

MISSOURI KINK WEEKEND BYLAWS



Adopted on: 10/1/2026

Revised on:

Article I. NAME, PURPOSE, MISSION, and VALUES

Section 1. Name

The name of the organization is Missouri Kink Weekend (“MKW”).

Section 2. Purpose

Missouri Kink Weekend exists to produce a leather and kink contest based in Missouri, and to support its titleholders in their service to the Missouri community.

Section 3. Mission Statement

The Missouri Kink Weekend Contest proudly honors the many rich traditions of leather and kink culture, fostering a welcoming environment where every identity is celebrated and new community leaders are uplifted. Missouri Kink Weekend is rooted in service, education and collective growth and empowers its representatives to build bridges and foster positive relations between the Missouri Leather and Kink community and others. Missouri Kink Weekend believes in safe, consensual, and ethical kink practices should be practiced by all within our community, regardless of affiliation to the MKW entity. Missouri Kink Weekend invites all, regardless of experience, into a space that celebrates both leather history and its future.

Section 4. Values

MKW is guided by the following core values:

1. Accountability
2. Transparency
3. Accessibility and Inclusion
4. Education and Mentorship
5. Consent, Safety, and Harm Reduction
6. Community Service and Stewardship

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Article II. ORGANIZATIONAL STRUCTURE

Section 1. LLC Status

MKW will operate as an LLC. Specific legal structure and incorporation details will be recorded in organizational documents once formalized.

Section 2. Executive Producers

1. Definition

- Executive Producers (“EPs”) are the legal stewards and owners of the contest.

2. Authority

- EPs hold final decision-making authority.
- EPs appoint staff, volunteers, judges, and Advisory Board members.
- EPs manage finances, contest operations, and legal compliance.

3. Term Limits

- No Executive Producer should serve no more than six consecutive contest cycles. The Advisory Board will provide symbolic approval and guidance during transitions.
- During the year prior to EP departure, a new Executive Producer will be brought on in a training capacity to ensure they are prepared for the exchange of power.

Section 3. Staff and Production Team

EPs will designate production staff and volunteers. More than one staff person can have the same title if deemed more than one person is needed for a particular job. Production staff and volunteers answer to the EPs who have final say on decisions or changes. Staff positions must include but are not limited to:

1. Logistics Producer
2. Contest Coordinator
3. Education Coordinator
4. Digital Media Coordinator

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Article III. ADVISORY BOARD

Section 1. Purpose

The Advisory Board provides continuity, expertise, and community accountability. Its responsibilities include but are not limited to:

- Offering guidance and feedback
- Asking questions and seeking clarification from EPs
- Participating in policy review
- Conducting or overseeing investigations involving misconduct
- Review the work and ability of EPs

The Advisory Board does not possess binding decision-making authority.

Section 2. Composition

The Advisory Board shall include five members, ideally including:

1. At least one former Missouri titleholder
2. At least one community member
3. At least one individual with experience in accessibility, ethics, education, or event production
4. At least one individual from a marginalized community

EPs may appoint additional members as needed.

Section 3. Appointment and Term

1. Board members are appointed by the EPs.
2. Terms last one year, with unlimited renewal opportunities.
3. EPs may consult outgoing Board members or stakeholders during appointments.
4. EP's will try to stagger terms and avoid a full turnover.

Section 4. Duties

Advisory Board duties include:

1. Providing guidance on policies and procedures
2. Seeking clarification and asking questions of EPs throughout the planning process
3. Attending staff planning meetings as able

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Article III. ADVISORY BOARD (cont.)

4. Reviewing major updates to contest rules, accessibility practices, or ethical standards
5. Make the best attempt to attend the Missouri Kink Weekend event and be present to assist where needed.
6. One board member will be appointed by the EPs as the “3rd Party Observer” for the weekend.
7. Conducting or overseeing investigations into misconduct involving titleholders, judges, staff, volunteers, or EPs
8. Participating in review panels for grievances or appeals, as described in policy
9. Supporting EP transitions through institutional memory and symbolic approval

Section 5. Removal of Executive Producer/s

An Executive Producer removal policy will be outlined in the Missouri Kink Weekend Removal of Office Policy. It will include:

- Grounds for discipline or removal
- Investigation procedures
- Finality and steps taken upon removal

The Advisory Board will conduct or oversee investigations.

