



# ANNUAL REPORT

FISCAL YEAR

# 2023

JULY 2022 - JUNE 2023



# BUILDING A COMMUNITY QUILT

## DEAR KAVANA PARTNERS, FRIENDS & FAMILY,

What a privilege it is to be able to sit back and reflect on another wonderful year for the Kavana community. Over the past year, we've spoken internally about how community building is similar to quilt-making.

Quilting is an art-form: pulling together disparate pieces of material to craft a coherent whole, in a way that tells stories and encodes meaning. So too Kavana's approach to community-building. In our dynamic Jewish community setting, the diversity of our partners and participants and the wide array of programmatic offerings creates a colorful tapestry on the front layer of our quilt (as illustrated by the many photos throughout this report)!



As with a quilt, the structural integrity of a community also depends on the less-visible layers. During Fiscal Year 2023, through our participation in Project Accelerate, we had the opportunity to devote time and energy to strengthening the back and middle layers of our quilt. These include the many hidden pieces of infrastructure - from HR policies and technological upgrades to development planning - which support the top layer and give structure to our quilt. As you read through the following pages, I hope you will appreciate how deeply interconnected all of these layers are. We are proud of the work we are doing at Kavana, on every level.

Kavana's quilt has grown slowly but steadily over the course of 17 years now (still hard for me to believe!). The work we did last year to reinforce the structural layers will ensure that our quilt of community will last for many years to come. This coming year, as we celebrate the milestone of 18 years (our "chai"/"life" anniversary), we are excited to turn attention back to the top of our quilt, adding to the vibrant artistic patterns that are so quintessentially Kavana.

Thank you for all that you do - through your participation, your gifts of time and energy, and through your financial support - to ensure that together, we can continue crafting such a vibrant, connected, and intentional quilt of community.

With gratitude,

*Rabbi Rachel Nussbaum*

Rabbi Rachel Nussbaum,  
Executive Director

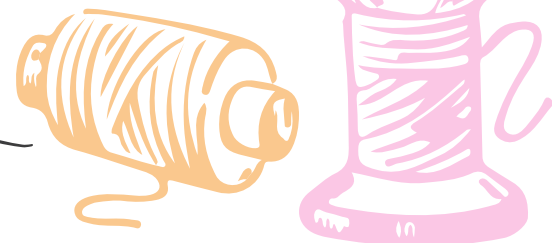


Photo by: Meryl Schenker  
Photography

# HOLDING THE QUILT TOGETHER: INFRASTRUCTURE & BACKING

With the support of Project Accelerate, Kavana devoted significant time over the past two years to several important capacity-building initiatives.

Since March 2022, we've grown our core staff team to five strong, and we've implemented new HR policies and updated our staff handbook. All of these internal practices make Kavana a great place to work and support a staff culture that mirrors our community's values.



We also devoted behind-the-scenes energy to strengthening our development muscles. The “What’s Your Why” campaign (Fall 2022) was a tremendous success, exceeding our goal of raising \$300,000 in order to unlock a matching gift from Project Accelerate. Huge thanks - and a big high five - to our all-star committee: Dana Bettinger (chair), Lisa Colton, Ingrid Elliott, Rebecca Kaplan, Ronnie Levitt, Sharon London, and John Policar.

Finally, in Spring 2023, a new Growth Committee was convened to think about how our community is growing and to make recommendations about how best to manage and guide growth in alignment with what makes Kavana so special. We look forward to learning from their work during the coming year.



What's  
**Your**  
Why?

“ **My journey with Kavana** has taken me from early dreamer about kids' education and positive Jewish identities to Board president to parent of Kavana b'nai mitzvahs to a proud observer of powerful Jewish young adults. **And I will stay engaged**, because even as my family and I evolve and change, so does the Judaism and Jewish identity that **Kavana enables me to create**. **The opportunity that is Kavana remains intensely relevant to me.** ”

Jeff Sprung

## Staff List:

Rabbi Rachel Nussbaum  
Rabbi Jay LeVine  
Avital Krifcher  
Rachel Osias  
Liz Thompson  
Maxine Alloway  
Ben Farkas  
Liv Feldman  
Eli Hirschfeld  
Jack Hogan  
Maya Itah  
Traci Marx  
Rebecca Mather  
Rachel Nagorsky  
Sophia Nappa  
Anaelle Oiknine  
Noah Segal  
Lon Walton  
Michael Taylor-Judd  
Daniel Zelinger

## Board List:

Dana Bettinger,  
President  
Steve Lewis,  
Vice-President  
Sharon London,  
Past-President  
Marni Klein,  
Secretary  
David Sabban,  
Treasurer  
Callista Chen  
Chuck Cowan  
Ingrid Elliott  
Matthew  
Offenbacher  
John Policar

# PEOPLE AND PROGRAMS: THE BEAUTIFUL TOP LAYER OF OUR QUILT

Kavana's quilt is so vibrant and beautiful because people and relationships lie at the heart of everything we do. We can really feel how our community has become increasingly multi-generational and pluralistic over time. Through a wide array of programmatic portals this year, members of the Kavana community came together regularly to forge meaningful Jewish life, forming a beautiful tapestry of community.



