

## Santa Comes to Waltham!

### Leaves Gifts, Computers, \$\$\$ in IFGE Stocking

**T**he Holiday Season began early in Waltham this year. It started in October, with a gift of computers from Jamie Fay Fenton, and hasn't stopped yet, four months later. IFGE members are continuing an unprecedented outpouring of equipment and operating funds. Santa came with a bag full of goodies for the IFGE offices, and Santa was you! Below is a brief review of the bounty you have bestowed on IFGE to help further its work in outreach and education.

#### COMPUTERS, COMPUTERS, WE GOT COMPUTERS!

**D**ifficult as it may seem to believe, until two short months ago, IFGE's Waltham offices were still in the typewriter age. There were only three computers in the office, and some antique data processing machine that only kept membership and donor lists. All the bookstore had was an adding machine. There were hundreds of data entry and word processing projects in need of hands to do them. But, when volunteers with those skills came by, all we could do was put

them to work stuffing envelopes or vacuuming the floors. There were no spare PCs to go around.

Happily, that situation has changed due to the efforts of a trio of heroines. First to ring in was California's Jamie Fay Fenton with the donation of a Pentium and a high-speed 486. Next was IFGE's own Abby and Sharon Saypen, with four 396s. Then, like a whirlwind, came Tri-Ess' Dana Danahay who has already bestowed a Pentium and two high-speed 486s, and promises more to come.

These donations were in response to a plea Jean Marie Stine placed in the previous issue of this newsletter (Vol. 2, No. 3). The notice described our plight and the need for several PCs to help smooth out the work flow. The plea specifically requested 396s or above (and the office could still use two more Pentiums).

The response was, as they say, overwhelming. IFGE always knew its members cared. However, this experience is a moving demonstration to everyone on the staff and Board of Directors. It showed how dedicated our members are to helping us continue IFGE's outreach and education to, and on behalf of, the transgender community.

**B**A BAG FULL OF MIRACLES  
ut our cup running over didn't stop with computers. This year

our stocking was bulging with plenty. We also received a very special gift from Keith Rogers: a brand-spanking new 25" Sanyo television set. Right on its heels came a VCR, courtesy of local therapist, Diane Ellaborn. Both sit in our lounge where they are currently being used by several local TG groups. Last, but considering the volume of mailing IFGE does, certainly not least, was a desperately needed postage meter from Abby Saypen.

#### THE MOON AND SIXPENCE

**T**hen, all this wassail almost came to nothing. Shortly after coming on board, our new financial director, Nancy Cain, discov-

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## IFGE Newsletter

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### IFGE Membership

#### Basic Membership:

**\$25.00 per year.**

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

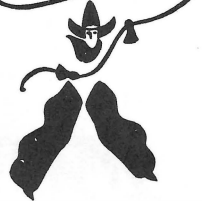
#### Life Membership:

**\$2,500.00.**

A supporting membership for life, and is based on accumulated contributions.

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# Notes from the Chair



## Linda Buten, Chair, IFGE Board of Directors

In the past two years IFGE has undergone some radical changes in personnel and structure. Some people welcome the changes, while others strongly oppose them. If you are a leader in the gender business, and you initiate those changes, you soon realize that you're dammed if you do, and you're dammed if you don't.

Regardless of how you view the change, our founder Merissa Lynn and all the original organizers of IFGE surely must be pleased. One of the original goals was to create a democratic organization that was stronger than the individuals who comprised it.

Most of us know of now, or can look back to remember, national and local organizations that were basically run by a single individual. I don't want to take anything away from that person's accomplishments, but usually the board or co-leaders are in name only. If and when the leader burns out, or drops from the community, the organization disappears along with them. Just ask the volunteers in our office who try to track organizational information for *Transgender Tapestry*. It's a nightmare of changes.

Put aside the cash flow problems and other negative things you

hear in the rumor mill. The facts are, no other non-profit organization offers near the services. Just to open up a full time office with a six person staff and dozens of volunteers and without public money is a feat in itself. Now you add the full time services of a medical doctor like Sheila Kirk, and you rival the best clinics in the city. And IFGE has kept this office going for over ten years.

