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BBG Member's Manual | This Is Our Order

This copy belongs to:



This is a manual of information
for the members of the
B'nai B'rith Girls of BBYO.

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MENORAH PLEDGE PRINCIPLES OF BBG

Citizenship | We pledge our devotion to our beloved country, whose blessing we shall never take for granted. We shall guard zealously our democratic rights and shall fulfill our duties as citizens.

Jewish Heritage | We have a magnificent Jewish heritage, which has enriched the civilization of every land. We shall aim to become imbued with an understanding and love of our Jewish culture so that we may be a conscious part of the people from whom we stem. We shall always strive to live up to the ideals, which are the essence of Jewish religious faith.

Community Service | We recognize our responsibility to render selfless service as citizens of the community in which we live.

Philanthropy | We shall always be concerned with the underprivileged and the distressed. We shall offer out help to those in need, recognizing that the ability to help others is a blessing and a responsibility.

Inter-faith Relations | We represent one of the faiths that make up the diverse patterns of the world. We shall learn to understand and respect our neighbor. We shall so live as individuals and groups that we may reflect credit upon the Jewish people.

Tradition | We shall try to exemplify in our home the finest of Jewish family traditions.

Good Sisterhood | We make possible the warmth and joy of good sisterhood through our association in chapters. We shall respect the rights of each member. We shall make our chapter a true example of democratic living so that companionship and friendship may endure.

Prayer for World Jewry | Lighting the candles is a privilege we engage in that displays the freedom we, as B'nai B'rith Girls, and as Jews are able to exhibit. However, there are Jews in our world who are not allowed to observe Judaism freely. Oppressed Jewry is a major concern in our society. The light that is burning so brightly is the light of hope. We hope that one day all oppressed Jews will be able to practice Judaism as freely as we are doing here today.

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A MESSAGE FROM ANITA PERLMAN, z"l

Founder, BBG | To you just entering the B'nai B'rith Girls (BBG), we extend a warm welcome. You are now a member of the largest organization of young Jewish women in the world. The B'nai B'rith Girls has given many thousands the wonderful opportunity of developing leadership among girls and young women. At the same time, you are enabled to relate to the young men of the Aleph Zadik Aleph (AZA) and work together with them towards a better society and a stronger Jewish community under the banner of BBYO.

The unique B'nai B'rith Girls way of life helps you find and express your Jewish identity, while expanding your circle of friends. There is no one path to Jewish commitment. BBG offers you the chance to acquire knowledge and to make choices.

Your first choice was your decision to become a part of the B'nai B'rith Girls. You now have choices of activities, and also the choice of how much of yourself you will invest in this great cause. The more of yourself that you will give to BBG, the more you will receive.

Shalom,

Anita M. Perlman

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

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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



BBG Executive Meeting, February 1947

and character of over 500,000 alumni who are among the most prominent figures in business, 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

BBG Begins with Members

While countless opportunities for leadership exist within BBG and BBYO, the movement succeeds due to the active participation of all BBGs. It is every member's right to utilize BBG 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.

BBG is Built on Pluralism

The B'nai B'rith Girls has always been a Movement that Jewish young women can join, regardless of their Jewish 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 Experiences, BBGs are encouraged to learn more about the different Jewish customs and rituals practiced by BBGs from across the world, and to create their own meaningful Jewish experiences. BBYO is privileged to welcome many kinds of Judaism, but also many kinds of Jews. BBYO is open to Jewish young women 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 values of BBG within the context of inclusivity—creating a safe space for all Jewish teens in BBYO.

At the 2015 International August Executives



BBGs at installation ceremonies, 1970s

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.



BBGs on March of the Living, 2013

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 BBG

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WELCOME TO BBG

Congratulations and welcome to the world's largest pluralistic Jewish teen Movement! You are now a member of the B'nai B'rith Girls (BBG). BBG is BBYO's sorority, and exists alongside the Aleph Zadik Aleph (AZA), BBYO's fraternity. 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.

This is Our Order (also known as the “Red Book”) is intended to serve as your guide while you journey through BBG. Its purpose is to acquaint you with the organization—our history, principles, programs, and traditions. This manual contains the necessary



BBGs at ILTC, 2017

information to make any member feel at home. An educated BBG is a valuable and dedicated BBG, as she has the knowledge to contribute to the legacy of our Order.

