



The **Keshet** Year  
קשת

2022

Dear Friend,

In 2022, our work for change felt more urgent and important than ever. Thanks to your generosity and partnership, we made sure that LGBTQ+ equality and inclusion are here to stay—even in the face of mounting threats.

We know that more than 300 anti-LGBTQ+ bills were introduced or passed in 36 states, over 100 drag shows were protested by extremists, and many members of our community lost their lives. And yet, despite those aiming to silence us, together we have raised and will continue to amplify our collective voices.

In 2022, Keshet:

- Trained more than 7,800 staff members at Jewish schools, camps, synagogues, and other institutions that collectively serve over 4.5 million people to ensure that Jewish institutions are spaces of LGBTQ+ equality and belonging.
- Launched Thrive: the Jewish Coalition to Defend Trans and LGBTQ+ Youth with SOJOURN, now with over 200 partner organizations, to advance and protect LGBTQ+ rights, especially for trans youth.
- Returned to in-person programming for LGBTQ+ youth with two Shabbaton weekend retreats, and produced *At the Intersection of Queer and Jewish*, a first-ever zine entirely produced, authored, and designed by LGBTQ+ Jewish young people.

Extremists do not speak for us. We know the truth: to live authentic lives is a gift to ourselves and each other and only brings joy to Jewish life.

We are proud of all that we achieved in 2022 and grateful for your support. Together, we are building a world where LGBTQ+ lives are not only accepted, but cherished and honored.

L'Shalom,



*Idit Klein*

**Idit Klein**  
she/her  
President & CEO



*Seth M. Marnin*

**Seth M. Marnin**  
he/him  
Chair, Board of Directors

## What you made possible:

In **2022**, Keshet:



Engaged nearly **1,200** individual LGBTQ+ and ally youth in Keshet programs



Trained **7,819** staff and leaders from **212** day schools, camps, synagogues, service organizations, JCCs, and other Jewish institutions, which collectively serve over **4.5 million** people

Mobilized members of **417** Jewish community organizations to advance LGBTQ+ rights



All of this was made possible by **you** and over **1,500** other supporters who donated to Keshet in 2022.

## Keshet Mission and Vision

Keshet envisions a world in which all LGBTQ Jews and our families can live with full equality, justice, and dignity.

Keshet works for the full equality of all LGBTQ Jews and our families in Jewish life. We strengthen Jewish communities. We equip Jewish organizations with the skills and knowledge to build LGBTQ-affirming communities; create spaces in which all queer Jewish youth feel seen and valued; and advance LGBTQ rights nationwide.

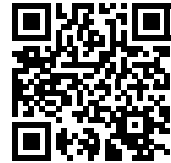
**For LGBTQ  
equality in  
Jewish life**

[keshetonline.org](https://keshetonline.org)



## Empowering LGBTQ+ Jewish Youth

Keshet fosters environments where LGBTQ+ Jewish youth and allies can thrive. From the return in 2022 of our in-person Shabbatonim (weekend retreats), to our weekly online programs, to fostering the leadership of youth in our internships and steering committees, we carve out space where youth are not only free to be themselves but are also active changemakers in our community.



Learn more about our youth programs here:  
[www.keshetonline.org/youth](http://www.keshetonline.org/youth)



▲ Sam Tepperman and Ash Eliaser at the 2022 East Coast Shabbaton

▲ The first-ever zine entirely produced, authored, and designed by LGBTQ+ Jewish young people, published and distributed by Keshet



Learn more about our zine here:  
[www.keshetonline.org/zine](http://www.keshetonline.org/zine)



