



Mentor

The Newsletter of Arisia, Incorporated

Volume 30, Issue 267, December 2019
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Announcements

The December corporate meeting will be Tuesday, December 17th from 7:00 to 9:00 PM at Cornerstone Cohousing, 175 Harvey Street, Cambridge, MA 02140.

The quorum for the December corporate meeting is 24, based on 51% of the average attendance of the last three meetings $((70+64+27)/3 \times 0.51=24)$.

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 December corporate meeting, the Eboard will be not be reporting on IR actions. HOWEVER, the membership will be voting on the following Bylaws amendments:

MOVED to amend Bylaws 2.1 such that it reads:

“Regular meetings shall be held by default on the third Sunday of each month, unless the Membership or Executive Board sets a different date or cancels the meeting or the Membership sets a different default date through the next Annual Meeting.”

(Rick Kovalcik)

MOVED to amend Bylaws 1.3(a) and 10.1(d) such that they read:

(a) A General member may be expelled or suspended from the membership in the Corporation for activities which run counter to the bylaws and purposes of the Corporation by 3/4 vote of the Membership, with at least 50% of all General members voting. The votes in favor of suspension or expulsion must constitute a majority of the total membership as well as a 3/4 majority of those voting. A suspension may be on such terms and for such duration as may be specified in the vote.”

(d) “Two-thirds or three-quarters vote” of the Membership or any other body means two-thirds or three-quarters of the votes cast at a meeting by those General members present or represented by proxy;”
(Andy Piltser-Cowan)

November Corporate Meeting Summary

- meeting called to order at 2:17 PM and adjourned at 7:51 PM

- 28 required for quorum this month, 46 total in attendance, 36 valid proxies reported
- 24 required for quorum next month

—

MOVED to change to the action on IR39 to a warning with no names being published
Failed on a paper ballot vote (28 yes, 43 no, 3 abstaining).

MOVED to send IR39 back to the IRMC for further consideration
Passed on a voice vote.

MOVED to set the time and location of the Tuesday, December 17th meeting to Cornerstone Cohousing from 7:00 to 9:00 PM

MOVED to set the time and location of the Sunday, January 20th meeting to the Marina 3 room at the Westin Boston Waterfront from 1:00 to 2:45 PM

MOVED to set the date and time of the February meeting to Tuesday, February 25th from 7:00 to 9:00 PM

MOVED to set the default meeting location to the lobby of the Westin Boston Waterfront

Passed on voice votes.

MOVED to enter Committee of the Whole

MOVED to exit Committee of the Whole with a directive to finish all other business, take a bio break, and reenter Committee of the Whole

Passed on voice votes.

MOVED to approve committee appointments as follows:

- Budget: Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger
- Corporate Communications: Sol Houser (chair), Etana, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger
- Corporate Inventory Control: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
- Grants: Rachel Silber (chair), Joseph Andelman, David D'Antonio, Ilene Tatroe
- IT: Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas Shectman, Mike Tatroe, Alan Wexelblat
- Location Search: Gail Terman (chair), Etana, Sol Houser
- Long Range Planning: Mink Rosequist (chair)
- Mailing List Monitoring: [vacant] (chair), Claudia Mastroianni, Rachel Tanenhaus
- Relaxacon: Sol Houser and Rick Kovalcik (chairs)
- Student Contests: Kris Pelletier (chair)

MOVED to dissolve the Disciplinary Policy FAQ committee

MOVED to dissolve the Logo committee

MOVED to create the Social committee and appoint Sol Houser as chair

Passed on voice votes.

MOVED to add \$600 to the Grants fund

MOVED to amend from \$600 to \$300 (seconded)

Amendment and motion both passed on voice votes.

MOVED to approve a \$1200 grant to CrossingCon

Passed on a voice vote.

MOVED to censure the Eboard of December 2018 for their prolonged inaction and record-keeping failures
Failed on a paper ballot vote (25 yes, 41 no, 1 abstaining).

MOVED to amend Dealing With Incident Reports Policy I.c and add I.d such that they read:

I.c "To acknowledge to the reporter all incident reports within two weeks of receipt if warranted."

I.d "To inform the subject of any incident report the basic facts of that incident report within four weeks of receipt while it is fresh in their mind unless the incident report is closed with no action taken before that time."

MOVED to table until December

Passed on a show of hands (47 yes, 11 no).

MOVED to enter Committee of the Whole

MOVED to exit Committee of the Whole

Passed on voice votes.

