



The  
**KAVANA**  
Cooperative

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**ANNUAL REPORT**  
FISCAL YEAR 2019  
Kavana at 13!

# FROM THE RABBI

Dear Friends,

What were you like at age 13? It marks such an interesting developmental milestone! By age 13, many of our essential character traits and interests are already firmly established and we are well on our way to becoming the adults we will grow into. But, at 13, we're also just kids... playful, immature at times, and still very much in formation. In other words, 13 is an in-between time, a doorway between life stages... which is precisely why we celebrate Bar/Bat Mitzvah at this time and surround a young person with community and support!

This year, I've been reflecting on how organizational development aligns with human development. Like an adolescent human, Kavana is no longer a child. Thirteen years ago when our community was brand new, everything felt possible, but our existence also felt somewhat precarious. Today, there is much more of a "there" there... we know who we are and what we do; Kavana's culture, core values, and essential nature are well-established.

That said, Kavana is still very much on its way to growing and maturing. As is the case with individuals, for us as a community, 13 is an age of responsibility and obligation. Now that we have a solid sense of who we are and how we function internally, we are increasingly able to turn our focus outward and exercise responsibility in the world around us. And, with the new perspective that 13 brings, we can envision Kavana's future more clearly and begin to plan in earnest for our continued growth and long-term sustainability. We hope you will join us to celebrate this huge milestone - of Kavana's coming of age - at our communal B'nai Mitzvah party on November 16th!

As Kavana enters the teenage years, we will strive to strike that right balance between maturity (especially with regard to fundraising, operations, and governance) and youthful energy (continuing to be nimble and responsive, and believing that anything is possible!). We are grateful for your ongoing support, and hope that this new phase will be a time of great optimism and opportunity, and only a little adolescent gawkiness.

Thanks so much for your support, and Mazel Tov to all of us on reaching this milestone together!



**Rabbi Rachel Nussbaum,**  
Executive Director



## 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 LIST

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# SUCCESS STORIES

Kavana is the platform that supports a wide range of expressions of Jewish life. Sometimes our successes are public-facing and manifest as programs, services and events. But, sometimes our successes can be felt only in an individual's life choices, through relationships, or in the making of meaning. Here are a few of those types of "success stories"...



After working for 8 years as an educator at Kavana, Brit Schlessinger (sadly) moved at the end of June. Her lease ended a month before her departure date, and Brit turned to our community for a place to stay. In her own words:

*"Dear Kavana. Hello from Chicago! I had a wonderful time with the Krokowers, who so generously and so graciously shared their home with me. I couldn't have asked for a better family to get to know... I know some is luck, but most is Kavana. Miss you all! All the best, Brit"*



The 2019 Annual Meeting will go down in history as a near-disaster, and a wonderful success! Our meeting took place at a local community center (a testament to our creative use of space!), but unfortunately the employee slated to unlock the building for us that morning failed to show up. While this might have derailed any other community, we saw this as an opportunity to enjoy the beautiful spring weather. We pivoted quickly to a brunch picnic, and started our meeting with break-out groups to strengthen the sense of neighborhood connectivity. Kavana's true nature -- as flexible and optimistic -- was on full display and it felt great!

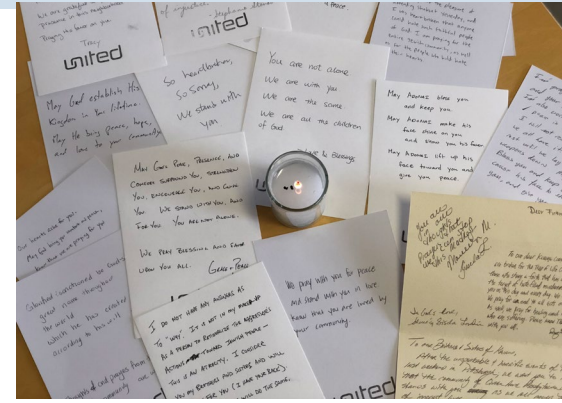


This past March, Kavana hosted the second cohort of Jewish Emergent Network rabbinic fellows. Over an intensive few days of programming, the JEN fellows had many windows into our unique model of Jewish community, and walked away impressed. Tarlan Rabizadeh, the rabbinic fellow at The Kitchen in San Francisco, reflected in the official recap: "The genius of the Kavana model is that the work is shared. This allows Kavana partners to feel concretely that they have something to contribute and are therefore part of the vision of the cooperative, moving it forward together." Between past Kavana partners who have gone on to careers in the Jewish community, and now 14 rabbinic fellows, we are proud knowing that from our perch here in the northwest corner of the country, Kavana is making a profound impression on the next generation of leaders of the American Jewish community.

# THE 13TH YEAR OF KAVANA PROGRAMMING

The theme of B'nai Mitzvah -- of acting responsibly and staying youthful -- played out this year, not only in our organizational development but also in our programming.

## ACTING RESPONSIBLY



### END OF LIFE

As the Kavana community matures, we feel a fuller sense of responsibility to hold people through the entirety of the life cycle, including around the loss of loved ones and the consideration of one's own death as part of life. This year, End of Life workshops brought together medical expertise, legal documents, and a Jewish framework to allow members of our community to engage in difficult discussions and make decisions for themselves in a supportive environment.

### SOCIAL JUSTICE WORK

Kavana's coming-of-age at 13 coincided with a world (and particularly an American society) very much in need of our sense of responsibility, justice and moral voice! Grounded in Jewish values and with leadership from our rabbinic fellow Rabbi Josh Weisman, we did so much: pre-election civic engagement (voter registration, and phone banking around environmental and gun-safety legislation), hands-on service (around hunger and homelessness), and rallying and protesting on behalf of immigrant justice and racial justice issues.

