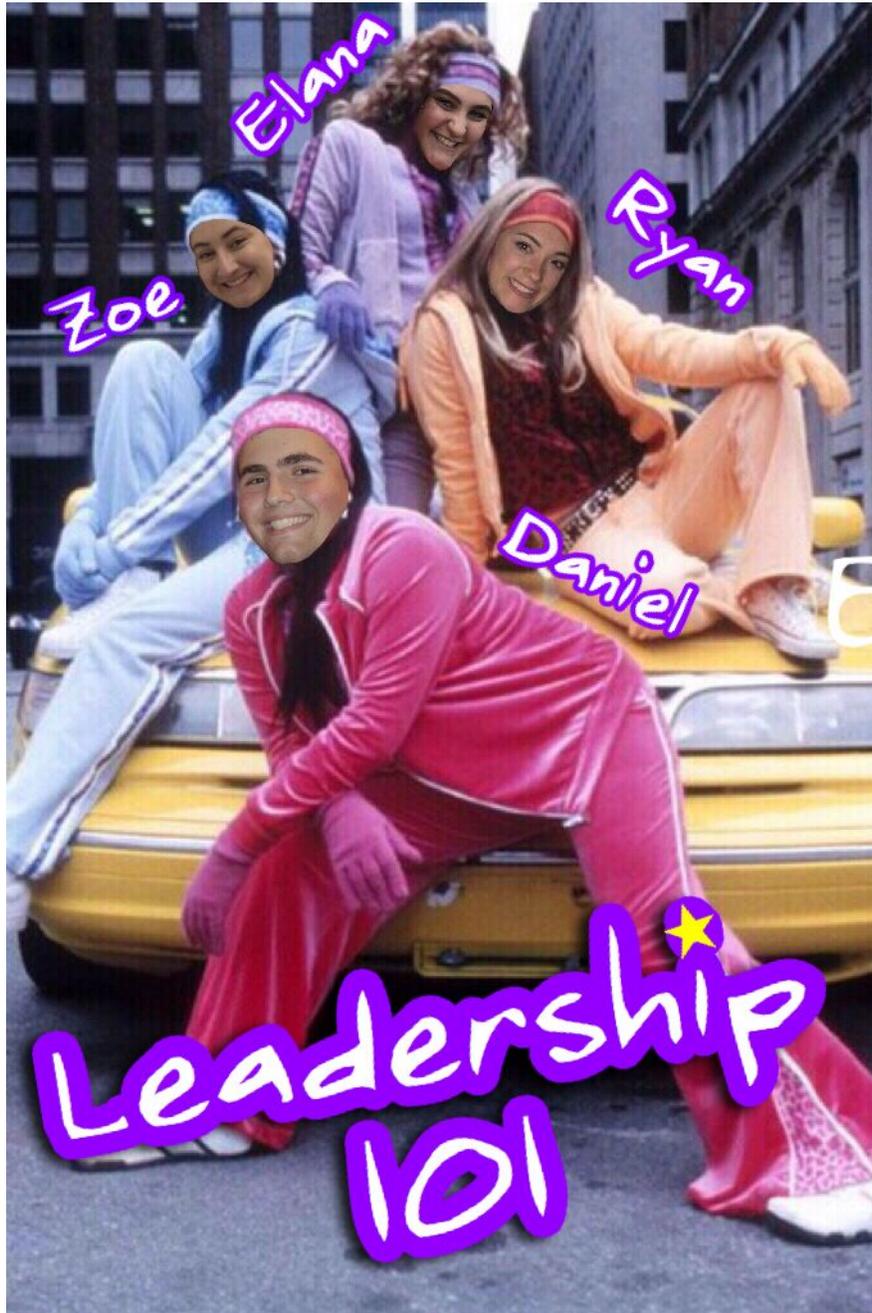


NFTY-STR



By: **Ryan Marcus** NFTY-STR President, **Elana Treiser** NFTY-STR PVP,
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2018-2019

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WELCOME!

