

Mentor

The Newsletter of Arisia, Incorporated
Volume 29, Issue 262, July 2019
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Announcements *M*

The July corporate meeting will be Sunday, July 21st from 1:30 to 3:30 PM at the Coolidge Corner branch of the Brookline Public Library.

The quorum for the July corporate meeting is 19, based on 51% of the average attendance of the last three meetings ($42+31+34 \cdot .51/3=18.19$).

Please submit proxies in advance by email to corp-proxies@arisia.org (a mailing list which will be seen by all subscribed corporate members) or clerk@arisia.org, CCing the proxy holder. Proxies may also be submitted with pen and paper by the proxy holder at the meeting.

At the July corporate meeting, At that meeting, the Eboard will be reporting on a number of actions under the Disciplinary Process:

- Arisia received a report that an unidentified attendee was touching another, costumed attendee inappropriately and without their consent during Arisia 2019. The IRMC was unable to identify

the individual whose behavior was reported, so the Eboard has voted to close this IR without further action.

- Arisia received a report at Arisia 2019 that an attendee was dismissive of the reporter's request for more personal space in an elevator and made inappropriate comments. After reviewing all of the information received regarding this report, the Eboard has voted to affirm the action taken by the At Con IRT, which was a verbal warning given to the attendee whose behavior was reported, and to not take any further action. The Eboard has additionally voted to not release the name of the attendee whose behavior was reported, due to the nature of the report and that this was their first warning.
- Arisia received a report that the Executive Board had engaged in harassing behavior over email while responding to an incident report filed last fall. After looking into the report, and on the advice of outside parties, the Eboard has apologized for failing to communicate appropriately with the subject of an incident report, and revised its guidelines accordingly. No further action will be taken at this time.
- Arisia received a report that an unidentified staff member was touching other staff members inappropriately and without their consent during Arisia 2019. The IRMC was unable to identify the staff member whose behavior was reported, so the Eboard has voted to close this IR without further action.
- Arisia received a report that an unidentified individual yelled at and shoved a minor during Arisia 2019. The IRMC was unable to identify the individual whose behavior was reported, so the Eboard has voted to close this IR without further action.
- Arisia received a report that an individual physically restrained and would not let go of the reporter when asked at a non-Arisia event several years ago. After reviewing the information regarding this report, and confirming that the individual in question has not attended Arisia in greater than 10 years, the Eboard has voted to add a flag to the registration database to ask Registration to alert us if the person whose behavior was reported registers for a future Arisia event, but take no further action at this time.
- Arisia received a report in the lead up to Arisia 2019 that two individuals had a history of engaging in abusive behavior towards the reporter and may attempt to do so at Arisia 2019. After reviewing the information received regarding this report, with no additional reports received at Arisia 2019, and after discussions with the reporter both pre- and post-con, the Eboard has voted to close this IR with no further action.

June Corporate Meeting Summary

- meeting called to order at 7:42 PM and adjourned at 9:05 PM
- 21 required for quorum this month, 34 total in attendance, 25 total proxies reported
- 19 required for quorum next month

Corrections to the May minutes:

In the editions of the June 2019 Mentor which went out by USPS and to the corporate mailing list, a name which was marked "not for publication" in IRMC's report was accidentally included. It has been redacted from the version of the file archived on the corporate website.

Deb Geisler is a professor at Suffolk University, not BU, and chaired Worldcon (among others) but has not chaired Intercon. Her expert witness rate is \$300/hour.

Passed on a voice vote.

Motions:

MOVED to set the location of the September 22 corporate meeting to the Westin Waterfront Hotel.

Passed on a voice vote.

MOVED to change the date of the August 13 corporate meeting to August 22.

Passed on a show of hands (many for, one against).

Straw poll on whether members prefer Saturdays or Sundays for a summer cookout - to be held separately from our monthly meetings.

Sundays significantly preferable to Saturdays on a show of hands.

MOVED to explicitly add handling info@ to the CorpComms remit.

Passed on a voice vote.

MOVED to close the 2019 Convention Committee books.

Passed on a voice vote.

MOVED to approve the 2019-2020 corporate budget.

Passed on a voice vote.

MOVED to approve updates to the Disciplinary Process FAQ and update the Disciplinary Process Information page on the corporate website.

Passed on a voice vote.

MOVED to enter committee of the whole.

MOVED to exit committee of the whole

Passed on a voice vote.

June Corporate Meeting Minutes

The June corporate meeting was called to order on Tuesday, June 11th at 7:42 by Nicholas “phi” Shtzman, President, in room 3-447 at Roxbury Community College, 1234 Columbus Avenue, Boston, MA 02120.

The quorum for the June corporate meeting was 21, based on 51% of the average attendance of the last three meetings ($45+42+31 \cdot .51/3=20.06$).

Attendance (34):

Wendee Abramo, Joseph Andelman, E.J. Barnes, Nicholas Brown, Heather Cougar, Daniel Eareckson, Etana, Kelly Fabijanac, Patrick Foster, Jaime Garmendia, Lisa Hertel, Sol Houser, Diana Hsu, Rachel Kadel, Matthew Kamm, Rick Kovalcik, Henry Leong, Ben Levy, Ken London, Claudia Mastroianni, Richard Maynard, Elliott Mitchell, Kris Pelletier, Kim Riek, Sharon Sbarsky, RaShawn Seams, Nicholas "phi" Sheckman, Rachel Silber, Kris "Nchanter" Snyder, Mike Sprague, Rachel Tanenhaus, Dan Toland, Wendy Verschoor, Michelle Wexelblat

Proxies:

1. Jesi Lipp to Kris Pelletier
2. Alan Wexelblat to Kris Pelletier
3. Lenore Jean Jones to Kris "Nchanter" Snyder
4. Tamar Amidon to RaShawn Seams
5. Melissa Kaplan to Rachel Tanenhaus
6. Anna Bradley to Sharon Sbarsky
7. Carol London to Ken London
8. Danny Miller to E.J. Barnes
9. Karen Purcell to Michelle Wexelblat
10. Jess Steytler to Michelle Wexelblat
11. Tanya Washburn to Mike Sprague
12. Dale Meyer-Curley to Diana Hsu
13. Peter Olszowka to Rick Kovalcik
14. Mary Olszowka to Rick Kovalcik
15. Jade Piltser-Cowan to Diana Hsu
16. Ilene Tatroe to Kris "Nchanter" Snyder
17. Megan Lewis to Ben Levy
18. Mink Rosequist to Sol Houser
19. Terry Holt to Mike Sprague
20. Regis Donovan to Claudia Mastroianni
21. Ellie Younger to Jaime Garmendia
22. Sibyl Shearin to Claudia Mastroianni
23. Dmitri Zagidulin to Kim Riek
24. Lisa Goldstein to Henry Leong
25. Vivian Abraham to Rachel Tanenhaus

Corrections to the minutes:

In the editions of the June 2019 Mentor which went out by USPS and to the corporate mailing list, a name which was marked "not for publication" in IRMC's report was accidentally included. It has been redacted from the version of the file archived on the corporate website.

Deb Geisler is a professor at Suffolk University, not BU, and chaired Worldcon (among others) but has not chaired Intercon. Her expert witness rate is \$300/hour.

Passed on a voice vote.

Eboard report:

The Eboard met by conference call on May 28 to discuss incidents, material to go into Mentor, Marriott arbitration, meeting locations, the Relaxacon, website updates, and probably some other things I am forgetting. No votes were taken during this meeting.

We voted to appoint Kim Riek and Jaime Garmendia to the IRMC.

We voted to reimburse Relaxacon attendees for transport from Hyannis.

We voted to delay 2020 Relaxacon arrangements pending discussion on the corporate mailing list and at the June meeting.

We made additional arbitration payments to JAMS Inc in the amount of \$5,920.

We paid Daniel Casieri Law \$1,442 for services in May.

Officer reports:

President's report

I spent this morning in a planning session with Daniel Casieri and Deb Geisler and they are sanguine about our prospects, particularly with the first arbitration (for the Aloft). There has been no change in schedule and we are still expecting the arbitration to be on June 25 and July 11. Daniel and I are meeting again a week from tomorrow.

I got a phone call from the Park Plaza and they are still holding our weekend. I let them know that we were going to start our planning as if we are going to be in the Westin, so as to be able to use the Westin meeting space that we get in our contract. They reiterated their messaging from last time and I told them I would let them know about any changes in the ADR schedule.

If we win arbitration, we'll be at the Westin.

If we lose arbitration, there may well be an organization that needs space for a meeting of 150 people, but it is not this organization.

MOVED to set the location of the September 22 corporate meeting to the Westin Waterfront Hotel.

Joseph: should we think about alternate locations?

RaShawn: as chair of location search, we look at back-up spaces for this very reason.

Passed on a voice vote.

I got a request to move the August meeting to work better with people's Worldcon travel. MOVED to change the date of the August meeting from Tuesday, August 13 to Thursday, August 22.

We have not set a location yet; there is a number of possibilities.

Passed on a show of hands (many for, one against).

I appointed Kim Riek to CorpComms.

I appointed Etana and Sol Houser to Location Search.

I appointed Etana, Sol Houser, and Melissa Kaplan to Relaxacon Search. I expect more news there, including a chair for this committee.

I appointed Gail Terman as chair of the IT committee.

I am looking for people to appoint to the email monitoring committee.

We have two possible locations for a cookout this summer and I am checking on availability for those. What is our preference on Saturday versus Sunday for a cookout? Assuming that the date is otherwise unhindered.

Show of hands much more inclined towards Sunday than Saturday.

Michelle: to note, we had a thing with a corporate meeting being July 21, which is also a Jewish fast day. phi: we're not considering combining them.

Rick: in the future, it might be worth remembering parking is easier in most places in Boston on Sundays than on Saturdays.

Sharon: for the last several years NESFA has held a barbecue at a park, this year on Labor Day, and we could combine with them.

phi: two cookouts is better than one! I'm also not looking at that weekend right now.

Lisa: while we're talking about Jewish fast days, August 11 is one as well.

When we created the Corporate Communications committee, we put some things in its charter but didn't explicitly add handling corporate requests to the info@arisia.org address. I'd like to explicitly add handling info@ to the corpcomms remit, as they are already coordinating with the convention committee on external communications issues.

MOVED to explicitly add handling info@ to the CorpComms remit.

Mike: what does "handling" mean?

Sol: we're fielding it. FYI, ConComms leadership is also on CorpComms, so this isn't taking anything out of their hands

phi: we never switched ownership from the old clerk to the new clerk.

Diana: the conchair team should stay on it.

Etana: the Wiki says that info@ is part of the Comms division of the Convention Committee; we're cleaning up and making sure it's handled by Comms in general.

Passed on a voice vote.

Vice President's report

No report.

Treasurer's report

To join the corporation at this meeting costs \$6; if it is paid by the time the meeting is adjourned, then this meeting will count as your first attendance and you'll have full voting rights at the next meeting.

Clerk's report

Congratulations to Mink and Andy Rosequist on the birth of their tiny wizard Juniper Inga!

After an impressive journey, the printer used by ConComms to print Ether during the convention has arrived at my home for the purpose of printing Mentor during the rest of the year. Thanks to all involved in this odyssey, particularly Rachel Silber and Ellie Younger.

