

THE WINS OF CHANGE

There comes a time in the life of every organization when change becomes an imperative. IFGE is no exception. Though we are the most successful non-profit in the transgender community, our growth over the years has embedded a variety of faults, some of which led to serious financial difficulties in late 1997. We are taking that as a serious warning sign, and have undertaken a program of serious review and rethinking of our organization. We are also listening carefully to criticisms from the community, and working to make needed corrections. Among the changes happening:

We've re-prioritized our handling of the monies that fund-raising, membership, and publication sales generate. Highest priority is given to you, our constituency. Whether it's an order, refund, or mistake correction, you get highest priority. Payroll comes second. It's your money, and our highest priority is to handle it responsibly.

Our bookstore is freshly stocked with a generous array of titles, and will continue to be, so that you can get the information you need now, not six months from now.

Our magazine is now published on a schedule, and will be on newsstands March 1, June 1, September 1, and December 1. We have a new distributor

who promises to double our circulation in a year's time. We'll believe it when we see it, but we have good reason to be optimistic.

The magazine is in the midst of a change of editors, and it remains to be seen where things will settle out. For now, Mykael Hawley and Nancy Nangeroni will be producing it.

Our web site is fresh, updated weekly. Though barely started, it has already received praise from around the community. If you have a browser, check it out at <www.ifge.org>.

We are entering new collaborative efforts with other organizations. We are cosponsoring a symposium on aging and transgenderism in New York, a TG health conference in Boston, and will be taking advantage of every opportunity to network with established GLBT educational and activist organizations and publishers around the country.

Best of all, we are graced with generous donors who believe in us and in this community. We enjoy the services of a growing pool of volunteers who donate their time and energy, and a dedicated staff who work long hours at significant personal sacrifice. IFGE's work is about people, and we are taking a fresh new look at our work, starting here at home.

IFGE Newsletter

Executive Director:

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Art Director:

Mykael Hawley
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Board of Directors

Chair: Linda Buten

Vice-Chair: Abby Saypen

Treasurer: Laura Caldwell

Secretary: Alison Laing
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Pam Geddes; Melissa Foster; Yvonne Cook-Riley; Holly Cross; Jennifer Marquette; Winnie Brant; Terry Murphy; Naomi Owen; Kristine James; Honorary Board Member, Lifetime: Virginia Prince.

The IFGE Newsletter is published quarterly by the International Foundation for Gender Education (IFGE), P.O.Box 229, Waltham MA 02254-0229; voice (781)899-2212 fax (781)899-5703 e-mail Office@ifge.org web: www.ifge.org

About IFGE Membership:

Basic Membership:

\$35.00 per year.

Membership newsletter, IFGE ID, BoD voting privileges, and 10% discount on products.

Student/Low Income:

\$20.00 per year

Includes same Benefits as above

Supporting Membership:

\$100.00 per year.

Basic membership, 10% discount on IFGE products, and 5% discount on IFGE-sponsored events.

Benefactor Membership

\$500.00 per year.

Life Membership:

\$2,500.00.

Based on accumulated contributions.

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NOTES FROM THE CHAIR

Linda Buten

I guess I will never understand some people. The latest controversy surrounding the Winslow Street Fund is a perfect example of out of control hysteria in the media.

The title line reads, "Rape on Winslow Street". What follows is a series of inaccurate facts, misleading assumptions, and opinionated statements. If this is true, why would someone write such an article you ask? Well let's investigate the chain of events that led to the call of "RAPE."

About six months ago, several Trustees of the WSF spoke with the IFGE board about a possible loan. The Trustees have the power to give grants or loan monies for any cause deemed worthy. Regardless of what some people "think", the history of the WSF demonstrates a pattern of both. For the Trustees to act, they need only a majority vote was already in place. The requested loan conditions did not get accomplished in the time frame they originally set. This person became upset, and demanded immediate action. With no quick results, and increasing aggravation, she decides to go public with the matter, even though this was an internal matter between the Trustees. I might add, the Trustees do make a pledge of confidentiality.

The Trustee's aggravation is dumped on a friend who writes periodically in national publications. Deciding this is newsworthy material, the "Rape" article is born.

