

ANNUAL REPORT

FISCAL YEAR 2022:

JULY 2021 - JUNE 2022



GREETINGS FROM



The
KAVANA
Cooperative

FROM OUR RABBI:

DEAR KAVANA PARTNERS, FRIENDS & FAMILY,

Oh what a year it's been! The Kavana community has been on an epic journey, as we've moved through Fiscal Year 2022 (July '21 - June '22).

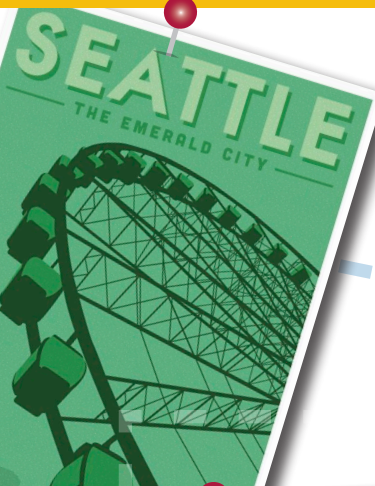
As the year began – during last summer's Covid Delta wave – Kavana was busy supporting backyard b'nai mitzvah ceremonies and hosting park picnics. Behind the scenes, our small staff was scrambling to figure out how we could care for our community through a complicated High Holiday season.

In the **fall**, we reaped the fruits of our labors as people gathered – in all sorts of creative ways, in a combination of virtual, indoor and outdoor spaces – to welcome New Year 5782 together. With many beautiful, personal touches (local apples, the oh-so-popular Rosh Hashanah coffee cart!, picnic blankets and yoga mats), Kavana partners reported feeling supported and buoyed by this community! We launched educational programs online and outdoors, and planned for a return to in-person indoor programming come January.


Alas, **winter** brought a new twist. Soon after our Chanukah-on-Ice skating party, Omicron made in-person gatherings a challenge once again. Our students and educators deserve tremendous kudos for their deep commitment to Jewish learning and community-building... some outdoor sessions of Havdalah Club, High School Program, etc were pretty soggy indeed (remember the atmospheric river?!). As winter ended, our Caring Committee made soups and baked goods to deliver to partners who were under the weather, and regular online programming, including Traci Marx's Kabbalat Shabbat services and Singing Circles with Chava Mirel, helped to provide spiritual nourishment for many!



OUR TRAVELOGUE



In **spring**, we learned how to gather anew, and also celebrated with great excitement when we were finally able to welcome a new rabbi to our staff team: Rabbi Jay LeVine. (This was a dream from our pre-pandemic days that had been deferred, now finally realized!) Between a wonderful community Purim gathering and a great Annual Partner Meeting, we ended the year on a high note.



Through the ups and downs of the past year – and, if we’re honest, of the past few! – Kavana has learned just how strong of a community we are. Some of the qualities that have always been a part of our DNA – for example, our open-mindedness and flexibility, our creativity and willingness to experiment – have come in handy as we’ve weathered so many storms and hit bumps in the road. We’ve honed these tools and more, as we’ve created opportunities for our partners to engage in Jewish life meaningfully, and to receive support along the way.

Now, we are ready to move into a new phase of our adventure. With support from Project Accelerate and several new staff members on board, Kavana is actively entering a second growth phase as we accelerate into FY ‘23. We’ll be using the lessons we learned during the pandemic, as we forge a new future, informed (but not limited) by where we’ve been.

FY ‘22 was indeed a bumpy ride, but it set us up to return, refuel, and re-engage with one another. Please keep reading to review where we’ve been on this wild ride of a journey, and do plan to join us this coming year, as we ride off into the sunset together and begin tomorrow’s adventure!



Rabbi Rachel Nussbaum
Rabbi Rachel Nussbaum,
Executive Director



POSTCARDS FROM THE ROAD:

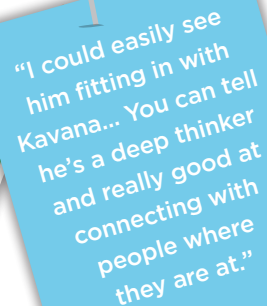
WE HIRED A NEW RABBI!

Huge thanks to our Rabbi Search Committee: Scott Porad (chair), Ingrid Elliott, Brian Judd, Julie Kohl and Yelena Neuman—an amazing group of partners who represented our diverse community so well. This committee met weekly from October to March to develop the job description, review applications, conduct two rounds of interviews, organize group interviews and a community town hall, and finally, to hire Rabbi Jay LeVine.

Feedback from the Kavana community Town Hall with Rabbi Jay:



“I thought he was a wonderful candidate. I enjoyed his calm, gentle demeanor and thoughtful responses, and feel he’d be an excellent partner for Rabbi Rachel.”



“I could easily see him fitting in with Kavana... You can tell he’s a deep thinker and really good at connecting with people where they are at.”

