

NFTY-STR Rising STRs Network



**Brought to you by your 2019-2020
NFTY-STR Regional Board Seniors**

Madison Rosenfield, President | Sam Fetgatter, PVP | Haley Stav, SAVP
Talía Rumsky, CVP | Ryan Tolces, MVP

A Message from your 2019-2020 RegBo Seniors

To each of you Rising STRs,

Kol HaKavod and **Mazel Tov** to each and every one of you for taking this leap of faith and serving as leaders in your youth group or just in general! We're **super pumped** to begin working with you guys and we can't wait to see each of you embark on this journey of learning, self-reflection, and leadership. Thank you for being so passionate and willing to learn and grow as a community. We are so excited to see what you all accomplish together this weekend and in the future!

It has truly **been an honor** serving you all this past year and having the opportunity to help shape future leaders like you is absolutely incredible! We hope you gain much experience in your position because you are making a **big difference** in your communities. We hope you take this packet and learn all the valuable skills needed to be an **effective leader** at home.

We have all grown so much from serving on Regional Board and grew to love this region more than we ever did before; we hope you feel the same after *your* upcoming year as an outstanding leader! Always remember to **be true to yourself** and **have confidence in your abilities**; after all, that is what you taught us, NFTY-STR! We love you!

Kol tuv (all the best),

Madison, Sam, Haley, Talia, and Ryan

NFTY's 13 Guiding Principles

TORAH - תורה A commitment to God and Torah as a means of inter- and intra-personal fulfillment

THE JEWISH PEOPLE – AM YISRAEL - עם ישראל The unity of the Jewish People

THE STATE OF ISRAEL – MEDINAT YISRAEL - מדינת ישראל The centrality of the State of Israel to the strength and survival of the Jewish People

HEBREW – IVRIT - עברית The importance of the Hebrew language as a vital component to the strength of the Jewish People

HISTORY – MIDOR L'DOR - מדור לדור The recognition that in order to fully appreciate our present and ensure our future we must strive to understand our past

TO LEARN AND TO DO – NILMAD V'NA'ASEH - נלמד ונעשה The necessity of lifelong Jewish learning and teaching as a foundation for our observance through a life of continual discovery of Jewish tradition, law and ethics

PLURALISM – KOL YEHUDIM - כל יהודים The acceptance and encouragement of alternate modes of Jewish experience

SELF – TIKKUN MIDDOT - תיקון מידות The understanding that we are to be a light unto the nations by fostering an environment where every individual can meet and exceed their potential as Jews and citizens of the world;

JUSTICE – TZEDEK - צדק The obligation to work for justice for all

COMMUNITY – KEHILAH - קהילה The need for community to provide an outlet for the individual needs of all Jews

REPAIRING THE WORLD - TIKKUN OLAM - תיקון עולם The obligation to repair the world

PARTNERSHIP – SHUTAFUT - שותפות The need and desire to work together to foster each individual's connection and commitment to ensuring the vibrancy of our movement

FUN AND SPIRIT – KEF V'RUACH - כיף ורוח The importance of fun and spirit as foundations of our movement

THINK...

Which do you have personal experience with?

Which contains something you would like to learn more about?

Which resonates the most with you?

(Highlight/mark answers with three different colors

Event Structure!

Each event at your TYG will follow this or a similar timeline of events. It is important to follow it and understand when the event is going well, and when to fix it if it is not.

It is important to know what part of the event you are at to help your fellow board members/leaders, and to understand when things are good or can be improved.

1. Before the event: (Promote 3-5 weeks before)
 - a. Get the word out about the event. Your CVP would be making flyers and your MVP would be getting lists of teens eligible to go to events. Your TYG will have a plan in place to promote and get members signed up for events.
 - b. Get a list of names of teens you are responsible for to reach out to and send a blast email/text/snap/DM about the events to them. Include the event, where, and times of drop off and pick up, as well as the delicious food that might be served.
2. The Event:
 - a. Greeting the participants:
 - i. Have a few board members stationed at the location where the participants are being dropped off. Welcome them and direct them to the room where the event is starting.
 - ii. Have the other board members in the room where people will come from drop off. Make conversation and begin to introduce them to other participants. **Mixers are not the only time to meet people.**
 - b. Mixers:
 - i. This is where unfamiliar people will get familiar and where familiar people will get more familiar with each other.
 - ii. Do not forget to include everyone in mixers and do not bunch up with other board members. This will make people think of the fishbowl effect. There should be at least two people between each board member depending on the activity.
 - c. Meals:
 - i. If your event has lunch or dinner included, move around the room and talk to everyone. Let them know who you are and make them feel comfortable to talk to you whenever. Again, do not sit next to board members!