### RESPONSE TO PITTSBURGH

Over the past year, Kavana held our community in the wake of traumatic antisemitic events such as the shootings at synagogues in Pittsburgh and Poway. It was so powerful to come together in song and prayer, to express our vulnerability, and to receive expressions of sympathy from our neighbors. We left feeling even more resolved to show up for others who are also feeling vulnerable in these times.

### STRATEGIC PLANNING

We are incredibly grateful to the members of the Strategic Planning Team who have done thoughtful research and analysis in service of the Kavana community. Kudos to co-chairs Sharon London and David Sabban; to team members Peter Ehrenkranz, Joe Gravante, Melissa Heaton, Mikael Kvart, Barry Lasky, Abbe Stashower; to survey guru Lori Smith; and to Kavana staff Rabbi Rachel Nussbaum, Liz Thompson, and Rabbi Josh Weisman.

# THE 13TH YEAR OF KAVANA PROGRAMMING

## STAYING YOUTHFUL



### VIBRANT SPIRITUALITY

We all need places where we can come together for joy and catharsis, and Kavana offers a multiplicity of pathways for doing this Jewishly. From Singing Circles and Shabbat services, to the incorporation of more music and prayer into our kids & family ed programming, this was a year of spiritual vibrancy!



### CREATIVITY

Kavana approaches Jewish life with an empowerment lens, always seeking to create opportunities for people to connect. Whether we gather in a living room or a brewery, a sanctuary or an ice rink, you can be sure that any program Kavana offers will be content-rich, high-quality, and crafted with intention in order to strengthen relationships and deepen Jewish engagement.



### VALUING INDIVIDUALS

(in a Community Context)

Even as Kavana has continued to grow, we know that special people lie at our community's heart. Through the celebration of life-cycle milestones, talented board and staff teams, and personal touches embedded in our operations (including new partner welcome events), we always try to keep the focus where it belongs: on the members of our community.

## PROGRAM LIST FY '19

- Shabbat in the Park\*
- Baby & Toddler Meet-ups & Holiday Sing-Alongs\*
- Camping Trip at Bayview State Park
- Visioning from a Place of Brokenness: Erev Tisha B'Av
- Book Club\*
- Gan Kavana (Hebrew Immersion Preschool)\*
- High Holidays - Array of Offerings for Rosh Hashanah & Yom Kippur
- Havdalah Club\*
- Sukkot Gleaning Project at Oxbow Farm
- Simchat Torah Family Party
- Friday Night Service\*
- Moadon Yeladim (Kavana Kids' Club)\*
- Middle School Program\*
- Shabbat Morning Minyan\*
- Refugee Panel Discussion & Havdalah
- Prep & Practice\*
- High School Program\*
- Camp-Style Shabbat Services\*
- Living Room Learning - Death & Mourning Series\*
- Chanukah Parties - Ice Skating and Brewery
- Singing Circle with Chava Mirel\*
- Living Room Learning - Spiritual Practice Lab\*
- Gaza Insights with Chuck Cowan
- MLK Day of Service
- Winter Spirituality Retreat
- Shabbat as a Spiritual Retreat\*
- New(ish) Partner Dinner
- End of Life & Advance Care Planning Workshops
- Purim Megillah Reading & Party
- "Trickle Down Town" Film Screening (on homelessness)
- Living Room Learning - Seder Workshop
- Communal Passover Seder
- Home Hospitality Seder Matching
- B'nai Mitzvah Family Liturgy Learning
- Environmental Clean Up: Green Team
- Potluck Dinner with Northlake Tiny House Village
- Yom HaShoah Commemoration with author Karen Treiger
- Annual Partner Meeting
- Erev Shavuot Tikkun
- Summer Socials - Ice Cream Parties, Farmers Market Meet-ups
- Mini-Camp
- Life-Cycle Events: Baby Namings & Brises, B'nai Mitzvah, Weddings, Funerals & Shiva Services, and ongoing Pastoral Care!!\*

\*Denotes a series program or repeating event

# FINANCIAL REPORT



This has been a very solid year for Kavana, financially. We are proud to say that in FY '19, we achieved all the financial goals we articulated last year, including:

- Raising funds to hire additional staff (including a part-time administrative assistant and a full-time education director)
- Covering the cost of additional rental spaces
- Setting aside funds for our “rainy day” reserve account (our goal is to have 3-6 months of operating expenses on hand at all times, and we are now just inside this range)

And yet, when we project into the future -- knowing that Kavana is still very much on a growth trajectory, and that grant funding for our Jewish Emergent Network rabbinic fellow will end in June 2020 -- we anticipate needing to raise additional funds in the coming years in order to fund another high-level staff position.

## FISCAL YEAR 2019 BUDGET

INCOME	Fiscal Year 2019 Actual
Partner Donations	\$242,000
Programming	\$226,000
Outside Support (donors, corporate matches)	\$152,500
J.E.N. Grant (Rabbinic Fellowship)	\$142,500
<b>TOTAL INCOME</b>	<b>\$763,000</b>

EXPENSE	Fiscal Year 2019 Actual
Infrastructure (staffing, facilities, etc.)	\$463,000
Programming	\$177,000
Transfer to “Rainy Day” Reserves	\$100,000
<b>TOTAL EXPENSE</b>	<b>\$740,000</b>



**143** Partner Households

**\$3,432** Average cost per partner household to operate



**3** Grants

Jewish Emergent Network, Cambria Center for Palliative Care at UW, & Jewish Federation of Greater Seattle



**4** Months of cash reserve on hand

as of June 2019. Goal: 3-6 months of operating expenses on-hand, in cash reserve (“rainy day”) fund



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**P.O. BOX 19666  
SEATTLE, WA 98109**

[www.kavana.org](http://www.kavana.org)

