



# Mentor

*The Newsletter of Arisia, Incorporated—Number 210—SEPTEMBER 2013*

## Notices

The Annual Meeting of Arisia, Inc will be held on Sunday, September 29 at 2:00pm at MIT building 66. The quorum for this meeting is 17 based on 51% of the average attendance of the last three meetings (23, 34, 41). At this meeting, the executive board will be reporting decisions to ban one person from attending Arisia events in 2014 and working on Arisia for at least one year after that, and to ban a second person from working on Arisia in the future. The membership will be voting on a recommendation of the Grant Committee to fund a grant (printed last month) to Neon Galaxy for \$3000. Officer elections will be held at the September meeting. At press time, no candidates had been nominated for office.

## August 2013 Meeting Minutes

**Date, Time and Place:** Meeting called to order by Rick Kovalcik at 7:35 p.m on August 13 at the NESFA clubhouse.

In the absence of the Clerk, Noel Rosenberg took the minutes.

**In attendance (41 members):** Bridget Boyle, Anna Bradley, Andrea Carney, Tom Coveney (new member), David D'Antonio, Don Eastlake III, Jill Eastlake, John Francini, Jaime Garmendia, Joel Herda, Brendan Hertel, Lisa Hertel, Crystal Huff, Fred Isaacs, Ray Isaacs, Suli Isaacs, Rachel Kadel-Garcia, Allan Kent, Rick Kovalcik, Michael Leuchtenburg, Ben Levy, Ken London, Erik Meyer-Curley, Dale Meyer-Curley, Skip Morris, Tom Murphy, Abby Noyce (new member), Lia Olsborg, Peter Olszowka, Danielle Reese, Noel Rosenberg, Sharon Sbarsky, Rachel Silber, Kris Snyder, Mike Sprague, Janet Stickle, Persis Thorndike, Pat Vandenberg, Conor Walsh, Tanya Washburn, Alexandria Wilkie

**Proxies:** James Pinkerton to Ben Levy, Karen Purcell to Bridget Boyle, Alex Latzko to Bridget Boyle, Jude Shabry to Crystal Huff, Lisa Holsberg to Dale Meyer-Curly, Terry Holt to Dale Meyer-Curly, Dash to Jaime Garmendia, Kris Pelletier to Jaime Garmendia, Hobbit to Janet Stickle, Carol London to Ken London, Alan McAvinney to Kris Snyder, Kathryn Kun to Kris Snyder, Mary Dumas to Lisa Hertel, Pete Thomas to Tom Murphy, Pam Ochs to Tom Murphy, Steve Huff to Michael Leuchtenburg, Kim Riek to Rachel Silber, Nicholas Shectman to Rachel Silber, Persis Thorndike to Rick Kovalcik, (At 9:45, Persis Thorndike withdrew her proxy.), (At 9:45) Bridget Boyle to Tom Coveney, (At 9:45) Alex Latzko to Tom Coveney.

**Corrections to the minutes:** Conor Walsh: There were 18 responses to the LRP survey, not 16.

## Eboard Report:

[RKOV passes the gavel to Conor, who reads the following report.]

"Recently something came up which involves multiple long-time Arisia staffers, and issues that a lot of Arisians have strong emotions about. We wanted to consider this carefully, from all angles, and then deal with it clearly and unambiguously. We have produced the following report, which we hope does exactly that.

On Sunday June 30th, Rachel Silber, acting in her capacity as Arisia 2013 Chair, made a formal request to the Executive Board per the disciplinary procedure we passed last April. She asked that we review an incident report detailing abusive behavior on the part of one Arisia staffer, directed at the Arisia staffer who made the report. We considered the report and solicited statements from witnesses not directly involved in the conflict. We met on the issue and agreed that the particular incident was in fact unacceptable behavior and a violation of our Code of Conduct, and also that it was important to look at things in a larger context before making a decision. After some discussion of events which had been witnessed by many Arisians, including some Board members, we agreed that the reported staffer had recently fallen into a general pattern of abusive behavior. That we should address this was clear, the details of how we should do so was not.

