



AZA Member's Manual / Inside Information

This copy belongs to:



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

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A MESSAGE FROM SAM BEBER, z"l FOUNDER OF AZA

To you just entering the portals of AZA we extend a whole-hearted welcome. You are now a member of an international order of young Jewish men who are banded together in a great youth movement.

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

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

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

A MESSAGE FROM LYNN SCHUSTERMAN

FOUNDING CHAIR, BBYO, INC. / 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, Inc., 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 nearly 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 250,000 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.



THE DIVISIONS OF BBYO

BBYO Connect

BBYO Connect is BBYO's program for middle school students, aimed at creating a seamless transition from Bar/Bat Mitzvah through high school. The mission of BBYO Connect is to create a community of Jewish 6th, 7th and

8th graders through social and meaningful experiences that will serve as a gateway to continued involvement in Jewish life. Originally created as Teen Connection in the 1980s, the program recruits young teenagers immediately after their Bar and Bat-Mitzvahs to ensure that these teens will continue to be involved in meaningful Jewish experiences before they choose which BBYO path they would like to pursue. Through this process, the word will spread about BBYO to families and other Jewish teens, which will ultimately lead to a dramatic growth in AZA and BBG membership. In 2010-2011, BBYO Connect reached the forefront of AZA's priorities as a necessary way to increase membership. BBYO Connect participants are not yet members of AZA and BBG, and therefore are not required to pay a membership fee.

BBYO Panim Institute

The BBYO Panim Institute offers high-quality content and experiences to Jewish institutions and teens, building on more than 20 years of experience. Originally founded in 1988 by Rabbi Sid Schwarz, the Panim Institute merged with BBYO in 2009, maintaining the purpose of igniting passion among the next generation of Jews to repair the world through activism, leadership and service. By providing relevant educational resources and curriculum, in depth immersive teen experiences and professional training for Jewish educators across North America, the BBYO Panim Institute is creating a community of teen activists ready to take on the challenges facing the Jewish people and the world. All programs are open to any Jewish teen regardless of AZA and BBG membership.

BBYO Passport

BBYO Passport is BBYO's global travel program that allows teens to choose from a vast menu of experiences taking them to five continents for a summer of exploration. The program provides a hands-on journey full of new experiences, new friendships, and a new way of looking at the world. All programs are open to BBYO members and non-members alike, and each program shares the same core elements – active touring, cross-cultural interactions, and meaningful Jewish experiences.

BBYO Friends and Alumni Network (FAN)

BBYO's Friends and Alumni Network (FAN) is a growing movement of networks in 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 AZA

Congratulations on joining the world's largest pluralistic Jewish teen movement! You are now a member of the Aleph Zadik Aleph. AZA is the male component of BBYO Inc., along with the B'nai B'rith Girls (BBG) for young women. You are part of an organization that began its service to Jewish teens in 1924 and continues today to the benefit of Jewish communities around the world.

Inside Information will serve as a guide and a resource for you throughout your membership in AZA. Its purpose is to familiarize you with AZA: its history, objectives, programs, initiatives, and traditions. This manual unlocks what unites every chapter of the Aleph Zadik Aleph worldwide. Your Aleph Moreh will be your guide as you become accustomed to the information contained within. The AZA Blue Book should serve as a reference and resource throughout your entire time in the Aleph Zadik Aleph.

The objectives of AZA were developed to give every young Jewish man a chance to grow and become a better person through participating in a program that teens share in planning. The Seven Cardinal Principles were laid out by our founding members in 1924 to define the ideals of the Aleph Zadik Aleph.

BBYO is a teen-led, worldwide movement that provides opportunities for Jewish teens to develop their leadership



potential as well as a positive Jewish identity. Teens participate in democratically functioning small groups, called chapters, under the guidance of adult volunteer advisors and professional staff.

Read these objectives and principles carefully, as they define the purpose of our order:

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

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

To provide Jewish teens with the opportunities to learn leadership skills and develop their leadership potential to their fullest capabilities.

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.

To help Jewish teens develop a commitment to the State of Israel and K'lal Yisrael (all of Israel).

To encourage the development of friendships with other Jewish teens.

To help Jewish teens become a life-long active member of the Jewish community.

THE SEVEN CARDINAL PRINCIPLES OF AZA

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

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

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

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

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

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

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

History & Structure

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HISTORY AND DEVELOPMENT OF THE ALEPH ZADIK ALEPH

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

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

It was with this intention that Beber called a meeting on May 3, 1924. On this day, in the home of Harry

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 AZA program into what it is today.

1923

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



Lapidus, the Grand Order of the Aleph Zadik Aleph came into existence. The original constitution and by-laws were drawn up, Mother Chapter AZA #1 was chartered, and a Supreme Advisory Council was established as the policy making body of the Order. Sam Beber became the Grand President of the Council and Nathan Mnookin became the Grand Vice President.

As a result of the hard work of this Council, the organization began to grow rapidly. Ninety-four

1924

Mnookin moves to Kansas City. Sam Beber becomes advisor and the International Order of the Aleph Zadik Aleph comes into being. First Supreme Advisory Council is created. First International Convention is held.

1925

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



members attended the first national convention in Omaha from July 4 to 6, 1924. These 94 members constituted $\frac{2}{3}$ of the total AZA membership, drawing from the first

four chapters in Omaha, NE; Kansas City, KS; Lincoln, NE; and Des Moines, IO. The brotherhood exhibited between members at this convention became the single-greatest driving force in the success of the Order.