Hi and welcome to Leadership 101! We are **so excited** you are here. This weekend we will spend time getting to know each other and learning how to become the **best leaders** we can be. This will be accomplished through sharing stories, discussing new ideas, and **working together**. In our network we will have the unique opportunity to use each other to better ourselves. Additionally we will be able to learn more about leadership- everything from the **basics of leading** to the **specifics of leading in NFTY** and within your youth groups. Please take this time to challenge yourself to venture outside your comfort zone, meet new people, and of course, **learn some cool new skills and tricks**. Remember, the four of us are here for you this weekend to teach you and learn from you! **Get ready for a wild ride.**

All the love and support,

Ryan, Elana, Daniel, and Zoe

(most of the) NFTY-STR Regional Board 2018-2019



SO LIKE... WHAT'S NFTY?

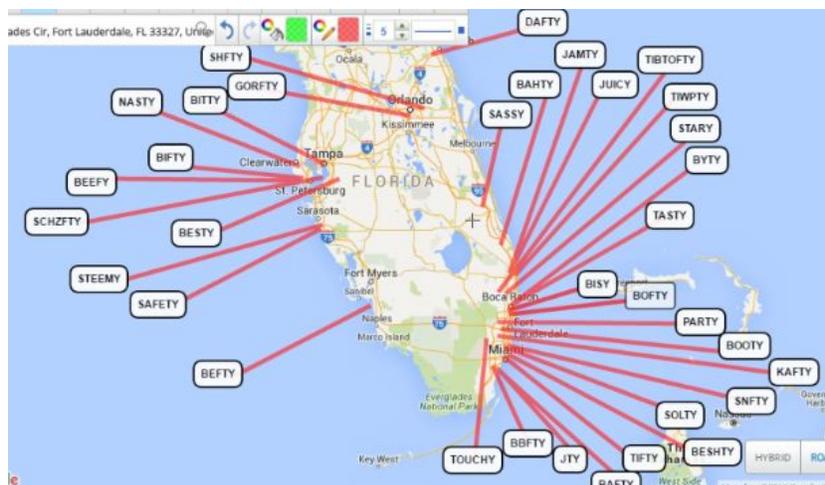
Just a bunch of letters??? Try again! NFTY is the **Reform Jewish Youth Movement**, or the youth/high school "branch" of the URJ, which is also a snif (branch) of Netzer Olami, the international Reform Zionist youth organization. NFTY is made up of **nineteen regions across North America**, STR being on of them. NFTY fosters teen leaders and provides a **warm and welcoming environment** for reform jewish teens to participate in social action initiatives, meet new people, connect with their religion, and so much more.

A MAP OF THE NINETEEN NFTY REGIONS



More specifically, **NFTY-STR is our unique community**. A space for us to grow and learn through forming connections with peers from **all around Florida** and gain new perspectives regarding our own spirituality and Judaism. In NFTY-STR we have **5 regional events a year** (Fall, Hatikvah (678), Winter, Spring, and LLTI) along with TYG events and subregionals that you can get involved in as well!

A MAP OF THE TYGS IN NFTY-STR



LETTERS TO LIVE BY

URJ Union for Reform Judaism, the organization NFTY is a part of

NFTY A dead acronym, represents the Reform Jewish Youth Movement

STR Southern Tropical Region (YAY go us!!!!)

REGBO Regional Board

NAB North American Board (like the Regional Board, but for all of NFTY)

TYG Temple Youth Group

PVP Programming Vice President

SAVP Social Action Vice President

RCVP Religious & Cultural Vice President

CVP Communications Vice President

MVP Membership Vice President

FVP Financial/Fundraising Vice President (some youth groups have this board position)

PL Program Leader, the person or people who write a program for an event and roam while it is carried out to make sure all is going smoothly

GL Group Leader, the people who run individual groups within a program

PP Participant, the people who take part in programs

LLTI Liz Leadership Training Institute (where you are right now)

CJ Camp Jenny!!!!!!

SIYYUM A time of us to come together as a community to wrap up each day of the event

ASEFAH Meetings held with the regional and general board at both Winter Regional and Spring Kallah where information such as legislation, board reports and TYG reports are presented

LEGISLATION Opportunity for teens to create and submit an idea that will impact our region, that is presented at and voted on during Asefah

NETZER OLAMI Global reform Jewish teen movement NFTY is a part of

STRsky NFTY-STR's mascot, a white bengal tiger (sometimes referred to as "the dog")

THE ONE AND ONLY: NFTY CHEER

**Stomp-clap-stomp-clap-
stomp-clap-clap (x3)**

5-6-7-8 Say what's your name?