After extensive discussion, we settled on two principles we think are central to the issue, and that we consider good community practice:

Firstly, Arisia staff and volunteers are responsible for their respectful behavior, and most especially to those they have authority over. This makes it easier for all of us to work together on this shared labor of love, and also, it's just much nicer.

Secondly, each of us shares the responsibility to address harassment and/or abusive behavior. When we do this, we should be as constructive as possible, with the goal of making Arisia the best it can be.

The principle of consistently respectful behavior was violated by the staffer in question on multiple occasions. The staffer was confronted, at and after A13, about their behavior before and during the convention. At least one of these conversations involved A14 Chair Lisa Hertel, who informed the staffer she would not allow them to have a senior management position in A14 as a direct result of their behavior.

After deliberation, the Board has decided to formalize and extend the A14 Chair's decision, and that the staffer so reported will be banned from taking any management (i.e., Area Head or above) positions within the Arisia 2014 Convention. If this proves insufficient or if these problems continue, A15 Chair Mike Sprague will re-examine the situation in consultation with the Board.

Lastly, we'd like to add that the staffer's acknowledgement of the problem and subsequent proactive steps to make real changes in how they handle stressful situations had a large impact on how the EBoard chose to move forward in this case. We think that it speaks to the strength of our community and the integrity of the people in it that when there was an allegation of abusive behavior, the staffer in question was willing to listen to the problems that others had, to consider their behavior and make an active effort to change it. Their initial behavior was unacceptable, but with so many of us spending so much time constantly making Arisia better, it is good policy to respond positively to Arisians making themselves better.

We thank you for your time, both in reading this unusually long EBoard report, and in continuing to help make Arisia as fun and totally awesome as we can all collectively make it.

The staffer involved read a statement to the meeting which accepted the Eboard's decision. Discussion ensued.

*MS (Morris, Sbarsky) to overturn the decision of the eboard on the grounds that it usurps the authority of the conchair. FAILS many-4.*

[Conor passes the gavel back to RKO.]

*M (Eboard): to loan the use of our swipe boxes to whichever of the worldcon bids wins site selection, for use once site selection has been completed. PASSES many-0 with 3 abstentions.*

**President (Rick Kovalcik):** I am appointing Terry Holt (chair), Kris Pelletier, Anna Bradley, and Mike Sprague to run the Student Writing Contest.

**Clerk:** Not present, no report

**Treasurer:** We still have money. I renewed our liability insurance policy.

**A13 (Rachel Silber):** no report

**A13 Treasurer:** no report

**A14 (Lisa Hertel):** There is work going on. We exceeded our budget for radios, and the excess is coming out of contingency. We are over budget on registrations, but this is likely just a matter of online reg going on line early. I'm still looking for two assistant division heads: Food and Member Services.

**A15 (Mike Sprague):** Nothing new to report

**Budget Committee (Ben Levy):** Digging into undeposited checks from A'12, three were already reissued (one under a different name), I reissued one, I'm still waiting for a response for another, and another doesn't seem to exist anymore.

For the Corporate 2011/2012 audit, I shared a copy of the spreadsheets with the rest of the committee and I'm working on scheduling a date for going over them.

**CIC:** We have issued Key 23 to Lucky and Key 24 to Pat Vandenberg. There is a fair amount of stuff going to San Antonio for Worldcon, mostly tech and Art show. Arisia was missing one key clamp from storage. It was found in a NESFA bucket. We'll fix it after San Antonio.

**Honors Committee:** We have a get well card for Tanya Huff who broke her arm.

**Hotel Search:** No report

**IT:** The Zambia access issues have been resolved.

**Meeting Space Ad Hoc:** We are looking for spaces that meet the criteria raised in the survey.

**Relaxacon (Rick Kovalcik):** We have arrangements with the same venue as last year. You can book your hotel room now. I recommend calling them before September when they become harder to reach for the season. Online registration for the con is available now at <http://relaxacon.org>. Hotel room and membership rates are the same as 2013.

**Old Business:**

[RKOV passes the gavel to Donald Eastlake, III to take up the following motion, tabled from the last meeting.]

