IFGE NEWSLETTER
International Foundation for Gender Education
March/April, 1995, Volume 1, Number 1

New IFGE Membership Policy Strengthens Base

by Merissa Sherrill Lynn

The year-long marketing research project coordinated by Laura Caldwell, Chair of IFGE's Budget Committee, produced some surprising results. Of the nearly 1,000 respondents, many of whom were not affiliated with IFGE in any way, 56% expressed an overwhelming interest in membership, whether they had a *Tapestry* subscription or not. Clearly, people wanted to belong to IFGE. Another surprising result of Laura's research was the strong interest in separating *Tapestry* subscription from membership.

IFGE has long understood the importance of maintaining good communications, especially with those who were involved with or interested in IFGE. IFGE has also long understood the importance of building a strong base of support, and providing opportunities for those who want to get involved. These understandings, plus a careful analysis of Laura's research led the board of directors to conclude that a membership separate from the *Tapestry* was not only a good idea, it was necessary. In January 1995, after months of careful deliberation, a four-tiered membership policy was approved.

The first tier calls for a basic membership for a fee of $25.00 per year. A basic member gets the IFGE newsletter, an ID, voting privileges, and 10% discount on IFGE products.

The purpose of a basic membership is to be able to identify those who have a greater interest in IFGE affairs, and to be able to keep them informed and involved. As one respondent to Laura's survey stated, "Subscriptions pay for the *Tapestry*, and take care of those who want the magazine. Membership dues pay for the newsletter, and take care of those who want IFGE. Membership separates the gems from the rubble!"

Kerri Reeder, a member of the membership policy planning committee, stated, "Membership helps people feel like they actually belong to IFGE. That sense of belonging is very important. The $25.00 membership makes it economically possible for people with limited resources to belong, and to be actively involved. I believe basic members will make up the heart of IFGE."

The second tier calls for a supporting membership for a fee of $100.00 per year. A supporting member gets a basic membership, plus 15% discount on IFGE products, and a 10% discount on IFGE spon-

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A Call for Help

Sheila Kirk, M.D., has been conducting several on-going projects for the transgendered community and the medical professionals that provide transgendered services. To assure their success and to maximize their effectiveness, she needs your continued support and help in the following areas:

Health-Care Professional Referral List.

Dr. Kirk compiles and maintains a referral list used to direct individuals to responsible and responsive health-care professionals all over the United States. One of the very important ways that Dr. Kirk uses to continue this work is to ask that members of the community who have located health-care professionals (i.e., physicians, psychologists and psychiatrists) who they feel are competent and knowledgeable be made known to her. Please forward their names, addresses, phone numbers and their specialties so that she can include them in her lists.

Post-Operative M-F and F-M Transsexual In-Depth Survey.

Post-operative M-F and F-M individuals are needed to be a part of a survey which asks in-depth questions about transition, medical care and the surgery experience.

Dr. Kirk is interested in knowing about post-surgical medical care and

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IFGE *Newsletter*

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IFGE Membership

Basic Membership: $25.00 per year. Membership newsletter, IFGE ID, voting privileges, and 10% discount on IFGE products.

Supporting Membership: $100.00 per year. Basic membership, 15% discount on IFGE products, and 10% discount on IFGE- sponsored events.

Benefactor Membership: $500.00 per year. Supporting membership, 15% discount on IFGE-sponsored events. $400.00 will be treated as a contribution, and will be applied towards a life membership.

Life Membership: $2,500.00. A supporting membership for life, and is based on accumulated contributions.

IFGE Membership Policy

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sored events (such as the Coming Together Convention).

Sharon Emek, chair of IfGE's fund raising committee, commented, "To live expecting donations to solve all of our financial problems is disastrous. Fundraising is not an ultimate answer. IFGE must devise ways to fund expense, and offering a supporting membership is one of those ways."

The third and fourth tiers of membership, the benefactor and life memberships, are designed to complement one another, and are based on contributions. Sharon added, "Contributions are an important source of funding for IFGE. We cannot function without them. We want to encourage people to financially support us as much as they can, and the benefactor and life memberships are intended to do just that."