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

By April 1925, there were seven chapters, all within 100 miles of Omaha. At this time, Sam Beber went to the B'nai B'rith National Convention to seek sponsorship of

1926

First national headquarters opens in Omaha, Nebraska. AZA becomes a truly International Organization with the founding of the first Canadian Chapter in Calgary, Alberta.

1927

First district tournaments are held. These feature competition in oratory, debate and basketball.

the Aleph Zadik Aleph. Henry Monsky (a future B'nai B'rith President) gave a stirring speech that swayed the body, and B'nai B'rith adopted AZA as its primary youth program. While membership in AZA was not restricted to those whose parents belonged to B'nai B'rith, many members of the Aleph Zadik Aleph went on to become leaders in B'nai B'rith.

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

1928

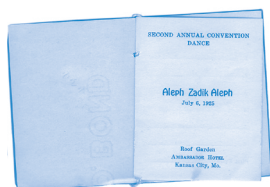
Dr. Boris D. Bogen presents his brilliant Five-Fold-and-Full program to the Supreme Advisory Council. AZA Shabbat, the first international simultaneous program is introduced. AZA Mother's Day introduced.

1931

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

By 1927, AZA had grown enormously. Twenty-three chapters were represented at the third annual convention, held in St. Paul, Minnesota. Shortly afterward, AZA became a truly international Order with the establishment of First International AZA #31 in Calgary, Alberta. This rapid expansion led to the development of more thorough programming guidelines within the chapters.

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



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

1932

First International Convention in Canada is held. Scholarship Loan Fund is founded.

1933

Tenth Anniversary of the Aleph Zadik Aleph. 100 AZA chapters within North America.

THROUGH THE DECADES

1920s / The first chapter of the Aleph Zadik Aleph 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. Dr. Boris D. Bogen introduced the Five-Fold Program in 1928, outlining the diverse program that would come to define AZA.



1930s / By the 10th anniversary of the Aleph Zadik Aleph, over one hundred chapters existed in North America. The first overseas chapter of AZA was founded in 1936 in Bulgaria, and chapters followed shortly after in England and in what was then Palestine. The first professional field staff members were hired to work

1935

A free, circulating library created. Lapidus Memorial Forest came into being. The minimum age requirement of an Aleph lowered to 15.

1936

Karmel Chapter formed in Bulgaria. This was the first chapter to exist outside of North America.



with AZA chapters around North America.

1940s / During World War II, the Aleph Zadik Aleph sold more than \$6 million in war bonds and committed countless human resources to the war effort. Over 10,000 Alephs in good standing at the time and alumni fought for the Allies in World War II with approximately 290 sacrificing their lives. Because the war pulled so many AZA members away from their home communities, the minimum age for membership was lowered to fourteen. The B'nai B'rith Girls (BBG) was officially established in 1944 and the B'nai B'rith Youth

1938

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

1939

Order raised \$3,091.50 for Lapidus Memorial Fund. Secrecy of rituals and password abolished. AZA instrumental in forming National Conference of Jewish Youth Groups.

Organization (BBYO) was born as the umbrella over both groups. The B'nai B'rith Youth Commission was established as BBYO's governing body.

1950s / Camp B'nai B'rith opened in Starlight, Pennsylvania, in 1954 and became home to AZA International Convention and other BBYO summer programs. Many of BBYO's International Programs were established during this time period, including the International Leadership Training Conference, Kallah, and the Israel Summer Institute.

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

1970s / The Aleph Zadik Aleph celebrated its Golden Anniversary in 1974. B'nai B'rith Beber Camp was opened in Mukwonago, Wisconsin, in 1977 and the first Chapter Leadership Training Conference was held there that summer. Camp B'nai B'rith in Pennsylvania was rededicated as Perlman Camp in honor of BBG's organizer, Anita Perlman.

1980s / BBYO's international presence increased with the establishment of chapters in France, Spain,

1940

Successful campaign to raise \$10,000 for Aleph Jerry Safur, infantile paralysis victim. First British chapter established in Leeds.

1942

AZA turned its efforts to an all-out "Help Win the War Campaign," with scrap drives, bond sales, and hospitality for service men. William Suckle first Grand Aleph Godol to be re-elected. AZA and B'nai B'rith Women cooperation inaugurated.

Switzerland, Holland, Germany, and Austria. At the same time, districts (which had previously encompassed several regions) were disbanded in North America. Teen Connection (now B'YO Connect) was also established during this time to involve middle school-aged Jewish youth. B'YO partnered with the March of the Living upon its establishment in 1988, sending the largest delegation on the first trip.

1990s / The Chapter Leadership Training Conference expanded significantly, becoming the foundation of the organization's training program. The Max F. Baer Spirit Gavel was established as an annual award to the most spirited region at International Convention. The International Leadership Seminar in Israel was established, and the AZAA Basketball Tournament was renewed after years of dormancy. 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

1943

Minimum age requirement for membership reduced to 14 years. International convention elections and motions voted on by mail. Over \$6,343,720 worth of bonds sold.

1944

B'nai B'rith officially recognized B'nai B'rith Girls and B'YO was born. Supreme Advisory Council becomes B'nai B'rith Youth Commission and is comprised of both men and women.

2002 and BBYO, Inc. 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.

