

2018

Fiscal Year

ANNUAL REPORT

July 2017 to June 2018



The
KAVANA
Cooperative



FROM THE RABBI

DEAR KAVANA FRIENDS,

Around the Kavana office, we have deemed Jewish year 5778 (corresponding to our fiscal year 2018) the **“year of intentional growth.”** Our community’s growth has come about quite organically, for a number of reasons, including the broadening demographics of our partners and the continued population growth of our region. Ironically, the challenges of our American society have also helped to fuel our community’s growth. As news headlines have flitted from gross ethical violations to public displays of racism, from the sexism and abuse turned up by the #metoo movement to draconian policies around immigration, guns, and the environment, Kavana has served as 1) a refuge from all of this (a place where values and morality still matter!) and 2) an organizing platform for a group of passionate people who, working together and inspired by Jewish values and teachings, are trying to make a difference in our world.

While steady growth has just happened -- without our even doing much to encourage it -- this year Kavana has worked hard to steer and channel our growth with intention. (After all, “intention” is the meaning of our name: kavana.)

This year’s Annual Report focuses on **how we are thinking about growth**, and what this growth has looked like and meant, in real terms -- for the Kavana community, for our programming, for our infrastructure (physical space, communications, and staffing), and for our budget and development.

Mostly, we are grateful that you are part of this community, and have helped to support and shape its growth. We hope that you take great pride in the roles you play at Kavana, and that you too will continue to grow in thoughtful and intentional ways through your involvement in 5779.

Warmest regards, and best wishes for a wonderful year,

Rabbi Rachel Nussbaum

Rabbi Rachel Nussbaum,
Executive Director

On the cover: *Our talented designer, Briana Romancier, writes: “With your vision of growth, I decided to go with leaf-like shapes, reminiscent of your logo, to create an upward pattern of growth.”*

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*
- Jessica Cohen
- Russ Katz
- Steven Lewis
- Sharon London
- Charles Mayer
- Steven Neuman

STAFF LIST

- Rabbi Rachel Nussbaum
- Liz Thompson
- Rabbi Sydney Danziger
- Cara Abrams-Simonton
- Maxine Alloway
- Danielle Blume
- Yehudit Blume
- Maya Itah
- Gillian Locascio
- Rachel Nagorsky
- Miriam Mosbacher
- Lotem Raymond Coe
- Michael Sarko
- Brit Shlessinger
- Roxanna Sikavi
- Yasmin Sikavi
- Jeremy Wood
- Hagar Yanay z”l
- Ari Zecher



NEW PARTNER PROFILE

The Rosenblum Family: Alex, Jim, Lola and Ceila

What drew you to Kavana?

We moved from Atlanta to Seattle in 2016 and left behind a synagogue and rabbi that we really loved. When we moved to Seattle we were looking for a community that had a strong sense of inclusiveness in its people and it's programming. We found that in Kavana and joined in 2017.

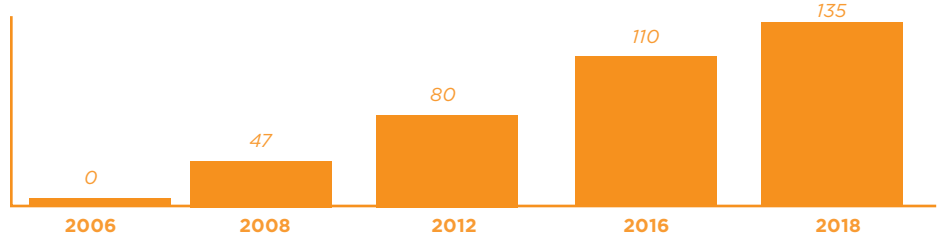


WE'RE BIGGER Community Growth

PARTNERSHIP GROWTH

While Kavana is open to all, partners have made an intentional commitment to grow and build personalized Jewish meaning in a community context. Individually and together, partners fulfill the word "kavana", meaning "intention", and enjoy the privilege of actively shaping new, innovative approaches to Jewish life for themselves, for one another, and beyond.