Say NFTY!

Say what's your name?

Say NFTY!

Say what's your name?

Say NFTY!

Gonna live and die, N-F-T-Y!

NFTYs in the front, HEY HEY HEY
Let me hear you grunt, HO HO HO
NFTYs in the middle, HEY HEY HEY

Let me hear you giggle, HA HA HA
Never in the rear NO NO NO
Let me hear you cheer! WOOWOOO!
You got it? Yeah! You got it? Yeah!
It's in my knees, my knees are weak
It's in my mouth, I cannot speak
It's in my hair, it's over there, it's over
there, it's everywhere!

**Stomp-clap-stomp-clap-
stomp-clap-clap (x3)**

5-6-7-8 Say what's your name?

Say NFTY!

Say what's your name?

Say NFTY!

Say what's your name?

Say NFTY!

Gonna live and die, N-F-T-Y!

Noar Tzioni, Tzioni Reformi! (2x)
[Clap hands and spin in circle]

GO BANANAS, GO GO BANANAS, GO
BANANAS GO GO BANANAS,
peel to the left.. peel to the right.. peel down
the middle.. AND UH TAKE A BITE (repeat)
Here comes NFTY ridin' that gator ridin' round
that big fat gator
here comes NFTY ridin' that gator this is how
we do it:
CHOMP-CHOMP-CHOMP-CHOMP-CHOMP-C
HOMP
CHOMP-CHOMP-CHOMP-CHOMP-CHOMP-C
HOMP
CHOMP-CHOMP-CHOMP-CHOMP-CHOMP-C
HOMP
This is how we do it!

Here comes NFTY ridin' that orca ridin' round
that big fat orca
here comes NFTY ridin' that orca this is how
we do it:
WOO-WOO-WOO-WOO-WOO-WOO
WOO-WOO-WOO-WOO-WOO-WOO
WOO-WOO-WOO-WOO-WOO-WOO
This is how we do it!

Here comes NFTY ridin' that STR ridin' round
that big fat STR
here comes NFTY ridin' that STR this is how
we do it:
STR-STR-STR-STR-STR-STR
STR-STR-STR-STR-STR-STR
STR-STR-STR-STR-STR-STR
This is how we do it!
Hump-tee-dump,
Hump-Hump-tee-Dump-tee-Dump-tee
Hump-tee-dump,
Hump-Hump-tee-Dump-tee-Dump-tee ---
[a board member says a phrase]
AND OH AIN'T THAT FUNKY NOW x3

SORRY... HAVE WE MET?

Name:

Age/Grade:

Phone number:

Email:

Instagram:

Facebook:

Favorite artists:

Favorite shows:

Favorite food/snacks:

Favorite color:

Spirit animal:

Hobbies:

What Kind of Leader Are You?

Every person has a unique personality, which affects what makes them a leader. Let's take a look closer at ourselves to see what kind of person we are!

(Adapted from Leadership 101 2018-2019)

<https://www.16personalities.com>

ANALYSTS:	"Architect" INTJ	"Logician" INTP	"Commander" ENTJ	"Debater" ENTP
DIPLOMATS:	"Advocate" INFJ	"Mediator" INFP	"Protagonist" ENFJ	"Campaigner" ENFP
SENTINELS:	"Logistician" ISTJ	"Defender" ISFJ	"Executive" ESTJ	"Consul" ESFJ
EXPLORERS:	"Virtuoso" ISTP	"Adventurer" ISFP	"Entrepreneur" ESTP	"Entertainer" ESFP

**Introversion (I) or Extraversion (E)
Thinking (T) or Feeling (F)**

**Intuition (N) or Sensing (S)
Judging (J) or Perceiving (P)**

What is your leadership style?

Why is it important to know what kind of leader you are?

How can you help inspire other leaders?

LET'S BREAK IT DOWN, LEADERSHIP STYLE

Being a leader is a unique and individualized experience. In order to be a leader, you need to find out what kind of leader you want to be. As a network, we want to redefine and shape our own definition of what it means to be a leader.

Why are you a leader?

What does it mean to be a leader?

What inspires you? What brought you here?

What do you think are the most important qualities of being a leader?

**What kind of leader are you, or what kind do you want to be?
(Answer with "I am a _____ leader")**

What do you hope to bring back to your youth group?

