

# Experience & References

# Who I Am



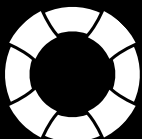
20 Years of  
Experience



Collaborative  
Approach



Experience with  
Housing and  
Homelessness



Customized  
Support

Flickinger Consulting comes from two decades in the public and non-profit sectors. From that experience, I bring a broad knowledge of the issues and intersections faced every day in social service arenas, and a deep understanding of the lives of those impacted.

Much of my time has been spent as a leader of social service organizations of various sizes, including as Executive Director of a Santa Barbara-based community center, and as Director of Programs for the largest LGBTQ+ organization in the world.



**Kristin Flickinger** (she/her)  
Founder & Principal

# Relevant Experience

My experience includes executive-level organizational management, C-suite program development for world-class social service agencies, tens of millions of dollars of fundraising, and creative, strategic problem solving in both staff and consulting roles.

My knowledge base includes housing and homelessness, harm reduction, fundraising, program development, LGBTQ+ competency, and crisis management.



Led the largest LGBTQ+ center between San Francisco and Los Angeles through transformational growth, implementing sustainable systems and funding streams.

Served as strategic leader through pandemic. Doubled revenue and capacity.



Served in C-suite role at world's largest LGBT organization, directly managing \$18M budget and multi-generational programming.

Oversaw scaling of world's largest housing facilities for LGBTQ+ youth and seniors.



Led Southern California office of world's largest annual HIV fundraising event, managing \$7M in annual revenue.

Created community engagement and communications strategy for sunsetting of legacy fundraising event.

# Case Study:

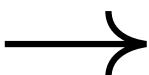
## Operational Capacity & Scaling



Pacific Pride Foundation (PPF) is the largest LGBTQ+ organization between Los Angeles and San Francisco. PPF's mission is to ensure a vibrant, thriving, and visible LGBTQ+ community in Santa Barbara County.

As a community center, PPF has a wide range of programs, ranging from a mental health counseling and training program, to youth and senior social programming. PPF's opioid response and syringe exchange programs - leaders in the county - have partnered with many local and statewide nonprofits and governmental agencies.

PPF also produces the Pacific Pride Festival, a 3,000 person event that engages dozens of local nonprofit, corporate, and government partners.



# Case Study:

## Operational Capacity & Scaling (Cont'd)



As the Executive Director of Pacific Pride Foundation, I served from July 2020 through January 2024 - an exceptionally difficult time for nonprofits. My challenge was to steward a 46 year organization through the Covid-19 pandemic, leveraging the organization's unique value to benefit the community in the moment, while stabilizing systems (HR and financial), ensuring compliance, increasing fundraising, and overcoming a preexisting \$200,000 (20%) budget shortfall.

During that time I also managed unprecedented security concerns, and transitioned PPF into a fully bilingual organization.



### 2022-2023 ANNUAL REPORT

FISCAL YEAR: JULY 1, 2022 - JUNE 30, 2023



## 133%

Increased operating budget by 133%.  
Established endowment.

---

## \$400K

Secured \$400K in multi-year funding as part of regional partnerships.

---

## 100%

Converted to a fully bilingual organization to serve clients in county's threshold languages.

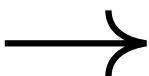
---

# Case Study:

## Positioning & Alignment



AIDS/LifeCycle is a 31-year old peer-to-peer fundraiser for HIV services. This 7-day cycling event has long been the largest fundraising event of its kind, engaging thousands of participants annually, and raising more than \$17 million in 2022 alone. Since that time, it has faced decreasing registration, interruptions and cost increases due to the pandemic, and shifting perception and reality around HIV.





# Case Study:

## Positioning & Alignment (Cont'd)

**AIDS/LifeCycle®**  
SF TO LA • END AIDS • 545 MILES



AIDS/LifeCycle and its community have existed for more than 30 years. By recognizing the shifting realities facing fundraising events of this type, and also the emotional nature of ending such an event, I was able to work with the leadership of AIDS/LifeCycle and its benefitting agencies to develop a sunset strategy and communication plan that allowed the community to simultaneously grieve and celebrate, while allowing the agencies a runway to replace and stabilize lost funding.

