

Expectations of a Titleholder of the Leather Colorado Foundation

This agreement is between the Leather Colorado Foundation (the "Foundation"), represented by Michael Hobbs, Executive Director, and _____, who is commonly known as _____, and is competing for:

- Mr Leather Colorado
- Mr Colorado Rubber
- Colorado Bootblack
- Ms Leather Colorado
- Miss Leather Colorado

The contests are scheduled to be held during Colorado Leather Fest 2020, May 1-3, 2020.

This Agreement will be used before the contests, and will be in full force for those contestants who win their Title. The Contestant MUST sign this Agreement and return to the Foundation on or before April 6, 2020. Contestants who fail to return the signed Agreement will not be allowed to compete in this year's contests.

Agreement

Competing for and winning a Leather Colorado Foundation Title is the beginning of a wonderful journey. You have already demonstrated your ability to teach, to speak publicly, and to represent the Leather, Bootblack, Kink, Drag, and Fetish Communities well. You will have many opportunities to represent the Title, both inside and outside Colorado. We are proud of you and look forward to a great year.

As part of your title year, you will be representing Colorado at an international contest.

- Mr Leather Colorado 2020 will compete for International Mr Leather 2021
- Mr Colorado Rubber 2020 will compete for Mr International Rubber 2020
- Colorado Bootblack 2020 will compete for either Mr International BootBlack 2021 - or – Ms International Bootblack 2021
- Ms Leather Colorado 2020 will compete for International Ms Leather 2021

Miss Leather Colorado will represent the Foundation and Colorado as much as possible until an additional contest is created.

As a titleholder, you are in a very visible leadership position within the Leather, Bootblack, Kink, Drag, and Fetish communities. You will constantly be under the scrutiny of the entire community. Always remember that during your title year, everything you say and do will be considered to be representing you as an individual, your title, the greater leather community, and the Foundation. Every public appearance, opinion, comment, writing, class, speech, online posting, etc. will be reflective of you and the Foundation. We suggest that you "pick your battles

wisely” and try to remain positive during your title year. The Foundation Director and Board will address any negative issues that arise. You should refer all questions from the community concerning policies, history, and future of the Foundation to the Director. Generally, the answers to these questions require integrating multiple levels of processes which are overseen by the Director and the Board.

If you do not win your title, you are encouraged to remain active with the Leather Colorado Foundation and the leather and kink communities. You are also encouraged to compete for your title next year (for a total of 4 times).

General Guidelines/Accountability

For your title year, you are representing the various Colorado leather communities and the Foundation. You are expected to wear your title vest when participating in any community event or attending a party, etc. as a titleholder.

You should encourage others to consider competing for a future Leather Colorado Foundation title. Ensuring a constant flow of contestants ensures that your legacy, and the future of the Foundation, lives on.

During your title year, you are expected to provide the Foundation Director with your monthly itinerary of scheduled appearances, classes, fundraisers, etc. You should update the itinerary as events are added or dropped throughout the month. You will not be micro-managed, but we need to know how you are representing your title so that we can help advertise and support your activities.

You are expected to help plan your Step Down celebration at next year’s contests.

You are expected to serve as one of the judges at next year’s contests.

The Foundation has worked diligently to lift all titles equally, no matter their past nor how other communities may view them, to any other portion of our community and any other contest or title. Please ensure that this continues throughout your title year and beyond.

The policies, procedures, agreements, and advice that are in place are born out of many years of experience with leather and kink titles. You are encouraged to ask questions to enhance the experience of titleholders and the producer. However, the decision of the Foundation’s Director will be final.

You are expected to publicly and privately support the Leather Colorado Foundation, its Director, Board, and associated people. Publicly disgruntled titleholders will damage the long history of the Foundation and many other contests. If you cannot support the Foundation, you are encouraged to step aside from your title.

If you are commonly known by a name other than your legal name, you should inform the Director how private your legal name should be kept. However, the Leather Colorado Foundation, its Director, Board, and associated people will not be responsible for your legal name, image, and/or title being released to or associated in the public view. You agree to hold harmless the Foundation, its Director, Board, and all associated people, from any harm or damage associated with the release of your legal name in association with the Foundation or your title.