COMMUNICATION STATION

How to reach out and recruit members

It is essential in any successful TYG for effective communication techniques to be in use to consistently engage members during and outside of events. You want your members to feel welcomed and heard.

What is effective communication?

Effective communication can mean a lot of things to a lot of different people. It really has to do with **knowing your audience** and the best way to reach them to achieve desired results. For example, the way you approach addressing a group of adults will be different than the way you approach addressing a group of your peers. Parents may respond to messages better on Facebook while your peers may respond to messages better on Snapchat or Instagram. Knowing your audience is key to having effective communication.

Adult Friendly platforms: Facebook, Email, Remind

Teen Friendly platforms: Texting, Instagram, Snapchat

How to recruit and retain members?

There is no science to recruiting and retaining members, the whole process is really a gamble. However one factor across the board remains true: successful TYG's have **inclusive** and **welcoming** people that make those new or prospective members want to stick around. The best way to recruit people is to be **genuine**.

Some techniques:

1. Strike up conversation with someone you don't know
2. Introduce them to your friends.
3. Get their contact information.
4. Follow up after so they know that you care and will want to come back.

5 A's of Social Action

Awareness

Awareness is how a program educates its participants about the topic at hand. It's not teaching participants what to think, but **how to think**, by giving them the opportunity to **form their own opinion**. It's important to acknowledge multiple perspectives on a cause in order to prevent one-sidedness. By doing this, you can help create a community where everyone feels comfortable voicing their opinions.

Assessment

This is the act of evaluating your community's needs and challenges. Your TYG will primarily be focused on how to make tangible change in your own local community. **What's an issue that you feel the impact of in your community? What does your TYG feel most passionately about?** People resonate most with issues that they feel most directly impact them, and their opinions will help determine a program's course of action.

Action

This stage is when we make hands-on change by **going out into our community**. This can range anywhere from holding drives and collecting donations, to volunteering at local community organizations. Action has a great effect when you take action on the causes you educate on! People are more engaged when they know exactly what they are doing, why they are doing it, and who will benefit from their actions. Education without action is a missed opportunity, and action without context is participation.

Alliance

Alliance involves **forming partnerships** with local organizations to create stronger social change. Not only would connections help your TYG succeed, but the local organization benefits from the time and effort you put it in, creating a standing, mutually supportive partnership and greater potential to change the world.

Advocacy

Advocacy is the message that you have as a member of society, as a person who has a voice and knows how to use it. Advocacy is directed towards ensuring long-lasting change by **targeting the roots of a problem**. This can be done by interacting with our local and national governments through phone-banking, letter-writing, and lobbying for issues that you are passionate about.

THE PATH TO PRETTY PERFECT PROGRAMS

What is a program?

Programs are the structured activities we do here in NFTY. Programs range in topics and purposes anywhere from learning about social action and social justice topics, meeting new people, learning about Judaism, learning about leadership, or just having fun! Programs are meant to engage teens on both the regional and local levels. Writing and leading programs looks pretty scary at first, but once you understand the basics, it's easy peasy!

Program Format (Profo)

Program format, or profo for short, is your ultimate best friend when it comes to programming. All NFTY programs follow the same profo so that programs can be shared across TYGs or regions. Writing a program using profo guarantees that anyone can pick up your program and know exactly how to run it without you even being there. It is very important that your program is super duper detailed so anyone helping you with your program or anyone who want to duplicate it can understand how.

Profo 101:

You can use the acronym TGOMPSTDA to remember profo.

- **Touchstone Text:** Jewish text to be used as the basis of your program
- **Goals:** Big, non-tangible goals of the program, long-term
- **Objectives:** Tangible goals, what you want the participants to take away, short-term
- **Materials:** Everything you need for your program in painstaking detail, from pens to projectors
- **People:** Everyone involved in making the program happen, program leaders, group leaders, participants, etc.
- **Space:** All rooms and places where the program will take place
- **Time Table:** All of the timing of what happens when outlined
- **Detailed Procedure:** The "meat" of the program, detailed breakdown everything that is happening at all times
- **Appendices:** Any resources not included in detailed procedure, mostly printed materials or extra instructions. (ex. Worksheets, fact sheets, coloring pages)

SO YOU WANT TO BE A GROUP LEADER

Good group leaders are essential to a successful program.