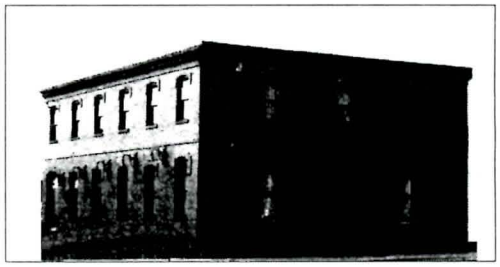
The benefactor membership is $500.00 per year. A benefactor member gets a supporting membership, plus 15% discount for IFGE sponsored events. In addition, $400.00 will be treated as a contribution, and will be applied towards a life membership.

The life membership is $2,500.00. A life member is a supporting member for life, and is based on accumulated contributions. A person may become a life member with a single contribution, or with contributions made over an unlimited number of years.

Yvonne Cook-Riley, IFGE treasurer, states, "The life membership will help keep us financially solvent, and gives people something to shoot for. It is a membership level that anyone can achieve."

Since its inception, IFGE has avoided a membership policy, mostly for fear of being seen to be in competition with other membership based organizations. Laura's survey showed that fear to be completely unfounded.

Her survey also demonstrated the need to separate those who just want a subscription to the *Tapestry* from those who are interested in and want to become involved with IFGE. The overcoming of the fear of being seen to be in competition, plus the need to develop good communications and a strong base of support, has made IFGE membership a reality. ▼



The International Foundation for Gender Education serves as a focal point for the global transgender community. Through the distribution and publishing of gender-related printed and mass media materials we hope to promote understanding, awareness and acceptance of gender diversity. Our offices, which also offer a showcase for the transgender community, a walk-in center, and a reading and video library, are located at **123 Moody Street, Waltham, Massachusetts.** Call **(617) 899-2212** for office hours.

IFGE Publications Update

by Vivian D. Allen
Director of Publications

You have in your hands the latest IFGE publication, the *Membership Newsletter.* The *TV/TS Tapestry Journal* keeps moving right along without missing a beat. Issue #71 is en route to subscribers, distributors, and book stores, while the bulk of issue #72 is already laid out and on disk for the printer. Our latest book, *Aspects of Gender: a study of crossdressing behavior,* by Lesley Gordon, a comprehensive treatise on crossdressing and crossgender behaviors written by a long-time male-to-female crossdresser, is wending its way to buyers and points of sale around the world. Some might say this book is a lot like Virginia Prince's books except for the places where it is different. Others might argue that it is different from Virginia's work except where it is the same. In any case, this book stands on the shoulders of the giant figure who preceded it.

We are reviewing two other manuscripts for publication, a book on gender dysphoria written by a practicing psychologist who has been working with pre- and post-operative transsexuals for many years, and a book of extracts from the diary of a female-to-male transsexual written before, during, and after transition and surgery.

One of the lessons we have learned about book publishing is that it takes more person-hours than we had thought to get a book to press. It takes even longer to recover the direct and indirect costs. This raises the bigger question of where to put our publication energy so that we get the most bang for the buck, *and* the most mileage. How do we get information about the transgender experience into the most places so that the most people will see it, be affected by it, change their ideas, and therefore their behaviors?

Clearly, *Tapestry* works. Our bank balance and incoming telephone calls testify to that. Every day people call in saying, "I just got a copy of your magazine. I thought I was the only one in the world!" Just as clearly, there are places *Tapestry* doesn't go, and therefore, people who will never see it. Or, to put it another way, we try to put something for everyone in every issue. This rule by its very nature ensures that some of each issue will be outside the interest of each reader. We need more and different publications that are focused for these different markets.

Should we break the magazine down into its component parts and publish them aimed at particular markets? Should we just make whole new publications to serve the markets that *Tapestry* doesn't reach now? Whichever way we go, questions like What, How long, How often, and For whom must be answered carefully.

The interesting piece of recent *Tapestry* history has been the changing technology. When I first started working on the magazine, my experience on our high school yearbook came in handy because putting a *Tapestry* together was exactly the same. Well, we didn't have to find cute quotes for everybody, but we did have to cut and paste everything so it fit on the page and was lined up with the edges. Now, everything, text, pictures, ads, goes on disk. The requirement for advertisers is no longer for camera-ready copy, but for scannable copy that can then be sized to fit.

The new technique has given us the answer to the question of what to do when an advertizer sends in copy that is a little over-sized: Shrink it to fit the space they paid for. We have hit a few bumps getting their software and ours to see the same picture the same way, but all the computer gurus say that it is now a marriage made in heaven. *Tapestry* #72 will be the proof of that pudding.

