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**AZA Member's Manual** | Inside Information

This copy belongs to:

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This is a manual of information  
for the members of the  
Aleph Zadik Aleph of BBYO.

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## THE SEVEN CARDINAL PRINCIPLES OF AZA

**Patriotism** | Loyalty to my homeland, to its laws, to its principles, to its ethics. To die for it if need be, but primarily to live for it.

**Judaism** | Always to observe the tenets of my faith; ever to do justice, love mercy and walk humbly with the Lord my G-d.

**Filial Love** | Ever to honor and love my parents. To be considerate of my elders and to respect age.

**Charity** | To give of myself and my substance for all worthy causes; to be kind and generous to all in need, regardless of race or color.

**Conduct** | Never too bold, never too forward, ever humble, ever observing the principles of gentlemen.

**Purity** | To keep my soul pure, my mind active, and my body healthy.

**Fraternity** | A spirit of sociability, of cooperation and of friendship toward all Alephs that shall make of us one fellowship; a love of and a loyalty to AZA and its ideals.

## **TABLE OF CONTENTS**

<b>A Message from Sam Beber (Founder)</b>	<b>2</b>
<b>A Message from Lynn Schusterman</b>	<b>3</b>
<b>Welcome to BBYO</b>	<b>5</b>
<b>Welcome to AZA</b>	<b>13</b>
<b>History and Structure</b>	<b>25</b>
The Founding and Early History of the Aleph Zadik Aleph	<b>26</b>
Structure of AZA	<b>36</b>
<b>AZA Programming</b>	<b>55</b>
The Five Folds	<b>56</b>
Movement Initiatives	<b>58</b>
Immersive Experiences	<b>60</b>
International Awards	<b>66</b>
<b>Rituals and Procedures</b>	<b>71</b>
Rituals and Traditions	<b>72</b>
Pins	<b>77</b>
Songs	<b>78</b>
<b>BBYO Member Code of Conduct</b>	<b>87</b>
General Expectations	<b>88</b>
Disciplinary Consequences	<b>90</b>
<b>Hatikvah</b>	<b>93</b>

## **A MESSAGE FROM SAM BEBER, z"l**

**Founder, AZA |** To you just entering the portals of AZA, we extend a whole-hearted welcome. You are now a member of an International Order of young Jewish men who are banded together in a great youth movement.

Ours is a progressive organization. It has achieved remarkable growth and its physical structure has undergone constant change. The principles, however, which are embodied in our Seven Cardinal Principles are exactly the same today as they were on that memorable third day in May in 1924 when our first unit was chartered in Omaha.

What we have accomplished in the past is a record of unswerving loyalty and devotion to these principles. What we hope to achieve in years to come will likewise be measured by the extent to which we adhere to those principles. By accepting you as a member, we are expressing our confidence in your ever readiness to uphold these principles both in and out of AZA.

Someday you will appreciate how much AZA will have contributed to the enrichment of your life. We give you your opportunity to so enrich yourself. The extent to which you participate in the activities of AZA will be the measure of your award.

## A MESSAGE FROM LYNN SCHUSTERMAN

**Founding Chair, BBYO** | It is my pleasure and privilege to welcome you as a new member of BBYO. You are joining thousands of Jewish teens from around the world who have discovered the joy of Jewish living, learning, and giving through this outstanding organization. I urge you to take advantage of all that BBYO has to offer. BBYO is dedicated to fostering leadership, philanthropy, and friendship. No other organization produces so many exceptional Jewish leaders. This is why my family has been involved with BBYO for decades.

My late husband, Charlie, recognized the value of BBYO from the time he served as Godol of Feenberg-Rubin AZA #276, Tulsa, Oklahoma's AZA chapter, during the 1950s. We have always believed that, because of its size and lack of denominational affiliation, BBYO plays an instrumental role in touching and transforming the lives of Jewish youth and in promoting כלל ישראל (Klal Yisrael), a spirit of community among all Jews.

As founding chair of BBYO, I am working with philanthropists, community leaders, and youth to ensure that BBYO remains capable of energizing and enriching the lives of Jewish teens for years to come. You are our Jewish future, and you deserve nothing less than the best our community can offer. BBYO is committed to providing that to you, and more.

BBYO is about connections: connecting with your friends, yourself, Israel, and the magnificent heritage of the Jewish people from which you stem. You will find exciting and meaningful experiences in BBYO. And I promise you that they will last a lifetime. *B'shalom.*



Lynn Schusterman,  
Founding Chair, BBYO



# **Welcome to BBYO**

BBYO's Mission — **6**

BBYO's Values — **7**

AZA and BBG — **8**

BBYO as a Lifelong Connection to the Jewish Community — **9**

## **WELCOME TO BBYO**

**BBYO'S MISSION: More Jewish Teens, More Meaningful Jewish Experiences.**

BBYO was founded to build a place in which all Jewish teens, everywhere and anywhere, can feel at home and belong. AZA and BBG give purpose to members' lives. As it is with every generation of Alephs and BBGs, BBYO's success is sustained and strengthened through the bonds formed between the members who live the experience.

BBYO is the leading pluralistic Jewish teen movement aspiring to involve more Jewish teens in more meaningful Jewish experiences. For more than 90 years, AZA and BBG chapters in communities around the world have been providing exceptional leadership programs and identity-enrichment experiences, shaping the confidence and character of over 500,000 alumni who are among the most prominent figures in business,



*Alephs, 1950s*





*Alephs on Ambassadors to Ukraine, 2017*

politics, academia, the arts, and Jewish communal life. Now, BBYO's network of Jewish teens, alumni, parents, volunteers, and philanthropists serves as the Jewish community's most valuable platform for delivering the post Bar/Bat Mitzvah audience fun, meaningful, and affordable experiences. With year-round activities in hundreds of local communities and inspiring worldwide travel experiences, BBYO's broad program menu enables teens to explore areas of leadership, service, civic engagement, Israel education, and Jewish values while building friendships that last a lifetime.

## **BBYO'S VALUES**

### **Jewish Identity**

BBYO encourages Jewish teens to find meaning in Judaism and to develop their own Jewish identities. Committed to a pluralistic experience, BBYO attempts to accommodate and provide a comfortable environment across the הלכה (halacha, Jewish law) spectrum.

## **Inclusivity**

BBYO offers safe and welcoming opportunities for learning and growth to all Jewish teens regardless of background, denominational affiliation, gender, sexual orientation, or socio-economic status, including those with a range of intellectual, emotional, and physical abilities.

## **Active Leadership**

BBYO's international leadership model, AZA and BBG, prides itself on fun and meaningful teen-led programming, its responsibility to the global Jewish community, an unwavering commitment to the State of Israel, and its dedication to תיקון עולם (tikkun olam, repairing the world).

## **Tradition**

BBYO's stakeholders define the organization and are the stewards of its brand. They must act in a way that represents and celebrates BBYO's rich history and tradition.

## **AZA AND BBG**

The Aleph Zadik Aleph (AZA) and the B'nai B'rith Girls (BBG) are BBYO's renowned leadership programs and foundational fraternity and sorority models for Jewish teens in grades 8–12. Founded in 1924 and 1944 respectively, AZA and BBG have been transforming the lives of Jewish teens for over 90 years.

## **BBYO AS A LIFELONG CONNECTION TO THE JEWISH COMMUNITY**

### **AZA Begins with Members**

While countless opportunities for leadership exist within AZA and BBYO, the movement succeeds due to the active participation of all Alephs. It is every member's right to utilize AZA to its full capacity, whether it be by attending programs, assisting in event planning, inviting other Jewish teens to get involved, or serving as an active member of the Jewish community.

### **AZA is Built on Pluralism**

The Aleph Zadik Aleph has always been a Movement that Jewish young men can join, regardless of their observance. It is the mission of BBYO to create a united Jewish community that grows because it celebrates Judaism's differences and is inclusive to all denominations. At conventions, programs, and Summer



*Alephs at IC, 2017*

Experiences, Alephs are encouraged to learn more about the different Jewish customs and rituals practiced by Alephs from across the world, and to create their own meaningful Jewish experiences.

BBYO is privileged to welcome many kinds of Judaism, but also many different kinds of Jews. BBYO is open to Jewish young men regardless of race, socioeconomic status, or sexual orientation. This notion was affirmed in 2010 by Stand UP for Each Other: A Campaign for Respect and Inclusion, an initiative that embraces the Cardinal Principles of fraternity within the context of inclusivity—creating a safe space for all Jewish teens in BBYO.

At the 2015 International August Executives Conference, AZA and BBG recommitted to these values, amending the International Constitutions to ensure membership in the Grand Order of the Aleph Zadik Aleph and International Order of the B'nai B'rith Girls is centered around values, not gender identity.

### **BBYO Friends and Alumni Network**

BBYO's Friends and Alumni Network (FAN) brings together friends and alumni of the organization to secure the resources necessary to sustain local BBYO programs, while also serving as the vehicle for lifelong involvement in the organization. FAN members advocate for BBYO, network and share personal and professional news, volunteer and mentor, relive the glory days at local FAN events, and support the organization so that invaluable BBYO experiences are always available for every Jewish teen.

## BBYO'S GLOBAL NETWORK

*"Jews went global long before it was fashionable. That means we are perfectly positioned to take advantage of globalization, but only if we work hard to nurture our common heritage, honor our common ancestry, and build a common future. Our young people are among the most mobile in the world, but there is a need to build connections that reach across borders and last a lifetime."* —Sandy Cardin and Lynn Schusterman, Charles and Lynn Schusterman Family Foundation

Committed to strengthening Jewish life with meaningful programs, service opportunities, and partnerships, BBYO's international network in over 40 countries is building a connected and unified global Jewish Movement.

Albania	Estonia	Poland
Argentina	Finland	Romania
Australia	France	Russia
Austria	Georgia	Serbia
Belarus	Germany	Slovakia
Bosnia and Herzegovina	Hungary	South Africa
Bulgaria	Ireland	Spain
Canada	Israel	Switzerland
Chile	Italy	Turkey
China	Kazakhstan	Ukraine
Colombia	Latvia	United Kingdom
Croatia	Lithuania	United States
Cuba	Macedonia	Uruguay
Curacao	Mexico	
Denmark	Moldova	
	New Zealand	



# **Welcome to AZA**

Movement Priorities — **16**

International Service Fund — **21**

Kivun: BBYO's Educational Framework — **22**

The Seven Cardinal Principles of AZA — **23**

## WELCOME TO AZA

Congratulations and welcome to the world's largest pluralistic Jewish teen Movement! You are now a member of the Aleph Zadik Aleph (AZA). AZA is BBYO's fraternity, and exists alongside the B'nai B'rith Girls (BBG), BBYO's sorority. You are part of an organization that began its service to Jewish teens in 1924 (AZA) and 1944 (BBG), and continues to the benefit of Jewish communities around the world to this day.

*Inside Information* (also known as the “Blue Book”) is intended to serve as your guide while you journey through AZA. Its purpose is to acquaint you with the organization—our history, principles, programs, and traditions. This manual contains the necessary information to make any member feel at home. An educated Aleph is a valuable and dedicated Aleph, as he has the knowledge to contribute to the legacy of our Order.

AZA aims to give every young Jewish man the chance to develop and strengthen himself by participating in a teen-led program guided by the Seven Cardinal Principles—the ideals of AZA laid out by our founding members in 1924.

Treasure every moment during your time in AZA and take advantage of all the opportunities that await you.



