









EDUCATE | EXPLORE | EMPOWER

# Mid-Atlantic

## Pledge Info Session ONYX Mid-Atlantic

### PM Kaleidoscope ONYX / APM Krome ONYX

# AGENDA

-  **1 | Chapter Information**
-  **2 | ONYXMA Responsibilities**
-  **3 | What Are We Looking For?**
-  **4 | Decision Making**
-  **5 | Pledge Responsibilities**
-  **6 | Closing**

# Overall ONYX Organization

- **Founded in 1995 (ONYX Midwest)**
- **ONYX National Council includes 1 representative from each chapter.**
- **12 Chapters throughout the U.S.**
- **Multiple ongoing Chapters In Formation.**

## ONYX Chapters

ONYX Carolinas (CA)  
ONYX Deep South (DS)  
ONYX Great Lakes (GL)  
ONYX Gulf Coast (GC)  
ONYX High Desert (HD)  
ONYX Mid-Atlantic (MA)  
ONYX Midwest (MW)  
ONYX Lonestar (LS)  
ONYX Northeast (NE)  
ONYX Northwest (NW)  
ONYX Southeast (SE)  
ONYX Southwest (SW)

# Chapter Purpose

## Vision

ONYX is the world's leading resource for the empowerment of queer, male-identifying people of color in the Leather Lifestyle.

## Mission

The mission of ONYX is to educate and empower queer, male-identifying people of color who explore the Leather Lifestyle.

ONYX is a resource that centers the needs and desires of queer, male-identifying people of color while welcoming everyone. We are a safe space to EDUCATE yourself about the Leather Lifestyle and Leather/Kink/Fetish Play. We provide a welcoming place to EXPLORE your Kinks and Fetishes in an affirming judgment-free environment, which EMPOWERS all people and ESPECIALLY people of color to live their lives more freely, safely, and happily as Leathermen and Kinksters.

## Motto

EDUCATE | EXPLORE | EMPOWER

## Values

Brotherhood | Trust | Loyalty | Dedication | Discipline | Sacrifice | Achievement | Integrity | Accountability

# Chapter Business Profile

1. **Business Name:** ONYX Mid-Atlantic Inc. (also known as ONYXMA)
2. **Founded:** October 7, 2007 (ratified at MAL 2010)
3. **Business Entity:** Corporation
4. **Exempt Purpose:** Educational, Social, Charitable
5. **Business Type**
  - 501(c)(3) Non profit, Tax Exempt (DC)
  - 509(a)(2) Public Charity
  - Effective 11-10-2020
6. **Accounting Period:** January 1 – December 31
7. **Business Meetings:** Monthly, 2<sup>nd</sup> Saturday
8. **Officer Meetings:** Monthly, typically 1 week prior to Business Meetings

# Chapter Membership & Territory

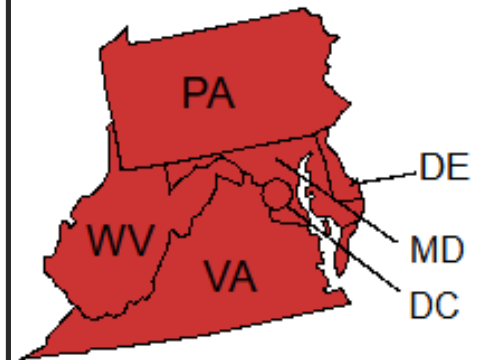
- Home City – Washington D.C.



- 47 Full Brothers
- 14 Associates
- 1 Alumni

- *We've raised over \$70K for charity supporting the LGBTQIA+ community.*

## Coverage Area



## Home Bar



# Full Brother Designation

## Designation

Full Brothers are designated herein as any queer person of color who has attained the age of twenty-one (21), living within the defined territory of the chapter they request to join; and having been members in good standing in the community.

*\* Taken verbatim from our By-Laws*

# Big Brother Role

- 1. Serve as a role model and advisor throughout the entire pledge process working in coordination with the PM / APM.**
- 2. Promote our ONYXMA Mission and The ONYX Code (Code of Conduct) by setting an example of high ethical standards and fostering the personal development of my little brother.**
- 3. Instill in my little brother a sense of personal responsibility not only through the wisdom of my words but through the integrity of my actions.**

*\* Taken verbatim from our Big Brother training*



# Big Brother Role

## How To Contribute

1. Be a role model of integrity and character representing the Men of ONYX and also as a Leatherperson/Kinkster.
2. Motivate and uplift all pledges.
3. Share your own leather journey.
4. Act in accordance with the Code of Conduct.

## Remember

1. Pledges are under *no obligation* to meet with brothers outside of their assigned Big Brothers.
2. We encourage all ONYXMA members to get to know our pledges.

*\* Taken verbatim from our Big Brother training*

# What Do We Expect And Look For?

1. Character, Fairness, Integrity, Truthfulness and Accountability.
2. Ability to work, contribute and compromise using collaborative methods.
3. Strong interpersonal skills.
4. Respect for diversity and inclusion.
5. Active engagement related to classes and pledge initiatives.
6. Ability to build and maintain strong and positive relationships.
7. Commitment to the Leather, Kink and BDSM lifestyle and actively on their journey.
8. Pledges that embody Brotherhood/Siblinghood and can serve as stewards of our brand, reputation and ideals in keeping with The ONYX Code “Code of Conduct”.
9. Pledges are under **no obligation** to meet with brothers that are not their Big Brother.

