



MENTOR

**Mentor, The Newsletter of Arisia, Incorporated
Number 255, December 2018**

**Arisia, Incorporated, 519 Somerville Avenue #371, Somerville, MA 02143
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Announcements:

The December corporate meeting will be on Monday, December 17th at 7:30 PM in room 101 of the Boston University Kilachand Center for Integrated Life Sciences and Engineering, 610 Commonwealth Avenue, Boston, MA. If you wish to attend, please do not plan on arriving before 7 PM.

The quorum for the December corporate meeting is 62, based on 51% of the average of the last three meetings ($29+171+162=362/3 \cdot .51=61.54$).

Please submit proxies in advance by email directly to clerk@arisia.org or by replying to the appropriate thread on the corporate mailing list. Proxies may also be submitted with pen and paper at the meeting.

At the December corporate meeting, the Eboard will be reporting on a number of actions under the IR / Disciplinary Process:

Arisia received new reports about a staff member who had previously been reported as engaging in consent violations during Arisia 2015. These additional reports allege touching people without their consent, abusive acts, and additional sexual assaults. In light of the new information and the prior report, the Eboard has decided to permanently ban this individual.

Arisia received new information about a vendor who had previously been reported as the subject of a protective order due to psychological intimidation and physical/sexual abuse of a minor. The additional information indicated that, while the protective order was not renewed, a no-contact order was still in place. In light of the new information, the Eboard has decided to permanently ban this individual.

We have begun work on more than 20 new or reopened IR investigations since September. Given the timing of our taking office, and the number of tasks we must attend to, we cannot conclude these investigations in time to act before Arisia 2019. Due to the serious nature of some of the allegations and the evidence provided in connection with these IRs, the Eboard voted to suspend the Arisia 2019 memberships of five individuals until the investigations can be concluded. We do not believe that a “keep away from each other” response is appropriate or practical for these cases. The Eboard also voted to restrict the participation of four other individuals in Arisia 2019 to attendance only.

Minutes of the Arisia Meetings of Sunday 11 November 2018:

The November Special Meeting of Arisia, Inc. was called to order on Sunday, November 11th at 2 PM by Gregorian Hawke, Acting President, at Arts at the Armory, 191 Highland Avenue, Somerville MA, 02143.

The quorum for the Special Meeting was 15, based on 51% of the average of the last three meetings ($19+39+29=87/3 \cdot .51=15$).

Attendance (172 people).

Daniel Abraham, Vivian Abraham, Wendy Abramo-Merrill, Joseph Andelman, Vincent Anderson, Priscilla Ballou, E. J. Barnes, Rob Bazemore, William Blanton, James Boggie, Angela Bowen, Jonathan Breindel, Melissa Carubia,

Shen Chew, Mieke Citroen, Heather Cougar, Rachel Creemers, Morgan Crooks, Mary Catelynn Cunningham, David D'Antonio, Kenneth Davis, Samantha Dings, Thomas Dings, Michael Dlott, Regis Donovan, Teresa Doran, Janice Dumas, Daniel Eareckson, Aaron Ennis, Maria Eskinazi, Griffin Ess, Etana, Kelly Fabijanic, Daniel Fairchild, Allison Feldhusen, Sabina Fecteau, Jennifer Fitzsimmons-Gauger, Christopher Flynn, Jaime Garmendia, Lisa Goldstein, Sarah Gullion, Erik H, Adrian Hatton, Gregorian Hawke, Joel Herda, Lisa Hertel, Aaron Heuckroth, Richard Hill, Catherine Hirschbiel, Terry Holt, Sol Houser, Angela Howard, Diana Hsu, Bobby Huntley, Fred Isaacs, Suli Isaacs, Swati Joshi, Jennifer Jumper, Rachel Kadel-Garcia, Walter Kahn, Matthew Kamm, Melissa Kaplan, Jeff Keller, Allan Kent, Michael J. Kerpan, Angela Kessler, Jeremy Kessler, Beth Kevles, Rick Kovalcik, David Kramer, Susan Kramer, Peter Kukulich, Katherine Labella, Chris Lahey, Alex Latzko, Cassandra Lease, Gabriel Lefton, Henry Leong, Benjamin Levy, Julia Liberman, Ken London, Jackson Luckner, Glenn MacWilliams, Claudia Mastroianni, Alan McAvinney, Matthew McComb, Mike McDevitt, Craig McDonough, Ed McGonagle, William McMain, Jonathan Mendoza, Penelope Messier, Dale Meyer-Curley, Erik Meyer-Curley, Daniel Miller, Sarah Miller, Elliott Mitchell, Lillian Montreal, Hope Moore, Alexandra Morgan, Skip Morris, Rhianna Murphy, Daniel Myers, Allison Nevitt, Dan Noé, Abby Noyce, Mary Olszowka, Peter Olszowka, Kristin Page, Kris Pelletier, Hillary Perkins, Melissa Perreira, Andrew Piltser-Cowan, Jade Piltser-Cowan, Rex Powell, Pacita Prasarn, Karen Purcell, Michael Rasnick, Shannon Reilley, Kim Riek, Matthew Ringel, Phoebe Roberts, Rebecca Rosenthal, Andy Rosequist, Mink Rosequist, Sherri Rudnick, Mark Sabalauska, Cayla Savitsky, Sharon Sbarsky, Richard Schmeidler, RaShawn Seams, Richard Segal, Matthew Segal, Kylie Selkirk, Paul Selkirk, Harriet Severino, Julia Severino, Jude Shabry, Michael Sharrow, Sybil Shearin, David Silber, Rachel Silber, Brad Smith, Kris "Nchanter" Snyder, Skye Souter, James Spencer, Jana Spencer, Dylan Spencer, Mike Sprague, H. Tyler Stewart, Jess Steytler, Geri Sullivan, Sandy Sutherland, Rachel Tanenhaus, Maria Taranov, Ilene Tatroe, Mike Tatroe, Gail Terman, Emily Tersoff, Dan Toland, Wesley Toma-Lee, Dorothy Trachtenberg, Ed Trachtenberg, Pat Vanderberg, Helen Vickers, Kiran Wagle, Mark Waks, William Walker, Al *Hobbit* Walker, Alan Wexelblat, Michelle Wexelblat, James Wolf

Proxies were not processed as this was a special meeting with no business requiring votes planned.

Gregorian Hawke introduced Kris "Nchanter" Snyder, who gave an explanation of what Arisia is, what it does other than the convention, the difference between Arisia, Inc. and the Arisia Convention, the difference between Bylaws and Policies, and the way we run meetings, including Robert's Rules, committee of the whole, proxies, and voting.

As this was a Special Meeting, there were no Committee Reports or Motions of Old or New Business.

The meeting was adjourned at 3 PM.

The November Regular Meeting of Arisia, Inc. was called to order on Sunday, November 11th at 3 PM by Gregorian Hawke, Acting President, at Arts at the Armory, 191 Highland Avenue, Somerville MA, 02143.

(There was an immediate "10 minute recess", which lasted 15 minutes.)

The quorum for the Regular Meeting was 41, based on 51% of the average of the last three meetings (39+29+172=240/3*.51=40.8).

Attendance (161 people).

Daniel Abraham, Vivian Abraham, Wendy Abramo-Merrill, Joseph Andelman, Vincent Anderson, Julia Austein, Priscilla Ballou, E. J Barnes, Rob Bazemore, William Blanton, James Boggie, Angela Bowen, Jonathan Breindel, Melissa Carubia, Shen Chew, Mieke Citroen, Heather Cougar, Rachel Creemers, Morgan Crooks, David D'Antonio, Kenneth Davis, Samantha Dings, Thomas Dings, Michael Dlott, Teresa Doran, Janice Dumas, Aaron Ennis, Maria Eskinazi, Griffin Ess, Etana, Kelly Fabijanic, Daniel Fairchild, Sabina Fecteau, Allison Feldhusen, Jennifer Fitzsimmons-Gauger, Christopher Flynn, Jaime Garmendia, Lisa Goldstein, Sarah Gullion, Erik H, Adrian Hatton, Gregorian Hawke, Joel Herda, Lisa Hertel, Aaron Heuckroth, Richard Hill, Catherine Hirschbiel, Terry Holt, Sol Houser, Angela Howard, Bobby Huntley, Fred Isaacs, Suli Isaacs, Swati Joshi, Jennifer Jumper, Rachel Kadel-Garcia, Walter Kahn, Matthew Kamm, Melissa Kaplan, Jeff Keller, Allan Kent, Michael J Kerpan, Angela Kessler, Jeremy Kessler, Rick Kovalcik, David Kramer, Susan Kramer, Peter Kukulich, Katherine Labella, Chris Lahey, Alex Latzko, Cassandra Lease, Henry Leong, Benjamin Levy, Julia Liberman, Ken London, Jackson Luckner,

Glenn MacWilliams, Claudia Mastroianni, Alan McAvinney, Matthew McComb, Mike McDevitt, Craig McDonough, Ed McGonagle, William McMain, Jonathan Mendoza, Penelope Messier, Dale Meyer-Curley, Erik Meyer-Curley, Daniel Miller, Elliott Mitchell, Hope Moore, Lillian Monreal, Alexandra Morgan, Skip Morris, Rhianna Murphy, Daniel Myers, Allison Nevitt, Dan Noé, Abby Noyce, Mary Olszowka, Peter Olszowka, Kristin Page, Kris Pelletier, Melissa Perreira, Andrew Piltser-Cowan, Jade Piltser-Cowan, Rex Powell, Pacita Prasarn, Karen Purcell, Michael Rasnick, Kim Riek, Shannon Reilley, Matthew Ringel, Phoebe Roberts, Rebecca Rosenthal, Andy Rosequist, Mink Rosequist, Sherri Rudnick, Mark Sabalauska, Cayla Savitsky, Sharon Sbarsky, Richard Schmeidler, RaShawn Seams, Richard Segal, Kylie Selkirk, Paul Selkirk, Harriet Severino, Julia Severino, Jude Shabry, Michael Sharrow, Sybil Shearin, David Silber, Rachel Silber, Brad Smith, Kris “Nchanter” Snyder, Jana Spencer, Dylan Spencer, Mike Sprague, Geri Sullivan, Sandy Sutherland, Jess Steytler, Rachel Tannenhaus, Maria Taranov, Ilene Tatroe, Mike Tatroe, Gail Terman, Emily Tersoff, Dan Toland, Wesley Toma-Lee, Dorothy Trachtenberg, Ed Trachtenberg, Tom Traina, Pat Vanderberg, Helen Vickers, Mark Waks, William Walker, Al *Hobbit* Walker, Alan Wexelblat, Michelle Wexelblat, James Wolf

Proxies (26 full proxies and 34 late proxies):

1. Anna Bradley to Heather Cougar
2. Beth Kevles to Mieke Citroen (by paper, not by email)
3. Bridget Boyle to Alex Latzko (by paper, not by email)
4. Carol London to Ken London
5. Catelynn Cunningham to Kris Pelletier
6. Cody Lazri to Andy Rosequist
7. Dawn Ash to Susan Isaacs
8. Diane Martin to Kris Pelletier
9. Donald Eastlake to David D'Antonio
10. Ellie Younger to Jaime Garmendia
11. H. Tyler Stewart to Daniel Abraham (by paper, not by email)
12. James M. Spencer to Vivian Abraham (by paper, not by email)
13. Jill Eastlake to David D'Antonio
- Jodie Lawhorne to RaShawn Seams (invalid, Jodie is not a voting member)
14. Kevin Schendell to Kris “Nchanter” Snyder
- Kristin Seibert to Maria Taranov (invalid, Kristin is not a voting member, clarified below)
15. Mark Richards to Kris “Nchanter” Snyder
16. Melia Beetham to Jude Shabry
17. Michael Dlott to Vivian Abraham (by paper, not by email)
18. Nicholas Sheckman to Cassandra Lease
19. Noel Rosenberg to Gail Terman
20. Persis Thorndike to Jeff Keller
21. Paul Kraus to Rick Kovalcik
22. Regis Donovan to Claudia Mastroianni (by paper, not by email)
23. Rick Katze to Sharon Sbarsky
24. Tamar Amidon to Alan Wexelblat
25. Tanya Washburn to Mike Sprague
26. Terry Karney to Michelle Wexelblat

Introduction from the Chair:

Thank you all for coming! This is clearly the largest corporate meeting in Arisia’s history. Because there are so many new faces at this meeting, I will do my best to learn names and use the ones I know but apologies in advance if I call on people using clothing and location!