BBG aims to give every young Jewish woman the chance to develop and strengthen herself by participating in a teen-led program that combines Jewish identity, leadership, community service, and friendship.

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

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 opportunities to learn leadership skills and develop their leadership potential to their fullest capabilities.

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. BBG 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 B'nai B'rith Girls.

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

M—Meet: Sister BBGs 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. BBGs 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 BBG. 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 BBGs who welcome future generations.

A—Ask: Once prospective members are interested in what BBG has to offer, a member can give them the greatest gift of all—membership. Asking a teen to become a sister BBG 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 Members in Training (MITs) should be nurtured and welcomed into the chapter community and educated on BBG traditions during their new-member period. Once you’ve welcomed new members into BBYO, the chapter should work to create a strong

sense of sisterhood between new member classes. At the end of their training, MITs are ready to be inducted as sisters of the B'nai B'rith Girls. Members of each new-member class should take ownership for the next MIT 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, while younger members show appreciation to upperclassmen, keeping them involved as their BBG experiences change. By mentoring one another, we strengthen the fabric of our sorority.

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.



Croatian BBG on community visit, 2015

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.
- Teens respect diversity within the Jewish community and the world.



BBGs celebrate Shabbat at ILTC, 2017

- ▶ 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 MENORAH PLEDGE

The Menorah Pledge is said at the beginning of all Opening Rituals for meetings and ceremonies. Voted on at BBG's first national convention in 1944, the Menorah Pledge serves as the primary principles on which BBG was founded. All B'nai B'rith Girls should strive to embody these principles in everyday life. The Menorah Pledge Principles can be found on the back inside cover of this manual.

History and Structure

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THE FOUNDING AND EARLY HISTORY OF THE B'NAI B'RITH GIRLS

The organization that was to become the Aleph Zadik Aleph (AZA) came together in early 1923. In 1925, a prominent Jewish organization called B'nai B'rith adopted the Aleph Zadik Aleph (AZA) as its auxiliary program for young men. Efforts began immediately to launch a program for Jewish young women that would serve as a sister to AZA in the B'nai B'rith family. New groups emerged as early as 1926 in Seattle, Washington, and 1927 in Newark, New Jersey; unfortunately, these groups dissolved quickly.

However, the movement was not defeated. Efforts to create a sisterhood for Jewish young women continued. Rose Mauser organized the first permanent chapter of what is now BBG in December of 1927 in San Francisco, California. Mattie Olcovich and Essie Solomon served as the first advisors. Unlike AZA, which began in Omaha, Nebraska, in 1924 and then spread to become an International Order, chapters of girls sprung up throughout the United States and Canada in response to spontaneous local forces, but without any central pattern of structure or policy and without professional supervision. "B'nai B'rith Girls" was only one name in a long list of names given to the early chapters. The members also ranged in age from 12-year-old girls to women in their 30s.

BBG chapter activities consisted mostly of programming that was modeled after the AZA Five Fold and Full Program created by Dr. Boris D. Bogen in 1928. The emphasis was primarily on social gatherings and community service, with the inclusion of educational, religious, and recreational activities.

Due to the lack of an organized uniform structure, some of the young women's chapters also adopted national AZA observances. As regional and district associations began to emerge, BBG's programming also developed a broader base.



BBG Membership Manual,
1960s

The development of the girls' groups was directly related to the strength of the B'nai B'rith Women (then also known as B'nai B'rith Auxiliaries). The women's groups served as both guides and supports for the developing girls' groups. The word "sister" was even adopted from the adult organization. Eventually, the Women's Auxiliaries began sponsoring the Junior Auxiliaries by collecting dues from the participants for the operation of their programs.

The appointment of Anita Perlman as Chairwoman of the B'nai B'rith Girls was a major step in bringing structure to the loosely organized chapters. Though much dedication and hard work went into the building of the girls' groups over a period of decades, no woman has put as much of herself into this work as Anita Perlman. Within the first year of her appointment, and with a \$600 USD budget, she was able to keep up correspondence between the leaders of B'nai B'rith Women and BBG, while developing invaluable program resources for the new group.

BBG was officially established as an International Order at a meeting held on April 22 and 23, 1944. A structure was defined at that time to include women from high school to the age of 25, but that system has shifted over time.