It all boils down to doing a little more with what we have in order to get a little more from what we have done. The ultimate goal is to have any- and everyone say, "So what?" when confronted with some form of transgenderism. That's going to take a lot more publications, speeches, TV and classroom appearances, and just plain being visible everywhere by all of us. ▼

Message for Transgendered Clergy

FROM: Lynn Elizabeth Walker, P.O. Box 090.248, Brooklyn, NY 11209-0005 (718) 836-6215

There's a bunch of us out there, but we seem to meet by accident (or providence), and very occasionally. What we need is an informal network among ourselves. Unfortunately, I only know a few of you. If you are transgendered clergy, please contact me.

If you are planning on attending the Atlanta Action '95 convention, I am especially interested in consulting with you and sharing some ideas. We are coordinating a meditation/worship time scheduled for the mornings of the convention, and I wanted to invite you to become actively and visibly involved. We are also coordinating a Friday afternoon memorial service for our brothers and sisters who have lost their lives this past year. We will be especially focused on the murder of Brandon Teena. We will also be coordinating a Sunday morning nondenominational worship service.

Many of us have noticed how profoundly spiritual the transgendered experience can be, and it is time we set aside times and places for those of us who might want to assemble and worship together. ▼

IFGE SPOTLIGHT - YVONNE COOK-RILEY

by Merissa Sherrill Lynn

Yvonne Cook-Riley

In the early days of IFGE I tried to do everything by myself, run the Tiffany Club, publish the *Tapestry*, direct IFGE, and coordinate the Coming Together convention. In January 1988, overwhelmed with fatigue and pneumonia, I was forced to accept the painful truth. I couldn't do it alone.

At the February '88 board meeting, I had to tell them I couldn't do it anymore. It was really a heart-wrenching time for me. I thought I had just destroyed everything, and thrown away 15 years of my life's work. Then Yvonne stood up and made an incredible proposition. She told the board that if they provided IFGE with an office, she would move to Boston, become my working partner, and serve as IFGE's financial and operations director. To make such a move meant that Yvonne was willing to give up her home, her lucrative and secure career, her family and her partner in order to keep IFGE alive. The board accepted her offer, Yvonne moved to Boston, and IFGE was saved.

Yvonne's extraordinary and unprecedented act of courage, self sacrifice, and love earned her the first Trinity Award ever offered. No one deserved it more.

Since moving to Boston Yvonne could be seen working 14 and 18 hours a day, sometimes around the clock, six and seven days a week. In addition to her work as director of operations, she has taken on the added burdens of lecturer, peer counselor, and educator. Yvonne was responsible for getting IFGE invited to conventions such as the American Psychiatric Association and the National Association of Social Workers. At those conventions Yvonne would be on her feet from the time the doors opened until the time the doors closed, handing out information and educating everyone she could find.

When asked why she was willing to sacrifice so much to serve IFGE, and worked so hard, she responded, "That's easy. Anger! I'm angry at the legal and psychiatric professions for taking my children away from me. I want the ignorance and the injustice to stop! Before I came to IFGE I was only one person, and could only speak with one voice. Today I can speak with many voices."

"I want the ignorance and the injustice to stop! Before I came to IFGE I was only one person with one voice. Today I speak with many voices."

On Saturday evening, March 18, 1995, in recognition of her more than 12 years of service to the transgendered community, Yvonne will become the ninth recipient of the Virginia Prince Outstanding Service Award. The Virginia Prince Award is the transgendered community's highest award, given to those who have made the greatest lifetime contribution. When asked how she felt about receiving the award, she said, "In 1987 I watched Virginia Prince receive the first award. As a joke, Naomi Owen presented her with a set of bronzed rubber boobies. After the laughter quieted down, and she received her award, she gave her speech. In it, she said how honored she was to be the first recipient, but the real honor was knowing that her work had helped to make other people's lives better. At that moment I vowed that someday that award would be mine. Virginia was right. To receive this award is an honor, but the real honor is to know that I have helped other people. There are many wonderful people in our community. I just pray that this award motivates them as it did me, and that someday they become eligible for this prestigious award."

Yvonne has dedicated her life to fighting for human rights, to making this a happier, safer, and more just world in which to live. She knows that the real reward is in knowing that her own hard work has made other people's life better. She is a personification of the spirit of the International Foundation for Gender Education. ▼

Notes from the IFGE Board of Directors

Board Members Attend International Congress on Gender, Crossdressing and Sex Issues.