The title patch, title sash, medallion, business cards, and any other item provided by the Leather Colorado Foundation will forever remain the property of the Leather Colorado Foundation. If your title is removed for any reason, you will be required to immediately return these items to the Director. If at any time in the future, the Foundation determines that your actions deem it necessary, the Foundation will require that these items be turned over the Director. If your patch is attached to a vest that you have purchased, you may remove the

patch from your vest or return the vest and patch. The Foundation will not be responsible for any damage done to your vest by sewing the patch to your vest.

Designated Charity

You will need to designate a charity to work with during your title year. That charity should be a non-profit, 501(c)(3) organization that you personally support and can enthusiastically endorse. The organization should be based in Colorado. The Foundation's Director will need to approve your selection of a charity. The monies raised throughout your title year for your charity will be given to that charity near the end of your title year. You should encourage members of that charity to support you during your title year with their attendance at your events, fundraisers, and step-down. You should choose your charity before the contests and discuss your choice with the Director before the contest.

Travel Fund and Money

The Titleholder's Travel Fund helps support the current titleholder's travel expenses. All monies will be held in the Foundation's checking/savings account. An accounting of the available funds is available at any time. The Director will provide a report of your travel fund whenever requested.

Your travel fund will be divided into two categories. First, monies raised specifically for your travel fund (defined by the IRS as "designated funds") must be used for your travel and for your travel only. This money will be the first money spent for your travel and must be spent in full for your travel. Second, monies raised for/by the Foundation may be used for your travel expenses or as seed money for your fundraisers. You will need to request, in advance, any money to be used as seed money for fundraisers. The seed money will be first repaid to the travel fund before any other earmarks.

Since designated funds require additional accounting procedures, are subject to intense scrutiny of the IRS, and because many fundraisers are more successful if they are for an organization rather than for a person's travel, the Foundation recommends advertising fundraisers to benefit the Foundation and your designated charity. The Foundation strongly suggests advertising your events and fundraisers as "Benefiting the Leather Colorado Foundation/"*Your Title*" and *your designated charity*."

Travel expenses for airfare and hotels will be paid directly by the Foundation. The titleholder and Director will jointly determine the flights. The Director will pay for the flight and hotel with the Foundation's credit card, unless otherwise agreed to in advance.

The primary purpose of the travel fund is to support your travel expenses to your international contest. You will need to research the costs associated with this travel, including travel to and from the contest (generally airfare), hotel costs for a basic room for the required duration, any meal package if available, and your registration as a contestant. You may share your hotel room with your family members and/or a handler without reimbursement to the Foundation. If you share your hotel room with someone else, they will be required to pay a proportionate amount of the hotel room charge (plus taxes and fees). For example, if you are sharing your room with 1 other person who is not a member of your family, then that person will be expected to pay one-half of the room charge, plus the full additional occupant charge. If you and 1 member of your family share your room with 1 other person, then that person will be expected to pay one-third of the room charge, plus any additional occupant charge related to that person. If funds are available, those funds may be used to cover additional meal expenses and any other direct travel expense. The travel fund may not be used to buy tee shirts, play party tickets, or any other expense not directly associated with your travel and required participation in the international contest. The travel fund may not be used to cover any costs of your family, except hotel expenses as mentioned above.

The purpose of the above hotel policy is primarily 2 fold. First, your hotel room should serve as a refuge for you during your contest. Second, the public who has helped to support you in your fundraising should not be expected to pay for other people's expenses.

In lieu of airfare, the Titleholder may request in advance to be reimbursed for travel by automobile at a rate of \$0.35 per mile. The mileage reimbursement may not exceed the cost of airfare. Additional people may travel with the Titleholder without sharing the expense.

Should the travel fund fail to cover all of your expenses, you must make up the difference from your own finances. You are encouraged to organize additional fundraisers to help support the travel expenses.

Should the travel fund exceed the expected expenses of attending your international contest, money may be used to help with your travel to represent your title to events within Colorado, and within the United States, in that priority.

If, for any reason, the money set aside for your travel fund is not depleted at the end of your title year, the balance will remain with the Foundation to be used for future expenses.

Any money collected from the community during your title year via donations, fundraisers, events, or any other means becomes the property of the Foundation and will be divided in the following manner:

Money Earned (Teaching classes, etc)		Fundraisers (Events planned by the Titleholder)	
Foundation/Administrative	0%	Foundation/Administrative	0%
Travel Fund	25%	Travel Fund	85%
Designated charity	25%	Designated charity	15%
Event costs/time/effort	50%	Event costs/time/effort	0%

Tips earned during performances and at fundraisers may be kept by the Titleholder to help cover the costs of their supplies. The Titleholder may turn over any portion of their tips to be earmarked for their travel.