Section 6. Contestant Application Tie-Breakers

The Advisory Board will be the final decision in the event that there are too many contestant applications and a tie occurs with our point system (as outlined in the contestant handbook)

Applications will be reviewed as well as references and a simple majority will be what is needed. This may take place either as a group or individually with each advisor getting one vote.

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Article III. ADVISORY BOARD (cont.)

Section 7. Meetings

1. The Advisory Board will meet at least four times a year year:
 - Three during contest planning/preparation
 - Once after the contest for evaluation and feedback
2. Meetings may be virtual or in person.
3. A brief written summary will be kept of important recommendations or findings.

Section 8. Removal and Vacancies

An Advisory Board removal policy will be outlined in the Missouri Kink Weekend Removal of Office Policy. It will include:

- Grounds for discipline or removal
- Investigation procedures
- Finality and steps taken upon removal

The Advisory Board and Executive Producers will conduct or oversee investigations.

In the event of a vacancy in the Advisory Board, the Executive Producers will appoint a new member.

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Article IV. COMMUNITY AND PARTICIPATION

Section 1. Membership

MKW has no formal membership class. “Community” includes contestants, titleholders, volunteers, attendees, educators, and supporters.

Section 2. Community Input

MKW will maintain accessible channels for feedback and may hold community forums when significant changes are under consideration. Community input is advisory.

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Article V. MEETINGS OF STAFF AND PRODUCERS

Section 1. Staff and Producer Meetings

EPs and designated staff will meet as scheduled by EPs to plan and implement the contest. Documentation of major decisions is encouraged but not required.

Section 2. Community Meetings

Community listening sessions or Q&A events may be held at the EPs' discretion at least once a year.

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Article VI. CONTEST STRUCTURE

Section 1. Contest Rules & Procedures Manual

All contest operations, including categories, scoring, judge selection criteria, contestant expectations, dress codes, and presentation requirements, shall be documented in a Contestant Handbook

- This handbook may be updated yearly by the EPs.
- The Advisory Board will review updates to ensure clarity and fairness.
- The handbook must be publicly available before contestant applications open.

Section 2. Titles

MKW may award one or more titles each year. Every title is open to all individuals regardless of gender, sexuality, race, ethnicity, or other identity marker. The titles will include but are not limited to:

- Missouri Leather Ambassador
- Missouri Fetish Ambassador
- Missouri Pet Ambassador
- Missouri Bear Ambassador

Section 3. Judges and Scoring

1. Judge selection and scoring procedures will be documented in the Contestant Handbook.
2. Judges must agree to written ethical standards. These standards will be:
 - Documented
 - Provided to all judges
 - Publicly accessible to contestants and the community
3. Scoring rubrics must be provided to contestants in advance. Scored categories will include but are not limited to:
 - Interview
 - Speech
 - Pop Question
 - Education (Leather and Fetish)

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Article VI. CONTEST STRUCTURE (cont.)

- Fantasy (Bear and Pet)
- Lifestyle/Presentation

Section 4. Accessibility and Inclusion

MKW will maintain an Accessibility & Inclusion Policy, outlining:

- Expectations for venue accessibility
- Accommodation procedures
- Communication support when feasible
- Other accessibility and inclusion positions and procedures

Section 5. Code of Conduct

MKW will maintain a public Code of Conduct governing behavior of contestants, judges, staff, volunteers, and attendees. It will include:

- Behavioral expectations
- Anti harassment and anti discrimination standards
- Consent and safety principles
- Reporting procedures

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Article VII. TITLEHOLDERS

Section 1. Term and Agreement

1. Titleholders serve from the time they win the title until the next time the contest is offered the following year.
2. Each titleholder signs a Titleholder Agreement outlining expectations, responsibilities, and support.

Section 2. Expectations and Support

MKW will provide titleholder support, including:

- Travel Funds, based on fundraising conducted during the contest
- Administrative assistance
- Guidance from EPs and experienced leaders

Section 3. Titleholder Travel Fund

The Travel Fund is funded through auction baskets/items during the MKW contest. EPs manage the travel fund until it is passed to the winning contestants.