Instead of properly interviewing the Chair of the WSF, any of the other Trustees, or even myself as Chair of the Board, the author relies mainly on one person's views. For some unknown reason, this article becomes a "rush job", and she cannot wait to verify all the statements, so many are reprieved from old memories which in many cases were inaccurate. The article quickly turns into analysis of IFGE through the author's eyes.

What I find upsetting, is not so much what they wrote, since everyone is welcome to their opinion, but how is presented. TG Forum on the Web quickly printed it as "News" not opinion or editorial comment. Certain groups that thrive on controversy couldn't wait to reprint it in their own newsletter.

I'm sorry, I guess I'm not a Machiavellian person. I just can't understand why certain individuals are so hell-bent on trying to undermine any organization that is striving to the betterment of the Gender Community. The good news is, donations at IFGE actually saw an increase in the months after the article. For those of us who still spend may hours donating our time to organizations like IFGE, we appreciate your continuing support and the occasional pats on the back. We love you.

On another note, I want to publicly voice my complete trust in Nancy Nangeroni as our new Executive Director. She brings many new ideas and strong determination for success to the staff of IFGE. Please join with me, and support her in any way you can.

e-mail Office@ifge.org.

IFGE CALLS FOR TG ARTS FESTIVAL

IFGE Executive Director

Nancy Nangeroni is launching an effort to hold a transgender arts festival in Boston. "I don't know if we can get it together to make it happen this year," she said, "most of the interest in the arts comes from the FTM community which is pretty burned out from the FTM conference held here last year. But whether it's this year or next, it'll happen. Anybody with an interest in helping organize such an event should contact me, and artists from any field or discipline with an interest in participating should begin to plan their contribution,

showing, or performance." At least two potential organizers have already come forward, and more are expected as the word gets out.

Asked why IFGE would sponsor such an event, Nancy answered, "The arts always lead society in critical thinking towards social reform. Transgender art has the potential to speak to gender issues in ways as yet unheard of, politically or organizationally. Moreover, there are many talented and artistic people in the TG community who could really benefit from promotion of their work. To help these people's voices be

heard is an important aspect of IFGE's charter, which is to promote freedom of gender expression, not just for those whose needs we know well, but also for those whose voices haven't been heard yet. Transgender art is a vehicle for raising awareness of voices otherwise lost in the noise. Support for transgender art is also a way of supporting a segment of our community which is, on average, less affluent."

Those interested in helping to organize such a festival should contact Nancy weekdays at 781-899-2212, or by email at NancyN@ifge.org.

e-mail NancyN@ifge.org.

MYKAEEL HAWLEY TG MAG ACTING EDITOR

In the wake of the resignation of Jean Marie Stine from the position of editor of *TRANSGENDER* magazine, we are pleased to report that Art Director Mykael Hawley has stepped forward and assumed the role of acting editor for the magazine.

IFGE is actively searching for a person to replace Jean Marie, with open minds as to that person's ex-

act role in IFGE's publications. In the meantime, we are excited at the challenge taken on by Mykael, and hope that you will join us in helping Mykael and Jean Marie's replacement to grow *TRANSGENDER* magazine into the best publication it can be.

We wish Jean Marie the best of luck in her new pursuits.



e-mail Mykael@ifge.org

XMAS PARTY PAYS FOR ITSELF

On Friday evening, December 19, about 75 people gathered at the IFGE office in Waltham to celebrate community and the holiday season. The crowd was the most diverse ever to attend such a function, with strong representation from both MTF and FTM constituencies, as well as participants from other GLBT organizations in the Boston area.

Too Much Food!

Food donated for the event, thanks principally to extraordinarily hard-working **Holly Ryan**, as well as good neighbor **Franca's Pizzeria**, included sandwiches, salads of several types, chicken, pasta, "everything" pizza, cheese and crackers, a bevy of desserts, and much more, far more than could be eaten by the happy throng.

Present at the party were three generations of IFGE directors (all speaking to each other!), including Merissa Sherrill Lynn, Alison Laing, and Nancy Nangeroni. Also present were current and past IFGE staffers and volunteers, and a host of local community faces including helping professionals, organizers, activists, and artists. The two floors of office space afforded quiet refuge to those

wanting escape from the party din in the main upstairs room, whether in the lounge downstairs, gathered around the bookstore office, or sequestered away in individual staff offices.