NUMBER OF PARTNER HOUSEHOLDS:



GROWTH PRINCIPLES

This year, the Kavana Board developed a set of "growth principles" to help ensure that we continue to be intentional about growth. Growth is happening organically and we need to plan for it, but growing the organization too quickly might undermine the quality of our programming and community... so it's a delicate balancing act.

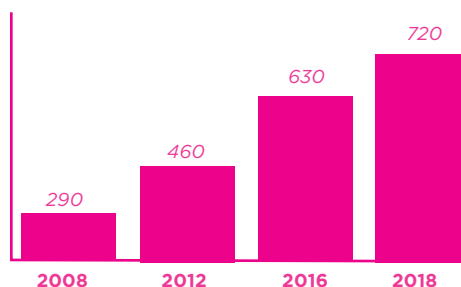
1. Measured growth is healthy and will continue as Kavana attracts more partners.
2. Growth brings greater diversity and new ideas which are appreciated.
3. We value serving well, building deep engagement, and creating connection which become more challenging as we grow.
4. Being inclusive and encouraging non-partners to decide if this community is for them is important to us.
5. With growth comes the need for additional resources.
6. To serve well, we accept that managing partner growth through intentional decision-making and limits is necessary and critical to accomplishing our mission.

PARTICIPANT GROWTH

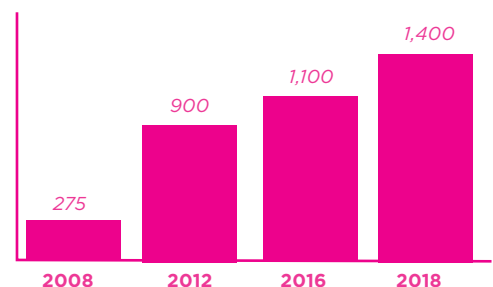
In addition to serving our partners, Kavana also welcomes (non-partner) participants. These may be individuals who are newer to Seattle, out-of-town friends and family who are seeking a Jewish home-base when they visit Seattle, or simply those who appreciate what Kavana has to offer but are not yet ready to commit to partnership. Kavana's leadership has always been committed to saying "yes" whenever possible, maintaining a spirit of openness, and allowing for a long entry ramp to more committed engagement with Kavana.

GROWTH INDICATORS

High Holiday Attendance (individuals)



Newsletter Distribution





WE'RE DOING MORE: *Program Growth*

2018 was a year of continued growth for Kavana's programs, services and offerings. Here are a few examples and highlights from the year:



SPIRITUALITY AND SERVICES

This year we expanded and deepened our spirituality programming. In addition to our monthly Shabbat morning minyan, we added a contemplative Friday night service which gained traction under Rabbi Sydney Danziger's leadership, with inspired musical contributions from Chava Mirel and Traci Marx. Related learning opportunities such as a Mussar (Jewish ethics) study group and a "Soul Spa" Retreat weekend (see photo above) helped to round out the picture.



KIDS AND FAMILY EDUCATION

Our Kids and Family Education programs grew to reach more children and families than ever before! Kavana's unique "a la carte" model provides families with the opportunity to customize their own Jewish educational package, for example, combining weekly and monthly offerings, kids-only programs with whole-family programs, etc. In this way, Kavana aims to support each family in building positive Jewish identity in ways that resonate and feel personally meaningful.



SOCIAL JUSTICE AND ACTIVISM

Social Justice was a big theme of the year, with a multi-pronged approach that integrated education, advocacy, and action. We participated in rallies and protests, and worked on issues from immigration to the environment. Our rabbis taught frequently about the Jewish values that inform this work, and adult education programs highlighted interfaith learning (e.g. scripture study with QAPC members, and Quran study). This photo is from a Tiny House building event that was part of a homelessness initiative.