- d. Activity:
 - i. This is the reason why everyone signed up for the event. The reason why you were promoting and telling everyone about it.
 - ii. People can still meet others. Continue to feel the room and assess what can be done to make the event flow better. Make people interact more with new people, and most importantly, are the participants having a good time.
 - iii. Because mixers are done, your job for the rest of the event is to mix and mingle with the TYG throughout the event. You are still a board member, ask if anything needs to be done to help the event run. Even if they say no, you will feel good for asking.
- e. End of Event:
 - i. It is the end of the event, many participants will be tired. Before everyone leaves, tell them about future events happening within the TYG such as dinners and monthly events..
 - ii. If a regional event is coming up, tell them about it. Tell them what the event is, dates, and where to sign up.
 - iii. If your event is at your temple, you may need to stay for a few extra minutes for a quick "debrief" and/or to clean up.
- f. Feedback:
 - i. Is your TYG going to make a survey for participants to answer when they get home from the event? Having these surveys will allow you and your board to see what the good moments of the event was, and the not so good moments.
 - ii. Use the answers to help improve on events in the future and improve on what your board can do too.

CONGRATULATIONS! You successfully ran an event! Always give yourself and other board members pats on the back and encouragement. It might be hard and stressful to plan and carry out an event, but you did it!

Fishbowl Effect!

(One fish, Two fish, Red Fish, Blue Fish)

Because you are a leader in your community, you are now also in the fishbowl. But what does this mean? Well, let's dive right into it.

Example of the Fishbowl Effect: (True Story from Ryan Tolces himself)

I went to Friday night services at a different temple than I normally do. It was 4th grade services that night which means the 4th graders were leading the service, and reading prayers. I look on the bima and see this 4th grader. He was wearing a basketball kippah. That kid looked like he wanted nothing to do with the services. He was not smiling, not singing any of the songs, not paying attention to the speaker.

What can you assume the 4th Grader wants to do?

After services, I talked to one of the teachers and said, "That kid in the basketball kippah, I bet he is always upset in class and the teacher surprisingly replied and said, "No, he is the best kid ever, always participating and making friends" I was surprised when I heard that because I did not expect him to be that way in class.



This, my friends, is the fishbowl effect. I assumed the 4th grader is a troublemaker and does not participate in class because I saw him unhappy at services.

Act appropriate with your friends. If you are behaving, but the person next to you is not, some people might think you are not behaving as well. Also, **never assume people's emotions until you know the whole story.**

Sub-Regions!

(TYG's in the same area, such as a county or city)

What do we need Sub Regional Events?

- The purpose of these events is to introduce new members of NFTY without the expensive prices of regional events and so it is not overwhelming.
- Around three to four TYG's will go to one Sub-Regional Event.
- Bigger is better, so do not be afraid to reach to further TYG's as well
- Allows friendships to form at a lower level, which will expand to a regional level.
- Lets friends from Kallot see each other again, not just at Kallot.
- Much less expensive and allows more members from the TYG's to attend and have a great time!