Raffle Pays for Event

A raffle organized by **Nancy Cain** and promoted by **Joan Hoff** raised more than enough money to cover all expenses for the party. Winners were:

Joan Cossey won a cash prize of 25% of the total raffle take, about \$40.

Stephanie Edwards won a 1 year subscription to *Transgender Tapestry Magazine*

April Ashley won a \$25 gift certificate for the Synchronicity bookstore.

Jenny Mikulka won a 1 year IFGE membership.

Bobbi Johnson won a Star Trek Book

In addition, cash donation of about \$50 was given by generous partyers.

IFGE's Efforts Applauded

Partyers enthusiastically applauded **Jean Marie Stine**, **Mykael Hawley**, and **Scott Gerdes'** efforts in producing the most impressive magazine yet to come from IFGE. Applause also greeted an announcement about the bookstore debt payoff, and the general news that IFGE has been reducing its debt. **Nancy Nangeroni** cautioned all present to remember that, though IFGE is now moving in a positive direction financially, it will only continue if everyone spreads the word that now is the time to give to IFGE. "If we begin to think that our work is over and IFGE doesn't need help anymore, things will return to the same old gloom and doom scenario. We have a chance now to not only get IFGE out of debt, but to turn it into a truly world-class organization. All we need is to continue the support we've started getting over the last month. We're cutting into our debt, but we still have serious day-to-day cash needs, so we can't slack off now. We know what needs to be done, and now it's really beginning to look like IFGE is capable of doing the job. I'm really excited by what's happening. This is a great community, and we're just getting started at really working together.

IFGE BOARD CALLS FOR WINSLOW STREET CLARIFICATION

In a long-awaited action, the IFGE Board of Directors has called for a clarification of Winslow Street Trust fund policies to be presented to the Board for approval at the March meeting in Toronto. After extended consideration (and lively debate beforehand), the Board passed the following resolutions:

1. BE IT RESOLVED

-that the current Chair of the WSF bring before this board a list of individuals to be named as Trustees to the spring board meeting for approval

2. BE IT RESOLVED

-that the WSF remain a subsidiary of IFGE, and that the WSF Trustees ultimately answer to the IFGE Board, however, the Trustees will remain separate in decision making and organization, and the IFGE

Board will not influence or direct the day to day operations.

3. BE IT RESOLVED

-that the Chair of the WSF will return to this Board, by the spring board meeting, with an acceptable set of reformulated documents on the WSF.

4. BE IT RESOLVED

-that the Fundraising Chair will no longer be considered a Trustee of the WSF.

The Board's actions were aimed at resolving some of the issues raised by the recent controversy surrounding the loan made to IFGE by the Winslow Street Fund committee. The Board gave trustees Laura Caldwell and Abby Saypen a vote of confidence for their actions, which helped the

community by helping IFGE through a difficult period. "The purpose of the fund is to help the community, and we felt that IFGE's contribution to the community merited some support from the fund," said trustee chair Abby Saypen. "The possibility of a loan was discussed openly at the Board meeting in Atlanta, which was attended by individuals outside of IFGE. I'm gratified to have the support of the Board in acknowledging that we acted appropriately."

The Winslow Street Fund has an excellent record in making key grants to emerging organizations and supporting diverse elements in our community. However, misinterpretation or miscommunication about the exact relationship between the fund and IFGE has given rise to public acrimony surrounding the use of the fund to help IFGE. The board's action will hopefully be seen as wise, calling for clear documentation of the exact nature of the WSF and its relationship to the IFGE Board, so that all members of the community can have the same understanding of what the fund is and how it operates.

JEAN MARIE STINE MOVES ON

In her own words, "I feel that after three years, with the success of Transgender Tapestry's new format, our new distribution arrangement and the appointment of Rivendell, a major gay and lesbian agency, as our national advertising representative, I have accomplished most of the goals I set myself when I first accepted this position. I am very eager to move on and become involved with the struggle for transgender protections on the state and national level, which is not possible as long as I continued to work for IFGE. "

IFGE TO EXHIBIT AT APA

The International Foundation for Gender Education has been confirmed as an exhibitor at the upcoming conference of the American Psychiatric Association in Toronto, May 31-June 3, 1998. The APA is the organization responsible for the Diagnostic and Statistical Manual of Mental Disorders, which is used by mental and medical health professionals and insurance companies to diagnose and justify treatments of persons with various mental disorders. This manual contains a listing for "Gender Identity Disorder" which has come under strong criticism from the transgender and GLB communities for its

use to stigmatize and justify mistreatment of both children and adults who exhibit non-conforming gender behavior.