MOVED to carry out the following actions:

- Ambassador job description (Rachel Silber to write, Mike Sprague and Sharon Sbarsky to vet)
- Mission Statement committee (Michelle Wexelblat, Melissa, Richard Maynard, Claudia Mastroianni, Mike Sprague, Ilene Tatroe, Kris "Nchanter" Snyder, Will McMain) to seek input from community (corporation, staff) on accelerated timeline
- Guest of Honor committee (Alan Wexelblat, Lisa Hertel, Kim Riek)
- Year Ahead ad and other substantive A21 publications decisions (Rachel Silber)
- Debrief planning (Kim Riek)
- Look into town halls or other modes of reconciliation (Executive Board)
- Discuss on the mailing list:
 - Recruiting ideas
 - Alternate conchair structures/expectations
 - Other jobs
 - No/go decision date if we have neither a conchair nor a plan B

Passed on a voice vote.

November Corporate Meeting Minutes

The November corporate meeting was called to order on November 10th, 2019 at 2:17 PM by Nicholas "phi" Shectman, President, in room 4745 at 200 Boston Avenue, Medford, MA.

The quorum for the November corporate meeting was 28, based on 51% of the average of the last three meetings (70+64+27/3.51=27.37).*

Attendance:

Wendee Abramo, James Boggie, Nicholas Brown, Daniel Eareckson, Etana, Kelly Fabijanic, Jennifer Fitzsimmons-Gauger, Jaime Garmendia, Lisa Hertel, Sol Houser, Rachel Kadel, Melissa Kaplan, Michael Kerpan, Rick Kovalcik, Chris Lahey, Alex Latzko, Henry Leong, Claudia Mastroianni, Richard Maynard, Will McMain, Elliott Mitchell, Hope Moore, Alex Morgan, Peter Olszowka, Kris Pelletier, Melissa Perreira-Andrews, Andy Piltser-Cowan, Kim Riek, Sharon Sbarsky, Richard Schmeidler, Kristin Seibert, Seph, Sibyl Shearin, Nicholas "phi" Shectman, David Silber, Rachel Silber, Kris "Nchanter" Snyder, Mike Sprague,

Rachel Tanenhaus, Maria Taranov, Ilene Tatroe, Dan Toland, Alan Wexelblat, Michelle Wexelblat, Ellie Younger, Dmitri Zagidulin

Proxies:

1. Jesi Lipp to Kris “Nchanter” Snyder
2. Priscilla Ballou to Andy Piltser-Cowan
3. Fred Bauer to Rick “RKOV” Kovalcik
4. Persis Thorndike to RKOV
5. Anna Bradley to Alan Wexelblat
6. Jess Steytler to Alan Wexelblat
7. E.J. Barnes to Jaime Garmendia
8. Lenore Jean Jones to Nchanter
9. Joseph Andelman to Will McMain
10. Tanya Washburn to Mike Sprague
11. Dale Meyer-Curley to Ellie Younger
12. Ken Davis to Melissa Perreira-Andrews
13. Michael Burstein to Alex Latzko
14. Jason Riek to Dmitri Zagidulin
15. Kam Weiler to Dmitri Zagidulin
16. Karen Purcell to Sibyl Shearin
17. Tone Bernard to Melissa Kaplan
18. Glenn MacWilliams to Hope Moore
19. Lisa Goldstein to Henry Leong
20. Heather Cougar to Jennifer Fitzsimmons-Gauger
21. Mike Tatroe to Ilene Tatroe
22. Etana to Michelle Wexelblat
23. Chris Lahey to Maria Taranov
24. David Silber to Alex Morgan
25. Regis Donovan to Claudia Mastroianni
26. Danny Miller to Andy Piltser-Cowan
27. Jeff Keller to Kristin Seibert
28. Mary O to Peter O
29. Ben Levy to Kris Pelletier
30. Terry Holt to Mike Sprague
31. Bridget Boyle to Alex Latzko
32. Julia Austein to Kristin Seibert
33. Diana Hsu to Kelly Fabijanic
34. Gail Terman to Kelly Fabijanic
35. David D’Antonio to Peter Olszowka
36. Daniel Eareckson to Kris Pelletier

Corrections to the minutes:

September minutes approved on a voice vote.

October minutes approved on a voice vote.

Eboard report:

Melissa (as IRMC chair): of the total open IRs, the IRMC sent 5 to the Eboard with recommendations. One was sent back to committee, and the other 4 were voted on as follows (please note that the IRs below come with the following content warnings: sexual assault and harassment):