700+

Participants in community town hall announcement.

687

Participants engaged in community survey and workgroups.

20%

Increase in event registrations.

**FLICKINGER CONSULTING**

— joy for leaders —

# Case Study:

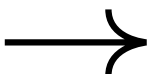


## Prioritization & Implementation

The Los Angeles LGBT Center is the world's largest LGBTQ+ organization. During my tenure, the Center was a \$140 million organization with nearly 900 employees and 42,000 monthly client visits.

Among the Center's impressive programmatic offerings are drop-in services for transition age youth and seniors experiencing homelessness, social enrichment programs, emergency shelter, permanent supportive housing, and rapid rehousing.

The Center's two-acre, multi-generational campus houses these programs, along with an intergenerational culinary arts training program and social enterprise.





# Case Study:

## Prioritization & Implementation (Cont'd)



As Director of Programs for the Center, I served as a member of the executive team, directing the strategic development of programs. In my role, I was an “internal consultant”, partnering with department heads to provide strategy and implementation support.

During my tenure, I oversaw the opening of the Center’s multi-generational campus, including expansion of our drop-in center and housing programs for youth, and the creation of a first-of-its-kind drop in center for LGBTQ+ seniors experiencing or at risk of homelessness. I also led the development of our culinary arts training program and social enterprise, conducting pre-feasibility and feasibility studies.

I participated in community outreach efforts to address neighborhood concerns, and worked with government officials to navigate complex compliance and funding issues.

### 300

Served 300 meals per day to youth and seniors in our programs.

---

### 95

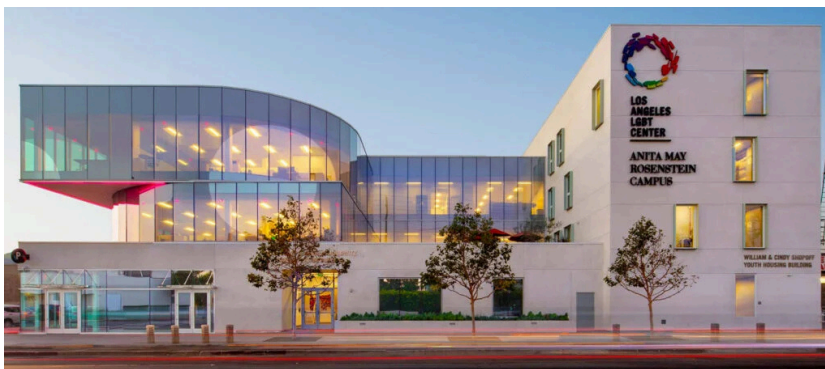
Oversaw 95 affordable housing units for seniors.

---

### 200

Oversaw 200 client visits per day in youth and senior drop-in centers.

---



# References



**Cristian Arango**

Board Chair (fmr)  
Pacific Pride Foundation

305-781-8967  
cristian5460@gmail.com

---



**Simon Costello**

Director of Youth Services (fmr)  
Los Angeles LGBT Center

310-592-9570  
simoncostello.sc@gmail.com

---



**Amy Williams**

Chief Philanthropy Officer  
San Francisco AIDS Foundation

503-944-9095  
awilliams@sfaf.org

---

# References (cont'd)



**Melody Corvalán**

Board Treasurer  
San Diego Pride

619-818-9688  
melody@sdpride.org

---



**Greg Sroda**

Founder  
CG Events

415-572-1609  
greg@cgevents.co

---



**Erika Satler**

Vice President  
Lucky Break PR

201-669-7157  
erika@luckybreakpr.com

---

# Ready to Get Started?



Kristin Flickinger  
she/her

---



805-699-6614



kristin@flickingerconsulting.com



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

**FLICKINGER CONSULTING**

— joy for leaders —