IFGE offers to share their booth space with other organizations who are interested in being part of the dialogue between the APA and the transgender community. IFGE exec Nancy Nangeroni stated, "For some years now, IFGE has been attending the APA conference and educating attendees about transgender issues. The people that we reach are those who will be providing therapeutic services to transgender people, and we believe that this advocacy effort is one of the more important

services that IFGE provides for its constituency. This year, with the controversy raging over GID, it is especially important that IFGE be present at APA, and also that we allow for some diversity in the perspective that we present to attendees. Accordingly, we have invited GenderPAC to join us, and welcome inquiries from other groups who would like to participate."

Those interested in joining IFGE at the APA conference should send email to NancyN@IFGE.org or call 781-899-2212 or write to Nancy Nangeroni at IFGE, P.O. Box 229, Waltham, MA 02254-0229."

e-mail NancyN@ifge.org.

IFGE BOARD APPROVES MEMBERSHIP CHANGES

At the January meeting, the IFGE Board approved changes to IFGE's membership fees. Changes include both a new, reduced-fee membership category, "Student/Limited Income," and a small increase to the basic membership fee. The new category will carry a reduced fee of \$20/yr for basic membership. Concurrent with that change, the basic membership rate will increase from \$25 to \$35.

Our aim is in making this change is threefold. We want to better serve the needs of those less fortunate than us, we want to encourage more participation from

young people, and we want to increase overall income from membership without hurting anyone. By providing a category for those who can't afford an increase in their dues, with a "no questions asked" policy, we're hoping to encourage more support for the organization while showing some sensitivity to the situation of a significant segment of our community.

Membership in IFGE includes a quarterly newsletter, 10% discount on bookstore purchases, and a 5% discount on convention attendance. It also includes vot-

ing rights in the election of members of the Board of Directors.

Many people underestimate the importance of the fact that our board is elected, not appointed. All it takes to put someone on our board is a relatively small effort. It's surprising to some members of the Board that more groups out there haven't taken advantage of this possibility. It's a great opportunity to influence the making of IFGE policy, and to leverage personal effort to make a significant contribution to the community.

e-mail Office@ifge.org

FTM HAPPENIN'S

Good things are happenin' at IFGE for FTMs. The Enterprise FTM group, the oldest Boston based FTM meeting, is now converging on IFGE every Thursday night at 7:00. It's great to see these hungry, high energy guys in the halls of IFGE.

There are so many new faces, especially young ones. Can you imagine, transitioning at 14 years old. Having the transition done before starting high school

or college then getting on with your life. This is happening because of you and your donations to IFGE outreach.

American Boyz are always a welcomed sight every 2nd & 4th Friday of the month at 7:00, at IFGE. American Boyz sponsors the yearly True Spirit Conference, in Laurel, Maryland, which is the last weekend in February, and is open to all. You'll see about 350 guys there. For all

you FTM admirers out there this is the place to go.

All the Boston based FTM groups along with IFGE sponsored the 3rd Annual FTM Conference of the Americas. It was a great success because of a few very hard working souls. We could not have pulled it off if it hadn't been for IFGE and very generous time & money donors. Because of you, someone got the help they desperately needed. Thank You so much for all your help and support.

e-mail FTM@ifge.org

BOOKSTORE RESCUED

Thanks to one very generous donor, IFGE's "Synchronicity" bookstore, run by Vanessa Murray, is now completely out of debt & ready to start some serious business.

We're pleased to report that we now have a robust stock of most of the important books on crossdressing, transsexualism that are currently available. New titles continue to arrive, and by the time you read this, you will also be able to view our entire catalog at our web site, www.ifge.org.

