

Keshet Parent & Family Connection

# Guide for Mentors



BOSTON | DENVER | SAN FRANCISCO

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“When my daughter came out, I was surprised by how cut off I felt. She was going into this world, and all these experiences, that I knew nothing about. All parents of LGBT kids just want to hear that their children can live safe, normal lives, and it was through meeting others through Keshet that I realized this was possible, that it was possible to be part of a welcoming Jewish community. Keshet helped me connect. And now I know that we, the parents and families of LGBT kids, have the ability to be tremendous allies in helping to accomplish the advocacy work Keshet has been doing so incredibly.”

— Jayne Guberman, Keshet leader, founding member of the Parent & Family Connection

# Welcome to the Connection

We are so happy to have you join the Keshet Parent & Family Connection!

This short guide will explain the process of becoming a mentor for other Jewish parents and family members with lesbian, gay, bisexual, transgender and queer children. With your help, we can make it better for Jewish LGBTQ kids and their parents. If you have additional questions not answered in this guide, please give us a call any time at 617.524.9227 or email Joanna Ware at [joanna@keshetonline.org](mailto:joanna@keshetonline.org).

## What is the Keshet Parent & Family Connection?

The Keshet Parent & Family Connection is a peer run support system for Jewish parents and family members of lesbian, gay, bisexual, transgender, and queer Jews.

The program was created by Keshet, a nonprofit organization committed to creating a fully inclusive Jewish community, in collaboration with Jewish parents of LGBTQ children. All of the parents and family members staffing this program are volunteers who have first-hand experience as family members of LGBTQ Jews.

Mentors provide confidential peer support by phone, email, and in person for parents and family members dealing with any stage of their family member's coming out process, and for LGBTQ people who are struggling with how to tell their parents and other family members about their identities.

Mentors are organized into cohort groups by geographical vicinity. These cohort groups are not ongoing support groups, but rather cohorts of mentors who are providing one-on-one support. In each location, cohorts can determine how frequently they'd like to meet — if at all — and what kind of support or community they'd like to create for themselves.

## What is Keshet?

Keshet is a national grassroots organization that works for the full inclusion of lesbian, gay, bisexual, transgender, and queer (LGBTQ) Jews in Jewish life. Led and supported by LGBTQ Jews and straight allies, Keshet offers resources, training, and technical assistance to create inclusive Jewish communities nationwide. In Massachusetts, Colorado, and the San Francisco Bay Area, Keshet also works to build and create LGBTQ Jewish community locally. For more information on Keshet's work, visit [www.keshetonline.org](http://www.keshetonline.org).

## Who are the Peer Mentors?

The Connection's mentors are Jewish parents and family members, spanning the gamut of Jewish identities and affiliations from secular through Orthodox. The one thing we all have in common is a desire to support our family members and make the Jewish community a place where all are welcome.

Mentors have children and/or family members of various ages, at different points in the coming out process. Each one of the mentors has worked through our own process of accepting, understanding, and celebrating our family members and their LGBTQ identities. We have come together to affirm the space in Judaism and Jewish community for us and for our children and family members.

Individual mentors all have their own stories and experiences; as Jewish parents and family members of LGBTQ individuals, we can offer a listening ear and our own perspectives on the coming out process that family members of LGBTQ people go through.

*Please note: Mentors in our program are volunteers, and should not replace the support of trained mental health professionals. For urgent matters and those that require professional assistance, please contact the organizations listed at the end of this guide.*

## Where is the Keshet Parent & Family Connection Located?

The Keshet Parent & Family Connection launched in five regions in the spring and summer of 2012. Each region has volunteer “point mentors” who organize the Parent & Family Connection cohorts in their area. Keshet staff provide ongoing support to the point parents in each city. As the program grows, the Connection may expand to additional cities. Right now, we are developing Keshet Parent & Family Connection groups in the following regions and metropolitan areas:

- Boston
- Chicago
- Denver/Boulder
- Philadelphia
- Washington, D.C./Baltimore

## A Brief History

The program originated in Boston with a group of parents who are long-time Keshet members. They brought the idea to Keshet and worked together with Keshet staff for a year to develop the project. In fall of 2011, we launched the Connection in Boston. Since the program’s launch, we’ve identified four other regions with leaders who are excited to drive the project forward, community partners, and a demonstrated need for a program of this kind.