JEWISH CELEBRATIONS

Kavana was home to dozens of personalized life-cycle events this year -- including baby namings and brises, creative b'nai mitzvah ceremonies (one of which is pictured here), and shiva/memorial services. This year, we also celebrated our first adult b'nai mitzvah class! Shabbat and holidays provided additional opportunity for celebration and community-building: from our first partner-only erev Yom Kippur pre-fast meal (sure to become a tradition!) to Sukkot gleanings, a Chanukah party, and more.



WE'RE LEARNING AND SHARING MORE: *Infrastructure Growth & Impact*



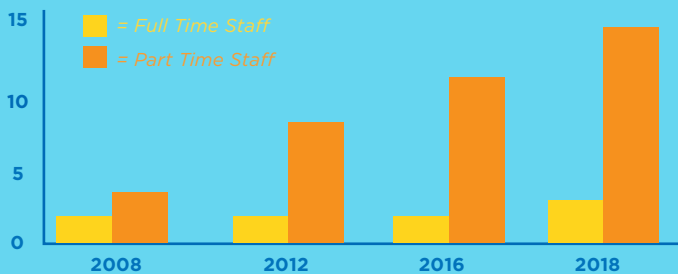
COMMUNICATIONS GROWTH

This year, a Communications Team was tasked with reviewing all of Kavana's communications and making recommendations to bring them into better alignment with our philosophy and values. Recommendations included: expanding communications across more platforms, educating partners about existing and emergent communication tools, expanding our social media presence, and increasing the amount of partner-generated content! Thank you to team-members Dana Bettinger & Callista Chen (co-chairs), Lisa Colton, Andrew Hess, Victoria Neiman, Jennifer Nemhauser, Steven Neuman, Scott Porad, and Liz Thompson.



SPACE GROWTH

Throughout FY 2018, we approached space challenges creatively to meet our needs. For example, we used two churches in close proximity for parallel High Holiday programming, and our Moadon Yeladim (afterschool) program expanded to space on multiple floors of a different building. We will continue to work through space constraints as nimbly as possible, by renting additional spaces on an hourly or as needed basis, in order to meet the needs of each individual program. For now, we feel that this approach (rather than owning real estate) gives Kavana the most flexible and affordable path towards meeting our mission.



STAFFING GROWTH

Kavana's core staff remains slim: just a few full-time employees and a growing cadre of teachers. This January, Rachel Nagorsky joined the staff as a part-time administrative assistant, and we are excited to be bringing on Cara Abrams-Simonton as a part-time Director of Education in FY 2019. Both of these hires will relieve pressure on Rabbi Rachel Nussbaum and Liz Thompson, and enable the organization to effectively serve more partners. Finally, this was Rabbi Sydney Danziger's last year of the JEN Rabbinic Fellowship program -- we will miss her but are thrilled to have Rabbi Josh Weisman joining Kavana's staff team through June 2020.



NATIONAL IMPACT

Kavana is proud to be part of the national Jewish Emergent Network, and was happy to send a robust cohort of staff members and partners to the Network's first outward facing conference in June. As Kavana Board members Julie Katz and Aaron Averbuch reported: "Blown away by the passion, energy and uniqueness of each organization, we learned and grew so much, and also saw with new eyes the depth, intentionality, and intimacy that Kavana is modeling for others around the country." Also, we're proud that Kavana was selected once again for inclusion in the 2018 Slingshot Guide, which features the most innovative Jewish communities and programs in North America!



IT'S COSTING MORE

Budget Growth

It almost goes without saying that community growth, program growth, and infrastructure growth necessitate budget growth. Fortunately, we've been working hard (and of course intentionally!) to ensure that Kavana has the finances we need to do the work we want to do.

The report is positive -- this year, we've made big strides towards ambitious financial goals we set for ourselves last year! We've raised the funds to cover the space and staffing growth described above, set aside \$35K for our reserve fund, and we're also working towards raising money to fund an executive position in 2021 (when our JEN grant funding ends). Most impressively, we managed to increase our average partner household contribution from \$1,192 to \$1,546 in a single year!

By 2021, we hope many partner households will contribute what it really costs for Kavana to operate, which is \$2,960/household/year or \$962/person/year. (We know that this isn't possible for everyone in our community, so we simply ask that everyone make a meaningful stretch to help us work towards this goal.)