Lisa: is this the color printer?

phi: yes.

Lisa: logistics will need it to print labels at some point.

phi: okay.

Rick: do we know where the 11x17 printer for sign shop ended up?

phi: that's probably a question for the Convention Committee.

Rick: people should keep this in the back of their minds.

Member-at-Large's reports

No report.

A19 Conchair's report

No report.

A19 Treasurer's report (phi reading for Ellie)

Kris has audited the 2019 books and I move to close the 2019 Convention books. Arisia 2019 had a surplus of \$5,056.95 on a revenue of \$120,731.04, against a budgeted revenue of \$181,870.00 and expenses of \$187,240.97. If any additional convention expenses need reimbursement after the books are closed, they can be submitted to the corporate treasurer.

Passed on a voice vote.

A20 Conchair's report

We have a full slate of guests with the addition of Saladin Ahmed as our Writer Guest of Honor! The others are Kristina Carroll as our Artist Guest of Honor and Arthur Chu as our Fan Guest of Honor.

Mike: are there any new staff appointments to announce?

Diana: yes - Wendee as hotel division head, Jacqui Bryant as assistant guests of honor division head.

A20 Treasurer's report

DivHeads are busy working on their budgets (if they don't want to make their Treasurer cry) for the Division Head meeting on the 15th. The convention budget will be presented at the July Corporate meeting.

Committee reports:

Budget Committee report

Moved to approve the corporate budget for the fiscal year 2019-2020. It is [included in this edition of Mentor] in comparison to the current 2018-2019 budget and the actuals spent as of the end of April 2019.

A few things to note:

As a charitable non-profit, our goal is not to create a net zero budget. Once we have accounted for the budget line items we require to stay afloat (our Storage, Insurance, and Hosting costs, which are charged to the convention as the Convention Payment), our mission is to return any profits to the community. We do that in multiple ways, including awarding grants, giving awards, etc. Every Mentor contains the Treasurer's Report which details how much we have in reserved/unallocated funds to cover the balance.

I am leaning conservative and am not proposing that we increase the Dues Income line item, as the actuals for 18/19 recorded here reflect the huge influx of members from November and until we have two years of data, I'd rather we not budget for that large an increase.

The rent for our storage facility has gone down with the move to the new location, and as such so has the Convention payment.

I am proposing that we add a line item for "Transportation Reimbursement". In the past, the Eboard has approved reimbursements for things like taxis to and from the train station at Relaxacon. In addition, there was discussion that since we have moved our storage facility to a location that is accessible primarily by car or commuter rail, the Corporation should be amenable to reimbursing the round trip costs that wouldn't have been incurred if we had been able to stay within the reach of the Boston subway/bus lines. When an expense is expected to be incurred, I believe it should be captured as a line item in the budget as opposed to individually authorized by an Officer or the Eboard as a whole.

I am also proposing that we add Income and Expense line items for Relaxacon, for similar reasons to the above: when we expect an expense to be incurred, I believe it should be captured in the budget. In the past, Relaxacon has been segregated similar to the Grants/Training/Capital Equipment Funds, but it does not operate in the same way.

Lisa: I was at Kifor last week for an unrelated errand and she mentioned our electricity use is higher than expected and costs may increase.

Kris: we knew that could happen, but we haven't heard from them. Rent is increasing partway through the fiscal year.

Michelle: should A19 payment actually be A20 payment?

Kris: oooh. Yes.

Sharon: does the corp meeting space rental include all kinds?

Kris: yes. It used to say (NESFA); I have removed that because at this point there are a few different places we pay to use, all around \$50.

Rick: some instances should say A19 and some instances should say A20.

Kris: this particular line should say just “convention payment”, or A19/A20.

Rachel S: is the reason for the remaining \$6000 in rent something about breaking lease with our old storage?

Kris: we have not finished paying - that’s the amount still due.

phi: there’s a note that says actuals are reflective of through April 2019.

Kris: we paid for one month’s rent out of the agreement with the previous place, we ended up paying one less month out of budget because of that.

Rick: there were two months of overlap. When we did last year’s budget, we were expecting the old place’s price, and the new place costs significantly less, which is part of why we haven’t spent as much as anticipated.

Rachel S: I just don’t understand if that payment is in the rent expenses line, or doesn’t appear here, or...

Kris: Rick is correct that we will underspend by the difference between the two.

phi: it is an out of budget income item, just as others are out of budget expense items.

Etana: what is Mailman?

Kris: it is what we use to mass mail our community and is a convention-only asset.

Etana: is that separate from Mailchimp?

Kris: sorry, reverse that, Mailchimp is what we use to mass mail our community. Mailman is what we use for our mailing lists.

Etana: with the adjustment of social media accounts to be both corporate and convention assets, is Buffer being accounted for in the corporate budget instead of the convention budget?

Sol: the parceling out of responsibilities for CorpComms has only just begun, I don’t anticipate any changes to funding being ready for this year’s corporate or convention budgets.

Sharon: to clarify the Mailman line item, it’s payment for the server and the software and the administration of lists like corp@, corp-announce@, staff-announce@, and staff-discuss@. There are several smaller ones on both corporate and convention sides.

Passed on a voice vote.

Corporate Communications Committee report

As reported by phi, Kim Riek has joined, so this exists now! I’m excited to have back-up; we will be coordinating shared/supplemented responsibilities. I have a plan for recruitment which I will roll out over the coming month, but volunteers are still wanted and welcomed! I also met with Etana today and we’ve started the process of corp/con coordination.