**You do not need to live in one of these cities to be a part of the Connection.** Parents or family members who are looking for support will be connected to mentors in the closest city. Anyone interested in starting a group in another community or other ways to get involved should talk with us! Contact Joanna Ware, [joanna@keshetonline.org](mailto:joanna@keshetonline.org) or 617.524.9227.

## A Note of Gratitude to PFLAG

We are grateful to PFLAG ([www.pflag.org](http://www.pflag.org)) for sharing their advice and resources with us. PFLAG was instrumental in showing the LGBTQ community that our parents and family members are our most valuable allies. While PFLAG actively welcomes members from all faiths, we started the Connection to meet a specific need for Jewish parents to meet and talk with other Jews.

# Roles and Expectations

## Keshet

Keshet staff will:

- Recruit point mentors in each city to organize a local Keshet Parent & Family Connection cohort.
- Connect point mentors with relevant organizational partners in the local area (e.g. Jewish Family Services of Greater Philadelphia).
- Organize monthly meetings for point mentors in all cities to help guide point mentors, answer questions, troubleshoot, and serve as a general resource.
- Support point mentors in organizing a local committee of mentors, if appropriate for the community's needs and activities.
- Produce outreach and training materials.
- Work with point mentors to assess the need for affinity groups such as Orthodox families or families of transgender/gender non-conforming children.
- Support point mentors in assuming advocacy or other leadership roles for LGBTQ inclusion in the Jewish community.
- Support point mentors in identifying and developing additional volunteer leaders.
- Connect mentors with opportunities for speaking and advocacy in the Jewish community, as there is interest.

In Boston and Denver/Boulder, Keshet staff will:

- Convene local mentor groups.
- Support the leadership of point mentors, as outlined.
- Assist with recruiting mentors.
- Reach out to Jewish and LGBTQ organizations to promote the Keshet Parent & Family Connection.

In cities where Keshet does not have staff, Keshet will:

- Provide guidance to point mentors as they identify and recruit peer mentors.
- Identify and interface with local organizations that can provide additional support (infrastructure, outreach, financial, etc.) to local point mentors and peer mentors.

## Point Mentors

Point mentors are the local leaders of the Connection in each community. They are the liaisons between Keshet and the local mentor groups.

Point Mentors will:

- Recruit a diverse team of peer mentors.
- Use the Resource Guide and additional training materials, as needed and developed by Keshet, to train mentors.

- If appropriate for the needs of the community, work with Keshet staff to create a committee of mentors to guide local outreach, community building, and advocacy.
- Disseminate Keshet Parent & Family Connection outreach materials in the local Jewish community.
- Participate in monthly calls with Keshet staff.
- Designate one point mentor to be the main coordinator, responsible for responding to and matching mentees with mentors.
- Confirm with peer mentors that a connection (or reasonable attempts and outreach) has been made between assigned peer mentor and each mentee.
- Follow up with the peer mentors to ensure that an Outtake Form is completed for each mentee after a maximum of two meetings.
- Time commitments for Point Mentors will vary by location, stage of program development, and number of mentees, but should not exceed 10-15 hours a month.

## Peer Mentors

The peer mentor's role is to meet one-on-one in person, by phone, or video with other Jewish parents and family members who are seeking support. They provide connection, a sense of community, insight, and guidance gleaned from their own experiences.

Peer Mentors' responsibilities:

- Once assigned a mentee by point mentors or Keshet staff, connect with your mentee via email within one week.
- Set up your own conference call line ([www.freeconferencecall.com](http://www.freeconferencecall.com)) or a Google Voice number ([www.google.com/voice](http://www.google.com/voice)) for phone calls with mentees. Keep track of this number in your email for any calls that you set up with mentees. (Note: This is to protect the privacy of both mentors and mentees. After initial contact, peer mentors should use their own discretion in disclosing personal information.)
- After the first or second meeting, complete the Outtake Form.
- Maintain regular contact with the local point mentors.
- Affirm the perspective of parents and family members seeking support by acknowledging what they find difficult or challenging and sharing insights based on personal experiences and family stories.
- Provide referrals to local community resources as needed. If a mentee requests resources that the mentor can't provide, it is the mentor's responsibility to ask Keshet staff or point mentors for referrals.
- Help us grow! If you have ideas for organizations to partner with, community building opportunities, or other ways we can grow, share them and help us make it happen!

