be notified by phone. In addition to a copy of your medical insurance card, you should also include a copy of your prescription drug card. If local non-emergency medical services are required, you will be notified and the provider or Camp Interlaken will bill you for these services. At times campers may feel run down, have a sore throat, or develop a cold. They often stop in for some over-the-counter treatments. Camp will **not** notify parents of these visits.

### Covid-19

- Everyone entering our camp, or getting on our buses, will be required to take a rapid antigen test for Covid-19 the morning of their departure. Anyone who receives a positive test result must call the camp office to review isolation protocols and plans for delayed start.
- Campers and staff may use their own discretion in regard to mask usage at camp. All choices will be treated with kavod (respect).
- If a camper presents with symptoms that may indicate Covid-19, they will be tested in the health center by the medical professionals in a process similar to how strep throat is evaluated. Covid-19 tests will no longer be widely available in the camp office.
- Positive test results will result in a call home and activation of isolation protocols for the individual. We will no longer be quarantining entire cabin groups based on an individual's test results.
- Covid-19 vaccination will not be required for campers and staff for Summer 2023.

### Mental Health

Camp Interlaken recognizes today's mental health crisis and is equipped to provide the best care for our campers while they are at Camp. Camp has a robust community care team consisting of two social workers, camper care specialists, three camp moms, and many other staff trained in various techniques and elements of community care. Camp Interlaken is part of the Foundation for Jewish Camp's Yedid Nefesh program. This initiative aims to provide overnight and day camps with financial and programmatic support for camps to address MESSH (mental, emotional, social, spiritual health) in holistic ways – supporting camps' hiring qualified mental health professionals on their staff, enhancing counselor training, integrating wellness programming into activity areas, and developing other ways to create cultural change within their camp communities year-round. Funding will also include professional development, research, and evaluation.

Please share information about your child's behavior or past experiences so that we can best support each camper. We know how invaluable such information can be in assisting us to help make your child's adjustment to Camp as smooth as possible – something we all want. Knowing about a learning difficulty, ADHD, bedwetting problem, a recent loss or significant change in the family or child's life, etc., makes a tremendous difference in helping us to be sensitive to your child's needs. A form called the CCI form allows you the space to share this information with us. You can also request a call with the Camp social worker to create a Camper Success Plan (CSP) for your camper. If campers would like to set up Zoom appointments with their therapist, contact Michelle Lafferty at [mlafferty@jccmilwaukee.org](mailto:mlafferty@jccmilwaukee.org) to set up those meetings.

## MEDICAL INFORMATION CONTINUED

### Medications

While our health center is a top facility staffed by a terrific team of healthcare personnel, we have found a dramatic rise in the number of campers on medication. Many campers take medications for ADHD or focus during the school year and wonder if they should continue with these meds during the summer. Our recommendation is to keep the campers on the medications they are successful taking during the school year as a summer at Camp is also filled with the need to be controlled and structured. Campers succeed most at Camp when they stick with their school year routine.



With this increase of medication being dispensed at Camp, we look for the safest, most efficient way to dispense the meds. We have found that prepackaging medications is the best possible solution. Hayat Pharmacy provides a convenient service that dispenses, packages, and ships medications directly to us. This prepackaging program complies with state regulations regarding medication packaging for summer camps. [Click here for more information about how to order your medication from Hayat Pharmacy.](#)

Our policy and procedure for dispensing and administering medication **requires** camp families to have all of their child's medication issued, prepackaged and sent to Camp prior to arrival. This includes all pills taken daily, (prescription and non-prescription) and vitamins. **If you send medications or vitamins that could be provided by Hayat Pharmacy, there will be a \$150 handling and distribution fee assessed by Camp Interlaken.**

Camp Interlaken stocks most over-the-counter items such as Tylenol, Advil, Benadryl, etc. Medications in pill form are individually packaged and sealed according to the date and time of administration. Each individual packet may contain one or more pills prescribed to be given at the same time. This method of dispensing medicine during summer camp will minimize potential med errors ensuring that every camper gets the correct medication and dosage, at the right time, on the right day. Families must register at with Hayat through the form in CampMinder to start the process of getting their child's medication prepared for the summer. **There are deadlines for registration for each session: 1st Session: May 1 and 2nd Session: July 1.** The program is so important to Camp that we have taken on the fees packaging. Participation in Hayat Pharmacy packaging is FREE for our families, and we expect **100% participation**. The only charge is the cost of the medications.

### Glasses, Braces, Inhalers, etc...

If the camper wears glasses, we advise you to send a spare pair and a copy of the lens prescription. It is also advisable that a dental examination and any needed dental work be completed before Camp begins. If necessary, minor dental repair (i.e., loose wire on a brace) will be taken care of by a local health professional and charged to the parents. Additionally, if your child uses an inhaler, we recommend that you send two: one for your camper to keep and another for the health center.

