

ANNUAL REPORT

Fiscal Year 2017



The
KAVANA
Cooperative



FROM THE RABBI

Dear Friends,

This past year has been one of incredible growth for Kavana, in ways both planned and unplanned! Last summer, we celebrated our community's 10th Anniversary and welcomed Rabbi Sydney Danziger as our first Jewish Emergent Network Rabbinic Fellow. As you'll see throughout this report, her presence has made a big impact, both directly (e.g. through her leadership of a new musical Friday night service once a month) and indirectly (in that her presence has expanded our overall organizational capacity and enabled Kavana to grow).

What we couldn't have anticipated a year ago were the results of the 2016 presidential election and the ways that this new reality would shape our community. Since last November 8th:

- We've had new wind in the sails of our social justice program, and have engaged more people than ever before in this important work!
- Taking care of our community has been a high priority during this very turbulent year, and we've coined the phrase "communal pastoral work" to describe this piece of what we do.
- Kavana's partnership has grown by 12%, as more people have sought out the tight-knit Jewish community, rich opportunities for educational and spiritual programming, and strong moral grounding that Kavana offers.

Behind the scenes, Kavana's board has continued its thoughtful leadership, careful stewardship, and mission-driven steering of the organization. This year, a Partnership Committee worked to clarify the definition of partnership and our hopes and expectations for partner engagement -- see page 6 for more about this process and their recommendations.

Even a quick glance around Seattle's skyline, dotted with more construction cranes than any the city in the nation(!), indicates how fast our area is booming. Seattle's Jewish population is booming too, such that even if Kavana does nothing to actively recruit new participants, we know we will need to accommodate continued growth over the coming years. Thus, planning for expanded staffing and space will be an important priority in FY 2018

The bottom line: 2017-18 is a great year to deepen your engagement with Kavana! At a time when our American society feels so topsy-turvy, what could possibly be more important than rooting yourself firmly in (and helping to support) a spiritual community that provides access to Jewish tradition, enriches your life, makes you feel connected, and does good work in the world too?!

So glad to be in it with you!
Rabbi Rachel Nussbaum,
Executive Director



OUR PURPOSE

Together we are building an innovative, model Jewish community that empowers each of us to create a meaningful Jewish life and a positive Jewish identity.

BOARD MEMBERS:

Julie Burg, *President*
Aaron Averbuch, *Vice-President*
Julie Katz, *Past President*
John Policar, *Treasurer*
Diane Hostetler, *Secretary*
Steven Lewis
Sharon London
Charles Mayer
Steven Neuman

STAFF LIST

Rabbi Rachel Nussbaum
Liz Thompson
Rabbi Sydney Danziger
Maxine Alloway
Cara Abrams-Simonton
Danielle Blume
Yehudit Blume
Maya Itah
Gillian Locascio
Miriam Mosbacher
Michael Sarko
Brit Shlessinger
Jeremy Wood
Hagar Yanay
Ari Zecher



DEPTH AND IMPACT



Yuli B. with her Kindness Award

MAKING JEWISH HISTORY RELEVANT

Students in our afterschool program (Moadon Yeladim/ Kids' Club) studied Emma Lazarus, the historical figure who wrote the famous poem ("Give me your tired, your poor...") that appears on the base of the Statue of Liberty. Through this unit, the kids explored historical Jewish immigration to the U.S., the mitzvah of welcoming the stranger, and family immigration narratives. Then, they turned to contemporary questions around immigration and refugee resettlement.

Yuli B. clearly took these lessons to heart, writing a speech about the importance of showing kindness to strangers and immigrants. She was recognized with a "Kindness Award" at her public school. Kol hakavod, Yuli - we're proud of you for internalizing the Jewish values you learned at Kavana and making them your own!



TRAINING THE NEXT GENERATION OF JEWISH LEADERS

In January 2017, Kavana was privileged to host a site visit for the Jewish Emergent Network rabbinic fellows -- our own Rabbi Sydney Danziger, plus rabbinic fellows from our six sister communities: IKAR (Los Angeles), The Kitchen (San Francisco), Lab/Shul (NY), Mishkan (Chicago), Romemu (NY), and Sixth & I (DC). Through sessions with board members and professional leaders, and by participating in an array of Kavana programs, the J.E.N. fellows got to experience Kavana's cooperative model in action!