DC Council Convention, 1973

The first ten BBG chapter charters were issued at this time to San Francisco BBG #1; Oakland, CA #2; Linda Strauss, Los Angeles #3; Harrisburg, PA #4; Highland Park, Los Angeles #5; Worcester, MA #6; Lancaster, PA #7; Ramah, Chicago #8; Pottsville, PA #9; and Homestead, PA #10. The individual identities of BBG and AZA have always thrived within BBYO; both are strong entities that have been bringing fun and meaningful opportunities to their members, independently and together.

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

1923

The first chapter of the Aleph Zadik Aleph (AZA) is formed in Omaha, Nebraska, USA.

MAY 3, 1924

The Aleph Zadik Aleph is officially declared an International Order by Sam Beber.

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.

1930s | As B'nai B'rith Junior Auxiliaries form around the country for young women, Anita Perlman is elected as Chairwoman of District 6.

1940s | 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 over both groups. The B'nai B'rith Youth Commission is established as BBYO's governing body.

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



Members of BBG, 1940s

1925

The B'nai B'rith Organization adopts the Aleph Zadik Aleph as an auxiliary program for young men. Soon after, efforts begin to launch a program for Jewish young women to serve as a sister program.

1926

The "Junior Auxiliary of B'nai B'rith Girls" is started in Seattle, Washington, USA, but disbanded shortly thereafter.

1927

The first permanent chapter of BBG is organized in San Francisco, California, USA, by Rose Mauser, with Mattie Olcovich and Essie Solomon as the first advisors. This chapter becomes known as San Francisco BBG #1.

of BBYO's International Programs are established, including International Leadership Training Conference (ILTC), International Kallah, and the Israel Summer Institute.

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

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.



BBGs at International Convention, 1970s

1928

AZA Five Fold and Full Programming is created by Dr. Boris D. Bogen. Most BBG chapter activities use this model with an emphasis on social, community service, educational, religious, and recreational programs.

1933

Ten West Coast chapters establish the Western Conference of B'nai B'rith Junior Auxiliaries in Santa Cruz, California, USA.

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 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.

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

1935

Anita Perlman becomes Chairwoman of District 6 of B'nai B'rith Junior Auxiliaries.

1940

B'nai B'rith Women forms the Women's Supreme Council and becomes a national organization. Judge Lenore D. Underwood votes to establish a national girls program to be modeled after AZA.

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

Aleph Godol and International N'siah)—form a new Board of Directors to assume governance over BBYO.

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 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

1941

The Women's Supreme Council adopts the name of "B'nai B'rith Girls." The age limit is set at 21, total membership is about 7,000 girls.

1943

The AZA Supreme Advisory Council joins with the governing body of BBG to jointly run the Aleph Zadik Aleph and the B'nai B'rith Girls.

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 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.



BBGs on ILSI, 2000s

In 2014, Alephs and B'nai B'rith Girls celebrate the milestone anniversaries of 90 and 70 years of providing Jewish teens around

APRIL 22, 1944

The National Order of BBG meets at Conrad Hilton Hotel in Chicago and officially establishes BBYO as an international organization.

1944

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

The Supreme Advisory Council becomes B'nai B'rith Youth Commission and is comprised of both men and women.



BBGs celebrating BBYO's 90th Anniversary at International Convention, 2014

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 sister movement and partner in Israel, and commit to

1945

The First National Convention of the B'nai B'rith Girls is called to order by Anita Perlman. The Menorah is adopted as the official BBG symbol. Twenty delegates are present who represent all seven districts.

1945

The Menorah Pledge, Opening Rituals, and other ceremonies are written. Frieda Tischler from Pittsburgh is elected as the first International N'siah.

Alice Elson becomes the Director of BBG while Dr. Abram L. Sachar becomes the Director of BBYO.

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.

1946

Second National Convention is held in Port Jervis, New York, USA. The BBG Constitution and Bylaws are ratified.

1947

Third National Convention is held at Camp High Point in Shokan, New York, USA. The Member-in-Training (MIT) program is adopted.

STRUCTURE OF THE B'NAI B'RITH GIRLS

In order to appreciate the many opportunities that BBG offers, a B'nai B'rith Girl must understand the structure of the organization and the many levels at which they can be involved.