*Alephs at 30<sup>th</sup> International Convention, 1950s*



These objectives and principles define the purpose of our Order:

*To help Jewish teens enhance their knowledge and appreciation of the Jewish religion and culture by discovering those aspects which are meaningful to them.*

*To provide Jewish teens with the opportunity to learn leadership skills and fully develop their leadership potential.*

*To help Jewish teens recognize opportunities for service and encourage involvement in the Jewish and general communities.*

*To help Jewish teens develop an appreciation for the meaning and practice of צדקה (tzedakah, charity and righteousness) both in the Jewish and general communities.*

*To help Jewish teens develop a positive self-image and self-worth.*

*To help Jewish teens develop a commitment to the State of Israel and כלל ישראל (Klal Yisrael, the community of Israel).*

*To encourage the development of friendships with other Jewish teens through shared experiences.*

*To help Jewish teens become lifelong, active members of the Jewish community.*

## MOVEMENT PRIORITIES

Every year at International August Executives Conference, the Executive Body passes a motion recognizing the priorities of the Movement. Currently, the priorities are:

### Grow Our Movement

BBYO prides itself on providing a space in which all Jewish teen can grow and thrive. The more teens involved, the more teens are enjoying, celebrating, and committing themselves to the Jewish community. AZA membership recruitment is a never-ending objective of healthy chapters. Communities that thrive are always looking for new members and provide a diverse range of opportunities for teens to attend programs and become Alephs.

MRIHA is BBYO's relationship-driven recruitment model. The steps of this model will help you bring prospective members into your chapter as brother Alephs.

**M—Meet:** Brother Alephs meet Jewish teens who are not members of BBYO every day—in classes, on teams, at community events, and more. Think about who you know in your community and invite these teens to your next chapter program!

**R—Record:** Every time we meet a Jewish teen, we need to take down their information so we can invite them to future chapter programs and events. Alephs can do this by using a shared spreadsheet that stores up-to-date information on prospective members. The more information we have, the easier it becomes to invite them to

future events and tailor programming specific to their interests.

**I—Invite:** Once you meet a teen or receive their contact information, start inviting them to fun and social chapter-based activities to give them a taste of AZA. Focus on non-business programs—events where they can build friendships and learn about the leadership roles they can have in the future are ideal. It's important that chapter, council, and regional calendars are planned well in advance so there are multiple opportunities available to excite any prospective member.

**H—Host:** It's important to show how much we value every new prospective member. When we are intentional and thoughtful about providing experiences and relationships to prospective Jewish teens, we make them feel welcomed and valued as part of the chapter's story. Our role is to ensure that they build a passion for BBYO until they become the Alephs who welcome future generations.

**A—Ask:** Once prospective members are interested in what AZA has to offer, a member can give them the greatest gift of all—membership. Asking a teen to become a brother Aleph is a gift you can make possible for every Jewish teen.

**The New Member Experience:** The group that joins a chapter each semester should be treated as a “unit” or “class” that is made to feel special and unique. Each group of Alephs in Training (AITs) should be nurtured

and welcomed into the chapter community and educated on AZA traditions during their new-member period. Once you've welcomed new members into BBYO, the chapter should work to create a strong sense of brotherhood between new member classes. At the end of their training, AITs are ready to be inducted as brothers of the Aleph Zadik Aleph. Members of each new-member class should take ownership for the next AIT class the following semester.

Big/little relationships create a family lineage that can be carried on every year. In a big/little relationship, everyone is responsible for someone else: upperclassmen are thoughtful and attentive to new members, bringing them closer to the core of the Movement,



*Alephs, 1930s*

while younger members show appreciation to upperclassmen, keeping them involved as their AZA experiences change. By mentoring one another, we strengthen the fabric of our fraternity.

### **Program Excellence**

BBYO's programming incorporates the Five Folds of AZA and the Six Folds of BBG—including social action, education, and Judaism—to ensure high-quality content that's relevant, fun, and meaningful.

## **BBYO Stand UP**

BBYO Stand UP is BBYO's grassroots service, advocacy, and philanthropy effort, started in 2009. This initiative empowers teens to identify a cause that inspires them and develop their own campaigns to take action to affect positive change in their local and global community. Rooted in Jewish obligation and BBYO tradition, BBYO Stand UP is a new understanding of the old practice of תיקון עולם (tikkun olam, repairing the world). By implementing their own campaigns at the local, regional, and international level, teens gain invaluable experience and cultivate important skills to become effective agents of change and contributing members of the greater Jewish community.

## **Speak UP for Israel**

AZA and BBG have been a part of Israel's story since before the existence of the modern state. In fact, in February 1948—three months before the State of Israel was born—the 23rd Grand Aleph Godol, Orrin Kabaker, led AZA in passing a motion recognizing the new Jewish State. The International AZA and BBG Executive Body established the Speak UP for Israel campaign in 2010 to amplify Israel awareness, education, and advocacy at all levels of our Order. As future leaders of the global Jewish community, it is our responsibility to learn about, appreciate, and advocate for Israel.

Speak UP has two primary objectives:

- ▶ **Utilize programming, travel experiences, and other platforms to offer opportunities for teens to explore all facets of Israel**—historical, cultural, spiritual, societal, and more.
- ▶ **Empower teens to take action**—engage with elected leaders; dialogue with local, national, and international governmental representatives; plan rallies; write petitions; create information campaigns; and utilize media outlets to educate their communities about Israel.

### **Go Global**

Since 1986, BBYO has been a global organization with our first chapter beyond North America located in Bulgaria. For most of our Order's history, we have existed in countries all over the world, building Jewish identity, providing meaningful connections, and guaranteeing critical humanitarian aid and communal protection when needed. We have trained—and are still training—generations of thousands of young Jewish leaders, regardless of their geography.

Over the last decade, AZA and BBG have brought about a renaissance of global activity by working to strengthen historic relationships with BBYO communities across the globe and establishing new BBYO affiliate communities through our close partnership with the American Jewish Joint Distribution Committee (the JDC). Our community continues to grow through the limitless reach of technology, as well as a growing desire by

Jewish teens around the world to connect with their peers, form authentic relationships, and reunite at BBYO's international experiences.

In 2010, BBYO and the JDC established a new, annual alumni fellowship program offering recent college graduates the opportunity to live and work abroad in an international BBYO/JDC partnership community.

### **Jewish Enrichment**

BBYO has a more than 90-year history of providing meaningful Jewish Enrichment opportunities for all Jewish teens connected through common Jewish heritage. The Jewish people teach לדור ודור (l'dor v'dor), the importance of passing values, traditions, and rituals from generation to generation—just as we do here in AZA and BBG. In 2017, BBYO teens reinforced their commitment to Jewish Enrichment in an effort to expand a menu of opportunities to explore their Jewish identity and be motivated to seek deeper involvement in Jewish life throughout high school and beyond.

### **INTERNATIONAL SERVICE FUND**

The International Service Fund (ISF) engages teens in raising, prioritizing, and distributing צדקה (tzedakah, charity) across the map. Since our founding, Alephs and BBGs have exhibited an unparalleled capacity to care for one another, respond to urgent issues in the world, and provide support to those in need. The ISF serves three areas:

- **Global Scholarships:** The ISF provides scholarships for teens around the world to attend BBYO Immersive Experiences.

- ▶ **Stand UP Philanthropy:** Stand UP serves as the philanthropic conduit for AZA and BBG charity, allowing members to financially support a cause of their choosing.
- ▶ **Crisis Response Fund:** In response to a crisis, BBYO members donate funds to provide for communities in need. The International Board has the opportunity to prioritize funds and make allocation determinations based on need.

## **KIVUN: BBYO'S EDUCATIONAL FRAMEWORK**

### **Key Goals for Participants in BBYO**

BBYO's participants will be confident about their Jewish identity, connected to Israel and the global Jewish community, and committed to leading others and improving the world.

### **Three Core Outcomes**

#### **1. Identify: Strengthen Jewish Identity**

- ▶ Teens feel confident questioning and integrating Jewish principles about G-d, Torah, history, tradition, and culture into their lives.



*Alephs Community Ceremony, 1960s*



- ▶ Teens respect diversity within the Jewish community and the world.
- ▶ Teens use their leadership skills to help others develop their own Jewish pride, connections, and commitment.

## 2. Connect: Create Jewish Community

- ▶ Teens have caring and respectful relationships with Jewish peers.
- ▶ Teens understand the role that Israel plays for the Jewish people and in the world.
- ▶ Teens promote the inclusion of all Jews into a pluralistic Jewish community.

## 3. Improve: Change the World

- ▶ Teens understand current social issues.
- ▶ Teens use Jewish values to guide involvement in service, philanthropy, and advocacy.
- ▶ Teens use their leadership skills to mobilize peers around social issues.

## **THE SEVEN CARDINAL PRINCIPLES OF AZA**

The Seven Cardinal Principles are at the core of how we govern business and conduct ourselves as Alephs. Adopted with the rituals, passwords, and codes of the Aleph Zadik Aleph, the Cardinal Principles serve as the primary principles on which AZA was founded. All Alephs should strive to embody these principles in everyday life. The Cardinal Principles can be found on the back inside cover of this manual.



# History and Structure

Founding and Early History of the Aleph Zadik Aleph —	<b>26</b>
Through the Decades —	<b>29</b>
Timeline —	<b>29</b>
Structure of the Aleph Zadik Aleph —	<b>36</b>
Leadership Opportunities —	<b>38</b>
Staff —	<b>51</b>
Board of Directors —	<b>53</b>

## **THE FOUNDING AND EARLY HISTORY OF THE ALEPH ZADIK ALEPH**

The organization that was to become the Aleph Zadik Aleph came together in early 1923. A group of Jewish boys in Omaha, Nebraska, organized a fraternity and named it the “Aleph Zadik Aleph,” using Hebrew letters in the style of Greek fraternities, which, at the time, often excluded Jews. The group elected Abe Baboir as their first president and chose a local chemist, Nathan Mnookin, to be their first advisor. AZA existed mainly as a local social group until Mnookin moved to Kansas City a few months later, where he founded a second chapter. The first chapter was without an advisor until they approached Sam Beber with a proposal.

Beber accepted the post under one condition: he told the young men that he envisioned the creation of an organization of Jewish fraternities that would stretch beyond the United States to encompass the entire world. Beber wanted the Omaha Jewish fraternity to be the starting point of his vision.



*Alephs, 1960s*

It was with this intention that Beber called a meeting on May 3, 1924. On this day, in the home of Harry Lapidus, the Grand Order of the Aleph Zadik Aleph came into existence. The original Constitution and Bylaws were drawn up, Mother Chapter AZA #1 was chartered, and a Supreme Advisory Council was established as the policy-making body of the Order. Sam Beber became the Grand President of the Council and Nathan Mnookin became the Grand Vice President.

As a result of the hard work of this Council, the organization began to grow rapidly. Ninety-four members attended the first national convention in Omaha on July 4–6, 1924. These 94 members constituted two-thirds of the total AZA membership, drawing from the first four chapters in Des Moines, Iowa; Kansas City, Kansas; Lincoln, Nebraska; and Omaha, Nebraska. The brotherhood exhibited between members at this convention became the single greatest driving force in the success of the Order.

International officers were also elected for the first time at this convention. Charles Shane of Des Moines and William Horowitz of Kansas City were deadlocked in the election for Grand Aleph Godol. The Supreme Advisory Council helped to break the impasse when they discovered that Shane was 20 years old, while Horowitz was only 17. Shane became the first Grand Aleph Godol and Horowitz the first Grand Aleph S'gan.

