

Candidate Bios

Election of the NCSF Board of Directors

James R. Fleckenstein, CAE

Mr. Fleckenstein is a founding Board member of the Institute, and, as President and CEO, has complete responsibility for its day-to-day operations. He is a Certified Association Executive who has been managing charitable and membership nonprofit organizations since 1975. His expertise has benefited more than 40 nonprofits through his service as chief executive, staff member, volunteer leader, speaker, writer, consultant, or instructor. In 8 years as chief fund raising officer for a national charitable organization, he brought in more than \$19 million, tripling revenue in his first year. He has worked in the areas of government relations, membership development, meeting and conference management, professional education, publications, marketing, public relations, board and volunteer development, chapter relations, and finance and administration.

Mr. Fleckenstein has taught association management-related courses in the continuing education programs of the George Washington University, the University of Maryland, and Northern Virginia Community College. He has served as a spokesperson on radio and television, and also produced and hosted his own cable television talk show for over two years. He holds a Bachelor's degree with honors in Mass Communications/Politics and Public Affairs (double major) from the University of Miami, and a Certificate in Association Management from the University of Maryland. He is presently enrolled in the Master of Public Health degree program of the Institute for the Advanced Study of Human Sexuality in San Francisco.

Mr. Fleckenstein is a member of both the American Association of Sex Educators, Counselors and Therapists (AASECT) and the Society for the Scientific Study of Sexuality (SSSS), and presented at the AASECT 2002 and 2004 national conferences and at the 2003 SSSS Eastern/Mid-Continent Region Conference. He is the author of the section on polyamory in the United States chapter of the *Continuum Complete International Encyclopedia of Sexuality*

Howie Zusel

Born in 1954 Master Z grew up in the Chicago area and at the age of 22 began learning the many facets of the lifestyle in the Leather Bars and Clubs of Chicago. He now spends his spare time teaching various BDSM subjects and as an activist who defends the rights and sexual freedoms of all persons to practice whatever type of Alternative Lifestyle they choose. In his travels he spreads the word about Safe, Sane and Consensual BDSM and promotes the D/s lifestyle. After a successful career in business Master Z retired in 2002 at the age of 47 and lives happily in the Chicago area. Master Z owns and maintains an Award Winning BDSM Resource Guide on the Internet at <http://www.masterzchicago.com>

Master Z has been active in the BDSM Community in Chicago since 1976 having past and present affiliations with over fifteen organizations.

Thomas Mercury

Mercury currently serves as the Executive Director of CPI in Nashville (www.themarkbycpi.com) and has served in that capacity since this 501(c)(7) non-profit was incorporated in 2003. In this capacity he was the driving force in opening "The Mark" as a top-tier BDSM community center, open every Friday and Saturday night (with rare exception) and operating in the black since its inception in August of 2005. Munches, educational events, lending library, and outreach programs to mental health professionals all derive from his desire to foster a stronger Middle Tennessee BDSM family.

In addition, Mercury has served the wider community as a regional speaker, having presented to a fourteen groups in eight states, DomCon, Frolicon, and LLC; and he runs the CPI website, yahoo group and related social networking links on FetLife and MySpace.

In addition, Mercury has served the wider community as a regional speaker, having presented to a fourteen groups in eight states, DomCon, Frolicon, and LLC; and he runs the CPI website, yahoo group and related social networking links on FetLife and MySpace.

Professionally, Mercury serves as a Corporate Program Manager, but past work titles have included Director of Business

Development, Director of Engineering, Principal Technologist, and President with companies ranging from large established aerospace firms to entrepreneurial high-tech start-ups.

Ron Zimmerman

Master Z of Dallas is a well-known Dominant, Presenter and Leader in the Leather and BDSM scene. He and his alpha slaveboy tony were the International Master and slave in 2004 and traveled all over the United States and Canada making presentations on the Master/slave and Leather lifestyle. Master Z is also the owner of slave bill and slave kiki and has slave ed of Tucson currently in service.

Master Z is Chairman of the Board of Directors for Butchmanns, Inc. and the Director of the Butchmanns Weekend Experience. He is also the Producer and HeadMaster for boys Training Camps and Co-Producer of Masters Retreat. In 2008, Master Z joined the Board of Directors for NCSF.

Master Z was the recipient of the "Masters Heart Award" in 2006 and the "Leatherman's Heart Award" in 2004. He is one of the Head of Household for the Texas Leather Tribe; a Leather family he shares responsibility for with his wonderful Leather Brother, Master Roy of Houston.

Master Z is eternally grateful to his mentors, the late Master Dean Walradt and the late boy Patrick Chees, who taught him much of the Leather protocols and rituals that he cherishes today. Master Z is certain that his Leather Journey and BDSM experiences are directly related to his Spiritual Path.

Kevin Carlson

Professional History

- Owned and ran a multi state property management company for 10 years with 200 plus employees. Worked with the company for over 20 years. Sold the company due to the nature of the industry trends at that point in time.
- Started a contracting business, doing a mix of residential and commercial renovations.
- During one of those contracts I was working for a private school and they offered me the facility management position to run the buildings, computers, major remodeling as owners rep working to keep contracts on schedule and on budget with the general contractors. I also managed 4 servers and over 200 workstations, including WAN connectivity for them.
- After leaving them, went back into contracting, still working with residential and small commercial jobs.
- In addition to the above, from the age of 20, I have consulted and assisted small businesses with computer management and planning. This included simple maintenance, long term planning, and server installation.

Non Profit History

- Idaho Retriever Club. Active member for over 25 years, doing jobs from bird steward, grounds management, scheduling and Treasurer.
- Involved with several Fair Housing agencies while employed with the property management company.
- Duck Unlimited. Active for over 10 years, supportive member, assisted with one of the ladies chapters from a background standpoint in their annual event. This event turned out to be one of the largest fund raisers for DU that year. I was also Treasurer for one of the larger local chapters for 2 years.
- BBDSMS, Inc. (Boise BDSM Society). Member since 2002, a founding member. I have held several offices and positions over the years. This included Secretary, Events Coordinator for over 4 years, instructor and general support. I am involved with both short term and long term management. BBDSMS is actively involved with our local Pride event and I along with the members take an active role in supporting this. I am currently seated on the Board of Directors and hold the Officers position of President.
- Boise Pride. Providing background support to the management. Grounds planning, safety concerns, set up, tear down, long term planning.
- The Community Center (TCC). Joined the Board of Directors in December 2008, assisted with rewriting of their bylaws (by doing so, I eliminated my position in favor of a better management structure) and am currently putting together a calendar for sale which will be a major fundraiser for TCC this year. Helping them focus on fundraising in the LGBT community around town and long term funding.
- NCSF - currently running the KAP program, focusing on timely responses and expansion to both the professional that may want to list on the data base and also to the end user. Worked with Laura Carlson and Leigha Fleming drafting the revisions of the 501c (4) bylaws. I also provide support for Laura Carlson in her role as secretary. Willing to do more to make NCSF even better.

Generally, I consider myself a well rounded person. I enjoy what I do. My focus in the communities is on acceptance and bringing the voice of acceptance to all. Part of what is going to provide acceptance is education to those who may not be aware. Without education tolerance is out of the question. We are just people like anyone else, with jobs, families, friends and all those bills. I believe in the voice of the NCSF and its activities to further acceptance for all.

Position Description

NCSF Board of Directors

The following are expectations of ALL board members:

Each board member has assigned responsibilities and which will take on average 2-5 hours per week. Depending on the responsibilities assigned, it may require more time than that.

Board members should be able to:

- attend and participate in regularly scheduled Board conference calls as scheduled.
- cover their own board call telephone charges (or seek reimbursement from outside sources).
- attend annual Coalition Partner Council meeting at their own expense (or seek reimbursement from outside sources).
- take a lead role on a project or task
- prepare reports on board projects when needed for board members and the CPs
- give notice when unable to participate in scheduled calls or meetings
- acknowledge and respond to organizational email and phone calls in a timely way.

Chief board oversight/jobs:

Programs (i.e. media response and IR oversight)

IT administration (including website and KAP admin)

Board Chair (ally building, managing day to day flow of the office, directly supervises part-time office admin, identifies sponsorship and fundraising opportunities, writes articles as needed and is ultimately responsible for ensuring all board members are doing their jobs)

Treasurer (proofs work submitted by office admin and works w/ CPA firm, provides a monthly financial recap to the board, responsible for approving/overseeing expense reimbursement, and keeping NCSF within the budget, collecting on outstanding debt, insuring tax compliance etc...)