- Arisia received a report that Reese Hart, a staff member, had engaged in inappropriate sexual advances towards multiple attendees while off-duty at Arisia 2019. Reese did not respond to multiple attempts to contact him during the incident report review process. After looking into the report, the Eboard voted to indefinitely restrict Reese from staffing Arisia, pending a satisfactory discussion with the IRMC regarding this incident report.
- Arisia received a report regarding [name redacted throughout this document: see note in summary]'s behavior during Arisia 2019. The report detailed them yelling and cursing at volunteers who were helping during load-out, as well as other Tech Staff earlier in the convention. The IRMC reached out to witnesses as well as the subject regarding this matter. The subject's response was dismissive of the behaviors reported as Code of Conduct violations. After looking at the report, the Eboard voted to restrict the subject from holding any staff positions of Area Head or above at Arisia for three years.
- Arisia received multiple reports that a staff member had engaged in Code of Conduct violating behavior: a) several years ago, as a party host at a non-Arisia event, where they failed to adequately address sexual harassment; and b) on the staff-discuss mailing list and on the Fans of Arisia Facebook page in Fall 2018, where their posts were abusive, insulting, harassing, intimidating, and discriminatory. Additionally, they refused to engage with, and was dismissive of, the Code of Conduct in communications with the Eboard during the course of the report review process. The Eboard issued a provisional action in November 2018 to restrict them from staffing Arisia events for one year. After further deliberation, the Eboard voted to permanently ban them from attending Arisia, Inc. sponsored events.
- Arisia received multiple reports regarding Lisa Hertel's actions on the corporate mailing list in August 2019 as well as similar actions on the Fans of Arisia Facebook group. In replying to an email thread discussing an IR against an Eboard member Lisa listed details she was given third hand that were unverified and from a source that had pre-existing issues with said Eboard member (unbeknownst to her). These details were incorrect, as verified by court documents and slanderous. After reviewing the report, the Eboard voted to issue a warning to Lisa for failure to use content warnings on an extremely sensitive post, for not addressing a Code of Conduct violation with due care, and for bringing an accusation of serious misconduct into multiple public forums based on unverified information.

The fifth IR was sent back to committee for the IRMC to draft an apology letter to the reporter that the Eboard can then retool as they see fit.

The IRMC, with the approval of the Eboard, would like to rescind the Eboard's vote on the second of the four IRs. This would require a vote of the membership, as this is outside of our standard process. We want to address the concerns about this IR and about our process, and we will report back to the corporation at the December

meeting. A valid case was made that the incident was not a complete representation of the incident as reported, due to a misunderstanding by the IRMC.

Proxies reported at this time:

Julia Austein to Kristin Seibert

RKOV: I don't hear a motion on the floor, but we've spent enough time on this already. Given that the IRMC took six months to contact the subject of the report, changed the scope of the investigation after the subject replied without informing or correcting the subject, and took four months to come to a final decision,

MOVED to change to the action on IR39 to a warning with no names being published

I appreciate what the IRMC said earlier, but Arisia has spent a lot of time on this and has a lot of other things to worry about, and I think a warning has the same intent. An action wouldn't stop them from yelling at people.

Nchanter: is this the only historical IR against the subject? (no)

Kris: I was recused, and am going to talk about general process. Speaking with the IRMC after the feedback we received on the list, we believe we understood - we came across new information during the investigation which influenced the final decision, and the piece missing in our process was going back to the subject and letting them know that there was something substantially different and giving them a chance to address it. The IRMC is discussing how to successfully implement a fix; in the moment, they did not see how different it was.

Wex: is the process still undefined? What is the point of going back to committee?

Kris: in this case we would be going back to the subject and then taking their new response into account. That gives us more context.

Melissa: there was a mention that there were reports in the past; do we have information? Does the IRMC have access to those? (yes)

Sibyl: so whatever the final outcome will be has not yet been decided?

phi: correct. The Eboard made a decision in the absence of some information; the question is how do we undo that? There are a couple of propositions for what we might do instead.

[redacted]: there has been one IR against me, in October 2017, and it was for me speaking out about the IR process being broken and taking too long. FYI, if anyone wants, I would be happy to read the relevant emails.

Etana: I don't think we need to hear the emails, we don't all need to be a part of that process, we're hearing that the IRMC has more information, as anyone with children knows, sometimes context is more important than we allow. Before we restrict someone from senior staff (and I'm at the point of this year's convention where I'm like "punish me that way!")... what's wrong with letting the IRMC get the full picture?

Proxies read at this time:

Diana Hsu to Kelly Fabijanic

Gail Terman to Kelly Fabijanic

Proxies withdrawn at this time:

Chris Lahey to Maria Taranov

Michael: we should perhaps separate the stacks (IRMC's motion versus Rick's motion).

phi: it is still germane to the current motion to discuss other outcomes, but yes, Rick's is the one on the table.
Jaime: I have two things. 1. Pointing out how long it takes to communicate - that's going to be true for the entire last year's cycle, it took all summer to assemble a working team, and every IR will have that same kind of delay. I think it does color how we are responding to IRs and our expectations of what people tell us when we ask them for more information. It is unfortunate - and the reality for the bulk.
2. Addressing [redacted], as someone who was involved, I have to disagree with your characterization; you had an outburst at a DH meeting in which you accused a bunch of senior staff of sleeping with each other.