While traditional summer programs such as CLTC, ILTC and Kallah continue to be offered, a new slate of Israel trips and community service programs grew extensively. In 2004, BBYO launched its international teen travel program, now called BBYO Passport, and restored its historical International Leadership Seminar in Israel (ILSI). The organization also created the BBYO Panim Institute, which offers premiere service learning opportunities open to members and non-members of BBYO. During this time, International Convention also left Camp Perlman for the first time in 50 years and convened at Camp Ramah Darom outside of Atlanta, GA in February 2006, and has been held in a different location every year since. Keeping with Aleph Zadik Aleph's mission to provide a meaningful experience to

1948

AZA recognizes State of Israel ahead of independence.

1949

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

1955

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

Jewish teens of all ages, BBYO's 6th-8th grade experience, now known as BBYO Connect, was reestablished in the 2007-2008 programming year. BBYO Connect positions BBYO as a 'rite of passage' for pre-high school teens, while promoting Jewish community involvement from pre-Bar/Bat Mitzvah through the high school years.

In recent years, BBYO and the Aleph Zadik Aleph 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 – BBYO's service, philanthropy, and advocacy campaign. 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.

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

1956

Israel Summer Institute established.

1961

Noar Lenoar, BBYO's first counterpart in Israel, founded.

1973

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

STRUCTURE OF THE ALEPH ZADIK ALEPH

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

AZA Begins with Members

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

AZA is Built on Pluralism

The Aleph Zadik Aleph has always been a movement that Jewish young men can join regardless of their levels of Jewish observance. It is the mission of AZA to create a united Jewish community that grows because it celebrates Judaism's differences. At conventions, programs, and summer experiences, Alephs are encouraged to learn more about the different Jewish customs

1974

AZA celebrates its Golden Anniversary. Fifty years of service to the Jewish community. Establishment of the International AZA Alumni Association. AZA and BBG members appointed to all B'nai B'rith Commissions.

1977

Chapter Leadership Training Conference established at B'nai B'rith Beber Camp. International Convention votes to disband the District level.

and rituals from other Alephs from around the world. AZA is very privileged to welcome many kinds of Judaism, but also many different kinds of Jews. AZA is open to Alephs regardless of race, socioeconomic status, or sexual orientation. This notion was affirmed by the “Stand UP for Each Other” campaign, an initiative that embraces the Cardinal Principle of fraternity within the context of inclusivity – creating a safe space for all Jewish teens in AZA.



1981

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

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

1983

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

Levels of AZA

Because there are thousands of Alephs around the world, it is necessary to break AZA down into smaller groups. The following structure has been developed over time to maximize each Aleph's opportunity for involvement.

Chapters / The smallest, most personal, and arguably most important group within AZA is the chapter. Each member of AZA 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 AZA. A chapter's small size allows for the development of strong bonds between the Alephs of the chapter. *The chapter is the most important level of AZA because it affects Alephs 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

1988

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

1989

Fifth Officer, Grand Aleph Shaliach added to the International Board.

regions in order to provide additional leadership opportunities and make communities of chapters more manageable. Councils exist to serve the chapters and to allow for interaction between chapters.

Regions / Chapters in a larger area are grouped into regions. They vary in size from one large city to several states or provinces. 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. Councils and regions represent all AZA 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.

1990

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

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

1993

Israel Leadership Summer Institute (ILSI) established.

TEEN LEADERSHIP

AZA is a teen-led fraternal order. Each chapter, council, region, and international program elects officers with different responsibilities to sustain the Order. Chapter officers serve six-month or full-year terms. On the council, region, and international levels, all officers serve for one year. The following are the major offices found in AZA chapters, though the order of offices varies in different areas:

Aleph Godol, President

- ▶ Leads his chapter
- ▶ Works with each board member to help accomplish their individual goals.
- ▶ Represents his chapter to his council/region
- ▶ Runs business meetings
- ▶ Makes sure the board is fulfilling their responsibilities
- ▶ Communicates with the chapter advisor
- ▶ Presides over chapter elections
- ▶ Is responsible for the well being of the chapter
- ▶ Keeps constant communication with the council/regional Aleph Godol

1994

The International basketball tournament of old revived under a new name, the AZAA (AZA Athletics). BBYO Cheras Forest is established outside of Jerusalem. International Spirit Award and Chapter of the Year awards established.

1995

The Aleph Zadik Aleph International Board vote to change the Five Folds to increase the folds' usefulness in the chapters. First Hungarian Leadership Institute established.



Aleph S'gan, Vice President of Programming

- ▶ Responsible for programming in all of the Five Folds
- ▶ Presides over committees for events
- ▶ Coordinates all chapter chairmanships
- ▶ Runs board meetings
- ▶ Keeps constant communication with the council/
regional S'ganim

Aleph Moreh, Vice President of Membership

- ▶ Coordinates chapter recruitment efforts
- ▶ Coordinates chapter retention and re-education efforts

2002

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

2004

Matthew Grossman appointed Executive Director of BBYO, Inc.

- ▶ Guides and directs members in the re-registration process
- ▶ Educates new members on AZA and BBYO traditions and history through AIT classes
- ▶ Responsible for keeping brotherhood strong in the chapter
- ▶ Keeps constant communication with the council/regional Morim

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

- ▶ Plans Judaic, community service and social action programming
- ▶ Works to promote the chapter's Stand UP cause through philanthropy, service and advocacy
- ▶ Plans all Shabbat services
- ▶ Educates chapter on Jewish customs and holidays
- ▶ Keeps constant communication with the council/regional Sh'lichim
- ▶ Serves as the chapter's advocate for the international Speak UP campaign

2005

Final International Convention at Camp Perlman takes place.