By April 1925 there were seven chapters, all within 100 miles of Omaha. At this time, Sam Beber went to the B'nai B'rith National Convention to seek sponsorship for AZA. Henry Monsky (a future B'nai B'rith President) gave a stirring speech that swayed the body, and B'nai B'rith adopted AZA as its primary youth program.

While membership in AZA was not restricted to those whose parents belonged to B'nai B'rith, many members of AZA did go on to become leaders in B'nai B'rith.

At the second national convention, Philip Klutznick was elected Grand Aleph Godol. A dynamic leader and renowned orator, Klutznick was hired as the first International Director of AZA at the conclusion of his term as Grand Aleph Godol. He brought the Order great prestige and launched *The Shofar*, the Aleph Zadik Aleph's official newspaper. Klutznick maintained a strong connection to AZA as he moved forward as a leader in both the Jewish and general communities. He later served as President of B'nai B'rith, US Ambassador to the United Nations, Chairman of the World Jewish Congress, and US Secretary of Commerce during the Carter administration.

By 1927 AZA had grown enormously. Twenty-three chapters were represented at the third annual convention, held in St. Paul, Minnesota. Shortly afterward, AZA became a truly international Order with the establishment

of First International AZA, #31 in Calgary, Alberta. This rapid expansion led to the development of more thorough programming guidelines within the chapters.



Convention Dance Program, Kansas City, Missouri, 1925

In 1928, Dr. Boris D. Bogen presented his Five Fold and Full Program to the Supreme Advisory Council. A prominent leader in the American Jewish community, Bogen believed that AZA had a major role to play in preparing future generations for Jewish leadership and that this aim could best be met through a diverse and “full” program. His original plan consisted of religious, educational, social service, athletic, and social activities.

While the Five Folds have been altered over time, the organization’s commitment to well-rounded programming has never wavered.

## THROUGH THE DECADES

**1920s** | The first chapter of AZA is formed in 1924 in Omaha, Nebraska. With guidance from advisor Sam Beber, AZA is declared an international organization on May 3, 1924. As chapters begin to form throughout the United States and Canada, International Conventions are held and International Officers elected. In 1925, AZA is adopted by B’nai B’rith International as its official youth program. Dr. Boris D. Bogen introduces the Five Fold and Full Program in 1928, outlining the diverse programming that would come to define AZA.

Use this timeline to understand the gradual development of AZA into what it is today.

**1923**

Fourteen boys in Omaha, Nebraska, USA, form the Aleph Zadik Aleph (AZA). Abe Baboir is elected as the first president and Nathan Mnookin is the first advisor.

**MAY 3, 1924**

Mnookin moves to Kansas City, Kansas, USA. Sam Beber becomes advisor and the International Order of the Aleph Zadik Aleph comes into being.

The first Supreme Advisory Council is created and first national convention is held.

**1930s** | By the 10th anniversary of the Aleph Zadik Aleph, over a hundred chapters exist in North America. The first overseas chapter of AZA is founded in 1936 in Bulgaria and chapters follow shortly after in England and what was then Palestine. The first professional field staff members are hired to work with AZA chapters around North America.

**1940s** | During World War II, the Aleph Zadik Aleph sells more than \$6 million in war bonds and commits countless human resources to the war effort. Over 10,000 Alephs in good standing and alumni fight for the Allies in World War II with approximately 290 sacrificing their lives. Because the war pulled so many AZA members away from their home communities, the minimum age for membership is lowered to 14. The B'nai B'rith Girls (BBG) is officially established in 1944 and the B'nai B'rith Youth Organization (BBYO) is born as the umbrella organization over both groups. The B'nai B'rith Youth Commission is established as BBYO's governing body.

**1925**

AZA is adopted by B'nai B'rith International. *The Shofar* Newsletter is established.

**1926**

First national headquarters opens in Omaha, Nebraska, USA.

AZA becomes a truly international organization with the founding of the first Canadian Chapter in Calgary, Alberta, Canada.

**1927**

First district tournaments are held featuring competitions in oratory, debate, and basketball.





*Alephs attending BBYO Convention, 1950s*

**1950s** | Camp B'nai B'rith opens in Starlight, Pennsylvania, in 1954, and becomes home to BBYO International Convention and other BBYO Summer Experiences. Many of BBYO's International Programs are established, including International Leadership Training Conference (ILTC), International Kallah, and the Israel Summer Institute.

**1960s** | The 1960s sees continued growth for BBYO and the establishment of Noar LeNoar as BBYO's first partner in Israel.

#### 1928

Dr. Boris D. Bogen presents his brilliant Five Fold and Full Program to the Supreme Advisory Council.

#### 1928

AZA Shabbat, the first simultaneous international program, is introduced.  
AZA Mother's Day program is introduced.

#### 1931

Temporary chapters are introduced.  
AZA Mother's Day becomes AZA Parents' Day.  
AZA's work with the Boy Scouts of America is initiated.



*Alephs from District 1, 1962*

**1970s** | The Aleph Zadik Aleph celebrates its Golden Anniversary in 1974. B'nai B'rith Beber Camp is opened in Mukwonago, Wisconsin, in 1977 and the first Chapter Leadership Training Conference (CLTC) is held there that summer. Camp B'nai B'rith in Pennsylvania is rededicated as Perlman Camp in honor of BBG's founder, Anita Perlman.

**1980s** | BBYO's international presence increases with the establishment of chapters in Austria, France, Germany, Holland, Spain, and Switzerland. At the same time, districts (which had previously encompassed

#### 1932

First International Convention in Canada is held.

Scholarship Loan Fund is founded.

#### 1933

Tenth Anniversary of AZA, celebrating one hundred AZA chapters within North America.

#### 1935

A free, circulating library is created.

Lapidus Memorial Forest comes into being.

The minimum age requirement of an Aleph is lowered to 15 years.

several regions) are disbanded in North America. Teen Connection is established in order to involve middle school-age Jewish youth. BBYO partners with the March of the Living upon its establishment in 1988, sending the largest delegation on the first trip.

**1990s** | CLTC expands significantly, becoming the foundation of the organization's membership training program. International Leadership Seminar in Israel (ILSI) is established and the Aleph Zadik Aleph Athletics (AZAA) Basketball Tournament is renewed after years of dormancy.

**2000s** | Just after the turn of the new millennium, many changes for the B'nai B'rith Youth Organization occur. In 2002, the Order becomes a legally independent entity from B'nai B'rith International and BBYO is established as its official new name. Several leaders from the Jewish community—key Jewish philanthropists, BBYO alumni, Jewish Federation leadership, and BBYO's International Teen Presidents (the Grand Aleph Godol and International N'siah)—form a new Board of Directors to assume governance over BBYO.

**1936**

Karmel Chapter is formed in Sofia, Bulgaria—the first chapter to exist outside of North America.

**1938**

Chapters installed in Halifax, Nova Scotia, Canada and Tel Aviv, Palestine.

**1939**

The Order raises \$3,091.50 USD for the Lapidus Memorial Fund.

The secrecy of rituals and password are abolished.

AZA is instrumental in forming National Conference of Jewish Youth Groups.

In 2004, BBYO launches its international teen travel program, now called BBYO Passport.

In 2005, International Convention leaves Perlman Camp for the first time in 50 years, and is held in a different location every year since.

In 2009, the International Boards introduce Stand UP, now called BBYO Stand UP, BBYO's service, philanthropy, and advocacy campaign. In September 2009, the organization also forms the BBYO Panim Institute, which offers premiere service learning opportunities to members and non-members of BBYO.

**2010s** | In 2010, the Executive Body ignites a renaissance of globalization—reconnecting BBYO worldwide and establishing new partnerships with Jewish teen communities across the globe. The 2010–2011 programming year also yields the introduction of Speak UP for Israel, BBYO's campaign for Israel education and advocacy. In the fall of 2011, BBYO introduces a revitalized brand for the organization, including a new logo and updated seals for the B'nai B'rith Girls and Aleph Zadik Aleph. The Executive Body positions AZA and BBG as the future of Jewish

#### 1940

The Order runs a successful campaign to raise \$10,000 USD for Aleph Jerry Safur, infantile paralysis victim.

#### 1940

First British chapter is established in Leeds, United Kingdom.

AZA membership breaks 10,000 brothers for the first time.

#### 1941

The Aleph Zadik Aleph of the United Kingdom & Ireland care for 50 English children who evacuated from English cities to the British countryside during World War II.

peoplehood, as BBYO teens lead the charge against bullying and work collaboratively with the Coalition of Jewish Teens (CJT), the teen leaders of the other Jewish youth movements, to ensure that Jewish teen life would be safe for all teens.

In 2012, AZA and BBG have a renewed focus on chapters, and host International Convention in Washington, DC. More than 1,500 Alephs and B'nai B'rith Girls from 18 countries come together for the Movement's moment, and IC experiences sustained growth in every year since.

In 2014, Alephs and B'nai B'rith Girls celebrate the milestone anniversaries of 90 and 70 years of providing Jewish teens around the world with leadership opportunities, meaningful connections to Judaism, and lasting friendships.

At August Executives Conference 2015, the Executive Body passes legislation reaffirming BBYO as a home for every Jewish teen regardless of sexual orientation, gender identity, race, ability, socio-economic background, or any other character attribute. They also formally recognize Maccabi World Union (MWU) as BBYO's

**1942**

AZA turns its efforts to an all-out "Help Win the War Campaign," with scrap drives, bond sales, and hospitality for service men.

William Suckle is the first Grand Aleph Godol to be reelected.

**1943**

Minimum age requirement for membership is lowered to 14 years.

International Convention elections and motions are voted on by mail.

**1943**

Over \$6,343,720 USD worth of war bonds are sold.

sister movement and partner in Israel, and commit to welcoming new members into AZA and BBG at the beginning of their eighth-grade year.

In 2016, Canadian Prime Minister Justin Trudeau addresses BBYO International Convention, and the Movement launches the first alumni-only JDC Entwine journey to explore the shared work underway by both organizations across Ukraine.

The 2016–2017 programming year brings the launch the Global Leadership Academy, a Movement-wide effort to strengthen leadership opportunities and enhance member recognition.

In 2017, BBYO sets forth a massive five-year expansion plan across North America and around the globe, with more involvement opportunities for teens everywhere. The Order also hosts its largest International Convention to date.

## STRUCTURE OF THE ALEPH ZADIK ALEPH

In order to appreciate the many opportunities that AZA offers, an Aleph must understand the structure of the organization and the many levels at which they can be involved.

### APRIL 22, 1944

B'nai B'rith officially recognizes B'nai B'rith Girls and BBYO is born. The Supreme Advisory Council becomes B'nai B'rith Youth Commission and is comprised of both men and women.

### 1944

Julius Bisno becomes the Administrative Secretary of the Youth Commission and Director of Boys' Work.  
  
Beatrice Chapman becomes the Director of Girls' Work.

### 1948

AZA recognizes the State of Israel ahead of independence.  
  
Dr. Max F. Baer becomes the International Director of BBYO.

AZA exists as part of BBYO's International Order and is comprised of several levels of local and regional involvement. The following structure has been developed over time to maximize each member's opportunity for involvement.

**Chapters** | The smallest, most personal, and most important group within AZA is the chapter. Every Aleph belongs to a chapter and each chapter functions much like a large family. Chapters plan programs geared toward the interests of their current and prospective members and train new members in the traditions of AZA. A chapter's small size allows for the development



*AZAA Basketball at International Convention, 2016*

of strong bonds between its members.