Proxies read at this time:

David D'Antonio to Peter Olszowka

RKOV: I feel for the people dealing with IRs; in the past, when things dragged out, warnings were given because it had been a long time. I stand by my earlier statement, and also, a warning avoids printing names.

RKOV called the question (seconded)

???: point of information, was [redacted] going to be on senior staff for A20?

Sol: no, [redacted] was on the A20 staff restriction list, per the conchair.

[redacted]: I was planning on doing mystery hunt anyways.

Wex: while we are waiting, would you entertain an information question regarding a different IR? The first one indicated that the reported incident occurred while the subject was off duty. How is that relevant to their staff position?

phi: our COC references our higher standards for staff, which is especially true for the Watch.

Mike: in general, if I'm a staff member and I take off my badge and harass someone, that's still bad! Even if I have my staff badge off!

Proxies withdrawn at this time:

Etana to Michelle Wexelblat

Nick: in events like this, do we have an established process for correction, or do we wing it?

phi: the corporation can always vote to overrule the Eboard. You're in it right now. Having a preferred action to take is still something that we're feeling out.

Claudia: to reword, the IR process includes appeals, and this is what an appeal looks like.

Rachel K: to clarify, this is the overrule process; an appeal means requesting reconsideration after a year.

Kris: overrule can happen at the meeting at which the IR is reported out or at the following meeting; after those two, unless the Eboard uses emergency process, you wait 12 months from the time it is reported out. Typically, we treat it almost as a new IR.

(continuing Eboard report while we wait for ballots to be counted)

We voted to recommend a grant from the Grants Committee. We suggest a different amount (\$900 instead of \$1200), but that does not actually affect the approval process in any way.

We had one applicant for the Smofcon scholarship, for \$500. We voted to award the full amount.

We voted to lend gear to Philcon.

After a straw poll of the membership at the October meeting, we voted to approve holding Relaxacon 2020 at the Corsair and Cross Rip.

???: when is the February meeting? (currently Sunday, February 16th from 2:00 to 4:00 PM)

We need to make sure it doesn't conflict with Debrief, which is almost always on a weekend. Usually, it's scheduled by next year's conchair team, but, well...

Failed on a secret vote - 43 no, 28 yes, 3 abstaining.

MOVED to send IR39 back to the IRMC for further consideration

Kelly called the question (seconded)

Passed on a voice vote.

MOVED to set the time and location of the Tuesday, December 17th meeting to Cornerstone Cohousing at 7:00 PM

Passed on a voice vote.

MOVED to set the time and location of the Sunday, January 20th meeting to the Marina 3 room at the Westin Boston Waterfront Hotel at 1:00 PM

Passed on a voice vote.

Moved to set the date and time of the February meeting to Tuesday, February 25th at 7:00 PM

Passed on a voice vote.

As far as the default meeting location... there are MANY things we could do. Bylaws amendments (to allow setting a different default date) would take many months. We could just leave it as is, but that doesn't really serve the purpose, which is to ensure that meetings will still happen even if the entire Eboard is incapacitated. Sol, do you want to introduce an alternative? (no, not really) how about talk through some of the options? (no, not really)

RKOV: Panera Bread.

Nchanter: I prefer the Westin.

RKOV: I'll take that as a friendly amendment.

Kelly: we should change the language to not be specific about the hotel.

phi: we have to reconsider the default location every year, so that's not a concern.

Chris: I'm a little concerned about our antagonistic relationship...

Nchanter: that's with Marriott corporate, not with the Westin.

Elliott: we don't really need a location suitable for a regular meeting, just for a meeting to vote on who will serve as the new/interim Eboard.

RKOV: I think we're arguing over something which makes little difference.

RKOV called the question (seconded)

Passed on a voice vote.

We do not have a nomination for Arisia 2021 conchair [update: we have one nomination]. Would anyone here like to make one?

MOVED to enter Committee of the Whole

MOVED to exit Committee of the Whole with a directive to finish all other business, take a bio break, and reenter Committee of the Whole

Officer reports:

President's report

Committee memberships are “subject to approval by the Membership”. Since we did not have quorum to approve them last month, I am submitting the following committee appointments for approval by the membership:

- Budget: Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger
- Corporate Communications: Sol Houser (chair), Etana, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger
- Corporate Inventory Control: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
- Grants: Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe
- IT: Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas Shectman, Mike Tatroe, Alan Wexelblat
- Location Search: Gail Terman (chair), Etana, Sol Houser
- Mailing List Monitoring: [vacant] (chair), Claudia Mastroianni, Rachel Tanenhaus
- Relaxacon: Sol Houser and Rick Kovalcik (chairs)

I do not have membership lists but do have chairs for the following committees:

- Long Range Planning: Mink Rosequist
- Student Contests: Kris Pelletier

MOVED to approve committee appointments as listed

Passed on a voice vote.