In addition, we hope that the generous support of participants, friends and family will enable Kavana to continue to operate in the spirit of openness and innovation -- serving a broad swath of the Seattle Jewish community, modeling best practices for other Jewish organizations around the country, and continually experimenting with new ways to keep Jewish life feeling fresh, engaging and meaningful!

INCOME	Fiscal Year 2018 Actual	Fiscal Year 2019 Budget
Partner Donations	\$209,300	\$230,800
Programming	\$208,400	\$203,300
Outside Support (donors, corporate matches)	\$131,800	\$124,100
J.E.N. Grant (Rabbinic Fellowship)	\$160,000	\$99,200
TOTAL INCOME	\$709,500	\$657,400

EXPENSE	Fiscal Year 2018 Actual	Fiscal Year 2019 Budget
Infrastructure (staffing, facilities, etc.)	\$496,200	\$474,400
Programming	\$107,100	\$181,100
TOTAL EXPENSE	\$603,300	\$655,500



THANK YOU FOR FUELING ALL THIS GROWTH

Anonymous
Diane Adachi
David & Maxine Alloway
Deborah Alterman & Mike Panitz
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
Jimmy & Haia Aviram
Ravit Aviram & Russell O'Connor
Atar Baer & Angela Wilson
Dina Baloyan & Oleg Barshay
Deborah Bartlett
Jim Basinski & Michal Inspektor
Vicky Beer & Jeff Sprung
Howard & Lynn Behar
Chadd & Elizabeth Bennett
Emily Bergen & Eric Neuman
Claudia & Ed Berman
Kathryn Bern & Judith Mentzer
Erin & Ethan Bernau
Brian Berry & Sharon London
Dana Bettinger & John Jacobs
Carl & Joann Bianco
Adrienne Bloom & Dan O'Sullivan
Sharon Bogan & David Sabban
Jenna Boitano & Joshua Grimley
Adam Brazg
Anne & Mike Brixner
Brooke Brod
Noah Buhayar & Karen Weise
Geoff & Julie Burg
Ellen & Jim Bryan
Joshua Caplan & Julie Couture-Caplan
Hadiyah Carlyle
Reuven & Wendy Carlyle
Laura Carr
Derrick & Margaret Chasan
Callista Chen & Peter Ehrenkranz
Rachel & Siggi Cherem
Craig Christian & Jessica Cohen
Jonathan Coddon
Bradd & Evy Cohen
Lisa Cohen & Charles Mayer
Marc Cohen & Karey Kessler
Rebecca Cohen
Jack & Carole Cohn
Jason & Lisa Colton
David Cook & Jessica Aronson
Cook
Juli Cook
Charles Cowan & Rhonda Levitt

Rebecca Cory
Isaac Cowhey
Dan & Laura Crystal
Ben & Sydney Danziger
Jeremy Derfner
Sascha Dublin & Mikael Kvartr
Bram Duchovnay & Aviva Richman
Mia Edidin & Mario Popish
Michelle Ein & Mark Fefer
Illi & Olivia Eisner
Ingrid Elliott & Joel Shapiro
Marc & Maria Erlitz
Barbara Esselstein
Allan Farkas & Wendy Feller
Carol & Harold Finkel
Rebecca Finkel & Eli Pristoop
Danyel Fisher
Oren Fix
Emily Fox & Carlos Guestrin
Jennifer Fox & Brian Eckerling
Amy Freedheim
Daniel Frum
Chris & Rachel Fyall
Nicole Garrie
Joel Gendelman & Melissa Heaton
Rachel Gerson & Brett Hanscom
Elliot & Frances Gerson
Jacqueline George
Getz Family Fund
Vera Getz
Laura Glass & Kevin Harris
Isobel Goldberg Goldman
Anna Goren
Barry & Suzanne Goren
Sara Gosline
C.R. Greenwald
Bob & Nancy Groonis
Howard Gross
Lauren & Travis Gums
Karen Hartman & Todd London
Deva & Orin Hasson
Joe Handelman & Emiko Tajima
Jill Hayes
Irene Hecht & Jerome Saroff
Joshua & Renee Herst
Andrew Hess & Julie Katz
Karen Hirsch
Stuart Hirschfeld & Dahlia Kupfer
Jonah Hister & Aviva Kamm
Sprout Hochberg
Diane Hostetler & Ross Johnson
Chad Hueter & Meghan Pinch
Melanie Jobe
Aimee & Wil Johnson
Brian Judd & Michael Taylor-Judd
Lesley Kalmin & Todd Newman

