



Dear Teens (8th-12th grade),

Thank you for your interest in being a Madrich or Madrichah next year!

Many of our teens enjoy working as Madrichim (aides) in our ALIVAH classrooms on Sunday mornings and weekday afternoons, and we LOVE our ALIVAH program Madrichim!

Please note the following changes to the Madrichim program for the year 2016-17:

Beginning in the fall, our Madrichim program will become a *paid internship program* rather than an *employment program*.

Why? The main reasons:

- The new structure adds in more leadership training.
- The internship program allows us to accept more teens as Madrichim, and rewards teens for good attendance and for returning as Madrichim the following year.

Here's what you need to know:

- Applicants must fill out an application to be a Madrich. The application period will be May 8- June 30 (same period as ALIVAH EARLY BIRD registration). Current Madrichim who have fulfilled their 80% attendance requirement this year will have priority in remaining in the program next year.
- On the application, teens will identify priority topics within the broad frame of leadership development that they want to learn from being a Madrich (see sample topics in next paragraph).
- Once per month, during our 9:00-12:00 Sunday time, Madrichim will engage in one-hour leadership training seminars with a specialist, on topics relating to effective communication, problem-solving, behavior management, self-advocacy, inclusion, etc., and will reflect on how their learning in these seminars affects their practice (or what they notice about others' practice) in the classroom.
- Twice per year, Madrichim will be paid a stipend, based on the number of years that they have been Madrichim before as well as attendance. Madrichim also have a choice of accruing community service hours or applying their stipend to a Jewish camp or youth group instead of being paid.

1st year Madrichim in 2016-17 will receive \$300 for the year, or \$150 per semester, based on 80% or higher attendance during the year. (Community service or applying the stipend to camp are options instead of the stipend.) Madrichim who attend less than 80% but more than 50% during a semester will receive \$100 rather than \$150 for that semester period.

2nd year: Returning Madrichim, will receive \$500 for the year, or \$250 per semester, based on 80% or higher attendance during the year.

3rd year and beyond: Madrichim will receive \$700 for the year, or \$350 per semester, based on 80% or higher attendance during the year.

We look forward to working with you in a leadership capacity with our younger children, and thank you for your interest in applying to be a Madrich/ah for the coming year!

Best,

Mel

Mel Berwin
Director of Congregational Learning

Jenn

Jenn Knudsen
Chair, ALIYAH Programs