



Mentor

The Newsletter of
Arisia, Incorporated

Volume 34, Issue 300, October 2022
519 Somerville Ave #371, Somerville, MA 02143
+ 1-917-7ARISIA (+1-917-727-4742)

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About the Next Meeting

The next corporate meeting of Arisia, Inc. will be held on November 13th 2022 at 6:00 PM **via Zoom**. The link to the meeting and corresponding agenda will be distributed over the corp-announce email list in advance of the meeting. The quorum for the April corporate meeting is ??, based on 51% of the average attendance of the last three meetings $((34+40+25)/3 \times 0.51) = 16.32$).

Please send all proxies for the **November** corporate meeting in advance by email to corp-proxies@arisia.org, and CC the proxy holder.

Membership List / Attendance

Lisa Hertel
Jan Dumas
Nighting Whitehead
Ilene Tatroe
Allison Feldhusen
EJ Barnes
Rick Kovalcik
Nicholas Schectman

Michelle Wexelblat
Wendee Abramo Merrill
Alan Wexelblat
Kylie Selkirk
Elliott Mitchell
Mike Sprague
Claudia Mastroianni
Sharon Sbarsky

Rebecca
Dr. Karen Purcell
Mike Tatroe
Regis Donovan
Ken London
Priscilla Ballou
Rebecca Brumberger

Proxy List

(All accepted)

Dan Toland to Wendee Abramo - Accepted

Rachel Tanenhaus to Vivian Abraham - Accepted

Melissa Kaplan to Priscilla Ballou - Accepted

JB Segal to Allison Feldhusen - Accepted

Alex Morgan to Vivian Abraham - Accepted

Agenda

Meeting called to order at 7:05 pm

Phi says it's hard to believe Jodie is gone.

Executive board report

Phi speaking unless otherwise notes

We voted to appoint Michelle and Alan Wexelblat as convention chairs for Arisia 2024.

Alan and Michelle have also stepped up to run Arisia 2023. The bylaws and policies are, amazingly, silent on how we empower them, procedurally, and in fact they are entirely silent on what happens in the time between when a conchair position becomes vacant other than by removal, and when notice can be given to the corporation about the appointment of a replacement. That's extra amazing because we have been here before after the resignation of a chair. So far Alan and Michelle have been acting as assistant chairs, to which position I appointed them using the authority that Jodie delegated to me in early September. The eboard does have the ability to take actions pending a meeting, and the membership can authorize us to act on behalf of the convention, and when we have used this ability in the past we have done it by picking a subset of the eboard to act in the role of conchair. Now that Michelle and Alan are eboard members we can put them in charge using this same process.

Alan - You have heard a lot about A23, and it is a long time to A24, and I am sure people have questions for A24.

Vivian asks if they have decided on guests. They have agreed not to discuss that until November. We will have a letter going out as to whom they want to pick.

Moved and passed unanimously to appoint the Wexelblat's as chairs of Arisia 2024.

Phi notes this makes them members of the eboard. Based on powers Jodie gave to Phi in September, he empowered them to act in lieu of chair.

The bylaws are silent on how we replace someone who is no longer con chair other than reasons of removal. Elliott says everyone was young and thought they would live forever. Phi says in 1998 we had

this situation; it was long enough ago that we could have easily covered it. In addition to having A & M as acting con chairs I think it would be suitable to make a change to the bylaws so that they can act as con chairs. Michelle prefers the term 'acting' because this is Jodie's con, but they are willing to run this con. Ilene likes the title; ACC has baggage with it. So I am okay with calling them acting con chairs.

Wex likes what Michelle said about ownership of the con; we should get a sense from the eboard of what we should do or should we expect to do the same, if there are differences in expectation of what we should do versus being assistant chairs. Phi says one difference would be in policies: you could move budget money around. Michelle says they would need to be approved for doing that if we are going to be assistant or acting con chair. Phi looks for the corner of our policy that he is thinking about.

Rick, if I understand what Michelle was trying to say, with respect to Jodie, acting con chairs should be good. I say damn the bylaw let A&M be called acting con chairs.