INTRODUCING RABBI JAY LEVINE

Rabbi Jay Asher LeVine is a life-long learner and seeker of wisdom and beauty. He is married to Rabbi Laura Rumpf and together they have a son, Ami (pronounced AH-mee). Rabbi Jay grew up the son of two music teachers in Willcox, Arizona, attended college at the University of Arizona where he earned dual degrees in Finance and Judaic Studies, and then entered rabbinical seminary at Hebrew Union College in Los Angeles. For the previous six years before coming to Kavana, he served as one of the rabbis at Temple Isaiah in Lafayette, CA. He has been trained in community organizing and mussar facilitation, and is currently a member of the Jewish Studio Project’s Creative Facilitators Training, a Jewish art process promoting healing and belonging.



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Rachel Nagorsky
Anaelle Oiknine
Ellie Paris
Mindy Passe
Eli Sadow-Hasenberg
Chessy Singer
Hava Sprung

A FEW HIGHLIGHTS



In Hava Sprung's words: "I loved the opportunity to build relationships and community, even in the Zoom universe, and support kids in developing their own Jewish identities. Moadon was always the highlight of my week—I loved hearing all the silly and insightful ideas that the elementary-schoolers brought to Jewish values, intersectionality, and traditional stories. Saying goodbye for now to this community and experience made me realize just how much my own Jewish identity has been influenced by sharing this world with them."

A SILVER LINING: KAVANA "ALUMNI" RETURNED TO TEACH!

Maxine Alloway, our acting Director of Education, writes:

"When developing programs for Kavana, we often think about how we hope our kids will engage in Judaism when they head off to college (and beyond). I hadn't even contemplated that they might come back and teach in those programs! It was such an honor to work with several "Kavana grads" this past year. The energy, love, and knowledge they brought to our programming, despite the challenges happening in the world around us, was inspirational and a good reminder of what we strive to do here at Kavana."



Eli Sadow-Hasenberg began teaching for Kavana virtually during the pandemic, and he joined our students as they returned to in-person learning during the spring.

Here, Eli leads a group of students in community-building games at the park.



PROJECT ACCELERATE: PREPARING KAVANA FOR A NEW GROWTH PHASE

During FY '22, Kavana was accepted into a prestigious national program for mid-sized, second stage Jewish non-profit organizations. This was wonderful news for our community! After 16 years of building a flourishing pluralistic Jewish community in Seattle, Project Accelerate is affording Kavana the opportunity to strengthen the infrastructure – systems and frameworks – we need in order to best support our community of partners and maximize our impact in the broader field.

We began our time in Project Accelerate with an organizational assessment, and with skill-building workshops and mentorship for our professional leaders. In Spring 2022, a consulting project helped us think carefully about how to best support Kavana staff during a period of fast growth.

Project Accelerate also comes with a Challenge grant – a 1:2 match whereby if Kavana raises \$300,000 in new or increased donations, Project Accelerate will contribute an additional \$150,000, for a total of \$450,000 in new funding. These dollars will help us tackle additional capacity-building goals, including creating a new Director of Community Engagement position (we already hired Avital Krifcher in summer 2022!), refreshing

our tech infrastructure (new CRM and website coming in 2023!), and training board and staff members.

We are incredibly excited about the opportunity that Project Accelerate represents, and we invite your support in FY '23 as we strive to make our match and "accelerate" Kavana to the next level of organizational excellence.

A YEAR IN NUMBERS

We have been fiscally conservative for the past few years and Kavana's overall financial health is strong. During the pandemic, we met our target budget by reducing expenses, managing with a slim staff, and scaling programs to match needs.

As Kavana enters our next phase of organizational and community growth, much of what we need to focus on - building capacity and strengthening infrastructure - will not feel glamorous or flashy, and some of it won't even be visible! But, every bit of it will allow us to deepen our relationships, and build meaningful Jewish life for more people and in more ways.

The last few years have been quite the journey, and Kavana is glad to be emerging from this tenuous period in a rock solid way! We are ready to integrate all that we have learned, and to embrace a new chapter of growth. We are counting on you for support!



FISCAL YEAR 2022

INCOME	Fiscal Year 2022 Budget	Fiscal Year 2022 Actual
Partner Donations	\$310,000	\$363,000
Programming	\$115,000	\$93,100
Outside Support (donors, corporate matches)	\$118,000	\$128,900
TOTAL INCOME	\$543,000	\$585,000

EXPENSE	Fiscal Year 2022 Budget	Fiscal Year 2022 Actual
Infrastructure (staffing, facilities, etc.)	\$465,300	\$530,100
Programming	\$99,000	\$73,000
TOTAL EXPENSE	\$564,300	\$603,100

Note: Expenses were budgeted to exceed income in FY 2022, as we began spending the funds we had previously raised to support our new rabbinic position!

KAVANA'S FINANCIAL TO DO LIST

- Build 6-month Operational Reserve (to ensure financial health and stability)
- Run successful B'nai Mitzvah Campaign (2019) to raise funds for a new rabbinic position
- Create financial investment committee
- Project Accelerate - raise funds to unlock matching grant, in support of capacity-building and community engagement

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Kavana is a 501(c)3 organization.

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THE JOURNEY CONTINUES



The
KAVANA
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