

**Keshet**  
**קשת**  
**Annual Report**

20  
21

Dear Friend,

In September 2001, when Idit started building Keshet, the most common question she heard from Jewish community leaders was: how is your work relevant to Jewish life?

For years, we faced resistance across much of the Jewish world. Fears that even talking about LGBTQ Jews could make kids gay prevented us from engaging with youth or even with educators of kids. And certainly, most Jewish institutions did not view LGBTQ civil rights as a part of their social justice agendas.

With you as our partner, Keshet has responded year after year by proudly fostering LGBTQ Jewish belonging in every type of Jewish space, by teaching and learning together, by providing a safe and joyous home for queer and trans young Jews, and by mobilizing Jewish communities nationwide to support LGBTQ rights.

Twenty years after those daunting early days, in 2021 alone, Keshet engaged synagogues, day schools, JCCs, youth movements, summer camps, social service agencies, and other institutions collectively serving over 1.4 million North American Jews in the work of LGBTQ equality. With your support, Keshet has shown that Jewish life is stronger when we are all free to live authentic lives.

And today, North American Jews increasingly take action for LGBTQ civil rights and against those promoting anti-LGBTQ rhetoric and legislation that threaten the safety and well-being of LGBTQ people, especially youth.

We are proud of what we achieved together in 2021—and our two decades of successes along the way—and we are grateful to you for your steadfast support and dedication. And we know that our shared resilience, persistence, and joyous commitment will propel us forward to a still better day.

L'Shalom,



*Idit Klein*

**Idit Klein (she/her)**  
PRESIDENT & CEO



*Seth M. Marnin*

**Seth M. Marnin (he/him)**  
CHAIR, BOARD OF DIRECTORS

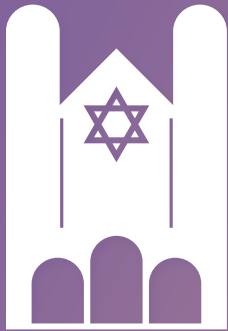
# In 2021, Keshet...

...mobilized **450** Jewish institutions, in **all 50** states, to fight for LGBTQ rights.

Almost **2,000** people reached out to their reps in Congress—and **45%** of those people had never before taken political action for LGBTQ rights.



...engaged over **500** LGBTQ and ally Jewish youth, more than **40%** of them completely new to Keshet.



...trained **4,886** staff, teachers, camp counselors, and leaders at **220** synagogues, schools, elder services organizations, camps, JCCs, youth groups, and other Jewish institutions, serving over **1.4 million** people.

...expanded in **new directions!** We significantly increased programming by and for LGBTQ Jews of Color, created a new project for grandparents and older family members of LGBTQ youth, and added Florida to our regions with dedicated staff in the field.

# Supporting and Empowering Teens and 18-24 Year Olds

No one should ever have to choose between communities that are core to who they are.

Keshet makes spaces where LGBTQ Jewish young people can be their whole selves and thrive in a single, integrated community. We create online and in-person spaces for queer Jewish youth to connect, integrate their Jewish, LGBTQ, and other identities, and build leadership skills to advance change. Keshet is developing LGBTQ Jewish leaders who add their voices to Jewish tradition and community life. We also reach young people, camp staff, and youth movement professionals via partnerships with camps and youth movements across the country.

**Hayden** (he/they) is a trans teen from Texas who grew up in an Orthodox Jewish community. They first connected with Keshet through our online programs in 2020 and have taken on increasing Keshet leadership. Hayden was an eager participant in our 2021 trans and nonbinary teens writing workshop, which produced a series of *drashot*/interpretations sharing these Jewish teens' unique perspective with the whole Keshet community. Outside of Keshet, they advocate for trans rights in Texas and are a leader at their school's GSA.