### What are the camp health and safety regulations?

We comply with all state sanitary codes and Vilas County Department of Health regulations governing a children's camp. In addition, Camp Interlaken is fully accredited by the American Camp Association. Fire Exting Safety Plans for buildings are on file with the county, and fire and storm drills are held at least once per session. All waterfront staff have American Red Cross Water Safety Instructor and/or Life Guard Training and Lifesaving Certifications. Most other camp staff also hold American Red Cross CPR and First Aid certifications. In compliance with American Camp Association guidelines, Camp Interlaken also has a safety manual detailing safety procedures for program areas.



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## LUGGAGE & LABELS

### Packing for Camp

Each camper may bring two luggage items. This may consist of one cargo bag, one duffel bag, or two duffel bags. Please do not over-pack since space to unpack and store luggage in each cabin is limited. Weather can be extremely variable at Camp. Typical summer weather at Camp will be in the 80s during the day and in the high 40s/low 50s at night. Warm clothing and rainwear are essential.

### Labeling

All clothing, personal items, and camping equipment **must be clearly marked with the camper's full name**. If using name tapes, sew/iron them securely where they may be seen. If stamping or marking with indelible laundry ink, make sure it's legible. Many campers bring similar items. Unmarked items that are lost are less likely to find their way back to their owner. **Campers must assume responsibility for the proper care of personal belongings. Camp bears no responsibility for lost items.** Camp maintains a lost and found and will make every effort to return labeled items to campers during the summer sessions. After the session end, Camp will donate or use unclaimed items in the future. **PLEASE LABEL EVERYTHING!** Camp Interlaken is proud to partner with [LabelDaddy](#) for clothing labels. Parents using this link will receive a 10% discount on their orders. Sharpies also are effective for labeling as well.

### How Much To Pack

Campers do not need to pack enough changes of clothing for their entire camp stay. Camp provides laundry services included in the camp fee. 2-week campers will receive laundry service once, and 4-week campers will receive laundry service three times. **Laundry bags should be clearly labeled in large letters on the outside of the bag.** A local laundry service will do laundry. Please realize that this service is a quantity laundry service doing thousands of pounds of clothing. It is not a delicate service. Camp takes no responsibility for clothing that shrinks, discolors, or is lost in the process.

### What to Leave At Home

Please **DO NOT** bring to Camp:

- Technology (See page 16)
- Items of high value, such as watches, jewelry, and expensive cameras.
- Clothing that is delicate, new, or valuable. Please do not pack revealing clothing or clothing with slogans or pictures advocating the use of cigarettes, nicotine, alcohol, or drugs.
- Matches, lighters, fireworks of any kind.
- Tobacco products, vapes, alcoholic beverages, controlled substances, or over-the-counter medications.
- Guns, knives, and weapons of any kind are not allowed in Camp.
- Animals are not permitted on camp property unless approved by the director.
- Hammocks
- Money
- Food



## TECHNOLOGY AT CAMP

**Camp Interlaken is proud to be Screen-Free! This transition to Camp may be difficult for campers whose lives are dominated by personal technology and information overload. Below are some reasons that Camp Interlaken is a Screen-Free environment:**

- Encourages our campers to spend more time enjoying the outdoors
- Promotes socialization between campers and teaches important communication skills
- Removes the divide between “the haves, and the have-nots” in each cabin
- Reduces the stress associated with the damage to and theft of electronics
- Gives campers a much-needed break from the world of technology
- Allows campers to fully embrace the connections they make with other campers
- Assures that our campers are not exposed to age-inappropriate material

After spending time trying to define what electronics devices were and were not affected by this type of change, we are happy to clarify how this is defined at Camp Interlaken specifically.

### iPod/MP3 Players

No music players with interactive screens or that play movies or television shows will be allowed. This includes but is not limited to iPod Nano, iPod Touch, iPod Classic, iPhone, etc. As we recognize that campers like to have their music with them and like to be able to identify and find their songs, we recommend bringing an iPod Shuffle, a [Sansa Clip](#), an MP3 player, or a similar music device.

### Digital Cameras

We encourage campers to bring a digital camera to capture their own memories.

### Tablets, Netbooks, DVD Players, Laptops, or personal game systems

Leave them at home. If your child is flying to/from Camp and traveling with a game system or tablet, it will be kept in the office safe when they arrive at Camp and returned at the session's end.

### Cell Phones and Smart Watches

Campers are not permitted to have a cell phone or smartwatch while at Camp. If your child is flying to/from Camp traveling with a phone or smartwatch, it will be kept in the office safe when they arrive at Camp and returned at the end of the session. We will charge the phone or smartwatch if you send a charger with it. We recommend sending a labeled Ziploc bag to hold the cell phone and charger in the safe.

### eReaders

Please do not bring Kindles or other eReaders. Campers can bring books, and we also have a large variety of books in our *sifria* library.

We view the opportunity to disconnect as a gift for your children while at Camp. Thank you for supporting this effort to simplify the camp experience and encourage building additional interpersonal skills. Your support of everything we do at Camp Interlaken is appreciated.