MOVED to dissolve the Disciplinary Policy FAQ committee

- In Nchanter’s opinion, the major work is done and ongoing work, if any comes up, does not need a whole separate committee.

Passed on a voice vote

MOVED to dissolve the Logo committee

Wex: it is my recollection that one of the reasons it was formed was that we felt that the existing corporate logo was not compatible with the public image. Is it still not? How will we make progress on that?

phi: when we come up with more answers, it may be possible to resolve them.

Chris: why was it created? Why are we dissolving it?

phi: basically to address Wex's question, plus what rights we have, and also to address the convention logo... we've set a precedent of using the flying A logos (which are not official), and to some extent the Logo committee had a lot less urgency once they no longer needed an answer in time for a particular convention.

MOVED to create a "Social" committee with Sol as chair

Mike: I support this. It increases visibility and engagement of staff.

Seph: is it social media or social activities? Can we name it more clearly?

Sol: the latter, and in my opinion, it is clear.

Passed on a voice vote.

Vice President's report

No report.

Treasurer's report

If you are not a current member and would like to join today, it is \$20. You will have voting rights in December.

Clerk's report

No report.

Member-at-Large's reports

No report.

A20 Conchair's report

No report.

A20 Treasurer's report

No report.

Committee reports:

Budget Committee report

No report.

Corporate Communications Committee report

No report.

Corporate Inventory Control Committee report

We still have storage; we're waiting for copies of inventories which were done, none have been sent since I asked two months ago.

Digital Assets Management Committee report

No report.

Disciplinary Policy FAQ Committee report

Nope!!!

Grants Committee report

We received a request from the CrossingCon convention committee. This grant is intended to support an additional programming day for the con. The initial amount of the request was \$2500. We would like to recommend funding this grant at an amount of \$1200 which covers the additional venue costs.

We have a little over \$900 in the fund currently, and need a vote of the membership to transfer additional money into the fund *before* we can move to fund a \$1200 grant. Taking into consideration the shape that our finances are in, I'm pretty comfortable with it being "regular business" to spend money already in the fund, but am less sure about adding to it.

MOVED to add \$600 to the Grant fund

RKOV: I think we will need to add more in the future; we've rarely if ever given a grant as small as \$300. I think it's better fiscal management to keep our funds as unencumbered as possible.

MOVED to amend from \$600 to \$300 (seconded)

Kris: I should have said this in the treasurer's report, but the \$41,000 which has been in CDs for years has been withdrawn in anticipation of a payout to Marriott corporate.

Richard: We absolutely should not drain it down to zero; I don't like telling the committee that they're running on fumes.

Wendee: if we don't vote to increase the fund, what will happen?

Rachel K: then Rachel S will move to award \$900 instead.

Wendee: in the normal course of business, when is the fund replenished?

Rachel S: I'd describe it as whenever the corporate membership votes to move a chunk in; it isn't on an annual basis.

phi: it's generally annual-*ish*; normally happens after a convention closes the books.

Ilene: as a member of the Grants committee, my understanding is if it's voted down here, it has to go back to the committee because we vote on the amount.

phi: it is in the scope of the corporation to take your recommendation and amend it.

Chris: I thought there were other grants on the table. Are there?

Rachel: I think this is the only one we've discussed.

Lisa: I'd like to point out that historically in the past it's been difficult to get money out of the grant fund.

Passed on a voice vote. (both amendment and motion)

MOVED to approve a \$1200 grant to CrossingCon

Passed on a voice vote.

Hotel Search Committee report

phi: I want to thank the committee for the help they have given me and are continuing to give me as we try to resolve arbitration awards with Marriott corporate, which is ongoing.

[15 minute bio break; putting pizza order in]

Proxies read at this time:

Daniel Eareckson to Kris Pelletier

Incident Review and Management Committee report

The current number of unresolved IRs is 31. We are working on statistics for how long the process currently takes as well as how long it has taken in the past. In the last year, there has been an unprecedented amount of IRs filed, so we want to make sure that we have statistics for both this year and the load of previous years. The data we currently have is:

- There were 67 IRs filed for A'19. The breakdown of that is:
 - 1 appealed,
 - 10 have not had any action taken yet,
 - 4 are in the “contacting reporters” stage,
 - 7 are in the “contacting subjects” stage,
 - 7 are in the “further follow-up required” stage,
 - 1 ready for final IRMC discussion,
 - 1 sent to the Eboard for voting,
 - 34 done, and
 - 2 done with no COC violation
- Of the IRs received, 24 were pre-con, 28 at-con, and 10 were post-con.
- Our current average from reporting in to reporting out is 187 days.