In "[Kol Yisrael Arevin Zeh Bazeh/All Jews Are Responsible For Each Other](#)," Hayden wrote:

*“ I come from an Orthodox-ish background where I experienced, on many occasions, feeling uncomfortable and ashamed... There were stares and gossip behind my back when I walked into an Orthodox synagogue because I don't look like the rest of the Jewish teens there, with my short dyed hair and androgynous presentation.*

*...We could have a world where trans Jews feel comfortable coming out in their Jewish communities, where congregations have inclusive policies in place, where rabbis are a guiding source for youth, and even where choosing a side of the mechitza to be on isn't a painful decision. It's our responsibility that we ensure that our communities and our world are safe for everyone, regardless of whether they are trans.”*



## HIGHLIGHTS OF 2021


Our **Virtual Shabbaton** featured three full days of programming led by and for LGBTQ and ally Jewish teens. Over 60 teens came together to form meaningful friendships, celebrate who they are, and, in many cases, experience life-changing affirmation. ▶



◀ **Sawyer Goldsmith** (they/them), longtime participant and now our Youth Programs Intern, published an [op-ed](#) in the Forward. By sharing their own gender story, Sawyer's piece powerfully advocates for young people's access to gender-affirming health care.

**Our youth team grew!** Thanks to increased support from the Crown Family Philanthropies, we hired Issac Young, a trans Jewish activist and educator who grew up in Bloomington, IN to serve as our first Midwest Youth Engagement Manager. He has already connected Keshet with many new youth and a vast array of youth-serving organizations in the region. ▼



A close-up portrait of a person with vibrant, curly red hair. They are wearing large, round, tortoiseshell-style glasses and have a silver septum ring in their nose. They are also wearing large, light-colored, teardrop-shaped earrings. The person is looking directly at the camera with a neutral expression. The background is slightly blurred, showing what appears to be the interior of a car or a similar setting.

**Ollie** (he/they), now a 19-year-old college student, first connected with Keshet through our in-person Shabbatonim. Ollie has served as a Shabbaton Co-Chair and is a member of our Jewish Youth of Color cohort. They also contributed [a drasha/reflection](#) on one of Keshet's Seven Jewish Values of Inclusion. For Ollie, Keshet is the community where they were able to weave together their Jewish and queer identities and revel in both:

*“Keshet has been a core part of my life since my very first Shabbaton. It was the first place I felt fully free to be me, the first place I came to a full understanding of my gender identity, and the first place I was surrounded with other queer Jews. In addition to all the firsts Keshet provided me with, it has grown to be a central part of my Jewish experience... helping me stay in touch with my roots no matter what else is going on. Keshet has given me so much strength.”*

**Mark** (he/him) is a high school student from New York who likes baking and playing the trombone. He first connected with Keshet in 2019, helped plan our Leadership Intensive Shabbaton, and was a member of the steering committee for our Online Shabbaton retreat in 2021. Afterwards he told us:

*“It’s so amazing to be able to have the opportunity to meet other Jewish and LGBTQ teens—and so many of us in the same space! There’s truly a special feeling about Keshet Shabbatonim, a connection that I haven’t found anywhere else. It’s like the vibe is electric and totally amazing.”*



# Mobilizing Jewish Communities for LGBTQ Rights

Living a Jewish life means affirming human dignity and equality for all. Keshet partners with LGBTQ, progressive, and Jewish organizations to protect and advance LGBTQ civil rights nationwide by mobilizing Jewish communities and leaders to take action.

While most Americans—and the large majority of American Jews—fully support LGBTQ equality, the political right is increasingly targeting LGBTQ people and our families in order to whip up fear and score political points.

In 2021, Keshet launched a national campaign to mobilize Jewish communities to support the Equality Act, federal legislation that would at long last ensure equal civil rights for LGBTQ people in every state in the nation. In response to a record-breaking number of anti-LGBTQ laws and policies that were proposed or passed at the state level, we expanded our work in states with significant Jewish populations and where anti-LGBTQ policy threatens our communities' health, safety, and dignity.



Kevin Corp (he/him),  
Keshet volunteer,  
Miami, FL



Shannon Saul (she/they), Keshet Community  
Mobilization Manager, Denver, CO



# JWI@25

1897-2022

## JEWISH WOMEN INTERNATIONAL



“*Jewish Women International (JWI) is so proud to partner with Keshet and help advance LGBTQ equality. JWI first worked with Keshet in 2004 when we reached out to make sure our dating abuse prevention program was LGBTQ-inclusive. We’ve stayed connected with Keshet over the years—bringing Keshet in to help educate our clergy and staff around how to become a community of belonging for trans people—and our work grew significantly last year when we worked together with Keshet on our annual Advocacy Day. Thanks to Keshet’s Community Mobilization team, our members were educated about the history and importance of the Equality Act and were inspired and mobilized to take action*