- **Know your program-** Knowing the ins and outs of what is written on the page will make it so much easier to fully execute a program. You should be able to answer any questions anyone has about what should be going on.
- **BE CONFIDENT-** Confidence is the absolute key to leading any group ever. If you exude an aura of confidence, it will become much easier to obtain and maintain the group's attention. I always say fake it 'till you make it; no matter what you are thinking on the inside, if you look confident on the outside, your group will believe it.
- **Different types of programs-** Different things are demanded of a group leader depending on the type of program. The 2 main program categories are:
 - **Content Programs-** Programs that tend to be more serious. They might focus on an issue such as a social action issue, Israel, leadership, personal values etc.
Ex. Discussion based, gallery walks
 - **Social Programs-** Programs that focus more on having fun while learning through it, ex. Mixers, team building activities. These are often fun physical activities that have learning snuck into them.
Ex. Mixers, color war

Content programs require the group leader to more closely focus the group and establish the difference between fun and focus in the program. Social programs on the other hand tend to be looser in structure and allow for more creative freedom. Some programs can include elements of both program types. Open communication with the programmer is essential to understanding how the program is meant to be run.

- **Go beyond the discussion-** This seems to be one of the more difficult things to learn as a group leader, and you will become better at it as you gain experience. In a discussion, never feel limited to questions written on the page. If a conversation begins to drift away from the questions, but still is moving towards achieving the goals of the program, GO WITH IT. When you initially read your program, think of and write down 1-3 questions in addition to the questions provided in case you go through the written questions too quickly.
- **Don't be afraid of silence-** If your group is quiet after a discussion question is asked, it's ok. Give participants a moment to think. If it becomes uncomfortably silent, ask participants individually for their opinion, or chime in yourself!
- **Quieting your group-** Getting a group's attention can sometimes be difficult. Firstly, draw the line between friend and leader with friends in your group, don't let your closest friends take advantage of you. Instead of constantly shushing your group, instead politely ask for their attention. Always stay calm and confident, and ask for help if you need it.

For more tips, check out the “How NFTY-STR Programs” packet

LET’S SET SOME GOALS

A SMART goal is defined as one that is specific, measurable, achievable, realistic, and time-bound. Below is a definition of each of the SMART goal criteria.

(Adapted from Daniel Shapiro's 2018-2019 SAVP Packet)

Specific:

Don't be vague. Exactly what do you want to accomplish?

Measurable:

Quantify your goal. How else will you know if you've achieved it or not? This will also help you track your progress along the way.

Attainable:

Be honest with yourself about what you can really accomplish. You need to be able to complete action steps towards your goal.

Realistic/Relevant:

It's got to be do-able, rational, and practical.

How does your goal tie into your key-responsibilities?

Time-Bound:

Associate a timeframe with each goal. When should you complete the goal?

S
M
A
R
T

Creating Action Steps

Action steps are specific things you will do to start addressing the goal you identified. Steps are like phases to a plan, and can include items such as contacting supporters, raising a difficult question, bringing up an important issue with a fellow board member, or anything that will bring you closer to addressing your SMART goal.

MAKING NEW FRIENDS

10 Ways To Meet New People

How to Get Your Squad Together

(Adapted from the 2017-2018 Regional Board)

1. Sit at a table with **new people** during meals
2. Actually go to the group assigned on your nametag
3. **Introduce yourself** to everyone you meet
4. Find things you have in **common** with new friends
5. **Ask** lots of questions
6. A **smile** goes a long way
7. Step outside of your comfort zone
8. **Celebrate** what makes you **unique**
9. **Dance** with somebody new at song session
10. Don't forget to **BE YOURSELF**



GIVING FEEDBACK

(Adapted by the 2013-2014 NFTY-STR Regional Board)

How to give feedback:

1. Describe the situation
2. Describe the observed behavior
3. Explain the impact

Tips and Tricks:

- ~ Build relationships with people to get to the point where they appreciate and look for your critiques, comments, and suggestions. Don't only criticize.
- ~ Feedback can be positive! Tell people when you think they are doing well too!
- ~ Use I statements from your point of view without assigning blame.
- ~ Start with the positive and then suggest how to move forward and improve.
- ~ Criticism alone is not helpful. **BE CONSTRUCTIVE AND OFFER A SOLUTION.**
- ~ Constructively criticize a behavior or a program, not the person themselves.
- ~ Accept extraneous circumstances and seek to understand by being empathetic.
- ~ Never invalidate a person's feelings.
- ~ Try "The Sandwich Method": put any negative statement between two positive statements.
- ~ The setting is important. Not at a board meeting or during a program or in front of peers.
- ~ Ask the person to let you know when they have a minute to talk or schedule a meeting.

