



# Mentor

## The Newsletter of Arisia, Incorporated

Volume 30, Issue 269, February 2020  
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## Announcements

The February corporate meeting will be Tuesday, February 25th from 7:00 to 9:00 PM at PTC, 121 Seaport Boulevard, Boston, MA 02210.

The quorum for the February corporate meeting is 25, based on 51% of the average attendance of the last three meetings  $((46+38+63)/3 \times 0.51 = 24.99)$ .

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 February corporate meeting, the Eboard will be reporting on the following:

- Arisia received an IR at A19 regarding the behavior of an off-duty staff member at the dance in the early hours of Sunday morning. The staffer appeared to be mocking the way someone was dancing, which was seen as racist and bullying. The IRMC looked into this and recommended the Eboard issue this staff member a warning, explaining the higher standard Arisia holds staff to and also notified their Division Head so they could follow up at Con.
- Arisia received an IR regarding the behavior of an individual at A06. The report states that the individual whose behavior was reported assaulted someone who was in an inebriated state. The Eboard had issued a provisional ban for A19. The IRMC recommends that the provisional attendance ban be affirmed and converted to an indefinite ban pending contact with the IRMC.
- Arisia received an IR at A20, regarding 2 female presenting individuals on Westin Staff entering a male-gendered bathroom with no knocking or announcement to inspect the facilities while there were individuals inside. The IRMC recommends no further action, affirming the at-con action to inform Westin Management.
- Arisia received an IR report at A20 regarding the interruption of a panel for photography consent forms which caused the panel to be derailed. The IRMC believes this may have been an Arisia photographer and recommends no disciplinary action be taken and the matter be referred to Comms and Programming as a training issue.

- Arisia received a report at A20 regarding a young woman crying in a bathroom. There was no description of the young woman other than her possible age and no other details regarding the incident. The IRMC recommends no further action at this time.
- Arisia received a report from the Gaming DivHead regarding an incident witnessed by a DM at A20 involving an exchange between two game participants, one of whom became upset and started crying. The IRMC recommends no further action and to close this without referring to the disciplinary process.
- A report was received at A20 regarding an Arisia volunteer whose behavior was the subject of an incident report at A17. The report was made to make sure the previous incident was known about as it pre-dated the current process. As there was no new CoC violation at A20 and the previous situation went through our disciplinary process, the IRMC recommends that no further action be taken.

## January Corporate Meeting Summary

- meeting called to order at 1:08 PM and adjourned at 3:18 PM
- 19 required for quorum this month, 63 total in attendance, 13 valid proxies reported
- 25 required for quorum next month
- 8 new members joined at this meeting
- 3 existing members received voting rights at this meeting

### Major Topics of Discussion:

- (Eboard report) 4 IR results.
- (President's report) Voltron's group conchair bid.
- (President's report) possibilities for Arisia 2021.
- (Fundraising Committee report) progress update.

### Motions:

MOVED to set the date and time of the April meeting to Thursday, 4/16 7:00-9:00  
Passed on a voice vote.

MOVED to form a Fundraising Committee with Matt Ringel as chair, Rachel Silber as vice chair, and Addie Abrams, Kris Pelletier and Nicholas "phi" Shectman as members  
Passed on a voice vote.

MOVED to appoint Mike Sprague as chair and Kelly Fabijanac and Jennifer Fitzsimmons-Gauger as members of the Code of Conduct Revision Committee  
Passed on a voice vote.

MOVED to thank the 2020 Convention Committee for this year's event

- MOVED to table until next month - passed on a voice vote

## January Corporate Meeting Minutes

*The January corporate meeting was called to order on Sunday, January 19th at 1:08 PM by Nicholas "phi" Sheckman, President, in Marina 3 at the Westin Boston Waterfront.*

*The quorum for the January corporate meeting was 19, based on 51% of the average of the last three meetings  $((27+46+38)/3 \times 0.51=18.87)$ .*