## CAMP LIFE

### Cabin Life

Each camper is assigned to a cabin according to their age and/or grade in school in September. We make every effort to place your child in a cabin group that will ensure their having a positive group experience. We try to achieve a balance of new and returning campers in each cabin. Whenever possible, we will place a child in the same cabin with one friend of the same grade. A space is provided for you to inform us of campers that your child wants to bunk with on the “Letter to My Counselor” form on CampMinder’s online database. We guarantee mutual requests. Please let us know any additional information in writing on the forms provided or in a separate online space.

### Canteen

Campers visit the canteen 2-3 times per week. A canteen credit of \$60 is available to four-week campers, \$30 for two-week campers and *Ozrim*, and \$120 for eight-week campers. This amount is included in the camp fee. A variety of items such as sweatshirts, T-shirts, shorts, postcards, sundries, and other incidentals are available. A limited amount of candy and snacks will also be sold in the canteen. You may deposit additional money in your child’s canteen account by logging into your camp account in CampMinder. Any charges above the credit amount need prior approval by parents. Any remaining canteen balance is donated to the camp scholarship fund for the following year.



### An Experience in “Living Judaism”

Living as part of a Jewish *Kehillah* (community) is one element that makes Camp Interlaken special. The rules and daily routines of camp life are based on Jewish values and practices. Programs are designed to be both fun and educational. From “Hebrew Word of the Day” to experiential and interactive programs concerning Jewish history and Israel, campers learn about Jewish heritage through “hands-on” activities that help them develop a positive Jewish identity.

Counselors are hired not only for their skills and personalities but also for their ability to be good Jewish role models. Using the Hebrew language, saying *motzi* and *birkat hamazon* before and after meals, celebrating Shabbat, getting to know Israel through the eyes of our Israeli *schlichim* — all these, and more, contribute to a camper’s total Jewish experience at Camp Interlaken JCC.

### Communal Living

Camp is a communal living experience. The success of this system is dependent on the cooperation and involvement of all of the participants. Every effort is made to establish a positive atmosphere and to motivate constructive behavior. Children will be sent home from Camp if they behave in a way that is detrimental to the camp community. Acceptable and non-acceptable behavior is outlined in the Camper Code of Conduct. Acting as a responsible member of the camp community is necessary for the well-being of all. Campers are expected to contribute to the overall cleanliness and physical care of the Camp. For example, they will participate in camp-wide *nikayon* (clean-up).



Camp requires children to be responsible for their belongings, the cleanliness of both their person and their personal space, and to be responsible for their actions. Camp helps children develop a greater sense of independence and competence.

There are no parents at Camp! Your child will learn to solve problems by working with his or her cabin group and counseling staff. Of course, there are many responsible, older adults in Camp. But Camp is an opportunity for children to learn to use their own resourcefulness and to problem-solve independently in a supportive and safe environment.

## CHUGIM (ACTIVITIES) INFORMATION

While at Camp, campers will participate in 5 *chugim* (hoo-geem) daily Sunday–Friday. Three of the *chugim* are selected by the campers, a 4th *chugim* is attended by the entire cabin, and the last is a mandatory swimming period that consists of both instructional and free swim. Most *chugim* run for 2 weeks; the four-week campers will get a new schedule for the second two-weeks of their session. That means that 4-week campers could take as many as 6 different personally selected *chugim* over the course of the session and try many more!

**\*\*\*Campers will be selecting their *Chugim* after our Homecoming program on the first night of Camp!**

## SWIM INSTRUCTION

Swimming is a fun and important part of Camp. Camp strongly believes that it is essential that every child learns to swim and feels comfortable in the water. Every camper (except K'far Noar) is assigned swimming as one of their *chugim* if they are in Red Cross levels 2-5. Once a child passes to level 5, they will remain in swimming until they select new *chugim*. Once they complete level 5, they will not be required to take swimming. Some activities have minimum swim level requirements to be eligible to participate. Campers are required to be in level 3 or higher to participate in sailing and water-skiing. However, a swim assessment will be given to level 2 swimmers to test their swimming strength as opposed to their skill to determine if they are eligible to participate in water-skiing. Windsurfing requires campers to be entering 6<sup>th</sup> grade or above. All campers, regardless of their abilities and levels at home, will have their swimming abilities evaluated the second day of Camp to place them in a level. One piece bathing suits are required for waterfront activities and preferred for other Camp activities.

The American Red Cross Learn-to-Swim program offers a unique six-level instructional approach that has successfully been teaching people how to swim since 1914. Camp Interlaken begins at Level 2. Our instructors are trained and certified by the American Red Cross in their Water Safety Instructor (WSI) program or Lifeguard Training (LGT) courses, so swimmers of all ages and abilities are in good and capable hands. These are the requirements for each swim level.