# What Do We Expect And Look For?

## Attendance & Timeliness

- Class
- Assignments
- Events
- ONYXMA Meetings

## Engagement

- Participation
- Demonstrated effort
- Ask questions
- Digest materials we provide and make available
- Self study is required

## Pledge Line Requirements

- Teamwork
- Collaboration
- Compromise
- Communication
- Maturity
- Professional Behavior

## Final Note...

1. You are always representing ONYX.
2. How you act while on line is a strong indicator of how you will act if you “cross” into ONYXMA.
3. We move and act as a professional organization internally & externally.
4. *Act accordingly – it’s required.*

# Decision Making By The Line

1. All pledges have equal say. Bring questions to your pledge meetings.
2. Don't make-up or assume information to justify your thinking.
3. Tackle decision making based on priority need.
4. The ability to hold mature, professional, collaborative and efficient discussions is part of the assessment we make about each of you.
5. Text-based discussions are the worst way to drive consensus.
6. We don't require 100% agreement on decisions.
  - *Studies show for small teams 100% agreement often translates into people becoming disengaged and "giving in" to the loudest voices.*
7. Vote based decisions are typically based on "overwhelming" or 2/3 majority (10:1, 9:2, 8:3, 7:4).
8. Pledges can abstain or refuse to vote, but that does not hold up voting.

# Equity of Pledges

- All pledges on the line are equal and peers. *There are no exceptions.*
- Your identification as a Dom, Sir, Master, sub, slave, boy, top, bottom, switch, etc. has **NO BEARING** on your role and authority within the pledge line.

**In fact, it has zero bearing on your role and authority in ONYX today or in the future.**

➤ *Statements along these lines are in violation of The ONYX Code and also the way we view Leather Protocol.*

# Rules

1. Communication regarding rules and policies come *directly from the Pledge Masters.*
2. Given the need for collaboration, do not expect instant responses.
3. Responses to questions will be done via regularly scheduled pledge meetings or special scheduled zoom / audio calls.
4. Important communications regarding requirements, policies, etc. will be communicated in email to the entire line.
5. While the pledge line may be required to operate with a “lead” for a given area, ALL pledges are encouraged to ask questions about an area during a meeting. *The “lead” does not get special treatment from the PM / APM.*

# Selection of the Line Name

1. The Line Name should ideally represent who your line is, and often the name is “aspirational”. The line selects their own name.
2. Typically selected near the end of the pledge process (late April).
3. Most lines since 2014 have used a number - *it's tradition, not a requirement.*
4. We do not allow line names that honor other members, use offensive language or invokes negative stereotypes.
5. Though Line names are rarely rejected, they are reviewed by the PM / APM and at times the President of ONYXMA.
6. Line Names are NOT USED on Bar Night Flyers.
7. Selection of a line name should be a fun process. *When members cross the line name is seldom used except by the line itself.*

2014 – Nasty 9  
2015 – Super 8  
2016 – Sinister 8  
2017 – Mischievous 9  
2018 – Epic 8  
2019 – Nefarious 9  
2020 – Suicide Squad  
2022 – Ten Ten  
2023 – The Pentagon

# Pledge Calendar

1. The pledge calendar is summarized in a 1 page document on the Member Portal and in Google Drive: [2025 / 2026 Pledge Calendar](#)
2. There are several “check-ins” on the schedule. *These are brief zoom check-ins between the PM/APM and the Pledge Line.*  
  
*\*The date and times are flexible, as they are brief touch points. They can be adjusted to accommodate work schedules.*
3. Finalizing the Community Service is a critical path item.
  - Once the Pledge leads finalize this if need be the PM / APM can schedule a brief zoom just to review this so it can be quickly approved.



# Community Service Requirements

1. Everyone must participate in the full event. *Only the line may participate for the community service.*
2. Typically scheduled between March 1 and the first week of April.
3. The selected initiative is presented by the line to the PM / APM during our pledge meeting, including the POC info and start/end time.
4. The event should serve part of the LGBTQ and POC community but does not have to be done with a LGBTQ organization. *We place more emphasis on supporting an organization in real need. (ex: SMYAL, Food Bank, etc.)*
5. You are responsible for ensuring there is adequate work for all participants for the full 4 hours.
6. Late arrivals, leaving early or not participating with fidelity are unacceptable.

# Photoshoot Requirements

*Photoshoot provides ONYXMA pictures for future events AND provides YOU with individual pictures.*

1. Everyone must participate for the entirety of the event.
2. Arrive in full pledge uniform (BDUs),
  - Information on purchasing BDUs is forthcoming.
3. This is NOT a pledge planned event. This is planned by the PM / APM.
4. PM will organize group pictures first, then individual pictures. At times the PM will pair multiple people together for smaller group shots.
5. The pledge bar night theme will be approved in time to allow the line to bring some items for pictures that support your theme (used in the flyers).
6. Please bring multiple leather lifestyle looks (about 4-5).

# Photoshoot Requirements

*You will be required to sign a media release form granting ownership and rights of all photos to ONYX Mid-Atlantic.*

You may want to bring a mask or something that hides your face (ex: hanky) for some of your pictures if you are concerned about those issues.

*\*Note: Photos from your application (along with your address, phone & DOB) will not be shared with the chapter.*

7. You are not permitted to use your own cell phone during this event. It must be turned off.

## Suggested Items

1. Pledge Uniform (Required)
2. BDUs (Required)
3. Bar Theme Look (Required)
4. Mask (Suggested)
5. Leatherwear
6. Bar Vest
7. Leather pants
8. Harnesses
9. Boots (Required)
10. Union Suits, Flight Suits, etc.
11. Singlets / Athletic Gear
12. Pup Mask / Other Head Gear
13. Caps
14. Jocks / Underwear
15. Socks
16. Arm Bands, Gloves, Floggers, Hankies, etc.

# Closing



<https://youtu.be/N7lu282MCr8>

# Closing



<https://onyxma.com/membership/>

*\*APM Krome ONYX will open the floor in order of hands raised and recognized.\**