Ken Kamm
David Kanowitz
Rebecca & Fred Kaplan
Mindy & Russ Katz
Roberta Kaufman
Gerald & Louise Kerner
Matthew Kerner & Laura Shackelton
Roberta Klarreich
Cherie & Ron Klein
Dan & Marni Klein
Kate Koester & Dan Rosen
Glen & Julie Kohl
Liron & Tal Kotek
Ben & Lesley Krokower
Robin Lake
Sandra Lake
Barry Lasky
Erik & Kim Lawson
Rita Lawson
Stacy Lawson & Steve Sarkowsky
Maya Leites
Eric & Suzi LeVine
Ann Levine
Laura Levy
Sarah Bergman Lewis & Steve Lewis
David & Lauren Lindheimer
Joshua & Laura Lipsky
Alicia & Dan Lowen
Jennifer Malakoff
Wendy Malkin
Mel Malkoff
Cindy Masin
Robin & Tim McQuinn
Alex Meizlish
Jonathan Mendelsohn
Karen & Scott Michelson
Raymond Miles
Kollin Min & Katja Shaye
Joseph Mintz
Stephen & Margaret Montsaroff
Linda Morgan
Lawrence Nash
Michael & Sarina Natkin
Michael Needel
Jennifer Nemhauser & Matthew Offenbacher
Janet Neumann & Ricardo Wenger
Steven & Yelena Neuman
Larry Nicholas & Tom Underhill
Alan & Neda Nussbaum
Rachel Nussbaum & Noam Pianko
Beverly Osband
David & Melissa Pearlstein
Jon Peha
Justin Peters & Becca Price

Erik Peterson & Lauren Urgenson
Daniel & Melissa Pianko
Howard & Rina Pianko
Ira & Robin Pianko
Leslie Phillips
John & Stephanie Policar
Dan & Rebecca Polivy
Lisa & Scott Porad
Ed Pottharst & Elizabeth Ralston
Tony Ramsey
Simon Ravona
Faith Reeves
David Rind
Barbara Rosen & Russell Berg
Phyllis Rosen & Andy Wichert
Craig Rosenberg & Amely Wurmbrand
Alexandra & James Rosenblum
Andrew & Aubrey Rosenkranz
Betsy & Steve Rosenman
Martin Rosenthal
Alyson Roush
Andrea Rozner
Helene Russ & Larry Zuckerman
David & Jenn Ruzumna
Josh & Nicole Sadow-Hasenberg
Orna Samuely
Faye Sarkowsky
Paul & Robin Schachter
Meryl Schenker
Steven Schneider
Judy & Joe Schocken
Brian & Kara Schultz
Andrea Selig
Carol Sheckter
Eric Seibel & Jane Bierman
Seibel
Samuel Sirkin
Lori Smith
Laurie & Lew Soloway
Elizabeth Siegel & Sean Watson
Roxanne Spiegel
Carol Stampfer
Kimberly Stedman
Leah Steinberg
Rachel Strickman
Susan Tanner
James Thorson
Anthony & Kimberly Todaro
Susan & Steven Tregerman
Jon & Rachel Turow
Vita Vishnyakov
Anthony & Lynn Wartnik
Eric Weisberg
Karen Phillips Wolff & Thomas Wolff
Charlotte Wollheim



P.O. BOX 19666,
SEATTLE, WA 98109
WWW.KAVANA.ORG