



Mentor

The Newsletter of
Arisia, Incorporated

Volume 32, Issue 311, September 2023
519 Somerville Ave #371, Somerville, MA 02143
+ 1-917-7ARISIA (+1-917-727-4742)

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About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **Tuesday, October 17, 2023 at 7:00 pm ET 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 October corporate meeting is **17**, based on 51% of the average attendance of the last three meetings $((35+31+29)/3 \times 0.51) = X$.

Please submit proxies in advance by email to corp-proxies@arisia.org (a mailing list which will be seen by some corporate members) and CC: the proxy holder.

September 17, 2023 Corporate Meeting Summary

The meeting was conducted over Zoom and called to order at **7:37 PM**.

There were 29 members attending:

Daniel Abraham
Vivian Abraham
Wendy Abramo
Joseph Andelman
Inanna Arthen
Julia Austein
Priscilla Ballou
Nick Brown
Adam Burdick
Regis Donovan
Jan Dumas
etana
Kelly Fabijanic

Allison Feldhusen
Melissa Kaplan
Rick Kovalcik
Henry Leong
Ken London
Claudia Mastroianni
Sharon Sbarsky
Richard Schmeidler
Jason Schneiderman
Mike Sprague
Rachel Tanenhaus
Ilene Tatroe
Mike Tatroe
Gail Terman
D.J. Toland
Nightwing Whitehead

Proxies:

1. E.J. Barnes to etana
2. JB Segal to Alison Feldhusen
3. Gail Terman to Sharon Sbarsky (9:11p)

Corrections to and approval of the August 2023 Minutes:

The August 2023 minutes were approved unanimously via voice vote without corrections.

EBoard Report:

The EBoard voted to approve 5 dues waivers. They also approved the borrowing of box fans to two conventions to build Corsi-Rosenthal boxes.

IRMC Report:

A report was brought before the EBoard, from which many EBoard members were recused. The matter was decided by the 3 non-recused EBoard members:

Arisia received a report that a staff member had doxxed several staff members as well as other members of the Arisia community. After looking into the report, the Eboard has decided to ban the subject from attendance from Arisia events permanently. Motions to overturn this decision will be valid at the September or October meeting.

IRMC needs new members. If you are interested in working with IRMC, please email irmc@arisia.org.

Elections

Terms last one year, from October - September.

President:

- Vivian Abraham:
 - Self-nominated
 - Has worked for Arisia since 2019, with an attempt to conchair in 2022 if we had been able to hold a convention
 - They intend to foster openness, inclusion, mend fences, try to make sure all feel welcome and heard while continuing the work to make our community more safe, more diverse, and more accessible.
 - They want to continue the ways Arisia has progressed under phi's leadership, but want to try to make this a little bit less like a "black box where the sausage gets made," so they can pass off what they learn and do to the next person. They will try to encourage that throughout all levels of Arisia
 - They will attempt to follow Robert's Rules of order, but are not the best at it. They will rely on members who know RRoO better, so that they do not mess them up
 - Question: What do you think would be appropriate to attract new and existing people to step into leadership-like roles?
 - Answer: I would like to start with Arisia 2024 at all levels. Not everyone who volunteers for Con knows about Corp, and I would like to encourage people to participate to the degree that feels comfortable, including referring to the Arisia calendar and "being on the charm offensive" at convention
 - Question: Are there any outstanding IRs against you?
 - Answer (IRMC): no
 - Question: How will you handle conflicts between fandom conventions and scheduling meetings for people who want to work both?
 - Answer: I like the idea of trying to avoid other events and conventions and, to the extent that we can, other meetings.
 - Question: Do you plan to do outreach to the BIPOC community?
 - Answer: Yes, I think that's something both Corp and Con should be doing. I also think there's a lot of BIPOC people who have come into our community and have had both positive and negative experiences, and I think it's important to lean toward positive experiences
 - Question: Will you remain Chair of the IRMC?
 - Answer: I would love to pass that on to someone else. As I don't have someone to do that to, I will try to get through as many IRs until the convention and hope that after the Con I will get someone new on board

Multiple members requested a secret ballot. As a result, voting was completed using Opavote.

Voting Result: Accepted 26:2. Vivian Abraham is elected President.

Vice President:

- Mike Sprague:
 - Self-nominated
 - He believes his viewpoint and perspective are valuable to the Arisia community and EBoard and would like to continue
 - Question: Are there any outstanding IRs against you?
 - Answer (IRMC): no
 - Question: What do you think would be appropriate to attract new and existing people to step into leadership-like roles?
 - Answer: Make things in general less opaque. One example being that on the website and in Mentor there are several committees listed, but what they do, how they do that, and how one gets to be on a committee is opaque. Making the path to committee clear, may be a stepping stone to seeing if leadership in Arisia Corp is something they want to do. Making what people do less opaque and who to talk to also goes a long way towards that.

Voting Result: Accepted 26:2. Mike Sprague is elected Vice President.