Before we get started, here are a few points of information:

- There is a “tip jar” for the Strike Fund available at corporate table. Donations here will go directly to the Unite Here Local 26 Strike Assistance Fund. This is the union that represents hospitality workers at the Westin Boston Waterfront, Aloft Seaport Boston, Sheraton Boston, and the Boston Park Plaza Hotel (the BPP is not striking)..
- We are going to need to have a number of secret ballots this meeting. I am appointing Nchanter as ‘lead teller’. I would like to select three additional volunteers to help, and will do so by random selection from

willing volunteers. If that is a thing you are willing to help with, please write your name on a piece of paper and place it in the basket on the table in front of the stage to the left. In a few minutes, I will draw names and appoint tellers.

Since much of the room is new, let's have the EBoard introduce themselves - go down the line, and please give your name, pronouns, and current position.

Corrections to the Minutes:

The word "genuine" was struck from the motion on page 6. It was incorrectly not removed in both places.

Future dates on page 7 include "Monday, December 18". It should say "Monday, December 17th".

Under CIC Report the new storage space was described as "about 200 square feet". That should have been "about 2000 square feet".

Selection of Tellers:

Sheeri Cabral, Matt Ringel, and Jude Shabry were randomly selected as additional tellers to help Kris "Nchanter" Snyder.

EBoard Report:

We received requests for 15 dues waivers and approved 15.

As per the vote at the October meeting, we are negotiating a contract with Kifor Development for a new storage space at 143 Essex Street, Haverhill, MA 01832.

We have informed the old landlord, Riverside Development, that we are taking their \$15k buyout offer and moving out of the current storage space by January 31st. We have signed the necessary paperwork.

Votes taken:

- Voted to ask Noel Rosenberg to resign as President
- Voted to accept Noel's resignation as President [Anna Bradley became Acting President upon Noel's resignation]
- Voted to appoint Gregorian Hawke as acting Vice President
- Voted to ban Noel indefinitely from all Arisia sponsored events
- Voted to create a straw poll survey about EBoard resignations
- Voted to appoint Andy Rosequist as Acting Vice President [Gregorian Hawke became acting President upon Anna's resignation]
- Voted to send a direct apology for handling of IRs
- Voted to approve \$800 to amend insurance policy to include Haverhill
- Voted to approve \$500 to hold the 11/11 meetings at Arts at the Armory
- Voted to approve up to \$850 for food for the 11/11 meetings
- Voted to approve up to \$200 for non-alcoholic drinks and other supplies for the 11/11 meetings
- Voted to reopen an Incident Report based on a new document provided to the EBoard which was previously reported to the October Corporate Meeting as follows: "Just prior to Arisia 2018, the Arisia 2018 ConChair was informed of a restraining order and legal proceedings against an Arisia attendee. In February 2018, we reported, "The voting members of the EBoard and Jaime Garmendia met by phone just prior to Arisia 2018 and the EBoard voted to ban a member from attending Arisia 2018 due to an outstanding restraining order and legal proceedings and to revisit further actions after Arisia 2018 and to open an IR for any further actions." The EBoard has now completed the evaluation / investigation of that IR. Based on the information we have received the EBoard is talking no further action and as far as we are concerned both parties are free to attend Arisia but should stay away from each other and any others involved."

After a brief discussion, the EBoard agreed to go forward with authorizing \$200 to purchase the Lunacon Art Show hangings. As this was within the \$200 Officer spending limit, no vote was taken.

Between October 25th and right now, we have gained 133 new Corporate members for a total of 210 Corporate members.

Motion out of EBoard to delay ConChair 2021 selection so that nominations are opened in January 2019, nominations are closed at the corporate meeting in February, and selection is reported by the April meeting. (Motion out of EBoard requires no second.)

There was a question about how much of a change this would be. The answer was that this reverts to the way we did things prior to the selection of the Arisia 2020 ConChair.

There was a question as to whether we would know what hotel Arisia 2021 would be at by that time. It was answered that we already have a contract with the Westin Boston Waterfront for 2021.

Motion passes on a voice vote.

IR Report:

Since September, we have opened 12 new IRs and reopened 4 old IRs, for a total of 16.

Officers Reports:

President (Gregorian Hawke, he/him/his):

- Scheduled a special meeting immediately before the regular meeting happening right now
- Accepted Buzz's resignation as head of the hotel search committee and appointed Nchanter
- Accepted resignations [and became Acting President]
- I hereby appoint the following people to the Disciplinary Process FAQ committee:
 - a. Kris "Nchanter" Snyder (Chair)
 - b. Vivian Abraham
 - c. Wendee Abramo
 - d. Claudia Mastroianni
 - e. Abby Noyce
 - f. Andy Rosequist
 - g. Allan Seyberth
 - h. Tom Traina

Vice President (Andy Rosequist, he/him/his):

- In order to ensure the continuity of the organization, I now have administrative access to Dreamhost and our mailing lists. [As does Kris "Nchanter" Snyder.]
- In my member-at-large role as chair of the Incident Response committee: shortly after the last corporate meeting, I reached out to two organizations that do code of conduct consultation. One of the consultants we spoke to strongly encouraged us to address our community healing first. I have a proposal for addressing this, which time permitting I will introduce later in this meeting. Otherwise, it will be sent to the corporate mailing list.

Treasurer (Ben Levy, he/him/his):

- Let's start with the usual report: we have money. If you have questions, please ask me or see Mentor.
- Arisia's form 990 is due on the 15th. I filed for an automatic six month extension which was approved by the IRS
- On Friday, Kelly Fabijanic (A'20 Convention Treasurer) and I met at Bank of Boston to add her to the A'20 (Even Year) checking account.
- We received 30 excess dues payments of \$2-\$4 each. I've started refunding some of them. Either I or the next Treasurer should continue to refund the rest.
- We will be receiving a \$15,000 payment by moving out of our old storage space by 1/31/2019. We've allocated \$10,300 of the \$15,000 for things like overlapping rent, insurance, and capital equipment.
 - Rick Kovalcik (Clerk and head of CIC) disputed the last statement. We have allocated *up to* \$10,300. We have allocated \$5,300 now. A motion at the last meeting authorized the EBoard to move *up to* an additional \$5,000 from general funds to the Capital Equipment fund, but that

money has not been moved yet. We will also need to allocate some more money for extra truck rental and hiring Labor Ready and so on for the actual move.

Clerk (Rick Kovalcik, he/him/his):

I have picked up keys to our new mailbox: 519 Somerville Ave., #371, Somerville, MA 02143. It will be decided later in the meeting who they go to. [The meeting ran out of time and this was not discussed.]

Members-At-Large (RaShawn Seams, he/him/his):

No report.

Members-At-Large (Sharon Sbarsky, she/her/hers):

Motion to go into Committee of the Whole (Sharon Sbarsky, many seconders). Passes unanimously on a voice vote. We exited Committee of the Whole.

Proxies announced at this time:

27. Christopher Flynn to Jonathan Mendoza

28. Michael McDevitt to Rachel Creemers with the authority to further transfer to Daniel Eareckson if necessary

29. Cayla Savitzky to Rachel Creemers with the authority to further transfer to Daniel Eareckson if necessary.

30. Will Walker to Cate Schneiderman.

Committee Reports:

A'19 ConChair (Daniel Earackson, he/his/his):

Senior Staff Changes:

- Tom Traina is Operations Div Head
- Heather Cougar is now Registration Div Head
- Andy Rosequist is now Hotel Div Head
- Ellie Younger is stepping up to help with the divisions that Anna Bradley has previously been covering before she resigned

A'19 Treasurer (Kelly Fabijanic, she/her/hers for Ellie Younger):

I processed about 25 refunds that came through from registration. There may be some refunds from Art Show but I'm waiting for clarification. [It was then reported that there was one refund.]

Motion to add to \$850 to the Space Pilot A Budget passes on a voice vote.

(It was pointed out at this time that Kristin Seibert's proxy was invalid because she was not a member last year, and thus needs to attend a meeting before she can vote or send a proxy.)

A'20 ConChair (Diana Hsu, she/her/hers):

I am excited about being A'20 ConChair and about the work we will do to implement change.

A'20 Treasurer (Kelly Fabijanic, she/her/hers):

I'm back. No real report.

Budget Committee (Ben Levy, he/him/his):

No report.

Corporate Inventory Control (CIC) (Rick Kovalcik, he/him/his):

In response to a question about why we moved the storage space: the area in Somerville is gentrifying. Taza Chocolate has been taking up more and more space in the building. The new owners of the building have other priorities, and have been assigning disproportionate parking spaces to Taza Chocolate.

They offered \$15K if we moved out by 1/31, or higher rent for a different space.

We looked at other spaces, including Everett, which was a non-starter. There was space in Nashua that evaporated twice while we were looking. There wasn't a consensus but when Nashua went away it decided things.

It will be more space for \$1-2k less per month and a landlord we can deal with.

We finalized the agreement for the \$15k payout. We are working on the new lease. It is shared with EBoard and other people that have stakes. There has been some negotiation over insurance

It will cost us some of the \$15k payout to move, as well as overlapping rent for two months. We will start prepping the space, shelves, floors. We will move some things out of Somerville for Arisia and take it to Haverhill after. The rest will be moved post-Arisia.

[Lisa Hertel gives some clarifications.]

It is located 45 minutes driving distance from downtown Boston. There is a commuter rail station within walking distance, and free parking. Additional parking is available in the evening.

Hobbit has a pictorial summary that he will send out.

Digital Asset Management (Mink Rosequist, she/her/hers):

Formed earlier this year to try to get a handle on our documents which are spread all over (Google Docs, Email, Wiki, etc). Due to attacks of life, we have not made as much progress as we had hoped, but we have a list of requirements which is under review.

Disciplinary Process FAQ (Kris “Nchanter” Snyder, they/them/theirs):

At the last corporate meeting, Nchanter proposed policy changes surrounding the ways Arisia handles disciplinary processes:

1. Language changes to make it easier
2. Creation of a process document for the EBoard to follow when handling requests and IR so that they can be handled more consistently (this was in process before Crystal’s blog went live)
3. Creation of a Disciplinary Process page on the corporate website, so that everything would be in one place where people can find it, increasing transparency which we clearly need. It links to the Code of Conduct and other relevant pages.

They are now creating an ad hoc committee to further that process.

We want the FAQ and report to be ready by the December meeting so that everything is in place by Arisia 2019. Part of this process will be to send information to people who make IR reports, or otherwise contacted.

The committee includes EBoard members, people who have been involved in the process previously at Arisia, and people who have not been involved at all so that they can give fresh eyes. The committee members should expect contact from the chair within 48 hours.

Grants (Andy Rosequist, he/him/his):

Vice President is the head of the Grants Committee.

I have been the acting Vice President for 12 days.

See the next Vice President.

There are a couple of grants that were received in the previous year that were not dealt with and should be dealt with.

Hotel Search (Kris “Nchanter” Snyder, they/them/theirs):

The hotel search handles Arisia - Relaxacon, not meeting spaces.

Nchanter gave a history of Starwood Properties, including the acquisition by/merger with Marriott about 2 years ago.

Nchanter gave a history of the current hotel strike.

Unions in some cities have settled. Others besides Boston are still striking.