**Councils** | Several chapters in the same area may be grouped into a council. Some areas have councils and others do not. Councils are usually utilized to break up larger regions, providing

**1949**

Silver Anniversary Ceremony for AZA as the organization reaches a 25-year milestone of service to the Jewish Community.

**1952**

BBG membership breaks 10,000 sisters for the first time.

**1953**

AZA rallies 5,000 Alephs to provide disaster relief in Western Pennsylvania following massive floods.

additional leadership opportunities (known as council predominance) and making communities of chapters more manageable. All councils are part of a region.

**Regions** | Chapters and councils are grouped into regions. Regions can vary in size from one large city to several states, provinces, or entire/multiple countries. Regions serve to bring chapters together so that they can exchange ideas, socialize, hold friendly competitions, and work together on larger projects.

**International Order** | The International Order of the Aleph Zadik Aleph is comprised of our network of chapters around the world. Councils, regions, and countries represent all AZA communities at the international level.

## LEADERSHIP OPPORTUNITIES

AZA is a teen-led fraternal order. Each chapter, council, region, and the International Order elects officers with different responsibilities to sustain the Order. Chapter officers serve six-month or full-year terms. On the council, regional, and international levels, all officers serve for one year.

**1955**

International Kallah is established at B'nai B'rith Perlman Camp.

BBYO is established in Australia and Belgium.

The first Leadership Training Institute is planned as a part of International Convention, stressing Judaism and democratic leadership.

**1956**

Israel Summer Institute (ISI) is established.

**1961**

Noar LeNoar, BBYO's first counterpart in Israel, is founded.



It is common for officers to be acknowledged by their elected office and the level of AZA on which they serve. For example, the president of a chapter is called the Chapter Aleph Godol, while the secretary of a region is called the Regional Aleph Mazkir. The International Officers of AZA are referred to as the Grand Board, thus the International President is the Grand Aleph Godol.

The following are the major officers found in AZA chapters, though the order of officers varies in different areas and many communities have other locally specific roles for Alephs. Throughout its history, AZA has empowered Alephs at all levels of involvement to make a difference within their chapters and regions.

### Aleph Godol, President

Serving as Aleph Godol of your chapter, council, region, or the International Order is a large and honorable undertaking. Alephs who serve as Aleph Godol are committed to advancing our Movement and ensuring the present and future strength of the Jewish people. The Aleph Godol:

**1962**

BBYO is sought after to develop activities in European lands “where Jewish life has been slow in recovering” following the devastation of the Holocaust.

**1963**

BBYO issues a declaration that Jewish heritage demands “Jews be at the forefront of the civil rights struggle” and dramatically amplifies national activism on behalf of racial equality across the South.

**1967**

BBYO passes a resolution calling upon the Soviet Government to permit American and global Jewish youth organizations to establish relations with Jewish youth in Russia.

- ▶ Leads or supports all chapter activities
- ▶ Ensures all chapter members have platforms in which to grow
- ▶ Works with board members to accomplish their individual goals
- ▶ Represents chapter to the community, council, and region
- ▶ Conducts all chapter business meetings
- ▶ Makes sure chapter officers are fulfilling their responsibilities
- ▶ Communicates regularly with the chapter advisor
- ▶ Presides over chapter elections
- ▶ Is responsible for the well-being of the chapter
- ▶ Keeps pace with Movement and Chapter Initiatives
- ▶ Is an ex-officio member of all committees
- ▶ Manages the building and execution of chapter calendar
- ▶ Supports ongoing collaboration between chapters
- ▶ Partners with regional/council Friends and Alumni Network (FAN) efforts

**1971**

AZA and BBG vote that every Jewish teenager is entitled to visit Israel when they graduate from high school “whether or not they can afford it,” decades before the advent of Birthright Israel.

**1973**

Close to 1,000 BBYO teens from Brazil, Chile, Colombia, Costa Rica, Mexico, Panama, and Venezuela meet for a two-week Jewish Youth Congress.

**1974**

AZA celebrates its Golden Anniversary, 50 years of service to the Jewish community.

International AZA Alumni Association is established.

- ▶ Promotes and encourages participation in BBYO Summer Experiences and International Convention
- ▶ Keeps in constant communication with Council/Regional and International Godolim

### Aleph S'gan, Vice President of Programming

The job of the Aleph S'gan is to coordinate programming at whatever level of AZA they serve, spearhead programming initiatives, and work with a large group of inspiring counterparts to strengthen program excellence across the movement. The Aleph S'gan:

- ▶ Oversees all chapter programming
- ▶ Guarantees quality programming in all of the Five Folds
- ▶ Presides over committees and chairpeople for programs and events
- ▶ Runs chapter board meetings
- ▶ Assumes Godol's responsibilities if absent
- ▶ Manages processes of program planning and evaluation

**1974**

At the International B'nai B'rith Convention, AZA and BBG International Board Members become official voting members of the B'nai B'rith Youth Commission.

**1977**

Chapter Leadership Training Conference (CLTC) is established at B'nai B'rith Beber Camp.

International Convention votes to disband the District level.

**1977**

Dr. Sidney Clearfield becomes the International Director of BBYO.

- ▶ Manages year-round chapter programming calendar
- ▶ Works with chapter board to ensure program information is accessible
- ▶ Ensures program content is inclusive and embodies AZA's values
- ▶ Stewards execution of Movement and Chapter Initiatives
- ▶ Promotes and submits chapter awards (council/regional, international)
- ▶ Promotes and encourages participation in BBYO Summer Experiences
- ▶ Keeps in constant communication with Council/Regional and International S'ganim

### Aleph Moreh, Vice President of Membership

The Aleph Moreh is responsible for a top priority of AZA: the growth of our Movement. They should be focused on recruitment of new members and retention of current members. The Aleph Moreh:

**1980**

BBYO begins smuggling Judaica behind the Iron Curtain to sustain Jewish life during the Cold War.

**1981**

District level is completely phased out in North America to be replaced with the regional level.

Grand Aleph Godol Michael Froman makes first Godol visit to South Africa.

**1983**

First office opens in continental Europe. Chapters begin in Austria, France, Germany, Holland, and Spain.

- ▶ Energizes and trains chapter on BBYO's recruitment model (MRIHA)
- ▶ Manages chapter prospect list and record spreadsheet
- ▶ Coordinates chapter recruitment efforts
- ▶ Coordinates chapter retention and re-education efforts
- ▶ Educates new members on AZA and BBYO traditions and history through Aleph in Training (AIT) classes
- ▶ Keeps brotherhood strong and active in the chapter
- ▶ Stewards chapter growth to hit mid-year and end-of-year membership goals



*AZA Chapter, 1947*

**1987**

BBYO opens first chapters for teens with special needs and launches inclusion programming and training.

**1988**

AZA and BBG send largest delegation on the inaugural March of the Living.

**1989**

Grand Aleph Shaliach established as a position on the Grand Board of the Aleph Zadik Aleph.

BBYO Connect, BBYO's experience for Jewish middle school students, launches.

- ▶ Rallies chapter in alignment with global membership weeks
- ▶ Informs prospective members about upcoming events
- ▶ Runs chapter big/little program
- ▶ Promotes and encourages participation in BBYO Summer Experiences
- ▶ Keeps in constant communication with Council/Regional and International Morim

### Aleph Shaliach, Vice President of Jewish Heritage, Community Service, and Social Action

The Aleph Shaliach is responsible for both the Jewish enrichment and the initiatives/advocacy/service pieces of AZA in their chapter/council/region. The Aleph Shaliach:

- ▶ Plans Judaic, community service, and social action programming
- ▶ Works to promote the chapter's Stand UP cause through philanthropy, service, and advocacy
- ▶ Coordinates direct and indirect service efforts to support the chapter's Stand UP cause

**1990**

First public BBYO program held in Soviet Union with more than 200 Soviet Jewish teens in attendance.

**1992**

Grand Aleph Moreh established as a position on the Grand Board of the Aleph Zadik Aleph.

**1993**

Israel Leadership Summer Institute (ILSI) is established.

- ▶ Oversees planning of all Shabbat and ritual experiences (Friday night services, Oneg, Saturday morning services, Havdallah, Mincha, Ma'ariv, Shacharit, etc.)
- ▶ Educates chapter on Jewish customs and holidays
- ▶ Coordinates Israel education and advocacy efforts through BBYO Speak UP for Israel
- ▶ Increases awareness around Israel travel opportunities
- ▶ Manages the chapter's AZA BBG Global Shabbat programming
- ▶ Promotes and encourages participation in BBYO Summer Experiences
- ▶ Keeps in constant communication with Council/Regional and International Sh'lichim

### Aleph Mazkir, Secretary

The Aleph Mazkir is responsible for all communication within the chapter or council/region. Utilizing the latest and most innovative communication methods, it is their responsibility to ensure that all members know about every happening in the chapter and the local

**1994**

The International basketball tournament of old is revived under a new name, AZAA (AZA Athletics).

**1994**

BBYO designates the historical and biblical Mount Cheres Forest as a community gathering place, outside Jerusalem, Israel.

**1994**

International Spirit Awards and Chapter of the Year Awards are established.

community. In some communities, the Mazkir is responsible for coordinating BBYO Stand UP efforts in their local area. The Aleph Mazkir:

- Manages chapter communication structure through multiple forms of media
- Oversees the chapter's social media image and brand in accordance with BBYO's Brand Guidelines
- Stewards brother and sister chapter connection(s)
- Coordinates advocacy efforts to support the chapter's Stand UP cause
- Informs chapter members and prospects of upcoming events to ensure strong attendance
- Records and distributes minutes from board and chapter meetings
- Sends thank-you notes to supporters and guests
- Promotes and encourages participation in BBYO Summer Experiences
- Keeps in constant communication with Council/Regional and International Mazkirim

**1995**

The AZA International Board votes to change the Five Folds to increase the folds' usefulness in the chapters.

First Hungarian Leadership Institute is established.

**2002**

BBYO transitions to independence from B'nai B'rith International to become a new and legally independent organization under the name of BBYO.

**2002**

It is no longer officially recognized by its former full name, "B'nai B'rith Youth Organization."



### Aleph Gizbor, Treasurer

The Aleph Gizbor is responsible for everything finance related in the chapter: overseeing chapter funds, planning fundraisers, managing the chapter's contribution to the International Service Fund, and keeping the chapter's best interest in mind when it comes to overseeing the chapter finances. The Aleph Gizbor:

- ▶ Oversees chapter finances
- ▶ Coordinates philanthropy efforts to support the chapter's Stand UP cause
- ▶ Keeps track of incoming and outgoing chapter funds
- ▶ Communicates with chapter advisor concerning chapter finances
- ▶ Coordinates regular chapter fundraisers
- ▶ Manages annual contributions to the International Service Fund (ISF)
- ▶ Promotes and encourages participation in BBYO Summer Experiences

**2004**

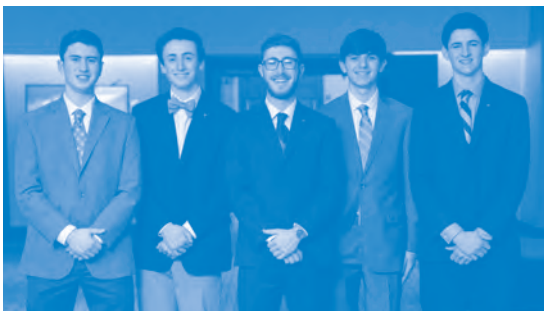
Matthew Grossman becomes Executive Director of BBYO.

