

HABONIM DROR CAMP ASSOCIATION: ORGANIZATIONS AND RELATIONSHIPS

Habonim Dror North America is a progressive, Socialist Zionist youth movement formed by the merger of two youth movements, Habonim and Dror. Historically connected to the Israeli labor movement, Habonim and Dror founded summer camps in North America modeled after life on a kibbutz. Many of the structures still found in HDNA camps are a reflection of these values: the use of kibbutz-influenced Hebrew, the importance of labor, self-governing structures for the chanichimot (campers) and tzevet (staff), the blue *chultza* (movement shirt), shared songs and a unique Jewish culture. HDNA machanot (summer camps) feature a singular model of youth leadership, and share similar leadership structures (Rosh, Mazkirut, Madatz program, etc).

Today, there are six machanot of HDNA:

- Moshava: located in Street, Maryland and serving the DC/Baltimore area
- Galil: located in Ottsville, Pennsylvania and serving the Philadelphia/New York area
- Geshet: located in Cloyne, Ontario and serving the Toronto/Montreal area
- Tavor: located in Three Rivers, Michigan and serving the Midwest
- Gilboa: located in Big Bear, California and serving California/Nevada
- Miriam: located on Gabriola Island, British Columbia and serving Vancouver/Victoria/Seattle

Mazkirut Artzit

The *national secretariat* of Habonim Dror North America, the Mazkirut Artzit is made up of three or four post-college leaders who are responsible for all national movement activities, as well as supporting local machaneh activities. The *mazkirol* (general secretary) is the chief representative of the movement and is elected by the eligible voting membership of HDNA at the biannual Veida. Other members are appointed by the current Mazkirut Artzit in consultation with the incoming Mazkirol. The offices of HDNA are located in Philadelphia, PA. The mazkirut coordinates:

- Machaneh Bonim in Israel, or MBI: post-10th grade summer program in Israel
- Workshop: eight month gap year program in Israel
- Winter Seminar: five day seminar for nachshonimot (11th-12th graders) and maapilimot (college-age movement members)
- Moetzet Kenim: goal setting and training seminar for leaders of kenim (“nests” or local HD communities)
- Moetzet Mazkirut/Madatz: weekend training seminars for the mazkirut of each machaneh and the madrichimot (counselors) for each machaneh’s madatz, or counselor-in-training program
- Maapilimot Seminar: four day seminar for maapilimot, usually in May

- Hagshama Seminar: bi-annual January nine-day seminar in Israel for maapilimot focusing on hagshama, translated as “actualization”
- Veida: biannual movement decision-making convention, open to all nachshonimot and maapilimot to bring proposals relating to the ideological, structural and programmatic elements of the movement

Additionally, the mazkirut coordinates year-long processes, such as vaadot (committees), and supports ken leadership and Tzevet Higuvi (see below). Mazkirut represents HDNA to partner organizations, such as the Jewish Agency for Israel and the Foundation for Jewish Camp.

Mazkirut members serve for two- or three-year terms. As of 2022-2023, the *tafkidim* (tasks) of the Mazkirut are as follows:

Mazkirol (General Secretary): Represents the movement to external organizations, oversees partnerships with other organizations, coordinates between the mazkirut and the machanot, oversees the rest of the mazkirut, works with Habonim Dror Olami (HD world movement - see below), works with Business Manager on budget management. Coordinates monthly HDNA professional calls, and facilitates a process for the rashim (youth directors) of the machanot.

Rakazol Tochniot (Programs Coordinator): Responsible for recruitment and registration for HDNA programs (MBI and Workshop). Works with program providers and educators in Israel on program vision and development, day to day management, and parent communication. Works with various partner organizations that facilitate our Israel programs.

Rakazol Chinuch (Education Coordinator): Coordinates movement seminars, ken leadership, committees (va'adot) and other educational processes throughout the year. Responsible for new educational initiatives (such as creation of shared resources and programs with other organizations).

Rakazol Tzmicha (Director of Development): This is a new tafkid (still in development). Focuses on new initiatives and fundraising/alumni engagement opportunities. Responsible for workshop recruitment and programmatic redesign aimed to grow the program and movement leadership. Works with the Habonim Dror Foundation (see below) on development initiatives. Coordinates movement scholarships in order to make programs as accessible as possible.

Shaliach/a/ol: Israeli emissary who provides guidance, support and educational development to the mazkirut artzit. Works closely with the mazkirut to define goals and create plans to achieve them. Works with the Mazkirol on management of the mazkirut and with the Rakazol Tochniot on Israel programs. Oversees the year round mischlachat (delegation of shlichim in HDNA communities), and works with the machanot as related to their various shlichut structures (summer, senior summer, year round, etc). The shaliach comes from Israel for a term of two to three years.