*MS (Latzko, Snyder) to expel Tom Murphy from the membership of Arisia, Inc.*

The chair read the bylaws regarding the expulsion of a member, as well the Purpose of Corporation as described in the Articles of Organization.

*The body went into Committee of the Whole.*

*MSP (Alan Kent, chorus) to Rise and report with the motion as originally presented.*

A Point of Order was raised as to whether we had 50% of the General Membership. General Membership is 78, and we have over 50 members present or voting by proxy.

With that, we proceed to vote on the motion by secret ballot. *By a vote of 39-14 [73%] with 2 abstentions, the motion passes.*

[With that, Rick takes back the gavel.]

**New Business**

*Moved (Silber) to amend the Bylaws to create the position of Ombudperson. The full text of the motion has gone out in email, and is signed by 5 members.*

*MSPU to table the motion to the October meeting.*

DDA rose to a point of personal privilege on Pete Thomas' behalf to read the following statement (by Pete) "I deeply regret and condemn the action the Arisia Corporation has taken tonight. I resign my membership in the corporation."

*MSPU (Conor, chorus) to amend Corporate Policy, Convention Policies section, to add a section XIV, text as follows [note: this had previously been voted on as practice, but not specifically added to the policies]: "A request to consider banning a person from Arisia events may be made to the Eboard by any Corporate member. The Eboard will look into all such requests in as confidential a manner as possible."*

After investigating, the Eboard will notify the person(s) involved, and then report their decision to the Corporation with twelve days notice including action to be taken. Any Eboard member involved will be automatically recused from participating in the investigation and decision. The confidentiality of other person(s) involved in the complaint including those making the request will be protected in this report. If no action is taken, the confidentiality of all person(s) involved in the complaint will be protected in this report. No matter what action is taken, no names will be published in Mentor nor elsewhere in public and restricted as much as possible after the report to those with a need to know. Possible actions include but are not limited to a ban from attending, volunteering, staffing, or otherwise participating for a number of year(s) or permanently. The decision is binding on future events. After at least a year, the decision of the Eboard may be appealed. Such appeals will be heard by the then current Eboard and will be handled in the same fashion as original requests.

Revocation of convention membership because of actions at or involving the current year's convention is up to the Convention Chair or their designee. A Convention Chair may always choose that they do not wish a particular person or person(s) working on their con."

MS (Conor, chorus) to amend Corporate Policy, Convention Policies section XIV, to replace "Revocation of convention membership because of actions at or involving the current year's convention is up to the Convention Chair or their designee" with "Revocation of convention membership may also be performed by the Convention Chair or their designee"

MSPU (Lucky, chorus) to table.

MS (Conor, Andrea) to amend Corporate Policy, Convention Policies section XIV, to replace "The decision is binding on future events" with "If the Membership wishes to overturn this decision of the EBoard under bylaw 4.4, a motion to do so shall be in order only during New Business of the corporate meeting at which this decision is reported or the corporate meeting immediately after. After that, the decision is binding on future events but may be appealed to the EBoard after at least one year."

M (Rachel S.) to amend by saying this applies only to conventions after the current one. Dies for lack of a second.

MSPU (Lucky, chorus) to table the main motion.

MSPU (Skip, chorus) to adjourn after announcements.

A Point of Order was raised that we needed to set the date of the November meeting.

MSP (Jill?, chorus) to instruct the eboard to come up with a date for the November meeting and report back.

Marty Gear's memorial is this Sunday (8/18) in MD. Persis is going. If you have something you would like read at the memorial, please email her.

Worldcon Site Selection is coming up soon. Jill Eastlake has offered to hand carry ballots for eligible voters who wish.

Adjourned at 10:18 p.m.