### LEVEL 2: FUNDAMENTAL AQUATIC SKILLS

- Demonstrate competency in all required skills and activities, including in-water skills
- Successfully complete the following exit skills assessment:
  - Step from side into chest-deep water, move into a front float for 5 seconds, roll to back, float for 5 seconds then return to a vertical position.
  - Move into a back float for 5 seconds, roll to front then recover to a vertical position.
  - Push off and swim using combined arm and leg actions on front for 5 body lengths, roll to back, float for 15 seconds, roll to the front then continue swimming for 5 body lengths.

### LEVEL 3: STROKE DEVELOPMENT

- Demonstrate competency in all required skills and activities, including in-water skills
- Successfully complete the following exit skills assessment:
  - Jump into deep water from the side, swim front crawl for 15 yards, maintain position by treading or floating for 30 seconds and swim elementary backstroke for 15 yards.

### LEVEL 4: STROKE IMPROVEMENT

- Demonstrate competency in all required skills and activities, including in-water skills
- Successfully complete the following exit skills assessment:
  - Perform a feet-first entry into deep water, swim front crawl for 25 yards, change direction and position as necessary and swim elementary backstroke for 25 yards.
  - Swim breaststroke for 15 yards, change direction and position as necessary and swim back crawl for 15 yards

### LEVEL 5: STROKE REFINEMENT

- Demonstrate competency in all required skills and activities, including in-water skills
- Successfully complete the following exit skills assessment:
  - Perform a shallow-angle dive into deep water, swim front crawl for 50 yards, change direction and position of travel as necessary and swim elementary backstroke for 50 yards.
  - Swim breaststroke for 25 yards, change direction and position of travel as necessary and swim back crawl for 25 yards.



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## FOOD PHILOSOPHY

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Through a partnership with WOLFoods, Camp Interlaken JCC always provides kosher, nutritious and well-balanced meals. The Interlaken team partners with WOLFoods's team and nutritionist to create Camp's summer menus. WOLFoods's team of chefs spend their summers living on site at Camp Interlaken.



Our Kosher kitchens consist of a separate meat kitchen, dairy kitchen and a pareve bakery. Each item that we serve at Camp must have an appropriately recognized kosher hechsher (symbol or special marking found on the packages of products that have been certified as kosher). At Camp we eat three meals a day family style to promote conversation and community within the cabin groups. Occasionally, we may have a buffet meal if that fits in with the camp program. We serve most meals in the Chadar Ochel, our dining room. We eat lakeside on our lawn for a picnic lunch while the dining hall is being prepared for Shabbat on Friday afternoon. Once a week we have cookouts throughout all of Camp where campers enjoy freshly barbequed hamburgers and hot dogs.

Healthy choices are available for all appetites, from our youngest campers to our adult staff. We have fresh fruit available at every meal, a salad bar, vegetarian, vegan, and gluten free alternatives. Special diets are monitored by our Food Service Manager, who takes care of these personal needs.

We are extremely diligent and supportive when it comes to caring for campers with special dietary needs, particularly those with food allergies, sensitivities, and/or intolerances. Importantly, we maintain a Peanut/Nut Free policy throughout our whole Camp. Soy is the most common peanut substitute, and we do serve soy nut butter at lunch and dinner as a protein alternative. No peanut or tree nut products are permitted to be brought into Camp or provided during the summer.

Other food allergies and food related health issues are readily dealt with on an individual case basis including gluten sensitivity and lactose intolerance. Camp Interlaken regularly stocks rice milk, soy milk and will stock lactaid milk as needed. Lactaid tablets can also be given at meals and snack time. Campers that are gluten free can expect meals that mirror the camp menu while their meals may also be supplemented with Udi's or a similar brand's items. Gluten free bread, pasta, pancake mix, and prepackaged treats are stocked in our kitchen. The food service manager assures that there will not be any cross contamination.

Epi Pens, in addition to being available in the Health Center, are kept in our dining room and other areas around Camp. Epi Pen training is also conducted as a part of the First Aid training with all of our staff.

In addition to the more serious food sensitivity diets, we also support special needs like vegetarian or vegan campers. While "picky" eaters present challenges for most food service operations with a somewhat fixed menu, we do provide alternatives at each meal and address specific camper needs at the beginning of the summer. A full salad bar is available at lunch at dinner which includes a variety of vegetables, tuna, fruit, pasta salad, etc. Soy Nut Butter is available at lunch and dinner as well as homemade soup. Campers are encouraged to let their counselor know if they cannot find anything sufficient to eat at a meal, and the counselors will help connect them with the Food Service Manager to find an alternative.

All families will share any dietary restrictions on their forms to inform Camp if their child(ren) have any special food needs so that Camp can be prepared to best accommodate your camper. We ask that parents do not send any food to Camp. Please contact the camp office prior to Camp if you have additional concerns or want to share any additional information with us. Once the WOLFoods team arrives at Camp, the Food Service Manager will be available to talk with parents as needed.