**115**  
kids participated  
in our Youth  
& Family  
programming,  
consuming over  
**300**  
slices of pizza  
each month

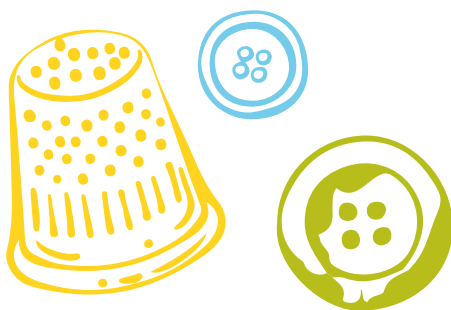
We welcomed  
**25**  
new Partner  
Households this year

“There is so much possibility  
in a world where we remind  
ourselves that people are our  
most valuable resource.”  
- Kavana Partners,  
Katie G. and Robin H.

“Nathaniel’s bar mitzvah  
was truly one of the  
best days of our life, for  
all our family! We were  
overwhelmed by the  
support and love from all  
who were there, and mostly  
by Nathaniel’s poised,  
thoughtful work. It really  
exceeded our wildest hopes  
and dreams, for all of us!  
We were so grateful, too, for  
Rabbi Jay’s guidance, and  
Lizzi’s tutoring; I think that  
Nathaniel really enjoyed the  
whole process (and we are  
delighted to still hear him  
humming prayers and Torah  
under his breath as he moves  
around the house!).”  
- Kavana Partner, Adrienne W.

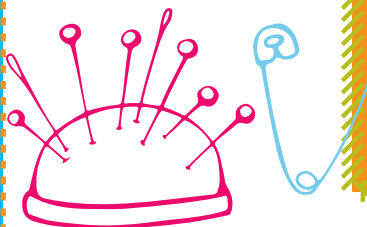


Rabbi Rachel  
Nussbaum  
took her first  
sabbatical  
since founding  
Kavana 17 years  
ago. This break  
was restorative  
on a personal  
level, and  
healthy for our  
organization.



“At High Holy Day services, nobody saves seats. If you show up late, people squish in to make room. No eye rolls, no judging. Kavana partners wear what they want: suits and ties, heads bare, sneakers, blue jeans, skirts, high heels, kippot, blazers, wingtips, and flannels. Comfort counts. Anyone who observes is observant enough. Kavana welcomes all who are drawn to our religious community. Inclusivity is everything. Social justice, Torah study, and climate change matter. With intention, we try out new ideas and reconsider old ones. Controversy doesn't scare us. And, honest to God, everyone is nice.”

- Kavana Partner, Betsy R.



The secret is out about Kavana's unique array of offerings for the High Holidays, as over

750

people registered to join us!

“We cherish how Kavana provides the Jewish framework and practical facilitation of meaningful social justice work such as delivering food and clothing to Tiny House residents, registering and encouraging people to vote, supporting new immigrants, and caring for our natural environment. We are deeply grateful for the pastoral care that our rabbis and our terrific staff have provided to our family as we have faced life challenges.”

- Kavana Partner, Robin S.

16  
teens and families were supported through Kavana's B'nai Mitzvah program, which resulted in



16  
unique, personalized and meaningful experiences.

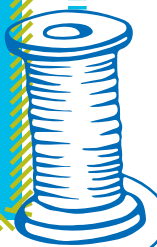


**COMMUNITY/SOCIAL:**

- Israel Trip w/ Mishkan
- New Partner Brunch
- Affinity & Cohort Groups (60+, Young Adult)
- Dayenu Circle
- Neighborhood Picnics
- Hike & Torah
- Family Bike Ride
- Annual Camping Trip
- Trail Restoration
- Family Havdalah Social
- Writing Workshops
- “Let's Start Summer” Kavana Family Picnic
- Annual Partner Meeting
- Caring Committee
- Cooking Parties
- Kavana Justice Weekend

**YOUTH/FAMILY:**

- Tinker-Gan
- Prep & Practice
- Moadon Yeladim
- Moadon Darom
- Havdalah Club
- Middle School Program
- High School Program



**SHABBAT & HOLIDAYS:**

- Shabbat Morning Minyan
- Kabbalat Shabbat
- Mussar Programming
- Shabbat in the Park
- High Holiday “Festival”
- Sukkot Gleaning
- Community Chanukah Party
- Purim Bash & Megillah
- Havdalah Hygge
- Passover Seders at Home
- Shavuot Study & Ice Cream
- Tisha B'Av

**ADULT LEARNING:**

- Book Club
- Singing Circle
- Art MakerSpace
- Israel at 75
- Queer Purim Mask Making
- Breaking the Silence
- Teaching on Refugees/Immigrants
- Get Out the Vote: Climate Action
- Living Room Learning
- Tea & Torah



# YOU MAKE OUR QUILT POSSIBLE: FINANCIAL UPDATE & DONOR LIST

Kavana's beautiful community quilt is made possible by our many community supporters, including you! Our financial picture is solid – we are happy to report that we are on-track with our multi-year budget. At the same time, our expenses are on the rise, and we are ever-mindful of the need for ongoing community support.