BBG 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 BBG is the chapter. Every BBG 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 BBG. A chapter's small size allows for the development 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

1948

Dr. Max. F. Baer becomes the International Director of BBYO.

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.



Ellie Bodker, 72nd International N'siah at International August Executives Conference, 2016

up larger regions, providing 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.

1955

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

1955

International Kallah is established at B'nai B'rith Perlman Camp. B'Yair is established in Australia and Belgium.

1956

Israel Summer Institute (ISI) is established.



73rd International Board of the B'nai B'rith Girls, 2017

International Order | The International Order of the B'nai B'rith Girls is comprised of our network of chapters around the world. Councils, regions, and countries represent all BBG communities at the international level.

LEADERSHIP OPPORTUNITIES

BBG is a teen-led organization. Each chapter, council, region, and the International Order elects officers with

1961

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

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.

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.

It is common for officers to be acknowledged by their elected office and the level of BBG on which they serve. For example, the president of a chapter is called the Chapter N'siah, while the regional vice president is called the Regional S'ganit. The International Officers of BBG are referred to as the International Board, thus the International president is the International N'siah.

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

N'siah, President

Serving as N'siah of a chapter, council, region, or the International Order is a large and honorable undertak-

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.

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.

ing that all BBGs have the opportunity to achieve. B'nai B'rith Girls who serve as N'siah are committed to advancing our Movement and ensuring the present and future strength of the Jewish people. The N'siah:

- Leads or supports all chapter activities
- Ensures all chapter members have platforms in which grow
- Works with board members to accomplish their individual goals
- Represents their 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

1974

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

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.

- Manages the building and execution of chapter calendar
- Supports ongoing collaboration between chapters
- Partners with regional/council Friends and Alumni Network (FAN) efforts
- Promotes and encourages participation in BBYO Summer Experiences and International Convention
- Keeps in constant communication with Chapter, Council/Regional, and International N'siot

S'ganit, Vice President of Programming

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

- Oversees all chapter programming
- Guarantees quality programming in all of the Six Folds
- Presides over committees and chairpeople for programs and events

1977

Dr. Sidney Clearfield becomes the International Director of BBYO.

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.

- ▶ Runs chapter board meetings
- ▶ Assumes N'siah's responsibilities if absent
- ▶ Manages processes of program planning and evaluation
- ▶ Manages year-round chapter programming calendar
- ▶ Works with chapter board to ensure program information is accessible
- ▶ Ensures program content is inclusive and embodies BBG'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'ganiot

1983

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

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.

Aym Ha'Chaverot, Vice President of Membership

The Aym Ha'Chaverot is responsible for a top priority of BBG: the growth of our Movement. They should be focused on recruitment of new members and retention of current members. The Aym Ha'Chaverot:

- ▶ 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



BBGs at B'nai B'rith Perlman Camp, 1980s

1989

BBG adds a sixth International Board member, International Sh'l'icha. The board then consists of a N'siah, S'ganit, Mazkirah, Doveret, Sh'l'icha, and a Madricha.

1989

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

1990

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

- » Educates new members on BBG and BBYO traditions and history through Member in Training (MIT) classes
- » Keeps sisterhood strong and active in the chapter
- » Stewards chapter growth to hit mid-year and end-of-year membership goals
- » 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 Aym Ha'Chaverot

Sh'lichá, Vice President of Jewish Heritage, Community Service, and Social Action

The Sh'lichá is responsible for both the Jewish enrichment and the initiatives/advocacy/service pieces of BBG in their chapter/council/region. The Sh'lichá:

1991

Sam Fisher becomes the International Director of BBYO.

1992

International Doveret is eliminated as an International Board position and International Aym Ha'Chaverot is established.

1993

Israel Leadership Summer Institute (ILSI) is established.

- ▶ 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
- ▶ 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'lichot

1994

BBG adopts the Mind, Body, and Attitude (MBA) program.

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

1994

International Spirit Award and Chapter of the Year awards are established.

1995

First Hungarian Leadership Institute is established.

Mazkirah, Corresponding Secretary

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

- 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

2002

BBYO transitions to independence from B'nai B'rith International to become a new and legally independent organization under the name of BBYO. It is no longer officially recognized by its former full name, "B'nai B'rith Youth Organization."

2004

Matthew Grossman becomes Executive Director of BBYO.