Corporate Inventory Control Committee report

As reported to the Eboard, electrical work has been completed. The electrician is getting our address from our landlord and sending us a bill sometime in our lifetime; he doesn’t seem terribly motivated to bill us. ...It occurs to me I should warn him that there may be something bad happening and he should get the bill in sooner rather than later.

Digital Assets Management Committee report

No report.

Disciplinary Policy FAQ Committee report

In May, the Disciplinary Process FAQ Committee met and are proposing the following changes to the Disciplinary Process FAQ on the Disciplinary Process Information page on the Arisia Corporate website.

We have changed the answers to 2 questions (13 & 19) based on the policies adopted since the FAQ was initially approved. We have added 2 questions and answers based on the policies adopted since the FAQ was initially approved. We have revised the answers to 2 questions (10 & 12) and added 1 question and answer that are not related to the changes that have been made to the disciplinary process since the FAQ was initially approved, that we believed were important clarifications.

Full text is [included in this edition of Mentor].

MOVED to approve updates to the Disciplinary Process FAQ.

Ben: is it what's printed here or in the Google Doc?

Nchanter: the Google Doc is slightly different (more updated) wording, but the Eboard will decide which is grammatically correct, I don't care about splitting hairs but if we do as a group that's totally okay.

Claudia: I care about splitting hairs. I'm in favor of website versus webpage. This is feedback to the Eboard, not an amendment.

Rick: Page is more appropriate than site; Arisia publishes many sites. This is also feedback to the Eboard, not an amendment.

Ben: I think one instance is a necessary change - names only appear on webpage, versus website, because it implies they won't be in Mentor

phi: I thank you all for making these feedback rather than amendments; we don't need to do this for this motion.

Passed on a voice vote.

Grants Committee report (phi reading for Wex)

The Grants Committee is considering two grant requests and will have our recommendations to the Board and the Corporate list in time for the July meeting.

Grant money is handled outside the budget process. The Committee has voted to return to a style of funding grants that was used in the past. We will not request any set-aside allocation for the coming year. Rather, when we bring a grant proposal to the Corporation it will be done as two motions: One for the Corporation to allocate money to that fund in the amount needed for the grant, and a second vote to authorize the Treasurer to disburse those funds in accordance with the grant proposal.

The net effect of this is that no money will be sitting in a fund that requires a special vote to reallocate. The Grants Committee will tally and report in Mentor the total amount granted as we go through the fiscal year.

Hotel Search Committee report

No report.

Incident Review and Management Committee report

The committee chair had a baby!

No additional IRs have been closed since the 5/19 meeting, though we have several that are close and we expect to gain some much needed momentum with the addition of Jaime and Kim to the committee.

Current Status

- Closed IRs: 13
- Open IRs: 43
- Open IRs expected to close and be reported out at July meeting: 8 (as of today, although this will most likely increase once we get Jaime and Kim going - there are a couple I didn't feel comfortable saying *definitely*)

With regards to the webpage mentioned previously in the Disciplinary Process FAQ report, the Eboard is working on getting it up; we're going back through the old data to make sure it is an accurate representation. I didn't get a chance to bring up an implementation question to the Eboard, so it will be brought up on the mailing list and at the next meeting.

With Andy stepping back, I have reached out to BARCC and started a conversation regarding reviews of our COC/policies, and about community outreach/workshops to make sure we're still engaging with our larger membership and the public. I was hoping to talk to them before today but it didn't end up happening yet.

IT Committee report

No report.

Location Search Committee report

We have appointed Etana and Sol to the committee, and connected with the conchair team to share information on any viable spaces we find. One other thing - we're still looking for any volunteers or ideas. Contact committee members.

Diana: I heard there's a spreadsheet!

RaShawn: it includes locations for con, corp, Relaxacon...

Diana: what are good criteria for people to keep in mind?

RaShawn: I'm glad you asked! Access - not only ADA/disabilities, but also parking, connection to the MBTA. Open late - sometimes we have meetings after office hours. Inviting/welcoming to our diverse membership. Safety and comfort.

Sol: meetings were historically held north of the river most of the time, and we're trying to enfranchise members throughout the area; we want everyone to have an easy time getting to the meeting, so we're particularly looking for spots more south and west in the Boston Area - hence recent use of BU.

Dale: have we established/confirmed relationships with these venues?

RaShawn: we have with some, we're looking into others to find out about availability. One we've removed due to disassociation is CarGurus; our contact has distanced themselves from Arisia. (Rachel T: I know someone there, let me talk to them!)

Lisa: I just wanted to say that if we need an in at Northeastern, I believe Ed Trachtenberg has a connection with them.

Logo Committee report

No report.

Long Range Planning Committee report

No report.

Open Policy Committee report

No report.

Relaxacon Committee report

No report.

Relaxacon Search Committee report (phi presenting)

This exists with some members, but no chair yet; they've only known that they're on it for a few hours so I don't expect a report, but I promised on the mailing list that we could discuss Relaxacon locations, and I want to allocate some time to that. A lot of the criteria RaShawn mentioned are the same values we will be working on as well. No site is perfect, but we think we can meet the needs of our members and it is worth doing a search to find a suitable location.

Heather: having just said that there isn't a chair, who do we talk to if we want to join?

phi: me.

Student Contests Committee report

No report.

Unfinished Business:

None.

New Business:

Ben: motion to thank the A19 convention committee.

Applause, before passing on a voice vote.

Nchanter: I have a question... on the mailing list you, phi, said we would make a decision about Relaxacon 2020 by this meeting, but that didn't come up in your Relaxacon Search Committee report.

MOVED to enter committee of the whole.

Passed on a voice vote.

MOVED to exit committee of the whole.

Passed on a voice vote.