We do not believe that cancelling our 2019 contract with the Westin will damage our future relationship with the Westin.

Our “force majeure” clause references “strike” as a reason to cancel. But people at the Westin have said the contract is vague.

We can't cancel without invoking the force majeure strike clause because the penalties would be over \$100k (\$50k in the Westin contract and \$55k in the Aloft contract).

Any final decision to sue if we cancel due to the strike would be made by centrally by Marriott Corporate rather than locally by local management or local Marriott.

Our hope is that it would not be worth Marriott's time and loss of goodwill (for suing a non-profit) to actually sue.

Motion to go into Committee of the Whole (Kovalcik, Hawke). Passes on a voice vote.

Move to come out of Committee of the Whole with a Motion to Suspend the Rules and proceed to Officers Elections before returning to Committee Reports. Passes on a voice vote. [Ultimately the meeting was cut short immediately after Officers Elections and we did not return to Committee Reports.]

Motion to suspend the rules passes on a voice vote by more than 2/3.

Committee reports skipped:

- Information Technology (IT)
- Logo
- Long Range Planning (LRP)
- Meeting Space Search
- Photo Policy Committee
- Relaxacon
- Student Contests

Elections

Gregorian turned chairing of the meeting over to Andy

Andy explained the process of asking anonymous question during Q&A, tellers, and the 'take office immediately' provision.

Andy explained that we would to use Instant Runoff Voting, and how it works. Objections were raised as to the validity of the method and a motion to overturn the ruling of the chair was made but failed 20 to 148. [See the teller's report included in the December Mentor for further details.]

Proxies announced at this time:

31. Abby Noyce to Aaron Heuckroth
32. Daniel Miller to Tom Traina
33. Mary Olszowka to Peter Olszowka
34. Angela Kessler to Jeremy Kessler
35. Jonathan Bendell to Jonathan Mendoza
36. Swati Joshi to Rachel Silber
37. Jana Spencer to Mink Rosequist
38. Dylan Spencer to Mink Rosequist
39. Melissa Carubia to Cassandra Lease
40. Erik Meyer-Curley to Dale Meyer-Curley

President:

Nicholas "phi" Shectman had nominated himself for President. He was not present at this meeting.

Candidate Statements:

Nicholas "phi" Shectman

I am running for a position on the new Executive Board of Arisia, Incorporated.

I did not immediately say which position because I wanted to see more first time board members and I didn't want to discourage anyone from running for a particular office. But leadership in Arisia is important to me and I would be honored to step up. Since originally making this statement I have chosen to run for President of Arisia.

I was first elected to the board in 1993 and served on it for 17 of the next 20 years, in every officer position and as convention treasurer and convention chair. In 2013 I chose not to stand for reelection because I was developing patterns in my relationship with the board that were keeping me from being objective. I felt that I would not be able to discharge the board's then-new obligations to our incident process. Since then I have learned that it was not just me, and that it is easy for well intentioned people to come together into faulty systems which then persist until they are disrupted. I have worked to address negative patterns in myself, and I have been waiting for an opportunity to move forward from them as part of creating a new system. That moment is now.

The new board will need to focus heavily on changes we need to make to our incident process. I don't pretend to know what all of the problems with our current process are. I see how we have failed in particular with respect to incidents involving our own staff. I see how even the incidents we thought we responded to successfully were not handled as well as we thought, and that in many cases it was only the action portion of our response that was correct. We will need to make changes, and it seems clear that these will require particular attention to how we address abuse by the people in positions of power in our community. We will need new processes for staff, and we will generally need to separate the post convention incident process from the centers of power as we have done at convention.

To really address abuse of power, though, I believe that we also need a new process for determining how we staff Arisia, particularly in regards to how we maintain continuity between conventions and enable the organization to take on large, multiyear projects. Currently, our ability to do this too often rests on the personal power of individual volunteers and on an assumption of their entitlement to a position. We need a staffing process that focuses on the work we are trying to accomplish and the environment we are trying to create rather than on any one individual, and which explicitly provides for planned transitions as part of a multiyear process instead of relying on power and entitlement to preserve continuity. In this way we will become less reliant on particular individuals and untie the hands of our incident process. None of this will be easy to accomplish but whether you elect me or not I am looking forward to contributing to this work.

I have served longer on the board than any other person in the history of Arisia. Whether you elect me or not, I look forward to sharing my perspective on the roles I have held and helping any board members who are new to those roles get up to speed.

In the past few months I have contributed substantially to our storage space search and our developing hotel strike response. Whether you elect me or not, I look forward to continuing my effort there and providing continuity to the new board members.

I hope that by running I can make the prospect of joining the board for the first time a little less daunting. If you are considering a run, you won't be alone, and should you win I pledge you my support.

Sadly, I will be in San Francisco visiting my dying uncle on November 11. I will probably not be online during the meeting to take questions from the floor. But I am happy to answer any questions you may have for me between now and then.

I can be contacted at phi@arisia.org.

There was a motion to call the question, which passed on a voice vote, and voting occurred.

There was a recess for dinner while the tellers counted the ballots.

Report from tellers occurred at the end of the dinner recess.

There were 167 valid votes, and results in the 1st round were:

Nicholas "phi" Sheckman 156

None of the above 11

Nicholas "phi" Sheckman is elected.

Proxies announced at this time:

41. Angela Bowen to Penelope Messier
42. Jason Schneiderman to Brad Smith
43. Peter Olszowka to Skip Morris
44. Mary Olszowka to Jeff Keller
45. Rachel Tanenhaus to Michelle Wexelblat
46. Jess Stelyer to Rachel Kadel-Garcia
47. David Silber to Al *Hobbit* Walker
48. Teresa Doran to Sybil Shearin
49. Phoebe Roberts to Matthew Kamen
50. Gabriel Lefton to Rachel Silber

Vice-President:

David D’Antonio, Jade Piltser-Cowan, and Alan “Wex” Wexelblat had previously nominated themselves for Vice President.

Walter Kahn now nominated himself for Vice President (he had previously nominated himself for Member-at-Large, but withdrew).

Candidate Statements:

David D’Antonio (DDA)

My name is David D’Antonio and I’m stepping up to run for Vice President of Arisia.

If elected, I will work to improve the IR process, including working with outside consultants, with the goal of having our community feel that the Corporation and the Con has heir back. We need to put on a fun, interesting con where everyone feels comfortable. Clearly that hasn’t been the case in the past but I strongly believe we can. I ask for your vote to help make it so!

I’ve long been critical of the current IR process; I don’t believe it has sufficient transparency nor do I believe enough information is given to those involved during the investigation or to the corporate members when the results are announced. Both of these erode trust in the process and we’re seeing the results of that now.

To answer DrWex’s question about voluntarily recusing myself from handling IRs, I would not recuse myself since IRs have to be handled until a new/better process is put into lace. There will be a con in about 2.5 months and Arisia needs to be able to handle what comes our way. That said, working on the IR process is one of the first things the new EBoard should do.

I can see IRs being handled by a separate committee or the Members at Large or the entire EBoard or some mix of these. Or something entirely different! In the end, the entire Corporate membership must deal with IRs since the Corporate members can modify or even reverse the decision (currently) made by the EBoard, assuming they have enough information. The process by which reports are taken, evaluated, investigated, decided and reported out needs to be reexamined to make sure it is timely, trustworthy, clearly communicated and seen as fair to all involved. Helping to make that happen is why I’m stepping up.

I’ve been volunteering at senior staff levels, mostly Division Head, for the better part of a decade as well as serving as Vice President of the Corporation in 2014/2015. In that capacity, I’ve run meetings and participated in the IR process both at-con and after-con. I’ve been a Corporate member for many years and served on several committees. I have a special fondness for the Grants Committee and will also work to encourage more organizations to submit grant requests as well as make the process more timely.

DDA

P.S. As my .sig says, I’m currently the Events DivHead and am fortunate to have two assistant DivHeads who’ve both done that job before. If being on the EBoard starts to interfere with my convention duties, I will step aside and let my assistants handle the Division.

While many attendees of Arisia have met me in the last 10 years, I am largely unacquainted with the leadership. My work and volunteer efforts have been directed elsewhere until now.

In the last 15 years, my volunteer and nonprofit experience included:

- Organizing Crossing the Thresholds (CTT), a camping weekend event, for ten years.
- Organizing the young adult program at the Beyond IQ conference, for eight years.
- Volunteering as a teacher at MIT Educational Studies Program, for six years.
- Working as the Lawrence program manager at Science Club for Girls.
- Volunteering as a ranger at Firefly.

While what happened with our IRs is an issue of organizational culture rather than mistakes of any individuals, we are due for an upgrade. Most of my students (from the above-listed programs) are between the ages of 12 and 26, and many of them attend Arisia and similar events; this adds to my awareness of and dedication to fixing safety issues.

Young Speculative Fiction fans, as well as everyone else, should expect to be safe; and should an incident occur, be empowered in their interaction with Arisia. Furthermore, when we find ourselves short-staffed and are unable to handle these issues efficiently, we need a transparent process in place for calling in expert volunteers from our extended community or otherwise addressing the problems.

In my first career, I worked in Information Technology with a degree in Computer Science. Writing policy is a lot like programming. I have a logical approach to problem-solving and communication, with a knack for complicated systems. Working with tools like Slack is comfortable.

With the exception of some weekend events and Saturdays, I check my email several times a day. I will respond promptly to things that are urgent, and efficiently on things that need more thought. Texting and other communication channels are also an option.

Ten years ago, I became a freelance educator trained as an ADD coach. With my students, I work on life-skills acquisition, relationships, and boundary setting; among other things. I have several years' experience teaching workshops on consent, social skills, and gender at MIT ESP Splash, Beyond IQ, CTT, Five College Queer Gender and Sexuality Conference, and in one-on-one private sessions.

Many of the people I work with, although not all, have a cross-section of being on the autism spectrum, having past trauma history; and many are queer and/or trans; usually with chronic challenges. Working with people around emotionally charged subjects is a space I hold well and am grounded in.

Having burned out seven years ago while working for Science Club for Girls, I am post-burnout. I know what self-care and pacing I need to work with IRs and have a strong support system in place, as well as knowing when I need to bring in external resources.

The work I have been doing at PiltserCowan Law, where I have been the business manager for the last five years lends skills as well. Our practice areas include criminal defense, victim advocacy, and estate planning. It is my job to keep track of the big picture and keep everything organized and moving forward. All new problems land on my desk, and I spend a lot of time running meetings and writing policy under stressful deadlines with high stakes. There is a lot of collaboration and delegation involved.

Emotionally charged conflict no longer fazes me professionally, because that is where we live as a litigation firm. This makes me comfortable working on projects where, no matter what we do, someone is going to get upset, but we still need to act.

I am privileged in setting my own hours, which leaves room for 4-8 hours of pro bono work per week when I so choose.

In terms of creating consent culture, I believe that harassment and sexual assault are more likely to run unchecked when we only believe reports which include witnesses, physical evidence, or misconduct within

official convention spaces. The current process is slanted in favor of the accused and doesn't do enough to protect our community. We need to reform our incident reporting process to be more versatile in responding to reports of sexual assault and other misconduct-in-private to improve safety. I am not seeking to run amok with the ban-hammer at minimal provocation, but I do seek credible investigations and meaningful consequences. I also want to teach younger members of our community what appropriate interpersonal behavior looks like, and what falls into the "not ok" category.

For Beyond IQ and Crossing the Thresholds, I am the final decision point in the disciplinary process for my section. I work with a team in both organizations, and we have only needed to resort to banning once per each event in the last ten years.

Our community has a problem around believing survivors, and several people asked me to elaborate on that. Here is a blog post that Andy Piltser-Cowan and I created to address that question: "*Believe Survivors*" vs. "*Due Process*" <https://www.andrewcowanlaw.com/believe-survivors-vs-due-process/>

Since the board handles big-picture policy matters, including both IR policy and the resolution of individual IRs, it is important for every member of the board to have a position on these issues that is in line with our values. While we can solicit external help for balancing workload and burnout management, this can happen only after we declare what we stand for and shore up our policy.