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## B'NAI MITZVAH PREP

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Campers offers B'nai Mitzvah tutoring to any camper who is celebrating their B'nai Mitzvah before January 2024. If you request B'nai Mitzvah tutoring there will be two scheduled, supervised study times during each week at Camp. Our tutors will review materials campers have learned prior to summer; they will not teach new material. Campers who are studying for B'Nai Mitzvotin 2023/2024 may schedule zoom tutoring sessions home to their clergy/tutor, etc. Please contact [Holly White](#) with any questions and to schedule.



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## COMMUNICATION

### Incoming Mail

Please write your child often! It means so much to campers to hear from home frequently. Especially for first time campers, send mail before they even leave for Camp so it's waiting for them. Mail is distributed every day at Camp except Shabbat. Letters detailing how much you miss your child or what a good time you are having in his or her absence are not helpful. If you have bad or upsetting news that needs to be conveyed to your child, please call the camp office and consult with the camp staff. Letters from home should only be positive in tone. Please send mail to your child at:

Your Child's Name  
Camp Interlaken JCC, Cabin Name OR Grade (if you don't know their cabin name, don't worry – we do!)  
7050 Old Highway 70  
Eagle River, WI 54521

### Packages

**Camp Interlaken does not accept packages in boxes for campers.** This does not apply to luggage being shipped to Camp prior to arrival. Please review the policy and share it with your campers and other family/friends (including grandparents) to help manage their expectations. In your camp forms on Camp in Touch, you will sign the package policy to show that you have read it.

### The Policy

- Camp Interlaken will accept flat parcels that are in an envelope that is no larger than 12" x 15" x 3/4". These can include magazines, books, pens and paper- anything flat.
- Boxes will be returned to sender.
- Packages from visitors will not be accepted.

### Birthdays at Camp

- One birthday package without food will be permitted.
- Label the package: "Birthday Package" so that we can make sure it gets to your child on their birthday.

### Forgotten Items

- Call Camp to talk to your child's unit leader if they've forgotten or lost a necessary item.
- If the item is not something that Camp can provide for your child, you will be asked to send the item to the Unit Leader's attention with your camper's name on it also.
- Send only the discussed items.

### What can you do instead?

Above all else, your child wants to hear from you. Write letters and send emails through CampMinder. There are cute apps like Touchnote that allow you to send postcards that you can create on your phone. If you believe your child will be saddened by this policy, wrap a few cute items and hide them in their luggage with notes about when to open them. A future hoda'ah will give you more specific information about how to send letters and how to use the CampMinder system to send electronic CampStamp notes.



## COMMUNICATION CONTINUED

### Outgoing Mail

Please keep in mind that at Camp, the old saying, “No news is good news” holds true. We will do our best to see that your child writes regularly. Campers are required to send a letter (or postcard) twice a week. Many parents find it helpful to send along pre-addressed (and stamped) envelopes or postcards with their child (even for the older campers). Please keep in mind that mail takes several days to travel from Eagle River to your home. If you do not hear from your child or have other concerns, please feel free to contact Camp.

### Talking to Your Campers

Campers are not allowed to use the telephone while at Camp. The only exception is receiving a pre-arranged birthday call from their parents. We have found that phone calls do not help children who are adjusting to the daily life at Camp. If you require information or wish to relay an important message to your child, please call the camp office and speak with the camp staff.

### Obtaining More Information about My Child during Camp

Many times parents become concerned about not getting enough information in their child’s letters about how Camp is going. Some parents have found success through using pre-printed cards on which campers check off answers to multiple choice questions about Camp. Also, in your letters to your child, ask specific questions for them to answer when writing back. If you don’t receive a letter from your child within a week of their arrival, you can call Camp and ask to speak with the Unit Leader of your child’s age group or one of the Camp Directors who will check on your child and get back to you. Our newsletters are a great source of information! They are available on CampMinder and offer great information about what is going on in your child’s unit at Camp. From news about special programs to photos, you will have a glimpse into your child’s life at Camp.

### Camp Communication with Parents

We know that parents are anxious to find out how their children are doing at Camp. We provide weekly updates from Camp through the CampMinder section of our website from our Camp Director and Unit Leaders. Pictures from Camp will be posted in the CampMinder photo gallery. If you have any concerns about your child, you should contact Camp before, during, or after your child’s stay at Camp. Parents are often an excellent resource for identifying and solving problems that children are having at Camp. If your child is experiencing or causing any unusual difficulties at Camp, you will hear from the Camp Director, unit leader, or Social Worker by telephone. It is essential that we know your whereabouts when your child is in Camp.

### Cell Phones

If your child is arriving by plane, they may bring a cell phone for travel and turn it in to the camp office when they arrive at Camp. All other campers are not allowed to bring or use cell phones while at Camp. **Please do not send a cell phone with your child.** If a camper is found to have a cell phone, it will be confiscated immediately and sent to you cash on delivery. Any cell phones that are stored in the safe will be returned to your child as they exit the bus upon arrival at home or at the airport. Please refer to our technology policy.