With the amount of time that goes into each IR from start to finish, the IRMC does not believe we will get through everything that is currently open prior to A'20. We believe that provisional actions by the Eboard may be necessary this year. A copy of the following motion was sent out to Corp on 11/11 and again on 11/12 (first to the Corp discussion list and then the Corp announcement list):

MOVED that through the end of Arisia 2020, while the IRMC or IRT is investigating an IR, the Eboard may take provisional actions up to and including restricting the attendance or participation in Arisia 2020 of the person (or persons) whose behavior was reported in the IR

Chris: that average of 187 days includes unfinished?

MPA: no, it is only finished ones.

Wex: I would like to move to strike 2020 and change it to Arisia-sponsored events (accepted as friendly). Also...
[remove year restriction?]

Sol: the idea of the year restriction, as I understand it, is that the IRMC also intends to introduce provisional actions as a regular feature, but believes that workshopping that policy and getting to a consensus will take longer, and we want to move more quickly.

Rich: we need to change “may” to should or shall. This needs to be backed up by something...

Kris: our entire process is full of may's instead of should's/shall's because we have decided that zero tolerance is not the way we want to go; it keeps us from taking nuance into account. Overturns are how we hold the Eboard accountable while giving them flexibility to take under consideration what comes to them. Provisional actions are only used when serious concerns for the safety of the community arise.

Rich: then there should be an appeal system.

[many]: there is

Rich: if that's there, then I'm good with that.

Melissa: in response to the previous comment, we elected a team of responsible adults to the Eboard and there is a tremendous vetting process to join the IRMC. If you think any of them would spitefully ban someone over something minor, you don't have enough faith in them.

Mike: can you guess at a number of how many provisional actions will be made?

Sol: no. We have no idea what will come in between now and January 17th.

Rachel S: I do not agree that the Eboard is asking that you believe we are doing the right thing on faith; this is why we are discussing it in committee. I want to make sure to state that disagreeing with us does not mean you do not belong here.

RKOV: I assume if someone bought a membership we would refund them? (yes)

RKOV called the question (seconded)

Passed on a voice vote.

IT Committee report

No report.

Location Search Committee report

No report.

Long Range Planning Committee report

No report.

Relaxacon Committee report

RKOV: I spoke to the hotel and we're still on: 11 rooms reserved, 2 are placeholders, our block is \$125 a night rather than \$199, they're all in my name so we can keep the hot tub open later, people will need to call M-F between 9 and 3 or so, Sol and I will be planning over the next couple of months. I personally think there's no reason to raise the membership rate at this time. The dates are May 29th through 31st, 2020.

Claudia: when was this decided? Why did this go ahead?

Sol: Rick and I agreed that this late, it was either go with the established location or don't go at all. However, I remain really committed to expanding access and inclusion in this event, and plan to leverage both the Relaxacon Search Committee and the Social Committee to make sure **near** future Relaxacons and other events are improved in this area.

Relaxacon Search Committee report

No report.

Student Contests Committee report

Kris: I will be sending reminders to people who have submitted on Monday; I moved the deadline to December 10th and will be reaching out to committee members and scorers this week. It is happening.

Mike: if we are asked about the requirement details, are they posted anywhere, date, theme...?

Kris: they should be on the website; if the page was not updated, I will send them the information now.

Unfinished Business:

MOVED to censure the Eboard of December 2018 for their prolonged inaction and record-keeping failures

Lisa called the question (seconded)

Will: there was a note in August that this would be a secret ballot. Does that continue to be the case?

phi: I think we would want a separate request.

Melissa: [does that]

Failed on a secret vote (41 no, 25 yes, 1 abstaining).

APC: Let's make an amendment to the amendment.

AND BE IT FURTHER RESOLVED that Bylaw 10.1(d) be, and is hereby, amended to replace the phrase "two-thirds" with "two-thirds or three-quarters," wherever it appears.

The text showing changes is as follows:

(d) "Two-thirds or three-quarters vote" of the Membership or any other body means two-thirds or three-quarters of the votes cast at a meeting by those General members present or represented by proxy;

Claudia: for important matters like this, we want to be really clear on our definitions

Amendment passed on a voice vote. Discussion to be continued in December.

New Business:

RKOV: I have two items. First:

MOVED to amend Bylaws 2.1 such that it reads:

- "Regular meetings shall be held by default on the third Sunday of each month, unless the Membership or Executive Board sets a different date or cancels the meeting or the Membership sets a different default date through the next Annual Meeting."

[Signed petition presented to the clerk; brief discussion, to be continued in December.]

