



**BBG Member's Manual / This Is Our Order**

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

Published by  
BBYO International Office  
2020 K St., NW, Washington, DC 20006  
[www.bbyo.org](http://www.bbyo.org)

Revised: 2013/5774  
Design: levinedc.com

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## **A MESSAGE FROM ANITA PERLMAN, z"l**

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 *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.**



## **WELCOME TO BBYO**

### **The BBYO Mission: More Jewish Teens, More Meaningful Jewish Experiences.**

BBYO is the leading pluralistic Jewish teen movement aspiring to involve more Jewish teens in more meaningful Jewish experiences. For 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 more than 400,000 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 to 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.

### **AZA and BBG**

The Aleph Zadik Aleph (AZA) for boys and the B'nai B'rith Girls (BBG) for girls 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 90 years.

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

### **BBYO Connect**

BBYO Connect is BBYO's program for middle school students, aimed at creating a seamless transition from Bar/Bat Mitzvah to high school. BBYO Connect creates a community of Jewish teens in 6th–8th grade and offers social and enriching experiences that serve as a gateway to continued involvement in Jewish life. Originally created as Teen Connection in the 1980s, the program ensures continued involvement in Jewish experiences for middle school teens before they choose the BBYO path they would like to pursue. Through valuable, fun and meaningful local programming, BBYO Connect is designed to ultimately lead to dramatic growth in AZA and BBG membership.

In 2010–2011, BBYO Connect reached the forefront of BBYO's priorities as a necessary way to increase membership. In 2011–2012, BBYO Connect was the fastest growing division of BBYO. BBYO Connect participants are not yet members of AZA and BBG, and therefore are not required to pay a membership fee.

### **BBYO Friends and Alumni Network (FAN)**

BBYO's Friends and Alumni Network (FAN) is a growing movement of 35 communities across North America. 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.

## **WELCOME TO BBG**

Congratulations and welcome! Whether you are reading this for the first time as a Member-in-Training (MIT) or reviewing your BBG knowledge as a regional officer, you are a vital part of the world's leading pluralistic Jewish teen movement.

*This is Our Order* is intended to serve as your guide as you journey through BBG. 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 BBG is a valuable and dedicated BBG, for she has the knowledge to contribute to the legacy of our Order.

This manual is valuable for new members as they learn about the B'nai Brith Girls and older members as they continually renew their commitment to our ideals and principles.



BBG aims to give every 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 objective 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 develop in Jewish teens an appreciation for the meaning and practice of tzedakah 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 Klal Yisrael (all of Israel).*

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

*To help Jewish teens become life-long active members of the Jewish community.*

## **MOVEMENT PRIORITIES**

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

- » Grow our Movement
- » Implement Programs of Quality and Excellence
- » Expand BBYO Stand UP within and beyond BBYO
- » Commit to Israel
- » Act Globally, Impact Locally

## **BBYO'S EDUCATIONAL FRAMEWORK**

### **Key Goal 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**

### **Identify: Strengthen Jewish Identity**

- ▶ Teens feel confident questioning and integrating into one's life Jewish principles about G-d and Torah, history, traditions and culture;
- ▶ Teens respect diversity within the Jewish community and in the world; and
- ▶ Teens use leadership skills to help others develop their own Jewish pride, connections and commitment.

### **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 around the world; and
- ▶ Teens promote the inclusion of all Jews into a pluralistic Jewish community.

### **Improve: Change the World**

- ▶ Teens understand current social issues;
- ▶ Teens use Jewish values to guide involvement in service, philanthropy and advocacy; and
- ▶ Teens use 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.

**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 our 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, as B'nai B'rith Girls, and as Jews, are able to exhibit. Although we understand that there are Jews in our world who cannot openly express their Judaism, we hope that one day all Jews will be able to practice Judaism as freely as we are doing here today. It is our hope that our small, individual flames can come together to create a larger light that burns so brightly, the light of our Jewish pride.





# **History and Structure**

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

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 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



So many important events and occurrences have happened since 1924 that a timeline structure is perhaps the best way to understand the gradual development of the BBG program into what it is today.

1923

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

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 anywhere 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 and community service activities, 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.

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 a guide and support for the developing girls’ groups. The word “sister” was even adopted from the adult organization. Eventually, the

MAY 3<sup>RD</sup> 1924

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

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.

women's auxiliaries began sponsoring the Junior Auxiliaries by collecting dues from the girls for the operations 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 has gone 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 budget, she was able to keep up correspondence with 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 22-23, 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.

The first ten BBG chapters were issued at this time to

1926

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

1927

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



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 very strong entities that have been bringing fun and meaningful opportunities to their members, independently and together.

1928

AZA Five Fold and Full Programming is created by Dr. Boris D. Bogen. Most BBG chapter activities are modeled after this program 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.

## Through the Decades

**1920s /** The first chapter of AZA was formed in 1924 in Omaha, Nebraska. With guidance from advisor Sam Beber, AZA was declared an International organization on May 3, 1924. As chapters began to form throughout the United States and in Canada, International Conventions were held and International Officers elected. In 1925, AZA was adopted by B'nai B'rith International as its official youth program.

**1930s /** As B'nai B'rith Junior Auxiliaries begin to form around the country, modeled after AZA for young women, Anita Perlman was elected as Chairwoman of District 6.

**1940s /** The B'nai B'rith Girls (BBG) was officially established in 1944 and the B'nai B'rith Youth Organization (BBSO) was born as the umbrella over both groups. The B'nai B'rith Youth Commission was established as BBSO's governing body.

**1950s /** Camp B'nai B'rith opened in Starlight, Pennsylvania in 1954 and became home to BBSO In-



1935

Anita Perlman becomes Chairwoman of District 6.

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.



ternational Convention and other BBYO Summer Experiences. Many of BBYO's International Programs were established during this time period, including International Leadership Training Conference (ILTC), Kallah and the Israel Summer Institute.

