



**10** YEAR

**ANNIVERSARY**

**ANNUAL REPORT**

**Fiscal Year 2016**

# FROM THE RABBI

## Dear Friends,

It's hard to believe that Kavana has now been around for a whole decade! Over the past ten years, it has been such a privilege to watch our vision come to fruition, as a new, vibrant and diverse Jewish community has into existence!

This 10-year mark for Kavana has been a great opportunity to reflect on the **past** and how we have arrived at this point. Walking down memory lane this year -- through photos, video, and memory book reflections -- has driven home the point that Kavana truly runs on the collective energy generated by our community. So many individuals have contributed time, passion, funding, and support of all kinds over the course of a decade to make Kavana the treasure that it is.

In the **present**, this year (Fiscal Year 2016) has been filled with growth and opportunity. The creation of the Jewish Emergent Network's Rabbinic Fellowship program is one very exciting development, resulting in the very tangible presence of Rabbi Sydney Danziger on our full-time staff. Kavana programs have continued to deepen and grow, and our partner base has also grown at a steady clip, as our vision of building a meaningful Jewish community continues to resonate with new folks. For our community, this has also been a year of life-cycle milestones, both sad (the death of our first Kavana partner) and happy (a record-setting 21 bar and bat mitzvah celebrations!). I continue to feel proud of our community as we deepen our ability to support one another through life's ups and downs alike.

Looking forward into the **future**, Kavana's board is currently wrestling with so many questions around what growth will look like for our community, and what the implications of continued growth will be on our staffing structure, physical space, and finances. Over the coming year, we look forward to engaging all of our partners and constituents in this conversation in a deeper way. We remain totally committed to our purpose of **together, building an innovative model community that empowers each of us to create a meaningful Jewish life and a positive Jewish identity**. While we don't know exactly what this will look like in action, we do know that if we continue to work together and apply the same level of intentionality that we have in the first decade to the planning of our second decade, Kavana's future will certainly be a bright one!

Thanks for being a part of the first 10 years! Onward and upward!

## Rabbi Rachel Nussbaum Executive Director



*Kavana co-founders Rabbi Rachel Nussbaum & Suzi LeVine reunite and celebrate at the 10th Anniversary Party!*

### 2015-2016 FACTS & FIGURES

- 110 Kavana partner households
- 250 additional non-partner households participating in Kavana events
- 1100 individuals receiving our weekly e-newsletter
- 13 staff members (2 FT and 11 PT)
- 1 awesome new website!

### BOARD LIST:

Julie Katz (President), Julie Burg (Vice President), John Policar, (Treasurer), Diane Hostetler, (Secretary), Aaron Averbuch, Steve Lewis, Sharon London, Charles Mayer and Steven Neuman

### STAFF LIST:

Rachel Nussbaum, Liz Thompson, Maxine Alloway, Talia Apkon, Maayan Bar-Yam, Yehudit Blume, Danielle Etzioni, Galia Sion, Gillian Locascio, Michael Sarko, Brit Shlessinger, Danielle Blume and Hagar Yanay

# HAPPY 10TH BIRTHDAY, KAVANA!

## 10 YEAR ANNIVERSARY



“ I love living room learning. As an ex-lit teacher, I love unpacking text, and always meet the most interesting people. ”

—MARGARET CHASAN

“ Kavana’s impact? Immeasurable! It has created a means for me and my family’s Judaism to hum with vibrancy, to question and sing, to balance what has come before us with what we could not yet imagine. ”

—JULIE KATZ

“ Every time I come to an event at Kavana, a least one person I didn’t know before gives me a hug. ”

—BETSY ROSENMAN



“ My favorite memory from Kavana was when I went to Moadon Yeladim when I was a little kid and I met all the other kids for the first time. These kids became the friends that I would grow up with for the next 9 years. ”

— EMILIO GANDOLFFI-LEVINE

“ One of my favorite things about Kavana is the monthly Shabbat minyan. It draws a fun, warm, friendly, diverse, multi-generational crowd and feels like family. I especially appreciate its non-hierarchical, participatory style. ”

—REBECCA FINKEL



“ My favorite memories of Kavana revolve around the camping trips. There are no social barriers; no “A side” and “B side.” Everyone enjoys everyone else’s company...it’s the best definition of “community. ”

—KATHRYN BERN

“ I first interacted with Kavana at living room learning at Rabbi Rachel’s house in Queen Anne. The discussion and passion was what stood out to me the most. We dove into the weekly portion with such devotion. I was hooked! ”

— STEVE NEUMAN

# A GLIMPSE UNDER THE HOOD...

FY 2016 marked our second year of working hard behind the scenes to implement our Strategic Plan 2020. We have taken many concrete steps to support our strategic priorities of **CONNECT, ENGAGE** and **BUILD**. We are especially proud of these key accomplishments from this year:

## Making relationship building an explicit aim of all Kavana programs and activities, by:

- developing opportunities at each event for people to get to know one another more deeply.
- creating a framework for a new online partner directory.

## Facilitating relationships across diverse cohorts to help people build a wider pool of meaningful connections to one another and to the community as a whole, by:

- building a “Second Stage” cohort.
- holding gatherings for parents of every drop-off children’s educational program, and neighborhood gatherings.