We can learn from the hard-won lessons of Readercon and other conventions. We should also consider building bridges and sharing best practices with other organizations. Let me offer you the Ada Initiative website as a source of information and hope: *Conference anti-harassment campaigns do work: Three existence proofs from SF&F, atheism/skepticism, and open source.* <https://adainitiative.org/2013/08/23/conference-anti-harassment-campaigns-do-work-three-existence-proofs-from-sff-atheismskepticism-and-open-source/>

On a different note, as a first generation immigrant, I want to see a more diverse Arisia, both in attendance and leadership. As somebody for whom English is not my first language, and who needed over 20 years to learn to communicate effectively in writing, I would also like to reduce the barriers to having one's voice heard by focusing on the message rather than critiquing the delivery. Other issues close to my heart are disability access, skill building for the constructive handling of disagreements, and being more welcoming to a wider racial and economic demographic.

As I see it, among other tasks, we need to work on the following this year:

- Elect a board whose values align with where our community wants to be.
- Manage hotel logistics around the strike, and decide if Arisia 2019 is happening.
- If 2019 is happening, update our IR policy to handle the event and aftermath.
- Write a solid conflict of interest policy, including when leadership is implicated.
- Organize and implement moving our storage space.
- Update our IR policy to be transparent, impartial, consistent, and adequately staffed.
- Decide on a standard of reporting, so that it is clear what is and is not an IR.
- Address member concerns around due process.
- Create a culture in which we believe survivors.
- Use best practices, and solicit input from other conventions.
- Document, share and otherwise preserve institutional knowledge.

If I am not elected Vice-President, I will still offer my service to Arisia, for creating changes in the IR policy, in any capacity that may be helpful.

They/Them, preferred. She/Her, acceptable.

Alan Wexelblat (Wex)

My name is Alan Wexelblat (often called "Wex"). My pronouns are he/him.

I hereby announce my candidacy for the office of Vice President. I have confirmed with Andy Rosequist (current acting VP) that he intends to return to his At-Large role after elections. Andy spoke to me of his desire to Chair the Incident Response committee and I support the work he will be doing there.

My platform remains substantially similar to when I ran for At-Large. I believe we need to build the Arisia that we will be proud to hand off to the next generation, the Arisia that we can bring our kids to and raise them in. I believe that it's important to include the voice of parents in the organization's governance and I hope to represent that voice, too.

I believe that guiding the Corporation through this crisis needs to be a focused job. If I am elected, I will seek to turn over my A'19 duties to others so I can concentrate on the work of righting the ship and rebuilding the trust and community we have lost. I am not opposed to elected Corporate officers also holding Convention roles; I just don't think it's wise for me at this time.

I believe that openness and transparency need to be active work and not just vague objectives. I will bring three proposals to the November meeting that I hope will turn words into action, and as VP I would bring more concrete steps to the Corporation for consideration. I strongly support and plan to contribute to the work being done by the IR Committee to rewrite and publicize our policies and procedures around incidents. I'm happy to have made a small contribution in my role as Web head.

As I have stated elsewhere, I support creation of one or more roles to do specific tasks around IRs. First, to report out summary statistics on a regular basis. Second, to track progress so we can concretely measure how timely our responses and actions are. Third, to be a 'translator' to ensure that everyone involved in an IR knows their options. These tasks may fall to an existing Board member, or can be delegated; the key is not who does it, but that it be done in a clear, open, and consistent way.

I support the decision to engage with an outside entity to review our policies. I have asked several questions about the scope, timeline, and outcome of this review, as I believe it needs to be thorough and effective, not simply quick.

I belong to a Union household. I will not cross an active picket line and I favor cancelling the convention if the strike is not settled by a deadline we need to establish very quickly. I believe there are no practical choices for moving the convention at this late date, but that we should immediately investigate other options in case the Marriott chooses not to have us back for A'20.

I favor moving forward with the new storage location and giving those in charge of this area discretion this year to use funds from the lease buyout to help meet transportation needs of people who cannot easily access the new location. Based on the demonstrated demand for such funding we should create a consistent budget item for it in future years.

I have been to every Arisia convention since #2 and worked most of them. This would be my first elected position within Arisia Corporation. I have served as Chair, Vice Chair, and Program Director for other (professional) volunteer organizations.

Walter Kahn

For those that don't know me, I have been a volunteer and Corporate Member of Arisia since 1993. I let my Corporate Membership lapse about three years ago. I have not been active the last 3 years because of my work schedule and issues that I now consider insignificant considering what Arisia is going through now.

I was elected Vice President in 1995 and was the Fan Guest of Honor for A'95. My first Arisia that I went to was A'92 and I became a Volunteer for A'93 in which I was the first person to be responsible for AV/ Tech for Programming, who actually reported to the Head of Programming. I also served as the Assistant Division Head for both Events and Member Services. I was a member of the Operations Desk Staff, two years later I became the Ops Desk Area Head. I've also served as Writer GoH Liaison, Inn-Keeper and At Con Hotel Liaison Staff. I have been on Art Show Staff, worked Security, ran Program Operations/ Nexus. I ran Security for the Art Show, as a member of the Art Show Staff one year, other positions I've held were

ConSuite Assistant Area Head and Logistics Staff. Most recently I was the Assistant Division Head for Operations for A'14 and A'15.

Before A'16 I had only missed 1 Arisia in 2011 due to a Family Commitment that weekend.

Even though I time off from Arisia, I have still kept informed about what was happening at the Corporate and Convention levels. I just recently rejoined the Corporation.

I believe that despite my issues I have had with Arisia in the past, I do not want to see Arisia fold, I and a lot of other people have worked too hard to let that happen.

I think that Arisia is headed in the right direction and I plan to be there in whatever capacity needed.

A Q&A followed:

Question to all candidates: if not elected, would you run for another office?

Question to all candidates: how serious do you consider the current political divisions? What will you do about it?

Question to DDA: can you elaborate on your answer to the question asked on the corporate list after you submitted your nomination, concerning making both the subject and focus of an incident report feel safe?

Proxies announced at this time:

51. Alex Latzko to Matt Ringel

52. Abby Noyce redirected to Dan Noé

Anonymous question to all candidates: who on the EBoard or in Senior Convention Leadership are you romantically involved with, if anyone?

Anonymous question to all candidates: who at Arisia needs more of a voice?

Anonymous question to DDA: can you explain what you meant about "Diversity of Thought" during the last election?

There was a motion to call the question, which passed on a voice vote, and voting occurred.

[Report from tellers recurred between the candidate statements and the Q&A for vice president.]

There were 177 valid votes, and results in the 3rd round were:

Wex: 109

Jade: 67

None of the above: 1

Wex is elected.

Treasurer:

Benjamin Levy, Kris Pelletier, and Wesley "Statik" Toma-Lee had previously nominated themselves for Treasurer.

Candidate Statements:

Benjamin Levy

Along with the other members of the previous EBoard, I have resigned because of concerns with how the EBoard dealt with some of the Incident Reports (IRs). I am asking for a second chance from the members of the Corporation to serve as Treasurer. I want to make sure there is at least one candidate for the position who understands the complexities of the job of Treasurer.

Working on the Incident Reports is a complicated process. This is of part why Arisia added the three "Member At-Large" positions to the EBoard. I think that at the time that the EBoard made the best decisions it could with the information available then. As a member of the EBoard, I apologize for helping to cause the crisis that developed. With the new information that has become available, it is clear

things could have been handled differently. It is possible that more members of the EBoard should have recused themselves, but at the time the idea of bringing in others to help deal with IRs when there are a large number of recusals was not in our toolbox. I think that how the Arisia EBoard handles IRs is an evolving process, and I would like work with the Corporation to improve it.

Unlike the much of the convention, being an EBoard member is year-round job (and we don't even get a free T-shirt). In general the EBoard is responsible negotiating contracts, arranging meeting spaces, purchasing equipment and services, helping to wordsmith motions, confirming grants, approving scholarships and training, selecting Conventions Chairs, appointing Convention Treasurers, and for the past couple of years dealing with Incident Reports (for the 2017-2018 year, the EBoard dealt with over 30 IRs).

In addition to the general EBoard duties, the Treasurer has additional responsibilities as defined in the Bylaws.

(c) The treasurer shall keep the funds in depositories designated by the Executive Board, maintain the financial records of the Corporation, exercise oversight over the convention treasurer's activities, and pay the debts properly authorized in accordance with these bylaws. The treasurer shall make financial records available to the Executive Board and Membership. The treasurer shall insure that corporate activities are in accordance with federal, state, and local tax laws and shall be responsible for all necessary filings with any taxing authorities. The treasurer may not serve as convention treasurer during their term of office. The treasurer shall chair meetings in the absence of both the president and the vice president. The treasurer chairs the Budget Committee.

Oversight of the Convention Treasurer shall only extend to insuring that applicable federal, state, and local laws, these Bylaws, Generally Accepted Accounting Practices, and Corporate Financial Policy are adhered to and shall in no other ways override the authority of the convention chairperson. The Corporate Treasurer shall have the right to demand copies of complete financial records from the Convention Treasurer at any time. The Convention Treasurer shall produce the records within a time interval set by the Executive Board.

Along with maintaining the Corporate books, some of the tasks I'm responsible for as Treasurer are:

- generating monthly reports for publication about the state of our accounts and funds
- maintaining Arisia's bank and PayPal accounts
- reimbursing folks
- setting up incoming Convention Treasurers and some new EBoard members with BofA and PayPal access
- acting as the Relaxacon's treasurer and registrar
- filing 990 and 1099 forms with the IRS
- filing paperwork with the Commonwealth and paying sales tax
- keeping our ST-5 tax exempt form up-to-date
- setting tax-exempt accounts with businesses in Massachusetts
- dealing with Arisia's Insurance agent to obtain insurance and get Certificates of Insurance
- making purchases at the request of the Corporation
- making donations on behalf of the Corporation
- maintaining Arisia's set of Kindle Fires and mobile credit card devices
- arranging for the sales of Arisia T-shirts at-con
- assisting the Convention Treasurer as needed

And additionally, some of the things I worked on with the rest of the EBoard to do are:

- maintaining corp.arisia.org and relaxacon.arisia.org web sites
- setting up and maintaining Arisia's Google Voice numbers
- uploading Student Writing Contest winners to the Arisia website
- updating the online versions Policies and Bylaws after motions to amend are passed
- updating the Corporate Membership List as folks join.
- maintaining various Google docs on behalf of the Corporation
- helping with maintaining mailing lists

(Some of these these should be done by the EBoard, while others could be done by knowledgeable Corp members.)

If I am not elected, I will help the new Treasurer get set up to carry out the job of Treasurer. I will not abandon Arisia at this critical juncture.

Kris Pelletier

This would be my first time on the EBoard, though I have been involved in Division-level or higher leadership on the convention side since 2013. I was Assistant ConChair for A'17 and Deputy ConChair for A'18. In those two positions I was heavily involved in the at-con incident response process, including taking on the newly created role of IRT Lead for A'18, a position which I have accepted once again for A'19.

I am proud of the strides we have made in the at-con processes around incident response - a process that has now been used at several other conventions - while understanding that it still has room for improvement. I also understand that no matter how good our at-con process is, if it is not backed by a similarly robust post-con process at the EBoard level then Arisia is not living up to its promise of providing a safe and inclusive con experience. Whether or not I am elected, I look forward to contributing to the improvement of our incident response policies across the board.

While I have a vested interest in continuing to improve Arisia's processes and policies regarding incident response, there are other tasks and responsibilities that the EBoard must stay on top of in order for the corporation to remain in good standing with the state and federal government, as well as the general corporate body. The Arisia Inc. Treasurer is in charge of several of those responsibilities in addition to the steady task of keeping the books and balancing the budget.