## Treasurer's Reports

June 30 <sup>th</sup>		Change vs last month
<b>Odd Year - A13</b>	<b>\$38,054.18</b>	<b>-\$11,367.04</b>
<b>Even Year - A14</b>	<b>\$3,776.40</b>	\$287.91
<b>Reserved/Unspent</b>		
2+ years expenses (CDs)	\$35,601.11	\$7.33
Grant Fund	\$5,000.00	\$0.00
Capital Equipment Fund	\$1,690.64	\$0.00
Relaxacon	\$109.82	-\$970.38
Training Fund	\$1,789.00	\$0.00
Scholarship(?) Fund	\$0.00	
Voted Expenses (excludes budget)	\$1,294.62	\$0.00
Unspent Budget	\$897.77	-\$925.00
<b>Total Reserved</b>	<b>\$46,382.96</b>	<b>-\$1,888.05</b>
<b>Unallocated Funds</b>	<b>\$32,633.40</b>	\$13,026.43
<b>Total Corporate Funds</b>	<b>\$79,016.36</b>	\$11,138.38
<b>Total Assets</b>	<b>\$120,846.94</b>	\$59.25
<b>Monthly Corp. Income</b>	<b>\$22.35</b>	\$14.23
<b>Monthly Corp. Expenses</b>	<b>-\$1,250.81</b>	<b>-\$151.85</b>

July 31 <sup>st</sup>		Change vs last month
<b>Odd Year - A13</b>	<b>\$24,358.49</b>	<b>-\$13,695.69</b>
<b>Even Year - A14</b>	<b>\$17,316.11</b>	\$13,539.71
<b>Reserved/Unspent</b>		
2+ years expenses (CDs)	\$35,608.22	\$7.11
Grant Fund	\$5,000.00	\$0.00
Capital Equipment Fund	\$1,690.64	\$0.00
Relaxacon		
Training Fund	\$1,789.00	\$0.00
Scholarship(?) Fund	\$0.00	\$0.00
Voted Expenses (excludes budget)	\$1,494.62	\$200.00
Unspent Budget	\$18,550.00	\$17,652.23
<b>Total Reserved</b>	<b>\$64,132.48</b>	\$17,749.52
<b>Unallocated Funds</b>	<b>\$13,487.79</b>	<b>-\$9,829.38</b>
<b>Total Corporate Funds</b>	<b>\$77,620.27</b>	\$7,920.14
<b>Total Assets</b>	<b>\$119,294.87</b>	\$7,764.16
<b>Monthly Corp. Income</b>	<b>\$8.16</b>	<b>-\$14.19</b>
<b>Monthly Corp. Expenses</b>	<b>-\$1,329.58</b>	<b>-\$78.77</b>

## Mentor Subscription Information

Subscription to *Mentor of Arisia* is included with Corporate Membership to Arisia, Incorporated. Membership runs from September 1st to August 31st and costs \$24. Dues are pro-rated on a monthly basis for members joining during the year.

<b>September</b>	<b>\$24</b>	March	\$12
October	\$22	April	\$10
November	\$20	May	\$08
December	\$18	June	\$06
January	\$16	July	\$04
February	\$14	August	\$02

## Membership List (as of 8/31/2013)

Dawn Ash	Rachel Kadel-Garcia	Danielle Reese
<i>Rob Bazemore</i>	Jeanne Kahn	Kim Riek
Melissa Beetham	Walter Kahn	<i>Mary Robison</i>
Bridget Boyle	Allan Kent	Noel Rosenberg
Anna Bradley	Rick Kovalcik	Sharon Sbarsky
Andrea Carney	Kathryn Kun	Richard Schmeidler
<i>Brian Cooper</i>	Zanne Labonville	Paul Selkirk
Tom Coveney	Alex Latzko	Jude Shabry
David D'Antonio	Paul Letersky	Nicholas Sheckman
Elka Tovah Davidoff	Michael Leuchtenburg	Dave Shevett
Kenneth Davis	Benjamin Levy	Cara Lea Shockley
Samantha Dings	Carol London	<i>Cris Shuldiner</i>
Mary Dumas	Ken London	Rachel Silber
Don Eastlake	Glenn MacWilliams	Kristen Snyder
Jill Eastlake	Alan McAvinney	Mike Sprague
John Francini	Dale Meyer-Curley	Janet Stickle
Jaime Garmendia	Erik Meyer-Curley	Julia Suggs
Joel Herda	Skip Morris	Persis Thorndike
Brendan Hertel	Dan Noe	Amol Vaidya
Lisa Hertel	Abby Noyce	Pat Vandenberg
Lisa Holsberg	Pam Ochs	LuAnn Vitalis
Terry Holt	Lia Olsborg	Al Walker
Crystal Huff	Peter Olszowka	Conor Walsh
Steve Huff	Sheila Oranch	Tanya Washburn
Fred Isaacs	Kris Pelletier	Alexandra Wilkie
Ray Isaacs	James Pinkerton	
Suli Isaacs	Karen Purcell	