Secretary (keeps minutes of board meetings)

Outreach director (coordinates NCSF presence at events through the year)

Fundraising director (responsible for designing and administering a fundraising program, seeking out fundraising opportunities, etc.)

Additional jobs which may be tasked out:

Sitting on media committee

CP Liaison (oversees CP committee which approves new CPs and is responsible for welcoming new CPs, getting them added to the CP list, added to website, sent the CP welcome kit, etc.)

Chair of nomination committee oversees nomination board process for the (c)4, (c)3, and volunteer of the year award.

The board of NCSF operates a bit differently than large well-endowed non-profit organizations. Because NCSF is mostly an all-volunteer organization, the board is expected to engage in the day to day administration of the organization and its programs.

Board members may seek volunteers, establish committees, etc... to facilitate the fulfillment of their particular area of oversight, but ultimately, they are individually responsible for making sure the work is done.

**Institute for 21st Century Relationships:
The Foundation of the NCSF
2008 - 2009 Report
Presented by Jim Fleckenstein**

The Foundation took an active role in the American Association of Sexuality Educators, Counselors and Therapists annual conference in New Orleans. Foundation board members Susan Wright and Jim Fleckenstein staffed a booth at the AASECT exhibit hall, talking to scores of influential professionals. They were also instrumental in fostering the creation of a new "AltSex" Special Interest Group within AASECT to enhance information-sharing and increase knowledge of the BDSM, swing, and polyamory communities among the members of AASECT. Susan serves on AASECT's Advocacy Committee.

The AASECT meeting was the scene for debuting the NCSF/NCSF Foundation's "Just The Facts - A White Paper on the Paraphilias Section of the DSM V" The Diagnostic and Statistical Manual of the American Psychiatric Association is the "bible" for defining what constitutes "mental illness." It is undergoing one of its periodic revisions in a multi-year process, culminating in 2012. The current version describes many common behaviors in the BDSM community as constituting evidence of mental illness, and does so either in the absence of, or in direct contravention of, relevant scientific research. NCSF and the NCSF Foundation are pointing this out to the DSM Revision Committee, and urging the Committee to base its judgments on what to include and exclude in the coming revision solely on applicable science, and not on prejudice or political agendas. NCSF and the Foundation are urging everyone who shares this desire for the DSM to be based on science to sign an online petition to the APA to this effect. The petition is available at <http://www.thepetitionsite.com/1/DSMrevisionpetition>

Union of (c)3 and (c)4

Presented by Leigha Fleming and Jim Fleckenstein

Winding Down ITCR... What We Need To Do

- * Amend (c)(3) bylaws
- * Amend (c)(3) articles of incorporation
- * Make changes in GuideStar listing, search program, etc.
- * Discontinue ITCR announcements list or integrate or rename
- * Amend Amazon.com reviews
- * Change stationery, DSM Project white paper, etc.
- * Amend printed materials on (c)(4) and (c)(3) side as needed
- * Notify VA and possibly IRS of name change and governing documents changes
- * Changes needed to PayPal?
- * Web hosting/email redirects/domain name issues
- * Change name on (c)(3) bank account?
- * Poll Advisory Council regarding continued participation given mission change

BYLAWS OF THE NATIONAL COALITION FOR SEXUAL FREEDOM

ARTICLE I -NAME

ARTICLE II -PURPOSES

ARTICLE III -PROHIBITED ACTIVITIES

ARTICLE IV -NONDISCRIMINATION

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ARTICLE X -OFFICERS

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ARTICLE XII -NOTICES

ARTICLE XIII -CORPORATE FINANCES

ARTICLE XIV -COMPENSATION

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ARTICLE XVI -DISSOLUTION

ARTICLE XVII -CORPORATE SEAL

ARTICLE XVIII -FISCAL YEAR

ARTICLE XIX -AMENDMENTS

ARTICLE I -NAME

The name of the corporation is The National Coalition for Sexual Freedom, a District of Columbia Corporation (hereinafter referred to as the "Corporation").

ARTICLE II -PURPOSES

The Corporation is organized, and shall be operated, to support and encourage positive media presentations of and to engage in public policy advocacy at the national, state and local levels on issues relating to individual freedom for consenting adults in matters of sexual identity, expression and orientation, all as may qualify it as an organization described in section 501(c)(4) of the Internal Revenue Code of 1986, as amended (hereinafter referred to as the "Code") and exempt it from federal income tax under section 501(a) of the Code, or the corresponding provisions of any revised or future United States internal revenue law. The Corporation shall perform other acts as may be considered necessary, appropriate or beneficial and shall have all powers specified for non-stock and nonprofit corporations generally under the laws of the District of Columbia, as limited, however, by the first sentence of this Article and by Article III hereof.

ARTICLE III -PROHIBITED ACTIVITIES

Section 1. Specific Prohibitions. At all times, and notwithstanding any merger, consolidation, reorganization, termination, dissolution or winding up of the Corporation (whether voluntary, involuntary or by operation of law), or any other provision hereof:

(a) No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to, the Corporation's directors, officers, contributors, employees or any other persons, except that the Corporation have the authority to pay reasonable compensation for services actually rendered to or for the Corporation and to make payments and distributions in furtherance of the purposes set forth in Article II hereof.

(b) No loans shall be made by the Corporation to any director, officer, contributor or employee of the Corporation or any parent, spouse, sibling or child of such individual.

(c) Although the Corporation may participate in, or intervene in (including the publishing or distribution of statements), any political campaign on behalf of or in opposition to any candidate for public office, it shall not do so to the extent that such actions become the Corporation's primary activity.

(d) The Corporation shall never be operated for the primary purpose of carrying on a trade or business for profit.

(e) At no time shall the Corporation engage in any activities that are unlawful under the laws of the United States, the District of Columbia or any other jurisdiction where any of its activities are conducted.

Section 2. General Prohibitions. Notwithstanding any other provision of these Bylaws or of the Articles of Incorporation of the Corporation, the Corporation shall not engage in or carry on any activities that would pose a substantial risk of preventing it at any time from qualifying and continuing to qualify as a corporation described in section 501(c)(4) of the Code and exempt from federal taxation under section 501(a) of the Code or the corresponding provisions of any revised or future United States internal revenue law.

ARTICLE IV -NONDISCRIMINATION

The Corporation shall not discriminate on the basis of race, color, national origin, age, gender, sexual orientation, creed or religion.

ARTICLE V -OFFICES

The registered office of the Corporation shall be located in such place as the Corporation's board of directors (hereinafter referred to as the "Board") shall from time to time designate. The Corporation may maintain additional offices at other places as the Board may choose to designate.

ARTICLE VI -MEMBERSHIP AND VOTING RIGHTS

Section 1. Application of Coalition Partners. All members of the corporation shall be designated as follows: The board shall appoint a committee of no fewer than 3 representatives of Coalition Partners as defined below to review all applications for admittance to the Council of Coalition Partners for coalition partner status and to insure such applicants meet the criteria established in Article VI, Section 3. Membership resolutions passed by the Board of Directors prior to adoption of these amended Bylaws remain fully effective and valid.

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Section 2. Classes of Membership and Voting Rights. The Corporation shall have two (2) classes of members, (a) full members with voting rights (hereinafter referred to as "Coalition Partners") and (b) affiliated individuals or other entities, who may become associated with the Corporation as set forth herein, but who remain members without voting rights, except affiliated individuals who may elect Board Members as provided in Article VIII, Section 4. (hereinafter referred to as "Associate Members"). All members shall be Associate Members unless expressly designated as Coalition Partners in a resolution of the Council of Coalition Partners.

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Section 3. Coalition Partners. Unless a requirement is waived pursuant to Section 5 of this Article VI, each Coalition Partner must (a) be in agreement with the mission of NCSF, (b) be an organization comprised of and/or serving consenting adults, (c) hold an annual fundraiser for the benefit of NCSF, (d) attend at least one (1) annual meeting every three years and (e) dues current pursuant to Section 6 of this Article VI.

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Section 4. Associate Members. Associate Members may be any type of entity whatsoever. Associate Members who are individuals may serve on the Advisory Board as described in Article XI of these Bylaws.

Section 5. Waiver of Requirements for Coalition Partners. The Board of Directors may in any specific case waive one or more of the requirements listed in Section 3 of this Article VI with respect to Coalition Partners, provided, however, that (a) all such waivers must be reflected and recorded in a resolution of the Board that identifies the requirement or requirements being waived and (b) the waiver motion must receive the affirmative vote of at least sixty two-thirds of the Board then present and voting. Once such a waiver occurs, the waiver shall be irrevocable with respect to the party involved.