If the gender community ever hopes to achieve the strength of the gay community, it must continue to combine forces for the greater good of all.

Long time supporters of IFGE have now witnessed a complete changeover of staff personnel, and ninety-five percent of the original board. This shows that IFGE as an organization is self-perpetuating. It's not one or two people, but a membership of like individuals who pursue equal goals. It's people working together and getting things done.

Along with this newsletter you have received a ballot so that your voice can once again be heard. Take a moment of your time and cast a vote for the individuals you feel can best lead IFGE over the next three years.

Also, don't forget about making your reservation early for the Coming Together Convention in Long Beach, CA. We expect a large group so, don't be left out.



# SPECIAL CALIFORNIA UNITY UPDATE!

## California Unity Update

### Something for Everyone! Cal Unity Tonight!

The tentative list of speakers, programs, panels, workshops, events and tours for IFGE/California Dreamin's 1997 California Unity Convention are really shaping up. Below is the last update we will be able to present before the convention itself. Remember, these are only the highlights from more than three dozen speakers and more than fifty panels and workshops. The full list will only appear in the program book. So make your reservations now, or you will miss out on what is shaping up to be the greatest transgender event ever held.

### PRESENTERS

#### Among the confirmed speakers are:

J.J. Allen, M.C.  
Mariette Pathy Allen, M.A.  
Sandra Cole, Ph. D  
Richard Docter, Dipl.  
Kathy Helms  
Ari Kane  
Sheila Kirk, M.D.  
Niela Miller  
Jane Peabody  
Virginia Prince, Ph.D.  
JoAnn Roberts, Ph.D.  
Sandra Samons, DCSW  
Jean Marie Stine  
Riki Ann Wilchens  
& many more to come!

### PROGRAMS

- \* Couples in TG Relationships
- \* Leadership Workshop
- \* Effective Use of the Internet
- \* Appearance and Makeup
- \* Public Relations for TG organizations
- \* Transsexual Issues
- \* Ethics & TG Publications
- \* Fund Raising for the Small Non-profit
- \* Crossdresser Issues
- \* How to Write and Sell Your TG Book for \$\$\$
- \* F2M Issues

### TOURS

Catalina Island  
Universal Studios  
L.A.'s fabled Garment District

## Canada Named Site of 1998 IFGE Convention

### Xpressions, IFGE Join Forces for Crossing Borders

Mark your calendar now for March 24-29, 1998 (\$100 will hold your place) and join us for IFGE's first truly international TG convention. Next year, IFGE's annual Coming Together-Working Together Convention will be held outside the U.S. in one of North America's most spectacular playgrounds, Toronto, Canada. The convention is scheduled for March 24-29, 1998. It will take place at the Toronto Colony Hotel. The hotel is charming, the people are congenial, the city picturesque, warm and very TG-friendly. The program

promises to be innovative and exciting. IFGE is excited about the prospect, but our enthusiasm doesn't begin to match that of the local support group, Xpressions, who are looking forward to helping with this signal event in Canadian TG history. You may ask how we will ever be able to top the line-up of stellar events planned for California Unity on the Queen Mary? The answer is: Come to Toronto March 24-29, 1998 for Crossing Borders and see for yourself!

Dinners,  
Dances,  
Luncheons!  
Oh, my!

Many California Unity registrants are forgetting to register for the fabulous lunches with the leaders of TG organizations and the authors of our literature, not to mention entertainment-laden dinners and dances. But seating, as always, is limited. Don't wait until the last minute and find yourself left out. Simply fill out the registration form that comes with your confirmation package, when it arrives.