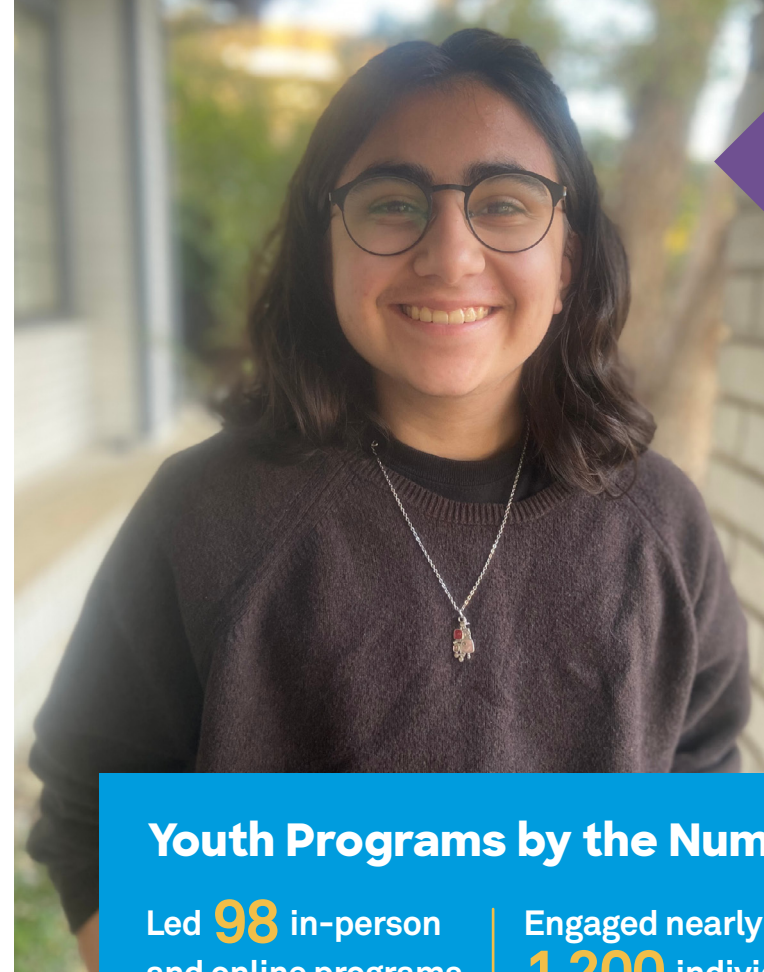
*“After the Shabbaton, I realized that my queer parts and my Jewish parts coexist, and that I should be proud and unapologetic for being a person with a multifaceted existence. What helped me reach that point of understanding was my first Keshet Shabbaton. I came home feeling empowered to bring all of myself everywhere.”*

**AMANDA** (she/her)  
 Metro Detroit, Michigan



*“As a high schooler attending Keshet’s Shabbatonim, one of the coolest parts was being able to build mentoring relationships with the adults. I want to grow into the kind of mentor that was so impactful to me: someone who is unwaveringly kind, down to earth, and wise. I’m looking forward to being someone younger trans kids can look to and know that life can be good and happy and sweet.”*

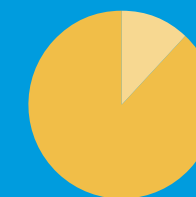
**NOAH GIBBONS-SHAPIRO** (they/them)  
 San Jose, California



### Youth Programs by the Numbers

Led **98** in-person and online programs for LGBTQ+ and ally youth

Engaged nearly **1,200** individual LGBTQ+ and ally youth in Keshet programs



**88%** of these programs were youth-led. **100%** were planned with youth input





▲ Keshet Director of Community Mobilization Jon Cohen and President & CEO Idit Klein celebrating the passage of the Respect for Marriage Act at the White House

## Mobilizing Jewish Communities for LGBTQ+ Rights

Keshet partners with Jewish institutions to promote LGBTQ+ equality at local, state, and national levels.

In 2022, Keshet founded Thrive: the Jewish Coalition to Defend Trans and LGBTQ+ Youth in partnership with SOJOURN and mobilized over 200 Jewish community organizations to join the fight for LGBTQ+ rights. Many of our partners, including some synagogues, Jewish social justice organizations, and federations, had never before taken on public leadership for LGBTQ+ rights. Together, we are changing the narrative that “religious” means anti-LGBTQ+.