Mike: as far as the conchair search for A21, has there been any progress?

phi: we are currently without candidates; if you know anyone who's interested...

Nicholas: is the programming brainstorm session open to ...?

(everyone)

Announcements:

Lisa: I am looking for a new art studio, about 300 square feet, north of Boston.

Rick: can someone from the conchair team take the GoToMeeting kit from me?

Sol: please remember to sign in!

phi: late arrivals may not know that there is a congratulations card going around for the Rosequists.

Meeting adjourned at 9:05 PM.

June Treasurer's Report

May 31			Change vs last month
Odd Year - A19		\$10,040.08	-\$23,462.57
Even Year - A20		\$10,194.98	-\$5,005.70
Corporate - Reserved/Unspent			
Two years expenses (CDs)	\$41,707.85		\$1.37
Grant Fund Unallocated	\$1,556.09		\$0.00
Grant Fund Allocated	\$1,500.00		\$0.00
Capital Equipment Unallocated	\$1,542.27		\$0.00
Capital Equipment Allocated	\$0.00		\$0.00
Training Fund Unallocated	\$1,022.00		\$0.00
Training Fund Allocated	\$900.00		\$0.00
MCFI/CostumeCon	\$0.00		-\$3,134.98
Relaxacon	\$1,060.66		\$1,012.06
Scholarship(?) Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$700.00		\$0.00
Unspent Budget	\$12,658.03		-\$3,185.23
Total Reserved		\$62,646.90	-\$5,306.78
Unallocated Funds		\$28,871.97	\$15,125.38
Total Corporate Funds		\$91,518.87	\$9,818.60
Total Assets		\$111,753.93	-\$18,649.67
Total Corporate Income		\$1,074.91	-\$11,544.02
Total Corporate Expenses		-\$9,800.34	-\$7,499.34

2019-2020 Corporate Budget *M*

Note: Actual/Spent reflects amounts through April 2019

Income	2019-2020	2018-2019	Actual
Dues	\$1,800.00	\$1,800.00	\$4,417.21
Interest		\$30.00	\$44.56
Convention Payment	\$18,111.83	\$21,679.33	
Donations			\$22.24
T-Shirts			\$176.97
Relaxacon	\$1,200.00		
Total Income	\$21,111.83	\$23,509.33	\$4,660.98

Expenses	2019-2020	2018-2019	Spent	Remaining	Over/ Under
Rent (\$1,250/\$1,287.50) per month plus (\$25) for electricity	\$-15,562.50	\$-19,740.00	\$-13,515.00	\$6,225.00	
Liability Insurance - Arisia Storage plus Convention and Relaxacon	\$-1,100.00	\$-1,100.00	\$-1,612.00	\$-512.00	\$-512.00
Server Hosting - Hostgator (\$1,438/3)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Server Hosting - Registration/Linode	\$-360.00	\$-360.00	\$-250.00	\$110.00	
Server Hosting - Dreamhost	\$-360.00	\$-360.00	\$-300.00	\$60.00	
Remote Meeting Software	\$-250.00	\$-250.00	\$-321.88	\$-71.88	\$-71.88
Student Contests: Admin, Marketing, and Mass Mailer	\$-3,300.00	\$-3,300.00	\$-2,038.98	\$1,261.02	\$1,261.02
Student Art Contest Prizes	\$-1,000.00	\$-1,000.00	\$-800.00	\$200.00	
SAC Prize for HS	\$-250.00	\$-250.00	\$-250.00	\$0.00	\$0.00
Student Writing Contest Prizes (HS)	\$-1,000.00	\$-1,000.00	\$-1,000.00	\$0.00	\$0.00
SWC Prize for HS	\$-250.00	\$-250.00	\$0.00	\$250.00	
Student Writing Contest Prizes (College)	\$-1,000.00	\$-1,000.00	\$0.00	\$1,000.00	\$1,000.00
Corp Meeting Space Rental	\$-450.00	\$-450.00	\$-146.36	\$303.64	
Transportation Reimbursements	\$-300.00	-	-	-	
Mentor - Postage and Copying	\$-300.00	\$-300.00	\$-79.02	\$220.98	
Sales T-shirt	\$-1,500.00	\$-1,500.00	\$-1,236.50	\$263.50	\$263.50
Smofcon Scholarship Fund	\$-1,000.00	\$-1,000.00	\$0.00	\$1,000.00	\$1,000.00
Contingency Fund	\$-4,500.00	\$-4,500.00	\$0.00	\$4,500.00	
Corporate Inventory Control (CIC)	\$-300.00	\$-300.00	\$0.00	\$300.00	
Admin	\$-200.00	\$-200.00	\$-55.12	\$144.88	
Supplies	\$-400.00	\$-400.00	\$-183.21	\$216.79	
Mailman	\$-60.00	\$-60.00	\$-60.00	\$0.00	\$0.00
Credit Card/Paypal Fees	\$-600.00	\$-600.00	\$-813.46	\$-213.46	
Summer BBQ	\$-400.00	\$-400.00	\$-395.44	\$4.56	\$4.56
Relaxacon Expenses	\$-1,200.00	-	-	-	
Domain Name	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenses	\$-35,642.50	\$-38,320.00	\$-22,476.74	\$15,843.26	\$2,945.20
Net	\$-14,530.67				

Out of Budget 2018/2019 Spending	Unallocated	Allocated	Spent
Grants Fund	\$1,556.09	\$-1,500.00	\$-964.00
Training Fund	\$1,022.00	\$-900.00	\$0.00
Capital Equipment Fund	\$1,542.27	\$0.00	\$-1,460.05
Eboard and Officer Spending	-	-	\$-10,223.38
Relaxacon	-	-	\$0.00
Total			\$-12,647.43

Note: major contributions to Eboard and Officer Spending include 11/11/18 corporate meetings, lawyer fees, and ADR deposits.