**Attendance:**

Vivian Abraham, Wendee Abramo, Joseph Andelman, Inanna Arthen, Priscilla Ballou, E.J. Barnes, Andrew Bressen, Nicholas Brown, Jacqui Bryant, Todd Cooper, Heather Cougar, Kaiden Drew, Jan Dumas, Daniel Eareckson, Etana, Kelly Fabijanic, Allison Feldhusen, Patrick Foster, Dan Franklin, Jaime Garmendia, Phillip Hallam-Baker, Lisa Hertel, Jeremiah Hill, Terry Holt, Sol Houser, Diana Hsu, Lenore Jean Jones, Rachel Kadel, Yonatan Kamensky, Michael Kerpan, Chris Lahey, Henry Leong, Ben Levy, Claudia Mastroianni, Richard Maynard, Will McMMain, Dale Meyer-Curley, Erik Meyer-Curley, Elliott Mitchell, Alex Morgan, Kris Pelletier, Melissa "MPA" Perreira-Andrews, Kim Riek, Matt Ringel, Sherri Rudnick, Joan Ruland Donnelly, Sharon Sbarsky, Richard Schmeidler, JB Segal, Sibyl Shearin, Nicholas "phi" Sheckman, Rachel Silber, Mike Sprague, Sandy Sutherland, Rachel Tanenhaus, Maria Taranov, Mike Tatroe, Dan Toland, Allison Tweedell, Wendy Verschoor, Conor Walsh, Michelle Wexelblat

**Proxies:**

1. Jesi Lipp to ~~Kris "Nchanter" Snyder~~; Kris Pelletier; ~~Andy Rosequist~~
2. Alan Wexelblat to Michelle Wexelblat
3. Tone Bernard to Sol Houser
4. Rick Kovalcik to Sharon Sbarsky; Mike Kerpan
5. Anna Bradley to Sharon Sbarsky
6. Brendon Chetwynd to Sandy Sutherland
7. Ilene Tatroe to Mike Tatroe
8. Nchanter to Diana
9. David Silber to Sandy Sutherland

**Corrections to the minutes:**

None.

Passed on a voice vote.

**Eboard report:**

First of all, since I'm sure some of you are here specifically for this topic, I have some things to say about where we are in the A21 conchair process that are personal enough that I'll be saying them from the President's report instead of here. Meanwhile we have some other business from the Eboard.

We voted to approve a dues waiver.

We voted to lend gear to Boskone on the usual terms.

The IRMC received a number of incident reports and concluded investigations of four of them. For those who are unfamiliar with our process, these investigations are not intended to determine the truth of what might have happened. This is beyond our ability and our need. We only need to know whether we should allow people to come to the convention or not. We might be unsure of the details of an incident but still sure that someone shouldn't be allowed to come to the convention any more. We might even have some doubt about whether someone should be allowed to come to the convention but still decide to err on the side of caution.

<pass mic to MPA>

MPA: Of the total open IRs, the IRMC sent 7 to the Eboard with recommendations. One had previously been sent back to committee and one was an informational report. 2 were not voted out with enough time for notice and will be reported out at the next Corporate meeting. The IRs were voted on as follows (please note that the IR's below come with the following content warnings: rape, indecent assault, being drugged):

- The IRMC received a request to re-open a closed IR. Previously, the Eboard had voted to permanently ban someone based on the details of that IR. After reopening this IR and looking into it, the IRMC recommended to not change to the original ruling, resulting in the continuation of the permanent ban. The Eboard voted in approval of this recommendation.
- The IRMC received a report accusing an attendee of rape. After looking into this IR the IRMC's recommendation is to issue a permanent attendance ban. The Eboard voted to issue this permanent ban.
- Arisia received a report that someone was drugged at a party at Arisia 2015. IRMC was unable to locate the original report from 2015. Without further information available, the IRMC recommended this IR be closed without further disciplinary action. We also recommend the EBoard issue an apology to the person who was affected by this behavior as there was no communication after the original report was filed. The Eboard voted to approve this recommendation and has sent the apology.
- The IRMC has received two separate reports about boundary-crossing behavior from an individual, both in person and online. An interim action of stay-away instructions were issued, and to this point they have complied with those as of the time of voting. The second IR was made as an informational report with the reporter asking for there not to be disciplinary action taken specifically for it but so the IRMC could use it to establish a pattern of this individual's behavior. After the IRMC looked into both, the action recommended is a strongly worded letter of warning to the individual regarding these incidents as well as the behavior, noting that their name be withheld and have it made explicit that if the IRMC receives another report about their behavior that we can confirm, at the very least, their name will be published. The Eboard voted to accept this recommendation and the letter has been sent.

Phi: without further action these get listed and then the appeals process is any corporate member at either this meeting or the feb meeting to overturn these decisions. If there isn't a motion, the next opportunity would be

Motions to overturn would be in order at this time.

Mike: Quick question: was the IR that got sent back one of the ones reported today? Or will that be next month

It is still to come.