*and advocate for the Equality Act with their senators. This was the first time JWI made LGBTQ civil rights a top legislative priority and we are grateful to Keshet for the partnership that made this possible.”*

—**Meredith Jacobs (she/her),  
CEO, Jewish Women International**

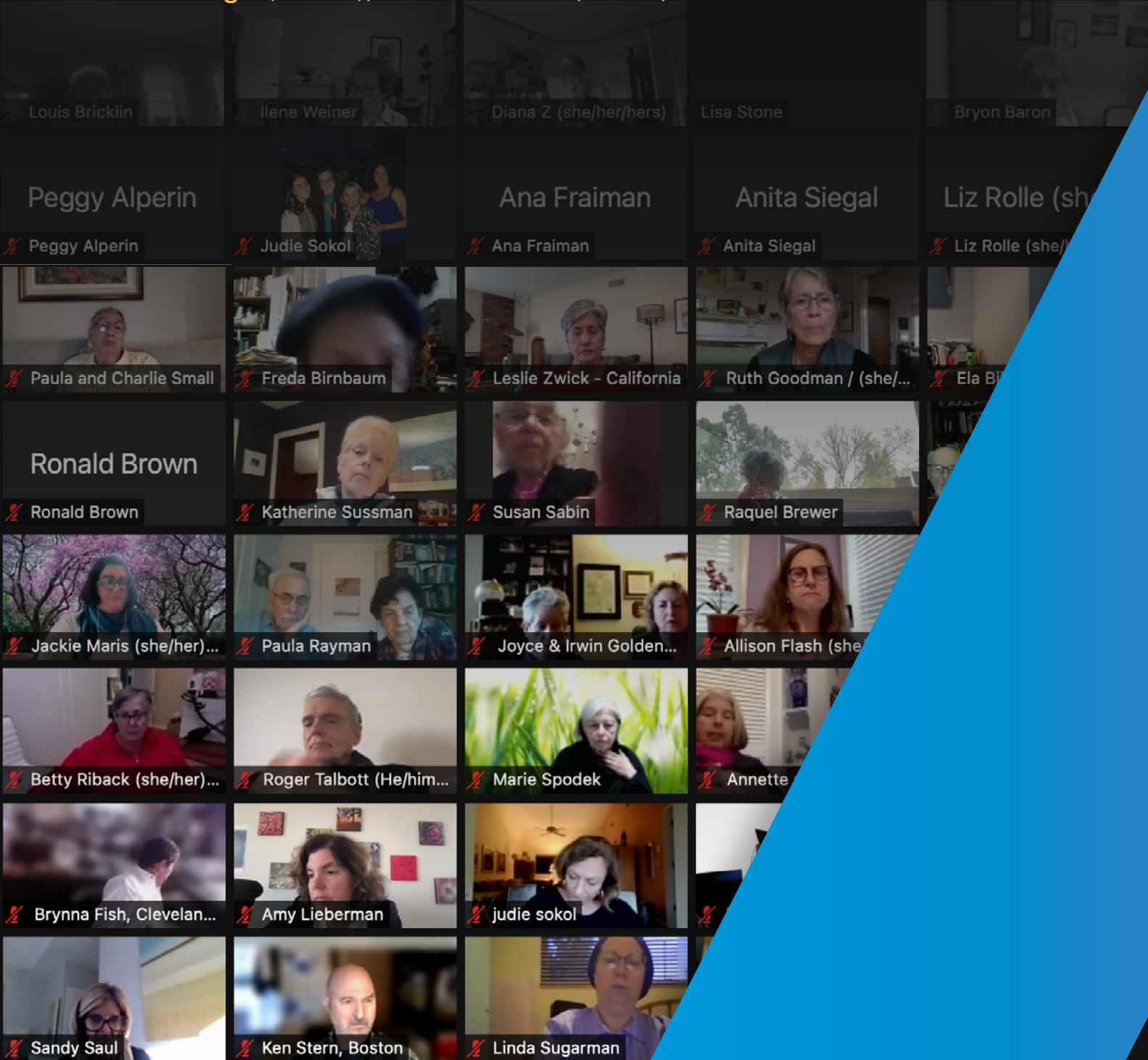
“ Carolina Jews for Justice (CJJ) is a small, grassroots organization with a BIG heart. We organize around multiple issues and rely on partners like Keshet to bolster our efforts. Thanks to Keshet’s brilliant team, in 2021 we met with both of our senators and provided powerful programming that affirmed and empowered our LGBTQ members. Before our work with Keshet, we were deeply committed to LGBTQ justice: many of our members first joined CJJ to protest North Carolina’s notorious anti-trans legislation, HB2, in 2016. Now we have the skills and strategy to do more. **With guidance and encouragement from Keshet staff, CJJ has a growing team of members who are equipped to advocate for LGBTQ justice with confidence and courage, rooted in Jewish values and teachings.**”