Second:

MOVED to change "DEALING WITH INCIDENT REPORTS" policy 1c such that it reads:
"To acknowledge to the reporter all incident reports within two weeks of receipt if warranted."
and add 1d "To inform the subject of any incident report the basic facts of that incident report within four weeks of receipt while it is fresh in their mind unless the incident report is closed with no action taken before that time."

MOVED to table until December

Kelly: you'll have to amend it because we don't always know the identity of the subject.

phi: let's keep to discussion of whether to table.

Wex: I would replace the motion to table with a motion to refer; I think it would be better if we heard from the IRMC.

Kris: I think that we can have this conversation on the mailing list instead, there is no value gained by sending it to us.

Kelly: if it's referred, does it come back in December, get tabled, and get voted on in January?

phi: that depends what the committee decides to do with it

Nchanter: it's a policy, not a bylaw. We don't need notice. But I would like to discuss it a little bit at this meeting because I have things to say.

RKOV: we can certainly discuss online, I think the conchair thing is more pressing for tonight. I'm in support of tabling and against referring to the IRMC.

Sharon: the IRMC already has plenty to do.

Wex: I withdrew referring.

Claudia: five to ten minutes so that we have an understanding going into the email discussion would probably be productive.

Passed on a show of hands (47 yes, 11 no)

phi: We will be eating pizza and then resuming discussion in Committee of the Whole after ~15 minutes, blocking to a half hour.

Wex: I want a goal/plan going in to the discussion.

phi: I am limited in my ability to speak to what we might do before we re-enter Committee of the Whole.

MOVED to enter Committee of the Whole, 5:37 PM

MOVED to exit Committee of the Whole, 7:48 PM

MOVED to carry out the following actions:

- Rachel S to write Ambassador job description; Mike and Sharon to vet
- Mission Statement committee (Michelle, Melissa, Rich M, Claudia, Mike S, Ilene, Nchanter, Will) to seek input from community (corporation, staff) on accelerated timeline
- Guest of Honor committee (Wex, Lisa, Kim)
- Year Ahead ad and other substantive A21 publications decisions (Rachel S)

- Debrief planning (Kim)
- Look into town halls or other modes of reconciliation (Eboard)
- Discuss on the mailing list:
 - Recruiting ideas
 - Alternate conchair structures/expectations
 - Other jobs
 - No/go decision date if we have neither a conchair nor a plan B

Passed on a voice vote.

Rachel S: Thank you to everyone for the work done in this meeting.

Meeting adjourned at 7:51 PM.

November Treasurer's Report

November 19			Change
Odd Year - A19		\$9,644.15	\$0.00
Even Year - A20		\$9,813.35	\$353.80
Corporate			
Reserved/Unspent			
Two Years Expenses (CDs)	\$0.00		-\$41,716.08
Grant Fund Unallocated	\$956.09		\$0.00
Grant Fund Allocated	\$0.00		-\$600.00
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	\$0.00		\$0.00
Scholarship Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$0.00		\$0.00
Unspent Budget	\$28,537.91		\$0.00
Total Reserved		\$32,058.27	-\$42,316.08
Unallocated Funds		\$27,233.90	\$38,592.22
Total Corporate Funds		\$59,292.17	-\$3,723.86
Total Assets		\$78,749.67	-\$3,370.06
Total Corporate Income		\$0.75	-\$2,890.27
Total Corporate Expenses		-\$3,724.89	-\$1,961.91

Membership List

This membership list is as of 11:59 PM on 12/03/2019. Please report any corrections to clerk@arisia.org. Names in italics are non-voting members.