# Confidentiality

Confidentiality is a fundamental cornerstone of this program. Coming out, for LGBTQ people or their family members, has real risks and repercussions. The only way we can provide meaningful support to parents and family members who need it is if they know they can trust us. All conversations between mentors and mentees are to be kept confidential, except in the case of an issue covered by mandatory reporting laws. (Additional information on local mandatory reporting requirements will be made available by Keshet and the point mentors.)

Peer mentors and mentees may be in the same, or overlapping, communities, and may know people in common. Mentors should not disclose the names of mentees to anyone other than the point mentors in their city and Keshet staff. The details of conversations between mentors and mentees are strictly confidential, with only limited information about the general nature of issues that may have come up relayed to Keshet staff.

## Some Tips for Respecting Confidentiality:

- Share our confidentiality policy with the mentee at the beginning of your conversation, so they have clear expectations regarding the privacy of the conversation.
- In addition to keeping a person's name private in discussions with fellow mentors, please do not share information that could be used to identify them.

Instead of saying:

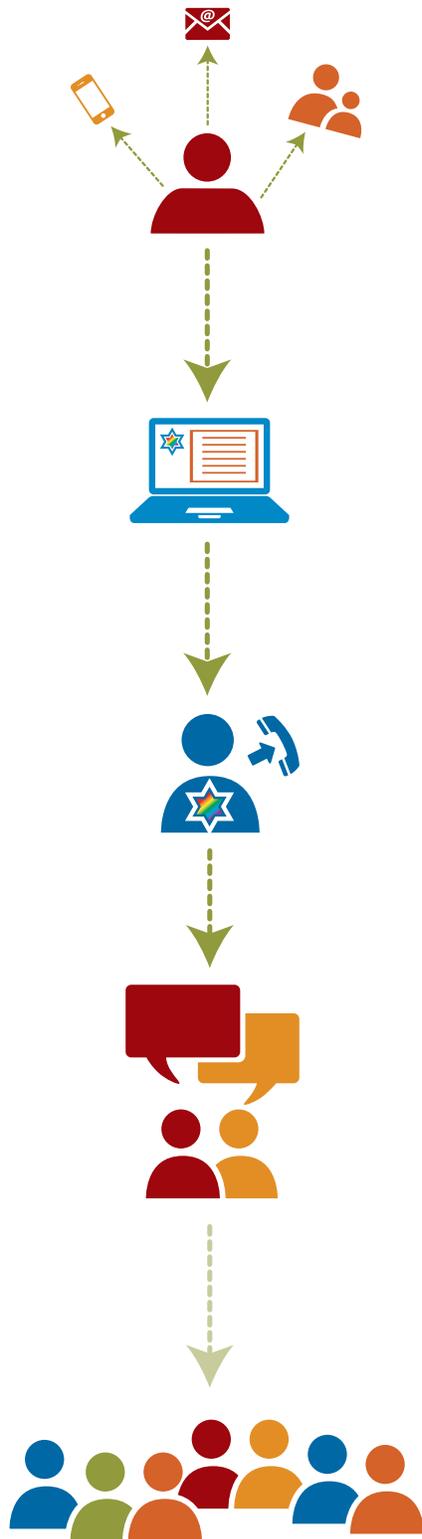
*I met with the administrator of a Conservative synagogue in Springfield, MA.*

You could say:

*The person I met with last week works at a Conservative synagogue in a small Jewish community, and they needed some resources I wasn't able to provide.*

- If you have reason to believe that you and your mentee might run into each other in public, ask them how they'd like you to say that you know each other, or if they'd prefer that you not acknowledge one another in public. If you haven't had this discussion, a safe default response when asked how you know each other is to say: *We met through mutual friends.*

# How it Works



## STEP 1:

**Parents find out about the program in several different ways:**

- Contact Keshet directly
- Personal referral from a parent already involved in the Keshet Parent & Family Connection
- Referral from a partner organization

## STEP 2:

**Parents looking for support fill out a simple online form indicating needs and interests.**

## STEP 3:

**Keshet staff or point mentor receives form. Within a week, a suitable mentor is found.**

## STEP 4:

**Parent is matched with a mentor. Mentor reaches out to parent within a week to schedule their first meeting — in person, by phone, or video chat, and decide on meeting times and frequency of meetings.**

## STEP 5:

**If interested, parent can get more involved with Keshet and:**

- Become a mentor
- Plan community events for other parents and family members in the area
- Organize for change and inclusion within their community
- Support the Keshet Parent & Family Connection by joining the Parents Circle of donors

Below is a step-by-step description of our process, from the time individuals submit their form requesting mentors through the connection they make with parent peer mentors. Please make sure to revisit this protocol prior to responding to inquiries or meeting with mentees.