### Birthday Celebrations

Every camper celebrating a birthday while at Camp receives cupcakes for their entire cabin. No one is forgotten. Please do not send special birthday food. Presents are, of course, optional. Presents to be shared with the entire cabin are recommended. You may phone your child on his or her birthday. Birthday calls will be scheduled with parents in advance with your child’s unit leader.

## COMMUNICATION CONTINUED

### CampStamps One-Way Email

From our website at [www.campinterlaken.org](http://www.campinterlaken.org) OR on the new Campanion App, we are pleased to offer web services that include email capabilities, camp newsletters, and a photo gallery from our technology partner, CampMinder. These features are password protected so that only Interlaken families may view them. You will be able to send emails to your child and enjoy all of CampMinder's other features. Parents will receive 2 Camp Stamp credits for every week of Camp that their campers attend (i.e. 2-week parents get 4 Camp Stamp emails, 4-week parents get 8 emails). This is included in your camp fee. You can purchase more CampStamps. Here are instructions for how to use CampMinder's Online System:

Visit [www.campinterlaken.org](http://www.campinterlaken.org). Click [Login To Your Camp Account](#). This will prompt you to enter your email address and password. This process is designed to be safe and secure by limiting access of "our" children's pictures online and your credit card information. If you cannot remember your password please, click the link to "Retrieve/Set Password".

**Online Community:** Once you are logged in, you will see our Online Community section where you can view and purchase photos, send your child one-way emails, read newsletters, and create guest accounts.

**Photos:** The Photo pages allow you to mark favorites, view, buy and share photos, as well as view slideshows. *Click the icons* below each photo to perform these actions. All of the photos you view online are available for purchase as prints, digital downloads, or gift items such as t-shirts, calendars, or mouse pads.

**Emails:** When you click on the email link, the system will guide you through the process of purchasing "CampStamps" to send emails to your child as often as you'd like throughout the session. Each email sent will use a certain number of CampStamps based on the selections you make. Standard emails without add-ons (e.g. Stationary, Smart Words & Sudoku) use 1 CampStamp. Upon purchasing CampStamps you will also be able to gift them to your guests; however they will be able to purchase their own upon logging in.

**Guest Accounts:** By clicking the "Guest Accounts" icon you will be able to create accounts for family members and friends to view photos and send emails. If you'd like your guest to be able to email your child make sure to check the appropriate boxes (these will be evident upon entering the guest's information). After creating each account your guest will receive an email similar to the one you received when first creating a password and security questions. They will be guided through the same process in order to log in securely.

**NOTE: You do not need to create guest accounts for parents/guardians of the child as that information is already stored in our system. If you're unsure whether we have the correct information on file, please contact Holly at: [hwhite@jccmilwaukee.org](mailto:hwhite@jccmilwaukee.org).**

If you need help with anything regarding your online account, click on the **HELP LINK** at the top right of the screen and browse the FAQs. If none of these answer your questions, click on the **HELP TICKETS LINK** and create a help ticket for online camp applications, photos, email, etc. These help tickets will be sent directly to our technology partner CampMinder and will be answered as quickly as possible.

### Parent Extended Travel during Camp

If you expect to be away from home during your child's stay at Camp, please complete the vacation section in your campers' Confidential Camper Information Form that is included in your online forms dashboard. If you decide to go on vacation after your child has left for Camp, or if you need to report any changes on your vacation form, please call the camp office in Eagle River at (715) 479-8030. Should an emergency arise, we will need an address and phone number where you can be reached, plus the name and phone number of an emergency contact we can call if we cannot reach you.

### Transportation

If you are unable or choose not to pick your child/ozo up from Camp, you must submit written permission to the director for someone else to pick up your child/ozo. You must specify the person that will be picking up your child/ozo as well as the date, location and other pertinent details.



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## GETTING LUGGAGE TO CAMP

Session 1		Session 2	
Milwaukee	Load luggage on to the pod the night before (6/20)	Milwaukee	Load luggage on to the pod the night before (7/18)
Chicago (Highland Park)	Luggage under the bus	Chicago (Highland Park)	Luggage under the bus
Madison	Luggage under the bus		
Flying to Camp	Use ShipCamps to send luggage or travel with it on the plane	Flying to Camp	Use ShipCamps to send luggage or travel with it on the plane

### Important Contact Information

**Camp Interlaken Emergency Phone Number:** (414) 377-5253

**Milwaukee Departure:** Nicolet High School \* 6701 N Jean Nicolet Rd. \* Glendale, WI 53217

**Chicago (Highland Park):** Jewel/Old Toys R Us Parking Lot \* 1600 Deerfield Rd \* Highland Park, IL 60035

**Madison:** Jewish Federation of Madison \* 6434 Enterprise Lane \* Madison, WI 53719

## BUS DEPARTURE

**\*THIS APPLIES TO ALL CAMPERS DEPARTING BY BUS\***

### What should my camper have on the bus?

Your camper should have a NUT-FREE **meal** (including a drink), labeled with their name. Campers usually bring a backpack for the bus ride with anything they may want with them right away. They may not receive their luggage for a couple of hours after arriving at Camp. Campers may want to bring cards, music, and other games for the bus ride. We will be showing movies on the bus as well.