2005

Final International Convention at Perlman Camp takes place.

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

Gizborit, Treasurer

The Gizborit 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 Gizborit:

- ▶ 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

2006

AZA and BBG deliver 10,000 signatures to the White House in support of ending nuclear proliferation in Iran.

2008

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

- Manages annual contributions to the International Service Fund (ISF)
- Promotes and encourages participation in BBYO Summer Experiences
- Keeps in constant communication with Council/Regional Gizborit and International Mazkirah

Mekasheret, Vice President of Recruitment

The Mekasheret 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 BBG as their Member in Training (MIT) class comes together. The Mekasheret:

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

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.

- Ensures chapter members are engaged in recruiting and welcoming 8th graders to BBG
- Builds community across each newly recruited class, ensuring a commitment to BBG
- Promotes and encourages participation in BBYO Summer Experiences
- Keeps in constant communication with Council/Regional and International Aym Ha'Chaverot

Katvanit, Recording Secretary

The Katvanit has the responsibility of taking minutes at chapter meetings and board meetings. She should prepare the minutes to be sent to the chapter at the end of each meeting. The Katvanit:

- Takes minutes at chapter and board meetings
- Works with Mazkirah to promptly distribute minutes to chapter members
- Keeps in constant communication with Council/Regional and International Mazkirot
- Promotes and encourages participation in BBYO Summer Experiences

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.

Safranit/Orechet, Publicist

The Safranit/Orechet is responsible for communication of chapter news to external stakeholders. The Safranit/Orechet:

- Publishes chapter newsletter or newspaper
- Maintains chapter website
- Documents historic events of the chapter
- Educates members on chapter history
- Promotes sisterhood 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 Mazkirot

Madricha, Parliamentarian

The Madricha, traditionally the past N'siah of the chapter, acts as a mentor to all its members, especially the chapter leadership, and helps ensure that every BBG has a passion for our Order. The Madricha:

2013

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

2014

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

- Supports the N'siah 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.

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

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.

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

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.



BBGs at International Convention, 1950s

2015

BBYO launches the Alumni Leadership Seminar in Israel.

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

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

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.

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

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

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.

BBG Programming

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THE SIX FOLDS

The diversity of our programming is what makes the BBG experience so unique. Activities at all levels are built around six programming areas, called "Folds." The Six Folds are Community Service, Creativity, Jewish Heritage, Recreation, Sisterhood, and Social Action. These folds are often combined to create more dynamic programming.

1. Community Service

BBG emphasizes the value of תיקון עולם (tikkun olam, repairing the world) through either direct or indirect community service. Direct service involves hands-on activities, like throwing a holiday party at a home for the elderly or cooking at a soup kitchen. Indirect service entails participating in activities which benefit the community, without necessarily coming into contact with the individuals being served. This includes fundraising, food/clothing drives, or making crafts kits for sick children. Direct or indirect service can be incorporated into any BBG event.

2. Creativity

The fold of creativity urges members to express themselves and their opinions in new, interesting, and relevant ways. This is often paired with other folds in order to make a greater impact in those areas.

3. Jewish Heritage

Judaism is a common bond across all BBGs, and programming in this fold is an integral way of helping young women understand and appreciate Judaism. Judaic programming may center around traditions, prayers, culture (song/dance/food), Israel, values, and Judaism in pop culture.

4. Recreation

Recreational programming is about moving, getting active, and having fun. BBGs are encouraged to coordinate and participate in B'nai B'rith Girls Games (BBGG) through sporting events and leagues. Almost any program can incorporate recreation. Mind, Body, Attitude (MBA) is a sub-fold of recreation and addresses many issues relevant to our lives, such as wellness, leadership, emotional intelligence, and healthy living.



BBGs at Camp Convention, 1950s

5. Sisterhood

Sisterhood is not just a fold—it is the essence of BBG. Sisterhood teaches us to value our sister BBGs and to always be the best versions of ourselves. Sisterhood programming reminds us to always support one another and to build enthusiasm for and dedication to BBG.

6. Social Action

This fold aims to educate members about the world around us and the various challenges facing the global community. Social action also includes advocacy, raising awareness, and speaking up for issues that affect our members. This programming should be meaningful and interactive.