## I. Connecting to Keshet Parent & Family Connection

- Parents and family members learn about Keshet Parent & Family Connection.
- Parents and family members seeking support fill out an Intake Form.
- Point mentors (and Keshet staff) receive a copy of the Intake Form. Within a week, point mentors decide on a good match for the mentee and forward the Intake Form to the mentor.
- Within two weeks of the initial Intake Form submission, the mentor will contact the mentee by email.

## II. Making Contact

- As the assigned peer mentor, email the mentee within one week of receiving an email and Intake Form from the point mentor, letting the mentee know you've received the inquiry and would like to find a time to talk. **Protect the mentee's privacy** by using a neutral subject line for the email that *does not* include identifying information about the Keshet Parent & Family Connection (e.g. "responding to your inquiry"). Indicate some times when you would be available, and ask them to get back to you.

Sample Email:

**Subject:** *Responding to your Inquiry*

**Text:** *Hi, my name is [name] and I'm a peer mentor with the Keshet Parent & Family Connection. Thank you so much for contacting us. I would like to find a time to talk in the next few weeks, are you available after 6pm on weekdays? I also want to assure you that any communication between us will be confidential. Please don't hesitate to email me to set things up.*

*For more information, please refer to Keshet's resource page: [www.keshetonline.org/resources](http://www.keshetonline.org/resources)*

*I look forward to connecting with you soon.*

*Thanks,*

*[your name]*

- If a mentee does not respond, please send a second email. If they still don't respond, wait one week and then try contacting them again.

## Forms

To help us track the program's impact, we have developed a few forms to capture important information about you and the people you are mentoring.

### ■ **Become a Mentor Form**

For parents and family members who want to offer support to other parents.

[www.keshetonline.org/work/become-a-mentor](http://www.keshetonline.org/work/become-a-mentor)

### ■ **Intake Form**

For parents and family members seeking support.

[www.keshetonline.org/work/join-the-parent-family-connection](http://www.keshetonline.org/work/join-the-parent-family-connection)

### ■ **Outtake Form**

For peer mentors to complete after the first or second meeting with a mentee. The forms provide a way for Keshet to gather insight into when connections are made, how the connection was helpful, and any next steps.

[www.keshetonline.org/work/outtake-form](http://www.keshetonline.org/work/outtake-form)

The screenshot shows the 'JOIN THE PARENT & FAMILY CONNECTION' form on the Keshet website. The form is titled 'JOIN THE PARENT & FAMILY CONNECTION' and includes a sub-header 'OUR WORK'. It contains several input fields: 'Name' (with first and last name sub-fields), 'Email', 'Phone Number' (with area code, number, and area sub-fields), 'City', and 'State'. There are also checkboxes for 'Please use discretion when contacting me.' and 'If you have checked use discretion, we will say that we are calling in regard to your inquiry. If you prefer us to say something else please specify below.' At the bottom, there are radio buttons for 'I am a Parent or family member of an LGBTQ person.' and 'I am a LGBTQ individual.' and a 'NEXT PAGE' button.

- Email the point mentors in your area to confirm that you contacted the mentee.
- Once you connect with your mentee via email, decide whether you are comfortable meeting in person or want to meet over the phone. If you decide to meet in person, choose a neutral public location such as a coffee shop or library. If you decide to meet over the phone, give the person a conference call number (see page 5).

### III. Prepping for Your Meeting (in person or via phone)

- Review the Intake Form to learn basic information about the person's situation and to get an initial sense about what they are looking for from the connection with a Keshet Parent & Family Connection mentor.
- If you feel it would be helpful, get support from Keshet staff, point mentors, or another mentor before making the call.
- Review the resources included at the end of this guide for ideas about specific resources that may be relevant to this person's situation.

### IV. During Your Meeting

- Introduce yourself and acknowledge their taking advantage of this resource.

*Hello. I'm [your name] from the Keshet Parent & Family Connection. I'm so glad you reached out to us and that we have this opportunity to talk together today.*

- Introduce the Keshet Parent & Family Connection, clearly sharing what we do, and what we don't do.