Meeting schedules:

(feb meeting is Tuesday the 25th at 7pm at PTC)

(mar meeting is Sunday the 22nd at 2pm at TBD. I have requested the Somerville Library but it has a hard stop at 4pm.)

MOVED to set the date of the April meeting to Thursday the 16th at 7pm, location TBD but we will ask Roxbury Community College.

Passed on a voice vote (?)

### **Officer reports:**

#### **President:**

As you may know we still don't have a 2021 conchair recommendation. We had planned to call a special meeting for February 4 at which to appoint an Arisia 2021 chair. I was looking forward to interviewing the "Voltron" group of five and the possibility of working with them over the next year. But that group has pulled out of consideration, so we are considering conchair nominees again.

The way this works is that a chair self nominates by sending an email to [eboard@arisia.org](mailto:eboard@arisia.org). We have a questionnaire which they fill out as the first step of the interview process, and they provide a resume or resumes. We then proceed to an interview either in person or by conference call. Finally the Eboard votes on whether to bring a recommendation to the membership, and the membership votes to approve that recommendation. It usually takes two or three weeks to schedule an interview with a candidate, and once all the candidates who are being considered have been interviewed it takes another week or so to make a recommendation. Voting on that recommendation requires 12 days notice to the membership, so the entire process is pretty hard to get under a month even if we are in a hurry.

In the last couple of weeks I have learned a lot about how a group conchair might work and I am really encouraged by the ideas I've heard. I think a group conchair proposal can really address a lot of the problems I've personally encountered with running conventions and I would really like to see another

group proposal. In particular I think that five was a good number for the size of the group. If you're thinking you might like to be part of a group proposal and would like to make sure that appropriate groups know that as they form in the coming weeks, come talk to me after the meeting and I can keep track of that.

Someone asked me what it would take to skip 2021 and go straight to 2022, for which we have a likely conchair candidate. The answer is that outright canceling would cost \$50,000 in cancellation fees and \$15,000 in storage rent, which we don't have. But we aren't obliged to run any particular kind of con, or any particular size of con. We don't have an attrition clause, though if the block is less than half full we get fewer things for free. We could run an 1800 person, four day convention that just barely makes half of the room block, still gets free power and some free guest rooms, has programming (with mics and projectors) and a dealers room and an art show and even some events but no Masquerade and no lighting. We could run a 600 person, three day convention that didn't have any electrical usage and was mostly a Relaxacon with pickup gaming and a track or two of self-organized programming. We could run a convention that was in between those in scope and consisted only of things that people brought to us fully formed, and if someone wanted to organize an anime room we would give them space but if it didn't have a champion who could provide all of the volunteers it wouldn't happen. (so there's a lot of flexibility)

In order for any of these ideas to have a chance of working, we need to be open to new approaches, and we need to express encouragement to each other as new things are tried.

Question time!

(???) Jeremiah: what were the adv/disadv you saw?

Phi: "they don't die" is an exaggeration but i put in 2k h / 900 because i had done it and we got more modern, but that's a lot of work, hard to get vacation, i was able to get 1.5 weeks, otherwise on call 24/7. I liked voltron not only sharing responsibilities but they planned to have a vacation schedule and additionally 3 people on call and one person as a spare to fill in as needed if the people on duty had something come up, seemed like a great way to have boundaries. A lot of why nobody wants to do this themselves is being able to say no, i'm not thinking about this right now, even briefly, even a team of two wasn't enough to provide for that. The challenge is you all need to be able to work together, for that reason i hope we get a self-selecting group, i'm not going to go pick five people, should be informed by relationships, only they can answer

EJ: if we already have prospects for 2022, would they be the ACC for 2021?

Phi: yes, part of why we haven't moved ahead with that appointment is that fact, we'd want to make sure the teams for 2021 and 2022 were compatible enough.

[editor's note: at this point we were not clear that minutes were still being taken. I have asked for permission to include some particularly personal comments, and have omitted some comments for which I do not have that permission. -/phi]

Alex: I had expected to be able to express my feelings of support here, I don't want to clutter the mailing list. The people on the mailing list don't spe

Sol: 5% of the corp expressing themselves in a way they feel supportive, arisia expresses love by helping ideas grow, Arisians are used to not sharing that on the list, or that people will just know they are supported. If that is culture at the moment, it's a culture that needs to grow and express support.

Supported individually, when Sol ran for clerk, they pulled out and then went back in, they thought they had 0%, got some support. This is something that needs to be paid attention to.