1. EPs will report Travel Fund status during meetings, ensuring internal transparency.
2. MKW will support and promote additional personal fundraising by titleholders.
 - Titleholders will be expected to hold one fundraiser during their year that directly benefits the Missouri Kink Weekend contest.

Section 4. Titleholder Travel Fund

A titleholder discipline & removal policy will be outline in the Missouri Kink Weekend Removal from Office Policy. It will include:

- Grounds for discipline or removal
- Investigation procedures
- Finality and steps taken upon removal

The Advisory Board will conduct or oversee investigations; final decisions rest with the EPs.

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Article VII. TITLEHOLDERS (cont.)

Section 5. Succession

If a title winner declines the title, relinquishes it, or is removed:

1. The runner up may be offered the title.
2. If the runner up declines or EPs choose to not offer the title, it will remain vacant until the next Missouri Kink Weekend Contest.

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Article VIII. FINANCES

Section 1. Fiscal Year

The organization's fiscal year will be the calendar year.

Section 2. Financial Management

EPs oversee all financial accounts and expenditures. EPs will have individual access for purchasing.

Section 3. Budgeting

EPs will prepare a budget for each contest cycle. Advisory Board members may review financial summaries but do not hold authority over financial decisions.

Section 4. Financial Transparency

Documentation of account balances, profits/losses, and cash flow will be made available upon request. A detailed report of finances will be given during the annual community meeting. A financial audit of all Missouri Kink Weekend accounts should be completed before any transfer of ownership.

Section 5. Sponsorships

Section 5. Sponsorships

1. Sponsorships must be documented in writing.
2. MKW will not accept sponsorships that conflict with its mission or Code of Conduct.

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Article IX. CONFLICT OF INTEREST

Section 1. Policy

MKW will maintain a Conflict of Interest Policy that resides within the Code of Conduct addressing:

- Disclosure requirements
- Recusal procedures
- Judge impartiality

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Article X. GRIEVANCE AND COMPLAINT PROCESS

Section 1. Purpose

MKW will maintain a process that allows for transparent reporting and review of misconduct, safety concerns, or unethical behavior. These processes are reiterated in the Code of Conduct.

Section 2. Grievance and Complaint Policy

Missouri Kink Weekend provides a formal reporting process for concerns related to misconduct, grievances, complaints, or potential violations of the Code of Conduct.

Reports should be submitted using the official reporting form available on the Missouri Kink Weekend website. This form serves as the primary method for submitting Code of Conduct violations, grievances related to leadership or organizational decisions, complaints regarding behavior, or safety and boundary concerns.

Reports may be submitted by individuals who have experienced or witnessed conduct of concern. All reports will be reviewed by the Executive Producers and handled with discretion. Information will be shared only with those necessary to address the matter.

Section 3. Review, Investation, and Corrective Action

Upon receipt of a report, the Executive Producers will conduct an initial review to determine the appropriate course of action.

Depending on the scope, severity, and nature of the concern, the Executive Producers may address the issue directly or refer the matter to the Advisory Board for a formal investigation.

When a formal investigation is initiated, the Advisory Board may collect statements, conduct interviews, review relevant documentation, and consult with external organizations or professionals as necessary. The Advisory Board will prepare a summary of findings and provide recommendations to the Executive Producers based on the majority vote of the board.

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Article X. GRIEVANCE AND COMPLAINT PROCESS (cont.)

Final decisions regarding outcomes and corrective actions rest solely with the Executive Producers. MKW may release a public statement regarding investigations at the discretion of the EPs.

Section 4. Consequences and Corrective Action

Consequences for violations of this Code of Conduct may include, but are not limited to, verbal or written warnings, required education or corrective actions, removal from roles or participation, restrictions from events or activities, or permanent exclusion from Missouri Kink Weekend events or involvement.

Consequences are determined at the discretion of the Executive Producers based on the nature and severity of the conduct, with priority given to the health, safety, and integrity of the community.

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Article XI. RECORDS AND PUBLIC TRANSPARENCY

Section 1. Records Maintained

MKW will maintain:

- Current Bylaws
- Titleholder Agreements
- Contestant Handbook
- Code of Conduct
 - Reporting Guidelines
 - Conflict of Interest Policy
- Accessibility and Inclusion Policy
- Advisory Board roster
- Staff roster
- Titleholder Class roster
- Relevant financial records