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

**1970s** / B'nai B'rith Beber Camp was opened in Mukwonago, Wisconsin in 1977 and the first Chapter Leadership Training Conference (CLTC) was held there that summer. Camp B'nai B'rith in Pennsylvania was rededicated as Perlman Camp in honor of BBG's founder, Anita Perlman.

**1980s** / BBYO's international presence increased with the establishment of chapters in Austria, France, Germany, Holland, Spain and Switzerland. At the same time, districts (which had previously encompassed several regions) were disbanded in North

**SPRING 1941**

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

America. Teen Connection (now BBYO Connect) was also established during this time to involve middle school aged Jewish youth. BBYO partnered with the March of the Living upon its establishment in 1988, sending the largest delegation on the first trip.

**1990s /** CLTC expanded significantly, becoming the foundation of the organization's membership training program. International Leadership Seminar in Israel (ILSI) was established and the organization's international headquarters moved locations for the first time in nearly 50 years.

**2002 and Beyond /** Just after the turn of the new millennium, many changes for the B'nai B'rith Youth Organization occurred. Our Order became a legally independent entity from B'nai B'rith International in 2002 and the acronym BBYO was established as its official new name. Several leaders from the Jewish community, such as key Jewish philanthropists, BBYO alumni, Jewish Federation leadership and BBYO's International Teen Presidents (the Grand Aleph Godol and International N'siah), formed a new Board of Directors to assume governance over BBYO.

#### APRIL 1944

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

The first 10 BBG charters are issued to: San Francisco BBG #1; Oakland, California #2; Linda

Strauss, Los Angeles #3; Harrisburg, Pennsylvania #4; Highland Park, Los Angeles #5; Worcester, MA #6; Lancaster, Pennsylvania #7; Ramah, Chicago #8; Pottsville, Pennsylvania #9; Homestead, Pennsylvania #10.

In 2004, BBYO launched its international teen travel program, now called BBYO Passport, which featured the historical International Leadership Seminar in Israel (ILSI).

During this time, International Convention also left Perlman Camp for the first time in 50 years and has been held in a different location every year since. Keeping with BBG's mission to provide a meaningful experience to Jewish teens of all ages, BBYO's 6th-8th grade experience, now known as BBYO Connect, was



1944

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

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

reestablished in the 2007-2008 programming year. BBYO Connect introduces BBYO to pre-high school teens, while promoting Jewish community involvement between the Bar/Bat Mitzvah years and the start of high school.

In recent years, BBYO and BBG have encouraged our members to become involved with community service both in and out of the Jewish community. The 85th/65th (2008-2009) International Boards introduced Stand UP, today BBYO Stand UP, BBYO's service, philanthropy and advocacy campaign. In September 2009, the organization also formed the BBYO Panim Institute, which offers premiere service learning opportunities to members and non-members of BBYO. The 86th/66th (2010-2011) Executive Body ignited a renaissance of globalization—reconnecting BBYO worldwide and establishing new partnerships with Jewish teen communities across the globe. The 2010-2011 programming year also yielded the introduction of Speak UP for Israel, BBYO's campaign for Israel education and advocacy.

In the fall of 2011, BBYO introduced a revitalized brand for the organization, including a new logo and

1945	1946	1947
Alice Elson becomes the director of BBG while Dr. Abram L. Sachar becomes the Director of BBYO.	Second National Convention is held in Port Jervis, New York. The BBG Constitution and By-Laws are ratified.	Third National Convention is held at Camp High Point in Shokan, New York. The MIT program is adopted.

updated seals for the B'nai B'rith Girls and Aleph Zadik Aleph. The 87th/67th (2011-2012) Executive Body and their programming positioned AZA and BBG as the future of Jewish peoplehood, as BBYO teens led the charge against bullying and worked 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. The 88th/68th (2012-2013) programming year had a renewed focus on the chapters, with a theme of "From the Roots We Build" that was present on all levels of the Movement and resulted in BBYO's largest International Convention, hosted in Washington, DC.

In 2014, the Aleph Zadik Aleph 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.

The first decade of the twenty-first century redefined our Order. Anita Perlman's dream to provide a meaningful experience to Jewish teens has spread across the world and shows no signs of slowing down.



1948

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

1955

The first Leadership Training Institute is planned. It is part of International Convention and it stresses Judaism and democratic leadership.

BBYO is established in Australia and Belgium.

## **STRUCTURE OF THE B'NAI B'RITH GIRLS**

In order to appreciate the many opportunities that BBG offers, one must understand the structure of the organization and the many levels at which she can be involved.

### **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 attending programs, assisting in event planning, inviting other Jewish teens to get involved or by serving as active members of the Jewish community.



### **BBG is Built on Pluralism**

BBG has always been a movement that Jewish young women can join regardless of their Jewish observance. It is the mission

**1956**

The first BBYO Israel Summer Institute is held.

**1961**

BBYO adopts Noar LeNoar as its first counterpart organization in 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.

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 very privileged to welcome many kinds of Judaism, but also many different kinds of Jews. BBYO is open to Jewish young women regardless of race, socioeconomic status or sexual orientation. This notion was affirmed 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.

### **Levels of BBG**

BBG exists as part of BBYO's International Movement 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.

**EARLY 60s - 70s**

BBYO intensifies its social awareness programming and starts to increase involvement on an International level.

**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.

**Chapters** / The smallest, most personal and arguably most important group within BBG is the chapter. Each member of BBG belongs to a chapter and each chapter functions much like a large family. Chapters plan programs geared toward the interests of their members and train new members in the ways of BBG. A chapter's small size allows for the development of strong bonds between the members of the chapter. *The chapter is the most important level of BBG because it affects BBGs most directly.*

**Councils** / Several chapters in the same area may be grouped into a council. Some areas have councils and others do not. They are usually used to break up large regions in order to provide additional leadership opportunities and make communities of chapters more manageable. All councils are part of a region.

1977

The first Chapter Leadership Training Conference (CLTC) is held in Mukwonago, Wisconsin at B'nai B'rith Beber Camp.