Phi: if you're feeling defensive and you want to defend your lack of support, that might be a thing to do more privately than here.

Lisa: I want to say for future candidates, there are lots of former conchairs who will be willing to help you, give the expertise you think you need/lack, lots of long time volunteers, we've done our stint and don't need to do it again but would be glad to help newer people grow and develop and we will help you. The train just needs a conductor.

Phi: former DHs, not everyone who needs to step back for workload reasons no longer care.

etana: this scenario is showing us something that has been discussed at DH meetings, some of us who are newer have found that the heat from the kitchen that is Roberts' Rules, etiquette written by and for people with a certain level of privilege and power, part of what brings us back to this dynamic, marginalized people who step up are not as good at taking that as constructive because we get it all the time just for existing. If I have to fight every day just to leave my apartment, not treated as an object or inspiration or someone with a cute dog, I'm not going to come to this place I love and get dumped on further. It's something we've tried to address as a corp but I haven't put my hat in the ring because I'm terrified. And what I was afraid of was exactly what happened. I didn't throw in encouragement either: I've been scared to talk on the mailing list. As Comms DH! People are being bullied! There is a culture of name-checking, creds-dropping, privilege-toting, upper middle class bull crap, if we're not going to love that people who try to step up, if our first response is rules lawyering, we don't deserve to have nice thing. I don't want to lose Arisia, I love Arisia, but I'm scared, I don't scare easily, and I'm not the only one, and we have to tackle this.

Chris: I'm one of many quiet supporters of the Voltron, and I'm sorry. Ahead of time: there's nobody in this room I would not support. Whoever volunteers: thank you.

Jeremiah: whether we're talking about singular or collective, is there a minimum for a viable candidate?

Phi: we want them to be prepared and able to succeed. We have an interview process with quite a lot of questions to that end, and then more based on that specific person's background. Set of criteria is pretty hard to describe.

Wendy: I think I heard you say you were blaming RRO for enforcing class or hierarchical structure, I'm not really understanding, RRO makes sure everyone gets a voice and no one person dominates

Phi: I'd like to point out we're not following RRO right now, this conversation could not take place with no motion on the table.

Wendy: my only question was [Eboard, multiple hats]. I wanted to clarify while we're sitting here.

Etana: I was using shorthand, thank you for asking. It's a specific way of providing structure and rules that is complex, there is a manual to learn it, drafted by people who had a whole lot of power a while ago, used in places with a lot of systemic power and access. It is a barrier, it's a door where we want windows I'm not saying the problem with arisia is RRO the problem with communicating openly, we don't have a

system to have these kinds of conversations and b, it's not about what are people concern, but how we communicate our concerns

Vivian: this is not the year I'm going to step up, I have a lot of things going on. To anyone in this room thinking "do I really want to throw my hat in this ring..." you will have all the advice you need and more than you want. I will offer, to anyone from a marginalized population, money and food and editing services and childcare. I suggest that there are other people in this community who can do the same. We will be loud next time; we've learned our lesson.

Mike Kerpan: while this is an extremely useful and informative discussion, this is also the at-con business meeting, DHs who want to get back to their divisions and AHs who want to get back to their areas

General outcry: proxy and go

Phi: lists some upcoming agenda items

Conchair team bylaws amendment not ready at this time

Kris Pelletier: I wanted to connect something that Sol said with Wendy's question. This is something that was brought to me by a friend after Voltron rescinded their application and they opened my eyes to something. I've been in senior leadership since 2014, attended since 2008, well-entrenched and fallen into cultural patterns. Took someone on the outside. The corp culture is constructive criticism as a love language, we pepper you to make you prepared. Wendy's question framed as support from the person giving it but not to the person hearing it. With the influx of new people, we need to move away from not being accessible to new people, be more explicit about our support instead of implicit. It's an adjustment a lot of us have said we're going to start thinking about and doing more, on list and at meetings, so it is understood and not assumed.

