

Accurate as of February 2012 – Up for Review and Updating through September 2012

## The Constitution of the Grand Order of the Aleph Zadik Aleph

חוקה של התנועה אצא

### PREAMBLE

The Aleph Zadik Aleph of BBYO Inc. is a Fraternity for Jewish Young Men with the following goals:

1. To help Jewish young men enhance their knowledge and appreciation of the Jewish religion and Jewish culture by discovering those aspects that are meaningful to them.
2. To provide Jewish young men with the opportunities to learn leadership skills and develop their leadership potential to their fullest capabilities. To create the next generation of Jewish male leaders and a powerful Jewish future.
3. To help Jewish young men recognize opportunities for service and encourage involvement in the Jewish and greater community.
4. To develop in Jewish young men an appreciation of the meaning and practice of Tzedakah both in the Jewish and greater community.
5. To help Jewish young men develop a commitment to the State of Israel.
6. To engage Jewish young men in support of our brothers and sisters in all corners of the earth – helping Jewish life to flourish around the world.
7. To create well-rounded, wholesome Jewish young men.
8. To encourage the development of friendships with other Jewish teens.
9. To offer more Jewish teens more meaningful Jewish experiences.
10. We, the Aleph Zadik Aleph, united in the common perpetuation of these ideals, do hereby ordain and establish this constitution.

### THE SEVEN CARDINAL PRINCIPLES

The Seven Cardinal Principles of the Aleph Zadik Aleph are designed to describe ideals that every Aleph should strive to uphold, both within and outside of AZA. They are our guide in living healthy, happy Jewish lives as members of a greater community. The Seven Cardinal Principles of the Aleph Zadik Aleph are as follows:

אהבת המולדת | Ahavat HaMoledet | **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.

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

כבוד זקנינו | K'vod Zekneinu | **Filial Love**

Ever to honor and love my parents; to be considerate of my elders and to respect age.

צדקה | Tzedakah | **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 creed.

הגדרת דגמה | Hagdarat Dugma | **Conduct**

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

טהרה | Tahara | **Purity**

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

אחווה | Achva | **Fraternity**

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

## **THE FIVE FOLDS**

The Aleph Zadik Aleph's programming revolves around five broad areas, known as folds. AZA, on all levels, plans programs within these folds and uses them as guidelines for evaluation and improvement of programming. The Five Folds of the Aleph Zadik Aleph are as follows:

### **Social**

Our commitment to providing an atmosphere that breeds life-long friendships within our community. Planning programs and events that offer the opportunity to enjoy being with teens like ourselves in the Jewish community.

### **Athletic**

Keeping our body active and mind sound through sports and other physical activity, remembering to display the best sportsmanship at every step of the way.

### **Judaic**

Demonstrating the importance of keeping the Jewish faith alive by instilling Jewish values and traditions into our programs.

### **Community Service/Social Action**

Using the power of youth to provide a better local, national, and international community for the future of the Jewish people and the world at large.

### **Educational**

Learning about our heritage, our community, our world, and what our obligations are to each of them. To fortify the next generation of Alephs rising in our ranks to be the strongest leaders of the Jewish world.

## **BBYO CORE VALUES**

BBYO, Inc. has core values that guide its programming and leadership. They are as follows:

1. BBYO offers safe and welcoming opportunities for learning and growth to all Jewish teens regardless of background, denominational affiliation or sexual orientation and socio-economic status.
2. BBYO encourages Jewish teens to find meaning in Judaism and to develop their own Jewish identities. Committed to a pluralistic experience, BBYO attempts to accommodate and provide a comfortable environment across the halachic (Jewish law) spectrum.
3. BBYO's international leadership model, AZA and BBG, prides itself on fun and meaningful teen- led programming, its responsibility to the global Jewish community, an unwavering commitment to the State of Israel, and its dedication to – repairing the world.
4. BBYO's stakeholders define the organization and are the stewards of its brand. They must act in a way that represents and celebrates BBYO's rich history and tradition.