## Empowering partners to support one another in times of need, by:

- establishing and strengthening the Caring Committee



## Strengthening our operations, by:

- establishing criteria to guide development of and/or discontinue Kavana programs
- renewing our rabbi’s contract, and focusing on a staffing plan for future years
- working at the board level to facilitate, actualize and deepen Kavana’s purpose and vision

Looking ahead to FY 2017, we have big plans for new programs, services and classes; experimentation and growth! Behind the scenes, though, we will continue chipping away, slowly and steadily, at our strategic priorities. Our goal is to build solid scaffolding to serve as a foundation for Kavana’s innovation.

## Top priorities for the coming year will include:

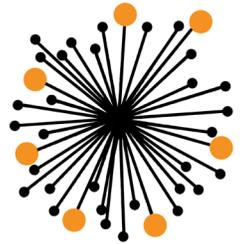
- Defining volunteer standards so that partners can understand and deliver what is expected to help our community meet its vision.
- Being intentional about how we will handle continued growth, based on our values.

# EXTERNAL IMPACT... DREAMING BIG!

Kavana's vision has always been bold: not just to create a vibrant local Jewish community (as if that's not enough!), but also to build a model that inspires other community and helps to enrich the whole of the American Jewish landscape.

Several years ago, Kavana was instrumental in creating the Jewish Emergent Network, a consortium of seven innovative Jewish communities who are thinking expansively about how to best facilitate deep Jewish engagement (<http://www.jewishemergentnetwork.org>).

JEWISH  
EMERGENT  
NETWORK



“After three fantastic years in Seattle, we will be moving back to Sweden soon. Getting to know you and the Kavana community has meant the world to me. I came here with not much Jewish education from a Europe that is still very much processing the aftermath of the Holocaust and fighting real-time antisemitism. Being exposed to the positive, optimistic and joyful energy of the Kavana community opened a new world for me. I am leaving Seattle with a newly gained confidence in my own Jewish identity, and with the prospect of passing it along to my daughter Naima, thanks to Kavana.”

– JUDIT UCHTENHAGEN

Over the past year, the Network has created a new Rabbinic Fellowship program that will expand the organizational capacity of the seven network communities, while also infusing the field of Jewish innovation with new leaders who have been steeped in creative Jewish community-building models. The Jewish Emergent Network's Fellowship funding comes at a perfect time for Kavana, jump-starting us into the second decade of our existence with an expanded staff, the chance to reach more people, and an increased capacity for experimenting with new ideas.



In June 2016, we welcomed our first Rabbinic Fellow, Rabbi Sydney Danziger. Rabbi Sydney brings with her an incredible enthusiasm for dynamic, creative and informal Jewish education and a deep desire to connect with partners. We look forward to benefitting from her presence and the unique skills she brings, and also to playing an active role in the shaping of a young professional's vision for Jewish life.

I think we'll start to see other communities like Kavana start to sprout up all over the place, in Seattle and across the country, because I think what we are doing and what we've figured out is really meaningful to people, and other folks are starting to catch on.”

–SCOTT PORAD



# THE FINANCIAL PICTURE

FY 2016 has been a year of general consistency in both our revenue and expense categories, thanks to careful and strategic budget planning. Kavana continues to do so much with a relatively modest budget... making every dollar we raise really count!

Over the coming four years, the funding we will receive through the Jewish Emergent Network's Rabbinic Fellowship will provide us with an incredible opportunity to expand our staff capacity, thus deepening our current work and catalyzing new growth. We are grateful to the Jim Joseph Foundation, the Crown Family, Natan, the Charles H. Revson Foundation, and other national funders for investing in the success of Kavana (together with the six other Network organizations).

In FY 2017, we will launch a fundraising campaign to help launch Kavana into its second decade from a position of strength. With the support of our partners, participants and donors, we are optimistic that we will be able to raise the funds we need in order to maintain our innovative spirit and nimble operations, recruit and retain top-notch staff, and secure the physical spaces we will need in order to achieve our mission. We look forward to continuing this conversation with each of you, and enlisting your support in the coming months!

## KAVANA'S FISCAL YEAR IS JULY - JUNE

INCOME	Fiscal Year 2016 Budget	Fiscal Year 2016 Actual	Fiscal Year 2017 Budget
<i>Internal</i>			
Partner Donations	\$120,000	\$125,900	\$120,000
Corporate Matching	\$37,000	\$44,600	\$41,200
<b>SUBTOTAL</b>	<b>\$157,000</b>	<b>\$170,500</b>	<b>\$161,200</b>
<i>External</i>			
External Donors	\$85,500	\$87,900	\$85,100
Grants	\$5,000	\$0	\$142,500
<b>SUBTOTAL</b>	<b>\$90,500</b>	<b>\$87,900</b>	<b>\$227,600</b>
<i>Programming</i>			
<b>SUBTOTAL</b>	<b>\$182,900</b>	<b>\$182,800</b>	<b>\$165,300</b>
<b>TOTAL INCOME</b>	<b>\$430,400</b>	<b>\$441,200</b>	<b>\$554,100</b>

EXPENSE	Fiscal Year 2016 Budget	Fiscal Year 2016 Actual	Fiscal Year 2017 Budget
Professional Staff	\$228,500	\$209,700	\$338,500
Office/Facilities/Administrative	\$63,600	\$59,700	\$79,500
Programming	\$143,700	\$147,700	\$135,600
<b>TOTAL EXPENSES</b>	<b>\$435,800</b>	<b>\$417,100</b>	<b>\$553,600</b>

# FISCAL YEAR 2016 SUPPORTERS

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Sharon Alper  
Marleah & Slavian Angelov  
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Rachel Antalek  
Deb Arnold  
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The  
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Cooperative

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