Phi: I'd like to clarify a thing that I said earlier. There's an expectation new business should be brought to the Eboard before it's brought to the corporation, I was saying I didn't know of any but not that there wasn't any

Kelly: I am con treasurer. I am usually really good about stuffing everything down but I think it's to the benefit of the corporation that I'm letting this out. I'm sure I will burst into tears but we need this. Since I was appointed, it has been the hardest emotional load I ever had. My nature is very stage managery, you suck it up, you get it done, you move forward you collapse later. One of the hardest things about being on the team was the emotional support I had to give to everyone else when the community told them they were fucking it up. Every member and attendee has a very specific idea of what's important and they want it all simultaneously. It's hard to get volunteers because anyone with an idea of what boundaries are sees that and goes NO. Part of the emotional labor I've done is stepping aside, feeling it, and adjusting. I implore everyone, even if you never do anything as staff, take on a chunk of that emotional labor, consider "would someone else consider this constructive? Supportive? Is there another way to say it? Can I use another set of eyes? What is the real urgency?" A decision I supported was to not publish the pocket program unless we found \$4-5k in the couch cushions. I knew people would be upset but we made plans, we produced 150 copies for people who truly couldn't use any of the means necessary. It's important for our community not to come down on us even when facebook and twitter does. In the past we had a candidate who thought the solution was for everyone on staff to do 30 hours. We are fine with 1 hour. I accepted a timesheet for 15m of work and was glad of it. Stop doing all the things, allow other people to step in - and fuck it up! [applause] let a person try. Opportunity to rise to the occasion. I have been very intentional today in particular: I am not the only person in this hotel who is capable of doing that. Eg Ellie's card. I got lost on the way back here. thank you for indulging me, i will be better able to do the

rest of this weekend. I want us to commit to not shooting down criticism, but pointing out “hey, that sounds like this”

Lenore: I want to apologize to the members of voltron, Eboard, conchair team, I plan to do better, I didn't realize how critical emails came across and how much they needed to be offset by support.

Richard: point of order - can we do the committee appointments and then return to this?

Wendy: I find it fascinating that it was implicit in your replies that I am established and privileged, neither of which are true.

Alex: Kelly you are amazing!!! I've been writing my debrief and reflecting on the experience of taking a role of larger responsibility. I get constant you need to do this or that - what I feel we lack is an SOP of assigning a priority level, like a 5 point scale. You don't have to drop everything and do this and that right now, task switching all the time. Nobody wants to do this work at the top level anymore.

Priscilla: I've been listening and watching things form before my minds eye, two things sticking out, 1. Huge cultural question to be worked on, amorphous and will take a long time, 2. [Sol explains Voltron as a concept.] I'm seeing a group of people heading up chair a con and behind them a group of people available for various kinds of support in a semi-structured way. There are those of us who don't have what would be needed to step into that kind of role, I'm wondering if there's a way that people who are able to do things, like what Vivian was listing off, there's so many of us who can do that. I would like to offer my involvement in a group of people who would like to provide tangible and emotional support for leadership for the corporation or the con. Some of us might be really good at that even if we can't do the other jobs.

Kelly: a lot of people are willing to support, what I would hope someone is able to do is to organize that. It's very hard to take on the labor of asking for help.

Priscilla: my offer includes organizing.

Inanna: not usually this nervous, guess that means its an important topic for me. First to Kelly, I was disappointed about pp but was glad you put it up in pdf form (Kelly: pubs did it! Yay alex!) i printed mine at home and thank you very much for making it available. I've been working as staff for four years and one thing i have found is a sense that you come on as a tabula rasa and no past experience counts, starting on the bottom rung, difficult to move into upper positions. I don't like to beat my own drum but at my age I look at conrunning experience back to the 1980s. I feel like I have a lot to offer and it's been hard to offer it to arisia. I'm not sure that Arisia wants it. But i'm still here. I often feel disconnected from the community. But i've been thinking very hard about the conchair issue for more than a year. When voltron announced, i thought, wow, i'd have liked to talk to them about participating. If there are other people who are interested, talk to me after.

Chris: I heard some people say they wanted to move on... if anyone needs a proxy I can do that (Many people echoed in agreement to having proxies if people needed to leave)

Proxies read AT THIS TIME (after discussion, before any motion):

Gail Terman to Dale Meyer-Curley

Diana Hsu to Ben Levy

Vivian: I suggest, very briefly, maybe we want a committee? A support committee? Resources could be made available

Phi: sounds fantastic, you and i can talk offline, maybe there could even be a bunch, i don't think that will come out of this meeting.

Im seeing a cultural shift here, how we want this to work, supportiveness, and operating in the “everything is perfect” cultural - that is not prevailing culture, it just looks like it, lets not let it prevail

Conor: committees are great and we should have them

Kelly: the committee doesn't just decide, they bring thoughts to the Eboard and then to the membership

Dale: this reminds me of a story I just used this week : button soup. Nobody wants to make it but “if only i had an onion” “if only i had a hambone” - i think that’s where we are now. We expected a chef but we need the person to identify the ingredients they need. I can offer my experience and skills in how to do that.