## **ARTICLE I: NAME**

The body shall be known as the Grand Order of the Aleph Zadik Aleph of BBYO Inc.

## **ARTICLE II: GOVERNANCE**

There shall be an adult governing board (BBYO's International Board of Directors) that assists and oversees the Grand Order of the Aleph Zadik Aleph. This body, which includes the Grand Aleph Godol, represents the AZA membership and staff.

## **ARTICLE III: STRUCTURE**

### **Section I. Chapters**

AZA consists of democratically functioning units called chapters. With the support of adult advisors, chapters are led by elected youth leaders and strive to provide a safe environment in which all members can socialize and enrich themselves. They also challenge young men to lead, be led, and to make a difference.

### **Section II. Councils**

All chapters in a certain geographic area may be recognized as a council. Councils, led by elected youth leaders and aided by members of the BBYO professional staff, exist to guide the chapters of which they are comprised and to coordinate the efforts of the various chapters.

### **Section III. Regions**

All chapters in a certain geographic area shall be recognized as a region. Regions, led by elected youth leaders and aided by members of the BBYO professional staff, exist to guide the chapters of which they are comprised and to coordinate the efforts of the various chapters.

Some regions have no executive boards and are, instead, led by a Regional Coordinating Committee composed of the Godolim of the included councils. In these regions, called council-predominant regions, the councils may serve many of the functions that the region serves in other parts of the Order.

### **Section IV. Grand Order**

The international level of BBYO is made up of every chapter, council, and region across the world and encompasses every member. Because it is all encompassing, the Grand Order is the broadest

level of AZA. It is led by the Grand Board of the Aleph Zadik Aleph, which is overseen and supported by the Grand Aleph Godol.

## **ARTICLE IV: MEMBERSHIP**

### **Section I. Eligibility**

All Jewish young men are eligible for membership in the Aleph Zadik Aleph beginning on January 1st of their eighth grade year and ending the summer following their completion of high school. Graduated seniors are eligible for select BBYO summer experiences during the immediate summer following their graduation.

### **Section II. Obligations and Privileges of Membership**

1. To be recognized as a member, one must pay membership dues as determined by the youth and adult leadership of BBYO.
2. A membership pin and the AZA Inside Information handbook shall be issued to each new member by the International Office.
3. All members upon their registration are required to sign BBYO's Drug and Alcohol Policy when they register for AZA membership.
4. All members in good standing of AZA shall be called, and will hereafter be referred to as, Alephs.

## **ARTICLE V: CHAPTERS**

### **Section I. Definition of a Chapter**

The chapter is the smallest, most specialized, most direct, and most focused group that exists in AZA. Every member of AZA belongs to a specific chapter. Chapters are democratic in nature and are guided by an elected board and a volunteer advisor and are aided by the BBYO Professional Staff. Chapters function to conduct programs for their members within the framework of the Five Folds and the Seven Cardinal Principles.

### **Section II. Definition of a Charter**

A charter exists in the Aleph Zadik Aleph to authorize the creation of local chapters by the International Executive Director of BBYO upon request. A charter officially recognizes the existence of the chapter and grants that chapter an identifying number.

### **Section III. Petitioning for a Charter**

1. To petition for a charter, a group must have at least 12 Jewish boys of high school age. They will then have reached the first benchmark, being granted a temporary charter.
2. Following the acquisition of a temporary charter, the Aleph Godol, Regional BBYO Professional Staff, Regional Aleph Godol, and Advisor of the chapter will set certain benchmarks for reaching full charter. Some sample benchmarks include but are not limited to:
  - a. Membership
  - b. Program Frequency
  - c. Participation in International Initiatives
  - d. Behavior
3. Groups with fewer members than specified must have the special approval of the Grand Aleph Godol and/or their Regional Professional Staff

## **ARTICLE VI: FEES, DUES, AND ASSESSMENTS**

### **Section I. Membership Dues**

All Alephs shall pay annual membership or a one-time 4-year membership payment as determined by the governing board of the Aleph Zadik Aleph.