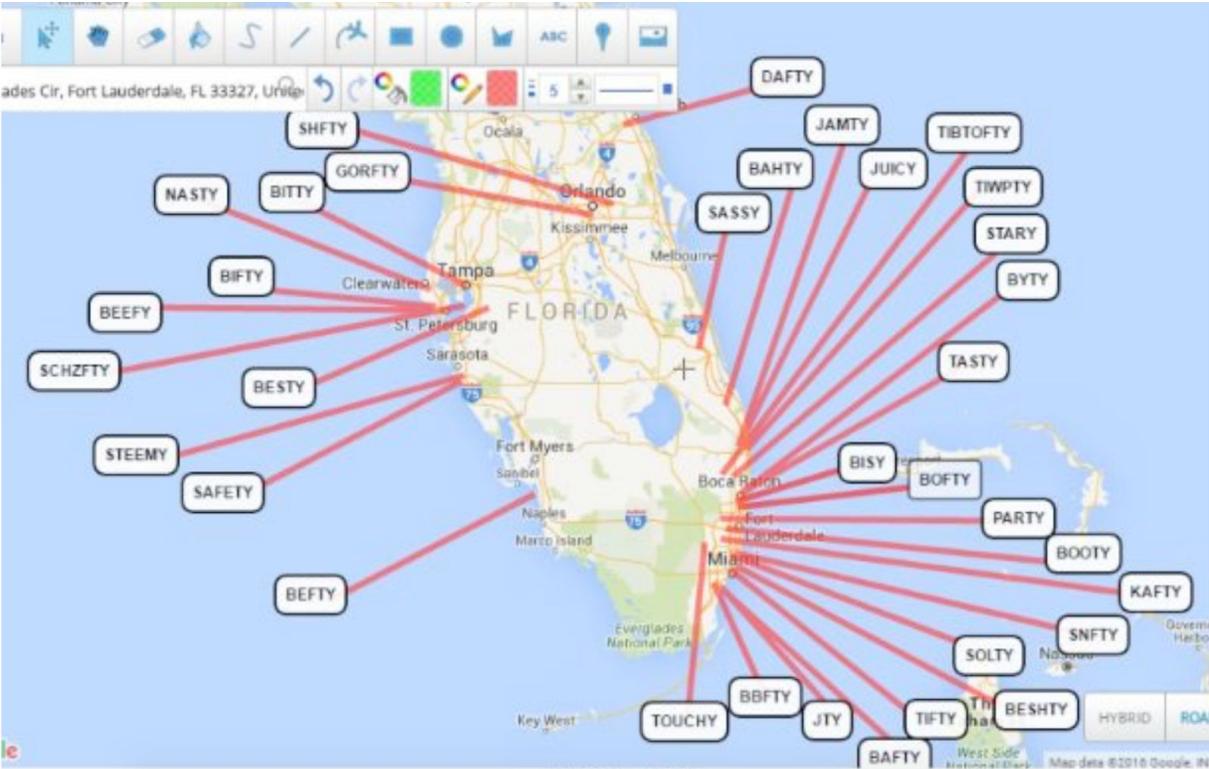
What are some ideas for Sub-Regional Events?

- When thinking of a place for a Sub-Regional event, keep in mind where the locations of the youth groups are. If they are further than expected, try doing something exciting halfway, between the temples. Also make sure you begin planning far in advance for these events to make sure it is well organized.

Sub-Regional Ideas

- | | |
|--------------------|------------------|
| - Bowling | - Ice Skating |
| - Movies/Ice Cream | - Dinners |
| - Lock-In | - Sport Event |
| - Beach Clean Up | - Overnight Trip |
| - Arcade | - Get Together |

Below is a map of our FABULOUS region, showing where each TYG is located



What TYG's are near you?

What sub-regional ideas do you have in mind?

The TYG's you listed above will be your subregion, you can count on them to have a bigger event in your area. You can also invite other subregions to your events. Take into account:

1. What is the event?
2. How many people can be allowed to the event?
3. Is (Are) the board(s) willing to put the extra effort if there are many more TYGs coming?

All About ProFo (Program Format)

We all love programs! There is a specific way every program should be written in NFTY, called the Program Format. The acronym **TGOMPSTDA** is the way we can remember the order of the format. The acronym stands for: **T**ouchstone Text, **G**oals, **O**bjectives, **M**aterials, **P**eople, **S**pace Needed, **T**ime Table, **D**etailed Procedure, and **A**ppendices.

Commit this to memory using a mnemonic device, such as chunking, a rhyme, or imagery. In the space provided below, write down your own unique way of remembering this acronym. If you're having trouble, feel free to ask us for help!

Sample Program (Title)
LLTI 2020 (Where the program is run)
Saturday, April 24, 2020 (Date)
By Sam Fetgatter (Author(s))
NFTY-STR PVP 5779-5780 (Position if applicable)

Touchstone Text:

"And thou shall teach them diligently unto thy children." – Devarim (Deuteronomy) 6:7

This should be a piece of Jewish text or concept that supports and strengthens the goals and objectives of the program. NFTY strongly encourages that these be incorporated into the program itself, so that the participants can fully benefit from its inclusion.