Todd: i haven't been to a corp meeting for about two years, and the reason why, was that there was a lot of arguing, not like this... i do like helping out but i dont know where, i was really surprised and supportive but i dont email the list and am sorry voltron is gone, i like the idea of the committee, please step up so the con can continue. My family has been coming for 10 years.

Nick: joined last year at convention, i have plenty of privileges and RRO has been intimidating and sort of like a glass wall in the middle of a marathon, we’re three diversions deep and can’t get out of it without going through the procedures, we should find something more accessible, im sure someone online has written something up, i'm willing to put hours into it.

Phi: I will make sure the conversations keep happening. We’re still in the president’s report, technically speaking.

## COMMITTEES

MOVED to form a Fundraising Committee with Matt Ringel as chair, Rachel Silber as vice chair, and Addie Abrams, Kris Pelletier and myself as members. Other people have been working on this as well but I am waiting to add them until I know which of them want to be on this committee and which are just helping out.

Proxies read at this time

Wendy v to matt r

Will m to kim

Passed on a voice vote

I am populating the Code of Conduct committee with Mike Sprague (chair), Kelly Fabijanac, and Jennifer Fitzimmons-Gauger. I have three or four other names as well but want to clarify consent before I add them to the committee.

MOVED...

Mike: point of information, may i ask what the purpose is?

Phi: at last months meeting - our CoC is 25 years old, was at the forefront but not anymore, we would like to work with other orgs who have standards

Ej: would approval today only approve those named?

Phi: yes adding more would be a motion at a future meeting. In practice we general get people spun up and working and often the membership is a formality

Budget Committee report

No report.

Code of Conduct Revision Committee report

No report.

Corporate Communications Committee report

[recruiting - investigating remote access options, we want to take a deep dive into available options, helping with staff/volunteer documentation for HR purposes]

If you're interested in either initiate, email Sol

Corporate Inventory Control Committee report

No report.

Digital Assets Management Committee report

No report.

Fundraising Committee report

We have raised \$34417.38 dollars and have 2791.31 dollars left to go. We've closed a heck of a lot of the gap.

Matt: I was just appointed, but this work... I've been doing this is december 25th when a few of us got together and said, ok. 44k. March 15. How do we do this? And we talk about who has the money and how much, and reach out to people, and ask people for a couple thousand, if not that \$500, if not that a small donation. Everyone in this room, thousands of people outside these doors have come together to face an existential threat to arisia. I want to say thank you personally. If you know people who have not donated - anything over will help us get back to an even keel where we can weather another meteor... 60k would not hurt.

Phi: that's the amount we previously paid off, in november to marriotts lawyers and other fees. Minimum, stretch goal is another 20k, sounds like we would be able to do matching funds for that too,

Kris: I did math in anticipation! This has been reported out month by month but never put together. We have paid 21568 in legal fees, 6812 in arbitration fees, 2700 to expert witness, first payment in dec of 444, arisia has already paid x, once we add the final payment the total amount will be [check numbers with kris]. The treasurers before me had set aside a nest egg in the form of CVs, roughly 44k, meant to cover 2 years of convention.

Chris: are we a non profit for tax deductions? (yes) some of you may work at corporations which will match, i'm gonna look into that

Phi: we are signed up with benevity

Matt: google is matching

Sandy: you said the matching fund is from a large number of individuals?

Matt: no, other way around, small number of donors who will match whatever ends up in the fund. Somewhere around 2/15 we will tally what was donated and notify the people who pledged.

Conor: has there been a single expression of support from the union we took it in the teeth for?

Phi: had interesting conversations with union, want to support our fundraiser but are not clear on what form that would take

Conor: as a former teamster i would love to see a thumbs up press release

Rachel: one of my first conversations at con was with a staff member who recognized me and thanked me for last year's support

Priscilla: I had four interactions with hotel staff who asked how it was at BPP, said that they were really grateful. They offered extra bottles of water.

Jan: I think i asked this on the mailing list but are we on amazon smile? (yes) a small percentage goes to a charity if you browse through smile.amazon (plugin called "smile always" will redirect you

Joan: if you wanted to make a donation RIGHT NOW via paypal, who would you send it to?