### **Section II. Mid-Year Reports**

A Mid-Year Report of the State of the Regions/Councils will be collected at every February Executives Conference facilitated by the Grand Board.

## **ARTICLE VII: BBYO Connect**

### **Section I. Background and Purpose**

BBYO Connect is a program for 6th, 7th, and 8th graders, led by Alephs and B'nai B'rith Girls. The mission of BBYO Connect is to engage Jewish middle school students in programming consisting of Judaic, Service, and Social events before they are eligible to join AZA or BBG.

### **Section II. Leadership**

Alephs and B'nai B'rith Girls, in partnership with professional staff will plan, promote, attend, and/or follow-up on these programs, meant to occur every two weeks. These programs serve as the principal effort AZA & BBG have taken on in engaging young Jewish teens in their communities.

## **ARTICLE VIII: Stand UP**

### **Section I. Background and Purpose**

AZA's Stand UP initiative empowers Jewish young men 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 AZA 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 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.

### **Section II. Stand UP Week**

Every April, AZA communities unite for an Order-wide celebration and demonstration of service, philanthropy, and advocacy through two key consecutive events: Stand UP Week and J-Serve. During Stand UP week, Alephs rally to advocate and raise money for a community need. Then, to culminate the weeks' momentum, Alephs participate in a large-scale community service project addressing that same cause, as part of J-Serve, the Global Day of Jewish Teen Service

## **ARTICLE IX: BBYO'S GLOBAL PRESENCE**

The existence of Overseas BBYO communities is made possible due to BBYO Inc.'s partnership with the American Joint Distribution Committee (JDC). There are JDC-BBYO Fellows who are BBYO Alumni and college graduates who travel to different countries to build and strengthen Jewish communities. These JDC-BBYO Fellows work with the Global Ambassadors Network and the International Mazkirim to foster a connection between North American BBYO teens and International BBYO teens. Some international BBYO communities have a similar structure to BBYO North America while others are partner organizations that share similar values. In addition, the overseas teens have the opportunity to attend BBYO's International Convention and Summer Experiences. The fund that provides scholarship to allow for these experiences is the International Service Fund (ISF).

## **ARTICLE X: AZA'S OBLIGATION TO THE STATE OF ISRAEL**

AZA has been a part of the 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 and 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 is to utilize programming, travel experiences, and other platforms to offer opportunities for Alephs to explore all facets of Israel—historical, cultural, spiritual, societal, and more. The second objective is to empower Alephs 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.

## **ARTICLE XI: THE INTERNATIONAL SERVICE FUND (ISF)**

ISF, also known as the International Service Fund, is the fund that directly allows international

members to attend International Convention and Summer Experiences. Due to the costs of international travel, this fund provides as the only way to ensure the continuity and constant progression of global BBYO communities. This fund also serves to provide international Alephs and BBGs the opportunity to have a safe environment to practice and explore Judaism. The fundraising for ISF includes but is not limited to regions pledging yearly an amount that they plan to give to the fund.

**Note:** ISF is not an emergency service fund nor is it a "tax" when members sign up for BBYO. All funds raised are voluntary.

## **ARTICLE XII: INTERNATIONAL CONVENTION Section I. Time and Place**

The International Convention of the Aleph Zadik Aleph shall be held annually at such time as determined by the Grand Board and the International Professional Staff.

### **Section II. Purpose**

International Convention shall be the place where international business is conducted, where international elections take place, and where the State of the Order is delivered, and the movement is celebrated and energized.

### **Section III. Organization and Planning**

The Grand Aleph S'gan shall coordinate International Convention with the assistance of an appointed steering committee as the Grand Aleph S.gan, Grand Aleph Godol, and International Convention Director see fit.