Goals:

- Your goals are your big ideas of what you want to achieve during your program.
- Your goals are untestable, meaning you won't know if you've achieved them. This is perfectly okay!
- "Participants will..."
- Example: Participants will learn how to become stronger leaders.

Objectives:

- Your objectives are things you can prove.
- Your objectives are testable and concrete.
- Your objectives must be achieved in order to reach the goals.
- "At the end of the program, participants will be able to..."
- Example: At the end of the program, participants will be able to effectively create and lead a program.

Materials:

- 50 pieces of lined paper
- 30 black ink pens
- 5 copies of Appendix A

Every supply that you are going to need to make the program happen. This includes absolutely everything you need (pens, posters, etc.) in as much detail as possible!

People:

- 30 PPs
- 5 GLs
- 1 PL

Any people necessary to your program!

Space Needed:

- Sanctuary
- 5 breakout rooms

Space needed is any space necessary for your program, which includes breakout spaces and rain locations. We live in Florida, always have a backup rain location.

Time Table:

00:00-00:10 Introduction
00:10-00:15 Break into Groups
00:15-00:35 Activity A
00:35-00:50 Group Discussion
00:50-00:55 Transition to Wrap Up
00:55-01:00 Wrap Up/Clean Up

This is an exact timeline of what is happening. Remember to include travel time!

Detailed Procedure:

This is the detailed section of the program. Write out your program completely, so that anyone who leads or facilitates can pick up this paper, and understand exactly what to do.

00:00-00:10 Introduction

Facilitator welcomes the groups by saying, "Welcome to this program. Please look on the back of your nametag and find your location."

00:10-00:15 Break into groups

Groups move to five locations based off of the location on the back of their name tag.

00:15-00:40 Activity A

Participants will be given a piece of lined paper and a black pen. PPs will write down their current understanding of what a program is.

00:40-00:50 Group Discussion

Group leaders initiate a discussion using the questions from Appendix A – Understanding Program Format.

00:50-00:55 Transition to Wrap Up

PPs will transition back to the starting area where they will be asked to sit like they did at the beginning of the program.

00:55-01:00 Wrap Up/Clean Up

PL will say, "Today we've had the opportunity to learn many new things. Thank you all for participating."

Appendices:

Every appendix must be separated using a page break. Appendices are any additional material not included in the detailed procedure. Examples include GL lists, documents, and digital media. Things like speeches/scripts and discussion questions are commonly put in the appendices, but should instead be listed in the detailed procedure.

Owning a Room

Standing in front of your peers can be extremely tough, but fret not because we are here to share with you some amazing tips on how to lead your peers!

Be flexible: Let this become your favorite F-word! More often than not, something will go wrong, but as long as you are flexible, you will persevere.

Be prepared: If (and when) something does go wrong, be ready for it. Anticipate what could go wrong without getting panicked. Have a backup plan!

Stay calm: If you, the leader, is panicking, then the participants will assume something is wrong. Even if something went wrong, don't let it show because to the participant, that could be how it was supposed to go.

Really OWN a room: Take control of the room. Don't let people talk over you or show extreme disrespect. HOWEVER, this is not us giving you permission to be rude. If you cannot handle a room efficiently, get help from an adult. Show confidence, make sure to project your voice, and speak clearly. Wait until the room is silent before you start speaking. You got this!

Enunciate: Make sure people can hear and understand every word you're saying to them. If you don't enunciate effectively, much of the information will be lost on your room. We must be understanding of the fact that some of your peers may not be able to hear as well as you can or you may be in a large space that is hard to hear in, so if possible, find a microphone!

The Relationship Between Judaism & Leadership

Jewish leadership values have been passed on since Moses received the Torah at Mount Sinai! The Hebrew word for leadership is *manhigut*. It derives from the root found in the word "behavior." For Judaism, **effective leadership isn't about position; it's about action and behavior.** The rabbis clearly stated that one can lead effectively without holding a title or an office, so long as one behaves appropriately. "Be rather a tail to lions than a head of foxes," they explained in Pirkei Avot (Ethics of our Fathers).



Also, it all comes down to ego. **Every action of a Jewish leader is not for the sake of his own ego, but rather for the good of the people alone.** The Torah tells a Jewish leader: Don't fall into the trap. Keep your perspective. Don't forget that the king is a servant of the people, not the other way around.

It's always interesting to take into account the Jewish perspective in anything you do. We want to help you guys realize that Judaism teaches us some pretty important stuff about life, let alone leadership.