The BBYO International Convention votes to disband Districts.

Dr. Sidney Clearfield is the BBYO International Director.

**Regions / Chapters**, and also councils, are grouped into regions. They vary in size from one large city to several states, provinces or entire countries. Regions serve to bring chapters



together so that they can exchange ideas, socialize, compete and work together on larger projects. Regions also exist to serve the chapters and to help them in any way possible, providing resources and having wide-scale programs. Councils and regions represent all BBG communities at the International level.

**Note:** Certain regions that are composed of councils elect council boards as opposed to a single regional board. This scenario, known as council predominance, may occur for a variety of reasons such as large geographic distance between councils, very large regional membership or if the councils vary in strength to the point where each council is better served by independent leadership.

**1983**

First office opened in continental Europe. Chapters begun in Austria, France, Germany, Holland and Spain.

**1988**

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

**1989**

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



## TEEN LEADERSHIP

BBG is a teen-led organization. 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.

The following are the major offices found in BBG chapters, though the order of offices varies in different areas:

LATE 80s

1990

1991

Teen Connection  
(now BBYO Connect)  
officially begins.

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

Sam Fisher  
becomes the  
International  
Director.

## N'siah, President

- ▶ Leads her chapter
- ▶ Works with each board member to help accomplish their individual goals
- ▶ Represents her chapter to her council/region
- ▶ Runs business meetings
- ▶ Makes sure the board is fulfilling their responsibilities
- ▶ Communicates with the chapter advisor
- ▶ Presides over chapter elections
- ▶ Responsible for the well-being of the chapter
- ▶ Keeps constant communication with the council/regional N'siah

## S'ganit, Vice-President of Programming

- ▶ Responsible for programming in all of the Six Folds
- ▶ Presides over committees for events
- ▶ Coordinates all chapter chairwomanships
- ▶ Runs board meetings
- ▶ Keeps constant communication with the council/regional S'ganit
- ▶ Runs business meetings when N'siah is not present

1992

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

1993

Israel Leadership Summer Institute (ILSI) established.

1994

BBG adopts the Mind, Body and Attitude program.

BBYO designates the historic and biblical Mount Cheres in Israel as a community gathering place.

## Aym Ha-Chaverot, Vice-President of Membership

- ▶ Coordinates chapter recruitment efforts
- ▶ Coordinates chapter retention and re-education efforts
- ▶ Guides and directs members in the re-registration process
- ▶ Educates new members on BBG and BBYO traditions and history through M-I-T classes
- ▶ Responsible for keeping sisterhood strong in the chapter
- ▶ Keeps constant communication with the council/regional Aym Ha-Chaverot

## Sh'lcha, Vice-President of Jewish Heritage, Community Service and Social Action

- ▶ Plans Judaic, community service and social action programming
- ▶ Works to promote the chapter's BBYO Stand UP cause through philanthropy, service and advocacy
- ▶ Works to promote the Speak UP for Israel initiative through programming and education
- ▶ Plans all Shabbat services

2002

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

2004

Matthew Grossman became Executive Director of B'BYO.

- Educates chapter on Jewish customs and holidays
- Keeps constant communication with the council/regional Sh'lcha

### Mazkirah, Corresponding Secretary

- Oversees all chapter communication and promotional efforts
- Informs chapter members of upcoming events
- Keeps in constant communication with the council/regional Mazkirah

### Gizborit, Treasurer

- Keeps track of incoming and outgoing chapter funds
- Plans chapter fundraisers
- Manages annual contribution to the International Service Fund (ISF) to support global Jewry
- Communicates with chapter advisor concerning chapter finances
- Keeps in constant communication with the council/regional Gizborit



2005

Final International Convention at Perlman Camp took place.

2006

AZA and BBG delivered 10,000 signatures to the White House to end nuclear proliferation in Iran.

### Katvanit, Recording Secretary

- ▶ Takes minutes at chapter and board meetings
- ▶ Keeps in constant communication with the council/regional Mazkirah

### Orechet, Newspaper Editor

- ▶ Creates and distributes chapter newsletter
- ▶ Makes chapter website
- ▶ Keeps in constant communication with the council/regional Mazkirah

### Madricha, Parliamentarian

*(traditionally the past N'siah)*

- ▶ Helps new chapter board when needed

It is common for officers to be acknowledged by their elected office and the level of BBG on which they serve. The president of a chapter, for example, 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, and thus the International president is the International N'siah.

2008

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

2009

The BBYO Stand UP campaign is launched.

**Note:** These positions are examples of organized leadership in BBG. However, throughout its history, BBG has empowered members at all levels of involvement to make a difference within their chapters and regions. Many communities have other locally specific roles for BBGs.

## **STAFF**

While BBYO is a teen-led organization, adults play an important role assisting in decision-making processes, helping to resolve issues and supporting the mission and vision of the organization. Some staff members are paid professionals while others are volunteer advisors.

The adult with whom you will work most closely is your chapter advisor. Advisors volunteer their time to help interpret BBYO policy as well as work with the elected leadership 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 Program Directors and Program Associates. BBYO professionals

**2010**

At the August Executive's Conference, the "Speak UP for Israel" and "Stand UP for Each Other" campaigns were launched; the Degrees of Programming were introduced; the International

Service Fund was redefined for aiding global Jewry; the Global Ambassadors Network was created and the Coalition of Jewish Teen Leaders (CJTL) was motioned into action.

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 the fundraising efforts through BBYO's Friends and Alumni Network (FAN) and forging relationships with community agencies.

Through Summer Experiences and other International activities, a BBG will likely encounter members of the International Office staff. These professionals 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, to hiring and training our council and regional paid professional staff to serving as a liaison with our International Teen Executive Boards. In addition, marketing, fundraising and FAN relation efforts are coordinated at this level.



2011

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



2012

At the August Executives Conference, BBYO Speak UP Week is revitalized and the Global Ambassadors Network transforms into the Global Networking Committee.