2006

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

2008

At International Convention, the My 2 Cents for Change campaign encouraged teen involvement in the 2008 Presidential election.

Aleph Mazkir, Secretary

- ▶ Communicates with the chapter through different mediums.
- ▶ Informs chapter members of upcoming events

Aleph Gizbor, 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 Gizborim

Aleph Sopher, Publicist

- ▶ Publishes chapter newsletter or newspaper
- ▶ Maintains chapter website

Aleph Shotare Godol, Sergeant-at-Arms

- ▶ Keeps meetings orderly and safe from intrusion

2009

BBYO's Stand UP Campaign was launched.

2010

At August International Executive's Conference, the "Speak UP for Israel" and "Stand UP for Each Other" campaigns launched; the Degrees of Programming were introduced; The International Service Fund was redefined for Globalization; the Global Ambassadors Network was created and the Coalition of Jewish Teen Leaders (CJTL) was motioned into action.

Aleph Shotare Kotone, Assistant Sergeant-at-Arms

- ▶ Assists the Aleph Shotare Godol in keeping meetings orderly and safe from intrusion

Aleph Kohen Godol, Parliamentarian

(the past Aleph Godol)

- ▶ Supports the Aleph Godol and board by offering advice and help

It is common for officers to be acknowledged by their elected office and the level of AZA on which they serve. The president of a chapter, for example, is called the Chapter



Aleph Godol, while the secretary of a region is called the Regional Aleph Mazkir. The international officers of AZA are referred to as the Grand Board, and thus the international president is the Grand Aleph Godol.

Note: The positions listed above are examples of organized leadership in AZA. However, throughout its history, AZA has empowered Alephs at all levels of involvement to make a difference within their chapters and regions. Many communities have other locally specific roles for Alephs.

STAFF

While AZA is a teen-led organization, adults play an important role, assisting in decision-making processes and helping to resolve any problems that might arise. Some staff members are paid professionals while others are volunteer advisors.

The adult with whom you will come in contact most often is your chapter advisor. He is a volunteer who gives of his time to help interpret BBYO policy as well as work with the elected leadership to guide the chapter. 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 serve as advisors to the regional/council board, supervise the chapter advisors, and help plan regional/council 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, an Aleph will likely encounter members of the International Office staff. These professionals are charged with setting and leading the strategic direction of

the organization. Members of the International Office staff have responsibilities ranging from managing the finances and operations to running our summer leadership programs to hiring and training our regional and council paid professional staff and serving as a liaison with our international teen executive boards. In addition, fundraising and FAN relations efforts are coordinated at this level.

Board of Directors

BBYO's transition to independence 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 Inc.'s Board of Directors, the governing body of the newly independent not-for-profit organization incorporated in Washington DC. Lynn began to feverishly recruit 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.

AZA Programming

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THE FIVE FOLDS

While the opportunity to socialize with other Jewish teens is a large component of AZA, the diversity of the programming is what makes the experience so unique. Activities at all levels are built around five programming areas, called folds. The five folds are athletic, community service/social action, education, Judaic, and social. These folds are often combined to create more dynamic programming.



Social

AZA chapters sponsor a wide variety of social programs, often with BBG chapters. While there is nothing wrong with simple social programming,

it is important to be creative and use the fold in the proper proportion and to combine this with other folds for effective programming.

Judaic

Judaic programs bring a unique, spiritual aspect to life in AZA, seeking to develop an understanding of, and appreciation for, the religion and culture of the Jewish people. Through programming in the Judaic fold, we not only learn about our denomination of Judaism, but also about the ones around us, and about the branches that other members practice. Also, creative Jewish programs incorporate the popular culture of today, as well as traditional Jewish rituals.

Athletic

Sports in AZA have always been vital to the building of brotherhood and fraternity. Many councils and regions throughout the order compete in several different sports. These sports consist of hockey, football, basketball, and softball. Not only do AZA chapters among the Order compete in sporting events, but also participate in games and athletic based programming.



Community Service/Social Action

In accordance with Jewish tradition, AZA emphasizes the values of *tikkun olam* (repairing the world) and *tzedakah* (charity). Community service can include, but is not limited to activities such as celebrating holidays with residents of a retirement home, organizing a recycling drive, volunteering in a soup kitchen or conducting a food or clothing drive for the underprivileged.

Social action involves mobilizing and educating members to address problems that exist in society. Issues can range from local ones to international issues dealing with Israel or other humanitarian relief issues. Social action requires a group to not only learn about these issues but to do something about them- e.g., meeting with Congressional leaders on an important issue. AZA encourages members to take an active role in the community around them.



Education

Through AZA, Alephs are challenged to learn about things beyond themselves and the borderlines of our Jewish faith. Through educational programming teens learn material that broaden our knowledge and give each individual Aleph a new understanding about the world around them. Education also entails teaching members the traditions of the Aleph Zadik Aleph.

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

Program Bank / Whether you want to share an incredible program or find the right one to run in your chapter, region or council, BBYO's Program Bank is your one-stop shop for programmatic ideas, resources and inspiration. (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 Shabbat. With Build a Prayer you can create and customize a Shabbat service in a fun and interactive way that is meaningful for you and your community; and then share it with your community. (www.buildaprayer.org)

CONVENTIONS & OTHER IMPORTANT DAYS

AIT/MIT (New Member Convention)

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

Kallah

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



Leadership Training Institute (LTI)

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

Council or Regional Conventions

Council or regional conventions serve different purposes in different areas. In some locations, conventions serve solely to bring the membership of the organization together for fun and meaningful weekends. In other places, convention bodies address the major business for the year and elect officers to the council or regional board.