**2005**

Final International Convention at Perlman Camp takes place.

**2008**

At International Convention, the "My 2 Cents for Change" campaign encourages teen involvement in the 2008 presidential election.



*93rd Grand Board of the Aleph Zadik Aleph, 2017*

- Keeps in constant communication with Council/  
Regional Gizbor and International Mazkir

### Mekasher, Vice President of Recruitment

The Mekasher is responsible for the recruitment and retention of all new recruits/8th graders, as well as mentoring them at the beginning of their time in AZA as their AIT class comes together. The Mekasher:

- Focuses on 8th grade recruitment to fill strong AIT classes each semester

#### 2009

The BBYO Stand UP campaign is launched to unite all Jewish teens in establishing grassroots service, advocacy, and philanthropy campaigns.

#### 2010

At the International August Executives Conference (August Execs), Speak UP for Israel is launched to intensify Israel education, advocacy, and travel.

#### 2010

The International Service Fund (ISF) is redefined for aiding global Jewry, the Global Ambassadors Network is created, and the Coalition of Jewish Teens (CJT) is motioned into action.

- ▶ Sets goals to ensure chapters reach 8th grade/new member recruitment objectives
- ▶ Stewards prospective members
- ▶ Is responsible for connecting chapters with middle school programs in communities where applicable
- ▶ Ensures chapter members are engaged in recruiting and welcoming 8th graders to AZA
- ▶ Builds community across each newly recruited class, ensuring a commitment to AZA
- ▶ Promotes and encourages participation in BBYO Summer Experiences
- ▶ Keeps in constant communication with Council/Regional and International Morim

### Aleph Sopher, Publicist

The Aleph Sopher is responsible for communication of chapter news to external stakeholders. The Aleph Sopher:

- ▶ Publishes chapter newsletter or newspaper
- ▶ Maintains chapter website
- ▶ Documents historic events of the chapter

**2011**

BBGG (B'nai B'rith Girls Games) Motion passes at August Execs as AZAA's official counterpart.

**2012**

At August Execs, the Global Ambassadors Network transforms into the Global Networking Committee.

**2013**

President Barack Obama addresses BBYO International Convention in Washington, DC, USA.

- ▶ Educates members on chapter history
- ▶ Promotes brotherhood among all members
- ▶ Takes pictures at events and programs
- ▶ Promotes and encourages participation in BBYO Summer Experiences
- ▶ Keeps in constant communication with Council/Regional and International Mazkirim

### Aleph Shotare Godol, Sergeant-at-Arms

The Aleph Shotare Godol ensures that the chapter meeting runs smoothly and that all behave in a proper manner, keeping meetings orderly and safe from intrusion. The role varies from chapter to chapter.

### Aleph Shotare Katone, Assistant Sergeant-at-Arms

The Aleph Shotare Katone assists the Aleph Shotare Godol in their responsibilities.

### Aleph Kohen Godol, Parliamentarian

The Aleph Kohen Godol, traditionally the past Aleph Godol of the chapter, acts as a mentor to all its members,

**2014**

Israeli Prime Minister Benjamin Netanyahu addresses BBYO International Convention in Dallas, Texas, USA.

**2015**

BBYO launches the Can-Tribute initiative with DoSomething.org and *The Hunger Games* movie trilogy to collect more than 500,000 pounds of food for people in need.

**2015**

AZA and BBG pass legislation that reaffirms every Jewish teen is welcome in BBYO regardless of sexual orientation, gender identity, race, ability, socio-economic background, or any other character attribute.

especially the chapter leadership, and helps ensure that every Aleph has a passion for our Order. The Aleph Kohen Godol:

- ▶ Supports the Aleph Godol and board by offering advice and help as needed
- ▶ Promotes and encourages participation in BBYO Summer Experiences

## STAFF

BBYO staff members partner with teens to assist in decision-making, resolving issues, and supporting the mission and vision of the organization.

Some staff members are paid professionals and others are volunteer advisors. The adult with whom you will work most closely is your chapter advisor. Advisors volunteer their time to work with the elected leadership and general membership to guide chapters. The advisor attends all chapter events and is available as a resource and mentor to chapter members.

2015

Israeli President Shimon Peres addresses BBYO International Convention in Atlanta, Georgia, USA.

BBYO launches the Alumni Leadership Seminar in Israel.

2015

BBYO commits to allowing 8th graders to join AZA and BBG at the beginning of their 8th grade year.

2015

BBYO and Maccabi World Union (MWU) officially recognize each other as sister movements and partners.

The professional staff members primarily responsible for overseeing a council or region are the Regional Directors and Associate Regional Directors. BBYO professionals serve as advisors to the council/regional board, supervise the chapter advisors, and help plan council/regional events. Professionals are also responsible for working with parents, coordinating fundraising efforts through BBYO's Friends and Alumni Network (FAN), and forging relationships with community agencies.

Professionals working in BBYO's International Office are charged with setting and leading the strategic direction of the organization. International Office staff members have responsibilities ranging from managing BBYO's finances and operations to implementing our international programs and initiatives, from hiring and training our paid professional staff to serving as liaisons with our International Boards and International Leadership Network. In addition, marketing, fundraising, and FAN relation efforts are coordinated at this level.

#### 2016

BBYO restores Jewish teen life to six continents, with chapters and partnerships in 40+ countries, and sets the foundation for significant growth in the years to come.

#### 2016

Canadian Prime Minister Justin Trudeau addresses BBYO International Convention in Baltimore, Maryland, USA.

## BOARD OF DIRECTORS

BBYO's transition to independence from B'nai B'rith International in 2002 was made possible by the leadership and generosity of Lynn Schusterman and the Charles and Lynn Schusterman Family Foundation. At that time, Lynn became the first chair of BBYO's Board of Directors, the governing body of the newly independent not-for-profit organization incorporated in Washington, DC. Lynn recruited her friends, alumni, and other stakeholders to support the organization financially and join its fledgling board.

As Lynn made her case, participation in the board grew to include some of the Jewish community's most influential philanthropists, corporate leaders, and professionals. Many are BBYO alumni, parents, and advisors who are joined by the Grand Aleph Godol and International N'siah to ensure that the Board is representative of all BBYO stakeholder groups. The BBYO Board of Directors serves as the organization's highest governing body, ensuring BBYO's vitality and direction.

### 2016

BBYO launches the first alumni-only JDC Entwine journey to explore the shared work underway by both organizations across Ukraine.

### 2017

BBYO hosts its largest International Convention to date in Dallas, Texas, USA, with more than 2,500 teen delegates representing 30 countries with 5,000 attendees. It is the first IC to be broadcasted in virtual reality to Jewish teens everywhere.





# **AZA Programming**

The Five Folds — **56**

Movement Initiatives — **58**

Immersive Experiences — **60**

Appreciation Months — **66**

Chapter Initiatives — **66**

International Awards — **66**

## THE FIVE FOLDS

The diversity of our programming is what makes the AZA experience so unique. Activities at all levels are built around five programming areas, called “Folds.” The Five Folds are Athletic, Community Service/Social Action, Education, Judaic, and Social. These folds are often combined to create more dynamic programming.

### 1. Athletic

Sports in AZA, called Aleph Zadik Aleph Athletics (AZAA), have always been vital to the building of the fraternity. Many councils and regions throughout the Order compete in several different sports, including hockey, football, basketball, and softball. Not only do AZA chapters across the Order take part in sporting events, but they also hold robust programming that is game and athletic based.

### 2. Community Service/Social Action

In accordance with Jewish tradition, AZA emphasizes the values of תיקון עולם (tikkun olam, repairing the world), גמילות חסדים (gemilut chasidim, acts of loving kindness), and צדקה (tzedakah, charity). Community service can include (but is not limited to) celebrating holidays with residents of a retirement home, organizing a recycling drive, volunteering in a soup kitchen, or conducting a food or clothing drive for the underprivileged. Social action involves mobilizing and educating members to address problems that exist in society. Issues can range from local to international, from Israel advocacy to humanitarian relief causes. Social action requires a group

to not only learn about these issues, but to do something about them, such as advocating to local government officials and organizations. AZA encourages members to take an active role in the community around them through BBYO Stand UP and Speak UP for Israel.



*Alephs at International Conventional. 2008*

### 3. Education

Through AZA, Alephs are challenged to learn about things beyond themselves and the borders of our Jewish faith. Programs that leverage education provide Alephs with an opportunity to gain new skills, seek new understanding, and broaden their perspectives. Education also entails teaching members the traditions of the Aleph Zadik Aleph.

### 4. Judaic

Judaic programs bring a unique, spiritual aspect to life in AZA, and develop an understanding of and

appreciation for the religion and culture of the Jewish people. Through programming in the Judaic Fold, we learn not only about Judaism, but also about the different denominations in which other members practice. Creative Jewish programs incorporate the popular culture of today, as well as traditional Jewish rituals.

## 5. Social

AZA chapters sponsor a wide variety of social programs, often with BBG chapters. While there is nothing wrong with purely social programming, it is important to be creative and use this Fold in the proper proportion, combining it with other Folds for effective programming. Social programs create fun and easy opportunities to engage prospective members.

## **MOVEMENT INITIATIVES**

### **Kickoffs (Fall and Spring)**

Fall Kickoff is a “welcome back” community event designed to provide a fun, engaging, and exclusive event to all local Jewish teens that they can only get through BBYO. Spring Kickoff is a low-barrier “new year” event that relaunches programming for the year and continues to energize 8th grade membership and recruitment.

### **AZA BBG Global Shabbat**

AZA BBG Global Shabbat is an opportunity to share the holiness of Shabbat with our brothers and sisters. Held annually in early December, this tradition dates back to 1928 and is considered among the most sacred in the Order.

## J-Serve

J-Serve is the International Day of Jewish Youth Service, which typically falls in April, in conjunction with Good Deeds Day. Each year, thousands of Jewish teens from around the world come together to make a difference and encourage community building across religious and societal lines through collaborative teen-led communal partnerships. Launched in 2005, J-Serve provides teens with the opportunity to fulfill the Jewish values of גמילות חסדים (gemilut chasidim, acts of loving kindness), צדקה (tzedakah, charity and righteousness) and תיקון עולם (tikkun olam, repairing the world).



*Alephs at J-Serve, 2010s*

## Founders' Day

May 3 marks the day that AZA came into existence as a Grand Order (April 22 for the B'nai B'rith Girls). Alephs throughout the world commemorate this day, as it serves as a reminder for each member of their

commitment to the organization's principles and ideals. The week surrounding Founders' Day focuses on the promotion of fraternity ideals and a renewed sense of brotherhood. Chapters, councils, and regions celebrate with AZA birthday parties, chapter chartering ceremonies, reunions, and programs of all types to celebrate our history. May 3 is also celebrated as BBYO's birthday.

## **IMMERSIVE EXPERIENCES**

### **Conventions**

Council or regional conventions serve different purposes in various areas and at different times of the programming calendar. Some conventions address the major business for the year and are opportunities to elect officers to the council or regional board. In all instances, conventions serve to bring the membership of a council or region together for a fun and meaningful weekend. Below is a list of BBYO's most prominent convention styles.

#### **AIT/MIT (New Member Convention)**

New member weekends provide an opportunity for Alephs in Training (AITs) to experience AZA on a broader level. They learn the basics of the organization and meet new members from other chapters.