Kris: There's a button on corp.arisia.org or email [paypal@arisia.org](mailto:paypal@arisia.org). Please include a note. (sibyl: also in the convention website hotbox)

Matt: if you or someone you know would be interested in matching, we're looking for another 10k, please talk to me, it will be anonymous (grand total of 3 people will know your name), ill tell you the terms and how it works

Kris: donations table downstairs open until 7 tonight, tomorrow from 10am to 2:30

Phi: other two people are myself and kris

#### Grants Committee report

No report.

#### Guest of Honor Search Committee report.

No report.

#### Hotel Search Committee report

No report.

#### Incident Review and Management Committee report

MPA: I wanted to bring some stats as I know people have been asking/interested in them. One of our members, Will McCain, pulled these for us. Of the IRs we have received:

Complete: 40

Incomplete: 28

Active: 23

1) No Action 7  
2) Reporter Contacted 6  
3) Subject Contacted 3  
4) Follow-up Required 9  
5) Sent to Eboard for Voting 2  
6) Requires Notification to be Sent 1  
7) Ready to Report 5  
Done 33  
Done (No COC Violation) 2

#### IT Committee report

No report.

Location Search Committee report

No report.

Long Range Planning Committee report

No report.

Mailing List Monitoring Committee report

No report.

Mission Statement Committee report

No report.

Postmaster Committee report

No report.

Relaxacon Committee report

Make sure to call and reserve rooms! Rick and I will get into the full swing planning after Boskone.

Social Committee report

[recruiting; BARCC walk team; student art and writing contests reception]

If you dont want to look for wex, there's a sign up sheet in team arisia services

Student Contests Committee report

No report.

**Unfinished Business:**

<none>

**New Business:**

(Rachel's bylaws amendment? Wait until February.)

Ben: motion to thank the convention committee for 2020

Kelly: CAN WE SAVE THAT TIL ITS DONE DON'T TEMPT FATE UNTIL I HAVE LEFT THE HOTEL ON TUESDAY

Motion to defer, all in favor

Passed on a voice vote

Phi: very good we will consider this at a future meeting

**Announcements:**

Heather: as of 30 seconds ago we have 3046 paid, and [x] badged

Sharon: does paid include comp? (yes, it's registered)

Jan: Is it possible that the guy who printed the pps get a comp for next year?

Lisa: he already works for us

Kelly: for some people offering a reward for a gift freely given cheapens the gift. I would hesitate to say, you did a beautiful thing, here's reimbursement. If they asked, though, that's a different story

Ej: is there some reason we can't acknowledge this gift in clear ether?

Phi: leave implementation to the convention committee, but we can count it as a contribution to the corp bottom line, and we could consider including it in acknowledgment of donations.

Sharon: as a reminder for people who want to be back in this hotel next month, boskone is offering a \$5 discount for arisia members, normally \$60. I'll be at the boskone table after this meeting

Conor: does the chair object to announcements of a political nature?

Phi: we are prohibited as a non-profit from endorsing candidates. Other announcements are in scope

Conor: last august 31st, a bunch of jackwacks had a straight pride parade and a couple thousands of my friends went out and told them they were jerks. Some of us got pepper sprayed and beaten by police.

Somerville is having a meeting in 75 hours, chance to have a meaningful effect. Wednesday 6:30-8:30, I have little pieces of paper. Argenziano school

*Meeting adjourned at 3:18 PM.*

# January Treasurer's Report

December 19			Change vs last month
Odd Year - A19		\$5,000.00	-\$4,644.15
Even Year - A20		\$56,483.11	\$46,669.76
Corporate			
Reserved/Unspent			
Grant Fund Unallocated	\$56.09		-\$900.00
Grant Fund Allocated	\$1,200.00		\$1,200.00
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	\$22,854.97		-\$5,682.94
Total Reserved		\$26,675.33	-\$5,382.94
Unallocated Funds		-\$6,762.55	-\$33,996.45
Total Corporate Funds		\$19,912.78	-\$39,379.39
Total Assets		\$81,395.89	\$2,646.22
Total Corporate Income		\$3,429.30	\$3,428.55
Total Corporate Expenses		-\$47,775.05	-\$44,050.16

# Membership List

This membership list is as of 11:59 PM on 02/11/2020. Please report any corrections to [clerk@arisia.org](mailto:clerk@arisia.org). Names in italics are non-voting members.