Panim el Panim Seminars & Issue Summits

Hosted through the BBYO Panim Institute, Panim el Panim (peP) seminars and Issue Summits expose teens to the most pressing issues of today allowing them to take action through advocacy and direct lobbying of political figures.

International Convention (IC)

Each year, hundreds of AZA & BBG leaders, alumni, advisors, professional staff and top Jewish philanthropists from around the world convene on President's Day weekend in February as 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 & BBG's next international teen leadership. Opportunities to experience IC's host city, engage with the host community and build lifelong global friendships are constants of every IC.

J-Serve

J-Serve is the International Day of Jewish Youth Service. As 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.

Summer Experiences

BBYO offers an extremely large menu of Summer Experiences through which AZA 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. With a wide variety of different types of experiences, each of BBYO's summer programs will take you on a journey of a lifetime. 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 program for you.

CLTC

Chapter Leadership Training Conference (CLTC) is designed to teach teens essential leadership skills in a group dynamic. Developed from principles outlined in Stephen 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.

ILTC

International Leadership Training Conference (ILTC) is the premier domestic leadership development experience designed for current or aspiring AZA/BBG regional, council or international leaders. The program builds on the leadership skills and formats used at CLTC, and teaches them how to be effective leaders at BBYO events, at school, in extracurricular activities, and in their communities. Participants come from around the world.



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 community.

IMPACT Experiences

Summer of IMPACT programs are experiences by the BBYO Panim Institute. IMPACT programs offer a variety of travel options that will take you, and your leadership, to new heights. The two-to-three week trips take place in cities around the world, and while each program is unique to their locality, they all focus on creating a community of leaders by being actively engaged in advocacy and hands-on service. The Summer of IMPACT trips can all be paired with traditional BBYO summer travel programs for the summer of a lifetime.



BBYO Passport

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 more than 16 countries around the world, such as France, the United Kingdom, Austria, Costa Rica, Italy, Holland, and of course, Israel!



Ambassador Trips

BBYO has built a strong example with its Ambassador to Bulgaria experience, sending teens to explore one of the most unique Jewish communities in the world. BBYO's Global Ambassadors Network plans to expand the effort to build Ambassador trips to different communities, allowing teens to participate in service projects and build lasting friendships with Jewish teens of all backgrounds.

International Leadership Seminar Israel (ILSI)

A campus-based leadership program in Israel designed for BBYO members and select non-members. This program combines thoughtful learning with experiential touring for a unique enrichment opportunity in Israel. Unlike traditional Israel tours, ILSI is about connecting to Israel on a deeper level. Participants interact with a variety of different speakers, artists, religious figures, and people who have shaped – and continue to shape – Israel's future.

March of the Living

Join thousands of Jewish teens from around the world on a two-week life altering journey that 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 that past alive and to perpetuate our Jewish future.

Red-Letter Dates

Certain dates on the calendar hold special significance for the Aleph Zadik Aleph. 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.

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.

Week of May 3rd – Founder’s Day and Brotherhood Week / May 3rd marks the day that AZA came into existence as a Grand Order. Alephs throughout the world commemorate this day, as it serves to remind each member of his commitment to the organization’s principles and ideals. The week surrounding Founder’s Day focuses on the promotion of fraternity and a renewed sense of brotherhood.

Second Weekend of November – AZA and BBG Shabbat / This ritual is an opportunity to share the holiness of Shabbat with our brother Alephs. The tradition dates back to 1928 and is considered among the most sacred in the Order.

INITIATIVES

Stand UP

BBYO's Stand UP 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, Stand UP is a new understanding of the old practice of *tikkun olam* – repairing the world around us. By implementing their own campaigns at the local, regional and international level, teens gain invaluable experience in the areas of community service, philanthropy, and advocacy, cultivating important skills to become effective agents of change, and contributing members of the greater Jewish community. Alephs and B'nai B'rith Girls have united to combat hunger, cancer, homelessness, genocide, human rights, bullying and harassment, while rallying to support global Jewry, charitable foundations, public services and community agencies amidst a multitude of other communal priorities. BBYO's inaugural international campaign is "Stand UP For Each Other: A Campaign for Respect and Inclusion."

Speak UP for Israel: A Campaign for International Israel Education and Advocacy

AZA & 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 the Aleph Zadik Aleph in passing a motion recognizing the new Jewish State. The Speak UP for Israel campaign was established by the International AZA & BBG Executives

Body 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. The first objective is to utilize programming, travel experiences and other platforms to offer opportunities for teens to explore all facets of Israel – historical, cultural, spiritual, societal and more. The second objective is to empower teens to take political 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 and advocate 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 & Lynn Schusterman Family Foundation

Since 1936 with our first chapter beyond North America located in Bulgaria, BBYO has been a global organization. While the AZA, BBG and BBYO 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, while training generations of thousands of young Jewish leaders regardless of their geography. Since BBYO's independence in 2002, AZA & 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 today, BBYO has established communities in North America (the United States and Canada) as well as Argentina, Australia, Bulgaria, Curacao, France, Ireland, Israel, Latvia, 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 a global BBYO/JDC partnership community.

AWARDS

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

Pledge Principals Award

This award recognizes those certain Alephs and B'nai B'rith Girls who truly embody the Menorah Pledge and Seven Cardinal Principals. This prestigious award honors those Alephs and B'nai B'rith Girls who have dedicated so much of their time and energy into promoting the values of our organization.