#### **Kallah**

Kallah and Judaism Institute events focus on Jewish exploration and culture. The program often revolves around a Shabbat experience and provides opportunities for Alephs to explore their own Jewish identities.

## Leadership Training Institute (LTI)

Leadership Training Institutes provide leadership development opportunities for all participants. These programs train Alephs to become leaders in their chapters, councils, and regions.

## Spirit Convention

Serving to strengthen the brotherhood and sisterhood within and between chapters, Spirit Conventions feature dozens of competitions and contests in which Alephs and BBGs can participate. From individual oratory competitions to the best chapter costume contests, from robust Stand UP campaign planning to group dances, Spirit Convention programming brings out some of the best energy, heart, and creativity that AZA and BBG has to offer.

## International Convention (IC)

Each year, Alephs, B'nai B'rith Girls, alumni, advisors, professional staff, and top Jewish philanthropists from around the world convene on President's Day Weekend in February at the largest annual gathering of Jewish teen leaders worldwide. At IC, Alephs and BBGs have the unique opportunity to take part in exemplary BBYO programming, hear from prominent speakers,



*BBYO International Convention, 1972*

participate in large-scale service learning opportunities, and celebrate an inspiring Shabbat. IC participants also get to take part in the democratic process of furthering the organization's business agenda by electing AZA and BBG's next International Boards. Opportunities to experience IC's host city's landmarks, engage with the host community, and build lifelong friendships with teens from across the world are constants of every IC, making it a valued staple of every Aleph's and BBG's BBYO career.

### **Summer Experiences**

BBYO offers a large menu of Summer Experiences that members can mix and match from to create their perfect summer. While BBYO's core Summer Leadership Experiences are for BBYO members only (denoted by an asterisk\*), many are open to any Jewish teen who would like to participate. BBYO's Summer Experiences include opportunities to build and develop leadership skills on the chapter, regional, and International level; serve communities in need around the world; explore interests leading to possible future careers; get a taste of college life; and travel the world alongside peers.

### **Chapter Leadership Training Conference (CLTC)\***

CLTC is designed to teach members essential leadership skills. Teens learn best practices in time management, public speaking, and implementing fun, Jewish programming. Participants form "mock chapters" to plan and run programs that highlight AZA and BBG values (brotherhood, sisterhood, leadership, social action, education, Jewish heritage, and more). They're also inducted as members of the BBYO International Order.



### International Leadership Training Conference (ILTC)\*

ILTC is the premier domestic leadership development experience designed for current or aspiring AZA and BBG council, regional, or International leaders. The program builds on the skills taught at CLTC by further developing members' leadership abilities and guiding them in how to shape a worldwide movement. Participants gain invaluable skills, like effective team collaboration, tips for working with adults, and communication strategies that will help them succeed long after their AZA and BBG high school experiences come to an end.

### International Kallah\*

Kallah goes beyond the traditional classroom; it is where members create their own Jewish experience in the way that works for them. They find their "Jewish selves" through interactive sessions and one-on-one conversations about a spectrum of topics facilitated by Jewish educators of different backgrounds.

### International Leadership Seminar in Israel (ILSI)\*



*Alieps on ILSI, 2012*

ILSI, BBYO's premier leadership experience in Israel, emphasizes the stories of Jewish leaders who've had an impact on history and combines thoughtful learning with experiential touring. Traveling with BBYO

Passport, participants discover Israel with Jewish teens from around the world, learn from Israeli leaders and experts, explore modern Israeli culture, meet local influencers, and engage in community service, all while creating a strong relationship with the Jewish Homeland.

### Ambassador Experiences

Ambassadors offers teens the opportunity to experience a new country with peers from around the world and, especially, the host country. Ambassadors serve their community and experience Jewish life and culture first-hand. The unique programming and community of teens on this BBYO Passport program makes this the most authentic experience possible.

### BBYO Stand UP Programs

With community and caused-based destinations located throughout North America and around the world, Stand UP trips—offered by BBYO Passport—are designed for teens who want to travel, experience a new culture, and give back to a community through direct service.



*Impact DC, 2010s*

### BBYO Passport

BBYO Passport is BBYO's global travel program for Jewish teens of all backgrounds. Each program shares the same core elements—active touring, cross-cultural interactions, and meaningful Jewish experiences. Passport programs take teens to five continents—visiting countries such as France, the United Kingdom, Austria, Costa Rica, Italy, Holland, and of course, Israel.

### BBYO on Campus

BBYO on Campus experiences are run in partnership with Summer Discovery, a top provider of pre-college high school programs at several of the world's best universities. College experiences with Summer Discovery incorporate Jewish values and feature meaningful Shabbat experiences which complement a curriculum designed to provide teens access to experts in business entrepreneurship, management, leadership, service, and more. These programs help teens explore their interests and tap into future career options while getting a taste of college life.

### March of the Living (MOTL)

The March of the Living is an annual pilgrimage for thousands of Jewish teens from across the world. The two-week journey marks the tragedy of the Holocaust in Poland followed by a celebration of the modern State of Israel in the Jewish homeland. The goal of MOTL is to educate Jewish teens about the richness of our past, to keep its memory alive, and to perpetuate our Jewish future.

## **APPRECIATION MONTHS**

Certain months of the calendar hold special significance for AZA. Communities are encouraged to hold programs incorporating these themes:

**November: Senior Appreciation Month** | Communities honor the activity of their oldest members, thanking them for their leadership and participation.

**March: Advisor Appreciation Month** | Communities honor the work and dedication of their advisors, who have volunteered their time and commitment for the betterment of the organization.

## **CHAPTER INITIATIVES**

Chapter Initiatives offer a series of high quality, plug-and-play programs that are fun, educational, and that make a difference in the world. Bottles of Smiles, Charity Basketball, Israel @ 2048, and Student 2 Student are just a few of dozens of program opportunities through Chapter Initiatives.

## **INTERNATIONAL AWARDS**

To receive an International Award, an Aleph must apply through the International Awards system on a rolling basis.

## **Individual Awards**

### **Menorah Pledge and Cardinal Principles Award**

This award recognizes those Alephs and B'nai B'rith Girls who truly embody the Seven Cardinal Principles and the Menorah Pledge. This prestigious award honors those who have dedicated their time and energy into promoting the values on which our Movement was founded. Members may be nominated for this award.

### **Shield of David Award**

The highest award for outstanding individual achievement and leadership in AZA is the Shield of David. Every Aleph is eligible for this award. This award is based on a point system that recognizes Alephs who, throughout their tenure in the Aleph Zadik Aleph, have displayed outstanding leadership contributions and a consistent commitment to the fraternity.

### **Tree of Life Award**

This award recognizes those Alephs who have contributed to the future of the Order by recruiting at least six new members. These Alephs leave a physical legacy in their chapter—bringing in a new generation to love, cherish, and preserve the traditions of the AZA. Alephs who cannot meet the requirement, but feel deserving of the honor (i.e., living in communities where demographics are an obstacle, but chapter growth is evident and celebrated), may also apply.

### Arevut Speak UP for Israel Award

This award is presented to members who have consistently sought out and built opportunities to learn about, educate others on, and advocate for the State of Israel. Individuals who have inspired others to seek to educate themselves and continue to create meaningful Speak UP experiences for their peers should consider applying for this honor.

### Anita Perlman Stand UP Award

This award is presented to those individuals who have worked to Stand UP and better their community through consistent and quality community service. This award recognizes members of AZA and BBG who have completed at least 50 hours of community service and planned at least one community service or advocacy project for their chapter.

### Sam Beber Distinguished Alumnus Award

This extremely prestigious award, named after the founder of AZA, is presented annually to an alumnus who has distinguished himself through both his professional life and his contribution to the Jewish people. Past recipients include Ambassador Philip Klutznick, Rabbi Sheldon Zimmerman, actor Leonard Nimoy, and United States Senator Russ Feingold.

## **Chapter Awards**

### **Henry Monsky Chapter Excellence Award**

This award is the most prestigious honor an AZA chapter can earn. It requires that the chapter represent top quality in all areas of chapter functioning—membership, programming, chapter organization, and contribution to the greater Order. The chapters selected for this honor are leaders of the larger community of Alephs and personify the ideals set forth in the Seven Cardinal Principles.

### **Maurice Bisgyer Chapter Excellence Award**

This is the highest award a BBYO chapter can receive, and one toward which all chapters should strive. It is awarded to those chapters that have shown strength in all areas of AZA and BBG. The award is presented to all qualifying chapters by the Grand Aleph Godol and International N'siah at International Convention.

### **BBYO Stand UP Gemilut Chasadim Chapter Award**

This award recognizes those AZA, BBG, and BBYO chapters around the world that participate in direct and indirect service opportunities in their community. Chapters must do both types of service to be eligible for this award.

There are more specialized awards given in AZA that are not included in this book. All applications for awards are available on the BBYO website. Any Aleph or AZA chapter in good standing may apply.





# Rituals and Procedures

Rituals and Traditions — **72**

Pins — **77**

Songs — **78**

Past Grand Aleph Godolim — **83**

## **RITUALS AND TRADITIONS**

### **AZA Chapter Constitution**

All chapters have Constitutions that outline their operations. While they may vary somewhat, they are all based on the Constitution of the Grand Order of the Aleph Zadik Aleph. Chapter Constitutions cannot conflict in any way with the International or Regional Constitution, nor with any policies made by local or International staff.

### **Parliamentary Procedure**

All AZA meetings are run using BBYO Parliamentary Procedure, modified from *Robert's Rules of Order*. Parliamentary procedure allows every opinion to be heard while moving the meeting at a steady pace, facilitating an efficient business meeting.

### **Social Media**

BBYO has an established social media presence, BBYO Insider. For the most current news and updates, follow @BBYOInsider on Facebook, Instagram, Twitter, and YouTube.

### **Password**

The password for admittance into meetings is “עמי,” “Ami”—Hebrew for “My People.”

### **Handshake**

Perhaps the most important ritual within AZA is our handshake. It consists of an ordinary handshake, with the index finger extended and resting against the pulse of your brother Aleph; this is symbolic of the blood ties that bind Alephs together. The pulse reflects the

beating of our hearts, and the hearts of all Alephs beat in fraternal kinship. The other three fingers embracing the hand stand for the model of our order—"benevolence, brotherly love, and harmony." The thumb binding the hand stands for monotheism—the idea of one G-d, the great religious and philosophical contribution of the Jewish people.

### **Opening Ceremony**

Alephs around the world use the following ritual to open chapter, council, regional, and international business meetings.

**Aleph Godol:** *(Standing and giving one gavel rap)*

The officers will take their stations and the chapter/council/region will come to order. Aleph Shotare Godol.

*(All, including Aleph Godol, are seated.)*

**Aleph Shotare Godol:** *(Rises)* Aleph Godol.

**Aleph Godol:** Are all present members of AZA, BBYO, or guests?

*(Aleph Shotare Godol and Aleph Shotare Katone circulate around the room and ascertain that all present are entitled to remain. They then return to their stations.)*

**Aleph Shotare Godol:** Aleph Godol, all present are members of AZA, BBYO, or guests.

**Aleph Godol:** *(Rises)* Aleph S'gan.

**Aleph S'gan:** *(Rises)* Aleph Godol.

**Aleph Godol:** See that the Aleph Shotare Katone is on guard and knows his duties.

**Aleph S'gan:** *(Goes to the Aleph Shotare Katone)*

Aleph Shotare Katone, the chapter/council/region is about to study some of the beautiful symbols of Judaism and Nationalism. See that we are not disturbed by idlers.