Ben Levy has held this position for 13 years - an admirable tenure - but a healthy organization should make room for new voices and make sure that institutional knowledge of any one position is shared more frequently than once a decade (or more). I also believe that it is important for Arisia to show a commitment to the changes necessary to move forward, to the healing that has hopefully begun. The resignation of the re-elected EBoard members was (I believe) a necessary step towards that commitment and as qualified as those members may have been for their positions, I do not think it would behoove us to re-elect any of those members at this time.

I am a mechanical engineer working in the defense industry, so math and spreadsheets and complicated forms are part of my daily life and something that I am very comfortable working with. While I have not held this position for Arisia or any other board, based on the description in the by-laws, I believe that I am capable of performing the duties required.

Wesley Toma-Lee (Statik)

My name is Wesley, but I go by Statik. My pronouns are he/him/his.

I would like to officially throw my hat in the ring for the treasures position.

I am kinda new to this community, as I have only been going to Arisia for the last 3 years. I am one of the organizers for D&D Adventures League in the game room. I have fallen in love with Arisia, and was looking to see how things turned out on the 11th.

I am currently on the board for two local community theaters. Both as treasurer. One is for the Theatre Company of Saugus, and one is for the Full Body Cast, which is the local Rocky Horror Picture Show cast, for which I am currently also the producer of the cast.

I will admit that neither of them are to the same scope as Arisia. But I do have some experience. And I am ready for the commitment involved.

If I am chosen, you will get someone that has passion and drive to succeed and help things succeed. The stories I have heard in recent with what has happened amongst the board at Arisia is appalling, and it made me was to quit going. I decided instead to try to be a voice of change.

A agree with what others have said about there needing to be more diversity on the board. I am not the ideal candidate for diversity, as I am a cis gay white male. I do, however, think there needs to be an option when it comes to the board, and we should not be stuck with an unopposed position. At least not at this time.

I will happily step aside for a POC, or someone who is non-binary. Please ask me any questions you may have. I can't promise to have all good answers, or all the right answers, but I can promise to do what I feel is right for the community.

Proxies announced at this time:

53. Dan Toland to Wendee Abramo

54. Sabina Fecteau to Ed Trachtenberg

At this time, Kris “Nchanter” Snyder recused themself as a teller for the election of treasurer.

Priscilla Ballou was named an additional teller.

Jude Shabry was named lead teller.

A Q&A followed:

Question to Wesley: how have your views on consent changed in the past 15 years?

Question to Ben: can you clarify whether you were asked to resign or resigned on your own?

Question to all candidates: what do you think the balance between time and skill required for this job is?

Anonymous question to all candidates: Have you ever been removed from a staff position at another con?

Anonymous question to Kris: if Ben has been Treasurer too long, why did you not run in September?

There was a motion to call the question, which passed on a voice vote, and voting occurred.

[Report from tellers occurred partway through the subsequent clerk Q&A.]

There were 173 valid votes, and results in the 1st round were:

Wesley 10

Ben 50

Kris 113

Kris is elected.

Clerk:

Mieke Citroen, Sol Houser, Rick Kovalcik, and Andy Piltser-Cowan had previously nominated themselves for Clerk.

Candidate Statements:

Mieke Citroen

I have decided to run for the position of Clerk of the Arisia Board.

I have over a 10-year history with Arisia as an attendee and volunteer. I been part of staff since 2013. In 2017 I joined the corporation and in both con and corp have worked towards positive change. I have focused on more transparency, better communication within and between Divisions, and more accountability.

Organization is my strong point. I have created organization, sometimes out of chaos, in various functions both within Arisia and outside it. While I have not previously been a member of the EBoard, I am familiar enough with what it is supposed to do that I am confident that I can do this job and do it well.

I'm very straightforward. I don't hide behind words, and prefer honesty and being upfront. While this is both a strength and a weakness, I believe that in the coming weeks and months, straightforwardness will be

very important. I will work well with an EBoard that wants to be very open and clear to the rest of the corporation and to the convention.

Bluntness can be the downside of straightforwardness. I have been working to temper my messages so as not to allow the content to be obscured by a lack of tact.

I love to get things documented. Within my day jobs and basically within any organization where I have worked, I write things down. I created a paper House Manual for the quirky house I used to live in (properly versioned). For everything I've touched within Arisia I have added documentation into the wiki. As part of the wikihelp team, I've helped maintain and improve itself as well.

Some questions have been asked on the corp list. Here are answers to the ones I could find. If I've missed some or anyone has other questions, I am happy to answer them by email or in person. I will be at the meetings on Sunday.

Q: Would you, if elected, voluntarily recuse yourself from decision-making on IRs? Please share your reasoning.

A: Yes. Though I feel well prepared for the duties of clerk, I do not for making decisions on IRs. Gathering information, absolutely yes, but decision making no.

Q: Did you quit your position for the Arisia '19 convention? Staff, volunteer, or participant?

A: No, nor do I plan to.

Q: Why?

A: My only job this year is Dealers Room Tax Czarina. It's almost exclusively limited to pre-con, It'll be my 5th year in a row doing this, and since I have kept things well organized over the years, it has gotten faster and easier each year. I don't think it will interfere with EBoard activities. If it does, or people think it will, it is a relatively easy and well-defined task I can pass on to someone else.

Sol Houser

My name is Sol Houser, my pronouns are they/them, and I'm interested in running for clerk.

I have a career as a higher administrative support worker - currently, as an executive assistant; previously, as an office manager, an administrative coordinator, and the administrative assistant to the board of the Berkeley Student Cooperative (bsc.coop). I also served a term each as Social Media Manager and as Secretary to the Berkeley chapter of the National Organization for Women. I have experience with record-keeping, dissemination of information, and document design. Organization, logistics, and communication come naturally to me, and I have developed systems to maximize my efficiency and effectiveness over the years. I enjoy this type of work. I can provide further details on my background as needed for those who don't know me (most of you).

I am at a place in my life where I have plenty of capacity to dedicate the time and energy needed, both during this current crisis and in the long haul with more mundane matters. I am always on top of timelines. I am incredibly plugged in and able to respond quickly to concerns big and small.

I've not been heavily involved in Arisia yet, other than as an attendee for a few years, but I am enthusiastic and excited about helping it be its best; it is the only convention I go to anymore, and I think of it as my "home con". I hope to bring a fresh perspective to the board as a new member. I've been reading all of the documents available on the website and am confident that I can come up to speed quite quickly.

As far as current affairs:

- I think that the corporation has a responsibility to the wider community, and that we should proceed with that in mind as we navigate the turnover in leadership and the refinement of our

processes. We represent them as well as ourselves, and should not be operating under an us-versus-them paradigm.

- I do not support crossing an active picket line for this year's convention, and will work with the corporation and the board to decide on a plan of action as needed.
- When it comes to situations such as those we're dealing with now, we need to make sure our actions are ethical, and not just focus on what will minimize the damage to our optics.
- Our improvements as an organization should be not just reactive, but proactive, and I look forward to doing that labor of love with all of you.

Thank you.

Rick Kovalcik

As you probably know, I resigned along with the other re-elected members of the EBoard in order to allow new elections. However, I plan on running for Clerk again in the elections on November 11th. I am open to considering other positions I might be nominated for. I urge you to read this, carefully consider what I have written, and hopefully vote for me.

I believe the Arisia EBoard, myself included, made the best decision it thought it could with the information available and POLICIES in place at the time. However, it is clear the Arisia policies need to change and it is a shame this had to happen for Arisia to realize that.

I apologize for what we did. We made mistakes. I'm sorry many people got hurt. At the very least I should have recused myself from being involved the vote pertaining to the incident report about Noel Rosenberg. There are many other ways the situation could have been handled which would have been better than the way it was handled. Some of them have been suggested on email or Facebook, and I have been considering those. But, this note isn't the time to go into solutions or changes. The time for that is after discussion with the greater Arisia Community which probably continues well after Arisia gets a professional outside review of its policies and procedures. There probably will be multiple rounds of changes - the Disciplinary Process is an evolving thing.

We are at a crossroads. There is a lot of hard work to do over the next 3, 10, 15 months. Arisia 2019 might happen in a little less than 3 months (depending on the strike) and we will be moving the Arisia Storage location from Somerville to Haverhill in January. There will be another set of elections in 10 months. Arisia 2020 will happen in a little less than 15 months. We need to build back the trust in Arisia.

I feel that having experienced people at the helm is important now. Being on the EBoard and helping to run Arisia Corporate is a lot of work. I have been President, Vice President, Clerk, Convention Chair, and Convention Treasurer. I have taken all of these positions because I care about Arisia, and though I know I've made mistakes, I hope you can trust that I have and will continue to learn from them.

Being on the EBoard is more than just the actual role - it is the big picture. Yes, the Disciplinary Process is important but so are other things - building community within Arisia, building bridges with other local organizations, going to other conventions to see how they do things and to show the face of Arisia, knowing or figuring out how to get things done, and actually doing them.

I've talked about the Disciplinary Process a bit above. I've cared about it from the beginning. Back in 2013, I was one of the people who first proposed the Disciplinary Process and got it implemented. Over the last couple of years I have been one of the people pushing to get IRs resolved and making sure they don't fall through the cracks or linger. The Disciplinary Process and the procedures around it have evolved and improved over time. It is time for it change some more. Clearly we need to be better about recusals. Since October 25th, as we have opened or reopened over a dozen new Incident Reports, the EBoard has paid a lot more attention to recusals and, as of this writing, almost every voting EBoard member has recused themselves from one or more of the IRs for being too close to a Subject or Focus. I have been one of the people pushing for that. A number of other ideas for improving the Disciplinary Process have been kicked around the Corp email list. I firmly agree that getting an outside group to look at our policies and procedures is an important early step. We are all going to need to think about this and make well thought out, not reactionary, changes.

In terms of building community within Arisia, I helped formalize Relaxacon back in 2007 when it moved from someone's home to a hotel for the first time. We also need to look at Relaxacon and see how or if we can make it more accessible. We also need to get more people involved in running it. I have also been hosting the Arisia Summer BBQ at my house in Newton.

In terms of building bridges with other organizations, I feel I have been instrumental in bringing NESFA and Arisia closer together. I also travel to other conventions, possibly more so than any other Arisian as I go to 10 or 12 other SF conventions a year. This both gives me the chance to see how other groups do things as well as show the Arisia face at other conventions, and also to recruit new Arisia staff from other groups and locations.

In terms of knowing how to get things done, I have been involved with Arisia since 2003. That's not as long as some, but it is over half the lifetime of Arisia. I have tried to document things both in Google Docs, Staff Wiki, and in email. There is more documentation to be done and much of the information which is only in email should probably move to more formal documentation. This applies to both Arisia Corporate and Arisia Convention. Hopefully we can enlist the help of some of the new corporate members in getting this done.

In terms of the job of Clerk and associated tasks and just getting things done in general, I think I've proven I can do that.

The Bylaws state:

The clerk shall keep minutes of the meetings of the Membership and of the Executive Board and maintain the records of the Corporation, other than financial records, but including the membership roster and attendance records. The clerk shall inform the members of corporate activities, including the membership roster and attendance records. The clerk shall inform the members of corporate activities, including publishing and distributing the monthly corporate newsletter and all and all other notices not otherwise assigned. The clerk shall be responsible for all necessary filings with the office of the State Secretary. The clerk shall affix and authenticate the Seal of the Corporation as directed by the Membership or by the Executive Board. The clerk shall chair meetings in absence of the president, vice president, and the treasurer.

As an EBoard member, I've done a lot more than that. In the last month I have been involved in finalizing the location for new storage, confirming our \$15,000 payment from the old landlord for moving out early, and arranging for a new mail drop at Mailboxes Etc.