The numbers to the right tell a story of planned growth and careful management of resources. Between FY 2022 and FY 2024 (the coming year), our expenses are increasing as our organization works to support our growing community of partners in their Jewish lives. FY 2023 is the anomalous year – with an infusion of income from our Project Accelerate grant, our successful “What’s Your Why” campaign, and even an unexpected Sabbatical grant for Rabbi Rachel Nussbaum.

We currently have 6 months of fully liquid operating reserves on hand and plan to continue to spend these down on staffing and investments to strengthen our community. This will leave us with an ongoing 3-4 months of future operating reserves, which we will maintain at all times. We have also invested wisely. We have carefully allocated an additional 4 months of strategic reserves on a combination of zero or low-risk assets, currently in fixed-rate CDs and ESG (environmental, social, governance) funds.

Most of the Project Accelerate income was received this year, but a number of projects will wrap up in the coming year. This, coupled with our larger staff team and rising costs (everything seems more expensive these days, from venue rentals to food for programming, etc.), plus new experiments, like a different High Holiday venue to fit our community's needs, means that we are deliberately preparing to operate at a deficit in FY 2024.

INCOME	Fiscal Year 2022 Actuals	Fiscal Year 2023 Actuals	Fiscal Year 2024 Budget
Partner Donations	\$363,000	\$385,000	\$385,000
Programming	\$93,000	\$141,000	\$164,000
External Support (community donors, corporate matches)	\$129,000	309,000*	\$170,000
What's Your Why Fundraising Campaign	\$15,000	\$268,000	\$40,000
<b>TOTAL INCOME</b>	<b>\$585,000</b>	<b>\$1,103,000</b>	<b>\$759,000</b>

\*Includes support from friends & family donors, community participants, grant income and corporate matching

EXPENSE	Fiscal Year 2022 Actuals	Fiscal Year 2023 Actuals	Fiscal Year 2024 Budget
Operations (staffing, facilities, etc.)	\$530,000	\$793,000	\$817,000
Programming	\$73,000	\$147,000	\$214,000
<b>TOTAL EXPENSE</b>	<b>\$603,000</b>	<b>\$940,000</b>	<b>\$1,031,000</b>



Leslie Aberman & Justin Hulvershorn  
Alan Alhadeff  
David & Maxine Alloway  
Deb Alterman  
Larry Altman & Joan Beard  
Elizabeth Altschule  
Anonymous  
Deb Arnold  
Carol Auerbach & Al Berger  
Haia & Jimmy Aviram  
Ravit Aviram & Russ O'Connor  
Sam Backus & Sarah Chodakewitz  
Atar Baer & Angela Wilson  
Mickey & Robin Balderas  
Jim Basinski & Michal Inspektor  
Michelle Bat Or  
Chris Bazinet & Erica Groshen  
Vicky Beer & Jeffrey Sprung  
Howard & Lynn Behar  
Sarah Bergman Lewis & Steven Lewis  
Adriane & Jay Berman  
Jeremy & Katie Berman  
Claudia & Edward Berman  
Kathryn Bern & Judith Mentzer  
Erin & Ethan Bernau  
Brian Berry & Sharon London  
Dana Bettinger & John Jacobs  
Irene Bettinger  
Lori Bettinger  
Carl & Joann Bianco  
Adrienne Bloom & Dan O'Sullivan  
Barry & Marcy Bockow  
Sharon Bogan & David Sabban  
Jenna Boitano & Joshua Grimley  
Clive & Lynne Brazg  
Jared Brett  
Gretchen Stahr Breunig  
Alan Brinn & Ginny Cassidy-Brinn  
Brooke Brod  
Berry Brosi & Karen Levy  
Noah Buhayar & Karen Weise  
Geoff & Julie Burg  
Sarah Campbell & Robert Sherer  
Laura Cannon  
Dee Caplan  
Joshua Caplan & Julie Couture-Caplan  
Hadiyah Carlyle  
Reuven & Wendy Carlyle  
Laura Carr & Jeremy Derfner  
Derrick & Margaret Chasan  
Callista Chen & Peter Ehrenkranz  
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Jonathan Coddon  
Arlene & Stephen Cohen

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Lisa Cohen & Charles Mayer  
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David & Jessica Cook  
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Deborah Wexler  
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Ken & Kimberly Wire  
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Project Accelerate  
R&R: The rest of our lives

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**KAVANA**  
Cooperative



## THE KAVANA COOPERATIVE

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