Spent Budget	\$-22,476.74
Out of Budget Spending	\$-12,647.43
Combined Expenses	\$-35,124.17

Disciplinary Process FAQ Updates

- In the first section, italics indicate the old answer, which will be replaced by the new answer (bold formatting).
- In the third section, italics indicate the old answer, which will remain with the exception of removals (strike-through formatting) and additions (bold formatting).
- Question A will be inserted at the end, becoming number 24.
- Question B will be inserted after number 14, becoming number 15, and subsequent questions will be renumbered accordingly.
- Question C will be inserted after current number 16, becoming number 18, and subsequent questions will be renumbered accordingly.

Revised Questions and Answers

13) What is the policy on publishing disciplinary actions?

Disciplinary decisions, including actions, warnings, and decisions to take no action, are published in the Arisia corporate newsletter Mentor.

Disciplinary decisions, including actions, warnings, and decisions to take no action, are published in the Arisia corporate newsletter Mentor. They will be posted on a page [link] on the Arisia website.

Names of people against whom disciplinary action was taken will appear in Mentor. If the Eboard responds to a report with a warning and no further actions, they may choose not to publish the name(s) of the person/people whose behavior was reported.

Names of people against whom disciplinary action was taken will only appear on the web page if the action taken was a permanent or indefinite ban.

This is the policy for incident reports received after December 19, 2018. For reports received before that date, all that will appear on the web page are the names of permanently or indefinitely banned persons and the date that ban went into effect.

19) Does Arisia publish lists of people whose participation in the con is restricted?

No.

Arisia publishes a webpage [link] with the names of those persons who are permanently or indefinitely banned from Arisia events. However, Arisia does not publish a list of those people whose participation in Arisia events is limited or restricted in other ways.

New Questions and Answers

A) How has the Disciplinary Process changed since the fall of 2018?

The largest changes to the Arisia Disciplinary Process policies are the increased transparency of disciplinary actions and reports via publication in Mentor and on the website [link]. In addition, in response to the large numbers of reports received in fall 2018, we enabled the Eboard to take short-term provisional actions through the end of Arisia 2019. In response to the workload, the Incident Report Committee has been expanded to include more members, who do not need to be members of the Eboard.

B) If a person appeals a decision, does information concerning the results of that disciplinary process remain on the website pending the appeal?

Yes. Alterations to the website will only be made if the appeal results in a change of that decision.

If an appeal results in a change of a decision, a note to the original decision will be added, to reflect that change. If an indefinite or permanent ban is rescinded, the name of the person previously banned will be removed from the website.

Questions unrelated to the addition of VIII that needed revision or adding based on a review of the existing FAQ.

10) What does Arisia do if the person(s) who was the target of the behavior in an incident does not want to officially report it? What if a bystander or a witness reports an incident, but the person who was the target of the behavior does not want Arisia to take action? Can this person who is the target of the behavior stop the process?

*Anyone, including the target of the behavior that has been reported, may decline to participate in the investigation. Although Arisia will take the preferences of targets of behavior into account, our consideration of community safety may mean that we move forward with an investigation anyway. **If the investigation moves forward, the person declining to participate will not be involved in this process.***

12) It says that "if an incident is not referred to the disciplinary process, no follow-up will be conducted." Does that mean that the IR committee can just decide to ignore my report and not tell me anything?

The IR committee may decide that an incident was addressed sufficiently via the response that occurred at con, or that they do not have enough information to move forward with the disciplinary process. Regardless, if your report included contact information, the IR committee will contact you ~~within two weeks~~ with information about whether they are moving forward.

Incidents which can be resolved at the convention may not require additional disciplinary follow ups. These cases do not trigger an investigation post-convention.

C) Does Arisia tell other fan conventions about disciplinary decisions?

Arisia does not proactively reach out to other conventions about disciplinary decisions, but will answer inquiries about disciplinary process decisions when asked by fannish and related organizations.

July Member-at-Large Special Election

The Executive Board is deeply and sincerely grateful to Cassandra Lease for the extraordinary contributions she has made to Arisia, Inc. in the past eight months. We will miss having her as a part of the team, but we are pleased that she is prioritizing her health and we are ready to embrace whatever level of engagement with the community she chooses.

Given the current backlog of work and goals for improvement that the Executive Board is undertaking, and in order to regain some of our lost momentum, we feel it is not wise to wait until the Annual Meeting in September to find a replacement member-at-large. Thus, we will be holding a special election at the July 21st regular meeting, 1:30-3:30 pm at the Coolidge Corner branch of the Brookline Library.

This position is heavily involved in the Incident Management and Response Committee, and also participates in the collective efforts of the Executive Board. We encourage you to reach out to the Executive Board, and especially to IRMC members Kris Pelletier and RaShawn Seams (please, not Andy - he has a tiny wizard occupying his attention!), with questions about the time commitment or other responsibilities of this position. Their contact information is linked below. In general, you can expect several hours a week dedicated to writing, editing, and sending emails, as well as regular virtual meetings (approximately two hours in length) with the IRMC and with the Executive Board, respectively. Finally, as others on the Corporate mailing list have noted, this position involves significant emotional labor, which should be carefully considered.

Nominations may be made from the floor during elections. However, nominations from the floor of a member not present at the meeting are not valid unless written consent of the nominee is submitted to the presiding officer.

The Bylaws specify that the preferential ordering method is used when electing members-at-large. You can review this at <https://corp.arisia.org/bylaws> under Section 3.7. If you are assigning a proxy for the July 21st regular meeting, please discuss preferential ordering of the candidates with your proxy holder beforehand.