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Section 6. Dues. Members may be required to pay such dues as the Board from time to time may determine. Dues as determined by the Board must be current to be classed as a Coalition Partner, pursuant to Section 3 of this Article VI.

ARTICLE VII -STOCK

The Corporation shall have no authority to issue shares of stock.

ARTICLE VIII -BOARD OF DIRECTORS

Section 1. General Powers. The business and affairs of the Corporation shall be managed by the Board, which may exercise all powers of the Corporation and perform all lawful acts that by law, the Articles of Incorporation or these Bylaws are directed or required to be exercised or performed by or are conferred upon or reserved for the Board.

Section 2. Voting. Each director shall have one (1) vote.

Section 3. Number and Qualifications. The number of directors shall be ~~thirteen (13)~~, absent a resolution by the Council of Coalition Partners adjusting the number of directors, any such resolution must maintain a ratio of 2.5:1 of elected versus appointed directors, as defined pursuant to Section 4 of this Article below. Directors shall be of legal age in the in the jurisdiction in which they reside, and in no event be under the age of eighteen (18), and shall be at the time of their election, members of at least one of the Coalition Partners or Associate Members.

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Section 4. Classification. There shall be ~~two (2)~~ classes of directors. The first class being nine (9) elected and the second class being four (4) appointed.

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(a) The election of the first class of the Board of Directors shall be as follows:

(1) The initial directors of the Corporation as organized herein shall be as elected by the Board of Directors under the Bylaws in effect as of the annual meeting held on September 14 and 15, 2002. Thereafter, the elected directors shall be annually elected by the Council of Coalition Partners as established in Article IX below pursuant to procedures as shall be provided by the previously extant Board that shall be designed and intended to result in the election of directors for two year terms, but such that the terms of office of directors are staggered, with four directors' terms lapsing in one year, and five lapsing in the subsequent year. Each director shall hold office until the expiration of her or his term, until his or her earlier resignation, or

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until the election and qualification of his or her successor. Nothing in these Bylaws shall preclude a director, if reelected, from serving successive terms.

~~(2) Voting and Associate members must vote in person for the board at the annual meeting or by absentee ballot, the procedure of which to be determined by the board.~~

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~~(b) The appointment of the second class of the Board of Directors shall be as follows:~~

~~(1) The appointed directors shall be annually appointed by the majority vote of the first class of directors at the first Board meeting following their election. This appointment shall be designed and intended to result in the appointment of directors for two year terms, but such that the terms of office of directors are staggered, with two directors' terms lapsing in one year, and two lapsing in the subsequent year. Each director shall hold office until the expiration of her or his term, until his or her earlier resignation, or until the appointment and qualification of his or her successor. Nothing in these Bylaws shall preclude a director, if reappointed, from serving successive terms.~~

Section 5. Vacancies. A vacancy occurring in the Board shall be filled ~~with to respect to classification of director, pursuant to Section 4 of this Article VIII~~, as follows:

(a) Any vacancy occurring in the Board for any reason, including an increase in the number of directors, may be filled by appointment of a new director by the affirmative vote of a majority of the then members of the Board to serve pro tempore until the next annual meeting of the Council of Coalition Partners, at which time ~~the vacancy will be filled per classification of the vacancy as defined in Section 4 of this Article VIII~~ to fill out the remainder of the term, or, if the term is expiring, to a new term.

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(b) A director who fills a vacancy in accordance with the procedure described in Section 5(a) of this Article VIII shall hold office until the next succeeding annual meeting of the Board, until his or her earlier resignation, or until the election and qualification of his or her successor.

Section 6. Removal.

~~(a) A director of the Corporation may be removed, regardless of classification, with or without cause, at any meeting of the Council of Coalition Partners duly called at which there is a quorum, by the affirmative vote of sixty percent (60%) of the Coalition Partners present.~~

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~~(b) A director of the Corporation may be removed, regardless of classification, with or without cause, at any meeting of the Board of Directors duly called at which there is a quorum, by the affirmative vote of sixty percent (60%) of the directors present.~~

~~Section 7. Resignation. Any director may resign at any time by giving written notice to all members of the Board. Unless otherwise specified in such written notice, the resignation shall be effective upon delivery.~~

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Section 8. Chairman. The Chairman of the Board (hereinafter referred to as the "Chairman") shall be ~~a member of the first classification of directors, pursuant to Section 4 of this Article VIII and be appointed by a majority vote of the Board. Should the Chairman resign or become unable to act as Chairman due to death or incompetence, the Board may elect any director to serve as Chairman. The term of any Chairman so elected shall be one (1) year in that capacity, but shall not limit her or his tenure as a director. The Chairman, if any, shall preside over all meetings of the Board; in his or her absence, or if no Chairman has been elected, the Board may designate another director to preside.~~

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Section 9. Place of Meetings. The Board may hold meetings, annual, regular, or special, at any location designated by the Board.

Section 10. Annual Meeting. The annual meeting of the Board shall be held once each year on such date as the Board shall select, or at such other time as the Board may designate. The Board of Directors shall be available at the annual meeting of the Council of Coalition Partners held as set out in Article IX below.

Section 11. Regular Meetings. Additional regular meetings of the Board may be held, at such time and place as may be determined by the Board, without further notice.

Section 12. Special Meetings. Special meetings of the Board may be called by any director on reasonable notice to all other directors.

Section 13. Quorum; Adjournments. The presence in person of a majority of the number of directors then in office shall constitute a quorum for the transaction of business at all meetings of the Board, and the act of a majority of the directors

present at any meeting at which there is a quorum shall be the act of the Board, except as may be specifically provided by law, the Articles of Incorporation, or these Bylaws. If a quorum is not present at any meeting of the Board, the director(s) present may adjourn the meeting until a quorum shall be present.

Section 14. Action by Consent. Any action required or permitted to be taken at any meeting of the Board may be taken without a meeting if a written consent to such action is signed by all members of the Board and such written consent is filed with the minutes of the proceedings of the Board.

Section 15. Meetings by Telephone. The Board may participate in a meeting by means of a conference telephone call or by similar communications activity, provided that all directors participating in the meeting can hear one another at the same time. Participation by such means shall constitute presence at such meeting.

ARTICLE IX - COUNCIL OF COALITION PARTNERS

Section 1. General Powers. The Council of Coalition Partners (the "Council") as defined herein represents the Coalition Partners of the Corporation and shall at its annual meeting elect directors needed to succeed directors whose terms on the Board of Directors are expiring. The Council shall, also at the annual meeting, ratify or reject the proposed annual budget of the Corporation for the forthcoming financial year, either in toto or item-by-item, at its sole discretion. The Council will similarly ratify or reject as well any financial reports upon which the proposed annual budget relies or is based. In addition to these powers which shall be exercised at the annual meeting, the Council shall, from time to time, in its discretion exercise the following powers:

(a) The Council may, at its annual meeting, adjust the number of directors as set forth in Article VIII, above.

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(b) The Council shall also provide strategic and policy planning and set general goals for the Board to follow and implement, by the passage of resolutions at a meeting as set out herein. The Council may in addition serve in an advisory capacity on specific issues at the Board's request.

(c) The Council is additionally empowered to form committees to formulate proposed policies, strategies and may, at the Board's request, form committees of its own or in conjunction with the staff or other officers or agents to form committees to accomplish designated tasks.

Section 2. Voting. Each Coalition Partner shall have one (1) vote, to be exercised by its representative chosen by itself and serving at its pleasure.

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Section 3. Removal. A representative serving on the Council may be removed, with or without cause, at any meeting of the Board, duly called at which there is a quorum, by the affirmative vote of sixty percent (60%) of the directors present. At the conclusion of any meeting at which a representative is removed, the Council shall immediately take all reasonable steps to inform the affected Coalition Partner of such removal. Upon receipt of notice of such removal, the Coalition Partner shall designate a new representative.

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Section 4. Chairman. The Chairman of the Board (hereinafter referred to as the "Chairman") elected by the Board shall preside over the annual meeting of the Council, or, if no Chairman has been elected, the Council may designate another director to preside.

Section 5. Place of Meetings. The Council may hold meetings, annual, regular, or special, at a location deemed by the Board, but in any event shall hold at least one (1) meeting per annum.

Section 6. Annual Meeting. The annual meeting of the Council shall be held once each year on such date as the Board shall select.

Section 7. Regular Meetings. Additional regular meetings of the Council may be held, at such time and place as may be determined by the Board, without further notice. Absent a determination by the Council to the contrary, meetings will be held at least once a quarter by telephone, as set out in section 11 of this Article below.