### Community Mobilization by the Numbers

Mobilized members of **417** Jewish community organizations to advocate for LGBTQ+ rights and provided **46** educational trainings

Over **40%** of Jewish community members mobilized by Keshet reported that they were taking action for LGBTQ+ rights for the first time

Made over **100,000** Get Out the Vote calls in partnership with Dayenu: A Jewish Call to Climate Action

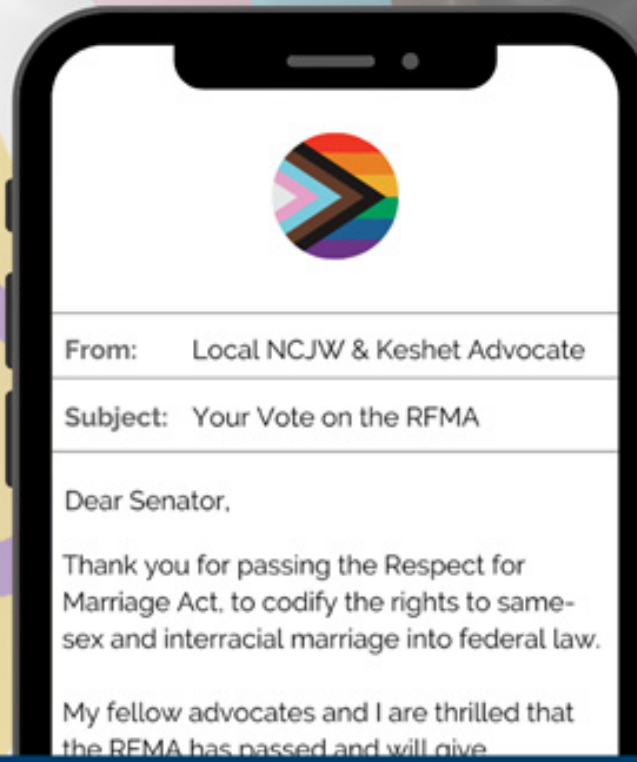
Launched *Thrive: the Jewish Coalition to Defend Trans and LGBTQ+ Youth* with over **200** partner organizations



Learn more about how we mobilize our community:  
[www.keshetonline.org/communitymobilization](http://www.keshetonline.org/communitymobilization)



**ACTION  
ALERT**



**Help NCJW and Keshet  
thank Senators for  
protecting equal  
marriage**

*“A supportive synagogue is not just heartwarming, it’s a powerful message in a state that uses religion to punish and abolish LGBTQ+ history, rights, and freedoms. The LGBTQ+ community is at risk as politicians demonize our lives... Keshet’s support and work in Florida is more important and impactful than ever.”*

**ADAM TRAUTENBERG** (he/him)  
Director, The Tribe  
Miami Beach, Florida



Keshet and over 100 organizational partners, including the National Council of Jewish Women, mobilized Jewish communities to urge their elected officials to support the Respect for Marriage Act, which was signed into law by President Biden in December 2022.



Keshet Community Mobilization Manager Lanie Cohen with Interfaith Alliance’s Riya Kohli lobbying for the Respect for Marriage Act

*“I live in a state in which I am in the minority —both as a Jew and as an ally, and often feel like my voice is unheard and my presence unwelcome. Having the opportunity to be one of 108 organizations signing on to Keshet’s Respect for Marriage Act letter was truly empowering. It’s energizing to know that in a state that is trying to strip the LGBTQ+ community of basic human rights and dignities, we are supported by a national organization that will help us in this integral advocacy work.”*

**CANTOR SHERI ALLEN** (she/her)  
Makom Shelanu Congregation  
Ft. Worth, Texas





## Building Jewish Communities of Belonging

Keshet bolsters Jewish institutions—summer camps, day schools, synagogues, JCCs, federations, and more—to live their values as places of belonging. The foundation of this work is Shivyon: Keshet’s Equality Project, an individualized, year-long, cohort-based program of training, consultation, and learning.