The administrative costs of the Foundation will be paid through general Foundation fundraisers. The remainder of the monies raised through general Foundation fundraisers will be divided among the titleholders who help with that fundraiser, as appropriate.

The Foundation will be totally transparent with anyone in the community about the Foundation's finances. You should direct any questions about finances to the Director or any member of the Board.

To ensure the correct accounting of funds to our community and to the IRS, you are required to report all funds raised, and turn over those funds to the Foundation, at least monthly. Failure to report the funds and turn over the funds will result in your immediate termination as a Titleholder.

Appearances

The Titleholder is required to compete in your associated international contest.

The Titleholder is required to attend next year's Leather Colorado Foundation contests.

The Titleholder is encouraged to attend other contests produced by the Foundation, if those contests are not scheduled concurrently other Foundation contests.

The Titleholder will serve as one of the judges at next year's Foundation contests.

The Titleholder is required to participate in the Leather Contingent at the annual Pride Parade.

The Titleholder is required to help staff the Leather Community Booth (if applicable) at the Pride Festival.

The Titleholder is required to help pour at the Foundation's Beer Busts at various bars. The Titleholder is strongly encouraged to help pour at beer busts for Rocky Mountain Leather Alliance (RMLA) and the Denver boys of Leather (Dbol). These organizations have supported the Foundation and its titleholders in many ways over several years. The titleholder is strongly encouraged to help with other beer busts, fundraisers, and events for other organizations.

The Titleholder is required to organize and host at least two fundraisers during your title year. Additional events and fundraisers are encouraged to ensure your ability to cover your costs associated with your international contest and other travel, and to ensure that the Foundation is regularly represented in the community.

The Titleholder is strongly encouraged to attend local title events within the state, to show support and to help where possible. Supporting other title holders, contests, and events within the state promotes goodwill through our communities.

The Titleholder is strongly encouraged to blog, journal, and/or post about your travels, experiences, and events. Building a photo journal of your experiences is also strongly recommended to help build a nice step down presentation and to help document and preserve the Foundation's history.

The Titleholder is encouraged to reach out to, support, and be visible with as many sub-cultures of the community as possible.

The Titleholder is encouraged to attend, and volunteer for, as many leather-related contests as you have time and resources available. Money for this travel will not come from the travel fund unless there is a surplus above the expected international contest expenses.

The Foundation's Commitment to You

We will listen to you and work with you to improve each phase of the contest and duties of the title holders. You are an important resource for ways to improve the Foundation's legacy and the experience of future titleholders.

We will be totally transparent with you about finances, needs, expectations, and support. You may ask for a financial report about your travel fund or the general finances of the Foundation at any time.

Throughout your title year, and especially as the date approaches for your international contest, we will assist in your final preparation to compete. You must make time available for practice sessions as we help you prepare for the next level of competition and the next step in your journey.

If you win at your international contest, you will then work with the owners and producers of that contest for your travel funds, expenses, expectations, etc. Our mutual obligations will be fulfilled at that point and you will transition to an international titleholder. However, you will still have the judge and step down responsibilities at

the next Leather Colorado Foundation contests. If you do not win at your international contest, your obligations to your Leather Colorado Foundation title shall continue until your step down at the next Leather Colorado Foundation contest. If you step down from your title before your international contest, then you should continue to conduct yourself in a manner that will positively impact your experience at your international contest.

The Foundation will work to schedule next year's contest approximately 1 year from your contest date. However, some variation will happen. The Foundation will not schedule next year's contest less than 10 months or more than 14 months from your contest date, without your prior approval

The Foundation will not remove your title without cause. As much as possible, the Director and Board will guide you to avoid any issues that may lead to the removal of your title.

The Director, Board, past titleholders, committee chairs, and community wish you well with your journey and hope that you have fun and enjoy the many opportunities that will come your way. As the Director and producer of the Leather Colorado Foundation Family of Contests, I am always available as a resource in any way possible. You are encouraged to vent your troubles, share your successes, and think out loud to me or any of the Board or contest chairs.

The undersigned have read, understand, and agree to the expectations of the titleholder and the Leather Colorado Foundation.

Michael Hobbs, Director
Leather Colorado Foundation

Name
Title

Date

Date