### **Section IV. Voting**

The allocation for votes at International Convention will go as followed:

Membership from 0-39 will receive 2 votes (the minimum)

Membership from 30-79 will receive 3 votes

Every 80 member from 80 above will receive an additional vote

There is no cap on the maximum number of votes

Regions & Councils will be treated as separate entities when dealing with voting

A region or council must have the minimum number of delegates present at International Convention in order to use all allotted votes

## **ARTICLE XIII: INTERNATIONAL EXECUTIVE BOARD**

### **Section I. Name**

The International Order of the Aleph Zadik Aleph shall have the following elected officers: Grand Aleph Godol, Grand Aleph S'gan, Grand Aleph Moreh, Grand Aleph Mazkir, Grand Aleph Shaliach, and Grand Aleph Kohen Godol (past Grand Aleph Godol).

### **Section II. Duties of Grand Board Members**

A. The Grand Aleph Godol shall serve as the President of the Aleph Zadik Aleph. He shall preside at all sessions of the International Convention and Executive Body meetings. He shall coordinate the efforts of the International Officers, and shall appoint chairmen and committees as necessary to carry out the decisions of the International AZA Convention. The Grand Aleph Godol shall communicate with all Council, and Regional Aleph Godolim. He shall serve on the Board of Directors of BBYO Inc., and the B'nai B'rith International Board of Governors. The Grand Aleph Godol shall visit Regions, Councils, and chapters for the purpose of guidance and oversight. He shall foster alumni development and maintain contact with past Grand Aleph Godolim. He shall act as the liaison between BBYO globally, AZA and BBG, and between the youth leadership and staff. He shall be the official representative and voice of the Grand Order of the Aleph Zadik Aleph.

- B. The Grand Aleph S'gan shall serve as the Programming Vice-President of the Aleph Zadik Aleph. He shall assume all duties of the Grand Aleph Godol in that Aleph's absence. He shall assist in implementing the decisions of the International Convention. He shall coordinate the International Convention and shall be a member of the Executive Committee. The Grand Aleph S'gan shall coordinate the States Ceremonies of the Aleph Zadik Aleph. He shall be responsible for the publicity and implementation of Five Fold programming, as well as all AZA international simultaneous programs and maintaining the Program Bank online. He shall act as a program resource for all levels of AZA and shall disseminate useful programming resources. The Grand Aleph S'gan shall communicate with all Council and Regional Aleph S'ganim. He shall promote International Contests and AZA Athletics on all levels.
- C. The Grand Aleph Moreh shall serve as the Membership Vice-President of the Aleph Zadik Aleph. He shall coordinate all AZA membership recruitment, retention and education efforts. The Grand Aleph Moreh shall promote and serve as a youth coordinator for the Chapter Leadership Training Conference (CLTC), and shall oversee the work of all CLTC Auxiliary Coordinators. He shall communicate with all Council and Regional Aleph Morim. The Grand Aleph Moreh shall be a member of the Executive Committee. The Grand Aleph Moreh shall promote the Tree of Life Award for membership recruitment, the BBYO Connect program and the Big Brother-Little Brother Program. The Grand Aleph Moreh shall disseminate information and act as a resource for information on membership and AIT Training. He shall work to teach and emphasize tradition in AZA.
- D. The Grand Aleph Mazkir shall serve as the Secretary-Treasurer of the Aleph Zadik Aleph. He shall record the minutes of International Convention and Executive Committee Meetings. He shall be a member of the Executive Committee. The Grand Aleph Mazkir shall oversee and coordinate all Regional, Council, and chapter fundraising drives, pertaining to the International Service Fund (ISF). He shall disseminate information and shall act as a resource for information regarding ISF. The Grand Aleph Mazkir shall stress effective communication between all levels of the Order. He shall promote and act as the youth coordinator for the International Leadership Training Conference (ILTC). The Grand Aleph Mazkir shall update the various ISF publications as necessary, and shall update the AZA International Constitution immediately following International Convention. He shall communicate with all Council and Regional Aleph Mazkirim, Gizborim, and Sopherim and shall be responsible for working with overseas leaders to enhance their relationship with North America BBYO and to promote internationalization. The Grand Aleph Mazkir shall promote and coordinate all Bridge the Gap programs.
- E. The Grand Aleph Shaliach shall serve as the Community Service/Social Action and Judaic Vice-President of the Aleph Zadik Aleph. He shall disseminate information regarding opportunities for community service and social action involvement. The Grand Aleph Shaliach shall communicate with all Council and Regional Aleph Sh'lichim. He shall be a member of the Executive Committee. The Grand Aleph Shaliach shall promote and act as the youth coordinator for the International Leadership Kallah. He shall promote the International Leadership Study in Israel program, Israel education, and awareness of the current affairs concerning the State of Israel. He shall promote Jewish heritage to the Order and shall promote participation in International AZA Shabbat.