CANDIDATE STATEMENTS:

My name is Heather Cougar and I am announcing my candidacy for Member At Large of the Executive Board in the upcoming special election.

I am volunteering for this position only until the regular election in the fall, and would NOT be running for re-election in the regular election. My purpose in running is primarily that this position, which at the time of writing this has no other candidates who have announced, not remain empty, so that board operations can continue fully staffed until the regular election. On a personal level, I hope to gain understanding of whether or not this is a position I would like to pursue more in the future. I am a full time student in psychology at MassBay Community College and the time frame of this vacancy coincides almost exactly with the time remaining until fall semester gets under way. For this specific, short period of time, I happen to have a great deal of free time available which I could devote almost entirely to this job.

As far as my resume and experience, my primary experience related to fandom has been in the Society for Creative Anachronism (SCA), a worldwide medieval recreation society. I have served as event organizer, recruiter, registration, executive assistant, deputy business manager, and currently serve as the Arts and Sciences officer, of the Greater Boston Chapter. I also served three years as the chapter business manager, which meant I was the head and legal representative of the local group. Duties included reporting, supervision of officers and event organizers, mediating interpersonal conflicts (including harassment), communications, enforcing chapter and society bylaws, and dealing confidentially with a great deal of sensitive information. Professionally, I had a several year development career in the health-related nonprofit sphere before changing directions. As pertains to Arisia directly, I have been on Registration staff since 2017, serving as general staff, manager, ADH, and finally 2019 Division Head. I have been a corporate member since January 2018.

I have no specific plan or vision to state for this temporary position other than, again, to pitch in wherever needed to allow the eboard to operate fully staffed.

Thank you for your consideration. I opt and consent to have this published in Mentor if that remains an option.

Membership List 

This membership list is as of 11:59 PM on 7/10/2019. Please report any corrections to clerk@arisia.org. Names in italics are non-voting, honorary members.

Daniel Abraham	Sol Houser	Rex Powell
Vivian Abraham	Angela Howard	Pacita Prasarn
Wendee Abramo	Diana Hsu	Karen Purcell
Tamar Amidon	Crystal Huff	Robert Rabito
Joseph Andelman	Bobby Huntley	Michael Rasnick
Vincent Anderson	Aran P. Ink	Danielle Reese
Inanna Arthen	Suli Isaacs	Shannon Reilley
Dawn Ash	Lenore Jean Jones	Mark Richards
Julia Austein	Swati Joshi	Kim Riek
Priscilla Ballou	Jennifer Jumper	Matt Ringel
E.J. Barnes	Rachel Kadel	Phoebe Roberts
Fred Bauer	Walter Kahn	Noel Rosenberg
Rob Bazemore	Carolyn Kaminski	Rebecca Rosenthal
Noah Beit-Aharon	Matthew Kamm	Andy Rosequist
Robert Berlet	Melissa Kaplan	Mink Rosequist
William Blanton	Terry Karney	<i>A. Joseph Ross</i>
James Boggie	Rick Katze	Sherry Rudnick
Angela Bowen	Jeff Keller	Mark Sabalauska
Bridget Boyle	Allan Kent	Cayla Savitzky
Anna Bradley	Michael Kerpan	Sharon Sbarsky
Jonathan Breindel	Angela Kessler	Kevin Schendell
Jack Brooks	Jeremy Kessler	Richard Schmeidler
Nicholas Brown	Beth Kevles	Cate Schneiderman
Michael Burstein	Rick Kovalcik	RaShawn Seams
Andrea Carney	David Kramer	Matthew Segal
Melissa Carubia	Susan Kramer	Richard Segal
Brendon Chetwynd	Paul Kraus	Kristin Seibert
Shen Chew	Peter Kukolich	Kylie Selkirk
Mieke Citroen	Katherine Labella	Paul Selkirk
Todd Cooper	Chris Lahey	Harriet Severino
<i>Brian Cooper</i>	Alex Latzko	Julia Severino
Heather Cougar	Jodie Lawhorne	Raye Seyberth
Tom Coveney	Cody Lazri	Jude Shabry
Rachel Creemers	Cassandra Lease	Michael Sharrow
Elizabeth Crefin	Gabriel Lefton	Sybil Shearin
Morgan Crooks	Henry Leong	Nicholas "phi" Sheckman
Margaret Cullen	Ben Levy	<i>Cris Shuldiner</i>
Catelynn Cunningham	Megan Lewis	David Silber
David D'Antonio	Julia Liberman	Rachel Silber
Kenneth Davis	Jesi Lipp	Brad Smith
Brett Dikeman	Carol London	Kris "Nchanter" Snyder
Samantha Dings	Ken London	Dylan Spencer
Thomas Dings	Glenn MacWilliams	J. Michael Spencer
Michael Dlott	Diane Martin	Jana Spencer
Elizabeth Doherty	Claudia Mastroianni	Mike Sprague
Regis Donovan	Richard Maynard	Tyler Stewart
Teresa Doran	Alan McAvinney	Jess Steytler
Kaiden Drew	Matt McComb	Mary Stock
Jan Dumas	John McDaid	<i>Erwin Strauss</i>
Dennis Duquette	Mike McDevitt	Sandy Sutherland
Daniel Eareckson	Craig McDonough	Rachel Tanenhaus
Don Eastlake	Edward McGonagle	Maria Taranov
Jill Eastlake	Will McMain	Ilene Tatroe
Aaron Ennis	Jonathan Mendoza	Mike Tatroe
Maria Eskinazi	Penelope Messier	Gail Terman
Griffin Ess	Dale Meyer-Curley	Emily Tersoff
Etana	Erik Meyer-Curley	Persis Thorndike
Kelly Fabijanic	Daniel Miller	Dan Toland
Daniel Fairchild	Sarah Miller	Wesley "Statik" Toma-Lee