## **Board of Directors**

BBYO's transition to independence in 2002 from B'nai B'rith International 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. Together the BBYO Board of Directors serves as the organization's highest governance body, ensuring BBYO's vitality and direction.

**2013**

International Convention in Washington, DC has the largest attendance in history, with 1,500 participants and 18 countries represented.

President Barack Obama records video message thanking BBYO for its commitment to *tikkun olam* and bettering the world.

**2014**

The celebration of Founders' Day is revitalized with a major recruitment push and celebration of BBYO's history and success.



# **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 Jewish Heritage, Community Service, Social Action, Recreation, Creativity and Sisterhood. These folds are often combined to create more dynamic programming.

### **Community Service**

BBG emphasizes the value of *tikkun olam*, repairing the world. Community service can be either direct or indirect. Direct service involves hands-on service, for example throwing a holiday party at an elderly home or cooking at a soup kitchen. Indirect service entails participating in service without necessarily coming into contact with the community being served, including fundraising, food/clothing drives or making crafts kits for kids in a hospital. Direct or indirect service can be incorporated into any BBG event.

### **Social Action**

This fold aims to educate members about the world around us and 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.

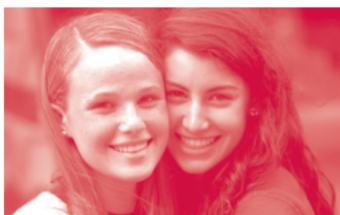


## **Creativity**

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

## **Jewish Heritage**

Judaism is a common bond across all BBGs. Programming is an integral way to help girls understand and appreciate Judaism. Judaic programming may center around traditions, prayers, culture (song/dance/food),



Israel, values and Judaism in pop culture.

## **Sisterhood**

Sisterhood is not just a fold; it is the essence of BBG. Sisterhood teaches us to value our BBG sisters and to always be the best version of ourselves. Sisterhood programs remind us to always support each other and build enthusiasm for and dedication to BBG.

## **Recreation**

Recreational programming is about moving, getting active and having fun. Almost any program can incorporate recreation. Mind, Body, Attitude (MBA) is a sub-fold of recreation and addresses many issues relevant to our lives as teenage girls such as body image, self-esteem and healthy living



The key to elevating programming quality is to mix different folds into each program to try to create interesting and unique programs that are relevant to our daily lives. High quality programming is what makes BBYO special and what makes a BBYO event different than just hanging out with friends.

Note: BBYO has created the following online resources in an effort to maintain high quality programs:

**Program Bank** / BBYO's Program Bank is your resource for programmatic ideas to use in your chapter, council or region. ([www.BBYOprogrambank.org](http://www.BBYOprogrambank.org))

**Build a Prayer** / Build a Prayer is an online space where Jews of all ages and backgrounds can connect on a deeply personal level with prayer and Jewish text. You can create and customize a service in a way that is meaningful for you and your community. ([www.buildaprayer.org](http://www.buildaprayer.org))

**BBYO Stand UP** / The BBYO Stand UP website gives Jewish teens across the world a platform to showcase and share their BBYO Stand UP campaigns. All Jewish teens can log in, find causes to get involved with in their community and learn more about causes they feel passionately about. ([standup.bbyo.org](http://standup.bbyo.org))

## **CONVENTIONS AND OTHER IMPORTANT DAYS**

### **A-I-T/M-I-T (New Member Convention)**

New member weekends provide an opportunity for Members-In-Training (M-I-T) 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 programs 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**

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

### **Council or Regional Conventions**

Council or regional conventions serve different purposes in different areas and at different times of the programming calendar. Some conventions' programming addresses the major business for the year and elect officers to the council or regional board. In all instances, conventions serve to bring the membership of a council or region together for fun and meaningful weekends.

## AZA and BBG Teen Issue Summits

Issue Summits expose teens to pressing global issues and provide opportunities to take action through advocacy and service. AZA and BBG Teen Issue Summits take place twice a year, once in the fall and once in the summer.

## 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 teens working to strengthen the Jewish future. At IC, Alephs and BBGs have the unique opportunity to take part in exemplary BBYO programming such as hearing from prominent speakers, participating in large-scale service learning opportunities and celebrating an inspiring Shabbat like most have never experienced before. In addition to showcasing spirit and community pride, IC participants take part in the democratic process of



furthering the organization's business agenda and electing AZA and BBG's next International teen leadership. Opportunities to experience IC's host city, engage with the host

community and build lifelong friendships with teens from across the world are constants of every IC, making it a staple of every Aleph and BBG's BBYO career.

## J-Serve

J-Serve is the International Day of Jewish Youth Service, and the Jewish service component of the annual Global Youth Service Day. J-Serve typically falls in April, in conjunction with Earth 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 *gemilut chasidim*, acts of loving kindness; *tzedakah*, just and charitable giving; and *tikkun olam*, the responsibility to repair the world.



## March of the Living

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 “The March” is to educate Jewish teens about the richness of our past, to keep the past alive and to perpetuate our Jewish future.

## **SUMMER EXPERIENCES**

BBYO offers a large menu of Summer Experiences which members can mix and match to create the perfect summer. While some Summer Experiences are restricted to members, many are open to any Jewish teen around the world. BBYO's summer opportunities range from assisting communities in need, to gaining leadership on a chapter and International level, to traveling the world alongside some of the greatest friends you will ever make. No matter the type of adventure you are in search of for your summer, BBYO has the perfect Summer Experience for you.

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

Chapter Leadership Training Conference (CLTC) is designed to teach members essential leadership skills in a group dynamic. Developed from principles outlined in Sean Covey's *Seven Habits of Highly Effective Teens*, CLTC provides teens with the skills necessary to develop solid work habits, collaborate with their peers in a positive environment, recognize their strengths and set standards for themselves now and in their future years as adults.





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

International Leadership Training Conference (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 leadership skills and format used at CLTC and teaches members how to be effective leaders in BBYO, at school, in extracurricular activities and in their communities. Participants come from across the world and leave with the tools to influence and support the Movement and create positive change in their communities.