### **Section III. Eligibility for Grand Board**

To run for Grand Board, one must be a member in good standing and present at International

Convention.

#### **Section IV. Installation and Term of Office for Grand Board**

The installation of International Officers shall take place each year at the August Executives Conference. Each officer shall be elected for a term of one year and shall serve until his successor is installed at the following convention.

### **ARTICLE XIV: INTERNATIONAL CHAIRMEN AND COMMITTEES**

#### **Section I. International Chairmen**

The Grand Aleph Godol shall appoint International Chairmen as he sees fit.

#### **Section II. The International Executive Body**

1. The International Executive Body shall consist of the Grand Aleph Godol, Grand Aleph S'gan, Grand Aleph Moreh, Grand Aleph Mazkir, Grand Aleph Shaliach, Grand Aleph Kohen Godol, all Regional Aleph Godolim, all Council Aleph Godolim of Council Predominant Regions, and when possible, National Presidents of BBYO regions outside North America and Jewish communities youth movements.
2. The Executive Committee shall meet twice annually to complete any business tabled at International Convention and to fulfill the responsibilities assigned to it.
3. The Executive Committee shall have the following as its yearly responsibilities and powers: serve as an international advisory congress for the Orders, initiate and implement international initiatives and campaigns, selection of AZA International Contest topics, selection of the AZA Shabbat discussion topic, and selection of the Sam Beber AZA Distinguished Alumnus with approval of the International Executive Director. In conjunction with its BBG counterpart body, the Executive Body shall select the BBYO Memorial Grove honoree(s).
4. The International Executive Body will also vote on the priorities of the AZA & BBG Teen Leadership for the following year at the February Executives Conference , also known as "The Teen Priorities."

#### **Section III. International Committees**

The Grand Aleph Godol shall establish International Committees as he sees fit.

#### **Section IV. International Program Coordinators**

The Grand Aleph Godol shall appoint International Program Coordinators as he sees fit.

### **ARTICLE XV: INTERNATIONAL PROGRAMS AND PROGRAMMING THRUSTS Section I. Programs**

The Aleph Zadik Aleph administers the following annual summer leadership programs: Chapter Leadership Training Conference, International Leadership Training Conference, and International Kallah.

1. The Aleph Zadik Aleph administers the following annual international and Israel summer Programs: International Leadership Study in Israel, the Ambassadors to Bulgaria Mission Trip, and BBYO Passport opportunities
1. The Aleph Zadik Aleph administers a March of the Living trip every year.
2. The AZA International Convention held every year shall revolve around the 3rd weekend in February.
3. The Aleph Zadik Aleph will administer a number of Jewish service-learning programs throughout the summer, known as the Summer of Impact, including, but not limited to: Impact BOSTON, Impact DC, and Impact CHICAGO through the BBYO Panim Institute.

#### **Section II. International Simultaneous Programs**

1. The Aleph Zadik Aleph recognizes and promotes participation in the following annual



International Simultaneous Programs in May: International Brotherhood Week, and Founder's Day. AZA Shabbat will be celebrated in November every year. J-Serve will be held every April as a culmination of Stand UP Week.