Sabina Fecteau	Elliott Mitchell	Dorothy Trachtenberg
Allison Feldhusen	Hope Moore	Ed Trachtenberg
Jennifer Fitzsimmons-Gauger	Alexandra Morgan	Tom Traina
Christopher Flynn	Angela Morley	Heather Urbanski
Patrick Foster	Skip Morris	Melia Vaden
Bernie Gabin	Rhianna Murphy	Pat Vandenberg
Jaime Garmendia	Daniel Myers	Wendy Verschoor
Lisa Goldstein	Allison Nevitt	Helen Vickers
Sarah Gullion	Eric Nielsen	Kiran Wagle
Adrian Gunn	Dan Noé	Mark Waks
Erik H	Abby Noyce	Al *Hobbit* Walker
Phillip Hallam-Baker	Lia Olsborg	William Walker
Buzz Harris	Mary Olszowka	Tanya Washburn
Cheryl Haskell	Peter Olszowka	Renee Watkins
Adrian Hatton	Sheila Oranch	Alan Wexelblat
Gregorian Hawke	Rachel Ossmann	Michelle Wexelblat
Joel Herda	Kris Pelletier	James Wolf
Lisa Hertel	Melissa Perreira	Ellie Younger
Jeremiah Hill	Andy Piltser-Cowan	Dmitri Zagidulin
Terry Holt	Jade Piltser-Cowan	

Executive Board - eboard@arisia.org 

President	Nicholas “phi” Sheckman	president@arisia.org
Vice President	Alan Wexelblat	vice-president@arisia.org
Treasurer	Kris Pelletier	treasurer@arisia.org
Clerk	Sol Houser	clerk@arisia.org
Members-At-Large	Andy Rosequist RaShawn Seams	at-large@arisia.org
Arisia '20 ConChair	Diana Hsu	conchair20@arisia.org
Arisia '20 Treasurer	Kelly Fabijanic	con-treasurer@arisia.org

Committees 

Budget - budget@arisia.org: Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger
Corporate Communications - corpcomms@arisia.org: Sol Houser (chair), Etana, Lenore Jean Jones, Rachel Kadel, Kim Riek, Ellie Younger
Corporate Inventory Control - cic@arisia.org: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris, Al *Hobbit* Walker
Digital Assets Management - diam@arisia.org: Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat
Disciplinary Policy FAQ [no email address]: Kris “Nchanter” Snyder (chair), Vivian Abraham, Wendee Abramo, Claudia Mastroianni, Abby Noyce, Andy Rosequist, Allan Seyberth, Tom Traina
Grants - grants@arisia.org: Alan Wexelblat (chair), Joseph Andelman, Anna Bradley, David D’Antonio, Ilene Tatroe
Hotel Search - hotelsearch@arisia.org: Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Sheckman, Ellie Younger
Incident Review and Management - incidents@arisia.org: Andy Rosequist (chair), Jaime Garmendia, Kim Riek, Kris Pelletier, RaShawn Seams

IT - it@arisia.org: Gail Terman (chair), Rick Kovalcik, Ben Levy, Cody Lazri, Abby Noyce, Sharon Sbarsky
Location Search [no email address]: RaShawn Seams (chair), Etana, Sol Houser, Gail Terman
Logo - logo@arisia.org: Anna Bradley (chair), David D'Antonio, Sharon Sbarsky, Ellie Younger
Long Range Planning - lrp@arisia.org: Anna Bradley (chair), Daniel Abraham, Heather Cougar, Mink Rosequist
Open Policy - opc@arisia.org: Alan Wexelblat (chair), Vivian Abraham, Heather Cougar, Kenneth Davis, Sarah Gullion, Andy Piltser-Cowan
Relaxacon - relaxacon@arisia.org: Ellie Younger and Johnny Healey (chairs)
Relaxacon Search - relaxaconsearch@arisia.org: [vacant] (chair), Etana, Sol Houser, Melissa Kaplan
Student Contests - student-contests@arisia.org: Kris Pelletier (chair), Anna Bradley, Johnny Healey, Allison Holt, Terry Holt, Skip Morris, Abby Noyce, Mike Sharrow, Mike Sprague, Carolyn VanEseltine, Conor Walsh

Storage Keyholders - keys@arisia.org

Julia Austein	Diana Hsu	Skip Morris	Nicholas "phi" Shectman
Fred Bauer	Rick Kovalcik	Dan Noé	David Silber
Lisa Hertel	Paul Kraus	Kris Pelletier	Al *Hobbit* Walker
Sol Houser	Ben Levy	Kristin Seibert	Ellie Younger

Subscription and Dues Information

Subscription to Mentor is included with corporate membership. Corporate membership runs from September 1st to August 31st and requires a dues payment of \$24. Dues are pro-rated on a monthly basis for members joining throughout the year. Requests for dues waivers may be submitted to the Eboard.

September	\$24	December	\$18	March	\$12	June	\$6
October	\$22	January	\$16	April	\$10	July	\$4
November	\$20	February	\$14	May	\$8	August	\$2

Calendar

- The August corporate meeting is Thursday, August 22 from 7:30 to 9:30 PM at a location TBD.
- The September corporate meeting is Sunday, September 22 from 7:30 to 9:30 PM in a room TBD at the Westin Boston Waterfront, 425 Summer Street, Boston, MA 02210.
- The October corporate meeting is Sunday, October 20 at a time and location TBD.

Please also see <https://corp.arisia.org/calendar>.