Shield of David

The highest award for outstanding individual achievement and leadership in AZA is the Shield of David. Every Aleph is eligible for this award; however, you must apply before leaving AZA. The award is based on a point system that recognizes Alephs for holding leadership positions, serving on committees, participating in conventions, and other accomplishments.

Tree of Life

Any Aleph who has recruited six or more new members into the Aleph Zadik Aleph is eligible to receive the Tree of Life Award.

Henry Monksy All Around Chapter Award

This is the highest award an AZA chapter can receive and the achievement toward which all chapters should strive. It is awarded to those chapters that have shown strength in all areas of the Aleph Zadik Aleph. The award is presented to all qualifying chapters by the Grand Aleph Godol at International Convention.

Maurice Bisgyer All Around Chapter Award

Comparable to the Henry Monksy, the Maurice Bisgyer is awarded to exceptional co-ed BBYO chapters.

Sam Beber Distinguished Alumnus Award

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

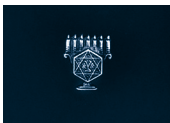
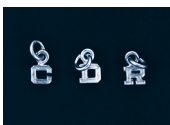
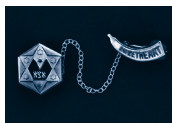
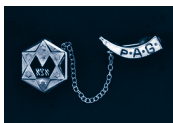
AZA/BBG Stand UP Mitzvah Club

The Stand UP Mitzvah Club recognizes those AZA, BBG, and BBYO chapters that have thriving, fully developed Stand UP campaigns. Deserving chapters will be engaged in activities that directly correspond with the three pillars of Stand UP: philanthropy, advocacy and community service with advocacy-oriented 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 the Aleph Zadik Aleph that are not included in this book. All applications for awards are available at local offices or on the BBYO website.

Pins

Every member is given a membership pin, and special pins are available for Godolim at all levels, and for those who qualify for the Shield of David or the Tree of Life award.



Rituals and Procedures

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RITUALS AND TRADITIONS

AZA Chapter Constitution

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

Parliamentary Procedure

All AZA 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 along at a steady pace. Though it might at times seem to cause confusion or frustration, parliamentary procedure helps facilitate an efficient business meeting.

Password

Our password for admittance into meetings is “Ami” – Hebrew for “my people.”

Handshake

Perhaps the most important ritual within AZA is our handshake. It consists of an ordinary handshake, with the index finger extended and resting against the pulse of your brother Aleph. The pressure of the index finger extended straight forward against the pulse is symbolic of the blood ties that bind Alephs. The pulse affects the beating of our hearts, and the hearts of all Alephs beat in fraternal kinship. The other three fingers em-

bracing the hand stand for the model of our order – “benevolence, brotherly love and harmony.” The thumb binding the hand stands for monotheism – the idea of one G-d, the great religious and philosophical contribution of the Jewish people.

Social Media

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

Opening Ceremony

The following ritual is used by every chapter, council, and region to open its business meetings.

Aleph Godol: (standing and giving one rap) The officers will take their stations and the chapter/council/region will come to order. (All, including Aleph Godol, are seated.) Aleph Shotare Godol.

Aleph Shotare Godol: (rises) Aleph Godol.

Aleph Godol: Are all present members of AZA, BBYO, or guests? (Aleph Shotare Godol and Aleph Shotare Katone circulate around the room and ascertain that all present are entitled to remain.

They then return to their stations.)

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

Aleph Godol: Aleph S'gan

Aleph S'gan: (rises) Aleph Godol.

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

Aleph S'gan: (goes to the Aleph Shotare

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

Aleph Godol, the chapter/council/region is safe from intrusion. (Aleph S'gan remains standing.)

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

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

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

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

(Aleph Mazkir is seated.)

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

Aleph Shotare Kotone: (Rises) Aleph Godol, I have the honor to present to the chapter/council/region the colors of our countries. (Shotare Kotane presents necessary colors).

Aleph Godol: Aleph Kohen Godol, you will lead us in prayer. (Aleph Godol stands and raps the gavel three times—all rise and cover their heads.)

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

comrades, worthy of the commendation of all good men.

Aleph Godol: I now declare _____, chapter/region number _____, of the Aleph Zadik Aleph of BBYO Inc., open for business. Aleph Shotare Godol, inform the Aleph Shotare Kotone. (Aleph Shotare Godol does so. Aleph Godol raps the gavel once and all are seated.)

Closing Ceremony

The following ritual is used by every chapter to conclude its business meetings.

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

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

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

Aleph Mazkir: (rises) Let us go forth into the world and show that the things Patriotism and Judaism stand for are the things we value most. Let us manifest in our lives kindly deeds, unselfishness, and a desire to serve.

Aleph Godol: Aleph Kohen Godol, you will lead us in prayer. (Raps gavel three times, all rise and cover their heads.)

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

All: Amen. (All remain standing.)