Moved by Rick: "It is the sense of the meeting that Alan and Michelle are being appointed acting con chairs with all of the powers of the con chair." Phi adds if we remove someone as con chair the person who is the next con chair takes over.

Moved, passed unanimously, to accept Alex & Michelle as Acting Con Chairs for A23, with all the powers of chair. Phi thanks them so much for stepping up; we don't know what I would do without the two of you (Alan & Michelle).

We also want to clarify another bylaw, section 6.8. There is a way of reading this bylaw to mean that if a division head position is not filled by September, we're not allowed to fill it at all. This can't possibly have been the intent of the author of this bylaw. My reading is that this bylaw does still require the eboard to approve the appointment of division heads after September, and that it gives us some flexibility on exactly how we do that.

Alan had intended to bring this up as new business. I want to bring this up, but now is fine.

Moved: "It is the sense of the Corporation that where Bylaw 6.8 uses the word 'replacement' it is intended to cover all senior staff appointments, whether new or replacement. Therefore, the Eboard is empowered to grant the waiver described in Bylaw 6.8 to any senior staff appointed within the four-month window." **Motion passed unanimously.**

We voted to approve one more dues waiver, and to extend the grace period for membership renewal through October 10, which covers some late renewals (but does not cover a member who renewed at the \$22, 11 month pro-rated amount).

President

Phi speaking unless otherwise noted

I've been applying for lots of grants. We will be getting \$5,000 earmarked for Access, but this does not all have to be spent by the Access division. For example, the accessible games line item in the Gaming budget is eligible for this grant. An additional \$2500 in grant funding seems reasonably likely at this

time, and there are some larger grants we might get as well. The creator of this grant is interested in new and unusual ideas for access, for example, a quiet room might be considered for an access grant.

Alan as Illene posted in chat - the COVID discussion has spawned a discussion of on-the-spot signage so that people who have not read the policy before attending the con will make the signage accessible. Would Phi please reach out to sign shop about the cultural council grants. Michelle adds, also for Publications, because we might be able to get some grant money for them. Alan asks Phi to talk to the web team about grant things.

The other thing that we need is to set the date for the next meeting. I am going to suggest we have an in person meeting on Sunday, January 15th, 1pm, at the Westin (room TBD by program). Ilene, as program, sent an email just before the meeting asking for a slot for the meeting

Phi moves for the January meeting to be 1PM at the Weston on Sunday the 15th; motion passed.

Vice President

No report.

Treasurer

etana speaking unless otherwise noted

Membership dues are \$22 as of today for the year. This grants you voting rights in corporate matters and an inside scoop on what the Corp does to help guide the convention committee each year. You get access to Mentor, our monthly minutes/newsletter and our corporate mailing list. Please email eboard@arisia.org if you need a dues waiver - no questions asked! If you choose to pay for dues via the internet (PayPal), please include the name you are known by & would like to be known by, as well as your email address for corporate listserv subscription.

Our Corporate books are being reviewed and taxes are in process of being filed. We renewed our tax-exempt status with the state and will have an updated state of the budget for November's meeting.

If you have any questions about corporate money (refunds owed for corporate expenses, you sent dues but aren't listed as a member, etc) please email treasury@arisia.org or etana@arisia.org (or both).

Clerk

Jan speaking unless otherwise noted

I have looked into restarting the Corp Communication Committee. Jan discussed with the eboard ways to deal with the *Mentor* backlog. Jan is looking for people to help with note-taking during the meeting, review notes after the meeting, and assist in publishing *Mentor*. Thanks Lisa H for helping me today

Members at Large

Con Chair Arisia 2023

Alan says he will speak in “we” sentences as much as possible. We are working to put together a committee and we are working to fill the holes in the org chart. He wants to thank many people on this call who have stepped up to help and ask that you provide us names of people we should contact.

Michelle says we have been working really hard to build or rebuild a committee, and the scattering of people is difficult. One of our biggest strengths that I have seen on the Arisia committee is the willingness to help.

We have made the decision to mush the lines between Div Head and assistants; the more we were siloed the more we were burning out. and I want people to support each other more and I want to carry that through from A23 to A24.

EJ asks Michelle about siloing worries and how that burns people out, and how do you plan to change that?