*Before getting started, I want to make sure we're on the same page with how this all works. I am a Jewish parent/brother/sister/grandmother/etc. of a [your family member's identity]. This is a program designed to offer peer support from us as Jewish family members of LGBTQ people to others who are Jewish parents, family members, and LGBTQ individuals. We are not experts. We're volunteers who have gone through the experience of our family member coming out to us, and have faced our own challenges and struggles through the process.*

- Remind them that the conversation is confidential.

*I know it can feel really vulnerable to talk about this, and I want you to know that our conversations are confidential. Though I will be letting Keshet staff know generally how our meeting went, and if we need any additional resources, all of the details of our conversation are confidential. However, in the very unlikely circumstance that we talk about something that leads me to believe that there may be child abuse happening, or that you may be an immediate threat to yourself or others, I may be bound by state law to file a report. I share this with you not because we expect it to come up, but because I want you to know the limits of my confidentiality. Do you have any questions about any of this?*

- Confirm what you know about their situation.

*I saw from the form you filled out that you have a 19-year old son who has recently come out and you are interested in talking about how you're feeling about that. Is that right?*

- Invite the parent to tell you about their situation.

*What brought you to contact Keshet/us?*

*Can you tell me a bit more about what's going on?*

*Where would you like to start?*

*What would you find most useful today?*

- Ask follow-up questions.

Ask gently probing questions to get to the root of their reason for calling.

*Is there something coming up that is particularly challenging for you right now?*

Ask questions that invite them to share their story.

*Can you tell me more about what that experience was like for you?*

*What was it like for you when your child/family member came out?*

- Listen for values about what matters to them, and play it back.

*From what you're telling me, it sounds like it's really important to you and your family that Jewish communities take responsibility for one another and care for each other in times of need, but you aren't feeling that support. Is that true?*

*It's clear that your family is very close, and that having a large, warm Jewish family is very important to you. Is that true?*

- Normalize. Make sure they know they are not alone and that this process is natural.

*You're not alone in feeling that way.*

*I get it. It's a totally natural way for you to think/feel.*

*I get that you accept your child, but are still uncomfortable about \_\_\_\_\_.*

- Make a personal connection; offer additional perspectives based on your experience.

- Remind them about all the resources that are available on Keshet's website. Tell them how to get there and where to look: [www.keshetonline.org/resources](http://www.keshetonline.org/resources)

- Review confidentiality and next steps.

*At this point, I want to just reiterate some of the parameters of this program. As I've mentioned, I am a volunteer in this program run by a nonprofit called Keshet. All of the details you shared with me are confidential. As I said at the beginning, I will be sharing with Keshet staff some very general information about how our meeting went. This is to help them ensure that we all have the resources and support we need. This information will not be used for any purpose other than to help us modify and improve the program as we move forward.*

## V. Ending the Conversation

- Thank the parent again for contacting the Keshet Parent & Family Connection.
- Invite them to continue the conversation, if they would like, and set up a time.

*Would it be helpful for you for us to talk again one-on-one?*

*Would it be helpful to talk to other people involved with the Parent & Family Connection in your area?*

- Let them know about Keshet programs and resources that might be of interest or helpful.

## VI. Post Conversation

- After your first or second meeting, or if after email communication you decided not to meet in person in the immediate future, complete the Outtake Form with information about your call.
- Send a follow up note to the mentee to thank them for sharing their story with you, and to let them know about any upcoming social gatherings or additional resources.

## Getting the Word Out

How can I spread the word about this program and Keshet's work for LGBTQ inclusion throughout my community?

- Print out fliers ([www.keshetonline.org/wp-content/uploads/2012/07/Parents-Group-flyer\\_National.pdf](http://www.keshetonline.org/wp-content/uploads/2012/07/Parents-Group-flyer_National.pdf)) and put them up in synagogues, JCCs, Jewish schools, PFLAG groups, and other places where Jewish parents or LGBTQ Jews might find them.
- Include information about the Keshet Parent & Family Connection in Jewish community newsletters.
- Ask Jewish leaders in your community to help spread the word about the Keshet Parent & Family Connection and to speak publicly about their support for the inclusion of LGBTQ Jews in Jewish community.

# Conversation Keys

## General Guidelines for Your Conversation

- Feel free to share aspects of your own experience, as it feels appropriate, but remember that this conversation is mainly about the inquiring person's situation, their feelings, and their process. A helpful metric is the 70/30 Rule, in which the mentee shares approximately 70% to your 30%.
- If you don't know the answer to a question, say that you don't know, but you'll be happy to find out some information and get back to them.
- If the situation seems urgent, suggest that the parent contact a hotline or other resource. (See the resources listed at the end of this guide.)