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

Daniel Fairchild	Hope Moore	Ed Trachtenberg
Sabina Fecteau	Alex Morgan	Tom Traina
Allison Feldhusen	Skip Morris	Allison Tweedell
Jennifer Fitzsimmons-Gauger	Eric Nielsen	Heather Urbanski
Patrick Foster	Dan Noé	Melia Vaden
Dan Franklin	Abby Noyce	Pat Vandenberg
Jaime Garmendia	Lia Olsborg	Wendy Verschoor
Lisa Goldstein	Mary Olszowka	Mark Waks
<i>Adrian Gunn</i>	Peter Olszowka	William Walker
Erik H	<i>Sheila Oranch</i>	Conor Walsh
Phillip Hallam-Baker	Kris Pelletier	Tanya Washburn
Buzz Harris	Melissa "MPA" Perreira-Andrews	Renee Watkins
<i>Cheryl Haskell</i>	Andy Piltser-Cowan	Kam Weiler
Gregorian Hawke	Rex Powell	Alan Wexelblat
Joel Herda	Karen Purcell	Michelle Wexelblat
Lisa Hertel	Danielle Reese	James Wolf
Jeremiah Hill	Shannon Reilley	Ellie Younger
Terry Holt	Mark Richards	Dmitri Zagidulin
Sol Houser	Kim Riek	

## Executive Board - eboard@arisia.org

President	Nicholas "phi" Sheckman	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

<b>Budget - budget@arisia.org:</b> Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel, Alex Latzko, Ben Levy, Tom Traina, Ellie Younger
<b>Code of Conduct Revisions [no email address]:</b> Mike Sprague (chair), Kelly Fabijanic, Jennifer Fitzsimmons-Gauger
<b>Corporate Communications - corpcomms@arisia.org:</b> Sol Houser (chair), Etana, Lenore Jean Jones, Mink Rosequist, Ilene Tatroe, Ellie Younger
<b>Corporate Inventory Control - cic@arisia.org:</b> Rick Kovalcik (chair), Lisa Hertel, Ben Levy, Skip Morris
<b>Digital Assets Management - dam@arisia.org:</b> Mink Rosequist (chair), Anna Bradley, Sol Houser, Rachel Kadel, Jess Steytler, Alan Wexelblat
<b>Fundraising - donations@arisia.org:</b> Matt Ringel (chair), Addie Abrams, Kris Pelletier, Nicholas "phi" Sheckman, Rachel Silber

<b>Grants - grantsrequest@arisia.org:</b> Rachel Silber (chair), Joseph Andelman, David D’Antonio, Ilene Tatroe
<b>Guest of Honor Search [no email address]:</b> Lisa Hertel, Kim Riek, Nicholas “phi” Shectman, Alan Wexelblat
<b>Hotel Search - hotelsearch@arisia.org:</b> Kris “Nchanter” Snyder (chair), Joel Herda, Ben Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger
<b>Incident Review and Management - incidents@arisia.org:</b> Melissa Perreira-Andrews (chair), Jaime Garmendia, Rachel Kadel, Will McMain, Kris Pelletier, Kim Riek
<b>IT - it@arisia.org:</b> Gail Terman (chair), Rick Kovalcik, Ben Levy, Sharon Sbarsky, Nicholas “phi” Shectman, Mike Tatroe, Alan Wexelblat
<b>Location Search [no email address]:</b> Gail Terman (chair), Etana, Sol Houser
<b>Long Range Planning - lrp@arisia.org:</b> Mink Rosequist (chair), Anna Bradley, Heather Cougar
<b>Mailing List Monitoring [no email address]:</b> Claudia Mastroianni and Rachel Tanenhaus
<b>Mission Statement - mission@arisia.org:</b> Michelle Wexelblat (chair), Melissa Kaplan, Claudia Mastroianni, Richard Maynard, Will McMain, Kris “Nchanter” Snyder, Mike Sprague, Ilene Tatroe
<b>Postmaster - postmaster@arisia.org:</b> Sharon Sbarsky (chair), Rick Kovalcik, Ben Levy, Nicholas “phi” Shectman
<b>Relaxacon - relaxacon@arisia.org:</b> Sol Houser and Rick Kovalcik (chairs)
<b>Social [no email address]:</b> Sol Houser (chair), Jan Dumas, Melissa Kaplan, Kim Riek, Mike Sprague, Alan Wexelblat
<b>Student Contests - student-contests@arisia.org:</b> 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
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October	\$22	January	\$16	April	\$10	July	\$4
November	\$20	<b>February</b>	<b>\$14</b>	May	\$8	August	\$2

## Calendar

- The March corporate meeting is Sunday, March 22nd from 2:00 to 4:00 PM at PTC.
- The April corporate meeting is Thursday, April 16th from 7:00 to 9:00 at a location TBD.

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