Afterwards, one of the fellows, Rabbi Jonathan Bubis, reflected that over the course of the weekend with our community, "it became clear that Kavana does an incredible job letting people in." We take great pride in being part of the Jewish Emergent Network, and in helping to train Jewish leaders of the future to transform the American Jewish community!

Solidarity Havdalah Service

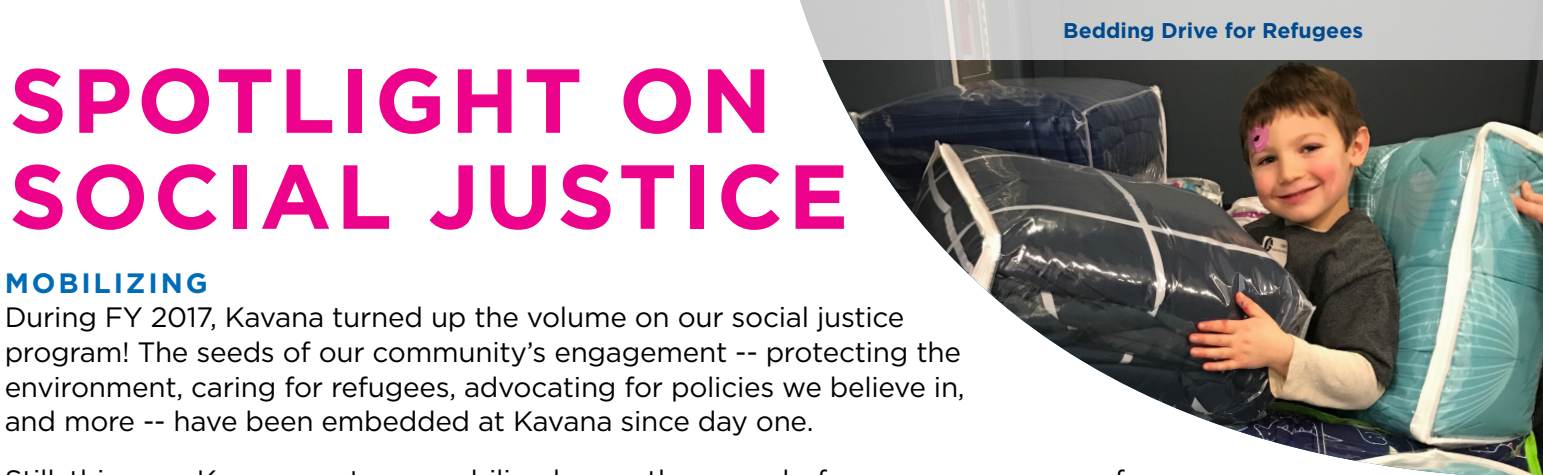


SPOTLIGHT ON SOCIAL JUSTICE

MOBILIZING

During FY 2017, Kavana turned up the volume on our social justice program! The seeds of our community's engagement -- protecting the environment, caring for refugees, advocating for policies we believe in, and more -- have been embedded at Kavana since day one.

Still, this year, Kavana partners mobilized more than ever before, as a new sense of urgency helped spur our community to translate our Jewish values into action! One highlight was our Inauguration Weekend of Service and Learning, which offered Kavana partners multiple opportunities to engage, learn, and make a positive difference in our world!



HERE ARE SOME OF THE THINGS WE'VE DONE THIS YEAR:

- Marches and rallies
- Special prayer services
- Bedding drive for refugee resettlement
- Lobbyist trainings and Jewish Lobby Day
- Learning events
- Combatting all flavors of hatred (racism, misogyny, homophobia, Islamophobia, anti-Semitism, xenophobia)
- Environmental clean-ups & gleaning
- Partnerships with a wide range of organizations and interfaith communities

COMMUNAL PASTORAL SUPPORT

Another focus during this very challenging year has been on taking care of our community. The Caring Committee has continued to provide meals and other tangible support to individuals and families at times of need. But, with anti-Semitism rearing its head locally and with a feeling that many of our core values are under attack in our American society at large, Kavana has also tried to respond on a communal level. During the course of the year, we offered workshops on resilience and self-care, parenting through turbulent times, and combatting anti-Semitism, and our rabbis have both participated in extra mental health training.