### **Kallah**

Kallah offers a deep Judaic experience in which participants are given the opportunity to explore their own Jewish identity and engage with spirituality, culture and religion. Kallah is a place where teens unmask the vast spectrum of Jewish thought, ritual and culture by learning from top educators and rabbis in a caring and pluralistic community.

## **IMPACT Experiences**

Summer of IMPACT programs are two week trips on college campuses across North America. The programming at IMPACT experiences focus on service, advocacy and philanthropy and is designed to support BBYO Stand UP. Each program is unique to its host city and allows participants to focus on creating a community of leaders by being actively engaged on campus and in their city.

## **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.

**Ambassador Trips /** BBYO has built a strong platform with its Ambassador to Bulgaria experience, sending teens to explore one of the most unique Jewish communities in the world. Ambassador trips allow teens to participate in service projects and build lasting friendships with Jewish teens of all backgrounds.

## **International Leadership Seminar Israel (ILSI) /**

International Leadership Seminar Israel (ILSI) is a campus-based leadership program designed for BBYO members and select non-members. This program combines thoughtful learning with experiential touring for a unique enrichment opportunity in Israel. Participants interact with a variety of different speakers, artists, religious figures and people who have shaped—and continue to shape—Israel's future.



### **Red-Letter Dates**

Certain dates on the calendar hold special significance for BBG. Chapters and regions are encouraged to hold programs incorporating these themes.

**November – Senior Appreciation Month /** Chapters and regions honor the activity of their oldest members, thanking them for their leadership and participation.

**November – AZA and BBG Global Shabbat /** This ritual is an opportunity to share the holiness of Shabbat with our brothers and sisters. The tradition dates back to 1928 and is considered among the most sacred in the Order.

**March – Advisor Appreciation Month /** Chapters and regions honor the work and dedication of their advisors, who have volunteered their time and commitment for the betterment of the organization.

**April – BBG Founders’ Day /** April 22nd marks BBG Founders’ Day. This was the date the B’nai B’rith Girls convened for the very first time. Chapters, councils and regions throw BBG birthday parties or hold Friends and Alumni Network (FAN) programs to celebrate our history.

## **INITIATIVES**

### **BBYO Stand UP**

BBYO Stand UP is BBYO's grassroots service, advocacy and philanthropy effort. This initiative empowers teens to identify a cause that inspires them and develop their own campaign 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 *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: A Campaign for Israel Education and Advocacy**

AZA and BBG have been a part of the State of Israel's story even before the existence of a modern state. In fact, in February 1948—months before 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 Executives Body established the Speak UP for Israel campaign in 2010 to

amplify Israel awareness, education and advocacy at all levels of our Order. As the 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 and 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.

### **Globalizing our Movement**

*"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*

Since 1936, with our first chapter beyond North America located in Bulgaria, B'BYO has been a global organization. While the AZA, BBG and B'BYO model has existed in many different variations, for most of our Order's history, we have existed in countries all over the world, building Jewish identity, providing meaningful connections, 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.

Since BBYO's independence in 2002, 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). As of 2013, BBYO had established communities in North America (the United States and Canada) as well as Argentina, Australia, Bulgaria, Croatia, Curacao, Estonia, France, Ireland, Israel, Latvia, Macedonia, New Zealand, Serbia, South Africa, Switzerland, Turkey, Ukraine and the United Kingdom and the BBYO global community continues to grow rapidly. With the limitless reach of technology and a growing desire by Jewish teens around the world to connect with their peers, Jewish teens from additional global communities are increasingly participating in local and 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.

## **AWARDS**

To receive an award, a BBG must apply through the International Awards system. The International and Grand Boards will notify the Order when the packet and awards are ready for the application process.

### **Pledge Principals Award**

This award recognizes those Alephs and B'nai B'rith Girls who truly embody the Seven Cardinal Principals and 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.

### **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 principals set forth by BBG. It is the highest honor an individual can receive and any BBG in good standing may apply. It is based on a point system which grants credit for holding offices, serving as a chairwoman or member of a committee, attending conventions, recruiting members and participating in contests.



### **The Eternal Light Recruitment Award**

This award is open to any BBG in good standing. It 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.

### **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 Principals.

## **Maurice Bisgyer All Around Chapter Award**

Comparable to the Miriam Albert Award, this award recognizes exceptional co-ed BBYO chapters

## **Anita Perlman Stand UP Award**

The Anita Perlman Stand UP Award is an achievement that can be earned annually by any member during his or her time in BBYO. This award recognizes those individuals who have worked to stand up and better their community through consistent and quality community service. Every member who actively participates in their chapter's community service folds and excels in independent community service work is eligible to apply for this award.

## **BBYO Stand UP Mitzvah Club**

The BBYO Stand UP Mitzvah Club recognizes those AZA and BBG chapters that have thriving, fully developed BBYO Stand UP campaigns. Deserving chapters will be engaged in activities that directly correspond with the three pillars of BBYO Stand UP—philanthropy, advocacy and community service—have program successes, an established philanthropic effort and a minimum of 36 hours of community service achieved.

**Awards Note:** There are more specialized awards given in BBG that are not included in this book. All applications for awards are available at local offices or on the BBYO website.



# **Rituals and Procedures**

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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 parliamentary procedure, as outlined in *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 and Twitter.

### **Password**

The password for admittance into meetings is Ami-Hebrew for “My People.”

## **Opening 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*) 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 8 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 end meetings with Good and Welfare. This is a time for each BBG to speak her mind without being criticized or interrupted. This builds a sense of trust and confidence among sister B'nai B'rith Girls. Each girl 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 and special pins are available for N'siot at all levels.



## **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 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,  
B'nai B'rith is gleaming.  
We go on dreaming  
Through the night...

