



BBYO ANNUAL REPORT: 2017–2018 (FY18)

# TOGETHER WE WILL



Dear Friends,

BBYO plays an important role in the lives of teens by helping them navigate the challenges and triumphs of their adolescent years. We create environments where they feel a sense of safety and connectivity as they seek to interpret the events taking place around them. With natural disasters and school violence making the headlines this year, we were proud to provide both a place for community and a platform for action. As always, the resiliency and optimism of our teens carried the day as we rallied around this year's theme – Together We Will.

Following the floods in Texas and Florida, teens flocked to BBYO — we waived fees and engaged in service projects to help communities connect and rebuild. System-wide, membership was up an astounding 7.7% with these two communities showing growth in membership, convention participation and IC registration thanks to generous scholarships available at a time when families were most in need. Thousands of BBYO teens participated in March for Our Lives events, including a pre-march Shabbat dinner and meet-up in Washington, DC. And since the shooting in Parkland, which occurred the day before the start of BBYO's International Convention in Orlando, Jewish teens across the world are leading activities to promote safety in schools, a noble cause indeed.

The strength of BBYO's movement is not only reflected in the actions of our members, but in the breadth of our reach. BBYO partnerships and programming have come to life in 42 communities outside of North America, from Barcelona, Spain, to Shanghai, China, providing teens across the globe with the opportunity to travel together, plan programs together, and connect with each other. More than ever, these moments of connection are inspired by Jewish learning, curiosity about Israel and a commitment to leadership.

Together we will and together we did. As always, we are grateful to BBYO's many financial supporters, institutional partners, understanding parents and passionate alumni.

Sincerely,



Matthew Grossman  
Chief Executive Officer



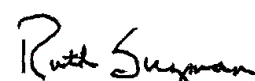
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# BBYO IS ON A MISSION TO PROVIDE MORE JEWISH TEENS MORE MEANINGFUL JEWISH EXPERIENCES.

BBYO is a global, pluralistic youth movement focused on developing the character and confidence of Jewish high school students through leadership building capabilities and values-based experiences. With a total reach of **76,500 Jewish teens** and a network of **600+ chapters** across **44 countries**, BBYO serves as the Jewish community's largest and most valuable platform for engaging teens, and delivering fun, meaningful, and affordable experiences that inspire a lasting connection to the Jewish people.





# HOW BBYO ENGAGES JEWISH TEENS

BBYO is every day, for every teen, everywhere. With year-round programming, teens create and deepen friendships with Jewish peers while shaping who they are as leaders. Here is a look at how it's done.



## MEMBERSHIP (AZA & BBG)

**30,500 MEMBERS AROUND THE WORLD**

BBYO is a member-first, teen-led organization—programming, experiences, and recruitment are all led by teens.

## CHAPTER PROGRAMMING

**600+ CHAPTERS IN 44 COUNTRIES**

Teen experiences begin in their chapters with weekly or monthly programs, planned and led by their peers in local communities.

## MOVEMENT INITIATIVES

**27,600 PARTICIPANTS IN MOVEMENT-WIDE EVENTS**

Simultaneous programs occur throughout the Movement during the school year, connecting teens through tikkun olam, community service, Shabbat, and social events they can only find at BBYO.

## CONVENTIONS & RETREATS

**10,600 CONVENTION ATTENDEES**

Weekend retreats bring together teens from multiple communities to lead, learn and celebrate Shabbat, as well as build camaraderie beyond their home chapter.

## SUMMER EXPERIENCES

**2,100 TEEN PARTICIPANTS  
674 TRAVELERS TO ISRAEL**

Programs at summer camps, college campuses, and in countries around the world, encourage teens to explore, develop as leaders and connect with their Jewish peers.

## BBYO THROUGHOUT THE YEAR

# A RECORD-BREAKING YEAR

In its 93<sup>rd</sup> year, BBYO welcomed, engaged, and inspired teens in more countries than ever before. From International Convention (IC) to Global Shabbat to March for Our Lives, BBYO teens had their most vibrant year.