Section 8. Special Meetings. Special meetings of the Council may be called by any Coalition Partner on reasonable notice to all other Coalition Partners.

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Section 9. Quorum; Adjournments. The presence in person of a duly elected representative of a majority of the number of Coalition Partners shall constitute a quorum for the transaction of business at all meetings of the Council and the act of a majority of the representatives present at any meeting at which there is a quorum shall be the act of the Council, except as may

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be specifically provided by law, the Articles of Incorporation, or these Bylaws. If a quorum is not present at any meeting of the Council, the representative(s) present may adjourn the meeting until a quorum shall be present.

Section 10. Action by Consent. Any action required or permitted to be taken at any meeting of the Council may be taken without a meeting if written consent to such action is signed by all members of the Council and such written consent is filed with the minutes of the proceedings of the Council.

Section 11. Meetings by Telephone. Representatives serving on the Council may participate in a meeting by means of a conference telephone call or by similar communications activity, provided that all directors participating in the meeting can hear one another at the same time. .

ARTICLE X -OFFICERS

Section 1. Designations. The officers of the Corporation shall be chosen by the Board and shall be an Executive Director, a Secretary and a Treasurer. The Board may also choose one or more Vice-Presidents, Assistant Secretaries, and/or Assistant Treasurers and other officers and agents as it shall deem necessary and appropriate. Any two (2) or more offices may be held by the same person, provided that no person shall simultaneously hold the offices of Executive Director and Secretary. No person shall execute, acknowledge or verify any instrument in more than one capacity, if such instrument is required by law, the Articles of Incorporation, or these Bylaws to be executed, acknowledged or verified by two (2) or more officers.

Section 2. Powers. The officers of the Corporation shall have such powers and duties as generally pertain to their respective offices, as well as such powers and duties as from time to time may be determined by the Board.

Section 3. Term of Office; Removal. The Board, at its annual meeting, shall elect the officers of the Corporation. The officers of the Corporation shall hold office for one (1) year terms until the next succeeding annual meeting of the Board, until their earlier resignation, or until the election and qualification of their successors. Any officer may serve consecutive terms. Any officer may be removed by the Board at any time when, in the Board's judgment, the best interests of the Corporation will be served thereby. Such removal shall not prejudice the contract rights, if any, of the person so removed. Any vacancy occurring in any office of the Corporation may be filled for the unexpired portion of the term by the Board.

Section 4. The Executive Director. The Executive Director of the Corporation (who may also be identified and known as the "President" of the Corporation) shall be the chief operating officer of the Corporation, and shall have general charge of the business, affairs and property of the Corporation and general supervision over its other officers and agents. He or she shall see that all resolutions of the Board are carried into effect. The Executive Director shall use his or her own discretion in determining the activities that will further the purposes of the Corporation. The Executive Director's supervision over the affairs of the Corporation shall be subject to the review of the Board, which may, by majority vote, overrule his or her decisions.

Section 5. The Vice President(s). The Vice President(s), if any, shall generally assist the Executive Director and perform such other duties as from time to time may be assigned by the Executive Director or the Board. In the absence of the Executive Director or in the event of his or her disability, the Vice President(s) shall perform the duties and exercise the powers of the Executive Director.

Section 6. The Secretary. The Secretary shall give, or cause to be given, notice of all meetings of the Board. The Secretary shall keep the minutes of the meetings of the Board. He or she shall send copies of the minutes of all meetings to the Board and shall also see that the books, reports, statements, and all other documents required by law are properly kept and filed. The Secretary shall perform such other duties as may be assigned to him or her from time to time by the Executive Director or the Board.

Section 7. The Treasurer. The Treasurer shall have the custody of the corporate funds and other valuable effects, shall keep full and accurate accounts of receipts and disbursements in books belonging to the Corporation, and shall deposit all monies and other valuable effects in the name and to the credit of the Corporation in such depositories as may be designated by the Board. The Treasurer shall disburse the funds of the Corporation, working in close cooperation with the Executive Director and the Board, taking proper vouchers for such disbursements, and shall render to the Executive Director, whenever he or she may require it, an account of all his or her transactions as Treasurer and of the financial condition of the Corporation.

Section 8. The Chairman. The Chairman shall be an officer of the Corporation and shall have such powers and duties in this capacity as the Board may designate. Should the Corporation not have an Executive Director, The Chairman shall serve in the capacity of Executive Director / President to effect the day to day business of the Corporation.

Section 9. Resignations. Any officer may resign at any time by delivering a written resignation to the Board, Chairman, President or Secretary. Such resignation shall be effective upon delivery or as of the effective date set forth in the resignation.

ARTICLE XI -ADVISORY BOARD

Section 1. Creation. The Board may appoint any number of individuals to a committee to advise the Board with respect to (a) appropriate activities and programs to be conducted to further the purposes of the Corporation, (b) potential recipients of grants from the Corporation, or (c) any other matters (hereinafter referred to as the "Advisory Board"). All members of the Advisory Board shall serve at the pleasure of the Board. Members of the Advisory Board shall have no authority, express or implied, to bind or control the Corporation in any way. Members of the Advisory Board shall receive no compensation for serving, but may be reimbursed for expenses incurred in attending meetings of the Advisory Board or otherwise furthering the goals of the Corporation.

Section 2. Procedure; Meetings. The Advisory Board shall fix its own rules of procedure and shall meet at such times and at such places as may be provided by such rules. The Advisory Board shall keep minutes of its meetings and deliver such minutes to the Board. Joint meetings of the Board and the Advisory Board may occur if the Board so desires.

Section 3. Meetings by Telephone. The members of the Advisory Board may participate in a meeting by means of a conference telephone call or by similar communications activity provided that all members of such Advisory Board participating in the meeting can hear one another at the same time. Participation by such means shall constitute presence at such meeting.

ARTICLE XII -NOTICES

Section 1. Form; Delivery. Whenever, under the provisions of law, the Articles of Incorporation or these Bylaws, notice is required to be given to any director, such notice may be given in writing, by mail, addressed to such director at his or her address as it appears on the records of the Corporation. Such notice shall be deemed to be given at the time it is deposited in the United States mail. Notice may also be given personally, or by telephone, telegram, e-mail, or private overnight mail service.

Section 2. Waiver. Whenever any notice is required to be given under the provisions of law, the Articles of Incorporation or these Bylaws, a written waiver thereof, signed by the person or persons entitled to said notice and filed with the records of the meeting, whether before or after the time stated therein, shall be deemed to be the equivalent to such notice. In addition, any director who attends a meeting of the Board, without protesting such lack of notice at the commencement of the meeting, shall be conclusively deemed to have waived notice of such meeting.

ARTICLE XIII -CORPORATE FINANCES

Section 1. Deposit of Funds. All funds of the Corporation not otherwise employed shall be deposited in such banks or trust companies as the Board may from time to time determine.

Section 2. Checks and Other Documents. All checks, drafts, notes and evidence of indebtedness of the Corporation shall be signed by such officer or officers of the Corporation as the Board from time to time may determine.

ARTICLE XIV -COMPENSATION

A director or officer of the Corporation may receive compensation from the Corporation for services rendered to the Corporation, but such compensation may not exceed the fair market value of the services rendered. A director or officer may be reimbursed for expenses incurred in attending meetings of the Board or otherwise in representing or furthering the goals of the Corporation.

ARTICLE XV -INDEMNIFICATION

The Corporation may provide legal representation to or indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative by reason of the fact that he or she is or was a director, officer, employee or agent of the Corporation, or is or was serving at the request of the Corporation as a director, trustee, partner, officer, employee or agent of another corporation, partnership, joint venture, trust or other enterprise, in accordance with the rules provided in the Articles of Incorporation. Such indemnification may be withheld by the Corporation where the transaction is found by the Corporation to have been in violation of these Bylaws, the Articles of Incorporation, would create a conflict of interest for the Corporation or expose the

Corporation to criminal liability, is ultra vires, or is otherwise deemed to be not in the best interest of the Corporation. Provision of representation is a decision to be made by the Corporation at the time of the assertion of any claim, while the corporation may decide to provide indemnification at any time up to and inclusive of the entry of judgment.

ARTICLE XVI -DISSOLUTION

In the event of dissolution or final liquidation of the Corporation:

(a) All liabilities and obligations of the Corporation shall be paid, satisfied, and discharged, or provisions shall be made therefore; and

(b) All remaining assets, of every nature and description whatsoever, shall be distributed to one or more organizations exempt from federal tax under section 501(c)(3) or section 501(c)(4) of the Code, or the corresponding provisions of any future United States internal revenue law.