—Cole Parke-West (they/them), Senior Organizer, Carolina Jews for Justice



“As a straight, cisgender, white, Jewish man I felt empowered by the way Keshet presented the information about the Equality Act. The presentation outlined the facts about the overwhelming public support for LGBTQ nondiscrimination and the need for a Jewish response. I was proud to call my Senators for the first time ever and tell them that as a Jew I supported the Equality Act and they should, too.”

—Zach Doniger (he/him), Keshet Volunteer, Miami, FL



# Transforming Jewish Institutions

Keshet provides resources, skills, and consulting expertise tailored to the specific needs of Jewish institutions nationwide. We offer a wide range of programming designed to meet different institutions and leaders where they are and move them towards ever-deeper commitment to LGBTQ equality and belonging in their communities.

In 2021, we launched a new [Camping OUT Curriculum](#), a training series supporting summer camp leaders to educate their entire staffs. In just its first year, Camping OUT helped camps serving more than 8,000 kids become more inclusive and embracing.



The cornerstone of our education work is Keshet’s Leadership Project, which trains and coaches cohorts from every type of Jewish institution, including synagogues, day schools, JCCs, summer camps, youth movements, social service agencies, and more. This year-long program gives the time and support for deeper learning and more extensive culture, policy, and program changes. We are told that it is transformative often beyond participants’ expectations:

*“Our Keshet work led to a bigger conversation about BJ’s culture, about the need to create a culture of belonging for all, a reimagining of BJ with everyone in mind. We saw a positive impact on the whole of BJ, yes on LGBTQ issues but also more holistically around how we think about sameness and difference. In working through issues around pronouns, Keshet helped us push our organizational consciousness, and the importance of Rabbinic leadership to move the community forward. The Keshet work made it all very visible on a human level because you helped us see there were actual people in our community—someone’s child, an adult member—there are people here whose happiness is at stake.”*

**—Colin Weil (he/him), pictured center, Executive Director, B’nei Jeshurun, New York, NY ▶**

“It was a big deal, and perfect timing, for Temple Israel to be invited to join Keshet’s Leadership Program. In 2021, we learned of both young children in our community, and adult children of our members, coming out as trans or non-binary, with several of our older members not understanding the situation or how to be supportive.

50 members attended the first workshop that Randi Reed from Keshet led with us, which is impressive considering we only have about 106 member households! During and after that session, we learned that even more of our members have queer children and grandchildren they had not shared before. **These conversations are helping our members know there really is a place for their children and entire family at Temple Israel.**

Another bright spot is that one of our members, who is a lesbian, boasted on social media how proud she is of her congregation for making LGBTQ equality a priority.

Keshet has helped us assess where we are in truly being LGBTQ-welcoming, not just saying it. Our coaching sessions with Randi are boosting our confidence in what is possible and helping us see what work we need to do.”

—**Kimberlee MacVicar (she/her),  
Membership Committee Chair, Temple Israel, Alameda, CA**

Rabbi Felicia Sol, B’nai Jeshurun Executive Director Colin Weil, and Rabbi Roly Matalon





## HIGHLIGHTS OF 2021

▲ **JCC adopts a key Keshet program.** We believe every Jewish organization should integrate LGBTQ equality into their own programs, policies, and cultures. We are proud that in 2021, five years after Keshet launched our Boston-area programming for LGBTQ families with young kids with the support of PJ Library and CJP, Keshet transferred this program to the Greater Boston JCC. After years of collaboration

and consultation with the JCC, we are thrilled to report that this transition was an unqualified success: Keshet incubated a program for families that is now incorporated into the JCC's ongoing offerings for families. A key institution in Greater Boston Jewish life has made LGBTQ equality and belonging a core commitment.