## 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!

## 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).

## **BBG Beat**

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)*

## **PAST INTERNATIONAL N'SIOT**

- 1945-46** — Frieda Tischler, Pittsburgh, PA  
**1946-47** — Sara Rose Schwartz, Miami, FL  
**1947-48** — Rosalind Brensilber, Brooklyn, NY  
**1948-49** — Vivian Brown, Chicago, IL  
**1949-50** — Jewel Gordon, Brooklyn, NY  
**1950-51** — Marion Litinetsky, Trenton, NJ  
**1951-52** — Renee Romick, Dallas, TX  
**1952-53** — Phyllis Block, Baltimore, MD  
**1953-54** — Charlotte Turner, Los Angeles, CA  
**1954-55** — Elaine (Micki) Kaner, Bronx, NY  
**1955-56** — Sharon Blanck, Vancouver, BC, Canada  
**1956-57** — Anne Goldstein, Silver Spring, MD  
**1957-58** — Elaine Gilner, Atlanta, GA  
**1958-59** — Sandy Towsner, Silver Spring, MD  
**1959-60** — Sara Miller, Flushing, NY  
**1960-61** — Alice Huberman, San Francisco, CA  
**1961-62** — Marcia Goren, Houston, TX  
**1962-63** — Judy Millman, Detroit, MI  
**1963-64** — Judy Smith, Salt Lake City, UT  
**1964-65** — Linda Rubin, Mt. Clemens, MI  
**1965-66** — Susan Wilen, Atlanta, GA  
**1966-67** — Sheryl Allen, Birmingham, AL  
**1967-68** — Randy Glassman, Everett, MA  
**1968-69** — Patricia Giniger, Decatur, GA  
**1969-70** — Amy Horowitz, Silver Spring, MD  
**1970-71** — Shelly Stuart, Philadelphia, PA  
**1971-72** — Marcy Rosenbaum, East Meadow, NY  
**1972-73** — Tracy Robinson, Houston, TX  
**1973-74** — Jan Rothschild, Trumball, CT  
**1974-75** — Janni Lehrer, Vancouver, BC, Canada  
**1975-76** — Shari Mille, Potomac, MD  
**1976-77** — Lori Banov, Charleston, SC  
**1977-78** — Jodi Binstock, Denver, CO  
**1978-79** — Jois Brownstein, Portland, OR  
**1979-80** — Jacquelyn Altman, Downsview, ON, Canada

- 1980-81** — Jenni Fox, Charleston, SC  
**1981-82** — Brenda Silverman, San Francisco, CA  
**1982-83** — Judy Altenberg, Denver, CO  
**1983-84** — Brenda Fishman, San Francisco, CA  
**1984-85** — Betsy Winnick, West Haven, CT  
**1985-86** — Andrea Gordman, Omaha, NE  
**1986-87** — Suri Duitch, Colorado Springs, CO  
**1987-88** — Michelle Blumenthal, Dallas, TX  
**1988-89** — Tracy Reichman, St. Louis, MO  
**1989-90** — Channon Kane, Miami, FL  
**1990-91** — Rachel Armel, Jacksonville, FL  
**1991-92** — Wendy Smith, Plantation, FL  
**1992-93** — Becca Goldstein, Omaha, NE  
**1993-94** — Meka Millstone, Shaker Heights, OH  
**1994-95** — Karen Isley, St. Louis, MO  
**1995-96** — Laura Podolsky, Salt Lake City, UT  
**1996-97** — Nava Mizrahi, Vancouver, BC, Canada  
**1997-98** — Shari Katz, Farmington Hills, MI  
**1998-99** — Rachel Berger, Portland, OR  
**1999-00** — Elana Okrent, Seattle, WA  
**2000-01** — Jen Kraus, Burke, VA  
**2001-02** — Jamie Konigsberg, Moorestown, NJ  
**2002-03** — Michelle Weinberg, Dallas, TX  
**2003-04** — Emily Hyatt, Denver, CO  
**2004-05** — Rachel Schwager, Tucson, AZ  
**2005-06** — Shauna Ruda, Denver, CO  
**2006-07** — Dina Finer, Tulsa, OK  
**2007-08** — Renee Sharon, Charlotte, NC  
**2008-09** — Lauren Shenfeld, Los Angeles, CA  
**2009-10** — Emily Trotz, Memphis, TN  
**2010-11** — Arielle Braude, Cherry Hill, NJ  
**2011-12** — Samantha Levinson, Fairfax, VA  
**2012-13** — Sarah Minion, Cherry Hill, NJ  
**2013-14** — Michaela Brown, Sterling, VA

Note: To stay up to date on the travels of the International N'siah, follow the International Teen Presidents' blog, Keeping PACE, at [www.bbyo.org/keepingpace](http://www.bbyo.org/keepingpace).



# **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, volunteers and other members of the BBYO community. In all its programs, BBYO follows the guidelines set forth by the Seven Cardinal Principals for AZA and the Menorah Pledge for BBG.

The organization recognizes the need to clearly define its expectations for acceptable conduct at all local, regional and International programs. To this end, BBYO adopts this Code of Conduct (“the Code”), following consultation with the International AZA and BBG Boards, the International Management Team and the International Board of Directors. Unless otherwise indicated, this Code applies to all members, personnel, parents/guardians, advisors and other visitors participating in BBYO programs, conventions/conclaves or Summer Experiences.

### **Member Rights**

BBYO is committed to maintaining the rights of all members. The organization promotes a safe, healthy, orderly and civil environment.

#### **All members have the right to:**

- ▶ Access BBYO rules at the time of joining.
- ▶ Participate in all BBYO activities at all levels and on an equal basis.

- ▶ Present their version of the relevant events to BBYO staff authorized to impose a disciplinary penalty in connection with an incident.