ARTICLE XVII -CORPORATE SEAL

The corporate seal of the Corporation shall be circular in form and shall bear the words, THE NATIONAL COALITION FOR SEXUAL FREEDOM. The form of such seal shall be subject to alteration by the Board.

ARTICLE XVIII -FISCAL YEAR

The fiscal year of the Corporation shall be from January 1 to December 31 of each year.

ARTICLE XIX -AMENDMENTS

The Coalition Partners shall have the power to adopt, alter and repeal these Bylaws, and to adopt new Bylaws, by the affirmative vote of two-thirds (2/3rds) of the Coalition Partners, provided that such notice of the proposal to adopt, alter or repeal these Bylaws, or to adopt new Bylaws, was given to all Coalition Partners, identifying the meeting of the Council at which such action will take place. Amendments to the Articles of Incorporation shall be made in like manner.

Deleted: Voting Members

Deleted: Voting Members

Deleted: Voting Members

Dated as of: June 7, 2009

Deleted: September 6 2008

2009 Bylaw Revision Summary

1. PURPOSE AND NEED

With the merging of the 501c(4) and 501c(3) Boards, we need to make some changes to the current bylaws to allow for an expanded Board and for some members of the Board to be appointed. The Board had also discussed that the Board needed to be able to remove a director if there was need and cause to do so. We also found that we have no recourse to remove a Coalition Partner who is not current with dues and fundraising. In addition, we have changed all references of "voting members" to "Coalition Partners". All of these items were addressed in the changes that you will find below, except for each change of wording regarding "voting members".

2. CHANGES

The original text will be followed by the proposed changes to the bylaws.

ARTICLE VI - MEMBERSHIP AND VOTING RIGHTS

OLD

Section 3. Voting Members. Unless a requirement is waived by the Council of Coalition Partners pursuant to Section 5 of this Article VI, each Voting Member must (a) be in agreement with the mission of NCSF, (b) be an organization comprised of and/or serving consenting adults and (c) hold an annual fundraiser for the benefit of NCSF.

NEW

Section 3. Coalition Partners. Unless a requirement is waived pursuant to Section 5 of this Article VI, each Coalition Partner must (a) be in agreement with the mission of NCSF, (b) be an organization comprised of and/or serving consenting adults. (c) hold an annual fundraiser for the benefit of NCSF, (d) attend at least one (1) annual meeting every three years and (e) dues current pursuant to Section 6 of this Article VI.

OLD

Section 6. Dues. Members may be required to pay such dues as the Board from time to time may determine.

NEW

Section 6. Dues. Members may be required to pay such dues as the Board from time to time may determine. Dues as determined by the Board must be current to be classed as a Coalition Partner, pursuant to Section 3 of this Article VI.

ARTICLE VIII – BOARD OF DIRECTORS

OLD

Section 3. Number and Qualifications. The number of directors shall be seven (9), absent a resolution by the Council of Coalition Partners adjusting the number of directors. Directors shall be of legal age in the in the jurisdiction in which they reside, and in no event be under the age of eighteen (18), and shall be at the time of their election, members of at least one of the Voting Members or Associate Members.

NEW

Section 3. Number and Qualifications. The number of directors shall be thirteen (13), absent a resolution by the Council of Coalition Partners adjusting the number of directors, any such resolution must maintain a ratio of 2.5:1 of elected versus appointed directors, as defined pursuant to Section 4 of this Article below. Directors shall be of legal age in the in the jurisdiction in which they reside, and in no event be under the age of eighteen (18), and shall be at the time of their election, members of at least one of the Coalition Partners or Associate Members.

OLD

Section 4. Election. There shall be one (1) class of directors. The election of the Board of Directors shall be as follows:

- (a) The initial directors of the Corporation as organized herein shall be as elected by the Board of Directors under the Bylaws in effect as of the annual meeting held on September 14 and 15, 2002. Thereafter, directors shall be

annually elected by the Council of Coalition Partners as established in Article IX below pursuant to procedures as shall be provided by the previously extant Board that shall be designed and intended to result in the election of directors for two year terms, but such that the terms of office of directors are staggered, with four directors' terms lapsing in one year, and five lapsing in the subsequent year. Each director shall hold office until the expiration of her or his term, until his or her earlier resignation, or until the election and qualification of his or her successor. Nothing in these Bylaws shall preclude a director, if reelected, from serving successive terms.

- (b) Voting and Associate members must vote in person for the board at the annual meeting or by absentee ballot, the procedure of which to be determined by the board.

NEW

Section 4. Classification. There shall be two (2) classes of directors. The first class being nine (9) elected and the second class being four (4) appointed.

- (a) The election of the first class of the Board of Directors shall be as follows:

- (1) The initial directors of the Corporation as organized herein shall be as elected by the Board of Directors under the Bylaws in effect as of the annual meeting held on September 14 and 15, 2002. Thereafter, the elected directors shall be annually elected by the Council of Coalition Partners as established in Article IX below pursuant to procedures as shall be provided by the previously extant Board that shall be designed and intended to result in the election of directors for two year terms, but such that the terms of office of directors are staggered, with four directors' terms lapsing in one year, and five lapsing in the subsequent year. Each director shall hold office until the expiration of her or his term, until his or her earlier resignation, or until the election and qualification of his or her successor. Nothing in these Bylaws shall preclude a director, if reelected, from serving successive terms.

- (2) Voting and Associate members must vote in person for the board at the annual meeting or by absentee ballot, the procedure of which to be determined by the board.

- (b) The appointment of the second class of the Board of Directors shall be as follows:

- (1) The appointed directors shall be annually appointed by the majority vote of the first class of directors at the first Board meeting following their election. This appointment shall be designed and intended to result in the appointment of directors for two year terms, but such that the terms of office of directors are staggered, with two directors' terms lapsing in one year, and two lapsing in the subsequent year. Each director shall hold office until the expiration of her or his term, until his or her earlier resignation, or until the appointment and qualification of his or her successor. Nothing in these Bylaws shall preclude a director, if reappointed, from serving successive terms.

OLD

Section 5. Vacancies. A vacancy occurring in the Board shall be filled as follows:

- (a) Any vacancy occurring in the Board for any reason, including an increase in the number of directors, may be filled by appointment of a new director by the affirmative vote of a majority of the then members of the Board to serve pro tempore until the next annual meeting of the Council of Coalition Partners, at which time the Coalition Partners shall elect a director to fill out the remainder of the term, or, if the term is expiring, to a new term.
- (b) A director who fills a vacancy in accordance with the procedure described in Section 5(a) of this Article VIII shall hold office until the next succeeding annual meeting of the Board, until his or her earlier resignation, or until the election and qualification of his or her successor.

NEW

Section 5. Vacancies. A vacancy occurring in the Board shall be filled with to respect to classification of director, pursuant to Section 4 of this Article VIII, as follows:

- (a) Any vacancy occurring in the Board for any reason, including an increase in the number of directors, may be filled by appointment of a new director by the affirmative vote of a majority of the then members of the Board to serve pro tempore until the next annual meeting of the Council of Coalition Partners, at which time the vacancy will be filled per classification of the vacancy as defined in Section 4 of this Article VIII to fill out the remainder of the term, or, if the term is expiring, to a new term.

- (b) A director who fills a vacancy in accordance with the procedure described in Section 5(a) of this Article VIII shall hold office until the next succeeding annual meeting of the Board, until his or her earlier resignation, or until the election and qualification of his or her successor.

OLD

Section 6. Removal. A director of the Corporation may be removed, with or without cause, at any meeting of the Council of Coalition Partners duly called at which there is a quorum, by the affirmative vote of sixty percent (60%) of the Coalition Partners present.

NEW

Section 6. Removal.

- (a) A director of the Corporation may be removed, regardless of classification, with or without cause, at any meeting of the Council of Coalition Partners duly called at which there is a quorum, by the affirmative vote of sixty percent (60%) of the Coalition Partners present.
- (b) A director of the Corporation may be removed, regardless of classification, with or without cause, at any meeting of the Board of Directors duly called at which there is a quorum, by the affirmative vote of sixty percent (60%) of the directors present.

OLD

Section 8. Chairman. The Chairman of the Board (hereinafter referred to as the "Chairman") shall be elected by the Board. Should the Chairman resign or become unable to act as Chairman due to death or incompetence, the Board may elect any director to serve as Chairman. The term of any Chairman so elected shall be one (1) year in that capacity, but shall not limit her or his tenure as a director. The Chairman, if any, shall preside over all meetings of the Board; in his or her absence, or if no Chairman has been elected, the Board may designate another director to preside.

