

VERMONT'S VOICE
FOR THE LESBIAN,
GAY, BISEXUAL &
TRANSGENDER
COMMUNITY
SINCE 1985

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STATEMENT OF PURPOSE The purpose of Out In The Mountains [OITM] is to serve as a voice for lesbians, gay men, bisexuals, transgender people, and our supporters in Vermont. We wish the newspaper to be a source of information, insight, and affirmation. We also see OITM as a vehicle for the celebration of the culture and diversity of the lesbian, gay, bisexual, and transgender communities here in Vermont and elsewhere.

EDITORIAL POLICY We will consider for publication any material that broadens our understanding of our lifestyles and of each other. Views and opinions appearing in the paper do not necessarily represent those of Out In The Mountains. This paper, as a non-profit organization, cannot and will not endorse any political candidates. We reserve the right not to publish any material deemed to be overtly racist, sexist, anti-Semitic, ageist, classist, xenophobic, or homophobic.

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Mountain Pride Media Marches Ahead

Mountain Pride Media, the publisher of *Out in the Mountains*, has hired its first executive director in the nonprofit's 21-year history.

"That just feels really good," MPM Board of Directors President Brian Cote said. "The board now can focus on what the board should focus on, and the day-to-day work will be handled by a professional."

Greg Weaver, a two-year member of MPM's board, was appointed as the new full-time executive director for the organization. He began work mid-August.

"I think it's a good match and I'm really looking forward to working with the paper and with the community," Greg, 55, said in his first week on the job.

Greg, who was born in St. Louis, has spent the better part of his life in the southern United States. Many of his management positions in the financial industry were located in Alabama and Atlanta. Greg moved to Vermont with his partner, Patrick, two years ago. The couple lives in Williston with their cairn terrier, Oskar.

Board members acknowledge that hiring a full-time executive director for an organization whose future was called into question earlier this year is a big step.

"We have in the past had a 15-hour-a-week operations manager and that has been basically just keeping the lights on," Brian said. "It's created a situation where we haven't been as proactive in reaching out to the community as we could, as proactive in working with our advertisers and increasing our presence in the state."

Without a full-time administrator, Brian said, a lot of work fell to the board. When the dwindling number of board members reached two this spring - Brian and Greg - they called a community meeting to discuss the future of the state's only media source dedicated to news about lesbian, gay, bisexual and transgender issues.

"It really became apparent that the structure has to change or else MPM isn't going to exist and the paper isn't going to exist," Brian said.

At the community meeting on April 23, Brian said, "we got a clear response that the paper must go on and that MPM must exist in some form or fashion."

The hiring of a full-time Executive Director is one of a series of recent changes for the organization. In the last three months, the size of the board has tripled with the addition of four new board members. Greg will remain on the board, and a seventh member is expected to be voted in at the board's August meeting, after this edition goes to print.

Brian emphasized that Lynn McNicol, editor for six months, has been key to *Out in the Mountains* moving forward through a time of great transition. "We have every confidence in our editor," Brian

said. "Lynn has done just a phenomenal job producing a paper for our community."

Lynn pointed out that except for the very small staff, what makes the newspaper a success is all of the work done by volunteers.

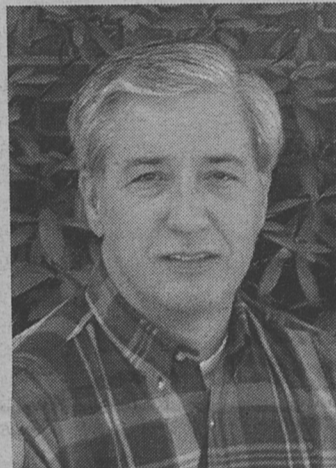
"It amazes me how this paper takes shape every month with the help of so many people," Lynn said. She is optimistic about the changes afoot at MPM.

"I feel great about the support coming from all the new board members and other volunteers," Lynn said. "Having Greg as our new leader with his background on the board, I think he brings a lot of good experience."

As the new executive director, Greg said he is

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GREG WEAVER,
EXECUTIVE DIRECTOR, MPM



most excited about growth in circulation, the Internet, and financial stability. He also emphasized the need for continued community involvement.

"I think the community as a whole needs to take ownership in the paper ... by being part of it as a volunteer, as a writer, as an advertiser," Greg said.

Brian concurs, and encouraged readers to respond to the survey distributed at Pride and included in the past two issues of the paper.

"The more that we can get the community involved with what it wants its paper to be, the more it will succeed," Brian said.

Brian acknowledges he is still concerned about the financial stability of Mountain Pride Media, though a recent challenge grant from the Samara Foundation of Vermont has things looking up.

Samara Foundation, with a mission to support and strengthen the GLBT communities, promised to match up to \$4,000 raised by Mountain Pride Media prior to August 31. As of August 25, \$4,143.40 had been contributed by more than 45 individuals - better than \$8,000 total with the Samara Foundation matching grant.

Though board members acknowledge that fundraising and increasing advertising revenue are important to the future of Mountain Pride Media, Brian said he does not anticipate MPM changing its advertising policy about tobacco and content that is sexually explicit.

"Currently we don't feel comfortable having content in the paper that we wouldn't want our 5-year-old niece or nephew looking at," Brian said. "We could fill up that whole paper with bathhouse ads and sexually explicit ads, but I think it really changes what our community paper really is."

The board and OITM staff welcome new volunteers. To get involved, call 802-861-6486, email mpm@mountainpridemedia.org or stop in. We're upstairs from R.U.1.2? Queer Community Center on Elmwood Avenue in Burlington. ▼

Kim Howard
Secretary, MPM Board of Directors