## Key Points to Remember

- Meet people where they are!
- There is power in personal stories.
- Remember that this is peer-to-peer guidance. You are not expected to be an expert.
- Assume the best intentions and allow for people to make mistakes.
- Allow the mentee's needs and comfort level to drive the conversation.
- Avoid argumentation.

## Stages of Grief

When our family members come out to us as LGBTQ, it is completely normal to experience a wide range of emotions; for some, this includes feelings of loss. We may feel like we have lost the specific dreams we had for our child, lost our ability to provide guidance and support through our own life experiences, or lost something fundamental about someone we thought we knew. Though these experiences are very different than having someone close to us die, the stages of grief can be widely used to help us understand the emotional experience of loss.

- **Denial** — This can mean feeling very numb, or as though “this isn't real life.” Sometimes this can mean a person refusing to accept the reality of the loss they have experienced.
- **Anger** — This may mean feeling anger at the person whom one has “lost” or anger at G-d for “causing this to happen.” Many people will feel guilty for having anger while dealing with a loss. Underneath anger is pain, so it's important to feel the anger and get through it to the pain. A person might feel deserted or abandoned by family, friends, or G-d.
- **Bargaining** — This is about trying to exert control over the experience of loss, and may include feelings like: “If I had only done \_\_\_\_\_, this wouldn't be happening,” or “If I do \_\_\_\_\_, maybe things will change.” This can mean bargaining in order to avoid or numb the pain of this loss. This can also take the form of trying to find solutions to “fix” your family member and “helping” them to become “straight.” It can be very difficult for some parents and family members to get past this stage.

- **Depression** — When we aren't busy negotiating to change the present, there might be a deep sadness in being exactly where we are. It feels like it will last forever. It is appropriate to grieve a loss and it's not something you can just "snap" out of.
- **Acceptance** — This is when we begin to accept reality, and acknowledge the change or loss in our life. It doesn't mean that someone won't feel sad or angry again but it means that we are starting to have more and more good days and days of moving on in life. We might feel that we can help others who are going through the same thing. A person becomes acutely aware that life as they once knew it has been changed forever and they must adjust.

Remember: Grief is as unique as each person who experiences it. There might be other or different stages, and this is okay, too.

Many parents and family members of LGBTQ people will come through their experience of grief and loss to find joy in their family member's identity, and celebration in the vibrant, unique contributions LGBTQ people can bring to our families.

# LGBTQ Jewish Resources

This is not a comprehensive list, but it is a good place to start. Keshet also has a large online resource library on Jewish LGBTQ issues.

[www.keshetonline.org/resources](http://www.keshetonline.org/resources)

## Inclusive Clergy and Institutions

Keshet's Equality Guide is an online tool for finding inclusive clergy and Jewish institutions in your area.

[www.keshetonline.org/guide](http://www.keshetonline.org/guide)

## Conservative Movement Teshuvot on Homosexuality:

- Homosexuality, Human Dignity, and Halakhah: A Combined Responsum for the Committee on Jewish Law and Standards by Rabbis Elliot N. Dorff, Daniel S. Nevins, & Avram I Reisner:  
[www.rabbinicalassembly.org/sites/default/files/public/halakhah/teshuvot/20052010/dorff\\_nevins\\_reisner\\_dignity.pdf](http://www.rabbinicalassembly.org/sites/default/files/public/halakhah/teshuvot/20052010/dorff_nevins_reisner_dignity.pdf)
- Rituals and Documents of Marriage and Divorce for Same-Sex Couples by Rabbis Elliot Dorff, Daniel Nevins, and Avram Reisner:  
[www.rabbinicalassembly.org/sites/default/files/public/halakhah/teshuvot/2011-2020/same-sex-marriage-and-divorce-appendix.pdf](http://www.rabbinicalassembly.org/sites/default/files/public/halakhah/teshuvot/2011-2020/same-sex-marriage-and-divorce-appendix.pdf)
- In The Image of God: A Dissent in Favor of the Full Equality of Gay and Lesbian Jews into the Community of Conservative Judaism by Rabbi Howard Handler:  
[www.rabbinicalassembly.org/sites/default/files/public/halakhah/teshuvot/19912000/handler\\_dissenthomosex.pdf](http://www.rabbinicalassembly.org/sites/default/files/public/halakhah/teshuvot/19912000/handler_dissenthomosex.pdf)