## AZA & BBG MEMBERSHIP

- **30,543** Aleph Zadik Alephs (AZA) and B'nai B'rith Girls (BBG)
- For the first time in recent history, all BBYO members in North America and **42** countries around the world were counted as one teen body—making the teen-led movement a truly global community.

## NEW COMMUNITIES

- **14** new communities, **5** new countries
- Teens were proud to welcome new BBYO communities in Barcelona, Spain; Bogota, Columbia; Mexico City, Mexico; Shanghai, China; and Vancouver, Canada to the International Order.

## REGIONAL CONVENTIONS

- **145** conventions took place around the world
- Teens came together for weekend-long retreats with peers in their region, building bonds across communities, strengthening chapters, and exploring their connection to Judaism.

## INTERNATIONAL LEADERSHIP NETWORK (ILN)

- **425** appointed and **527** elected local teen leaders
- The ILN is an opportunity for BBYO members from every community to raise their hand and help build the Movement and across nine program areas. The 2017-2018 ILN network was the largest to date.





# BBYO IS HEATING UP

Summer sometimes feels like the shortest part of the year, but participants in BBYO's Summer 2017 programs developed friendships, gained new leadership skills, and created memories that will last a lifetime.

*"My BBYO Summer Experience has opened my eyes to the true power of our global movement, and to the bright future that lies in store for the Jewish people with Alephs and BBGs leading the way."*

—Sam S., BBYO North Texas Oklahoma (NTO) Region

## BBYO SUMMER 2017 LEADERSHIP PROGRAMS BY THE NUMBERS

647

teens enhanced their leadership skills and became stewards of their local chapters during Chapter Leadership Training Conference (CLTC)

261

teens explored their Jewish identity and immersed themselves in Jewish learning at a SOLD-OUT International Kallah

228

teens embraced being a part of the BBYO Movement and discovered how they can help shape it during International Leadership Training Conference (ILTC)

92

teens learned about and explored Israel during International Leadership Seminar in Israel (ILSI)



674

TEENS TRAVELED TO ISRAEL  
WITH BBYO THIS YEAR



## AN HISTORIC AUGUST EXECUTIVES CONFERENCE

During International August Executives Conference, international delegates and global staff joined their North American peers for the first time, representing **150 attendees** from **21 countries** around the world. During the conference, teen leaders proudly passed a resolution confirming BBYO's immovable stance that hatred toward any people has no place in the BBYO community, and that all Alephs and B'nai B'rith Girls have a responsibility to stand up firmly against intolerance and bigotry wherever it may be.



# FALLING IN LOVE WITH BBYO



During BBYO's first-ever Fall Fest, a month-long initiative featuring unique events and experiences created for teens and by teens, thousands of participants connected with their peers as they experienced the best of what each community has to offer. Fall Fest featured events such as exclusive movie premieres, private dining experiences, charity rides for teen-selected causes, and behind-the-scenes access to sporting events and concerts—events that could only be accessed through BBYO.

## THE REGIONAL EXPERIENCE

BBGs in BBYO's **Great Midwest Region (GMR)** hosted a unique Fall Fest on the 99<sup>th</sup> floor of the Willis Tower in Chicago (the tallest building in Chicago!). They invited all Chicago-area girls in 8<sup>th</sup>–12<sup>th</sup> grades, to a yoga class with a breathtaking view of the city's skyline—the ultimate way to relax at the beginning of the school year.

## TEEN AMBASSADORS EXPLORE UKRAINE

For the first time ever, a delegation of 14 BBYO teens attended a sold-out Active Jewish Teens International Conference in Kharkov, Ukraine during fall 2017, as part of JDC and BBYO's global partnership focused on building a worldwide movement of Jewish young people.