## Committees List

<b>Budget Committee:</b> Ben Levy (chair), Rachel Kadel-Garcia, Alex Latzko, Alan McAvinney, Cris Shuldiner	<b>Inventory Control Committee:</b> Rick Kovalcik (chair), Lia Olsborg, Skip Morris, hobbit, Lisa Hertel
<b>Grant Committee:</b> Conor Walsh (chair), David D'Antonio, Samantha Dings, Mike Sprague, Anna Bradley	<b>IT Committee:</b> Alex Latzko (chair), Ben Levy, Skip Morris, Noel Rosenberg, Nicholas Sheckman.
<b>Comps Committee:</b> Mike Sprague (chair), David D'Antonio, Kathryn Kun, Danielle Reese, Skip Morris, Jaime Garmendia	<b>Meeting Space Committee:</b> Janet Stickle (chair), Bridget Boyle, Dale Curley, Lisa Hertel, Terry Holt, Danielle Reese, Tanya Washburn
<b>Student Writing Committee:</b> Terry Holt (chair), Kris Pelletier, Anna Bradley, Mike Sprague	<b>Relaxacon Committee:</b> Rick Kovalcik
	<b>Honors Committee:</b> Nicholas Sheckman (chair)

<b>Long Range Planning Committee:</b> Nicholas Sheckman (chair), Sharon Sbarsky, Rachel Kadel-Garcia, Lisa Hertel, Mary Dumas, Conor Walsh, Tanya Washburn	<b>Student Art Contest Committee:</b> Jacob Lefton
	<b>Hotel Search Committee:</b> Skip Morris (chair), Noel Rosenberg, Kris Snyder, Andrea Carney, Janet Stickle

## Key List

If you do not have a key and need to get into storage, email keys@arisia.org and all keyholders will get your request.

Key	Holder	Key	Holder
1	Landlord	13	Rachel Silber
2	Noel Rosenberg	14	Lisa Hertel
3	Skip Morris	15	Ben Levy
4	Craig McDonough	16	Lia Olsborg
5	Dave Shevett	17	Anna Bradley
6	Phi	18	Peter Olszowka
7	Dan Noe	19	Alex Latzko
8	Michael Trachtenberg	20	David Shaw
9	Hobbit	21	Conor Walsh
10	Rick Kovalcik	22	Sharon Sbarsky
11	Crystal Huff	23	Lucky
12	Persis Thorndike	24	Pat Vandenberg

## Upcoming Events and Meetings

**Saturday, September 21:** all day div head meeting in South Hampton, NH.

**Sunday, September 22, 10am-6pm:** New England Gaming Convention at the Dilboy VFW in Somerville, MA.

**Sunday, September 29 at 2pm:** Annual Corporate meeting at MIT building 66.

**Wednesday October 9:** Div head meeting at Akamai

**October 11-13:** Capclave in Gaithersburg, MD

**Sunday, October 20 at 1pm:** Concom meeting at the Westin.

**Sunday, October 20 at 4pm:** Corporate meeting at the Westin.

**November 1-3:** Albacon (relaxacon) in Saratoga Springs, NY

**November 3, noon-10pm:** Geek Central in Cambridge MA

**November 8-10:** Philcon in Cherry Hill, NJ

**Sunday, Nov. 17 at 1pm:** Concom meeting at the Westin.

**Sunday, Dec. 15 at 1pm:** Concom meeting at the Westin.

**Sunday, Jan. 4, 2014 at 1pm:** Final concom meeting for A14.

**January 17-20, 2014:** Arisia at the Westin Waterfront Hotel

**February 14-16, 2014:** Boskone at the Westin Waterfront

**July 3-6, 2014:** Gaylaxicon in the Boston area

**August 14-18, 2014:** Worldcon in London, UK