Coincident with the new injection of cash, Vanessa has been given full responsibility for bookstore

moneys, which will assure that all receipts from sales will go into the bookstore, insuring its health and growth. In the past, bookstore receipts were used to help meet IFGE's weekly payroll needs, draining the bookstore moneys needed to restock inventory. The new policy will put further pressure on IFGE's fundraising effort, but new Executive Director Nancy Nangeroni says, "We've got to discipline ourselves to follow the best possible business practice. We can't take money from the bookstore to make up for lack of adequate fundraising effort. If we can't make payroll, that's my problem, not the bookstore's."

books@ifge.org

GIVE THE UNITED WAY

A number of donors have begun giving to IFGE via the United way. You can do this, too. All you have to do is make a contribution through the United Way, and ask that the contribution go to the International Foundation for Gender Education. Doing so increases our visibility and makes the good work of your donation do even more for all of us.

ALUMNI GIFTS CAN BENEFIT TG YOUTH

Planning on giving to your alma mater? Most colleges and universities will allow you to earmark your gift for a special purpose. The next time you give to your old school, make it for "transgender education and services," and help out the next generation. By creating this category with your gift, you'll also be educating administrators to our existence.

IFGE SIGNS ON NEW DISTRIBUTOR

In an important step for *Transgender Tapestry Magazine*, IFGE has signed an exclusive distribution agreement with Deyco Magazine and Book Distributors, based in Plainview, NY. Deyco will assume responsibility for *Transgender Tapestry's* entire circulation to bookstores, magazine stands, and other distributors, with a few minor exceptions. "This is a good step for both IFGE and our community, because it will enable us to put the magazine into more bookstores and onto more newsstands. Right now, the magazine is too hard to find, and those who need it most too often cannot find it. Deyco wants to offer a transgender publication as part of their catalog of publications, and they are excited about increasing our circulation," says IFGE exec.dir. Nancy Nangeroni.

"Moreover, IFGE has little available expertise that we can put into improving our distribution, while Deyco is expert at it. This partnership will allow IFGE to focus on what we're good at, which is content, and Deyco will worry about getting it out there."

The agreement came about following the bankruptcy of one of IFGE's largest distributors, Fine Print, who had accounted for a quarter of *Transgender* retail sales. Deyco promises to replace the lost circulation, and much more. IFGE will retain responsibility for getting copies of the magazine to clubs and one or two businesses in the Boston area.

Deyco, founded in 1981, delivers over 750 magazine titles to over 300 specialty and secondary distributors reaching a total of over 50,000 retail outlets, the most extensive

customer base of any specialty magazine distributor. They guarantee payment of all specialty and secondary distributor accounts, and work directly with IFGE's printer Cummings to ship direct from the printer, minimizing handling and shipping costs. Because they handle all invoicing and accounting, IFGE's business manager Nancy Cain will be freed from those tasks. "This will let me focus on other areas of IFGE's business which need my attention," says Nancy.

Editor Jean Marie Stine, drawing on her extensive experience in the publishing industry to contact other professionals for their assessment of Deyco's reputation, says "Everyone I talked to had nothing but praise for them. They are a first class outfit, and we're fortunate to sign them on as business partners."

Office@ifge.org

MEMBERSHIP APPLICATION

JOIN IFGE TODAY!

IFGE depends on memberships for a significant portion of its income. If you have an interest in gender issues, please join. IFGE is a registered 501 (c)3 non-profit organization. And our members receive special benefits like: a quarterly newsletter presenting news of IFGE and the community, voting privileges, and a 10% discount on IFGE books. Please complete this form below.

Name _____

Address _____

City _____ State _____ Zip _____

Membership Type: Basic _____ Supporting _____ Benefactor _____
\$35 \$100 \$500

Student/Limited Income _____
\$20

Payment Enclosed \$ _____ Check# _____

MC/VISA# _____ Exp. Date _____

Confidentiality

* All packages are plainly wrapped for your comfort. The return address merely includes: P.O. Box 229, Waltham, MA 02254-0229

* We do not share our database with anyone, thus no unwanted mail.

* Your name will be deleted from our database at any time with a written request.

* To increase your level of comfort we might suggest a P.O. Box.

You will receive a numbered membership card. Your membership number must be used when ordering products to receive applicable discounts.

Send to: P.O. Box 229, Waltham,
MA 02254-0229