◀ **Expanding in Florida.** Tracey Labgold (she/her) joined Keshet in August 2021 as our first Florida Education and Training Manager. In a short time, she has already changed the landscape for LGBTQ equality in her work with Florida Jewish institutions. Tracey is a skilled educator and facilitator who is dedicated to creating caring and supportive communities, in part because she was bullied in her childhood. She is getting rave reviews from synagogues, JCCs, the Greater Miami Jewish Federation, and other local Jewish institutions.

“ Tracey was incredibly knowledgeable. She had language and vocabulary that helped us rethink the way we speak about LGBTQ people, and helped us internalize that the things we say can have a deep and lasting impact on others. It was such a connective experience to learn and grow with my colleagues, while also discovering quick and easy changes we can take to make our JCC more inclusive and welcoming to all.”

—Jenine Simon (she/her),  
Director of Programming, JCC Alper Miami

## Racial Justice and Equity: Living Our Values

Starting in 2017, Keshet initiated a process of turning our implicit commitments to racial justice and equity into an explicit set of actions. We began by informing our organizational values, policies, hiring procedures, program design and materials, and communications with a racial justice and equity analysis.

In 2020, Keshet launched new programs by and for LGBTQ Jews of Color of all ages, programs which are unique in both Jewish and LGBTQ communities. We continued to strengthen both our internal racial justice and equity work as well as our public programs for Jews of Color in 2021.

In 2021, our LGBTQ Jewish Youth of Color Collective, a cohort of young people led by Keshira haLev Fife, participated in the JOC National Shabbaton (organized by the JOC Mishpacha Project). Keshet also offered several different opportunities for adult LGBTQ Jews of Color to learn, reflect, and make connections, including a series on spiritual healing led by Dr. Koach Baruch Frazier.



*“Over my time on the Keshet Board and as chair of Keshet’s Racial Justice and Equity committee, the work for racial equity and justice has blossomed into every area of the organization. I’m proud of how we on the Board have come together to learn from each other and how we’ve partnered with the staff to learn with excellent colleagues and educators in this field. What began in 2017 as a small project is genuinely changing the organization’s fabric to create one where Jews of all racial and ethnic identities can feel as though they belong.”*

**—Angel Alvarez-Mapp (he/him),  
Keshet Board Member and Chief  
Operating Officer, Repair the World**



*“In 2021 Keshet reached a tipping point: our racial justice and equity work was weaving through so many parts of the organization that we created a staff task force to manage that work. I’m glad to be part of an expanded team now. In 2021 we also revised and standardized our hiring practices to minimize the impact of implicit bias on hiring decisions. And we worked with staff of color to identify and advance specific opportunities for growth and support.”*

—Suzanne Feinspan (she/her), Deputy CEO, Keshet



Jon Cohen, Jordan Daniels ([jordandaniels.com](http://jordandaniels.com)), Kimberly Dueñas ([jewtina.org](http://jewtina.org))

*“[The spiritual healing] program supported me in connecting and deepening relationship with other Queer and Trans JOCs. There have not been many spaces for QTJOCs, and this program supported me in feeling more visible, seen, and heard.”*

—Mazal (they/them), Berkeley, CA

# Message from the Treasurer and CFO

Keshet's financial position is stronger than ever. The passionate, generous, and steadfast support of our individual donors and foundation funders, and the creativity and resilience of our staff and Board, have brought us through two pandemic years.

Moving our entire operation online to protect ourselves and our communities from COVID disrupted our budgets and program plans. And as we all know, this shift has lasted much longer than any of us anticipated. These logistical and cultural changes have come with significant financial implications: on the one hand, we had to invest in new online technologies and staff training. On the other hand, we eliminated many travel and in-person program costs.

During these turbulent times, the vital support of institutional and individual donors, plus a Paycheck Protection Loan in 2020 (now forgiven), made it possible for us to plan and implement new, effective online programs through constant disruption, and to support and retain our most important asset: our staff.

Due to these various factors, we closed 2021 with a significant surplus. The surplus, along with steadily increased reserves over the past several years, enabled us to realize a long-held goal of establishing our first investment account. Our initial investment of \$1.5 million will provide reliable and sustainable income for years to come. Also in 2021, we launched the Dare to Dream campaign, honoring Idit Klein's 20 years leading Keshet, which thanks to our generous community has raised over \$575,000 as of April 2022.