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

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

SONGS

Up You Men

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

Up you men And sing
to AZA

Time will pass And we'll
be on our way

As the years go by

There will be

Happiest of memories

(Ra Ra Ra)

Stand and then

We'll sing this song again

All you loyal men

Sing the praises of our

Order

Sing up you men of AZA

Brothers we'll be

As we share our cares

each day

Happy and free

Though the years go on

their way

Starting anew

Face to face with destiny

Hearts beating true

For the friends and loves

to be

So...(repeat first two stanzas)

Come And Join Us In Our Song

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

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

(Chorus)

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

(Chorus)

3. We have religious
activities and noted
speakers too. Helping

our community; a goal
which we pursue, brave
boys, a goal which we
pursue

(Chorus)

4. Our inter-chapter
tournaments have
taught us how to play
With friendliness and
sportsmanship and
always a fair way, brave
boys, and always a fair
way

(Chorus)

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

(Chorus)

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

(Chorus)

Stand Together

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

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

Men of AZA that's who
we are The Seven
Cardinal Principles have
brought us far Come and
join together in our song
The Aleph Zadik Aleph
will always be strong So
take a look around and
look inside We know
our destiny can't be
denied Forever with our
brothers, side by side
we'll STAND TOGETHER
(2x)

Tomorrow And Today

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

For tomorrow and today
We believe in the AZA
And with voices loud
We say we're proud Of
the A-Z-Aleph Zadik
Aleph We all know that
Jewish life Had its share
of trouble and strife So
we'll never cease
To work for peace In the
A-Z-Aleph Zadik Aleph
Brotherly Love and
Charity We cherish and
promote Harmony and
Democracy To these our
lives we'll devote AZA
we'll never stray
Jewish youth is on its
way And it all began With
the Beber plan For the
A-Z-Aleph Zadik Aleph

Sweetheart Song

We met one night
and soon the light of
love came in her eyes
Her lips divine once
pressed to mine, a kiss
that never dies Here's

to the Sweetheart of
AZA Here's to the girls
we will love someday
She's so charming, so
sweet and gay Here's to
you *(Sweetheart's name)*,
Sweetheart of AZA

This Is Our Order

(Tune: This Is My Country)

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

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

Five fold and full will be
for AZA Six fold and full
for BBG to say Harmony,
Benevolence, Fraternity
For all B'nai B'rith Youth
(repeat first stanza)

No Man Is An Island

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

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

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

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

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

This Is Our Movement

BBG's: My Brothers, my Alephs, where did you begin?

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

Alephs: My sister BBG's, why did you start?

BBG's: 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

(Repeat)

PAST GRAND ALEPH GODOLIM

- 1924-25 — Charles Shane, Des Moines, IA
1925-26 — Ambassador Philip M. Klutznick, Kansas City, MO
1926-27 — Jacob M. Fink, Lincoln, NE
1927-28 — Max N. Kroloff, Sioux City, IA
1928-29 — Rabbi Abraham D. Shavm, Kansas City, KS
1929-30 — Judge Joseph Karesh, Minneapolis, MN
1930-31 — Aaron Tollin, Chesteg, PA
1931-32 — Ad Fried, San Francisco, CA
1932-33 — Hyman Goodbinder, Omaha, NE
1933-34 — Dr. Harold Millel, Los Angeles, CA
1934-35 — Judge Irving Hill, Lincoln, NE
1935-36 — Harry Rothman, St. Louis, MO
1936-37 — Lowell Adelson, Oakland, CA
1937-38 — Rabbi Stanley Rabinowitz, Des Moines, IA
1938-39 — Jack L. Spitzer, Los Angeles, CA
1939-40 — Joseph Borenstein, Chicago, IL
1940-41 — Irving Kaler, Atlanta, GA
1941-43 — William V. Sucide, Philadelphia, PA
1943-44 — Edward A. Grause, Long Island, NY
1944-45 — Harold Rhein, Chicago, IL
1945-46 — Rabbi Arthur Gilbert, Philadelphia, PA
1946-47 — Earl Pollock, Sioux City, IA
1947-48 — Dr. Myron Teitelbaum, Lima, OH
1948-49 — Orrin Kabaker, Los Angeles, CA
1949-50 — Richard Brownstein, Portland, OR
1950-51 — Ronald M. Weiss, Houston, TX
1951-52 — Peter K. Rosedale, Providence, RI
1952-53 — Dr. Donald E. Newman, Los Angeles, CA
1953-54 — Steven Wasser, Schenectady, NY
1954-55 — Eliot Rothman, Pittsburgh, PA

- 1955-56** — Dr. Leon H. Ginsberg, San Antonio, TX
1956-57 — George Lefcoe, Miami, FL
1957-58 — Yale L. Rosenberg, Houston, TX
1958-59 — Stephen Blank, Pittsburgh, PA
1959-60 — Vlhiam A. Goldman, Akron, OH
1960-61 — M. Jerome Diamond, Memphis, TN
1961-62 — Rabbi Sheldon Zimmerman, Toronto, ON, CANADA
1962-63 — Seymour Schnitzer, Chicago, IL
1963-64 — Steven H. Morrison, Ekyin, IL
1964-65 — Richard D. Heideman, Detroit, MI
1965-66 — Larry A. Cohen, Oakland, CA
1966-67 — Daniel Brenner, Houston, TX
1967-68 — Edward A. Zelinsky, Omaha, NE
1968-69 — Arthur Schaeffer, Sierra Madre, CA
1969-70 — Jack Mintz, Edmonton, AB, CANADA
1970-71 — Paige Reffe, Culver City, CA
1971 -72 — Michael Dockterman, Rock Island, IL
1972-73 — Melvin Nasielski, Philadelphia, PA
1973-74 — Michael Lee, Culver City, CA
1974-75 — Bruce Zimmerman, Houston, TX
1975-76 — Joel Kaplan, Miami, FL
1976-77 — Jeb Brownstein, Portland, OR
1977-78 — Barry Machlin, Boston, MA
1978-79 — Mark Plotkin, Potomac, MD
1979-80 — Mark Kleinman, Dallas, TX
1980-81 — Michael Froman, San Francisco, CA
1981-82 — Brian Sureck, Dallas, TX
1982-83 — Adam Petrovsky, Phoenix, AZ
1983-84 — Dan Fields, Portland, OR
1984-85 — Howard Cohen, New Castle, PA
1985-86 — Jeffrey Acksman, Denver, CO
1986-87 — Brian T. Hafter, Mililbrae, CA