A Short Course in Human Relations

The **SIX** most important words: "I admit that I was wrong."

The **FIVE** most important words: "You did a great job!"

The **FOUR** most important words: "What do you think?"

The **THREE** most important words: "If you please..."

The **TWO** most important words: "Thank you."

The **ONE** most important word: "We."

The **LEAST** important word: "I."



Just Checkin' In!

A quick self-assessment!

There are so many leadership qualities we should embrace throughout our terms and throughout life. The following will give you an opportunity to rate yourself on how much you think you possess that quality and brainstorm ways to increase that number! Keep in mind that it is in no way necessary to possess every single one of these traits; everyone has a different archetype of what a leader acts like, so choosing your own combination of these traits is totally cool! **Under each, write a way in which you can improve/maintain your score!**

OPEN-MINDEDNESS 1 2 3 4 5

ACCOUNTABILITY 1 2 3 4 5

APPROACHABILITY 1 2 3 4 5

TIME-MANAGEMENT 1 2 3 4 5

FLEXIBILITY 1 2 3 4 5

ABILITY TO DELEGATE 1 2 3 4 5

DETERMINATION 1 2 3 4 5

OPTIMISM 1 2 3 4 5

ORGANIZATION 1 2 3 4 5

CREATIVITY 1 2 3 4 5

HUMILITY 1 2 3 4 5

Learning Modalities!

TYGs, and most groups in general, are often made up of a diverse set of people. People learn in different styles and absorb information in a variety of ways. It is important to understand your audience when programming or planning for them!

Of the eight below, what type of program activities work best for the given intelligence?

Howard Gardner's Eight Intelligences	
Intelligence type	This type of learner often...
Visual-spatial (picture smart)	<ul style="list-style-type: none"> • Learns best with visual icons • Is artistic • Is able to read maps, blueprints, and graphs, with ease
Verbal-linguistic (word smart)	<ul style="list-style-type: none"> • Has strong reading skills • Is able to write well • Can process academic lectures effectively
Musical-rhythm (music smart)	<ul style="list-style-type: none"> • Taps a beat with a pencil or foot or hums softly during silent work time • Processes information by associating it with beats and rhythms that allow them to make sense of data and store it in the brain • Learns and studies best with headphones on
Logical-mathematical (number smart)	<ul style="list-style-type: none"> • Is good with math and numbers • Is a linear thinker • Needs order and systematic directions or steps in order to process the content
Bodily kinesthetic (body smart)	<ul style="list-style-type: none"> • Is a good athlete • Has excellent fine motor skills • Benefits from concrete, hands-on learning activities
Interpersonal (people smart)	<ul style="list-style-type: none"> • Enjoys socializing with others • Needs to interact with others in order to process information • Benefits from group brainstorming
Intrapersonal (self-smart)	<ul style="list-style-type: none"> • Processes information best by working alone in quiet solitude • Finds working with groups to be distracting
Naturalistic (environment smart)	<ul style="list-style-type: none"> • Gravitates toward natural patterns • Gains brain stimulation when in a natural, outdoor environment • Improves engagement with tasks when exposed to the sights, sounds, and smells of the outdoors

For more information to understand different learning styles, visit <https://blog.adioma.com/9-types-of-intelligence-infographic/> for a more in depth breakdown!