The key to elevating program quality is to mix different folds to create interesting and unique events that are relevant to daily life. High-quality programming is part of what makes BBYO special.

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.



BBGs at Freedom Seder for Soviet Jewry, 1986



BBGs sending service boxes, 1960s

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).

Founders' Day

April 22 marks the day that BBG came into existence as an International Order (May 3 for the Aleph Zadik Aleph). BBGs 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 sorority ideals and a renewed sense of sisterhood. Chapters, councils, and regions celebrate with BBG 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



BBGs at MIT Convention, 2010s

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 Members in Training (MITs) to experience BBG 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 BBGs to explore their own Jewish identities.

Leadership Training Institute (LTI)

Leadership Training Institutes provide leadership development opportunities for all participants. These programs train BBGs 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, 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's 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.



Israeli Sh'l'ichim from MWU at Kallah, 2015

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)*

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.

BBYO Passport Programs

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. Pass-

port 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



March of the Living, 2010s

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 BBG. 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 Girls Achieve Grapeness are just a few of dozens of program opportunities through Chapter Initiatives.

INTERNATIONAL AWARDS

To receive an International Award, a BBG 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 Menorah Pledge. This prestigious award honors those who have dedicated their time and energy to promoting the values on which our movement was founded. Members may be nominated for this award.

The Star of Deborah Award

This award honors B'nai B'rith Girls who have made an outstanding commitment to BBG and who best exemplify the ideals and principles of our Movement. It is the highest honor an individual can receive, and is based on a point system that recognizes BBGs who, throughout their tenure in the B'nai B'rith Girls, have displayed outstanding leadership contributions and a consistent commitment to the sorority.

The Eternal Light Recruitment Award

This award recognizes those BBGs who have contributed to the future of the Order by recruiting at least six new members. These BBGs leave a physical legacy in their chapter—bringing in a new generation to love, cherish, and preserve the traditions of the B'nai B'rith Girls.

BBGs 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.

Chapter Awards

The Miriam Albert Chapter Excellence Award

This award is the most prestigious honor a BBG 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 BBGs and personify the ideals set forth in the Menorah Pledge 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 Chasidim Chapter Award

This award recognizes 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 BBG that are not included in this book. All applications for awards are available on the BBYO website. Any BBG or BBG chapter in good standing may apply.

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RITUALS AND TRADITIONS

BBG Chapter Constitution

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

Parliamentary Procedure

All BBG 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.”

Opening Ceremony

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

N'siah: (Rises and raps gavel three times, signaling all to rise) We are gathered here for the purpose of accomplishing our business at hand. But, more than that, we, and all the chapters in the world like ours, are working toward a great goal. This is a goal toward which each of us can help; a goal towards peace and happiness for all humanity. This can be accomplished through the Menorah Pledge Principles. Let us now think of what we can do to bring our goal to a speedier realization. Let us give our wholehearted attention to the words our Shomeret Ha-brit shall now read.

(Shomeret Ha-brit rises and reads appropriate passage, quote, poem, etc.)

All: We are the B'nai B'rith Girls. Strength and dignity are our clothing. *(Proverbs 31:25)*

N'siah: Our faith is renewed after hearing such fine words of wisdom. May we in our deliberations at this meeting live up to the expectations and the high ideals we in the B'nai B'rith Girls have set for ourselves. I now declare this meeting officially open for business. *(Raps gavel once, signaling all to sit.)*

N'siah: The light of the menorah symbolizes the knowledge and strength of our Order. The seven branches represent the power we have to affect our world by enriching ourselves. *(Calls upon eight girls to read the Menorah Pledge, which can be found on the inside back cover of this manual, and the Prayer for World Jewry. Each girl lights a candle of the menorah after she reads her section.)*

After the Prayer for World Jewry is said:

N'siah: Please join me in the recognition of Israel with the singing of HaTikvah.

Closing Ceremony

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

N'siah: *(Rises and raps gavel three times, signaling all to rise)* Now that our business has ended, it is our hope that we have carried on our deliberations in a manner befitting the great organization of which we are a part. Let us leave now with free and joyous hearts and with minds that are filled with the thought of deeds that are pure and noble. Will the Shomeret Ha-brit please read the closing prayer.

(Shomeret Ha-brit rises and reads appropriate passage, quote, poem, etc.)