## Jewish Renewal

- **ALEPH Statement of Principles**  
[theshalomcenter.org/node/2](http://theshalomcenter.org/node/2)

## Orthodox Judaism

- **Temicha**  
A support group for Orthodox parents of LGBT Jews.  
[www.temicha.org](http://www.temicha.org)
- **Eshel**  
A community and advocacy group for Orthodox, observant, and frum gay and lesbian Jews.  
[www.eshelonline.org](http://www.eshelonline.org)
- **JQ Youth**  
Social/support group made up of frum/formerly frum gay, bi, trans, and lesbian Jews ages 17-30.  
[www.jqyouth.org](http://www.jqyouth.org)
- **Gay and Lesbian Yeshiva and Day School Alumni Association**  
A discussion and social group for LGBT alumni/ae of yeshivas and day schools.  
[www.orthogays.org](http://www.orthogays.org)

- **Academy for Torah Initiatives and Directions**

Bibliography of Contemporary Orthodox Responses to Homosexuality.

[www.atid.org/resources/homosexuality.asp](http://www.atid.org/resources/homosexuality.asp)

- **Statement of Principles on the Place of Jews With a Homosexual Orientation in Our Community**

Statement of principles signed by over 200 Orthodox Rabbis and community leaders.

[statementofprinciplesnya.blogspot.com](http://statementofprinciplesnya.blogspot.com)

## Reconstructionist Judaism

- **Jewish Reconstructionist Federation, Position on LGBTQ Inclusion**

[jrf.org/node/1742](http://jrf.org/node/1742)

## Reform Judaism

- **Religious Action Center (RAC) of Reform Judaism**

Advocacy resources for LGBTQ rights.

[rac.org/advocacy/issues/issuegl](http://rac.org/advocacy/issues/issuegl)

- **Union for Reform Judaism**

Sections on gay and lesbian inclusion.

<http://urj.org/life/community/glbtc>

## Secular Humanist

- **Social Action Resolution the Congress of Secular Jewish Organizations**

[www.csjo.org/about-us/philosophy/social-action/sexual-orientation](http://www.csjo.org/about-us/philosophy/social-action/sexual-orientation)

## Trans Resources

- **Trans Torah**

A great collection of ritual, essays, and sermons to help people of all genders to fully access and transform Jewish tradition, and Jewish communities to be welcoming sanctuaries for people of all genders.

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

- **TransTexts**

Created by Rabbis Reuben Zellman and Elliot Kukla, TransTexts explores what traditional Jewish texts have to say about transgender and gender nonconforming experiences and gender in general.

[www.keshetonline.org/resources/transtexts](http://www.keshetonline.org/resources/transtexts)

## Non-Jewish LGBTQ Resources for Parents and Families

### **Parents, Families, & Friends of Lesbians and Gays (PFLAG)**

A grassroots network of parents, family and friends with affiliates across the country.

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

### **The Family Acceptance Project**

A support, education, and advocacy organization for families and friends of LGBTQ people.

[familyproject.sfsu.edu/publications](http://familyproject.sfsu.edu/publications)

- **Supportive Families, Healthy Children**

An excellent report from the Family Acceptance project on how to best support LGBTQ children.

[alpina.websitewelcome.com/~pflagden/wp-content/uploads/2011/11/Caitlin-Ryan-Supportive-Families-Healthy-Children.pdf](http://alpina.websitewelcome.com/~pflagden/wp-content/uploads/2011/11/Caitlin-Ryan-Supportive-Families-Healthy-Children.pdf)

## Youth Support & Helplines

- **Safe Schools Coalition: Toll-free Hotlines**

Comprehensive list of support hotlines for LGBTQ people, with a focus on support for LGBTQ youth.

[www.safeschoolscoalition.org/blackboard-hotlines.html](http://www.safeschoolscoalition.org/blackboard-hotlines.html)

- **The Trevor Project**

24/7 suicide and crisis prevention helpline for gay and questioning youth.

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

- The Trevor Helpline: 1.866.4.U.TREVOR

## Therapy

- **HelpPro.com Therapist Finder**

A comprehensive search engine for finding a therapist or clinical social worker, including search options for area of specialty, insurance plans accepted, and location.

[www.helppro.com](http://www.helppro.com)

Working for the  
full inclusion  
of lesbian, gay,  
bisexual, and  
transgender Jews  
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[www.keshetonline.org](http://www.keshetonline.org)



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