Nancy Nangeroni will present the workshop, 'A Healthy Transgender Role Model.' Yvonne Cook-Riley will participate on a panel for Clinical Management and Counseling discussing her experiences with 'The *Hotline Call*, or How to Do a Year's Psychotherapy in Thirty Minutes or Less.' Sheila Kirk will deliver the keynote speech at Saturday's banquet, as well as serve as moderator for the 'Reports of Current Research' session. Other IFGE board members in attendance will be Eve Burchert, Winnie Brant and JoAnn Roberts.

Action Taken in Search for Executive Director.

A committee has been established to study applications for the position of executive director, to interview, and to make a recommendation. The committee includes Abby Saypen, Sheila Kirk, Laura Caldwell and Sharon Emek.

Board to be Downsized from 21 members to 15.

A motion has been passed to downsize the board from 21 members to a more workable size of 15. This downsizing process will take place over the next three years. Beginning with the 1995 election, five new members, instead of the usual seven, will be elected to serve three-year terms. Four of the five new members will be elected by the IFGE membership, and the fifth will be appointed by the board.

At the American Psychiatric Association's annual convention, with over 14,000 mental health professionals present, Yvonne was on her feet from the time the doors opened until the doors closed, handing out information and educating everyone she could.

Southern California Approved as Site for the 1997 Convention.

After in-depth evaluation of a previous commitment to Southern California, and after lengthy debate, Southern California was confirmed as the site for the 1997 convention.

New Appointments Made to the Board.

Maryann Kirkland will assume the remainder of the term of Taylor Montgomery (March 1995).

Susan Stryker will assume the remainder of the term of Ellen Summers (March 1997).

Anna Appleby will assume the remainder of the term of Linda Phillips (March 1995).

Winnie Brant will assume the remainder of the term of Cynthia Phillips (March 1996).

Committee Chairs Resign.

Holly Boswell has resigned as chair of the Publications Committee.

Eve Burchert has resigned as chair of the Educational Resources committee.

At this time, no appointments have been made to these positions.

Fundraising/Membership (Sharon Emek, Chair).

A new marketing and membership kit has been developed, and will be available at the Atlanta '95 convention.

In 1993, $94,000 in contributions was raised. In 1994, $61,000 was raised. In 1993, a building drive and a salary drive made up most of the

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Board Notes

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difference. Even so, total contributions were down by 18%.

A wills and bequests brochure has been designed, and will be placed in the marketing kit. Sheila Kirk will maintain a data base.

A memorial and special event folder will also be placed in the kit.

Budget/Finance (Laura Caldwell, Chair).

In 1994, by rigidly watching our expenditures, we reduced spending by 10%.

In 1994, we missed a balanced cash in/cash out by only $1,500. That's a remarkable difference over the previous two years, where we sustained a deficit amounting to many thousands of dollars.

We are budgeting a $3,000 cash surplus in 1995. To do this, we will continue to maintain a tight governing hand on spending.

Fund status: Our income funds are in a stable position, but our bond funds show we are in a stormy sea. The Winslow Street, Christine Jorgensen and General Funds are increasing only marginally. In the General Fund we ended 1994 with a cash balance in excess of $13,000. However, there was a $21,000 decline.

Our donor base has increased, but adverse publicity from different sources, especially individuals who are very close to us, has created a great deal of difficulty. We have a lot to do in the area of image building.

The Survey (Laura Caldwell, Coordinator).

Just under 900 people have responded to this survey so far.

Of the respondents, 61% call themselves crossdressers, 12% transgenderists, and 22% transsexual.

Crossdressers tend to be older, and transsexuals younger (by 15-18 years).

64% are college educated, or higher, compared to 28% for the U.S. adult male population.

The crossdresser tends to be more wealthy than the U.S. male population, and the transsexuals.

The largest number of respondents are in managerial/executive/administrative occupations. This is followed by engineers, writers, artists, social service workers, and sales. Over 60% of respondents were in these categories, compared to 26% for U.S. This is impressive. In all categories, the crossdressers outshine the rest of the U.S.

There are a lot of individuals with considerable money, and a distinct group who are marginal. This demonstrates the wisdom of having different levels of membership.

40% are married, and 25% were never married.

The respondents join clubs, are social, and go to events. Some were limited in their ability to participate.