Different Types Of Communication

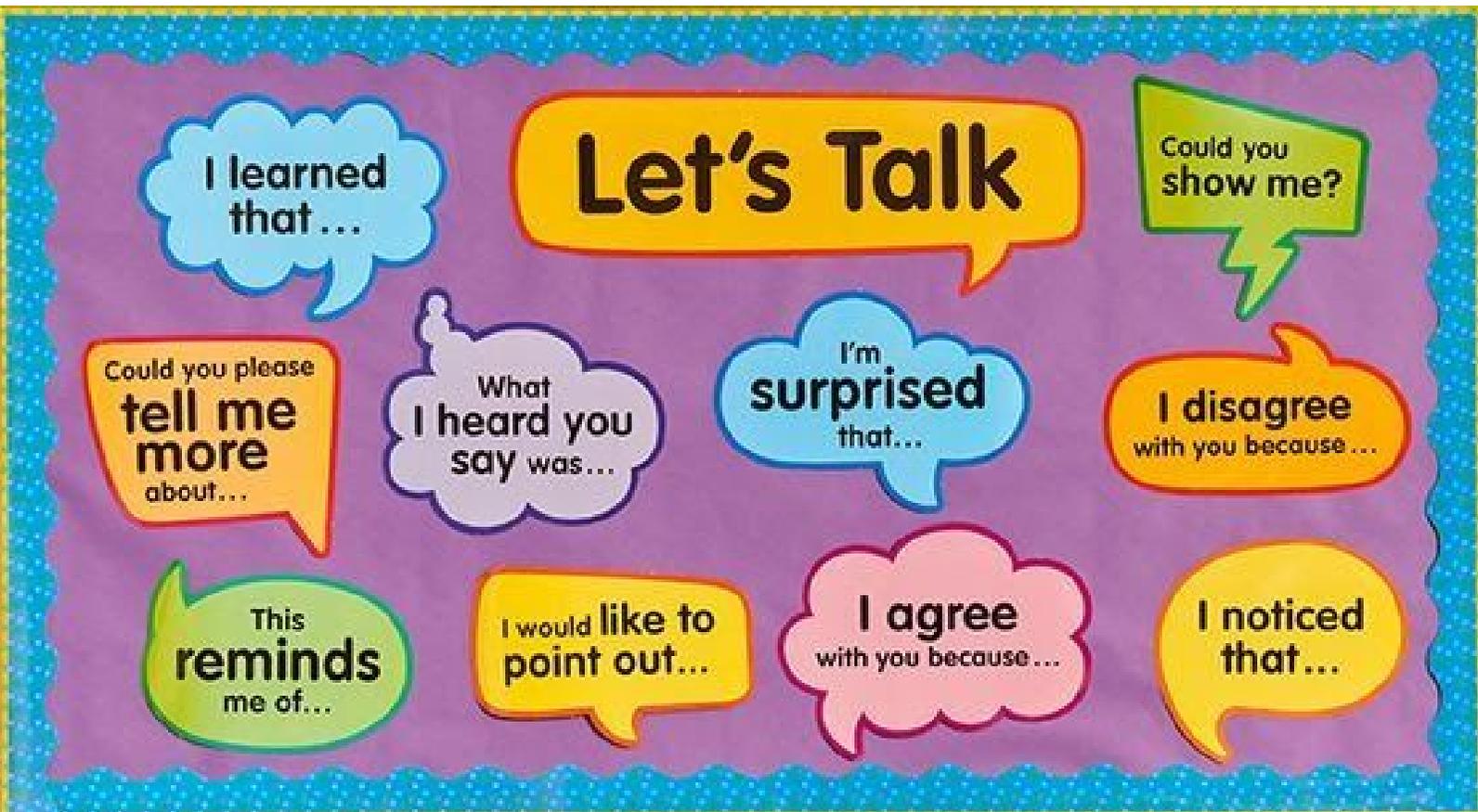
Getting to see people in your TYG members enjoy an event and connect as a group is a satisfying aspect of membership! However, getting people to events to make those connections, speaking up about what you would like to see in your youth group, and finding where you fit in is not always easy. This is where communication comes in!

Some ways to reach out to peers:

- Phone calls
- Emails
- Texts
- Services within social media
 - Instagram polls
 - Direct messaging
 - Snapchats

One of the best ways to connect with others is to have an in person conversation!

What methods do you use to connect with others? Are there any new ones you'd like to use?



Kouzes and Posner's Five Practices of Leadership

These 5 Practices are key to successful leadership. While you may feel drawn to one or the other, cohesive, impactful leadership requires all 5. Let's deep dive!

Model the Way

- Use your Voice and affirm shared values
- Set a positive example
- Aligning actions with shared values

Inspire a Shared Vision

- Envision the future
- Imagine and innovate exciting and ennobling possibilities that people can get behind
- Enlist others in a common vision by appealing to shared aspirations

Challenge the Process

- Do not settle for what has been done in the past
- Take initiative to adapt and change
- Search for opportunities to improve
- Experiment and take risks by constantly generating small wins and learning from experience

Enable Others to Act

- Foster collaboration by building trust and facilitating relationships
- Strengthen and empower others by increasing self-determination and developing confidence

Encourage the Heart

- Show appreciation for contributions and individual excellence
- Celebrate values and victories by creating a spirit of community

TRUE COLORS TEST

Take Our True Colors Personality Test!