2. The Aleph Zadik Aleph recognizes and promotes programming in recognition of all Jewish and Israeli national holidays.

### **Section III. Programming Thrusts**

The International Order of the Aleph Zadik Aleph recognizes the following programming thrusts in each of the following months:

March: Advisor Appreciation Month

November: Senior Appreciation Month and AZA Shabbat

December: Drug and Alcohol Awareness Month

## **ARTICLE XVI: INTERNATIONAL AWARDS AND CONTESTS**

### **Section I. International Awards**

1. The Aleph Zadik Aleph annually grants the Henry Monsky All-Around Chapter Award to deserving chapters that apply and are selected. This award, the highest honor an AZA chapter can achieve, is presented at International Convention.
2. The Aleph Zadik Aleph, in conjunction with the B'nai B'rith Girls, annually grants the Maurice Bisgyer Award to deserving BBYO chapters that apply and are selected. This award, the highest honor a BBYO chapter can achieve, is presented at International Convention.
3. The Aleph Zadik Aleph annually grants the Perlman Stand UP Award to Alephs who actively participate in their chapter's community service programs and excel in independent community service work in their local community. Alephs must have completed at least 50 total hours of community service while in AZA to be eligible, and an application must be submitted. Recipients are recognized at International Convention.
4. The Aleph Zadik Aleph annually grants the Tree of Life Recruitment Award to Alephs who have recruited six members into AZA in a given programming year. An application must be submitted and recipients are recognized at International Convention. This award can only be received once by any Aleph.
1. The Aleph Zadik Aleph awards the Shield of David Awards to Alephs in order to honor and recognize their participation in AZA activities. The award is based upon a comprehensive point system that recognizes various levels of participation in all levels of AZA. The Shield of David is awarded in two degrees: The Bronze Shield of David requires the attainment of two hundred points based upon the awards point system and the Silver Shield of David is awarded when an applicant achieves four hundred points based upon the awards point system. An application must be submitted.
2. The Aleph Zadik Aleph annually grants the Genesis Award to all regions that have added a new chapter during the program year. This award is presented at International Convention.
3. The Aleph Zadik Aleph annually grants the Max F. Baer Memorial Spirit Gavel at International Convention to the one region that most demonstrates exceptional spirit along with a true sense of fraternity and devotion to the principles of AZA.
4. The Aleph Zadik Aleph recognizes chapters that have donated significant amounts to the International Service Fund annually at International Convention by declaring them as members of various International Service Fund Clubs. The International Service Fund Clubs exist in the following amounts: \$100, \$250, \$500, \$750, \$1,000, \$1,500, \$2,000, \$2,500, and \$3,000.

## **Section II. Special Awards**

The Aleph Zadik Aleph shall annually award the Sam Beber Distinguished Alumnus Award to an AZA alumnus who has distinguished himself in his professional life and by his contributions to the Jewish people. The Distinguished Alumnus is selected by the International Executive Committee, subject to the approval of the International Director.

## **Section III. International Contests**

The International Executive Committee shall select International Contest topics annually, recommended for use by all chapters, councils, and regions across AZA. The Contests for which topics are selected are the Oratory and Storytelling contests.

## **Section IV. Recipient Selection**

Various awards are decided in different manners, but no award selection process shall exclude youth involvement through the Grand Aleph Godol or his designee.

## **ARTICLE XVII: AMENDMENTS**

The constitution of the Grand Order of the Aleph Zadik Aleph of BBYO Inc. may be amended at any International Convention or International Executives Conference of the Aleph Zadik Aleph by a two-thirds vote of the delegates attending the Convention, and all amendments are subject to the approval of the AZA governing board. This will always be the last article of the constitution of the Grand Order of the Aleph Zadik Aleph of BBYO Inc. and, regardless of any newly created and numbered articles; this article will remain in the same form and shall only change in article number so that its number will remain the last article number appearing in the AZA Constitution.