NEW

Section 8. Chairman. The Chairman of the Board (hereinafter referred to as the "Chairman") shall be a member of the first classification of directors, pursuant to Section 4 of this Article VIII and be appointed by a majority vote of the Board. Should the Chairman resign or become unable to act as Chairman due to death or incompetence, the Board may elect any director to serve as Chairman. The term of any Chairman so elected shall be one (1) year in that capacity, but shall not limit her or his tenure as a director. The Chairman, if any, shall preside over all meetings of the Board; in his or her absence, or if no Chairman has been elected, the Board may designate another director to preside.

ARTICLE IX -COUNCIL OF COALITION PARTNERS

OLD

Section 1. General Powers. The Council of Coalition Partners (the "Council") as defined herein represents the Voting Members of the Corporation and shall at its annual meeting elect directors needed to succeed directors whose terms on the Board of Directors are expiring. The Council shall, also at the annual meeting, ratify or reject the proposed annual budget of the Corporation for the forthcoming financial year, either in toto or item-by-item, at its sole discretion. The Council will similarly ratify or reject as well any financial reports upon which the proposed annual budget relies or is based. In addition to these powers which shall be exercised at the annual meeting, the Council shall, from time to time, in its discretion exercise the following powers:

- (a) The Council may, at its election, adjust the number of directors as set forth in Article VIII, above.

NEW

Section 1. General Powers. The Council of Coalition Partners (the "Council") as defined herein represents the Coalition Partners of the Corporation and shall at its annual meeting elect directors needed to succeed directors whose terms on the Board of Directors are expiring. The Council shall, also at the annual meeting, ratify or reject the proposed annual budget of the Corporation for the forthcoming financial year, either in toto or item-by-item, at its sole discretion. The Council will similarly ratify or reject as well any financial reports upon which the proposed annual budget relies or is based. In addition to these powers which shall be exercised at the annual meeting, the Council shall, from time to time, in its discretion exercise the following powers:

- (a) The Council may, at its annual meeting, adjust the number of directors as set forth in Article VIII, above.

2010 Combined PROPOSED Budget



YOUR RIGHTS

YOUR PRIVACY

YOUR FREEDOM

	Combined 2010 BUDGET	<u>C4</u>	<u>C3</u>
REVENUES			
Donations/Contributions	\$95,000.00	\$50,000.00	\$45,000.00
Monthly Giving	\$5,000.00	\$0.00	\$5,000.00
Membership Dues	\$6,000.00	\$6,000.00	\$0.00
TOTAL REVENUES	\$106,000.00	\$56,000.00	\$50,000.00
EXPENSES			
ACCOUNTING	\$2,000.00	\$1,000.00	\$1,000.00
ADVERTISING & MARKETING	\$2,000.00	\$1,000.00	\$1,000.00
BANK FEES	\$500.00	\$250.00	\$250.00
BUSINESS LICENSES	\$1,300.00	\$650.00	\$650.00
COMPUTER HW/SW EXPENSE	\$2,500.00	\$2,500.00	\$0.00
CONFERENCES EXPENSE	\$5,000.00	\$2,500.00	\$2,500.00
DEBT REPAYMENT	\$4,200.00	\$0.00	\$4,200.00
EOP	\$7,000.00	\$0.00	\$7,000.00
GENERAL TRAVEL EXPENSE	\$8,250.00	\$750.00	\$7,500.00
KAP & IR EXPENSE	\$5,000.00	\$5,000.00	\$0.00
MERCHANT CARD EXPENSE	\$1,600.00	\$800.00	\$800.00
OCCUPANCY EXPENSE	\$2,400.00	\$1,200.00	\$1,200.00
OFFICE TELEPHONE EXPENSE	\$3,000.00	\$1,500.00	\$1,500.00
PAYROLL EXPENSE	\$15,000.00	\$7,500.00	\$7,500.00
PAYROLL PROCESSING EXPENSE	\$1,600.00	\$800.00	\$800.00
PAYROLL TAX EXPENSE	\$7,000.00	\$3,500.00	\$3,500.00
PAYROLL: EMP. BENEFITS - INSURANCE	\$6,000.00	\$3,000.00	\$3,000.00
POSTAGE AND SHIPPING EXPENSE	\$9,500.00	\$7,500.00	\$2,000.00
PRINTING EXPENSE	\$5,000.00	\$3,000.00	\$2,000.00
PUBLICATIONS	\$3,500.00	\$1,500.00	\$2,000.00
SUPPLIES EXPENSE	\$2,500.00	\$2,000.00	\$500.00
TELE-CONFERENCING	\$500.00	\$250.00	\$250.00
TOTAL EXPENSES	\$95,350.00	\$46,200.00	\$49,150.00
NET INCOME	\$10,650.00	\$9,800.00	\$850.00

The NCSF and You!

Workshop Presented by Susan Wright

Do you want to know what the NCSF is doing for you? This workshop will teach you how to present a class on "The NCSF and You" for your group, explaining all of the NCSF projects and programs that directly assist people who engage in BDSM, swing and polyamory. If you don't know who and what NCSF is and does... this class is for you!

NCSF does a LOT of great work, but we're not great at getting the word out. Here's where YOU come in! Did you know:

NCSF works to provide direct services for our communities through our Incident Response Program by giving critical support for hundreds of individuals and groups who are targeted every year because of their lifestyle interests.

NCSF proactively advocates on behalf of the SM Community by providing education and media training to those in our communities, and by speaking out to media outlets to debunk stereotypes and myths. NCSF is also a sponsor of the Sex Positive Journalism Awards.

NCSF's Education Outreach Program gives 10 presentations on topics your members want to know about from "Producing a BDSM Event" to "Traveling with Toys."

NCSF acts as a referral source for Kink Aware Professionals and works with allied organizations to help promote tolerance and equal rights for those involved in alternative sexual expression.

NCSF also works on important projects that are intended to social the social stigma against alternative sexual expression. NCSF's latest effort is the DSM Revision Project which is educating the professionals revising the DSM about the affect of the paraphilias diagnoses on real people who are not mentally ill.

NCSF also cooperated in the 2008 Violence & Discrimination Survey Against Sexual Minorities which found 37% of BDSM and poly folk have been persecuted because of their sexual behavior. NCSF proudly leads the community project Consent Counts.

Attend this informative workshop and help spread the word about what your members can do to help, volunteer, join, and become a member. NCSF needs you NOW!

NCSF and You!

Workshop Training

The National Coalition for Sexual Freedom (NCSF) was formed in 1997 by a small group led by Susan Wright under the auspices of the New York SM Activists. The goal was to fight for sexual freedom and privacy rights for all adults who engage in safe, sane and consensual behavior.

The first five organizations who joined reflected our desire to be a nationwide organization: the National Leather Association—International, Gay Male S/M Activists, The Eulenspiegel Society, Black Rose and Society of Janus. Today, NCSF has 62 Coalition Partners who elect the board that runs NCSF, and establish our goals at the annual Coalition Partner meeting. Coalition Partners are groups and businesses who serve BDSM, swing and polyamory practitioners and also support NCSF by holding an annual fundraiser. NCSF also has 70 Supporting Members – groups, businesses and individuals that publicly support NCSF.

Over the years, NCSF has formed alliances with other organizations that defend sexual freedom rights: the Free Speech Coalition, the ACLU, American Association of Sex Educators Councilors and Therapists (AASECT), Society for the Scientific Study of Sexuality, National Gay and Lesbian Task Force, and the Gay and Lesbian Activist Alliance, among others.

NCSF has 6 active programs and projects currently changing the world for kinky people:

1. Media Outreach

As an advocacy organization, one of NCSF's strategies has been to educate the media about issues facing the SM-Leather-Fetish, swing and polyamory communities. You can help by signing up for NCSF's media updates list media@ncsfreedom.org. This weekly email will alert you to stories about alternative sexual expression in the news, and will give you contact information so that you can respond to an editor to let them know if you liked or disliked an article and why. We also give you tips on how to write a letter. Even if your letter is not printed, these letters influence how editorial decisions are made in the future.

NCSF's Media Outreach Program has developed a package of materials that provide information about NCSF and the communities we represent. This program provides education and training to groups and individuals on how to effectively interact with the media. This includes training for spokespeople and website review to remove inflammatory language.

The latest big media incident was Winter Wickedness, when NCSF staff intervened with both the media and InterContinental Hotels to keep the corporate office from canceling the event's contract, in part by organizing a successful call-in campaign.