- 1987-88** — Marc N. Blattne, Longwood, FL
1988-89 — Brian I. Shcolnik, Glendale, AZ
1989-90 — Rabbi Daniel I. Moskovitz, Foster City, CA
1990-91 — Douglas A. Levy Dallas, TX
1991-92 — Jason M. Porth, Farmington Hills, MI
1992-93 — Scott H. Sternberg, Dayton, OH
1993-94 — Robert N. Samet, High Point, NC
1994-95 — Mark A. Naparstek, Boxboro, MA
1995-96 — Corey M. Stern, Mt. Sinai, NY
1996-97 — Pierce L. Landis, Atlanta, GA
1997-98 — Rabbi Daniel A. Septimus, Houston, TX
1998-99 — Richard M. Goldman, Plainview, NY
1999-00 — Andrew M. Loewenstein, Milwaukee, WI
2000-01 — Jason N. Benkendorf, St. Louis, MO
2001-02 — Joshua M. Garfinkel, Skokie, IL
2002-03 — Daniel Sacks, Vancouver, BC, CANADA
2003-04 — Robbie Sadow, Atlanta, GA
2004-05 — Stephen Glatter, Philadelphia, PA
2005-06 — Brandon Rattiner, Denver, CO
2006-07 — Jeremy Gelman, Denver, CO
2007-08 — Jason Wachs, Cleveland, OH
2008-09 — Evan Herron, Cherry Hill, NJ
2009-10 — Adam Bloom, Wilmington, DE
2010-11 — Jeremy Sherman, West Bloomfield, MI
2011-12 — Oz Fishman, Sunnyvale, CA

Note: To stay up to date on the travels of the Grand Aleph Godol, follow the International Teen Presidents' blog, Keeping PACE, at 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, national 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, advisors, and other visitors participating in BBYO programs, conventions/conclaves, or summer programs.

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 programs 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. Please carefully review the AZA and BBG social media guidelines available online.

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. All meat served will be kosher. Pork and shellfish will not be served under any circumstances. There will be no mixing of meat with milk products. Kosher meals will be provided if requested.
- ▶ 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 brief, 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 disruptive. Examples of disruptive conduct include but are not limited to:

- ▶ Regularly missing programs 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.

- ▶ Misuse of computer/electronic communication.

Engage in conduct that is insubordinate and/or disruptive.

Examples of insubordinate, disruptive conduct include but are not limited to:

- ▶ Failing to comply with the directions of professional staff, advisors and/or adult supervisors in charge of the program/event or otherwise demonstrating disrespect.
- ▶ Lateness for, 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 personal property owned by another member, staff, or facility, or rented by BBYO, including graffiti.

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 BBYO 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. Remember, 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 of prescription and over-the-counter drugs.

- ▶ Gambling.
- ▶ The purchase or use of fireworks.
- ▶ Indecent exposure, defined as exposure of the body in alewd or indecent manner.

Engage in misconduct while at another chapter's or region's activity regardless of the location:

- ▶ This includes conduct that is disorderly, insubordinate, disruptive, violent, and/or endangers the safety, morals, health, or welfare of themselves or others.
- ▶ All visits to chapter or regional programs other than your own must be cleared with the local professional staff member, prior to the visit.

Engage in inappropriate communications:

- ▶ Printing of lewd, vulgar, or abusive language on anything that represents BBYO, such as newspapers, releases, and t-shirts.
- ▶ E-mail must adhere to the provisions above.
- ▶ All communications must never defame any person or institution in any fashion.
- ▶ Anything printed for or about the organization must receive prior approval from the staff of BBYO or its designee.
- ▶ Chapters and regions will not print anything that could be considered copyright infringement.
- ▶ All web sites associated with BBYO must adhere to all principles outlined in the Code of Conduct.

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 who 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 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, al-

cohol, 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 parents or guardian.
- 4.** Required to do community service.
- 5.** Removal from program or event.
- 6.** Suspension from future local, regional, or international programs.
- 7.** Required 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 and 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 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 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.

Alcohol and/or Drugs

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

- ▶ Parents or legal guardian shall be immediately informed.

- ▶ Immediate removal from program.

- ▶ Immediate suspension of no less than 30 days.

Some regions may have a stronger policy that supersedes this policy; however, no region may have less than what is stated here.

- ▶ Immediate removal from all privileged duty, including elected office, at all levels of the organization.

- ▶ All parties **MUST** be notified in writing.

- ▶ 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 mem-

ber may become eligible for reinstatement. The violator may also be required to plan a program for the BBYO community as part of the penalty.

Second violation will result in immediate expulsion from the organization.

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 substantially interferes with the professional overseeing over 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 upon a BBYO staff member/volunteer.
- ▶ Attempts/commits an act of violence while at a BBYO function upon 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.

- ▶ 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
Ulf'a'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 מזרח קדימה
– עין לציון צופיה–

עוד לא אבדה תקותנו,
התקוה בת שנות אלפים,
להיות עם חפשי בארצנו
ארץ ציון וירושלים.

THE SEVEN CARDINAL PRINCIPLES OF AZA

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

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

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

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

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

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

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



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