Yom HaShoah Event



Idris Mosque Interfaith Event

RABBI RACHEL'S SURVIVAL TIPS:

- Make time to laugh
- Get out there and be social
- Help someone else
- Celebrate small victories
- Look to Jewish tradition as a source of strength
- Take time to recharge your own spiritual batteries
- Take pride in being part of a great Jewish community!



Environmental Beach Cleanup



Sukkot Gleaning Project

... AND SO MUCH MORE!



PROGRAMMATIC OVERVIEW

Kavana's 11th year was a great one, programmatically. From our Chanukah party at an ice-skating rink to literary Book Club discussions over brunches, from gleaning fresh vegetables on a farm to a refugee-themed Passover seder, and from film screenings about non-violent activism in Israel/Palestine to our new musical Friday night services, there were so many opportunities for content-rich engagement and finding personal meaning in Jewish life!

PARTNERSHIP COMMITTEE

In recent years, Kavana partners have asked for greater clarity on partnership standards so that we can all understand and deliver what is expected to help our community meet its vision. Toward that goal, a committee of partners provided definition as to what it means to be a partner at Kavana. As they defined it, "Partnership is the path within Kavana for individuals and families to participate actively, contribute to each other, and shape how Kavana grows and evolves. As a cooperative, we hold dear the idea that the acts of participating and showing up fully are the essence of building community and creating personal meaning and growth."



The new star image above represents that there are many points of entry to engagement. Partners are invited to consider their personal growth, talents and interests as they consider what their own involvement in the Kavana community will look like.

SPECIAL THANKS TO THE PARTNERS WHO SERVED ON THE PARTNERSHIP COMMITTEE:

Julie Burg, Derrick Chasan, Diane Hostetler, Nicki Sadow-Hasenberg, Rabbi Sydney Danziger, Allan Farkas, Elie Hess, Matthew Kerner, Lauren Lindheimer, Jen Nemhauser, Stephanie Policar

DID YOU KNOW?

This year, Kavana's board developed our first formal "Advocacy and Legislative Support Policy" document. This contains a set of rubrics and questions to help us determine what issues Kavana takes up, what petitions we sign, what legislation we support, etc. In this moment when we are being called on to take these sorts of actions with increasing frequency, it feels great to have some clear parameters in place that enable us to continue to operate both nimbly and with kavana (intention).



ANNUAL FINANCES

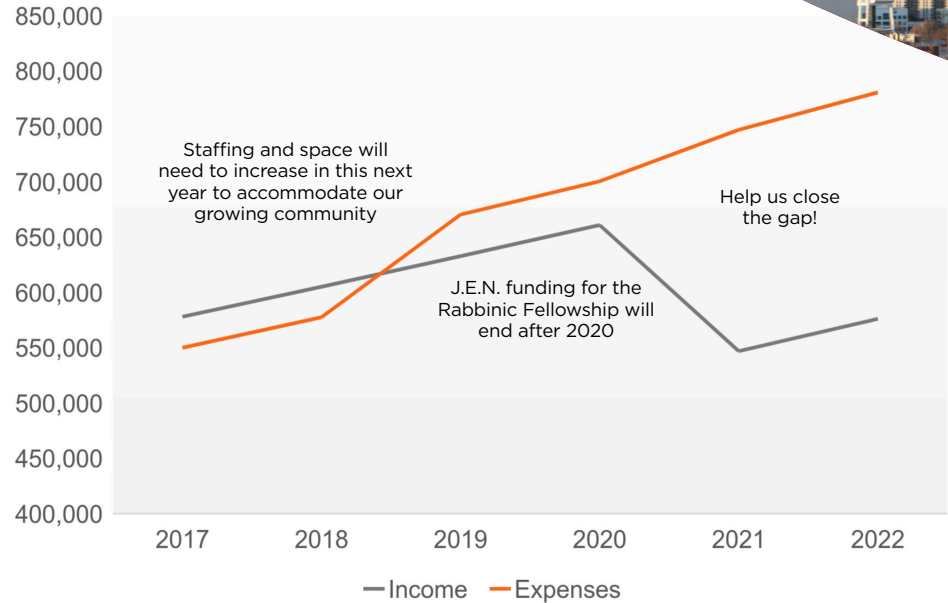
FY 17 was a robust year for Kavana, and we ended solidly “in the black” due to the careful containment of costs, the generosity of our partners and supporters, and the grant funding we’ve received through the Jewish Emergent Network.