"UKRAINE PRESENTED SO MANY ENLIGHTENING MOMENTS THAT I WILL CHERISH FOR THE REST OF MY LIFE. TRIPS LIKE THESE ... SPARK A PASSION FOR INVOLVEMENT IN GLOBALIZATION. AS A PROUD ALEPH, I AM MOTIVATED TO WORK TOWARDS INSPIRING A SIMILAR HUNGER AND LIFELONG PASSION IN JEWISH TEENS AROUND ME SO THAT THEY, TOO, CAN MAKE THE IMPORTANT CASE FOR A UNITED, INTERCONNECTED GLOBAL JEWISH COMMUNITY."

—JACOB I., BBYO KENTUCKY INDIANA OHIO (KIO) REGION

# THERE'S SNOW PLACE LIKE BBYO

Winter at BBYO kicked off with Global Shabbat, where teens connected with other young Jews around the world during a simultaneous Shabbat celebration and program of more than 500 BBYO chapters across hundreds of communities. With programs focused on the theme of *V'Ahavta L'Reacha Kamocha* Love Your Neighbor as Yourself (Leviticus 19:18), teens shared meaningful experiences in every community.

## SPREADING THE LIGHT

Over the first seven nights of Hanukkah, the *Spread the Light* of BBYO campaign raised awareness for the International Service Fund (ISF), BBYO's teen philanthropic fund that provides support for communities in times of crisis and funds for programmatic scholarship. In total, teens raised \$50,878 for the ISF in FY18.





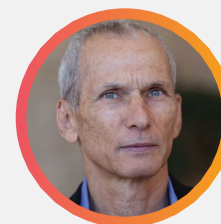
# INTERNATIONAL CONVENTION: *TOGETHER WE WILL*

Within the first 48 hours of registration, over 3,000 teens signed up to attend IC, shattering records and demonstrating teen demand for high-quality Jewish experiences. At IC, teens gathered in Orlando, Florida, to chart the direction of the Movement, perform community service, and learn from industry leaders, philanthropists, and celebrities. Teens left IC with lifelong memories and inspired by new ideas to share with their communities at home.

## AN INSPIRING LINEUP OF SPEAKERS



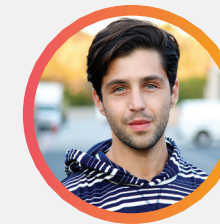
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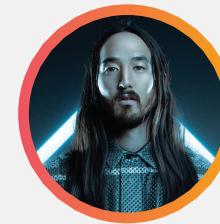
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NIKKI HALEY**  
United States Ambassador  
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**STEVE AOKI**  
Musician

"I LOVED IC AS A PARTICIPANT MANY YEARS AGO. BUT TO SEE WHAT IC HAS BECOME DECADES LATER MAKES ME PROUD. PROUD OF THE WORK BBYO DOES, PROUD OF THE ORGANIZATION I HAVE WORKED HARD TO SUPPORT IN DIFFERENT WAYS OVER THE YEARS, AND PROUD OF EVERY ALEPH AND BBG. IF OUR FUTURE LEADERS COME FROM THIS GROUP, I HAVE CONFIDENCE THE WORLD WILL BE IN GOOD HANDS."

-FARRAH BERSE, BBG ALUMNA, IC 2018 STAKEHOLDER EXPERIENCE ATTENDEE

## BBYO INTERNATIONAL CONVENTION 2018 BY THE NUMBERS

**3,000+**

Jewish teen leaders

INCLUDING 300 INTERNATIONAL DELEGATES & STAFF  
FROM 34 COUNTRIES BEYOND NORTH AMERICA

**2,000**

speakers, alumni, philanthropists, clergy,  
thought leaders, educators, volunteers,  
and parent attendees

**270**

teen steering committee members

**100+**

Jewish-youth professional attendees at  
"Movements and Shakers" conference

**100**

Limmud (learning) electives

**50**

LEADS Day sessions

**40+**

program partners including TedED, Intel  
and UNICEF

**29**

Shabbat services



# SPRINGING INTO ACTION

In March 2018 thousands of Alephs and BBGs participated in March for Our Lives events. Teen leaders created the Safe Schools initiative to express their views and guide teens on how to create change.