Working with Mazkirut in Philadelphia:

Business Administrator: Oversees movement finances and contracts, and handles all billing and payments for HDNA. Works closely with the Mazkirol on all financial decisions, and provides support and guidance for budgets (seminars, yearly, etc). This position is held by a part-time professional on a permanent basis. The Business Administrator is not a member of Mazkirut Artzit.

Associated HDNA bodies:

HDNA Board -The Board of HDNA was set up initially as a result of changes to non-profit law in New York State in the mid-2010s, but has evolved over the last ten years to support the mazkirut artzit in achieving their goals. The Board provides organizational support and oversight, assists in strategic planning and troubleshooting, and also provides stability through rotating youth leadership. The Board meets quarterly, and sub-committees including the Finance Subcommittee, the Grants Subcommittee and the Programs Subcommittee meet more regularly. The Finance Subcommittee is chaired by the gizbar (volunteer treasurer); together with the Business Manager, it oversees and recommends adoption of the HDNA budget to the full Board. The Board Structure is as follows:

Voting Members:

- Chair: typically an alum of the movement with national experience
- All Members of the Mazkirut Artzit
- A representative from Tzevet Higui
- A Ma'apilol representative who is also a Board member of their machaneh
- Treasurer - either a member of Mazkirut (Gizbarol) or a volunteer alum*

Non-Voting Members:

- Central Shlichol
- HDF Chair
- HDCA Chair(s)
- Past HDNA Board Chair

Tzevet Higui: Created by a *veida* (national movement convention), the Tzevet Higui or *steering committee* is made up of two maapilimot representatives from every machaneh. The tzevet is convened for monthly meetings by the mazkirut artzit and aims to serve as a conduit between the machanot and the movement during the year. Tzevet Higui members are asked to be active in passing information and sharing dilemmas between the machanot and the national movement, and as such are expected to be active on their boards. Tzevet Higui makes decisions with the mazkirut artzit and advises on dilemmas (for example: delaying Veida during COVID, political statements, seminar content, partnerships with other organizations).

*Under the current constitution, if Treasurer is an alum he/she is not a voting member of the HDNA Board

Additional organizations in the HD universe:

Habonim Dror Foundation - founded in the early 1990s by a group of Habonim alumni, the Foundation was created to support HDNA on a national level after prior funding from the Kibbutz Movement decreased. Approximately fifteen Board members fundraise mostly from other movement alumni, and give an annual grant to HDNA. HDF has no formal responsibility or authority with regards to HDNA finances, but they exercise due diligence when awarding funds and are a resource to HDNA in reviewing financial matters. The mazkirut, along with the business manager, report annually on movement finances and activities to the HDF Board.

Habonim Dror Camp Association - Convened in the early 1990s, HDCA exists to help coordinate efforts between all machanot and the Mazkirut Artzit and to convene all parties in the HDNA universe including the machanot, HDNA, HDF and Ameinu. HDCA is led by a chair (or two), who participate in regular meetings with the Mazkirut Artzit to advise on issues relating to the movement and the machanot, monthly professional staff meetings, bi-monthly or quarterly Board Chair meetings and other as-needed meetings. The Chair(s) also organize HDCA Kennes, a yearly meeting of professional staff, the Mazkirut Artzit, maapilimot and Board members to troubleshoot and strategize together as the machanot and movement, and HDCA Miifgash (meeting), a meet-up for Board members during the summer at one or more of the machanot. Discussions about movement *mas* (dues), machanot recruitment boundaries, and program development guidance for Workshop and MBI are examples of some of the areas of HDCA activity. HDCA is also a platform for the machanot to coordinate activities and troubleshoot common problems (ex: tzevet retention).

Habonim Dror Olami - Habonim Dror Worldwide, headquartered in Israel. Habonim Dror exists in Mexico, Uruguay, Brazil, Argentina, the UK, South Africa, Australia, New Zealand, Belgium, France, the Netherlands and Germany. Each movement is an independent body, and HDO exists to facilitate the connection between the countries and support the movements in their local iterations. HDO runs the gap year programs for each country (Workshop for HDNA, Shnat Hachshara for all other countries), and facilitates World Veida (decision making body of the world movement), Yom Habonim Dror (meet-up in Israel once a year of all HD people currently in Israel) and other movement seminars. HDO is instrumental in sending shlichim around the world, and represents Habonim to organizations in Israel that finance or oversee youth movements (such as the Jewish Agency for Israel).