▼ Participants in Chicago’s Shivyon Project



### Education and Training by the Numbers

Trained **7,819** staff and leaders from **212** day schools, camps, synagogues, service organizations, JCCs, and other Jewish institutions, which collectively serve over **4.5 million** people



Learn more:  
[www.keshetonline.org/educationandtraining](http://www.keshetonline.org/educationandtraining)

*“When one of our queer graduate students told us, ‘There’s nothing for me in the Jewish community,’ I immediately decided Houston Hillel would fill the void.*”

*As part of Shivyon: Keshet’s Equality Project, Keshet gave us the audacious confidence to move forward and create QJews—a space for queer Jews in their twenties and thirties. With our Keshet Action Plan and Board ally training, we ensured that leadership at Houston Hillel and the broader Houston Jewish community responded with support. We applied for and received a significant Jewish community grant to hire a QJews Program Director—the only local professional solely dedicated to working with queer Jews.”*

**RABBI KENNY WEISS** (he/him)  
Executive Director, Houston Hillel  
Houston, Texas



*“I can’t put into words how much Keshet’s training meant to me professionally and personally. When I first found out about it, I was a bit nervous, because some of my colleagues did not know my sexual orientation.*”

*The training allowed me to feel comfortable enough to open up about my life and share challenges I have faced while teaching. Afterwards, many colleagues approached me and shared how supportive they are. This meant so much because I have always been so cautious talking about my relationship in the work setting. I never know how people will react. I strongly feel that every school would benefit from a Keshet training.”*

**JESSICA LANDAU** (she/her)  
Kindergarten Teacher, Jewish Academy of Orlando  
Orlando, Florida





## FINANCIAL HIGHLIGHTS: 2022 IN NUMBERS

### STATEMENT OF ACTIVITIES<sup>1</sup> January 1 - December 31, 2022

#### OPERATING REVENUE

Grants	\$3,143,187
Individual Donations & Fundraising Events	\$1,096,187
Program Revenue	\$ 139,228
In-Kind Contributions	\$ 2,254
<b>TOTAL REVENUE</b>	<b>\$4,380,856</b>

#### EXPENSES

Program Services	\$3,003,558
Development & Fundraising	\$ 623,388
General & Administrative	\$ 505,954
<b>TOTAL EXPENSES</b>	<b>\$4,132,900</b>

**OPERATING INCOME (LOSS)** \$ 247,956

#### OTHER INCOME (LOSS)

Investment Income	\$ 152,744
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**CHANGE IN NET ASSETS FROM OPERATIONS** \$ 95,212

**NET ASSETS AT THE BEGINNING OF THE YEAR** \$1,902,520

**NET ASSETS AT END OF YEAR** \$1,997,732

### STATEMENT OF FINANCIAL POSITION<sup>1</sup> December 31, 2022

#### ASSETS

Cash and Cash Equivalents	\$1,638,329
Accounts Receivable	\$2,735,577
Investments	\$1,751,418
Other Assets	\$ 181,858
<b>TOTAL ASSETS</b>	<b>\$6,307,182</b>

#### LIABILITIES

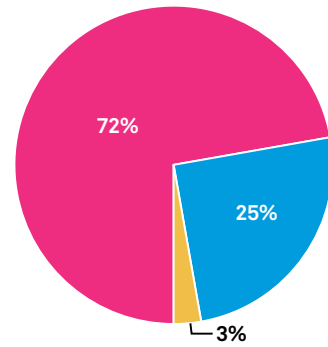
Accounts payable and accrued expenses	\$ 208,564
Deferred revenue	\$ 15,258
<b>TOTAL LIABILITIES</b>	<b>\$ 223,822</b>

#### NET ASSETS

Operating	\$1,338,935
Board Designated	\$ 658,797
With Donor Restrictions	
Temporarily Restricted - Other	\$3,493,820
Temporarily Restricted - Dare to Dream	\$ 591,809
<b>TOTAL NET ASSETS</b>	<b>\$6,083,360</b>

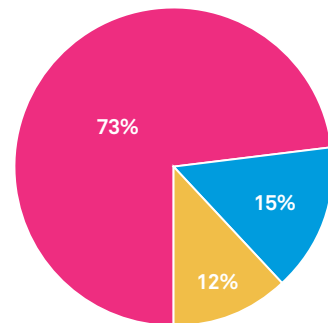
**TOTAL LIABILITIES AND NET ASSETS** \$6,307,182