In Washington, DC more than 550 teens, parents, and community members came together for a special Shabbat service and dinner at Shabbat for Our Lives, the evening before the national march.



## MAKING A DIFFERENCE

Continuing teens' passion to mobilize, 20 members of Connecticut Valley Region (CVR) walked into the State Capitol in support of Bill 452, mandating Holocaust and Genocide Education in Connecticut schools. Teens read their testimonies to a packed hearing, sharing their thoughts with the Connecticut Education Committee to pass the bill requiring this education. Students' testimonies changed two Representatives' perspective on the bill.

## TEEN AMBASSADORS TO LATIN AMERICA

In the spring, a group of Alephs and BBGs traveled to Santiago and Mantagua, Chile for the 9<sup>th</sup> annual Maccabi Tzair Latin American Confederation's Continental Seminar as a part of BBYO's Ambassadors to Latin America. Teens explored Santiago's Jewish community and joined their peers from 12 countries around the world for a week of learning, leadership, Shabbat celebrations, and even a bit of Spanish language study!

## J-SERVE 2018: GLOBAL IMPACT

# 58,000

community service  
hours performed

# 14,500

Jewish teens engaged

# 450

projects addressing  
important causes including:

- Community health
- Education & literacy
- Environment
- Homelessness & poverty
- Immigration & refugees
- Racial justice

# 184

involved communities

# 27

participating countries



## J-SERVE: THE INTERNATIONAL DAY OF JEWISH TEEN SERVICE

J-Serve 2018 brought together more Jewish teens from around the world than ever before to serve their communities and support a plethora of causes that are meaningful to them. Teens united through service projects by fulfilling the Jewish value of "giving back," creating a milestone year for J-Serve with unprecedented global reach, engaged civic leadership, and innovative project causes.

## THE CHAPTER EXPERIENCE

BBYO Hudson Valley Region (HVR) partnered with J-Teen Leadership and more than 250 community members in Yonkers, NY to donate over 2,500 books to families in need in the community.

## ADVOCATING FOR CHANGE

Twelve BBYO teens from around the country convened in Washington, DC to learn about the status of disability policy in America on Jewish Disability Advocacy Day. Throughout the day, they heard from leading policy experts and met with multiple Representatives' staff to discuss their positions on disability policies. Participants shared BBYO's commitment to welcoming all Jewish teens including those with a range of intellectual, emotional, and physical abilities.



# HONOR SOCIETY

Thank you to BBYO Honor Society donors who contribute \$1,800 or more, ensuring the Jewish future through a gift to BBYO. BBYO Honor Society donors change the lives of Jewish teens around the world, helping them connect to Judaism in a way that is meaningful to them and connect to peers around the world, growing our global Jewish community for today and tomorrow.

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\$100,000+

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their estates

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Arthur and Leona Fleischer  
Mark and Linda Freedman  
Ari and Jennifer Friedman  
Joyce Friedman  
Friends Of Rosie Frydman  
Endowment Fund  
Steve and Marla Frydman  
Gabe and Alice Ruben  
Endowment Fund  
Robert and Rachel Gebaide  
Geri and Steven Recht BBYO  
Endowment Fund  
Marvin Glyder