After more than two years of change and uncertainty, we entered 2022 with increases to our unrestricted operating reserves (net assets) by more than a third, representing slightly over six months of expenses.

We know that our work together is far from over. The anti-LGBTQ movement in our country is growing, fueled by bigotry and cynical fear-mongering, and posing dangerous threats to LGBTQ safety and equality. With your support, we are confident that we will reach the day when all LGBTQ Jews and our families can live with full equality, justice, and dignity.

Thank you for being our partner in this work and helping to ensure that Keshet is ready to meet the challenges ahead.

With gratitude,



A handwritten signature in red ink that reads "Lenny Goldstein".

**Lenny Goldstein (he/him)**  
CHIEF FINANCIAL OFFICER



A handwritten signature in red ink that reads "Nathan Render".

**Nathan Render (he/him)**  
BOARD TREASURER

## FINANCIAL HIGHLIGHTS: 2021 IN NUMBERS

### STATEMENT OF ACTIVITIES<sup>1</sup> January 1 - December 31, 2021

#### OPERATING REVENUE

Grants	\$2,567,274
Individual Donations & Fundraising Events	\$1,106,885
Program Revenue	\$ 82,869
In-Kind Contributions	\$ 11,266
<b>TOTAL REVENUE</b>	<b>\$3,768,294</b>

#### EXPENSES

Program Services	\$2,474,308
Development & Fundraising	\$ 578,592
General & Administrative	\$ 365,023
<b>TOTAL EXPENSES</b>	<b>\$3,417,923</b>

**OPERATING INCOME (LOSS)** \$ 350,371

#### OTHER INCOME (LOSS)

Investment Income	\$ 8,974
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**CHANGE IN NET ASSETS FROM OPERATIONS** \$ 359,345

**NET ASSETS AT THE BEGINNING OF THE YEAR** \$1,612,541

**NET ASSETS AT END OF YEAR** \$1,971,886

### STATEMENT OF FINANCIAL POSITION<sup>1</sup> January 1 - December 31, 2021

#### ASSETS

Cash and Cash Equivalents	\$1,841,764
Accounts Receivable	\$2,628,148
Investments	\$1,509,292
Other Assets	\$ 88,673
<b>TOTAL ASSETS</b>	<b>\$6,067,877</b>

#### LIABILITIES

Accounts payable and accrued expenses	\$ 177,772
Deferred revenue	\$ 54
<b>TOTAL LIABILITIES</b>	<b>\$ 177,826</b>

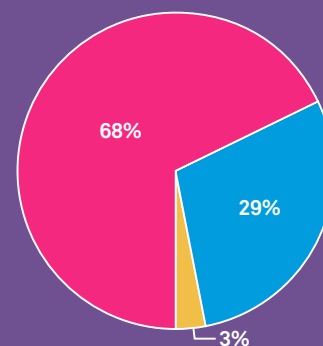
#### NET ASSETS

Operating	\$1,313,089
Board Designated	\$ 658,797
With Donor Restrictions	
Temporarily Restricted - Other	\$3,490,038
Temporarily Restricted - Dare to Dream	\$ 428,126
<b>TOTAL NET ASSETS</b>	<b>\$5,890,050</b>

**TOTAL LIABILITIES AND NET ASSETS** \$6,067,876

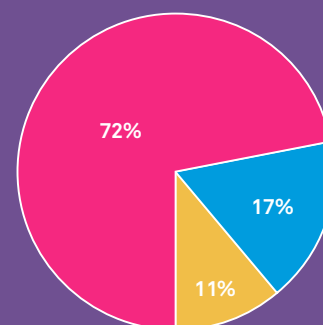
<sup>1</sup>Unaudited

### SOURCES OF REVENUE



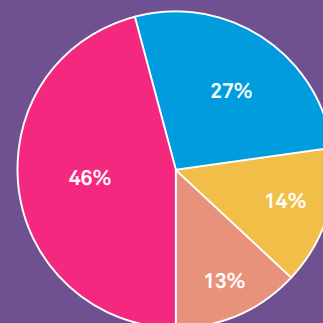
■ Grants: **\$2,567,274**  
 ■ Contributions & Events: **\$1,118,151**  
 ■ Program Revenue: **\$82,869**