*(Returns to the center.)*

Aleph Godol, the chapter/council/region is safe from intrusion.

*(Aleph S'gan remains standing.)*

**Aleph Godol:** Aleph S'gan, why did you seek admission to this Order?

**Aleph S'gan:** To join with those Jews who have dedicated their youth to clean living that they may become manly men.

*(Aleph S'gan is seated.)*

**Aleph Godol:** Aleph Mazkir, what are the qualifications for membership?

**Aleph Mazkir:** *(Rises)* To be the son of a Jew, of good moral character, and to be filled with a desire to be helpful.

*(Aleph Mazkir is seated.)*

**Aleph Godol:** Aleph Shotare Katone, you will present to our chapter/council/region the colors of our country.

**Aleph Shotare Katone:** *(Rises)* Aleph Godol, I have the honor to present to the chapter/council/region the colors of our countries.

*(Shotare Katone presents necessary colors.)*

**Aleph Godol:** Aleph Kohen Godol, you will lead us in prayer.

*(Aleph Godol stands and raps the gavel three times—  
all rise and cover their heads.)*

**Aleph Kohen Godol:** Our Father, who art in Heaven and in our hearts, we humbly ask Thee to help us to be worthy sons of Thee; to lead clean lives, to think clean thoughts, and to do decent deeds. Help us to be good Jews, loyal countrymen, honorable comrades, worthy of the commendation of all good men.

**Aleph Godol:** I now declare [insert chapter/region name/number] of the Aleph Zadik Aleph of BBYO open for business. Aleph Shotare Godol, inform the Aleph Shotare Katone.

*(Aleph Shotare Godol does so. Aleph Godol raps the gavel once and all are seated.)*

### **Closing Ceremony**

Alephs around the world use the following ritual to close chapter, council, regional, and international business meetings.

**Aleph Godol:** Aleph S'gan, the business of this meeting is ended. What say you?

**Aleph S'gan:** *(Rises)* Let us go forth into the world and practice the principles of Patriotism and Judaism, those principles of honor that we preach here.

*(Aleph S'gan is seated.)*

**Aleph Godol:** Aleph Mazkir, the business of this meeting is ended. What say you?

**Aleph Mazkir:** *(Rises)* Let us go forth into the world and show that the things Patriotism and Judaism

stand for are the things we value most. Let us manifest in our lives kindly deeds, unselfishness, and a desire to serve.

**Aleph Godol:** Aleph Kohen Godol, you will lead us in prayer.

*(Raps gavel three times, all rise and cover their heads.)*

**Aleph Kohen Godol:** Our Father, Father of Israel and all mankind, we ask Thee to give us strength so that we may carry with us outside the chapter/council/region the great lessons we have learned while together. Help us so to live that we may be worthy of our comradeships, our country, our religion. May we always so conduct ourselves that we will bring no discredit upon them.

**All:** Amen.

*(All remain standing.)*

**Aleph Godol:** My brothers, let us go out into the world and show all men that we dedicate ourselves to honor, to truth, to virtue, and to justice. Thus, we hasten the day when all men will acknowledge the common fatherhood of G-d and the common brotherhood of man. I now declare this meeting closed. Aleph Shotare Godol, allow those present to depart in peace.

### **Good and Welfare**

It is customary to create opportunities for Alephs to participate in “Good and Welfare” ceremonies. This is a time for every Aleph to speak their mind on issues related to the “Good and Welfare” of the chapter without being criticized or interrupted. This builds a sense of trust and confidence among brother Alephs and identifies

opportunities for the chapter to grow and strengthen its fraternity. Every Aleph begins by saying, “For the good and welfare of (chapter name)...”

There are more specialized ceremonies used in AZA that are not included in this book. The rituals for the induction of new members, the installation of officers, and other ceremonies can be obtained through your regional office or on the BBYO website.

## Pins

Every member is given a membership pin. Special pins are available for Godolim at all levels and for those who qualify for Individual International Awards.



Aleph Membership Pin



Godol Pin



Menorah Pledge & Cardinal Principles



Bronze Shield of David



Silver Shield of David



Tree of Life



Arevut Speak UP Award



Anita Perlman Stand UP



AZA Founders Society



Lifetime Membership Pin

## SONGS

### Up You Men

*(Official Pep Song of AZA,  
written by Heinie Krinsky and  
Wes Bercovich of Oakland  
AZA for a song contest in 1931)*

Up you men  
And sing to AZA  
Time will pass,  
And we'll be on our way,  
  
As the years go by  
There will be  
Happiest of memories.

*(Ra Ra Ra)*

Stand, and then,  
We'll sing this song again,  
All you loyal men.  
Sing the praises of our Order,  
Sing up, you men of AZA.

Brothers we'll be,  
As we share our cares each  
day.  
Happy and free,  
Though the years go on their  
way.  
Starting anew  
Face to face with destiny.  
Hearts beating true,  
For the friends and loves  
to be.

So...

*(repeat first two stanzas)*

### Come And Join Us In Our Song

*(Chorus)*

Come and join us in our song,  
With voices loud and strong,  
We're proud to fight for the  
Blue and White,  
The colors of our throng.  
AZA's our name, Five Fold and  
Full our aim.  
Fraternal love will stand above  
and bring our Order fame,  
brave boys and bring our  
Order fame.

1. We're mighty men with spirit  
and fight and AZA's our name.  
We utilize the Five Fold Plan to  
gain our Order fame, brave  
boys, to gain our Order fame.

*(Chorus)*

2. So listen to our story men, and  
heed the words we say.  
We're an order on the ball  
and, yes, the best in every  
way, brave boys, the best in  
every way! *(Chorus)*

3. We have religious activities  
and noted speakers too.  
Helping our community;  
a goal which we pursue,  
brave boys, a goal which we  
pursue. *(Chorus)*

4. Our inter-chapter tournaments  
have taught us how to play  
With friendliness and



sportsmanship  
and always a fair way,  
brave boys and always a fair  
way. *(Chorus)*

5. And so we'll always realize,  
no matter where we roam,  
We've learned the ways of AZA,  
which we have clearly shown,  
brave boys, which we have  
clearly shown. *(Chorus)*

6. We end our song with this  
to say to every teenage Jew:  
"Climb aboard, climb aboard,  
on the ship of AZA!"  
United as one crew, brave  
Boys, united as one crew.  
*(Chorus)*

### **Stand Together**

We're brothers in the  
Order called the AZA.  
So listen everybody  
to what we say.  
The Aleph Zadik Aleph is  
going strong today, so  
STAND TOGETHER (2x).

In Omaha, Nebraska,  
it all began 14 Jewish boys  
with a master plan,  
They asked Sam Beber to  
lend a hand, So  
STAND TOGETHER (2x).

Men of AZA that's who we are,  
The Seven Cardinal Principles  
have brought us far

Come and join together  
in our song  
The Aleph Zadik Aleph  
will always be strong!  
So take a look around  
and look inside,  
We know our destiny  
can't be denied  
Forever with our brothers, side  
by side we'll  
STAND TOGETHER (2x).

### **Tomorrow And Today**

*(Dedicated to Sam Beber at the  
Silver Anniversary Convention)*

For tomorrow and today  
We believe in the AZA  
And with voices loud  
We say we're proud  
Of the A-Z-Aleph Zadik Aleph.

We all know that Jewish life  
Had its share of trouble and strife,  
So we'll never cease  
To work for peace in the  
A-Z-Aleph Zadik Aleph.

Brotherly Love and Charity  
We cherish and promote.  
Harmony and Democracy,  
To these our lives we'll devote.

AZA we'll never stray,  
Jewish youth is on its way:  
And it all began  
With the Beber plan  
For the A-Z-Aleph Zadik Aleph.

## This Is Our Order

*(Tune: This Is My Country)*

This is our Order,  
greatest on earth;  
This is our Order,  
fraternal since birth;  
We pledge thee our devotion,  
loudly we call—  
For this is our Order,  
brotherhood for all.

Give a call, to them all,  
Who work for B'nai B'rith Youth.  
Let them sing, and rejoice,  
and lift their voice,  
To all B'nai B'rith Youth.

Five Fold and Full  
we'll be for AZA,  
Six Fold and Full,  
for BBG to say—  
Harmony, Benevolence,  
Fraternity,  
For all B'nai B'rith Youth.

*(repeat first stanza)*

## No Man Is An Island

No man is an island,  
No man stands alone.  
Each man's joy is joy to me,  
Each man's grief is my own.

We need one another,  
So I will defend  
Each man as my brother,  
Each man as my friend.

I saw the people gather,  
I heard the music start.  
The song that they were  
singing,  
Is ringing in my heart.

No man is an island,  
Way out in the blue.  
We all look to the one above,  
For our strength to renew.

When I help my brother,  
Then I know that I  
Plant the seed of friendship  
That will never die.

## This Is Our Movement

**BBGs:** My Brothers, my  
Alephs, where did you  
begin?

**Alephs:** In Omaha,  
Nebraska, trying to fit in!

**Alephs:** My sister BBGs, why  
did you start?

**BBGs:** We had a lot of spirit,  
we had a lot of heart!

**All:** Achim, Achayot,  
Respect, Kavod (2x)  
U-N-I-T-E-D

Who are we?  
AZA and BBG!  
Now we're together and  
we're raising the bar,  
Growing as a Movement,  
we're gonna go far!

Achim, Achayot,  
Respect, Kavod (2x)  
U-N-I-T-E-D

Who are we?  
AZA and BBG!  
One without the other just  
seems wrong,  
BBG, AZA, our ruach  
is strong!

Achim, Achayot,  
Respect, Kavod (2x)  
U-N-I-T-E-D (3x)

Who are we?  
AZA and BBG!  
Achim, Achayot,  
Respect, Kavod! (2x).