#### SOURCES OF REVENUE



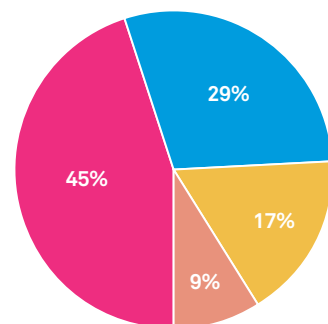
■ Grants: \$3,143,187  
 ■ Contributions & Events: \$1,096,187  
 ■ Program Revenue: \$139,228

#### EXPENSES BY DEPARTMENT



■ Programs: \$3,003,558  
 ■ Fundraising & Development: \$623,388  
 ■ General & Administration: \$505,954

#### INVESTMENTS BY PROGRAM



■ Education & Training: \$914,722  
 ■ Youth Programs: \$583,061  
 ■ Community Mobilization: \$339,924  
 ■ Program Evaluation & Other: \$177,621



▲ Attendees of Keshet's OUTstanding! 2022 Gala

▼ OUTstanding! 2022 Gala Honorees S. Bear Bergman, Carson Gleberman, Kohenet Keshira haLev Fife, and Amram Altzman



<sup>1</sup>Unaudited



# Keshet Staff

Executive Team



**Idit Klein**  
she/her  
President & CEO



**Suzanne Feinspan**  
she/her  
Deputy CEO



**Lenny Goldstein**  
he/him  
Chief Financial Officer



**Jon Grabelle Herrmann**  
he/him  
Chief Development Officer



**Jay Smith**  
they/them  
Chief Communications Officer



**Zane Diamond**  
any pronouns  
Executive Assistant



**Sarah Mamlet**  
she/her  
Operations Manager

Administrative Staff

Communications and Development



**Chaim Ezra Harrison**  
he/him  
Communications Manager



**Talia Makowsky**  
she/her  
Communications Manager



**Elana Steinlauf Ohl**  
she/her  
Annual Giving and Events Manager



**Christina Richards**  
she/her  
Development Operations Manager



**Emily Solomon**  
she/her  
Senior Manager of Institutional Giving



**Jon Cohen**  
he/him  
Director of Community Mobilization



**Lanie Cohen**  
she/her or they/them  
Community Mobilization Manager

Community Mobilization

Education and Training



**Rabbi Micah Buck-Yael**  
he/him or they/them  
Director of Education and Training



**EJ Erichsen Tench**  
they/them  
Education and Training  
Operations Manager



**Hannah "Hensch" Henschel**  
they/them  
Associate Director of Education  
and Training for Cohort Learning



**Rabbi Eliana Kayelle**  
they/them  
Bay Area Education and  
Training Manager



**Tracey Labgold**  
she/her  
Florida Education & Training Manager



**Jackie Maris**  
she/her  
Chicago Education & Training Manager



**Rakhel Silverman**  
they/them  
New York Education & Training Manager

Data Solutions



**Sarah Gill**  
she/her  
Director of Data Solutions &  
Salesforce Administrator



**Dan Reiser**  
he/him or they/them  
Data Solutions Manager

Youth Programs



**Jaimie Krass**  
she/her  
Director of Youth Programs



**Amram Altzman**  
he/him  
Associate Director of Youth Programs



**Sawyer Goldsmith**  
they/them  
Youth Programs Associate



**Issac Young**  
he/him  
Midwest Youth Engagement Manager



# Keshet Board of Directors



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*Director of Training and Education,  
Office of Equal Opportunity and  
Affirmative Action at Columbia University*



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*Chief Research and Innovation Officer,  
Leading Edge*



**Oren Henry**  
he/him



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*Architect/Principal, Maxwell  
Architects, LLC*



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*Business Owner*



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Care, San Francisco Department of  
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Mockingbird*