### Things to remember for the day of departure:

- On the bus, your camper will need a nut-free **bag lunch/dinner** including snacks, and **drinks** (no glass bottles).
- Any **medication** that your camper needs to take at lunch/dinner should be labeled in zip lock bags and turned in to staff at the medical table. Medications needed during the meal on the bus will be given to the bus counselors who will then give it to your camper when needed. Medications during meals at Camp will be distributed by our health center personnel.
- Make sure your camper's bags are labeled with their name!
- Not using CampMeds is not an option. Unless Camp has given you permission, **medications will not be accepted at bus departure.**
- For health and safety reasons, please say goodbye to family pets at home.
- Leave all cell phones and devices that can access the internet at home.

### Tentative Bus Departure Schedule

Bus departures are tentative at this time. Families will receive their exact bus check-in and departure times in an email at least 1 week prior to bus departure day.

Session 1 – Wednesday, June 21		
City	Check-in	Departure
Chicago	6:30 am	7:15 am
Milwaukee	7:00 am	8:00 am
Madison	9:15 am	10:00 am

Session 2 – Wednesday, July 19		
City	Check-in	Departure
Chicago	6:30 am	7:15 am
Milwaukee	7:00 am	8:00 am



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## BUS RETURN FAQs

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Bus return information is tentative at this time. Families will receive their exact bus information in an email closer to bus return dates.

How will I know what time the buses will arrive?

**You will receive a bus confirmation with more accurate timing via email a few days prior to the return.** Bus drivers are instructed NOT to arrive before the time given in the email confirmations. Please do not call the JCC. It is safe to assume that your camper's bus is running on time unless you hear otherwise. In the event of a significant delay (more than 30 minutes), you will be contacted by phone, email or both.

What if I cannot be there at that time? Can someone else pick up my child?

If your transportation plans change from those that you submitted through your CampMinder account, you must notify Holly in the camp office. If someone other than a parent or guardian will pick your child up at the end of their session, you must submit **written permission** to the office. You must provide contact information for the person that will pick up your child.

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## BUS RETURN INFORMATION: ALL 2-WEEK CAMPERS

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SESSION 1 MINI SESSION BUSES RETURN TO MADISON & MILWAUKEE ONLY.

SESSION 2 MINI SESSION BUSES WILL DROP-OFF IN MILWAUKEE ONLY.

Information will be sent to all families confirming bus return information a week prior to the end of camp. Families should expect the busses to arrive between 1:30pm and 3:30pm depending on location.

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## BUS RETURN INFORMATION FOR 4-WEEK SESSIONS

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END OF SESSION 1 BUSES RETURN TO MADISON, CHICAGO, & MILWAUKEE.

END OF SESSION 2 BUSES WILL RETURN TO CHICAGO & MILWAUKEE ONLY.

Information will be sent to all families confirming bus return information a week prior to the end of camp. Families should expect the busses to arrive between 1:30pm and 3:30pm depending on location.







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## INFORMATION FOR CAMPERS TRAVELING BY PLANE

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Please contact the camp office for specific flight and chaperone information

Camp will pick up interested campers from out of town on June 20<sup>th</sup> at the Minneapolis (MSP) airport and bring them to camp.

Camp will provide transportation HOME from camp to RHI and to these airports on these dates:

July 5 – MKE & RHI | July 17 – MKE, ORD, & RHI | August 2 – MKE & RHI | August 14 – MKE, ORD, & RHI

**Flying In For Camp First Session:** Camp will be making arrangements for group flights.

**Other Airport Options:** Camp Interlaken is served by one airport close to camp: Rhinelander, WI (RHI), which is approximately 45 minutes from camp. Campers flying in to Rhinelander will be met by camp staff for the same cost as the bus fee. Staff will be wearing camp t-shirts and nametags and are easy for your child to recognize. We suggest that you make your camper's airline reservation earlier rather than later. This will guarantee the day and time you need. Planning early also allows for use of your frequent flyer miles. Please note: currently the only commercial airline to service Rhinelander is Delta Airlines through Minneapolis-St. Paul (MSP). *There are no direct flights from Milwaukee to Rhinelander.*

**LUGGAGE:** We request that you send all luggage directly to camp ahead of your camper's arrival time. This year we will be partnering with Ship Camps for this purpose. You will arrange for your camper's luggage to be picked up from camp and returned to you on the last day of the session via Ship Camps. Working with them enables us to secure you the lowest pricing to ship your camper's luggage safely and conveniently. You can learn more by [clicking here](#) to view their website. The camp address is: Camp Interlaken JCC, 7050 Old Highway 70, Eagle River, WI 54521. If you have any questions regarding travel arrangements, luggage, please call or email Holly White in the camp office at [hwhite@jccmilwaukee.org](mailto:hwhite@jccmilwaukee.org) or 414-967-8240 (prior to June) or 715-479-8030 (After June 1).