Directions: Compare all 4 boxes in each row. Do not analyze each word; just get a sense of each box. Score each of the four boxes in each row, from most like you to least like you: 4 = most, 3 = a lot, 2 = somewhat, 1 = least.

Row 1	A Active Variety Sports Opportunities Spontaneous Flexible	B Organized Planned Neat Parental Traditional Responsible	C Warm Helpful Friends Authentic Harmonious Compassionate	D Learning Science Quiet Versatile Inventive Competent
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 2	E Curious Ideas Questions Conceptual Knowledge Problem Solver	F Caring People Oriented Feelings Unique Empathetic Communicative	G Orderly On-time Honest Stable Sensible Dependable	H Action Challenges Competitive Impetuous Impactful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 3	I Helpful Trustworthy Dependable Loyal Conservative Organized	J Kind Understanding Giving Devoted Warm Poetic	K Playful Quick Adventurous Confrontive Open Minded Independent	L Independent Exploring Competent Theoretical Why Questions Ingenious
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 4	M Follow Rules Useful Save Money Concerned Procedural Cooperative	N Active Free Winning Daring Impulsive Risk Taker	O Sharing Getting Along Feelings Tender Inspirational Dramatic	P Thinking Solving Problems Perfectionistic Determined Complex Composed
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>
Row 5	Q Puzzles Seeking Info Making Sense Philosophical Principled Rational	R Social Causes Easy Going Happy Endings Approachable Affectionate Sympathetic	S Exciting Lively Hands On Courageous Skillful On Stage	T Pride Tradition Do Things Right Orderly Conventional Careful
	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>	Score <input type="text"/>

Total Orange Score A, H, K, N, S <input type="text"/>	Total Green Score D, E, L, P, Q <input type="text"/>	Total Blue Score C, F, J, O, R <input type="text"/>	Total Gold Score B, G, I, M, T <input type="text"/>
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WHAT DOES THIS MEAN?

COLOR	BIG PICTURE	TRAITS
BLUE	Relationship Oriented	<ul style="list-style-type: none"> • Focus on the service, health, and welfare of people • Prefer warm, harmonious environments • Promote creativity, flexibility, individuality and personal expression
GOLD	Structure Oriented	<ul style="list-style-type: none"> • Prefer thorough, accurate, and systematic tasks • Are practical, efficient and cooperative workers that respect authority, discipline and punctuality • Have a compelling need to do things the "right" way
GREEN	Cognitive Oriented	<ul style="list-style-type: none"> • Driven towards work that involves an analytical and creative focus • Enjoy taking risks to test their innovative ideas • Have a drive to be competent, logical and accurate
ORANGE	Impulse Oriented	<ul style="list-style-type: none"> • Tackle their work with enthusiasm • Great at working under pressure • Action-oriented people who know how to get results they desire

Relationships, Creativity, and Leadership

Throughout your time in NFTY and in your TYG you will get the chance to work with so many different people! Whether you are or are not on board, you have the potential to bring so much to these people and your TYG as a whole.



Opportunities in NFTY!

If any of these programs sound interesting to you, let us know! We can provide more information for you as well as connect you to someone who has participated in one of these programs!

URJ HELLER HIGH This experience allows you to spend a semester of high school in Israel! You can take high school courses while simultaneously being exposed to Israeli life and culture! www.hellerhigh.org

MITZVAH CORPS Social-action based summer programs that give you the opportunity to travel the world, learn about social issues, and realize how Judaism can empower you to take action and enact positive change! www.mitzvahcorps.org

L'TAKEN L'Taken gives you the opportunity to impact our country as you share your input on social justice topics with decision-makers on Capitol Hill! You'll also be exposed to public policy issues while learning about the Jewish values that shape the RAC's advocacy for these issues! www.rac.org/ltaken-social-justice-seminars

NFTY CONVENTION A super fun biennial North American event that includes Asefah, the election of NFTY's North American Board, a chance to propose legislation, and the opportunity to spend time with NFTY friends new and old. NFTY Convention 2021 will be held in February at URJ Greene Family Camp in Bruceville, Texas

Contact RegBo!

NFTY-STR REGIONAL DIRECTOR JULIE MARSH: jmarsh@urj.org

After June 1, 2020 feel free to reach out to any regional board member:

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