Ron and Susan Goldsmith  
Bernie and Lenora Goldstein  
Shel and Ellen Goldstein  
Bruce and Tammy Gorosh  
Sheila Greenwald  
Matthew and Melissa Grossman  
Harold & Ethel Primakow Scholarship  
Fund  
Harriet Ancel Family Foundation  
John and Heidi Hassenfeld  
Hirschberg Honigman Fund  
Howard Schnoll Fund  
Jonathan and Veronica Schmerling  
BBYO Endowment Fund  
Joseph And Helen Swiff Memorial  
Fund of the Dallas Jewish  
Community Foundation  
Steven Morrison and Goldie Kadushin  
Jonah and Grace Kaplan  
Jackie and Marshall Karr  
Hank and Marcie Katzen  
Paul Loewenstein and Jody Kaufman  
Loewenstein  
David and Joan Kazan  
Shaul and Pam Kelner  
Howard and Leslie Kirshner  
Leo and Donna Kleiner  
Lane Schlessel Endowment Fund  
Stephen and Leslye Lapidus  
Michael and Audrey Laufer  
Laurence Horowitz Family Charitable  
Endowment Fund  
Marvin and Marlene Lauwasser  
Paul Lebovitz  
Leo And Barbara Balkin Memorial Fund  
Linda Leshin  
Ralph and Randi Levy  
Tobias and Cheryl Libber  
Lisa and Lee Oleinick BBYO  
Endowment Fund  
Tedd and Julie Lookatch  
David and Rachael Marks  
Max Weltman Gilead-Memorial  
Shofar Fund  
Stan Meretsky  
Judy and Michael Metzman  
Nelson and Joyce Migdal  
James and Felicia Miller  
Ron Miller and Susan Angel Miller  
Mina and Murray Pfeffer Special  
Purpose Fund  
Mitch and Cheryl Moser  
Daniel Moskovitz and Sharon Mishler  
Nita and Edward Zukrow Family Fund  
Oscar and Janette Cook Endowment  
Fund  
Joe and Maxine Perlen

Theodore and Harriette Perlman  
David Plavnick  
Jay and Jill Plavnick  
Plavnick Family Endowment Fund  
Heather Polan Berken  
Elliott and Estee Portnoy  
Steven and Esther Remer  
Rosalie And Billy B. Goldberg  
Endowment Fund  
Rose Kulakow "Angel" Fund  
Michael Rosenberg  
Carla Rosenthal  
Jonathan and Iris Rotker  
Jonathan and Sheryl Rubin  
Rob (Z"L) and Eileen Ruby  
Stefanie Sager  
Marc and Joan Saperstein  
Marc and Joan Saperstein  
Rose Saperstein  
Sara Lee Begun Endowment Fund  
Hannah Sattler  
Nat Sattler  
Stacy Schusterman  
Gerald Schwartz  
Jeff Schwarz and Melinda Swartz  
Talia Schwartz  
Debbie Scribner  
Shaol and Evelyn Pozez Endowment  
Mark and Sharon Shapiro  
Arthur and Michele Siegal  
Wayne Silverman  
Walter and Terri Solomon  
Marshall Spinner and Paula  
Goldman-Spinner  
Jason Steigman  
Mike Stein and Terri Peckerman-Stein  
Lisa Strause Levinson  
Phyllis Tabachnick  
Zabrina Tamarkin  
Teplin-Ner Tamid Endowment  
Theodore Pincus Endowment  
Steven Titlebaum  
Virginia Council BBYO Alumni  
Scholarship Fund  
Scott Wales and Michelle Gordon-Wales  
Samantha and Russell Walsh  
Helene Weisz  
William and Adonna S. Kaplan  
Endowment Fund  
William and Erica Goodman  
Endowment Fund  
Howard and Diane Wohl  
John Yopps and Melissa Chudnow  
Leonard and Karen Zukrow  
Susan Zukrow  
Yonatan and Julie Zvi



BBYO BOARD OF DIRECTORS OFFICERS

- Walter Solomon  
Board Chair
- Estee Portnoy  
Past Chair
- Ruth Suzman  
First Vice Chair
- Steven Price  
Treasurer/Vice Chair
- Marc Saperstein  
Vice Chair
- David Brown  
Secretary
- Matthew Grossman  
Chief Executive Officer