### EXPENSES BY DEPARTMENT



■ Programs: **\$2,474,308**  
 ■ Fundraising & Development: **\$578,592**  
 ■ General & Administration: **\$365,023**

### INVESTMENTS BY PROGRAM



■ Education & Training: **\$778,875**  
 ■ Youth Programs: **\$456,409**  
 ■ Community Mobilization: **\$237,267**  
 ■ Program Evaluation & Other: **\$212,131**



# Keshet Staff

In 2021, we expanded programs and deepened our presence in additional communities across the country. To keep pace with this growth, we were able to add several new positions (as noted below) to the Keshet team. We are grateful to our supporters for making this possible!



**Celebrating 20 years at Keshet!**

**Idit Klein**

she/her  
*President & CEO*



**Suzanne Feinspan**

she/her  
*Deputy CEO*



**Amram Altzman**

he/him  
*Associate Director of Youth Programs*



**Sarah Gill**

she/her  
*Salesforce Administrator*



**Rabbi Micah Buck-Yael**

he/they  
*Director of Education and Training*



**Lenny Goldstein**

he/him  
*Chief Financial Officer*



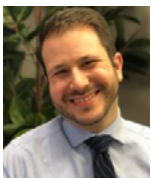
**Jon Cohen**

he/him  
*Director of Community Mobilization*



**Jon Grabelle Herrmann**

he/him  
*Chief Development Officer*



**Steven Davis**

he/him  
*Director of Annual Giving and Events*



**Chaim Ezra Harrison\***

he/him  
*Communications Manager*



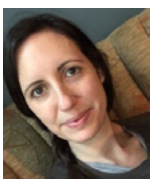
**Zane Diamond**

they/them  
*Executive Assistant*



**Hannah Henschel**

they/them  
*Associate Director of Education and Training for Cohort Learning*



**Rebecca Ennen\***

she/her  
*Chief Communications Officer*



**Leah Kopperman**

she/her  
*Director, Data & Constituent Relationship Management (CRM)*



**Jaimie Krass**

she/her

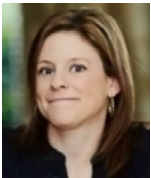
*Director of Youth Programs*



**Dan Reiser**\*

he/they

*Program Marketing Associate*



**Tracey Labgold**

she/her

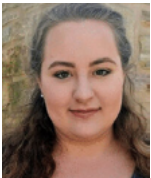
*Florida Education & Training Manager*



**Shannon Saul**\*

she/they

*Community Mobilization Manager*



**Talia Makowsky**

she/her

*Communications Manager*



**Rakhel Silverman**

they/them

*New York Education & Training Manager*



**Sarah Mamlet**

she/her

*Operations Manager*



**Emily Solomon**

she/her

*Grants Manager*



**Jackie Maris**

she/her

*Chicago Education & Training Manager*



**EJ Tench**

they/them

*Education and Training Associate*



**Randi Reed**

she/her

*Bay Area Education and Training Manager*



**Issac Young**\*

he/him

*Midwest Youth Engagement Manager*

\* *Newly created position in 2021!*

## SPOTLIGHT ON KESHET STAFF

*“I grew up, before the internet, in a small town where I didn’t know anyone who was both Jewish and gay, and so I thought I had to choose. Being Jewish was familial and safe, and being Jewish has always been so important to me, so I chose Judaism. I aspired to be a leader in the Jewish community and didn’t believe it was possible if I shared my full self. Years later, I learned about the amazing work that Keshet does to ensure that no one feels they have to choose between their queer identity and their Judaism. I first got involved with Keshet as a volunteer because their mission spoke to my entire self. I still pinch myself because I cannot believe how lucky I am that I now get to work for this incredible organization. As Keshet’s Florida Education and Training Manager, I assist Jewish organizations in ensuring that every LGBTQ+ Jew and their family who walks through their doors feels a sense of belonging!”*