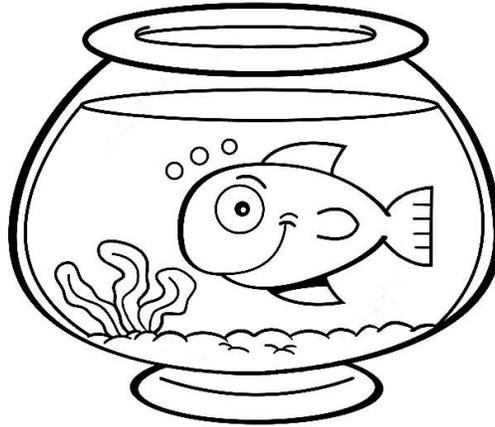
How to receive feedback:

1. Thank person for criticism
2. I'm sorry – Apologize. Be sorry that it happened, and validate the person's feelings.
3. Find a solution. Problem-solve and possibly plan a follow up.

Tips and Tricks:

- ~ Use body language. Look focused, accepting, and understanding.
- ~ **DON'T INTERRUPT CRITICISM.** That's an important part of respect.
- ~ Never invalidate a person's feelings. If you really do disagree, at the very least say "you've given me something to think about."
- ~ You may not always be right. Someone may notice something that you overlooked.
- ~ Appreciate feedback. It takes courage to voice dissent and acknowledge that they care enough to help.

YOUR NEW BEST FRIEND: THE FISHBOWL



The idea behind the fishbowl is simple:

As a member of your TYG you are automatically seen as a leader, and you have people that look up to you. Whether you asked for it or not, all eyes are on you (like a fish in a fishbowl) and it is your job to **present yourself in a positive manner**. As a leader in your community, this can mean anything from keeping your social media accounts 'clean,' to not engaging in conversations about others when they are not present, to putting on a happy face even when you are stressed out so people do not see you as a mean, unapproachable person. The fact of the matter is, people talk and others listen. **Words spread like wildfire**, if one person says something negative about you or how you present yourself, everyone will believe it to be true. **The good thing is, you are in control**. People will see you as who you truly are if you present yourself in the right way.

OPPORTUNITIES IN THE URJ

If you are interested in any of these programs or have any questions, please reach out to us! We can explain a bit more in depth and/or connect you to someone who has attended one of these programs. We highly encourage you to try one of these. NFTY-STR also provides scholarships as needed, if money may be an issue!

NFTY in Israel: This summer, consider traveling to Israel with a whole group of NFTY-ites! You have the chance to explore places in our holy land like Jerusalem, Masada, and the Dead Sea, and meet awesome friends at the same time. This program will allow you to connect more to Israel and to your Jewish identity. If you decide to do the L'dor Vador experience, you have the opportunity to travel to Prague and Krakow before going to Israel. www.nftyisrael.org

URJ Heller High: This experience gives you the amazing opportunity to do a semester of high school in Israel! The school allows you to take PSATs, SATs, and ACTs, as well as offers honors, IB and AP courses. Take a semester of classes while immersing yourself in Israeli culture and taking the opportunity to range all over the holy land. www.hellerhigh.org

URJ Kutz Camp: WELCOME HOME!!! Kutz is a welcoming and engaging summer experience for teens from around the world to live in an environment that celebrates each individual, is committed to deep learning and leadership development, lifts up the opportunity for youth-adult partnership, and celebrates Judaism with passion and joy. The camp is only for incoming 10-12 graders, which makes the experience much more centered for high schoolers. Make lifelong friends, become spiritually engaged, and gain valuable leadership skills to help you be the best you can be. You have the chance to choose between 5 immersives, spanning from songleading, to social action, to Torah Corps. Unfortunately, the summer of 2019 will be the last session of Kutz, which means now is the time to go! If you have any questions, all 4 of us have been before and would love to talk to you! www.kutzcamp.org