## PAST GRAND ALEPH GODOLIM

1924-1925	Charles Shane, Des Moines, IA
1925-1926	Ambassador Philip M. Klutznick, Kansas City, MO
1926-1927	Jacob M. Fink, Lincoln, NE
1927-1928	Max N. Kroloff, Sioux City, IA
1928-1929	Rabbi Abraham D. Shaw, Kansas City, KS
1929-1930	Judge Joseph Karesh, Minneapolis, MN
1930-1931	Aaron Tollin, Chesteg, PA
1931-1932	Ad Fried, San Francisco, CA
1932-1933	Hyman Goodbinder, Omaha, NE
1933-1934	Dr. Harold Millel, Los Angeles, CA
1934-1935	Judge Irving Hill, Lincoln, NE
1935-1936	Harry Rothman, St. Louis, MO
1936-1937	Lowell Adelson, Oakland, CA
1937-1938	Rabbi Stanley Rabinowitz, Des Moines, IA
1938-1939	Jack L. Spitzer, Los Angeles, CA
1939-1940	Joseph Borenstein, Chicago, IL
1940-1941	Irving Kaler, Atlanta, GA
1941-1943	William V. Sucide, Philadelphia, PA
1943-1944	Edward A. Grause, Long Island, NY
1944-1945	Harold Rhein, Chicago, IL
1945-1946	Rabbi Arthur Gilbert, Philadelphia, PA
1946-1947	Earl Pollock, Sioux City, IA
1947-1948	Dr. Myron Teitelbaum, Lima, OH
1948-1949	Orrin Kabaker, Los Angeles, CA
1949-1950	Richard Brownstein, Portland, OR
1950-1951	Ronald M. Weiss, Houston, TX
1951-1952	Peter K. Rosedale, Providence, RI
1952-1953	Dr. Donald E. Newman, Los Angeles, CA
1953-1954	Steven Wasser, Schenectady, NY
1954-1955	Elliot Paul Rothman, Pittsburgh, PA

<b>1955-1956</b>	Dr. Leon H. Ginsberg, San Antonio, TX
<b>1956-1957</b>	George Lefcoe, Miami, FL
<b>1957-1958</b>	Yale L. Rosenberg, Houston, TX
<b>1958-1959</b>	Stephen Blank, Pittsburgh, PA
<b>1959-1960</b>	William A. Goldman, Akron, OH
<b>1960-1961</b>	M. Jerome Diamond, Memphis, TN
<b>1961-1962</b>	Rabbi Sheldon Zimmerman, Toronto, ON, Canada
<b>1962-1963</b>	Seymour Schnitzer, Chicago, IL
<b>1963-1964</b>	Steven H. Morrison, Elgin, IL
<b>1964-1965</b>	Richard D. Heideman, Detroit, MI
<b>1965-1966</b>	Larry A. Cohen, Oakland, CA
<b>1966-1967</b>	Daniel Brener, Houston, TX
<b>1967-1968</b>	Edward A. Zelinsky, Omaha, NE
<b>1968-1969</b>	Arthur Schaeffer, Sierra Madre, CA
<b>1969-1970</b>	Jack Mintz, Edmonton, AB, Canada
<b>1970-1971</b>	Paige Reffe, Culver City, CA
<b>1971-1972</b>	Michael Dockterman, Rock Island, IL
<b>1972-1973</b>	Melvin Nasielski, Philadelphia, PA
<b>1973-1974</b>	Michael Lee, Culver City, CA
<b>1974-1975</b>	Bruce Zimmerman, Houston, TX
<b>1975-1976</b>	Joel Kaplan, Miami, FL
<b>1976-1977</b>	Jeb Brownstein, Portland, OR
<b>1977-1978</b>	Barry Machlin, Boston, MA
<b>1978-1979</b>	Mark Plotkin, Potomac, MD
<b>1979-1980</b>	Mark Kleinman, Dallas, TX
<b>1980-1981</b>	Michael Froman, San Francisco, CA
<b>1981-1982</b>	Brian Sureck, Dallas, TX
<b>1982-1983</b>	Adam Petrovsky, Phoenix, AZ
<b>1983-1984</b>	Dan Fields, Portland, OR
<b>1984-1985</b>	Howard Cohen, New Castle, PA
<b>1985-1986</b>	Jeffrey Acksman, Denver, CO
<b>1986-1987</b>	Brian T. Hafter, Mililuaie, CA

<b>1987-1988</b>	Marc N. Blattner, Longwood FL
<b>1988-1989</b>	Brian I. Scholnik, Glendale, AZ
<b>1989-1990</b>	Rabbi Daniel I. Moskovitz, Foster City, CA
<b>1990-1991</b>	Douglas A. Levy, Dallas, TX
<b>1991-1992</b>	Jason M. Porth, Farmington Hills, MI
<b>1992-1993</b>	Scott H. Sternberg, Dayton, OH
<b>1993-1994</b>	Robert N. Samet, High Point, NC
<b>1994-1995</b>	Mark A. Naparstek, Boxboro, MA
<b>1995-1996</b>	Corey M. Stem, Mt. Sinai, NY
<b>1996-1997</b>	Pierce L. Landis, Atlanta, GA
<b>1997-1998</b>	Rabbi Daniel A. Septimus, Houston, TX
<b>1998-1999</b>	Richard M. Goldman, Plainview, NY
<b>1999-2000</b>	Andrew M. Loewenstein, Milwaukee, WI
<b>2000-2001</b>	Jason N. Benkendorf, St. Louis, MO
<b>2001-2002</b>	Joshua M. Garfinkel, Skokie, IL
<b>2002-2003</b>	Daniel Sacks, Vancouver, BC, Canada
<b>2003-2004</b>	Robbie Sadow, Atlanta, GA
<b>2004-2005</b>	Stephen Glatter, Philadelphia, PA
<b>2005-2006</b>	Brandon Rattiner, Denver, CO
<b>2006-2007</b>	Jeremy Gelman, Denver, CO
<b>2007-2008</b>	Jason Wachs, Cleveland, OH
<b>2008-2009</b>	Evan Herron, Cherry Hill, NJ
<b>2009-2010</b>	Adam Bloom, Wilmington, DE
<b>2010-2011</b>	Jeremy Sherman, West Bloomfield, MI
<b>2011-2012</b>	Oz Fishman, Sunnyvale, CA
<b>2012-2013</b>	Logan Miller, Queens, NY
<b>2013-2014</b>	Mika Stein, Dallas, TX
<b>2014-2015</b>	Sam Perlen, Nashville, TN
<b>2015-2016</b>	Colin Silverman, Chicago, IL
<b>2016-2017</b>	Aaron Cooper, Winston-Salem, NC
<b>2017-2018</b>	Ron Hasson, Sunnyvale, CA





# **BBYO Member Code of Conduct**

Introduction — **88**

General Expectations — **88**

Disciplinary Consequences — **90**

## INTRODUCTION

BBYO has a long-standing set of expectations for conduct based on the principles of civility, mutual respect, citizenship, character, tolerance, honesty, and integrity. BBYO expects all members to conduct themselves in an appropriate and civil manner, with proper regard for the rights and welfare of other members, professional staff, and volunteers of the BBYO community. In all its programs, BBYO follows the guidelines set forth by the Seven Cardinal Principles for AZA and the Menorah Pledge for BBG.

The BBYO Code of Conduct is designed with the health, safety, and well-being of teens, staff, advisors, and participants in mind. Teens are expected to adhere to these expectations and to act in accordance with the values of BBYO so that they are seen as role models within BBYO and the community at-large. Failure to do so could result in disciplinary action up to and including dismissal from a program and/or expulsion from BBYO. In some situations, more specific rules may be required to ensure safety; when that is necessary, teens will be made aware prior to registration and are expected to comply.

### General Expectations

- Treat all teens, staff, and partners with respect.
- Follow all program rules and attend all scheduled activities on time unless otherwise approved by staff.

- ▶ When issued a BBYO nametag, it must be worn and displayed for the duration of the program.
- ▶ Proper/respectful attire must be worn at all times. Shoes must be worn in public spaces.
- ▶ Teens may not leave the program venue without prior approval by staff, unless part of the BBYO sanctioned agenda.
- ▶ Visitors may not attend BBYO programs unless they are registered as guests by staff in advance.
- ▶ For overnight programs, teens are assigned sleeping rooms at the start of the program and are expected to sleep in those rooms only. AZA teens are not permitted to be in the sleeping area of BBGs, and BBGs are not permitted to be in the sleeping area of AZA teens.
- ▶ Teens must report property issues or damage in any location to BBYO staff immediately. Any unreported damage will be charged to the participant.
- ▶ Participants are responsible for securing and administering their own medications unless the rules of the program explicitly state otherwise. Sharing of medications (prescription and over the counter) with others is strictly prohibited.
- ▶ All participants and families are expected to read and adhere to BBYO's cancellation policies, which may vary based on program.

- Social media must be used responsibly at all times, including during overnight/immersive experiences. Posts with dirty spirit; that slander other teens, staff, volunteers, or speakers/guests; or from anonymous accounts that use BBYO images, logos, or the BBYO name will not be tolerated.

## **Disciplinary Consequences**

BBYO strives to help teens learn from their experience and grow as responsible, independent young adults. In situations where teens do not follow program rules or uphold the values of BBYO, consequences will result. Disciplinary action is guided by an organization-wide standard to ensure consistency and fairness, however, consequences vary based on circumstances. Below is a guideline; final action is at the discretion of BBYO's professional staff.

If a teen is dismissed from a program due to failure to comply with the code of conduct, transportation home will be at the participant's own expense. No refunds will be issued. Additionally, if a teen received financial scholarship for a program and is then dismissed, the family will be responsible for paying it back to BBYO. If there is involvement of law enforcement agencies, BBYO will contact the parents/guardian and not intervene in any other way.

Engaging in any of the following behaviors during a BBYO program will result in immediate expulsion:

- Any conduct that endangers the safety, health, or welfare of the teen and/or others

- ▶ Conduct or threats of conduct that is violent
- ▶ Possession of fireworks, firearms, or other items considered to be weapons and/or anything potentially harmful to others

Engaging in any of the following behaviors during a BBYO meeting or program will typically result in disciplinary consequences that may include immediate removal or suspension from participation in BBYO activities:

- ▶ Theft or causing intentional damage to hotel/camp or other's property
- ▶ Bullying, hazing, and other actions taken with the intent of harming others
- ▶ Consumption or possession of alcohol or illegal drugs, tobacco or “vaping” products or materials, or any substance—even if not inherently illegal—that is, has been, or can be used to create an unnatural high
- ▶ Intimate contact in any sleeping area
- ▶ Unwanted or unwelcome sexual contact, whether physical or verbal
- ▶ Sharing of prescription/over-the-counter medication
- ▶ Leaving a BBYO program venue without permission of staff
- ▶ Inviting/welcoming visitors to an official BBYO activity without permission of staff
- ▶ Tattooing or piercing oneself or others or receiving tattoos or piercings, or other forms of self-modification

Engaging in any of the following behaviors during a BBYO meeting or program will typically result in consequences commensurate with the situation:

- ▶ Gambling
- ▶ Inappropriate use of social media
- ▶ Use of vulgar language and/or inappropriate gestures
- ▶ A violation of BBYO program rules including tardiness/absence from scheduled activities without prior approval from staff, not treating others with respect, not wearing proper attire, not displaying an official BBYO nametag, etc.
- ▶ Inappropriate physical or verbal contact
- ▶ Carrying or displaying toy weapons
- ▶ Usage or possession of tobacco products and e-cigarettes

Teens who do not uphold the values of BBYO in their community may also be subject to consequences related to BBYO program participation as appropriate based on the situation.

## HaTikvah ("The Hope")

(Israel's National Anthem)

כל עוד בקרב פְּנִימָה  
נֶפֶשׁ יְהוּדֵי הוֹמִיָּה  
וּלְפָאֲתֵי מִזְרָח, קְדִימָה  
עֵין לְצִיּוֹן צוֹפִיָּה

עוֹד לֹא אֲבָדָה תְּקוּוֹתֵנוּ  
הַתְּקוּוָה בֵּת שְׁנוֹת אֲלֵפִים  
לִהְיוֹת עִם חֲפָזֵי בְּאֶרְצֵנוּ  
אֶרֶץ צִיּוֹן וִירוּשָׁלַיִם

*Kol ode balevav p'nimah,  
Nefesh Yehudi homiyah,  
Ulfa'atey mizrach kadimah,  
Ayin l'Tzion tzofiyah;*

*Ode lo avdah tikvatenu,  
Hatikvah bat shnot alpayim,  
L'hiyot am chofshi b'artzenu,  
Eretz Tzion v'Yerushalayim.*

As long as in the heart, within,  
A Jewish soul still yearns,  
And onward, towards the ends of the east,  
An eye still looks toward Zion;

The hope two thousand years old,  
To be a free nation in our land,  
The land of Zion and Jerusalem.