Treasurer: Nicholas “phi” Shectman:

- Self-nominated
- From the corp list email: “This email is to announce that I will be running for Treasurer at this Sunday’s Arisia corporate meeting. After nearly five years as President I’ve done some of the things I wanted to do, while others are yet to be done. If they’re still not done by now, then I should either let someone else try them, or stand someplace else to try from a new direction. I can think of several people who’d make great successors and look forward to working with them in the coming months and years. In addition to my previous three terms as Arisia’s corporate Treasurer, I have also served seven terms as Treasurer for Somerville Open Studios, plus done lots of other Treasury-related work over many years. This is a place where I feel I can plant a fairly large lever. I have a schedule conflict and can’t attend the meeting in person. If anyone has questions for me, I’m happy to take them beforehand by email or Slack.”
- Question: Are there any outstanding IRs against you?
 - Answer (IRMC): no

Voting Result: Accepted 28:1. Nicholas “phi” Shectman is elected Treasurer.

Clerk: Rachel Tanenhaus/tikva:

- Self-nominated
- She has experience as the Interim Clerk and at taking minutes. In her professional life (which she does not represent here), she is the executive director of a commission that has minutes with high standards due to open meeting laws.

- She is committed to making sure minutes are clear and available in a timely manner, as well as accurate. She wants them to tell the truth and be understandable.
- She received suggestions for minutes from last month, and will take those into consideration. Transparency, clarity, constructive criticism are things she is open to and if you need to discuss minutes please do so.
- Her life and career have been about communicating information to people, sometimes information they don't want, in ways that are understandable. She also recognizes that not everyone who reads the minutes has context and tries to keep that in mind
- Question: Are there any outstanding IRs against you?
 - Answer (IRMC): no
- Question: How do we attract new people into the Corporation? What would you do to bring new people into Corp and to encourage them into looking into leadership roles, especially as we are seeing unchallenged positions with the same faces year after year?
 - Answer: Clarity is important, because if people want to know what's going on, they might read the minutes. Also we have to be open to questions. There are some kinds of "drama" that are "necessary drama". and then there are times when we need to be professionals and do our jobs, and I feel like we should "be the EBoard [we] want to see in the world.".....It's about being a part of this organization that we love and making it as pleasant an experience as possible, and that means trying to be reasonable and work together as well as possible.....We have to make this a pleasant workplace. I believe in saying "please" and "thank you," and appreciate when someone does something right, and if they don't there's opportunities for learning. Especially for something as structured as Arisia staff, if you see someone doing something great tell their boss! I am not a "positive vibes only" person because that gets toxic. But we have to appreciate people and improve the culture. I'm also really excited about some of the outreach that the conchair team is doing, and that can get people to be part of Corp. Also, making it clear that [Corp] is part of what makes the Con happen, and be clear about what each job entails, and that they will be part of a team that works together because we all love Arisia, ideally.
- Question: Will you be sending out meeting announcements on the 1st and on the 14th per the guidelines (grab from copy/pasta)
 - Answer: I will follow all guidelines. I has learned that you do not have to know the answers to everything, just where to find them.

Voting Results: Accepted 28:1. Rachel Tanenhaus is elected Clerk.

Members-at-Large:

Julia Austein:

- Self-nominated
- She is the Co-Director of Art Show. She has been on staff since she was 17. She wants to get more involved and encourage others to get more involved, and has been doing that with Art Show
- Question: Are there any outstanding IRs against you?
 - Answer (IRMC): no
- Question: How do we attract new people into the Corporation? What would you do to bring new people into Corp and to encourage them into looking into leadership roles, especially as we are seeing unchallenged positions with the same faces year after year?
 - Answer:
- Question: A lot of the committees from Corp are inactive, and it's generally the members at large that chair them. [Clerk's note: It turns out that the members at large do not necessarily chair the committees]. Can you think of what committees you'd like to chair and make active again?
 - Answer: I don't think I have a committee that I would be willing to chair off the top of my head; I don't want to over-commit myself at this time but will get back to you later on

etana:

- Self-nominated
- They have been serving on the Arisia EBoard, and they're running for member at large because working on the EBoard has been an enjoyable part of serving this community. They see this as an act of service. If there is a need, they're happy to be a part of filling that need as long as people feel comfortable granting them that opportunity. They believe the team that has been voted in so far is fantastic and want to support them
- They think Arisia has some healing to do as well as bringing people into the community who have been impacted by the toxic parts of our community. With regard to how to bring in more people who may have not been active in service to the Corp, their answer is that we need to clean our house in order to ask anyone to come inside. They see that as the work we need to continue to do. We are moving toward it slowly, which is good, because we don't want to cause more harm. But they do not believe it is fair to ask new people to serve without addressing our own issues. People who are involved in the Corp who may not feel that they are wanted need to be encouraged. Everyone in Corp should feel safe and welcome to be part of any level of leadership and service. Repairing those bridges is very important to them. They don't exactly know how. But knowing where to ask is important.
- Question: Are there any outstanding IRs against you?
 - Answer (IRMC): no

Claudia Mastroianni

- Self-nominated

- She's previously been Clerk. She thinks that member at large would be better because she's better at being useful as needed, rather than all the time. She is willing to do that as needed, and she encourages other people to run
- She intends to ask the IRMC if they want her on board
- Question: Are there any outstanding IRs against you?
 - Answer (IRMC): no

Voting results: All three candidates - Julia Austein, etana, and Claudia Mastroianni - were elected as Members At Large.