The religious extremist group, Americans for Truth About Homosexuality, along with a local religious radio station in the Columbus, Ohio, area ran a smear campaign against this pansexual BDSM event. Peter LaBarbara of Americans for Truth About Homosexuality called the event "a freakish sadomasochistic perversion-fest" and urges people to call the hotel's corporate headquarters to pressure them into canceling "for the sake of decency and public health." (www.aftah.org) Bob Burney, a religious extremist Talk Radio DJ, devoted an entire segment of his show slamming Winter Wickedness and attempting to link the event with non-consensual and criminal activities. He urged his listeners to call and mount a campaign against the hotel. (Tuesday, Part 3 starting at 10 min 42sec: <http://www.home.wrfd.com/WRFIDInsiderPage.htm>)

Winter Wickedness was very grateful for NCSF's help, stating:

Although what it is that we do (WIITWD) is legal, safe, sane and consensual and had been given the go ahead by the local and state authorities; the radical right's sensationalism, grassroots efforts and pointed innuendos implying inappropriate behavior, can create enough fear to jeopardize a venue. The NCSF has proven to us, beyond any doubt, that they are willing and able to fight back the bias and discriminatory efforts against us. The NCSF is a valuable asset to the Kink, Leather, GLBT and Alt Sex lifestyles. Adventures In Sexuality (AIS) is proud to be an NCSF Coalition Partner and will continue to bring the NCSF to all our events.

Also, Folsom Street Fair 2007-8 (plus I'm going to be spokesperson for them again this year)

Demetri Moshoyannis, Executive Director of Folsom Street Events says:

"For over a year now, Folsom Street Events has been under attack by anti-gay and religious right groups from across the country. The attacks have been relentless. They have threatened our major sponsorships, picketed our events, called upon public officials to denounce us, and rallied their troops against our community. As a small organization with only two staff members, we do not have the capacity to stand up and respond to these continuing assaults."

"We contacted the National Coalition for Sexual Freedom to access the Incident Response program. Within hours, we spoke with a highly trained and knowledgeable media and PR consultant for support. In addition to her moral support, we received a meticulous training for our Board of Directors and staff, preparing us to better manage these attacks. Also, the program consultant was able to field all media inquiries - and serve as a positive voice for our community - during our events, so that we could focus on our production duties. We can't thank NCSF enough for their good work and for being there when we needed them."

2. Incident Response

In 2008, the National Coalition for Sexual Freedom (NCSF) again took the lead in defending the rights of individuals and groups in the SM-leather-fetish, swing and polyamory communities. NCSF's coalition of over 40 educational and social groups is committed to creating a political, legal, and social environment in the United States that advances equal rights of consenting adults who practice forms of alternative sexual expression.

NCSF's Incident Response team is directed by Director Leigha Fleming. In total, over 500 individuals, groups, attorneys, prosecutors, and businesses contacted NCSF for help in 2008. Each incident sometimes required only one or two phone calls, but some evolved into much larger projects. NCSF received 489 distinct inquiries/requests for assistance. 317 required more than one contact/response to resolve, often requiring multiple contacts.

It is difficult to categorize many incident requests as clearly falling into one camp or another. Many overlap in categories. For example, many of our custody/divorce related issues involve at least 2 of our core constituent groups (i.e. SM/leather/fetish and poly for example). In trying to do a statistical breakdown of the requests, we placed it in the category it most clearly matched.

- 11% were requests regarding SM/abuse/domestic violence issues
- 27% were regarding criminal complaint issues
- 4% were regarding employment discrimination
- 31.5% were regarding child custody/divorce issues
- 15.5% were related to SM/leather/fetish group issues
- 1% were classed as non-employment discrimination
- 5% were related to swing community issues
- 2.5% were regarding online obscenity issues
- 2.5% were classed as "other"

Of the inquiries, 85.5% were driven by SM/leather/fetish issues, 9% by swing, 5% by poly, 0.5% by other. 2008 saw an increased number of requests around criminal and domestic violence or SM/abuse related issues. NCSF worked with more than 27 attorneys representing defendants in criminal cases. In addition, we worked with more than 11 district attorneys and prosecutors related to SM issues. The vast majority of these criminal cases revolved around domestic abuse or consensual sex/play issues. There is a clear need for education within our own communities about the role and limits of consent and for education to police authorities about the differences between SM and abuse. Employment related discrimination is increasing as well.

The implementation of KAP under NCSF's administration resulted in fewer requests for referrals because we were able to refer the request to our site. As we improve the KAP administration, and resource, the number of requests for referrals that need to be handled by a person will drop since we'll be able to refer people to the KAP database. The new administration tools for KAP in our website overhaul will also make the use of this tool much more efficient for both user and professional.

We continue to receive a number of requests for assistance from groups, businesses, and other support organizations who want information about how to operate legally, do law enforcement outreach, file for non-profit status, deal with the media or the press, do hotel/event outreach, or do research around zoning or other legal issues.

We also continue to receive requests for assistance involving parents who were engaged in child custody and divorce cases. Parents continue to experience difficulties gaining child custody due to their interest in SM, swing or poly activities. NCSF worked with a number of attorneys representing parents accused of being unfit because of their alternative lifestyle interests. In many cases, because of information we were able to provide, the courts decided that alternative sexual expression alone was not cause to impugn a parent's ability to be a good parent.

2009 incident response statistics are currently being compiled. As of the end of May 2009, more than 114 distinct requests for assistance have been processed.

NCSF is here to help you -- the SM, swing and polyamory communities. If you have a problem with discrimination, persecution, or harassment because of your sexual expression, please call NCSF for assistance. You can submit a request for assistance online or find a Kink Aware Professional (KAP) on our website as well at www.ncsfreedom.org. Emergency contact information is available by calling our office at 410.539.4824, 24 hours per day.

3. Kink Aware Professionals List

One of our big tools is the Kink Aware Professionals list, a service offered by NCSF dedicated to providing the community with referrals to psychotherapeutic, medical, and legal professionals who are knowledgeable about and sensitive to diverse expressions of sexuality. This saves kinky people time and money so they don't have to educate about BDSM and poly while dealing with their problems. Hundreds of people use the KAP list to find a qualified professional. NCSF is actively recruiting more professionals for this list.

4. DSM Project

The Diagnostic and Statistic Manual (DSM) is the definitive resource on the Diagnostic Criteria for all mental disorders. Statements currently within the DSM Paraphilias criteria are contradicted by scientific evidence, therefore NCSF must conclude that the interpretation of the Paraphilias criteria has been politically – not scientifically – based. This politically motivated interpretation subjects BDSM practitioners, fetishists and cross-dressers to bias, discrimination and social sanctions without any scientific basis. We call on the American Psychiatric Association to remove or drastically restructure the Paraphilias section in the DSM.

The DSM-IV-TR definition of a mental disorder is that it is "...a clinically significant behavioral or psychological syndrome or pattern that occurs in an individual and that is associated with present distress (e.g., a painful symptom) or disability (i.e., impairment in one or more important areas of functioning) or with a significantly increased risk of suffering, death, pain, disability, or an important loss of freedom... Neither deviant behavior (e.g. political, religious, or sexual) nor conflicts that are primarily between the individual and society are mental disorders..." (p. xxxi)

Yet the Paraphilias section categorizes distress and dysfunction according to certain sexual behaviors, not psychological syndromes or patterns. Behavior itself is not evidence of psychopathology; compulsive hand washing may be a symptom of obsessive-compulsive disorder, but it is not a hand-washing disorder.

A distinction must be made between the cause and the effect. There is no data to support the Paraphilias as the cause of the distress and dysfunction in individuals. In addition, discrimination and societal pressure cause significant distress for a great number of people, in which the societal stigma is the cause rather than the sexual behavior itself.

There are no clear guidelines in the DSM that distinguish a Paraphilia from "healthy" sexuality. Can paraphiliacs be distinguished from those with "healthy" sexuality, except by differences in their sexual behavior? If yes, how? Can someone prefer those exact same behaviors without meeting the diagnostic criteria? Yes, according to the DSM itself (p. 568). So why not just define the abnormal preference instead of the behavior? Diagnostic criteria that pathologize everyone and do not distinguish pathology from normal variants are useless as diagnostic tools.