FY 2017 BOARD

- Laurie Blitzer
- Lisa B. Eisen
- Susan Goldsmith
- Adean Golub
- Andy Gutman
- Lois Kohn-Claar
- Lee Kohrman
- Ted Perlman
- Lynn Schusterman
- Stacy Schusterman
- Craig Weiss
- Ron Hasson  
93<sup>rd</sup> Grand Aleph Godol
- Rebecca Sereboff  
73<sup>rd</sup> International N'siah



THE 93<sup>ND</sup> GRAND BOARD OF THE ALEPH ZADIK ALEPH

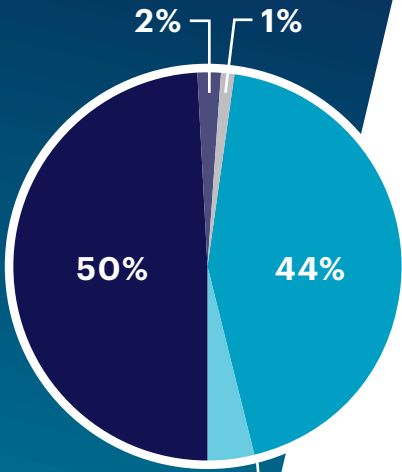
- Grand Aleph Godol: Ron Hasson  
Central Region West
- Grand Aleph S'gan: Jacob Lewis  
Southern Region: Atlanta Council
- Grand Aleph Moreh: Dylan Meehan  
Nassau Suffolk Region
- Grand Aleph Mazkir: Jake Busch  
Southern Region: Atlanta Council
- Grand Aleph Shaliach: Jack Rosenblum  
Eastern Region: Virginia Council

THE 73<sup>ND</sup> INTERNATIONAL BOARD OF THE B'NAI B'RITH GIRLS

- International N'siah: Rebecca Sereboff  
Northern Region East: Baltimore Council
- International S'ganit: Julia Paul  
Mid-America Region: Kansas City Council
- International Aym Ha'Chaverot: Allie Kalik  
Northern Region East: D.C. Council
- International Mazkirah: Caroline Shrock  
Gold Coast Region
- International Sh'lichah: Noga Hurwitz  
Central Region West

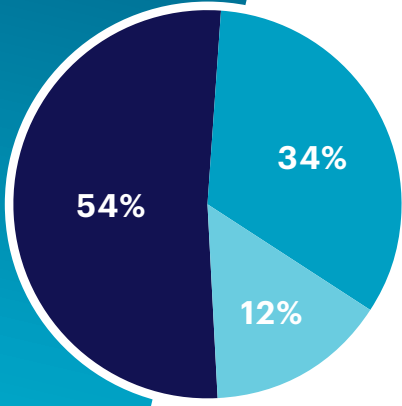
FINANCIALS

REVENUE



|                | FY2018     | FY2017     | FY2016     | FY2015     |
|----------------|------------|------------|------------|------------|
| Contributions* | 14,458,676 | 13,734,604 | 12,173,309 | 11,184,221 |
| Member Dues    | 1,155,129  | 1,345,212  | 754,628    | 711,026    |
| Program Fees   | 16,619,294 | 15,366,788 | 16,006,318 | 15,151,021 |
| Federations    | 727,607    | 749,103    | 658,923    | 673,107    |
| Other Revenue  | 456,382    | 356,660    | 278,897    | 129,943    |
| Total Revenue  | 33,417,088 | 31,552,367 | 29,872,075 | 27,849,318 |

EXPENSES



|                | FY2018     | FY2017     | FY2016     | FY2015     |
|----------------|------------|------------|------------|------------|
| Program        | 17,930,947 | 15,798,677 | 15,522,710 | 14,600,593 |
| Personnel      | 11,311,153 | 9,872,853  | 9,046,290  | 8,573,001  |
| Operations     | 4,170,946  | 4,512,368  | 5,161,373  | 4,666,381  |
| Total Expenses | 33,413,046 | 30,183,898 | 29,730,373 | 27,839,975 |

\*FY18 & FY17 Contributions includes \$510,000 of Permanently restricted contributions.



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