N'siah: I now declare this meeting officially adjourned. Let us join hands in a friendship circle and sing our International BBG song.

Good and Welfare

It is customary to create opportunities for BBGs to participate in “Good and Welfare” ceremonies. This is a time for every BBG 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 sister B'nai B'rith Girls and identifies opportunities for the chapter to grow and strengthen its sorority. Each BBG begins by saying, “For the good and

welfare of (chapter name)..."

There are more specialized ceremonies used in BBG 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 N'siot at all levels and for those who qualify for Individual International Awards.



BBG Membership Pin



N'siah Pin



Gold Star of Deborah



Menorah Pledge &
Cardinal Principles



Silver Star of Deborah



Eternal Light



Arevut Speak UP Award



Anita Perlman Stand UP



BBG Founders Society



Lifetime Membership Pin

SONGS

We Pledge to Thee

(International BBG Song)

We pledge to thee, oh BBG,
Our love, our youth,
our loyalty.
We sing to thee with
joyous sounds,
Our voices reach the sky.
From Zion came the
white and blue,
To give these colors
bold and true.
Our loyal daughters
gather 'round,
To raise our flag on high.

BBG Pep Song

B'nai B'rith Girls—
We're standing tall,
We're one for all.
B'nai B'rith Girls—
We're here to stay,
We'll pave the way
For all the Jewish youth.

B'nai B'rith Girls—
We're standing here as one.
(Hey!)
B'nai B'rith Girls—
For sisterhood and fun.
(Hey!)

For love and laughter;
Friends that last;
Times so good;
They go so fast.
We stand and sing with all
our might.
B'nai B'rith Girls—
Our future's so bright, so...

B'nai B'rith Girls—
We're standing here as one.
(Hey!)
B'nai B'rith Girls—
For sisterhood and fun.
(Hey!)

Together as one, forever
united B'nai B'rith Girls. (3x)

Identity

Identity, identity,
Who am I? A BBG!
I am one, though only one.
There's so much I can do.

Friends, Friends, Friends

Friends, friends, friends
We will always be.
Whether in fair or in
dark stormy weather,
BBYO will keep us together.
White and blue,
We will 'ere be true.
Love will pervade us,
'Til death separate us.
We're friends, friends,
friends.

Honor and Courage

Honor and courage to you.
Devotion and loyalty, too.
Memories of all the days
we recall,
We owe to you...

Under the stars that
shine bright,
Knowledge is our
guiding light;
Lighting the way
to a brighter day
And come what may...

Come disappointment
or fear,
Our mighty foundation
is here.
Nothing can break us,
No one can take us,
We stand strong...

When our two Orders unite,
With our goals in sight,
BBG is gleaming.
We go on dreaming
Through the night...

Honor and courage to you.
Devotion and loyalty, too.
Memories of all the days
we love,
We owe to you...

[Pat-pat, clap-clap, snap-
snap, clap-clap/Pat, clap,
snap, clap/Pat, snap, clap.]

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,
Sisterhood for all.

Give me a call
(give a call)!
To them all (to them all),
Who work for BBYO
Let them sing
(let them sing),
And rejoice (and rejoice),
And lift their voice
For all B'nai B'rith Youth!

Five fold and full
Will be for AZA,
Six fold and full
For BBG—the same
Harmony, Benevolence,
Fraternity—
For all B'nai B'rith Youth!

BBG Heartbeat

7 taps on the knee
7 claps
3 taps on the knee
3 claps
1 knee tap
1 clap
*(Put your fist in the
air and scream) B
(repeat for another B,
G, and then BBG)*