The Corporation voted to set the December corporate meeting date to Thursday, December 21 at 7:30 pm.

Announcements:

- SMOFCon will be 12/1-3/23 in Providence and discounted rates are available! <https://smofcon40.org/>. Arisia has scholarship folks can request (<https://corp.arisia.org/SmofconScholarship>). Masks will be required in programming spaces, and encouraged in other spaces. Vaccines will be encouraged but not required. Attendees will be encouraged to test for Covid and there will be CR boxes. SMOFCon is looking for sponsors as well, please reach out to them.
- Arisia 2024 inventory day will be Saturday 9/24/23 at our storage place in Haverhill. Logistics is managing this and someone from the conchair team will be present. If anyone has questions, touch base with Kylie, division head of Logistics (logistics@arisia.org).
- Next Arisia meeting will be October 17, 2023 at 7pm

Meeting adjourned at 9:37 pm.

October 2023 Financial Report

Date:	10/1/2023		
Next Convention:	A24		
Assets:			
Bank accounts:	\$99,727.75		including Paypal
Vendor deposits:	\$308.15		ASCAP
Total assets:		\$100,035.90	
Liabilities:			
Excess MCC funding:	\$2,522.00		This is money, mostly for an in-person anti-racism training that got canceled

			because of COVID, that we owe back to MCC because we didn't spend it in time.
Refundable Arisia 2024 income:			This is money we'd give back if we canceled the next convention.
Registration:	\$14,840.00		
Dealers:	\$340.00		
Total refundable convention income:	\$15,180.00		
Reserved funds:			
Equipment fund:	\$0.00		we moved \$1,542.27 out of this fund in February 2020.
Grant fund:	\$0.00		
Snow fund:	\$45,778.64		Two years' expenses, not including Student Art and Student Writing contests.
Training fund:	\$1,022.00		
Total reserved funds:	\$46,800.64		
Total liabilities:		\$64,502.64	
Net assets:		\$35,533.26	Things like Student Contests and the SMOFcon scholarships come out of this

Calendar

Corporate Meetings

Tuesday, October 17, 2023 at 7:00 pm

Sunday, November 12, 2023 at 6:00 pm

Thursday, December 21, 2023 at 7:30 pm

Current Meetings and Events (as of 8/27/23)

- Fri 12/1-Sun 12/3 - Smofcon

Upcoming Conventions

December 1-3, 2023 - Smofcon

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

Membership List

This membership list is as of 5:00 PM on 8/27/2023. Please report any corrections to clerk@arisia.org. Names in italics are non-voting members.

Daniel R. Abraham	Noel Rosenberg	
Vivian Abraham	<i>A. Joseph Ross</i>	
Wendee Abramo	Sharon Sbarsky	
Joseph Andelman	Richard Schmeidler	
Inanna Arthen	Cate Schneiderman	
Julia Austein	Jason Schneiderman	
Priscilla Ballou	JB Segal	
E.J. Barnes	Kylie Selkirk	
Fred Bauer	Nicholas "phi" Sheckman	
<i>Rob Bazemore</i>	<i>Cris Shuldiner</i>	
Anna Bradley	Mike Sprague	
Nicholas Brown	Mary Stock	
Rebecca Brumberger	Rachel Tanenhaus	
Adam Burdick	Ilene Tatroe	
Brendon Chetwynd	Mike Tatroe	
<i>Brian Cooper</i>	Gail Terman	
Regis Donovan	DJ Toland	
Jan Dumas	Melia Vaden	
etana	Wendy Verschoor	
Kelly Fabijanic	Alan Wexelblat	
Sabina Fecteau	Michelle Wexelblat	
Allison Feldhusen	Nightwing Whitehead	
Adrian Gunn	Glen Williams	
Lenore Jones		
Melissa Kaplan		

Rick Kovalcik		
Sue Kramer		
Henry Leong		
Megan Lewis		
Ken London		
Claudia Mastroianni		
Dale Meyer-Curley		
Erik Meyer-Curley		
Elliott Mitchell		
Hope Moore		
Lia Olsborg		
Danielle Reese		
Phoebe Roberts		

Executive Board - eboard@

President	Vivian Abraham	president@
Vice President	Mike Sprague	vice-president@
Treasurer	Nicholas “phi” Schectman	treasurer@
Clerk	Rachel Tanenhaus	clerk@
Members-At-Large	Julia Austein	at-large@
	etana	
	Claudia Mastroianni	
Arisia '24 Con Chairs	Melissa Kaplan and Ilene Tatroe	conchair@
Arisia '24 Treasurer	Bill Sherman	con-treasurer@

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 on the form at <https://corp.arisia.org/membership>. (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