**Returning from Camp:** Transportation may be available to the Chicago O'hare (ORD), Milwaukee (MKE), or Rhinelander (RHI) airports for campers flying home after camp will be arranged by Camp. Please contact camp to coordinate your travel plans. A Camp Interlaken staff member or volunteer will ensure that your camper gets checked into their flight. If flying home from Chicago or Milwaukee, please try to make a return flight reservation after 5:30 p.m. on the last day of camp. If the buses are late due to heavy traffic, etc., we don't want to risk having your camper miss their flight home.

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## PARENT DROP-OFF AND PICK-UP AT CAMP

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If interested, parents/guardians can elect to drop off their camper(s) at Camp and/or pick them up from Camp at the end of their session. For drop-off, please arrive at Camp between **11:00am and 12:00pm CST** on the first day of the camper's session. For pick-up, please arrive at Camp between **9:30am and 11:30am CST** on the last day of your camper's session. *Any transportation outside of those dates and times, including early pick-up, should be coordinated with Holly in the Camp office at [hwhite@jccmilwaukee.org](mailto:hwhite@jccmilwaukee.org).*

A staff member will be at Camp's gate welcoming each camper and family into Camp and directing them towards our drop off or pick up areas.



## IMPORTANT TERMS AT CAMP INTERLAKEN

<b>“Achshav”</b>	<b>“Now”</b>	<b>“Lilah Tov”</b>	<b>“Good night”</b>
<b>Aruchat Boker</b>	Breakfast	<b>Maccabiah</b>	Olympics
<b>Aruchat Tzoharayim</b>	Lunch	<b>Machaneh</b>	Camp
<b>Aruchat Erev</b>	Dinner	<b>Makom Ha Lev</b>	Place of the heart (amphitheater)
<b>Avodah</b>	Work	<b>Menucha</b>	Rest hour
<b>Bayit</b>	House (in K’far Noar)	<b>Mirpa’ah</b>	Health Center
<b>Beit Am</b>	Art Building	<b>Mirpeset</b>	Porch
<b>Birchat Hamazon</b>	Blessing after meals	<b>Moadon (Mo)</b>	Clubhouse (for Ozrim)
<b>“Boker Tov”</b>	“Good morning”	<b>Nikayon</b>	Clean-up
<b>Brachot</b>	Blessings	<b>Nosh</b>	Snack
<b>Canteen</b>	Camp store	<b>Omanut</b>	Art
<b>Chadar Ochel</b>	Dining Hall	<b>Ozrim</b>	Helpers – Grade 12 (AKA Ozos)
<b>Chofesh</b>	Free time		Counselors-in-training
<b>Chug</b>	Activity	<b>Port of Eilat</b>	Small crafts dock
<b>Chugim</b>	Activities	<b>Rom Kol</b>	Loudspeaker
<b>“Eizeh Yofi”</b>	“How lovely”	<b>Rosh</b>	Head (Leader)
<b>Floval</b>	Flag Oval (where we raise and lower the flag)	<b>Ruach</b>	Spirit
	Attention	<b>Sha’ar</b>	Grades 8 & 9
<b>Hachshivu</b>	“Attention, attention, all of camp...”	<b>Shavua Tov</b>	Wishing a Good Week
<b>“Hachshivu, Hachshivu-na, Kol Ha’Machaneh”</b>		<b>Schmutz</b>	Trash/dirt (Yiddish)
<b>Hamotzi</b>	Prayer over bread before meals	<b>“Shabbat Shalom”</b>	Shabbat greeting
<b>Hanafat Hadeigel</b>	Flag raising	<b>Shin Shin</b>	Israeli emissary who spends a year in Milwaukee (culminates at Camp)
<b>Havdalah</b>	Separation (marking the end of Shabbat and beginning of a new week)		Israeli emissaries (counselors)
	Message	<b>Shlichim</b>	Night Watch
<b>Hoda’ah</b>	Messages	<b>Shmirah</b>	Grades 3,4,5
<b>Hoda’ot</b>	Flag lowering	<b>Shoresh</b>	A skit
<b>Horadat Hadeigel</b>	Respect	<b>Shtick</b>	Conversation
<b>Kavod</b>	Teen Village (grade 10)	<b>Sicha</b>	Collective talks (discussion groups)
<b>K’far Noar</b>	From generation to generation	<b>Sichot</b>	Prayer book
<b>L’dor V’dor</b>	Lake on the other side of camp	<b>Siddur</b>	Library
<b>Lake Bragonier</b>	Main Camp Lake	<b>Sifria</b>	Table setters
<b>Lake Finley</b>	Evil Tounge (gossip)	<b>Toranim</b>	Roof Ball
<b>Lashon Hara</b>		<b>Tushball</b>	Grades 6 & 7
		<b>Tzomayach</b>	Theater/Social Hall
		<b>Ulam</b>	Day of caring for the body
		<b>Yom Shmirat Haguf</b>	