Ameinu - the progressive Zionist member organization in North America, heir to a rich, 100+-year-old tradition of Labor Zionist activism. Ameinu is led by HDNA alumni and embodies the values of the youth movement at an adult level. Ameinu envisions Israel as a Jewish and democratic state, at peace with its neighbors, committed to religious pluralism and social and economic justice for all its citizens. Ameinu promotes its agenda through advocacy and educational programming, both independently and in alliances with other organizations. As a member of the Conference of Presidents of Major American Jewish Organizations, Ameinu has an important "seat at the table" within the organized Jewish community. The mazkirol of the movement holds a seat on the board of Ameinu.

GLOSSARY:

Habonim: Builders

Dror: Freedom

Habonim Dror: Builders of Freedom

Bogrimot: graduates, in HDNA can refer to a group at camp or generally to alumni of the movement (plural)

Chanich/a/ol/imot: Camper (m/f/non gendered/plural). Refers to campers or participants on movement programs

Chaver/a/ol/imot: literally member, in HDNA refers to a movement member (m/f/nongendered/plural)

Chinuch: education, in HDNA can often refer to the position of the education director/coordinator at the camps or on a national level on the Mazkirut Artzit

Chultzah: literally shirt, in HDNA generally refers to the blue youth movement shirt with red strings (chultzat tnuat noar)

Gizbar/Gizbarit/Gizbarol: treasurer (m/f/nongendered)

Hagshama: actualization of values, it is one of the pillars of HDNA ideology

Ken/Kenim: literally "nest/s", refers to the year round activities of HDNA camps (singular/plural)

Kennes: conference

Maapil/a/ol/imot: literally *those who dare*, in HDNA refers to college aged movement members (m/f/nongendered/plural)

Machaneh/Machanot: Camp (singular/plural)

Madatz: literally madrich tzayir (young leader), in HDNA refers to the counselor-in-training program for rising 11th graders

Mas: movement dues, paid by all movement chaverimot (members). Machanot pay mas on behalf of their chanichimot.

Mazkir/a/ol: literally secretary, in HDNA refers to the national movement head (m/f/nongendered)

Mazkirut/Mazkirut Artzit: literally means secretariat, usually refers to the youth leadership of the machanot or mazkirut artzit (national secretariat), youth leadership of the movement

Mifgash: meeting, in HDNA generally refers to some kind of meet up between different groups (ex: West Coast Mifgash between Miriam and Gilboa, HDCA Mifgash in the summer between different camp boards)

Mishlach: Delegation of Israel emissaries

Moetza: a council, in HDNA often refers to yearly seminars for mazkiruyot of the camps, madatz counselors or ken leaders (ex: moetzet mazkirut for the mazkiruyot)

Nachshonimot: after Nachson who according to Jewish tradition entered the split waters of the Red Sea first, in HDNA refers to 11th and 12th grade movement members (plural)

Olami: world, in HDNA usually refers to World Habonim Dror

Rakaz/Rakezet/Rakazol/Rakazolimot: coordinator/director, can refer to director of a program, education, logistics, etc (m/f/nongendered/plural)

Rosh/Rashim: Youth directors (singular/plural), in HDNA generally refers to the camp directors

Shaliach/shlichah/shlichol/shlichimot: emissary from Israel, can refer to summer positions or year round positions (m/f/nongendered/plural)

Shlav Hachshara: stage of training

Shlichut: the position of a shaliach, being a shaliach

Tafkid/Tafkidim: task or job (singular/plural)

Tochniot: programs (plural), in HDNA generally refers to the position of the director of Israel programs

Tzevet: staff

Tzevet Higui: steering staff/committee of HDNA, made up of representatives from all six of the camps and advises the mazkirut artzit on decisions, public statements, seminars, etc

Vaad/Vaadot: a committee (singular/plural)

Veida: convention, in HDNA refers to the biannual movement convention for maapilimot and nachshonimot where proposals are made and voted on for all areas of HDNA ideology, practice, programming and education

Yom: Day

A note on HDNA's use of Hebrew: after the adoption of a proposal at Veida 2015

("Revolutionizing the Hebrew Language"), the movement embraced an inclusive and innovative form of Hebrew. Standard Hebrew does not include a non-gendered option, and all nouns and adjectives are either male or female. HDNA employs the ending of *-ol* for the singular and *-imot* for plural in order to allow a non-binary option. When referring to a generic position, the default is the nongendered (ex: use of chanichol to refer to a generic camper).

- Example: madrich becomes madrichol
- Example: chanichim become chanichimot