### L.A. County Queen Mary Reservation Number

The 800 number for Hotel Queen Mary Reservations listed in the Cal Unity brochure will not work for calls made from Los Angeles County. Those calling from within L.A. County should use

**(562) 435-3511**

### IFGE Newsletter Skips Issue

Due to a technical problem that unduly delayed preparation of the IFGE Board of Directors ballot, Volume 2, Number 4 was delayed so long, it has been combined with Volume 3, Number 1. We are working to eliminate the problem that caused this hold-up and plan to issue all four scheduled Newsletters in calendar year 1997. We apologize for any inconvenience this has caused.



# IFGE Will Relocate in Boston Area

## Volunteer Arms Needed This June!

**D**ue to an astronomical rent increase, the IFGE Waltham headquarters will be relocated by July 1 of this year. A major office/retail complex is being constructed on Moody Street less than a block from IFGE's current location. In anticipation of a business boom to follow, landlords are asking steep rental increases in the immediate area. Along

with other long-time Waltham enterprises, IFGE is seeking affordable office space elsewhere in the Boston area. (Announcement of the new address will be made in the next newsletter.)

The current lease period is up June 30, and the move must be completed by that date. Moving will be a complex process involving a full decade of files, letters and photo archives, plus office furniture, computer equipment, and much, much

more. The assistance of dozens of volunteers will be needed through the entire month of June (and even earlier), if this move is to be made in a timely fashion and with a minimum disruption of IFGE's many areas of outreach.

Financial donations to help defray the cost of the move would also be appreciated. If you wish to volunteer, make a donation, or if you have a van or truck that could be used to assist in IFGE's move, please contact Bobbi Mandell at our offices.

## E-Mail Overwhelms IFGE Resources

IFGE's e-mail system was down throughout much of the last three months of 1996. For almost a month in October and again for the same period in November, we could not download the e-mail we received. By the time we could in December, there was no one available to sort and answer it. IFGE extends a sincere apology to all those who sent e-mail messages during this period that were either lost or went unanswered for months.

Even at this moment, the problem is far from resolved, and it sometimes takes several days for the Waltham staff to reply. There are several interlocking reasons for this unhappy state of affairs. The first is that the volume of e-mail IFGE receives has grown by more than 1000% over the last eighteen months. It is not unusual for us to receive 90+ pages in a single day. Meanwhile, we have suffered the loss of two invaluable full-time staff members, Sheila Kirk, and Holly Cross. Nor has there been any diminution of snail mail or phonecalls. At the moment there is no one available to take responsibility for this task. A responsible, computer savvy volunteer from the Boston area, available on a 5-day per week basis is needed. For the duration, staff members will attempt to download and reply to e-mail as expeditiously as possible. Please bear with us.

## Cast Your Vote For the 1997 IFGE Board of Directors

**B**allots for voting on the 1997 IFGE Board of Directors are enclosed with this newsletter. Please fill yours out and return it. We want to get a high percentage of returns to represent the largest possible number of our members. Note that there are ten candidates and four openings.

This means you may vote for up to four different individuals but you do not have to vote for four.

As you may notice, there is less diversity than we might like among the current nominations. We do have one candidate from Canada. However, we can only list those who are nominated by our membership and who are willing to accept the conditions required to run (these include representing everyone in the community without prejudice, and a promise to attend at least three of four BoD meetings per year). If you know of an IFGE member who represents some TG constituency, please be sure to nominate them when we call for candidates for the 1998 Board. Even when a candidate is not elected, if they represent a unique constituency they will be considered prime candidates for committee and Advisory Working Group members.



# Change.

## An Investment in the Future

Alison Laing,  
Executive Director IFGE

**A**s we enter 1997, we cannot but realize that we begin this new year after a year of many major changes. Most notable has been the reformatting of *Transgender*, our flagship publication, adding color and more graphics, and designing the magazine for distribution and sale to the general public, thereby reaching the most closeted, isolated and marginal transgendered persons. We have implemented the in-house and traveling bookstore enabling us to supply publications for education to more people in more places. We have upgraded the hardware and software of the system used to generate our magazine (thanks to the generosity of several wonderful individuals).