URJ Mitzvah Corps: This program allows NFTY-ites the opportunity to make a difference with social justice literally anywhere in the world. There are many different places one can do Mitzvah Corps at, from places within the USA, like New Orleans, LA and Chicago, IL, to different countries like Tanzania or Costa Rica. www.mitzvahcorps.com

L'Taken: The Religious Action Center of Reform Judaism (RAC) in Washington D.C. hosts a series of social justice seminars. You get to learn about how Jewish values shape the various political stances that the RAC takes, and even lobby to politicians in D.C.! www.rac.org/ltaken-social-justice-seminars

Camp Jenny: A truly amazing opportunity is to apply to be a staff member at Camp Jenny, where NFTY-STR and NFTY-SAR (the region right above us, spanning from northern Florida to North Carolina) come together to create an amazing camp experience over Memorial Day Weekend for students from an impoverished community in Atlanta, Georgia. Applications for Camp Jenny 2019 have been closed and decided already, but consider applying next year! www.campjenny.nfty.org



CAMP JENNY!!!!!!

Camp Jenny is NFTY-STR and SAR's Mitzvah Corps project that takes place every Memorial Day Weekend at URJ Camp Coleman. Camp Jenny is a free summer camp experience for students at F.L. Stanton Elementary school in impoverished communities in Atlanta, Georgia. NFTYites across both regions serve as staff for our campers and fundraise for Camp Jenny throughout the year.

Camp Jenny is the ultimate, life-changing reward for our campers' commitment to their education. They earn their way to Camp Jenny by following the acronym CAMP:

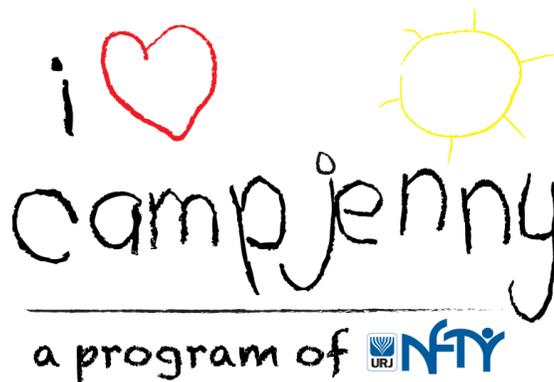
Come to school, **A**wesome attitude, **M**ake an effort, **P**arent participation. At Camp Jenny, our campers get to experience an array of fun camp activities, such as ziplining, water play, rockwall climbing, will be fed 3 warm meals a day, and can have fun in a safe environment.

Just like the campers have to earn their spot to Camp Jenny, so do we! The Camp Jenny Teen Volunteer application is released on the Camp Jenny website in the fall, and you will have the opportunity to apply for one of the most rewarding, transformative weekends you will ever have! NFTYites can apply for the positions of **Staff-in-Training** (9th grade only), **Specialist** (10-12th grade), **Counselor** (10-12th grade), **Senior Specialist** (11-12th grade), **Senior Counselor** (11-12th grade), **Head Specialist** (11-12th grade), and **Unit Head** (11-12th grade). I so so so so strongly encourage all of you to apply to be staff at Camp Jenny 2020.

Camp Jenny is entirely fundraised by the members, youth groups, and congregations in NFTY-STR and SAR. Camp Jenny cannot and will not happen if the sufficient funds are not raised, which is why we fundraise for Camp Jenny at every regional event and why many TYGS have Camp Jenny fundraisers every year.

What can you do to keep the Camp Jenny magic alive?

- Plan a Camp Jenny fundraiser!- your greatest role in creating a successful Camp Jenny will be helping create a fundraiser in your temple and TYG. Remember that Camp Jenny doesn't happen unless we collectively raise \$75,000, the amount necessary to send every camper to Camp Jenny, and any amount donated is greatly appreciated!
- Encourage members of your TYG to apply for Camp Jenny staff positions!
- Apply to Camp Jenny yourself!!!



RESOURCES AND THINGS

NFTY Website

nfty.org

NFTY-STR Website

southerntropical.nfty.org

Emails

President: str-president@nfty.org

PVP: str-pvp@nfty.org

SAVP: str-savp@nfty.org

RCVP: str-rcvp@nfty.org

CVP: str-cvp@nfty.org

MVP: str-mvp@nfty.org

Julie: jmarsh@urj.org