Looking at membership, 56% say absolutely yes. 22% say absolutely no. 22% sit on the fence. Income level has nothing to do with membership interest, yes or no.

Review of the *Tapestry* (Abby Saypen).

This is based on just one issue.

Nonprofit organizations sold 367 copies, returning $1,981.

Distributors sold 1,395 copies, returning $7,533.

Adult bookstores sold 2,092, returning $12,060.

Direct sales to stores sold 785 copies, returning $4,710.

Three stores with special arrangement sold 140 copies, returning $1,000.

Because of widespread abuse, we are adopting a policy of mailing a free copy of *Tapestry* only to those clubs who send us a free copy of their newsletter.

A careful study of Laura's survey revealed that above all else, subscribers like real life stories. After that, they like professional articles, then personal listings. There is no significant difference with nonsubscribers.

New Winslow Street Trustee.

Kerri Reeder has been appointed as a Winslow Street Fund Trustee, replacing the retired Wilma Young.

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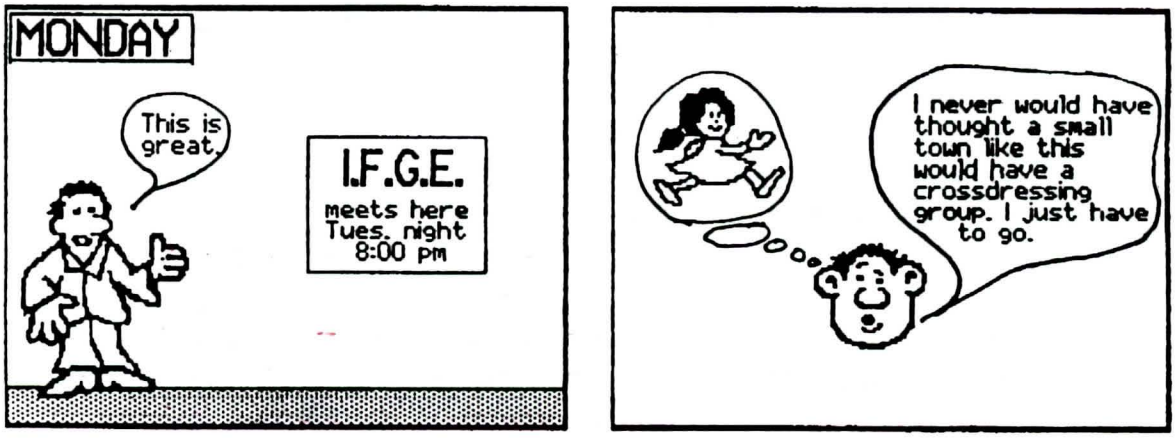
Big City Woman by Linda



Call For Help

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the situations that the post-op individuals are currently experiencing in the workplace, etc.

Taking part in this survey will not put you in any measure of insecurity. Your privacy will be strictly enforced. No mention of your name will be used. Only the data that you supply in the survey will be used.

To participate, send a letter to Dr. Kirk stating your willingness to take part along with your name and address.

Implant Registry.

Protocols for an implant registry in the Division of Medical Liaison and Research at IFGE has been set in place.

All M-F individuals who have had facial prosthetic implants and breast augmentation implants and F-M individuals who have had penile and testicular implants are encouraged to become a part of the registry by providing information about their surgical procedures and experiences.

In turn they will receive information periodically about research developments and legal concerns associated with such procedures. Pertinent information in reference to the development of various implant techniques will be forwarded to registrants in this program.

Teenage Crossdressing Study.

This very important longitudinal study has been in progress for 2½ years and will be conducted for a considerable length of time.

Male youngsters in the 12-19 year-old age group are needed to take part in this study examining their social lifestyles and educational accomplishments. Initial surveys and subsequent surveys will be conducted to determine their level of adjustment in those areas.

It would be greatly appreciated if members of the community would be alert to these youngsters and then refer them to me for my inquiry and continuing evaluation. Their parents or health care providers are encouraged to contact me as well. Their insight would prove invaluable.

The confidentiality of all participants and their families is strictly adhered to.

University & college speakers.

In conjunction with the IFGE Speakers' Bureau, Dr. Kirk is very anxious to identify individuals who speak to sociology and psychology classes at various institutions of higher learning. She is particularly interested in those individuals who are asked to give information to groups that are taking higher degree training in these areas.

To help continue the education of future health-care professionals, Dr. Kirk would like to supply you with the *Tapestry Journal* for distribution.