## **Member Responsibilities**

**All members have the responsibility to:**

- ▶ Be familiar with and abide by all organization policies, rules and regulations dealing with conduct.
- ▶ Conduct themselves as representatives of the organization when participating in community or BBYO-sponsored events and to maintain high standards of conduct, demeanor and sportsmanship.
- ▶ React to direction given by staff or advisors in a respectful and positive manner.
- ▶ Contribute to a safe and orderly environment that is conducive to the goals of the program and show respect to other persons and property.
- ▶ Attend all sessions at events that member is registered to attend.
- ▶ Respect the rights of others in their religious practices.
- ▶ Demonstrate proper sexual behavior, as defined by BBYO's Sexual Harassment Policy, towards all participants and staff at all times.
- ▶ Engage in the diverse and active communities online through social media. With that in mind, AZA and BBG members are expected to conduct themselves online as they would offline, in accordance with the BBYO Member Code of Conduct, by showing respect for yourself, your sisters, brothers and the legacy of BBYO teens before you.

## **Shabbat Observance**

- Each region will create a proper Shabbat dress policy with which they are comfortable.
- There will be no organized travel on Shabbat.
- All Shabbat T'filot will be done with the understanding that BBYO includes members from all Jewish denominations.
- Every attempt should be made to provide kosher meals at all BBYO functions. If this is not possible, all food provided will be dairy or pareve and not include any meat products. When meat is served, it will be kosher and kosher meals will be provided if requested. Pork and shellfish will not be served under any circumstances. There will be no mixing of meat with milk products.
- Music and singing in the spirit of Shabbat is permitted, as is Israeli dancing.
- There will be no telephone, cell phone or pager use during Shabbat.

Each region has the right to create an atmosphere for Shabbat that will be acceptable to the membership and not the sole observance of those in charge.

## **BBYO Member Dress Code**

All members are to give proper attention to personal cleanliness and to dress appropriately for BBYO functions and events sponsored by the organization.

## **A member's dress shall:**

- ▶ Not include items that are vulgar, obscene, libelous, denigrate others or could be interpreted as copyright infringement.
- ▶ Not promote and/or endorse the use of alcohol, tobacco or illegal drugs and/or encourage other illegal or violent activities.
- ▶ Not include extremely tight, sheer and short garments.

All members will be required to modify their appearance by covering or removing any item violating the Code and, if necessary or practical, replace it with an acceptable item. Any member who refuses to do so shall be subject to immediate removal from program/convention and possible further discipline, including suspension.

## **Prohibited Member Conduct**

BBYO recognizes the need to clarify its expectations for member conduct while engaged in organization-sponsored functions. The rules of conduct listed below are intended to provide specific guidance.

### **Members may be subject to disciplinary action, including removal from programs, suspension or expulsion, when they:**

**Engage in conduct that is insubordinate and/or disruptive.** Examples of insubordinate, disruptive conduct include, but are not limited to:

- ▶ Regularly missing sessions during regional conventions and programs covering overnight stay.

- ▶ Using language or gestures that are profane, lewd, vulgar or abusive.
- ▶ Making unreasonable noise.
- ▶ Engaging in any willful act which disrupts the normal operation of the program.
- ▶ Attending programs or functions without registration or invitation.
- ▶ Misusing computer/electronic communication.
- ▶ Failing to comply with the directions of professional staff, advisors and/or adult supervisors in charge of the program/event or otherwise demonstrating disrespect.
- ▶ Tardiness or missing programs (including conventions) or leaving the premises without permission.

**Engage in conduct that is violent.** *Examples of violent conduct include, but are not limited to:*

- ▶ Possessing a weapon.
- ▶ Displaying what appears to be a weapon.
- ▶ Threatening to use any weapon.
- ▶ Intentionally damaging or destroying, including graffiti, the personal property owned by another member, staff or facility, or rented by BBSO.

**Engage in any conduct that endangers the safety, morals, health or welfare of themselves and/or others.**

*Examples of such prohibited conduct include, but are not limited to:*

- ▶ Lying to BBSO staff or volunteers.

- Stealing/acquiring property that is not their own.
- Defamation, which includes making false or unprivileged statements or representations about an individual or identifiable group that harms the reputation of the person or identifiable group by demeaning them.
- Discrimination, which includes the use of race, color, creed, national origin, religion, gender, sexual orientation or disability as a basis for treating another in a negative manner.
- Inappropriate sexual behavior.
- Harassment, including bullying, which includes a sufficiently severe action or a persistent pervasive pattern of actions or statements directed at an identifiable individual or group which is intended to be, or which a reasonable person would perceive as, ridiculing or demeaning.
- Intimidation, defined as engaging in actions or statements that put an individual in fear of bodily harm.
- Hazing, which includes any intentional or reckless act directed against another for the purpose of initiation into, affiliating with or maintaining membership at any level of the organization.
- Selling, using, displaying or possessing obscene material.
- Possessing, smoking, selling, distributing or exchanging cigarettes, cigars, pipes or chewing smokeless tobacco. BBYO is a smoke-free organization.
- Possessing, consuming, selling or distributing alcoholic beverages or other illegal substances, or attending

a BBYO event under the influence of either. “Illegal substances” include, but are not limited to, inhalants, marijuana, cocaine, LSD, PCP, amphetamines, heroin, steroids, look-alike drugs and any substances commonly referred to as “designer drugs.”

- ▶ Inappropriate use or sharing prescriptions of over-the-counter drugs.
- ▶ Gambling.
- ▶ The purchase or use of fireworks.
- ▶ Indecent exposure, defined as exposure of the body in a lewd or indecent manner.
- ▶ Tattooing or piercing oneself or others or receiving tattoos or piercings, or other forms of self-modification.

**Engage in misconduct while at another chapter’s or region’s activity regardless of the location.** *Examples of such misconduct include, but are not limited to:*

- ▶ Conduct that is disorderly, insubordinate, disruptive, violent and/or endangers the safety, morals, health or welfare of themselves or others.
- ▶ Failing to clear all visits to chapter or regional programs other than your own with the local professional staff member prior to the visit.

**Engage in inappropriate communications.** *Examples of inappropriate communications include, but are not limited to:*

- ▶ Printing of lewd, vulgar or abusive language on

anything that represents BBYO, such as newspapers, releases and t-shirts.