To find out more, read the NCSF & The Foundation for NCSF's "White Paper on the DSM Revision"
http://ncsfreedom.org/index.php?option=com_keyword&id=305

Sign the "DSM Revision Petition" <http://www.thepetitionsite.com/1/DSMrevisionpetition> (you can make your signature anonymous on this secure petition site so it doesn't appear on the Internet)

To get updates on the progress of the DSM Revision Project you can visit the DSM Revision Blogspot.
<http://dsmrevision.blogspot.com>

5. Education Outreach Project

Early in 2000, NCSF launched its Education Outreach Program (EOP). This program is designed to educate law enforcement officials about our communities, and educate members of our community regarding the risks of selective enforcement and how to minimize the risk of becoming a target. NCSF has published a number of pieces of literature for this program and has assembled and trained a team of individuals from across the country to deliver the educational presentations developed by the NCSF-EOP. New presentations are always being developed by the EOP team. There are currently 10 presentations offered now:

SM Groups & Law Enforcement: Group Issues

It is important that SM-Leather-Fetish groups understand the relationship between the SM community and law enforcement authorities, as well as the numerous legalities that can affect group functions. Once this is accomplished, groups can dispel myths, educate members, and constructively interact with law enforcement as the need arises. This presentation will focus on three aspects: (1) interacting with local law enforcement, (2) avoiding legal trouble, and (3) group considerations.

The Alleged Domestic Violence Call

It is important for SM-Leather-Fetish practitioners to understand law enforcement and the numerous legal issues that can affect us - specifically the response to an alleged domestic violence call. Once this is accomplished, you can constructively interact with law enforcement officers if the need arises. This presentation will focus on two aspects: (1) constructively dealing with officers, and (2) avoiding legal trouble. This workshop does not deal with the "cycle of abuse" or actual domestic violence; instead it is about consensual SM being misinterpreted as domestic violence by law enforcement.

Zoning for SM & Swing Groups and Businesses

Zoning and permit issues are commonly used by local governments to attack the businesses or parties of SM and swing groups. It is much more difficult for police, prosecutors and courts to prosecute crimes" such as indecent exposure, lewd conduct, etc. Therefore zoning and permit violations are used to either move or shut down SM or swing activities because these administrative issues appear to be unambiguous and non-discriminatory. It is important for our communities to have an understanding of these administrative issues in order to safely organize and maintain SM, fetish, and swing events. Zoning and permits vary greatly depending on jurisdiction, so this discussion identifies and addresses the common issues in an overview fashion and suggests how to address the particulars.

Approaching Your Local Authorities

The purpose of this presentation is to help groups educate law enforcement, prosecutors, and other authorities about SM-Leather-Fetish or swing practices. NCSF's goal in presenting this material is to encourage local groups to develop a positive relationship with their local authorities. The content and delivery method of the outreach presentation are designed on a case-by-case basis. We suggest that local groups work together when presenting this information to officials.

Swing Groups & Law Enforcement: Group Issues

It is important for swing groups and businesses to have an understanding of the relationship between the swing community and law enforcement, as well as the numerous legalities that can effect group functions. Once this is accomplished, your group can dispel myths, educate members, and constructively interact with law enforcement as the need arises. This presentation will focus on three aspects: (1) interacting with local law enforcement, (2) avoiding legal trouble, and (3) group considerations.

Life & Death Issues for the Alternative Community

This presentation assists those who practice alternative sexual expression in understanding more about the legal issues involving their relationships. People who are involved in dedicated relationships outside of the traditional "heterosexual-marriage-with-children" often acquire property and incur liabilities together. Yet many fail to realize that these relationships will eventually end; either from separation, or as a result of death or disability. This presentation addresses some of the issues and problems that might be encountered, and gives guidance on how to prepare for them.

Traveling With Toys

While there have always been security issues involved in travel, the current political climate, as well as new legislation, has changed the procedures used to achieve security, as well as changing the allowable items to be carried with the traveler. Security measures have been heightened as never before - to the point of creating a legal risk to individuals who practice alternative sexual expression for traveling with items that are commonplace for us. This presentation will address these issues and provide tips for traveling with toys.

Protecting Yourself Legally

Members of the SM/leather/fetish communities have always had some level of concern regarding the issues of privacy, discretion, and personal security. The Radical Right, employers, ex-partners, and others may pose threats to these concepts. Many times their motivation comes from ignorance, but new motivations like custody of children, and revenge are also becoming commonplace. This presentation provides tips for protecting yourself legally for various circumstances.

Protecting Your Event

There are many considerations organizers must contend with when planning a large event. Large events include educational and social conferences, leather contests, weekend play parties, vendor markets, swing events and club run0s. In light of recent attacks by religious and political extremists, here are some suggested guidelines for protecting your event and attendees.

Doing SM Related Legal Research

The law is interpreted - sometimes to our favor, and sometimes not. For example, while the NCSF firmly believes that consensual SM activity between adults is legal, there are those that have a differing opinion and will intentionally interpret the law in an unfavorable way. Therefore, it is extremely important for the SM-Leather-Fetish communities to have an understanding of the laws that may affect us. Knowing relevant laws will greatly assist our communities in safely organizing and maintaining SM-Leather-Fetish activities and functions. This presentation attempts to help those doing research navigate the sometimes complex waters that we find ourselves in legally.

6. BDSM Survey

Susan Wright conducted the Violence & Discrimination Survey of Sexual Minorities in cooperation with NCSF. The results will be released soon. There were also over 500 comments made on the survey that will be posted on the NCSF website.

Where appropriate, the data will be compared to NCSF's 1998 Violence & Discrimination Survey Against Sexual Minorities which collected over 1,000 responses to similar questions during the course of a year. The 1998 survey did not cover business or event-related experiences of harassment, nor did it ask about Internet experiences. The 2008 survey also included more questions about sexual activity and identity.

The 2008 survey saw a total of 3,058 responses collected. Of those, 2,412 respondents resided in the United States (83.4%). Of the remaining 480 respondents, a total of over 42 other countries were represented.

Table 3, Gender

	<u>2008</u>	<u>1998</u>
Woman	51%	46%
Man	45%	51%
Transgender	5%	1%
Intersexed	1%	2%

Table 4, Sexual Orientation

	<u>2008</u>	<u>1998</u>
Heterosexual	41%	40%
Bisexual	35%	36%
Gay/Lesbian	22%	22%
Intersexed	7%	4%

In 1998, the survey asked: "Are you completely 'out' about your involvement in sexual minority practices?" 62% stated they were not "completely out." That is statistically almost the same as the 59.5 and 59.7% of respondents in the current survey who said they weren't out to work and/or family.

A total of 1,146 (37.5%) respondents indicated that they had either been discriminated against, had experienced some form of harassment or violence, or had some form of harassment or discrimination aimed at their BDSM-leather-fetish-related business. Of the respondents who reported some form of persecution, 476 (41.5%) identified as male, 615 (53.7%) identified as female, 9 (.8%) identified as intersexed and 78 (6.8%) identified as transgendered. (Sexual orientation, like gender, was a question which

required some answer, but allowed respondents to choose as many as they felt might apply, so the percentage totals more than 100%.)

Of the 1,146 respondents who indicated that they had either been discriminated against or had experienced some form of harassment or violence, 380 (33.2%) identified as heterosexual, 440 (38.4%) identified as bisexual and 292 (25.5%) identified as gay or lesbian. Another 97 (8.5%) indicated that they identified in some other way from heterosexual, bisexual or gay/lesbian. (Sexual orientation, like gender, was a question which required some answer, but allowed respondents to choose as many as they felt might apply, so the percentage totals more than %100.)

The sexual orientation of respondents who were discriminated against or had experienced some form of harassment or violence is compared in Table 6.1 to the total percentage of respondents who identified their orientation. It is interesting to note that Gay/lesbian, Bisexual and Other respondents have slightly higher rates of persecution than their average percentage of total respondents, while Heterosexuals are less likely to be discriminated against.

Table 6.1

	<u>Total % 2008 respondents % persecuted</u>	
Gay/lesbian	22%	25.5%
Bisexual	35%	38.4%
Heterosexual	41%	33.2%
Other	7%	8.5%
total	105%	105.6%

Volunteer and Donate

NCSF has lots of helpful information on the website: www.ncsfreedom.org. Go there and see all the work we're doing with media outreach, incident response, and proactive initiatives on sexual issues.

Please support NCSF. The staff is all volunteers except for our Office Manager. There are many ways to volunteer to help NCSF. You do not have to be "out" to help. Tell others about NCSF or distribute our literature. Initiate or help out at a fund-raiser with NCSF as a beneficiary. Check out the rest of this website and you'll find everything from Calls to Action to our Incident Response program. Every step you take helps us further the sexual freedom movement!