Perhaps the greatest change has to do with the staff which has undergone about an 80%+ turnover in the last two years. With the changes

in personnel come changes in operating procedure and of course in the office "culture." We hope that IFGE can improve its business operations and management and, at the same time, our sensitivity and responsiveness to our clients and, of course, our members.

Some of these changes have come easily, while others took their pound of flesh. Perhaps the most difficult (and apparent to the outside) has been the upgrading of our publication system while in the process of trying to generate the product. Having been in the data processing industry as both a designer-producer of DP systems as well as a user, this is not unusual. These delays and exasperating experiences are often referred to as the price for automation. Well, we have "paid the piper" and "crossed the Rubicon" and hopefully we are now ready to roll 'em out!

We have many challenges that lie ahead of us. Now that it looks like we have *Transgender Tapestry* back on schedule, we face the challenge of

increasing the advertising revenue, the subscriptions and the revenue from wholesale distribution. We will have to figure out how to effectively plan and implement the publications sales area including the traveling book store. We will need to improve the Membership Program to make it attractive for people to join, yet financially rewarding to IFGE. (Any ideas?)

Of course we have to do the above and more, all the while remembering that our primary purpose of education, outreach and support to all TG persons, their friends, family, supporting professionals and the public as well, must be kept in the forefront. We will need to produce a first rate convention, support our medical research and our political activism. We could make a list of a hundred legitimate issues and concerns that we might want to address, but we must all agree that we focus on those activities to which we have already committed.

**IFGE NEEDS  
RELIABLE  
VOLUNTEERS  
AND INTERNS...**

**H**elp! Bodies needed! The amount of work to be done at our Waltham office has vastly exceeded the ability of our five full-time staff members to get it done in a timely manner." That was the tearful plea from IFGE Director of Operations, Nancy Cain. IFGE would like to hear from reliable volunteers and interns (we have internships available in publishing, retail, art direction and accounting). If you are a supporter of the TG community who has time to share that you can schedule on a regular basis, please contact Nancy Cain.



# Furniture, Equipment, PC Hardware and Software Needed

## The IFGE Wishlist Part II

IFGE has long operated with minimal equipment on the premise that we couldn't afford the computers, desks, chairs, postage stamps the organization really needed to do its job effectively. But the recent outpouring of support (see story page 1) from our membership in the form of computers and other vitally needed office accouterments has convinced us otherwise. We are still short of basic essentials like chairs that aren't broken and computer desks, along with such esoteric items as an I-Omega Zip Drive and Norton Utilities. Below is the staff wishlist. If you are able to provide any of the fol-

lowing, please get in contact with Nancy Cain.

### OFFICE FURNITURE AND EQUIPMENT

- 1 Very heavy duty copying machine (collating, stapling and 2-sided duplex copying preferred)
- 1 Pitney-Bowes mailing machine
- 1 Cash drawer (desk-mounted, locking)
- 1 Cash box (locking, with drawer)
- 1 SuperVHS player
- 4 Computer workstations (a.k.a., kiosk, hutch)
- 6 Ergonomic office chairs (near or next to)
- 1 Automatic, programmable, self-feeding and cutting fax

### COMPUTER HARDWARE

- 1 16 bit sound card

- 2 Transparency adapter
- 1 Color scanner
- 2 19-20" high-resolution color monitor
- 4 16 megabyte 72-pin simms
- 1 I-Omega zip drive
- 1 Case I-Omega zip disks
- 1 28.8 Fax modem (internal)
- 1 Label printer

### COMPUTER SOFTWARE

- Freehand 7
- Norton Utilities
- Norton Anti-Virus
- Adobe Sitemill
- Pagemaker 6.5 (upgrade)
- Photoshop 4.0 (upgrade)
- Flight Check
- Quark
- ("Call for specifications and to check compatibility.")
- Thank You

## Boston to Host 3rd National FTM Conference IFGE Named cosponsor

**L**ocal transmen Mykael Hawley and Michael Kirk will cochair what they plan to call the Boston FtM Conference of the Americas. Mykael

Hawley is a co-founder, with Frankie Hill of the Boston chapter of American Boyz. Michael Kirk is a founding member of Enterprise, one of the area's other F2M groups. The two Mikes have put together an enthusiastic committee drawn from all four of the state's F2M organizations, including the Officer's Club and the East Coast Female-to-Male Group.