Michelle replies that we have changed structure; that people don't have to go from one level to the next to get decisions made. things that come to us should be things that only the Con chair needs to make a decision on. We want to trust the people we hire to do the jobs we hire them to do.

Alan says the levels of Divhead and Asst. Div head made sense when we were a 4000 person con; it doesn't make sense now. It just causes friction and he wants to let the people who need to be in the conversation be in the conversation.

We love all the people in staff-discuss but we should trust people, and not micro-manage.

Michelle says that as we start as Con Chairs we should focus on the jobs that we hire people to do and make it easy for people to do jobs fostering replacement so you don't feel alone in doing the job and feel supported in the job.

Alan wants to make sure that people don't just always use “Alan and Michelle” but use “The Wex's” or use other methods so Alan's name isn't always first.

To help us maintain our goals they ask people to do things, and hopefully people will continue to step up and be as awesome as they have.

Conchair A24

As we have been recruiting for '23, we have been getting offers for A24. They have been getting offers from people to be a part of A24, and have been making a spreadsheet of those people. They want to wait until after the debrief (February) to start planning for A24. They have a list of thoughts going forward.

Alan is committed to making A24 as hybrid as possible. It did not work when we did it before, but we have a year to plan for a hybrid. Even if covid disappeared tomorrow, there are still Arisians spread all over the world who could attend if we have a hybrid. It will work if we take the time to plan in advance.

Ilene wanted to do a hybrid con and the reason we did not do it was that we could not find someone to own it. The con got canceled in 2022 and we pulled it off on short notice. The problem is finding the person to take ownership. Ilene found it really challenging, because we

need to find the virtual programming div head. The Wexes agree we need a person to lead it and to make the vision statement for what a hybrid convention would be.

Rick says many people can see virtual cons like Boskone and Philcon.

Jan says Albacon was fully virtual, and they will talk offline to people.

Announcements

Andrea Hairston will be at the Boston Book Festival this Saturday. The BBF is doing a walking tour of literary things in the area.

Space pilot will be opening the first week of Nov.

A ConCom will be happening in two days.

adjourned 8:08pm

Committee Reports (none unless noted)

Anti Racism (arc@arisia.org)

Budget (Budget)

Corporate Communications (Corpcomms)

Corporate Inventory Control (CIC)

The screen that belongs to Skip was damaged, and it was repaired by Rick & Paul Kraus.

Corporate Sales - TBD

Digital Assets Management (DAM)

Fundraising

Grants (grants - request)

Hotel Search (Hotelsearch)

Incident Review and Management (incidents)

We are adding members: etana has stepped up and Delenn Brumberger has joined. Delenn will join us for internet searches. Our backlog cases do need some internet review.

Motion to approve new members passed.

IT (IT)

Locations Search

Long Range Planning

Mailing List Monitoring (monitor@arisia.org)

Postmaster (postmaster@arisia.org)

Relaxacon (relaxacon)

Social

Student Contests

Subscription and Dues information Membership runs from September 1st to August 31st (*) and costs \$24 for the year. Dues are pro-rated on a monthly basis for members joining throughout the year. Subscription to the Arisia, Inc. newsletter, *Mentor of Arisia*, is included with corporate membership.

New members must attend one meeting after joining to receive voting privileges at subsequent meetings.

Pay for the month in which the next corporate meeting will take place (per the [calendar](#)).

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

If you cannot afford to purchase a membership, you may reach out to the Executive Board at eboard@arisia.org and request a dues waiver.

You can pay in cash at a corporate meeting, mail a check for the appropriate amount to Arisia, or use the PayPal button below. (You do not need a PayPal account to use your debit or credit card with PayPal.)

Arisia's mailing address is:

Arisia, Inc.

519 Somerville Avenue #371

Somerville, MA 02143

Calendar

Corporate Meeting

November 13, 2022 6:00 PM (on Zoom)

December 13, 2022 7:00 PM (on Zoom)

January 15, 2022 1:00 PM at the Westin

Convention Meetings

Div-Head Meeting October 26, 2022 7:00 PM

Con Com Meeting October 27, 2022 7:30 PM

Arisia Storage Tagging Sessions: November 26th, December 18th, January 1, and January 8, all at 12:30PM