Working with other members of the EBoard I have also been involved in many of the things that Benjamin Levy has thought of and I have borrowed most of this list from him:

- maintaining corp.arisia.org and relaxacon.arisia.org web sites
- setting up and maintaining Arisia's Google Voice numbers
 - and also cell phones
- sometimes updating the online versions of Policies and Bylaws after motions to amend are passed
- updating the Corporate Membership List as folks join
- maintaining various Google docs on behalf of the Corporation
 - and also Fandom as a whole
- helping with maintaining mailing lists and aliases
- picking up and distributing USMail

As Ben says, some of these should be done by the EBoard, while others could be done by other experienced Corp members.

That brings me to the end of my note to you. Again, I urge you to think about what I have written and think about how we can best bring new people into Arisia Corporate without throwing out all the knowledge. Please put your trust in me and vote for me.

P.S. Whatever happens, I will NOT nominate myself for any EBoard position in the September 2019 Annual Elections. I might consider running for a position then if someone else nominates me. But, I am

committed to the hard work over the next 10 months including documenting things and transferring knowledge if you trust me enough to do so.

Andrew Piltser-Cowan

[CW: some abstract discussion of sexual assault, in the context of qualifications to handle IRs, limited to the next paragraph]

The incident-report handling issue was what drew me into this race, and in answer to a standing question on this list, I would not be at all inclined to recuse myself from IRs in general (I would recuse myself from any specific IR in which I had a conflict of interest or in which I felt my judgment was clouded or could reasonably be perceived as clouded by personal relationships). The question has been raised as to whether board members, as a general class, possess relevant skills to handle IRs. I have been a practicing attorney for ten years with the majority of my practice consisting of criminal, restraining order, and victim's rights work. In September of this year I won a case in the Massachusetts Appeals Court that expanded the definition of "involuntar[y] sexual relations" in our restraining order law, and established for the first time that a restraining order may be granted for continuing an act after the other party has withdrawn consent. I have also been involved in these matters outside the public courts: I am a co-author of Cornell University's Code of Conduct, have represented students before the disciplinary authorities of Cornell, Westfield State, and BU. I advised a local community theater nonprofit on establishing a CORI policy in 2016, and I have been involved in non-profit governance issues of various stripes on and off since high school. I drafted the current bylaws of the National Lawyers' Guild, Massachusetts Chapter. As perhaps the least sexy of the clerk's responsibilities, I already deal with the Secretary of the Commonwealth's office on a frequent basis in my professional capacity, so maintaining the Corporation's records there would not be heavy lifting for me.

Unlike some, I cannot cite long and multi-faceted Arisia volunteer experience in my bio. The experience I bring to my candidacy is general experience in the subject matter (misbehavior and its management, nonprofit governance) rather than specific experience in the organization, though I have been an attendee and involved in local fandom for nearly a decade.

I understand that for various reasons, the current bylaws place the primary responsibility for IRC service on the members at large. However, I also note that there are several candidates already in the ring for the at-large seat, and the entire board has ultimate authority (subject to membership appeal) on IRs. I also note that there is an ongoing question about whether this structure will continue in force or be replaced by some other structure, and that is a conversation that should happen both within the EBoard and the corporate membership, without any EBoard members abdicating their duty to focus and deliberate on what is currently one of the most central issues of concern to the membership.

Ultimately, I am open to an ongoing conversation about whether the final IR/discipline process should lie with the EBoard or with some other organ of the corporation, perhaps yet to be created, that is independent of the board. That said, an independent body raises a few structural questions. Can the EBoard create a body that the EBoard can't overrule? Almost certainly not. Can the membership create a body that the EBoard can't overrule? Yes, by bylaws amendment. Can the membership create a body that the membership can't overrule? Unlikely, though it could be structured such that a bylaws amendment or similar super-majority would be required. If we can't overrule the independent body, what will that look like the first time they make a decision that the EBoard or corporate membership doesn't like? Who has authority to appoint and/or fire the independent body, and for what cause may they be fired? No matter what standards we set for their decision-making, the personnel assigned to that body will absolutely influence outcomes. Since the EBoard is virtually certain to have an active role in planning and constituting any such body (even if it is an informal leadership role among the membership), it is vital that all of the EBoard members be engaged in the process, as well as prepared for the very real possibility that they will still be the adjudicatory body for any IRs that come out of Arisia '19, if it happens.

Another member raised the question of how responsive the candidates would be to email. I offer my participation in this dialog, on this list, as Exhibit A. I will read my board email diligently and respond as promptly as possible, with two caveats. First, I have long-since disabled all push notifications for my email and other digital communications except text and messenger, because I find them detrimental to my ability

to focus on whatever I am focusing on. So I check my email many times per day, but it doesn't push. Second, there are times when I have to give my undivided focus to a jury trial or other all-consuming legal matter for a couple of days at a time. I generally know when these are going to be and, depending on the preferences of the other board members, can give advance notice either every time, or when I know there is Stuff Going Down (TM) contemporaneously.

If not elected Secretary, I will consider standing for member-at-large.

Proxies announced at this time:

55. Daniel Fairchild to Emily Tersoff

56. Griffin Ess to Alan McAvinney

A Q&A followed:

Question to all candidates: how serious do you consider the current political divisions? What will you do about it?

Question to Andy: with your legal background, what boundaries will you not transgress?

Question to all candidates: What tools/software would you use to put Mentor together? Will you commit to getting minutes in a set amount of time after each meeting?

Anonymous question to all candidates, but especially Rick: in light of recent events, how will you work to restore confidence in the judgment and accountability of the EBoard?

Question to Mieke: in the past, you compared being denied access to a space while barefoot with being persecuted for being gay or a POC, and you refused to back down from that position. What sort of message do you think that sends to those communities and why should people from those communities vote for you?

Question to all candidates: what are the optics of re-electing someone who was on the "tainted" EBoard?

Proxies announced at this time:

57. David D'Antonio to Sybil Shearin

58. Irene Tatroe to Helen Vickers

59. Kim Riek to Jamie Garmendia

60. Jill Eastlake to Sharon Sbarsky

There was a motion to call the question, which passed on a voice vote, and voting occurred.

[Report from tellers occurred partway through the subsequent member-at-large Q&A. Please see the teller's report included in the December Mentor for further details on the clerk election.]

There were 171 valid votes, and results in the 3rd round were:

Andy 79

Sol 78

None of the above 14

Because neither candidate had a majority, an additional round of voting was called, in which there were 165 valid votes, and results in the 1st round were:

Sol 85

Andy 78

None of the above 2

Sol is elected.

Member-at-Large:

Gail Terman had previously nominated herself for Member-at-Large

Melissa Kaplan, Jade Piltser-Cowan, Maria Eskinazi, and Cassandra Lease now nominated themselves for Member-at-Large

Candidate statements:

Gail Terman

I'm going to reprise my candidacy for at-large board member from last September. Here is the statement I made then. [See October Mentor.]

In light of the current situation we find ourselves in, I think finding ways to make things clearer and to set expectations before incidents occur is even more important. I want to set expectations of transparency, and in situations where we can't be transparent, to explain WHY we can't be - like in the case where we would be divulging something that is against our bylaws. I want to help make this process more transparent and less inscrutable. In fact, I believe that most internal process Arisia has should be published so people know what to expect from the Executive Board, Corporation, ConComm, and senior staff.

I want to listen to people's concerns and entertain all possible solutions to the set of problems facing us. I want to make Arisia feel safe for people. Part of the way I want to accomplish this by making sure that the Incident Reporting policy is well documented and publicly available (which it now mostly seems to be, in the last week), and that disclosures about the conduct of any staff members is made in a timely manner. I want to open all our policies to public feedback, so that we can get a diversity of opinions and ideas. I want to continue the third party audit promised by the EBoard.

My A'19 Gaming Assistant Division Head duties are relatively light, both pre- and at-con, so I don't think they will pose a major obstacle in me being able to dedicate myself to this. I do volunteer with lots of other organizations, but given how much time i've been spending on this one in the last week, I've clarified to myself where my priorities are, and I have enough time to do this well.

I do not support crossing an active picket line for this year's convention, if it comes to that. I don't know what the best option is for a solution, but I want to make sure that people are well informed about the reasons behind any decision that the EBoard makes.

I support continuing the move to the new storage space, as voted on by the corporation at the last meeting.

Continuing to make Arisia a place of diverse people and diverse opinions is important to me. The survival and continuation of Arisia as a convention is important to me. Let's keep growing as a community.

I welcome all questions. Slack, as a response to this email, a private email, in person at the meeting, smoke signal, whatever.

Melissa Kaplan (oral statement summarized)

I just joined corporate. I have been attending Arisia for 18 years, and I want to keep it alive. I have spent 15 years working as an advocate.

Jade Piltser-Cowan (oral statement summarized)

I think it is worth it to persist. Nothing more to add.

Maria Eskinazi (oral statement summarized)

I didn't like a lot of the things that I was reading. I live in New York, where I am a therapist. I usually do technical things. I was on the board of Lunarians. I am going through similar situations in other boards as is happening here.

Cassandra Lease (oral statement summarized)

I wasn't planning on running, but I was told that I would be nominated by a friend and decided to answer the call. Arisia is my home con, and have been for at least 5 years. I have also been a Program Participant. New wave of corp members. I have never been misgendered or mistreated at Arisia. I want it to be better.

Arisia needs more involvement in the community. I work in quality assurance, so I am a professional nuisance. I will be a fierce advocate of the community.

Due to time constraints, there was a straw poll on whether to continue with member-at-large elections, circle back to the hotel search committee report, or engage in more parliamentary shenanigans.

It was determined that the EBoard can use their emergency powers to decide on the question of the hotel, but that they will poll corporate members first. [This poll went out to all corporate members whose email addresses were on file at 12:30 PM EST the following day]

It was determined that the member-at-large elections would continue.

A Q&A followed:

Question to all candidates: given that all corporate meetings as well as 2-4 EBoard meetings have to be in person, do you anticipate attendance problems?

Question to all candidates: at what point is a ban from Arisia justified?

Question to all candidates: people from marginalized groups no longer see Arisia as a safe space. What will you do to bring people back?

Anonymous question to all candidates: if you were elected, would you want all staff members who deal with IRs to get BARCC training?

There was a motion to call the question, which passed on a voice vote, and voting occurred.

(Technically, another motion to Suspend the Rules and ignore the remaining committee reports was needed here, but it was the sense of the room that we should go ahead and do so.)

[Report from tellers occurred during cleanup.]

There were 168 valid votes, and results in the 6th round were:

Cassandra Lease 93

Gail Terman 70

Cassandra is elected.

New Business:

Motion to donate \$200 to "Operation Paperback." Today is Veterans' Day, and this organization provides books for active duty deployed soldiers.

<http://www.operationpaperback.org/about.php>

(Ben Levy, RaShawn Seams).

Passed on a voice vote.

Motion to create an ad hoc committee to deal with policy changes with Wex as Chair.

(Alan Wexelblat, many seconds).

Passed on a voice vote.

Announcements:

There was \$81 collected for the strike fund. [The total ended up being \$120, which was donated directly to the union.]

If you are a Corporate member and not on the Corporate mailing list, please email clerk@arisia.org.

There is a Convention Committee meeting next Sunday, November 18th at a location to be decided.

The next Corporate meeting is Monday December 17th, currently at NESFA but possibly moving as the quorum is 59 (29+156+158=343/3*.51=58.31) and 59 or more people at NESFA would be very tight.

Meeting adjourned at 9:30 PM (because we were to be out of the space by 10:00 PM).

Minutes taken by Rick Kovalcik with help from various people, including Sharon Sbarsky and Rachel Silber, and offers of help from many more.

Teller's Report – November 2018:

To elect an officer of Arisia Inc, a candidate must receive a majority of the votes cast, per our bylaws (which is also standard for Robert's Rules of Order). This differs from the way most elections in the United States are handled, which only require a plurality of votes cast.

