



Kelsey Pacha Consulting

Consultant and educator working for change for LGBTQ people and their allies.

Kelsey Pacha Consulting, Curriculum Development & Manuscript Reviews

Other Consulting: Policies, Procedures and Programmatic Consulting

Creating LGBTQ Programs & Support Networks:

I have extensive experience in helping LGBTQ community centers create and structure religious and spirituality programming, including monthly support groups, faith leader trainings, healing rituals, and faith-based fundraisers. I have worked with organizations in Chicago, Iowa, and the Bay Area, including the Oakland LGBTQ Center, Rainbow Community Center, and Lavender Youth Recreation and Information Center (LYRIC.)

I prioritize grounding idealistic visions in staff, client, and other stakeholders' lived realities, and leverage my many relationships with LGBTQ service providers, faith leaders, and researchers to resource new programs. I am adept at seeing big picture possibilities and commit to the "long haul" development of your program. I can help your organization to:

- Craft mission/vision statements
- Form a strategic plan and strategic vision
- Create, distribute, and analyze needs assessments
- Implement new programs
- Perform outreach
- Manage stakeholder relationships (funders, partners, etc.)
- Network with surrounding community for resources
- Facilitate trainings for your staff or community faith leaders
- Facilitate discussions, groups, or events for clients
- Write curriculum
- Write grants

An example of my strategic and programmatic work can be found at: [LYRIC's Allies in Faith](#)

Allies in Faith is a faith leader network that supports the work of Lavender Youth Recreation and Information Center (LYRIC), an LGBT youth center located in the Castro neighborhood of San Francisco. **From Spring 2013 to Fall 2016, I helped LYRIC staff to develop a strategic vision, organizational structure, and events that harnessed the energy and resources of local LGBT-affirming faith communities.** Our primary goals in Allies in Faith were to: 1) educate local spiritual leaders on LGBT youth issues 2) partner with faith communities and their networks to support fundraising initiatives, and 3) create and manage spiritually-informed programs that directly impacted youth.

Here is a short selection of duties I performed while consulting on Allies in Faith:



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- Organized an all-day Summit for 40 faith leaders designed to help their communities to discern how they could best support the work of LYRIC. I wrote a full day of informative and interactive curriculum, created workbooks for participants, and assembled a series of specialized facilitators for break out groups (i.e. a people of color caucus.) This event served as a foundation for deeper engagement between the Allies in Faith network and LYRIC.
- Created a structure of engagement for faith leaders to be involved, called the "Rainbow of Participation," which included three working groups to address various needs (Advocacy, Resource Sharing/Capacity Building, and Stewardship), and developed a one-year strategic plan for their involvement.
- Convened quarterly meetings and monthly events for faith leaders, and supported leaders with a collection of online resources.
- Facilitated a full day workshop for LYRIC staff on building spiritual and religious competency, focused on the intersections between religion and mental health for LGBT youth. This workshop included a spiritual self-assessment, exposure to social science research, and group art activities to creatively imagine ways to help youth process their religious and spiritual experiences.

Policies & Procedures:

I have consulted with corporations, non-profit organizations, and faith communities on:

- Policy, quality assurance, user experience language for [Believr](#), a gay Christian dating app, as well as a tech company that makes word processing software
- Non-discrimination policies for Christian youth camps
- All-gender restroom creation strategies for corporations, non-profits, and churches
- Supporting/creating LGBTQ affinity groups

Curriculum Development

In addition to my own trainings, I have created several curricula related to identity, gender, sexuality, religion, spirituality, and/or mental health for various audiences to increase their competency and confidence in particular skills. These include:

- **Transitioning to Inclusion Transgender Curriculum:** Educational program designed to help faith leaders, families, and parishioners discover their tradition's resources that support affirmation and inclusion of transgender and gender expansive children and youth.
- **Transitioning to Inclusion LGBTQ Curriculum:** Educational program designed to help faith leaders, families, and parishioners discover their tradition's resources that support affirmation and inclusion of lesbian, gay, bisexual, and transgender children and youth.
- **Rites of Passage Curriculum for LGBTQ Youth:** A 6-month curriculum designed to help trans youth (primarily youth of color) process traumatic experiences through ritual, art, and spiritual engagement.



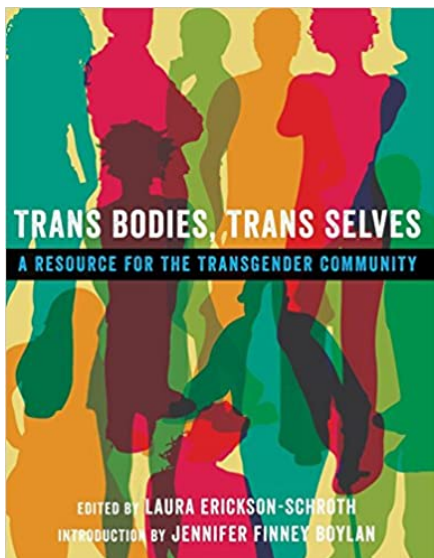
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- **Allyship in Action: Faith Leader Engagement With LGBTQ Community Centers:** A 6 session curriculum designed to help faith leaders engage with clients and staff at an LGBTQ Community Center and provide spiritual support. Activities move from an LGBTQ 101 to a co-created mixer where faith leaders can introduce themselves to queer and trans folks in their community.
- **Religion in the Context of Other Identities:** This curriculum was written for a national independent school coalition annual diversity conference, as one module of a six-part identity-based curriculum comprised of age, ability, gender, race/ethnicity, religion, and sexual orientation. Its goals were to help students articulate their personal belief system and to reflect on the intersection between their belief system and other core cultural identifiers through group activities and silent reflection time.

Academic Writing & Manuscript Reviews

I straddle the worlds of academia/theory and practice, serving as the [Board President](#) of *Trans Bodies, Trans Selves*, a national non-profit organization that publishes a 649-page resource guide of the same name, by and for the trans*, genderqueer, and gender-nonconforming communities. Through this work, I connect with leading transgender and gender expansive scholars in medicine, law, mental health, social sciences, politics, and culture to collaborate on editions of *Trans Bodies*. I recently authored the Religion and Spirituality chapter of the [second edition](#) of the book, to be released in 2021, while managing a nationwide qualitative survey of 2,400 respondents, and editing several chapters. I also co-authored the Religion and Spirituality chapter in textbook [Gender Confirmation Surgery: Principles and Techniques for an Emerging Field](#), edited by Loren Schechter, released 2020.



I also have performed manuscript reviews for Oxford University Press on gender-related content, and edited/provided feedback to authors on LGBTQ people, religion, and spirituality. I can provide subject matter expertise, copy editing assistance, and recommendations for further research & resources.