Announced dates for the Boston FTM Conference of the

Americas are August 8th, 9th & 10th, 1997. The conference will be taking place on the campus of the Massachusetts College of Art on Huntington Ave. James Green of FTM International will be the Keynote Speaker.

Both the region's medical TG communities will be working together on the conference, a great happening, not only for the F2Ms but M2Fs as well. In keeping with the spirit and the vision that James Green began with the first FTM conference in San Francisco, there will be workshops on legal issues, political activism, medical issues, spirituality, sexuality, and non-operative F2Ms, along with workshops for partners and families, and the

opportunity to talk to the medical community in person—and much, much more. We know it is going to be a success for all who participate. And the networking possibilities will be endless.

The conference will be cosponsored by IFGE, who are providing initial financial input and support. However, the start-up expenses on the conference will far exceed the IFGE's ability to contribute, and donations to cover insurance, deposits and other necessities are still being eagerly sought. For further information and updates contact Boston FTM Conference of the Americas at IFGE@worldnet.att.net (email), or at P.O. Box 229, Waltham, MA 02254-0229 (s-mail)



# Profile

## Meet Dana D.

**T**here's a new generation of crossdressers and TG people in general. They're not closeted, they're not ashamed, and they're not just interested in dressing up to show off their finery. In fact, they're just the opposite.

Today's CDs, TSs and TGs are out, proud and activist. Case in point: Dana of Tri-Ess, IFGE and points in between. Dana doesn't hide her cross-dressing, she proclaims it.

Out in the community only a few years, Dana is already on the outreach trail. Along with a growing number of community members, she's been helping educate others about the TG phenomenon. Recently, for instance, she has spoken at the National Convention on Family Relations and at East Carolina University at Greenville. She also participates in a Tri-Ess program to purchase and donate books on cross-dressing and other TG issues to local libraries and universities.

Dana's so high on the TG community she's a member of not one, or even two, but four organizations. As a crossdresser she's extremely active in Tri-Ess nationally, as well as the Kappa Beta Beta chapter of Tri-Ess in Charlotte, North Carolina and the Tau Chi chapter in Texas. Dana's also a charter member of IFGE, convinced that crossdressers can't achieve progress or rights unless the whole TG community achieves progress and rights.

Dana discovered the TG community when she sent off for several of Dr. Peggy Rudd's books on crossdressing through an ad in Jeri Lee's *Transformation* magazine. Learning of regional conferences, she came out for the first time at a Southern Comfort in Atlanta. Since then she says she has attended most major TG conventions.

From there it was an easy step to Tri-Ess and IFGE. Dana reports that IFGE is as much a part of her life as Tri-Ess. She sees both as vehicles for bringing TG people together to share ideas and strategies and for getting information out to the general public.

When Dana learned that the IFGE suffered a serious computer shortage, she brought her expertise to bear, sending along a total of four — so far. The prize was a Pentium communication station for e-mail, web-browsing and phone messages, which now occupies a prominent place in our upstairs work room. No less important were a networked pair of 486s that will tie the bookstore downstairs in with the accounting department upstairs, saving hours of lengthy data entry.

Most people would have been content to rest on their laurels after a contribution like that. But Dana is made of sterner material. Not only did she offer to recondition any IFGE computers or computer equipment and bring them up to stuff; she also offered to secure more 486s for us, so that volunteers will have workstations of their own.

As far as the results of her com-

ing out to the wider world as a CD, Dana says, "Come on in. The water is fine." She hasn't had a negative experi-



Dana with Nancy Cain

ence yet. Dana is fortunate in having a supportive wife and two accepting offspring in their teens.

One of her dreams is to create a video training tape for others who plan to speak to interested groups about TG issues. Such a tape, she believes, would help make community outreach efforts more effective. It would also enable TG speakers to put on more polished, professional presentations.