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 INTERNATIONAL N'SIOT

1945-1946	Frieda Tischler, Pittsburgh, PA
1946-1947	Sara Rose Schwartz, Miami, FL
1947-1948	Rosalind Brensilber, Brooklyn, NY
1948-1949	Vivian Brown, Chicago, IL
1949-1950	Jewel Gordon, Brooklyn, NY
1950-1951	Marion Litinetsky, Trenton, NJ
1951-1952	Renee Romick, Dallas, TX
1952-1953	Phyllis Block, Baltimore, MD
1953-1954	Charlotte Turner, Los Angeles, CA
1954-1955	Elaine (Micki) Kaner, Bronx, NY
1955-1956	Sharon Blanck, Vancouver, BC, Canada
1956-1957	Anne Goldstein, Silver Spring, MD
1957-1958	Elaine Gilner, Atlanta, GA
1958-1959	Sandy Towsner, Silver Spring, MD
1959-1960	Sara Miller, Flushing, NY
1960-1961	Alice Huberman, San Francisco, CA
1961-1962	Marcia Goren, Houston, TX
1962-1963	Judy Millman, Detroit, MI
1963-1964	Judy Smith, Salt Lake City, UT
1964-1965	Linda Rubin, Mt. Clemens, MI
1965-1966	Susan Wilen, Atlanta, GA
1966-1967	Sheryl Allen, Birmingham, AL
1967-1968	Randy Glassman, Everett, MA
1968-1969	Patricia Giniger, Decatur, GA
1969-1970	Amy Horowitz, Silver Spring, MD
1970-1971	Shelly Stuart, Philadelphia, PA
1971-1972	Marcy Rosenbaum, East Meadow, NY
1972-1973	Tracy Robinson, Houston, TX
1973-1974	Jan Rothschild, Trumbull, CT
1974-1975	Janni Lehrer, Vancouver, BC, Canada
1975-1976	Shari Miller, Potomac, MD
1976-1977	Lori Banov, Charleston, SC
1977-1978	Jodi Binstock, Denver, CO
1978-1979	Jois Brownstein, Portland, OR
1979-1980	Jacquelyn Altman, Downsview, ON, Canada
1980-1981	Jenni Fox, Charleston, SC

1981-1982	Brenda Silverman, San Francisco, CA
1982-1983	Judy Altenberg, Denver, CO
1983-1984	Brenda Fishman, San Francisco, CA
1984-1985	Betsy Winnick, West Haven, CT
1985-1986	Andrea Gordman, Omaha, NE
1986-1987	Suri Duitch, Colorado Springs, CO
1987-1988	Michelle Blumenthal, Dallas, TX
1988-1989	Tracy Reichman, St. Louis, MO
1989-1990	Channon Kane, Miami, FL
1990-1991	Rachel Armel, Jacksonville, FL
1991-1992	Wendy Smith, Plantation, FL
1992-1993	Becca Goldstein, Omaha, NE
1993-1994	Meka Millstone, Shaker Heights, OH
1994-1995	Karen Isley, St. Louis, MO
1995-1996	Laura Podolsky, Salt Lake City, UT
1996-1997	Nava Mizrahi, Vancouver, BC, Canada
1997-1998	Shari Katz, Farmington Hills, MI
1998-1999	Rachel Berger, Portland, OR
1999-2000	Elana Okrent, Seattle, WA
2000-2001	Jen Kraus, Burke, VA
2001-2002	Jamie Konigsberg, Morrestown, NJ
2002-2003	Michelle Weinberg, Dallas, TX
2003-2004	Emily Hyatt, Denver, CO
2004-2005	Rachel Schwager, Tucson, AZ
2005-2006	Shauna Ruda, Denver, CO
2006-2007	Dina Finer, Tulsa, OK
2007-2008	Renee Sharon, Charlotte, NC
2008-2009	Lauren Shenfeld, Los Angeles, CA
2009-2010	Emily Trotz, Memphis, TN
2010-2011	Arielle Braude, Cherry Hill, NJ
2011-2012	Samantha Levinson, Fairfax, VA
2012-2013	Sarah Minion, Cherry Hill, NJ
2013-2014	Michaela Brown, Sterling, VA
2014-2015	Amanda Freedman, Toronto, ON
2015-2016	Lauren Keats, Westchester, NY
2016-2017	Ellie Bodker, Overland Park, KS
2017-2018	Rebecca Sereboff, Reisterstown, MD

BBYO Member Code of Conduct

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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 בלבב פְּנִימָה
נֶפֶשׁ יְהוּדֵי הוֹמִיָּה
וּלְפָאֲתֵי מִזְרָח, קְדִימָה
עֵין לְצִיּוֹן צוֹפִיָּה

עוֹד לֹא אָבְדָה תְּקוּוֹתֵנוּ
הַתְּקוּוֹה בֵּת שְׁנוֹת אֶלְפִים
לְהִיּוֹת עִם חֹפְשֵׁי בְּאֶרֶצֵנוּ
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.