Wendee Abramo	Lenore Jean Jones	Jason Riek
Joseph Andelman	Rachel Kadel	<i>Micha Rieser</i>
Inanna Arthen	Matthew Kamm	Matt Ringel
Julia Austein	Melissa Kaplan	Phoebe Roberts
Priscilla Ballou	Terry Karney	Noel Rosenberg
E.J. Barnes	<i>Cari Keebaugh</i>	Andy Rosequist
Fred Bauer	Jeff Keller	Mink Rosequist
<i>Rob Bazemore</i>	Allan Kent	<i>A. Joseph Ross</i>
Noah Beit-Aharon	Michael Kerpan	Sharon Sbarsky
<i>Robert Berlet</i>	Jennifer Koerber	Kevin Schendell
Tone Bernard	Rick Kovalcik	Richard Schmeidler
James Boggie	David Kramer	Cate Schneiderman
Angela Bowen	Susan Kramer	JB Segal
Bridget Boyle	Chris Lahey	Kristin Seibert
Anna Bradley	Alex Latzko	Seph
Jonathan Breindel	Jodie Lawhorne	Allan Seyberth
Jack Brooks	Cody Lazri	Jude Shabry
Nicholas Brown	Cassandra Lease	Michael Sharrow
Michael A. Burstein	Henry Leong	Sibyl Shearin
Shen C	Ben Levy	Nicholas "phi" Sheckman
Brendon Chetwynd	Megan Lewis	<i>Cris Shuldiner</i>
<i>Todd Cooper</i>	Jesi Lipp	David Silber
<i>Brian Cooper</i>	Carol London	Rachel Silber
Heather Cougar	Ken London	Brad Smith
Tom Coveney	Glenn MacWilliams	Kris "Nchanter" Snyder
Elizabeth Crefin	Diane Martin	Jana Spencer
Jack Cullen	Claudia Mastroianni	Mike Sprague
Catelynn Cunningham	Richard Maynard	Jess Steytler
David D'Antonio	Alan McAvinney	Mary Stock
Kenneth Davis	Matt McComb	Sandy Sutherland
Elizabeth Doherty	John McDaid	Rachel Tanenhaus
Regis Donovan	Will McMain	Maria Taranov
<i>Kaiden Drew</i>	Penelope Messier	Ilene Tatroe
Jan Dumas	Dale Meyer-Curley	Mike Tatroe
Dennis Duquette	Erik Meyer-Curley	Gail Terman
Daniel Eareckson	Danny Miller	Emily Tersoff
Etana	Elliott Mitchell	Persis Thorndike
Kelly Fabijanic	Hope Moore	Dan Toland
Daniel Fairchild	Alex Morgan	Dorothy Trachtenberg
Sabina Fecteau	Skip Morris	Ed Trachtenberg
Allison Feldhusen	Eric Nielsen	Tom Traina

Jennifer Fitzsimmons-Gauger	Dan Noé	Heather Urbanski
Patrick Foster	Abby Noyce	Melia Vaden
Jaime Garmendia	Lia Olsborg	Pat Vandenberg
Lisa Goldstein	Mary Olszowka	Wendy Verschoor
<i>Adrian Gunn</i>	Peter Olszowka	Mark Waks
Erik H	<i>Sheila Oranch</i>	William Walker
Buzz Harris	Kris Pelletier	<i>Conor Walsh</i>
<i>Cheryl Haskell</i>	Melissa Perreira-Andrews	Tanya Washburn
Gregorian Hawke	Andy Piltser-Cowan	Renee Watkins
Joel Herda	Rex Powell	Kam Weiler
Lisa Hertel	Karen Purcell	Alan Wexelblat
Terry Holt	Danielle Reese	Michelle Wexelblat
Sol Houser	Shannon Reilley	James Wolf
Angela Howard	Mark Richards	Ellie Younger
Diana Hsu	Kim Riek	Dmitri Zagidulin
Crystal Huff		

Executive Board - eboard@arisia.org

President	Nicholas “phi” Shectman	president@arisia.org
Vice President	Rachel Silber	vice-president@arisia.org
Treasurer	Kris Pelletier	treasurer@arisia.org
Clerk	Sol Houser	clerk@arisia.org
Members-At-Large	Rachel Kadel	at-large@arisia.org
	Melissa Perreira-Andrews	
	Kim Riek	
Arisia ’20 ConChair	Diana Hsu	conchair@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, Mink Rosequist, Ilene Tatroe, Ellie Younger
Corporate Inventory Control - cic@arisia.org: Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
Digital Assets Management - dam@arisia.org: Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat
Grants - grantsrequest@arisia.org: Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe
Hotel Search - hotelsearch@arisia.org: Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger
Incident Review and Management - incidents@arisia.org: Melissa Perreira-Andrews (chair), Jaime Garmendia, Rachel Kadel, Will McMain, Kris Pelletier, Kim Riek

IT - it@arisia.org: Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas “phi” Shectman, Mike Tatroe, Alan Wexelblat
Location Search [no email address]: Gail Terman (chair), Etana, Sol Houser
Long Range Planning - lrp@arisia.org: Mink Rosequist (chair), Anna Bradley, Heather Cougar
Mailing List Monitoring [no email address]: [vacant] (chair), Claudia Mastroianni, Rachel Tanenhaus
Relaxacon - relaxacon@arisia.org: Sol Houser and Rick Kovalcik (chairs)
Relaxacon Search - relaxaconsearch@arisia.org: [vacant] (chair), Sol Houser
Social [no email address]: Sol Houser (chair)
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 VanEselstine, 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 prorated on a monthly basis for members joining throughout the year. Requests for dues waivers may be submitted by email to the Executive Board at eboard@arisia.org.

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 January corporate meeting is Sunday, January 19th from 1:00 to 3:00 PM in Marina Ballroom 3 at the Westin Boston Waterfront, 425 Summer Street, Boston, MA 02110.
- The February corporate meeting is Tuesday, February 25th from 7:00 to 9:00 PM at PTC, 121 Seaport Boulevard, Boston, MA 02210.

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