Dana has many titles, crossdresser, IFGE member, Tri-Ess bastion, activist, spokeswoman, and more. But around the IFGE offices she's known by a different appellation: Dana, computer goddess. Thanx, Dana, from everyone at IFGE.



# It's Time to Recommit to IFGE

Sharon Saypen, Ed.D.,  
Membership Chair

**O**nce again, the time is approaching to renew your IFGE membership. All membership renews on March 1st, every year. When you receive your IFGE membership renewal letter, you might ask yourself, "Should I rejoin?" Asking such a question is like asking, "Why am I transgendered?" Or, "Why do I want the world to accept me?" This community of people, just like all others, needs an advocate on the national level an advocate that:

- Provides outreach to all of our community members;
- Publishes a pertinent and popular magazine;
- Educates professionals and the business community about diversity;
- Provides a forum for research and a clearing house for books and periodicals.

Just like all non-profits,

IFGE's survival is always precarious as it depends on the good will of the public. If IFGE does not survive, it would be a terrible loss to the entire community and a terrible personal loss to each of us. IFGE has made huge strides in presenting positive and constructive images of this community and its diversity. This is what IFGE is all about.

No non-profit organization can exist without support. We rely on our membership dues and donations to sustain us financially. Although large donations are extraordinarily helpful and important, it's the many who join and contribute even a little extra that are truly responsible for our survival.

If you could visit our Waltham headquarters, you would see what it takes to run this organization and the many changes we have made in our staff, vendors, and procedures in order to become more cost effective and responsive. Over the past three years, we have totally reorganized and have hired professional, experienced transgendered staff. In fact, the new staff has commanded much higher salaries in the corporate environment,

but they are willing to sacrifice to work for *you* and IFGE.

For only \$25 for Basic Membership, you get to belong to a great community. But we really encourage you to rejoin at \$100, as a Supporting Member. At this level, you receive additional benefits such as a 10% discount at IFGE's annual convention, vendor discounts, special invitations to events, and more. For only \$75 more a year, you can really feel good about helping your sisters, brothers, yourself, family, and friends gain acceptance as another color of our cultural rainbow. You will also be helping the community take our next step along the road of acceptance and self-esteem.

When you receive your membership renewal in the mail, please renew immediately. Do not procrastinate. We need your financial help. And this year spend a little more, if you can, to become at least a Supporting Member. The TG community really needs your help. Educating others prevents the devastation of ignorance and intolerance.

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*continued from page 1*

ered IFGE's accounts payable was much larger than had been believed. As Alison Laing put it later, "For a few days there, it looked as if we might have to close our doors and cease operations until we could get reorganized."

However, Ms. Cain made a dramatic appeal for IFGE board members to stump throughout the community and raise as much as they could as quickly as they could. The result was a flood of donations, as members of every stripe and economic bracket played Santa with contributions from \$10 to \$5,000. Several individuals, many of whom chose to remain anonymous, made sizable and generous donations. Surprisingly, contributions came not only from loyal, long-time IFGE supporters, but from many of our sister organizations, as well as several individuals who had never contributed to IFGE before. By the end of the year, the worst of the burden had been lifted.

Since many of these donors have asked that their

identity be kept anonymous, we are not listing them all here. But these folks are heroes and heroines in the halls of IFGE!

(While we are expressing appreciation, we must never forget those regular contributors, who faithfully give \$10, \$25 and \$50 on an annual basis and who comprise the back bone of our organizations. We could not keep the magazine going and the mail order book store open without these contributions we would not be able to do the outreach, education, referrals and research work that helps so many people. As one of our staff said, "If we can help save just one life, it is all worthwhile.")

So a heartfelt thank you to Dana, Abby, Sharon, Jamie Fay, and all the other Santas who came through (you know who you are), from all of us involved with IFGE, from all those we will be able to help faster and more effectively, and from our entire membership!

Thank you for helping IFGE to help.