Please get in touch with Dr. Kirk telling her of the talks you are conducting and the approximate number of attendees. She will be glad to provide you with an ample number of *Tapestry* issues.

This approach will provide insight into the community. It will amplify a great deal of what it is that you are sharing with a particular group, and it will give them insight into the services provided by IFGE.

If you are interested in participating in any of these projects or seek further information, write to: **Sheila Kirk, MD**, c/o IFGE, P.O. Box 229 Waltham, MA 02154. ▼

Dr. Sheila Kirk is Board Certified in Obstetrics and Gynecology and is a member of the HBIGDA. She is a noted author, researcher, and lecturer. She is currently working with IFGE as a medical consultant, director of research, and as liaison with the medical and mental health professions.

Board Notes

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The 1995 Budget (Yvonne Cook, Laura Caldwell).

The 1995 budget was trimmed by 1.5%. The 1995 budget stands at $377,000.

Incoming funds will be distributed in the following way: 61% for *Tapestry*, 19% for other publications, 16% for contributions, and 4% miscellaneous.

Outgoing funds will be distributed in the following way: 37% for salaries, 32% for *Tapestry*, 16% for building, 15% for general expenses.

Transgendered Alliance for Community (TAC).

TAC is a pledge that signing organizations will work as a team on various projects. IFGE has agreed to sign the pledge, thereby joining the Outreach Institute, Renaissance, Tri-Ess and AEGIS.

Marketing Committee Abolished.

Since the Budget/Finance Committee is duplicating the responsibilities of the Marketing Committee, it was decided to abolish the Marketing Committee, and turn marketing responsibilities over to the Budget/Finance Committee.

Linda Peacock, Michelle Martin, Eve Burchert and Monica Pedone Top the IFGE Board of Directors Balloting

The balloting for the 1995 IFGE Board of Directors is now complete. The election was the closest in history, with less than 50 votes separating the top five candidates. Holly Cross, Jason Cromwell, and Lynn Walker were fifth, sixth, and seventh respectively, and will serve as first, second, and third alternates.

The 1995 election was considerably different than in previous years. This was the first year of a three year plan to reduce the size of the board from 21 members to 15 members, each member serving a term of three years. This year four persons were to be elected by popular ballot, and one additional member was to be appointed by the board at the Atlanta '95 convention.

Linda Peacock is no stranger to the IFGE board, having already served a complete three-year term. In addition to her services to IFGE, Linda has served as president of both Sigma Epsilon and Mu Sigma, and as a member of the Tri-Ess board of directors. She has also served as director of both the Southern Comfort Conference and SPICE, coordinator of the IFGE Wives Program and a member of the IFGE convention staff. In addition to that, she's a peer counselor for wives, a businesswoman, a wife, a mother, and a grandmother. Linda is an extraordinarily talented and dedicated woman. In recognition for her courage, and her love for the transgender community, Linda will receive a Trinity Award, which will be presented to her in a heart-felt ceremony during the Atlanta '95 convention.

Michelle Martin is about to serve her first term as a member of the IFGE board. As a long-time member of the Coming Together Convention staff, and as a frequent visitor to the boardroom, IFGE has come to know Michelle as a good-natured Texan who is easy to work with, highly productive, wise, and dedicated. IFGE has also come to know her work on IFGE projects such as the "Vision 2000" strategic plan, and as a pioneer, not just in the transgender community, but in the professional corporate environment. Michelle is indeed an important addition to IFGE's board.

Eve Burchert is certainly no stranger to IFGE's board, having served on it since its inception more than nine years ago. As a co-planner, Eve has served IFGE even before it was created. Eve has served as the chair of IFGE's Educational Resources Committee, and with over 200 public presentations, as an extraordinary spokesperson for both IFGE and the transgender community. In 1992 at the Houston '92 convention, in recognition of her courageous outreach work, Eve was honored with a Trinity Award.

Monica Pedone, about to begin her second term as a member of IFGE's board, first became known to the transgender community as Jim Bridges' assistant. It did not take long for the community to know Monica as a shrewd business woman, and a dedicated pioneer. She was co-founder and board president of the Greater New York Gender Alliance, president of the Metropolitan Gender Network, co-organizer for Moonlight In Manhattan, and a board member for Long Island Femme Expression. She is politically active, dedicated to promoting unity, communication, and cooperation. ▼