Summary of Election Results:

President - Nicholas "phi" Shectman

Vice President - Alan Wexelblat aka Wex

Treasurer - Kris Pelletier

Clerk - Sol Houser

Member-At-Large - Cassandra Lease (only 1 seat of 3 total was up for election)

Prior to elections, the Clerk let us know that there were potentially 184 valid votes for the officer elections. We did not receive that many ballots for any of the elections.

Andy Rosequist, who was chairing the elections portion of the November regular meeting, made an unusual call when he ruled that ballots that listed no further candidates, if the listed candidates were already eliminated due to instant runoff voting, would count as "none of the above (NOTA)." Typically, when nota is a choice in instant runoff voting (IRV), that choice is treated the same as a named candidate, and any ballot that has run out of ranked choices is counted as an abstention. (For Hugo voters - this is why it's important to continue ranking your selections below "No Award"). When I realized Andy had made that ruling, I should have objected, and I started to but didn't continue because I felt that we were pressed for time, and that it was a quirk that was not likely to matter. I was wrong. That ruling caused us to have a minor crisis during the clerk election that would not have happened had we been counting ballots that no longer listed a preference as abstentions. I will go into greater detail about that below, including how I think we screwed up in calling for a revote for clerk per the rules we set out, but why I am comfortable with the result we ultimately got.

PRESIDENT

Candidates:

Nicholas "phi" Shectman - Elected

171 physical ballots received; 4 of those were abstentions, which means there were 167 votes cast. A candidate needed 84 votes to win the election

1st Ballot Count

Nicholas "phi" Shectman - 156

NOTA - 11

VICE PRESIDENT

Candidates:

David D'Antonio aka DDA

Walter Kahn

Jade Piltser-Cowan

Alan Wexelblat aka Wex - Elected

177 physical ballots received; 0 abstentions. A candidate needed 89 votes to win the election.

1st Ballot Count

David D'Antonio - 24
Walter Kahn - 3
Jade Piltser-Cowan - 65
Alan Wexelblat - 85

2nd Ballot Count - *Ballots which listed Walter Kahn 1st were redistributed to their second choice preferences*

David D'Antonio - 24 (+0 from previous ballot)
Jade Piltser-Cowan - 66 (+1 from previous ballot)
Alan Wexelblat - 87 (+2 from previous ballot)

3rd Ballot Count - *Ballots for David D'Antonio were redistributed to their next choice preference, or, in the case that Walter was their next choice, to their following choice.*

Jade Piltser-Cowan - 67 (+1 from previous ballot)
Alan Wexelblat - 109 (+22 from previous ballot)
NOTA - 1 (+1 from previous ballot)

TREASURER

Candidates:

Benjamin Levy
Kris Pelletier - Elected
Wesley Toma-Lee aka Statik

175 physical ballots received; 2 of those were abstentions, which means there were 173 votes cast. A candidate needed 87 votes to win the election.

1st Ballot Count

Benjamin Levy - 50
Kris Pelletier - 113
Wesley Toma-Lee aka Statik - 10

CLERK

Candidates:

Mieke Citroen
Sol Houser - Elected
Rick Kovalcik
Andrew Piltser-Cowan

172 physical ballots received; 1 of those was an abstention, which means there were 171 votes cast. A candidate needed 86 votes to win the election.

1st Ballot Count

Mieke Citroen - 19
Sol Houser - 69
Rick Kovalcik - 21
Andrew Piltser-Cowan - 61
NOTA - 1

2nd Ballot Count *Ballots which listed Mieke Citroen 1st were redistributed to their second choice preferences.*

Sol Houser - 75 (+6 from previous ballot)
Rick Kovalcik - 22 (+1 from previous ballot)

Andrew Piltser-Cowan - 71 (+10 from previous ballot)
NOTA - 3 (+2 from previous ballot)

3rd Ballot Count *Ballots for Rick Kovalcik were redistributed to their next choice preferences or, in the case that Mieke was their second choice, to their following choice.*

Sol Houser - 78 (+3 from previous ballot)

Andrew Piltser-Cowan - 79 (+8 from previous ballot)

NOTA - 14 (+11 from previous ballot) *note this was reported to the chair of the meeting, at this point Andy Rosequist, as 11 not 14.*

At this point, we should have run a 4th ballot, eliminating Sol Houser, and redistributing their votes to either Andrew Piltser-Cowan or NOTA. The tellers were all tired, and did not realize this, especially as keeping NOTA as an option throughout the balloting changed the way that the lead teller was used to handling IRV (see the beginning of this report for more context). We consulted with the chair of the meeting, Andy Rosequist, who agreed with our recommendation to conduct a runoff election.

CLERK RUNOFF

Candidates:

Sol Houser - Elected

Andrew Piltser-Cowan

165 physical ballots received; 0 abstentions. A candidate needed 83 votes to win the election.

1st Ballot Count

Sol Houser - 85

Andrew Piltser-Cowan - 78

NOTA - 2

After the meeting was adjourned, someone in the membership pointed out that we handled this wrong, and we should have done as explained above, eliminating Sol and electing Andrew. I was wrestling with how to address this while driving home, and had decided to sleep on it. However, once home, cleaning out my pockets from the meeting, I found 3 ballots (the ones I filled out for my own vote and the two proxies I was holding) for the clerk election (not the runoff) in my pocket, which were all first place votes for Sol, which were never cast and counted. Those would have given Sol more votes than Andrew on the 3rd ballot, and proceeding to a 4th ballot would have resulted in eliminating Andrew, and electing Sol. So while we screwed up our implementation of the election of clerk, I am not calling for any sort of do-over, as the result we achieved in the runoff matched what the intent of the votes that people TRIED to cast.

I apologize for my contributions to this situation. I have thoughts on how to clean up our bylaws around elections such that this situation doesn't happen again. I plan on bringing that up in March or April, as we have more pressing concerns at the moment, but with enough time to fix this before Annual Elections in September of 2019.

AT-LARGE

Candidates:

Maria Eskinazi

Melissa Kaplan

Cassandra Lease - Elected

Jade Piltser-Cowan

Gail Terman

169 physical ballots received; 1 of those was an abstention, which means there were 168 votes cast. A candidate needed 85 votes to win the election.

Note, the rules for electing members-at-large are actually specified in the Arisia Bylaws, and so we were following those rules. The relevant bylaw:

3.7 Voting for at-large members of the Eboard will be by the following method:

- 0) Voters will fill out ballots with a numbered preferential ordering of candidates, with the number 1 indicating their first choice. A ballot with only a single name will be considered a valid ordering containing that person as a first vote and no other candidates even if it contains no number.
- 1) Any Ballot without valid candidates who have not been elected or eliminated will be removed and not count towards the total number of votes.
- 2) Ballots will be grouped by the lowest numbered valid candidate who has not been eliminated nor elected.
- 3)
 - a) If one candidate has a majority of the ballots remaining they will be elected. All previously eliminated candidates are returned to consideration.
 - b) If not, one candidate with the lowest number of ballots will be eliminated. Ties for lowest number of ballots will be broken such that a candidate with the fewest number of first place votes at the start of step 0 will be eliminated. If there is still a tie, it will be broken randomly (such as with a coin toss or die roll).
- 4) Restart at step 1 until all positions are filled.

1st Ballot Count

Maria Eskinazi - 8
Melissa Kaplan - 30
Cassandra Lease - 46
Jade Piltser-Cowan - 41
Gail Terman - 41
Samantha Dings - 1
Claudia Mastroianni - 1

Write-in candidates are absolutely allowed under Robert's Rules of Order, and neither Arisia's bylaws nor any statement by the chair of the meeting precluded them. Per bylaw 3.7 which outlines how members-at-large are to be elected, we should have tossed a coin to eliminate either Samantha or Claudia first, but we did not do that. Instead we skipped to the 4th ballot, where Maria was eliminated. Given both of those write-ins only listed a single name, there was no functional or mathematical difference doing it this way. Additionally, those ballots became abstentions per 3.7.1, and the number of votes needed to elect the member-at-large candidate became 84.

4th Ballot Count *Ballots which listed Maria Eskinazi 1st were redistributed to their second choice preferences.*

Melissa Kaplan - 34 (+4 from previous ballot)
Cassandra Lease - 47 (+1 from previous ballot)
Jade Piltser-Cowan - 41 (+0 from previous ballot)
Gail Terman - 44 (+3 from previous ballot)

5th Ballot Count *Ballots for Melissa Kaplan were redistributed to their next choice preferences or, in the case that Maria was their next choice, to their following choice.*

Cassandra Lease - 61 (+14 from previous ballot)
Jade Piltser-Cowan - 51 (+10 from previous ballot)
Gail Terman - 54 (+10 from previous ballot)

6th Ballot Count *Ballots for Jade Piltser-Cowan were redistributed to their next choice preferences or, in the case that Maria or Melissa was their next choice, to their following choice, until they reached a valid candidate.*

Cassandra Lease - 93 (+32 from previous ballot)

Gail Terman - 70 (+16 from previous ballot)

5 ballots not already sorted into the "abstain" pile did not list either Cassandra or Gail. These ballots dropped the required number of votes to 82.

Hotel Search Committee Report – November 2018:

I'm submitting this Hotel Search Committee report to the membership with the knowledge that a related poll from the eboard will be coming Very Soon Now™.

I am sure everyone has a whole bunch of questions about things not covered here. I will be doing my best to keep on top of this and related email threads over the next day and a half to provide answers. Please wait for people with direct knowledge to provide answers and take care to not do any extraneous speculating to avoid the accidental spread of misinformation.

On October 21st, the eboard directed the hotel search committee to have a conversation with The Westin about the strike, and if they would be able to host Arisia if the strike were to continue. We were also directed to look into options for other venues/hotels where we could potentially host Arisia. We were to report back by the end of October. We were directed not to share the fact that we were looking into alternate venue at that time.

Buzz Harris (who was Hotel Division Head at the time) had a preliminary conversation with The Westin on October 23rd, where Westin staff brought up the cancellation clause. Buzz informed them that we needed to do our due diligence investigating all our options regarding the strike, including looking at alternate venue, and they indicated understanding. Nchanter and Andy Rosequist again talked to The Westin on Nov 5th. They let us know that they believed they could accommodate our group without significant differences even if the strike were to continue, and were willing to provide references including from a women's group who had safety concerns prior to their meeting. They had no information on a possible resolution of the strike, other than what we have in the news. Reviewing our contract, they said our cancellation clause was a little vague, and let us know that it was corporate, not them, that would make that call, per direction from Marriott Corporate. We got the sense that if it were up to management at The Westin, they would not fight us invoking the cancellation clause without penalty due to the strike.

Meanwhile, Ben Levy reached out to the Boston Seaport Hotel & World Trade Center (that's a single property), and Phi reached out to the Boston Park Plaza Hotel (BPP) and the Boston Convention and Exposition Center (BCEC). The BCEC had some space available over our dates (we were not entertaining changing weekends), but had not gotten back to us about specifics of pricing by our end-of-October deadline. The Seaport Hotel said they were booked for our weekend but asked if we would be open to moving to February. The BPP had all of their function space available, and would be able to accommodate our estimated needs for a room block (800 on peak night).

Saturday, November 10th, Ben Levy, Daniel Eareckson, Kelly Fabijanac, RaShawn Seams, Andy Rosequist, and I did a site tour of the BPP, and came out of that experience believing that we can host something that looks and feels like a modern Arisia at the property. The BPP completed renovations in 2016, which expanded their function space AND reconfigured some of it. They have removed permanent boardroom tables so all rooms have flexibility of setup, and combined some of the smallest function rooms into larger rooms. There is lots of flexibility with the space, and most functions within Arisia could fit in multiple spaces.