**—Tracey Labgold (she/her), Florida Education and Training Manager, Keshet**



*“Ten years ago, when I was 16, I reached out to Idit at 10pm on a Sunday. It was the night before I would meet with the dean of my school to pitch the idea of a GSA. Late on a Sunday night, Idit helped me focus my arguments and strategize. It was her guidance that helped us start the first GSA at a Modern Orthodox day school. I then attended Keshet’s first LGBTQ Youth Shabbaton in 2012. It was the first time I was in a space that was both Jewish and queer.*

*Now, on staff at Keshet, I get to lead those same Shabbatonim. Through Idit’s vision, leadership, and deep commitment to young people, year after year we host the largest gatherings of LGBTQ Jewish teens in the Western Hemisphere. Because of Idit and Keshet, I carry a deep feeling of unconditional belonging—that the Jewish community is mine and always will be.”*

**—Amram Alzman (he/him),  
Associate Director of Youth Programs, Keshet**

“When I came out in 7th grade, I didn’t know any gay people. Eventually in high school, the only gay people I saw were in RuPaul’s Drag Race, Rent, and Brokeback Mountain, so my entire childhood I thought my choices were to be a drag queen or live a lonely and scary life.

Working at Keshet has really shown me what I missed out on when I saw a coworker, Jaimie, reply to an email from a concerned parent with a newly out kid, saying “Congratulations, mazel tov, that’s amazing!” When I was coming out, no one was congratulating me—everyone was concerned and telling me my life would be harder. So I grew up worried and scared all the time, and I felt like I had to be perfect so that I could ‘overcome’ being gay.



To work at Keshet where being gay is so celebrated has really helped me personally. I have been working for social justice in Jewish communities for much of my career, but it’s new to be fighting for LGBTQ rights while being loved and empowered for my whole self. And it makes me even more committed to making things better—in their personal lives and out in the world—for the young people coming up today.

It took a lot to get here, but today, my life is already beyond my wildest dreams, and everything feels like extra blessings, and that’s why I’m always smiling.”

—Jon Cohen (he/him), Director of Community Mobilization, Keshet

# Keshet Board of Directors



**Seth M. Marnin**, CHAIR  
he/him  
*Director of Training and Education,  
Office of Equal Opportunity and Affirmative  
Action at Columbia University*



**Alyx Bernstein**  
she/her  
*Student, Barnard College*



**Carson Gleberman**, VICE CHAIR  
she/her



**Amy Born**  
she/her  
*Chief Strategist, Leading Edge*



**Tamar Prager**, MPH, RN, NP, SECRETARY  
she/her  
*Health Care Professional*



**Ian Brown**  
he/him  
*Salesforce Technical Architect Fellow, Deloitte*



**Nathan Render**, TREASURER  
he/him  
*Manager of Customer Experience,  
Mockingbird*



**Alan Cohen**  
he/him  
*Chief Program Officer, JASA*



**Idit Klein**, PRESIDENT & CEO  
she/her



**Bennett Decker**  
he/him  
*Programming Assistant, T'ruah*



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she/her  
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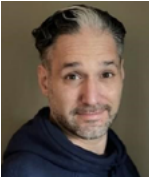


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*“I’ve been a trainer and consultant on inclusion and diversity issues across the Jewish world for over 30 years. Keshet stands out in its ability to give mainstream Jewish institutions the tools they need to create change for LGBTQ equality from within. In my own work with Jewish summer camps, Keshet’s materials and resources give Camp Directors exactly what they need to help them live up to their values and become more embracing of LGBTQ people. I was proud to serve on Keshet’s board and now, as an emeritus board member, it is so meaningful for me to consult with camps and other Jewish institutions to make a difference in people’s lives, especially in this frightening moment for our LGBTQ and Jewish communities.”*

**—Deborah Newbrun (she/her), Get Set Go Community Adventures**

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**—Dana and Yossi Raucher (New York, NY)**



*“I support Keshet quite simply to help create a more vibrant and inclusive Jewish world where gender and sexual diversity is celebrated and honored. As a pediatrician, as a mom, as an advocate for gender diverse kids, I see the impact of Keshet’s mission almost daily, and it is indeed life-saving.”*

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*“My husband John and I lived through decades when almost all religious institutions rejected gays and lesbians. Thankfully, times have changed. It gives us such joy to know that because of our tzedakah, Keshet is helping to make it even more possible for LGBTQ Jews to take our proper, fully-embraced role in the Jewish community.”*

**—Rabbi Ira Helf (Palm Springs, CA)**



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