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*Program Assistant, T'ruah*



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*President and Trustee,  
The Krupp Family Foundation*



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The Samuel Bronfman Foundation*



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**Lee Jason Goldberg**  
he/him



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*Associate Professor of Pediatrics,  
University of Washington*



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*Philanthropic Advisor*



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she/her  
*Student, Barnard College*



**Eli Gurock**  
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*Founder/CEO, Magic Beans*



**Xiomara Lorenzo**  
she/her or they/them  
*Senior Director, Enterprise Digital, Omni, and AI,  
Blue Cross Blue Shield of Massachusetts*

*Affiliations listed for identification purposes only*



# Keshet Emeritus Board



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she/her  
Rabbi, Temple Shalom of Newton



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she/her  
Producer



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he/him  
Partner, Latham & Watkins LLP



**Rabbi Becky Silverstein**  
he/him  
Co-Director, Trans Halakha Project;  
Faculty, SVARA



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Retired Executive Director,  
Gender Rights Maryland;  
Board Chair, Freedom to Work



**Karla Goldman, Ph.D.**  
she/her  
Sol Drachler Professor of Social Work,  
University of Michigan



**Joy Ladin, Ph.D.**  
she/her  
Writer, speaker, independent  
scholar



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he/him  
Founder, Tannenbaum Associates



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he/him  
CEO, Jewish Community Relations  
Council of Greater Boston



**Daniel Heller**  
he/him  
VP of Finance & Operations,  
Social Construct



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he/him  
Co-founder, Jumpstart Labs



**B. Andrew Zelermyer, PAST CHAIR**  
he/him



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she/her  
President & CEO, Leading Edge



**Debbie Heller**  
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Town of Somerset Council Member



**Betty Morningstar**  
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Psychotherapist, Private Practice



**Ann Falchuk**  
she/her



**Robert Holgate**  
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Founder, Robert Holgate Design



**Deborah Newbrun**  
she/her  
Rabbi, Facilitator, Retreat Director,  
Tawonga, HMI, Modern Elder Academy



**S. Asher Gelman**  
he/him  
Director, Midnight Theatricals,  
New York City



**Patty Jacobson**  
she/her



**Wendy Rosov**  
she/her  
Founder & Principal, Rosov Consulting

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## \$100,000+

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Xiomara Lorenzo  
and Dr. Cara Herbitter  
The Mandel-Angel Family



**\$1,000+**

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and Jessica Feder Mantel  
Ruth Messinger  
and Andrew Lachman  
Matt and Einat Ogden  
Marvin Pollack and Barry Taylor  
Yvonne Pollack  
Lisa Dee Port White  
Ray Pratiwi  
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## Together, we dreamed!

Thank you to all who donated to *Dare to Dream: A Campaign for the LGBTQ Jewish Future*. Together, the Keshet community contributed over **\$550,000** to honor Idit Klein's 20 years of bold leadership and to support Keshet's growth plan to empower youth, expand in new geographies, and seize new opportunities to strengthen Jewish life and pursue equality.





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*“We are deeply proud of our relationship with Keshet. Through their advocacy, their consultation, and their programs, Keshet helps us become a better—and stronger—version of the Jewish community we strive to be.”*

**Jacob Solomon**  
President & CEO, Greater Miami Jewish Federation

*“Close to 20 years ago, my granddaughter Rachel came out as a lesbian. It was through her that I got to know Keshet, and I was a contributor from the beginning. Keshet has made a remarkable contribution to the Jewish community. There are so many sad stories of people who are suffering for not being accepted. Keshet has been there to help the Jewish community understand, accept, and welcome people no matter what.”*

**Milly Guberman Kravetz**  
Age 101  
Newton, Massachusetts



*“We chose Keshet for our B’Mitzvah project because we saw what you are doing for the LGBTQ+ Jewish world. There is so much still to be done, but organizations like Keshet help us lighten that load so much. Thank you Keshet!”*

**Alex Weinstein, 8th Grader**  
Mount Zion Religious School, Mount Zion Temple  
St. Paul, Minnesota



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