There are some access challenges - hallways are narrower at the BPP than at The Westin, but still ADA-compliant. The recommendation of the people on the site visit would be for us NOT to pick up the Terrace room (located in the basement) as the only way to access it without significant stairs would be through back of house service elevator and some twisty back-of-house passages that, while technically navigable via a wheelchair or mobility scooter, were not very pretty, and would probably require escorts.

Preliminary room rates are \$169 for single Queen/King, \$189 for rooms with 2 beds. This rate is inclusive of all normal fees for the property (which makes it different from advertised rates, which do not), but is not inclusive of taxes. These are not final room rates, as we are asking for a more comprehensive room type breakout in our potential

contract, with more fine-grain pricing. For comparison, current rates at The Westin are \$172/\$195. We would not contract with an overflow hotel if we went with the BPP; they have enough rooms for us, plus we're expecting lower pickup than we've had the past two years, both because of the current crisis, and some people dropping if we move hotels. Neither the Westin, nor the proposal from the BPP, charges us for function space directly. We are still getting information on ancillary costs at the BPP (like power and internet drops), and have not completed negotiations on these and other possible concessions.

We will be able to get a "forkage" waiver for guest room space, but not function space. We would therefore be using some of their larger suites (which we were not able to see on Saturday) for functions like consuite, greenroom, and staff den, which is where Arisia held them when at the BPP in the past. The party situation at the BPP would be similar to what it is at The Westin.

Treasurer's Report – November 2018:

October 31			Change vs last month
Odd Year - A19		\$61,253.06	\$18,513.23
Even Year - A20		\$3,567.67	\$0.00
Corporate			
Reserved/Unspent			
Two years expenses (CDs)	\$41,698.15		\$1.58
Grant Fund Available	\$4,020.09		\$0.00
Grant Fund Allocated	\$0.00		\$0.00
Capital Equipment Unallocated	\$1,442.07		\$0.00
Capital Equipment Allocated	\$517.13		-\$632.87
Training Fund Unallocated	\$1,022.00		\$0.00
Training Fund Allocated	\$900.00		\$0.00
MCFI/CostumeCon	\$0.00		\$0.00
Relaxacon	\$0.00		\$0.00
Scholarship(?) Fund	\$0.00		\$0.00
Voted Expenses (excludes budget)	\$10,200.00		\$9,500.00
Unspent Budget	\$27,230.97		-\$3,863.92
Total Reserved		\$87,030.41	\$5,004.79
Unallocated Funds		\$3,348.64	-\$9,906.63
Total Corporate Funds		\$90,379.05	-\$4,901.84
Total Assets		\$155,199.78	\$13,611.39
Total Corporate Income		\$28.00	-\$911.14
Total Corporate Expenses		-\$4,953.01	-\$2,130.11

Membership List:

This membership list is as of 11:59 PM on 12/04/2018. Please report any corrections to clerk@arisia.org.
Names in Italics are non-voting honorary members.

Daniel Abraham	Sol Houser	Andrew Piltser-Cowan
Vivian Abraham	Angela Howard	Jade Piltser-Cowan
Wendy Abramo-Merrill	Diana Hsu	Rex Powell
Tamar Amidon	Crystal Huff	Pacita Prasarn
Joseph Andelman	Bobby Huntley	Karen Purcell
Vincent Anderson	Fred Isaacs	Robert Rabito
Inanna Arthen	Suli Isaacs	Michael Rasnick
Dawn Ash	Lenore Jean Jones	Danielle Reese
Julia Austin	Swati Joshi	Shannon Reilley
Priscilla Ballou	Jennifer Jumper	Mark Richards
E.J. Barnes	Rachel Kadel-Garcia	Kim Riek
Fred Bauer	Walter Kahn	Matt Ringel
Rob Bazemore	Matthew Kamm	Phoebe Roberts

Melissa Beetham	Melissa Kaplan	Noel Rosenberg
Noah Beit-Aharon	Terry Karney	Rebecca Rosenthal
Robert Berlet	Rick Katze	Andy Rosequist
Gabin Bernie	Jeff Keller	Mink Rosequist
William Blanton	Allan Kent	<i>Joe Ross</i>
James Boggie	Michael J Kerpan	Sherry Rudnick
Angela Bowen	Angela Kessler	Mark Sabalauska
Bridget Boyle	Jeremy Kessler	Cayla Savitzky
Anna Bradley	Beth Kevles	Sharon Sbarsky
Jonathan Breindel	Rick Kovalcik	Kevin Schendell
Michael Burstein	Susan Kramer	Richard Schmeidler
Andrea Carney	David Kramer	RaShawn Seams
Melissa Carubia	Paul Kraus	Richard Segal
Brendon Chetwynd	Peter Kukulich	Matthew Segal
Shen Chew	Katherine Labella	Kristin Seibert
Mieke Citroen	Chris Lahey	Kylie Selkirk
<i>Brian Cooper</i>	Alex Latzko	Paul Selkirk
Heather Cougar	Jodie Lawhorne	Harriet Severino
Tom Coveney	Cody Lazri	Julia Severino
Rachel Creemers	Cassandra Lease	Raye Seyberth
Elizabeth Crefin	Gabriel Lefton	Jude Shabry
Morgan Crooks	Henry Leong	Michael Sharrow
Margaret Cullen	Benjamin Levy	Sybil Shearin
Mary Catelynn Cunningham	Megan Lewis	Nicholas "phi" Sheckman
David D'Antonio	Julia Liberman	<i>Cris Shuldiner</i>
Kenneth Davis	Jesi Lipp	David Silber
Brett Dikeman	Carol London	Rachel Silber
Thomas Dings	Ken London	Brad Smith
Samantha Dings	Glenn MacWilliams	Kris "Nchanter" Snyder
Michael Dlott	Diane Martin	James Spencer
Regis Donovan	Claudia Mastroianni	Jana Spencer
Teresa Doran	Alan McAvinney	Dylan Spencer
Janice Dumas	Matthew McComb	Mike Sprague
Daniel Eareckson	John McDaid	Tyler Stewart
Don Eastlake	Mike McDevitt	Jess Steytler
Jill Eastlake	Craig McDonough	Mary Stock
Aaron Ennis	Edward McGonagle	Sandy Sutherland
Maria Eskinazi	William McMain	Rachel Tanenhaus
Griffin Ess	Jonathan Mendoza	Maria Taranov
Etana	Penelope Messier	Mike Tatroe
Kelly Fabjanic	Dale Meyer-Curley	Ilene Tatroe
Daniel Fairchild	Erik Meyer-Curley	Gail Terman
Sabina Fecteau	Daniel Miller	Emily Tersoff
Allison Feldhusen	Sarah Miller	Persis Thorndike
Jennifer Fitzsimmons-Gauger	Elliott Mitchell	Dan Toland
Christopher Flynn	Hope Moore	Wesley "Statik" Toma-Lee
Patrick Foster	Alexandra Morgan	Ed Trachtenberg
Jaime Garmendia	Angela Morley	Dorothy Trachtenberg
Lisa Goldstein	Skip Morris	Tom Traina
Sarah Gullion	Rhianna Murphy	Pat Vandenberg
Adrian Gunn	Daniel Myers	Helen Vickers
Erik H	Allison Nevitt	Kiran Wagle
Phillip Hallam-Baker	Dan Noé	Mark Waks
Buzz Harris	Abby Noyce	William Walker
Adrian Hatton	Lia Olsborg	Al *Hobbit* Walker
Gregorian Hawke	Mary Olszowka	Tanya Washburn
Joel Herda	Peter Olszowka	Alan Wexelblat
Lisa Hertel	Sheila Oranch	Michelle Wexelblat
Aaron Heuckroth	Rachel Ossmann	James Wolf
Catherine Hirschbiel	Kris Pelletier	Ellie Younger
Terry Holt	Melissa Perreira	

Executive Board (Eboard) - eboard@arisia.org:

President	Nicholas “phi” Shectman	president@arisia.org
Vice President	Alan Wexelblat	vice-president@arisia.org
Corporate Treasurer	Kris Pelletier	treasurer@arisia.org
Clerk	Sol Houser	clerk@arisia.org
Members-At-Large	Cassandra Lease	at-large@arisia.org
	Andy Rosequist	
	RaShawn Seams	
Arisia '19 ConChair	Daniel Eareckson	conchair@arisia.org
Arisia '19 Treasurer	Ellie Younger	con-treasurer@arisia.org
Arisia '20 ConChair	Diana Hsu	conchair20@arisia.org
Arisia '20 Treasurer	Kelly Fabijanic	con-treasurer@arisia.org

Committees:

Budget: Kris Pelletier (chair), Kelly Fabijanic, Rachel Kadel-Garcia, Alex Latzko, Benjamin Levy, Tom Traina, Ellie Younger
Corporate Inventory Control: Rick Kovalcik (chair), Peter Olszowka
Digital Archiving: Mink Rosequist (chair), Anna Bradley, Alan Wexelblat
Grants: Alan Wexelblat (chair), Anna Bradley, David D’Antonio
Hotel Search: Kris “Nchanter” Snyder (chair), Joel Herda, Benjamin Levy, Diane Martin, Andy Rosequist, Nicholas “phi” Shectman, Ellie Younger
IT: Peter Olszowka (chair), Rick Kovalcik, Benjamin Levy, Cody Lazri, Abby Noyce, Sharon Sbarsky, Gail Terman
Logo: Anna Bradley (chair), David D’Antonio, Sharon Sbarsky, Ellie Younger
Long Range Planning: Anna Bradley (chair), Heather Cougar, Mink Rosequist
Open Policy: Alan Wexelblat (chair), Vivian Abraham, Heather Cougar, Kenneth Davis, Sarah Gullion, Andrew Piltser-Cowan
Photo Policy: Gregorian Hawke (chair), Anna Bradley, Alan Wexelblat, Cat Trzaskowski
Relaxacon: Ellie Younger and Johnny Healey (chairs)
Student Contests: Kris Pelletier (chair), Jaelen Hartwin (Student Art Contest chair), Terry Holt (Student Writing Contest chair) Anna Bradley, Johnny Healey, Allison Holt, Fred Isaacs, Skip Morris, Abby Noyce, Mike Sprague, Carolyn VanEseltine, Conor Walsh

Storage Key List:

If you need access to Arisia storage and do not have a key, email keys@arisia.org and all key holders will receive your request.

#	Holder
1	Landlord
2	Noel Rosenberg
3	Skip Morris
4	Craig McDonough
5	Dave Shevett
6	Nicholas “phi” Shectman
7	Dan Noé

#	Holder
14	Janet Stickle
15	Mike Sprague
16	Lia Olsborg
17	Anna Bradley
18	Peter Olszowka
19	Alex Latzko
20	David Shaw

#	Holder
27	Benjamin Levy
28	Angela Morley
29	David Silber
30	Jaime Garmendia
31	Rick Katze
32	Landlord
33	Daniel Eareckson

8	Mike Trachtenberg
9	Al *Hobbit* Walker
10	Rick Kovalcik
11	Crystal Huff
12	Persis Thorndike
13	Rachel Silber

21	Tom Traina
22	Sharon Sbarsky
23	Lucky
24	Pat Vandenberg
25	Kristin Seibert
26	Thumper

34	Diane Martin
35	Lisa Hertel
36	Kim Van-Auken
37	Kris “Nchanter” Snyder
38	Andy Rosequist
39	Paul Kraus

Mentor Subscription Information:

Subscription to Mentor of Arisia is included with Corporate Membership. Membership runs from September 1st to August 31st and costs \$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
October	\$22
November	\$20

December	\$18
January	\$16
February	\$14

March	\$12
April	\$10
May	\$8

June	\$6
July	\$4
August	\$2

Calendar:

- The January Corporate meeting is Sunday January 20th at a time TBD and in a room TBD of the Boston Park Plaza Hotel, 50 Park Plaza, Boston, MA.
- The February Corporate meeting is Thursday February 21st at 7:30 PM at a location TBD.
- The March Corporate meeting is Tuesday March

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