Looking toward the future, our short-term financial goals are to relieve staffing and space squeeze and build our financial reserves (with the best practice target of 3-6 months in reserve). In the longer term, we want to maintain staffing after funding for our J.E.N. Rabbinic Fellow ends in 2021. To fund these goals, we estimate our annual revenue will need to increase by an additional \$200K by 2021.

Partners will play an important role in funding Kavana’s needs. We calculated that it cost \$2960/household/year or \$962/person/year to operate Kavana this year (excluding program fees); however, our average partner contributions today are far lower. We are asking every Kavana partner household to make a meaningful stretch to help us get as close as possible towards our goal of covering real operational costs through partner donations.

Those who participate in the community without having joined as partners and those who value our work from afar also have the potential to make a huge impact -- and we welcome your investment in Kavana’s growth. If everyone does their part, Kavana will be able to achieve financial stability and continue growing!

PROJECTIONS



BUDGET AT A GLANCE

INCOME	Fiscal Year 2017 Actual	Fiscal Year 2018 Budget
Partner Donations	\$160,000	\$165,000
Programming	\$205,000	\$183,000
Outside Support	\$118,000	\$105,000
External Donors	\$175,000	\$153,000
TOTAL INCOME	\$658,000*	\$606,000

*Income surplus in FY 17 is due to: a) the timing of the J.E.N. grant disbursements and b) a boom in attendance and participation this year. Some of this surplus will roll forward into FY 18; the rest will be used to build our non-profit reserve.

EXPENSE	Fiscal Year 2017 Actual	Fiscal Year 2018 Budget
Infrastructure (staffing, facilities, etc.)	\$382,000	\$440,000
Programming	\$161,000	\$164,000
TOTAL INCOME	\$543,000	\$604,000

FISCAL YEAR 2017 SUPPORTERS

David & Maxine Alloway
Deborah Alterman & Mike Panitz
Marleah & Slavian Angelov
Anonymous
Rachel Antalek & Larry Walsh
Deb Arnold
Frank & Paula Aronson
Alexander Astrakhan & Leigh
Ann Johnson
Isaac & Carol Auerbach
Family Foundation
Aaron & Joelle Averbuch
Maralyn & Steven Averbuch
Haia & Jimmy Aviram
Atar Baer & Angela Wilson
Ravit Aviram & Russ O'Connor
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Melinda & Sarina Godin
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& Emiko Tajima
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Stuart Hirschfeld
& Dahlia Kupfer
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& Noam Pianko
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Urgenson

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Vita Vishnyakov
Anthony & Lynn Wartnik
Nathan Wasserman
Eric Weisberg
Beverly Wiese
Thomas Wolff
& Karen Phillips Wolff
Charlotte Wollheim

Kavana is a 501(c)3 organization.

Tax ID # is 83-0448252.

All donations to Kavana are fully tax deductible.



COMING NEXT YEAR:

AFFINITY GROUPS, NEW ADULT LEARNING OPPORTUNITIES, HIGH SCHOOL PROGRAMMING,
COMMUNICATIONS COMMITTEE, HIRING OUR NEXT JEWISH EMERGENT NETWORK
RABBINIC FELLOW, AND CONTINUED PROGRAMMING, COMMUNITY BUILDING,
LIFE CYCLE SUPPORT AND MORE TO HELP US ACHIEVE OUR PURPOSE!



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