- ▶ E-mail that does not adhere to the provisions above.
- ▶ Defaming any person or institution in any fashion via any communication.
- ▶ Failing to receive prior approval for anything printed for or about the organization from the staff of BBYO or its designee.
- ▶ Printing anything that could be considered copyright infringement, either by BBYO or an external brand.

All web sites associated with BBYO must adhere to all principles outlined in the Code of Conduct.

### **Alcohol and/or Drugs**

BBYO is a completely alcohol and drug free organization. No alcohol or drug use by members will be tolerated, and the following disciplinary action will take place:

- ▶ Parent(s) or legal guardian(s) shall be immediately informed and all parties must be notified in writing.
- ▶ Immediate removal from program.
- ▶ Immediate suspension of no less than 30 days.
- ▶ Immediate removal from all privileged duty, including elected office, at all levels of the organization.
- ▶ Second violation will result in immediate expulsion from the organization.

Some regions may have a stronger policy that super-

sedes this policy; however, no region may have less than what is stated here. Any penalty instituted at an International program will be required to be followed at the local level. In addition, the professional staff shall have the discretion to use his or her judgment in taking other appropriate steps to address issues raised by violators of this policy and to avoid future violations. For example, the professional staff may require counseling or attendance at educational programs before the suspended member may become eligible for reinstatement. The violator may also be required to plan a program for the BBYO community as part of the penalty.

### **Reporting Violations**

All members are expected to promptly report violations of the Code of Conduct to a BBYO staff member (professional, volunteer or designated chaperone). All BBYO staff authorized to impose disciplinary sanctions are expected to do so in a prompt, fair and lawful manner. BBYO staff that are not authorized to impose disciplinary sanctions are expected to promptly report violations of the Code of Conduct to their supervisor.

Any weapon, alcohol or illegal substance found shall be confiscated immediately, followed by notification to the parent or legal guardian of the member involved. The appropriate disciplinary sanction, if warranted, shall be imposed and may include permanent suspension and referral for prosecution. If referral is deemed appropriate, the professional staff or his or her designee will be the contact person.

In all cases of code violations, the staff must document the entire incident in writing within 48 hours of the violation and submit a copy to their supervisor.

## **Disciplinary Penalties, Procedures and Referrals**

Discipline is most effective when it deals directly with the problem at the time and place it occurs and in a manner that members view as fair and impartial. The professional staff that interacts directly with the members should be in charge of all disciplinary action in the region with an emphasis on the member's ability to grow in self-discipline.

As a general rule, discipline will be progressive. This means that a member's first violation will usually merit a lighter penalty. In cases involving violent behavior, alcohol or drugs, the International organizational guidelines will serve as a mandate.

### **Penalties**

Members who have violated the Code of Conduct may be subject to the following penalties, either alone or in combination. The professional staff member in charge is authorized to impose the penalty, consistent with a member's rights and the organization's objectives.

- 1.** Oral warning.
- 2.** Written warning to member.
- 3.** Written warning to parent(s) or guardian(s).
- 4.** Requirement to do community service.
- 5.** Removal from program or event.
- 6.** Suspension from future local, regional or International programs.
- 7.** Requirement to plan a program related to the code violated.

- 8.** Short-term suspension.
- 9.** Long-term suspension.
- 10.** Permanent removal from BBYO.

Members who are repeatedly significantly disruptive of the programming process or who repeatedly substantially interfere with the authority of the staff may be subject to penalties as seen fit by the professional staff. This may include immediate removal and suspension from the BBYO program.

Members who bring a weapon to, or possess a weapon at, a BBYO function will be subject to immediate removal and possible suspension of no less than 30 days. Parents/guardians and authorities will be immediately contacted.

Members who commit violent acts other than bringing a weapon to a program will be subject to immediate removal and possible suspension of no less than 30 days. Parents/guardians will be immediately notified of this behavior.

BBYO is a smoke-free organization. Any member in violation of this policy will be subject to penalty in accordance with the consequences above, which will be determined by the professional staff in charge of the program or event where the infraction occurs.

## **Definitions**

Keeping in mind that BBYO is a teen-led, staff-run organization, the following definitions apply throughout this Code:

**Disruptive Member /** any member who is substantially disruptive of the program process or who sub-

stantially interferes with the professional overseeing the program.

**Parent** / parent, guardian or person in parental relation to a member.

**BBYO Property** / in or within any building, structure, athletic playing field, parking lot or land that might be owned or used by the organization.

**BBYO Event** / any BBYO-sponsored event or activity, regardless of the location.

**Violent Member** / a member who:

- ▶ Attempts/commits an act of violence against a BBYO staff member/volunteer.
- ▶ Attempts/commits an act of violence while at a BBYO function against themselves, another member or any other person lawfully at the function.
- ▶ Possesses a weapon, an item of danger to oneself or others.
- ▶ Displays, while on BBYO property or at a BBYO function, what appears to be a weapon.
- ▶ Threatens to use a weapon.
- ▶ Intentionally damages or destroys the personal property of any staff member, member or the property being utilized at a BBYO function.
- ▶ Makes verbal threats to a staff member, volunteer, or member.

Through the adoption and implementation of this Code of Conduct, BBYO is committed to providing a safe environment for its members and all Jewish teens.

## **HaTikvah (“The Hope”)**

(Israel's National Anthem)

As long as the Jewish spirit is yearning  
deep in the heart,  
With eyes turned toward the East,  
looking toward Zion,  
  
Then our hope—  
the two-thousand-year-old hope—  
will not be lost:  
To be a free people in our land,  
The land of Zion and Jerusalem.

*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.*

כל עוד בלבב פנימה  
נפש יהודי הומיה,  
ולפאתי מזורה קדימה  
עין לציון צופיה—  
  
עוד לא אבדה תקوتנו,  
 התקווה בת שנות אלפיים,  
 להיות עם חופשי בארץנו  
 ארץ ציון וירושלים.

## **MENORAH PLEDGE**

**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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