



Mentor

The Newsletter of
Arisia, Incorporated

Volume 32, Issue 324, October 2024
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About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **Tuesday, November 19, 2024 at 7:00 pm ET on Zoom**. The corresponding agenda will be distributed over the corp-announce email list in advance of the meeting.

The quorum for the October corporate meeting was **13**, based on 51% of the average attendance of the last three meetings $((23+21+31)/3 \times 0.51) = 13$. The quorum for the November corporate meeting will be 13.

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.

October 15, 2024 Corporate Meeting Summary

The meeting was conducted over Zoom and called to order at **7:03 PM**. There were 26 members attending:

Wendee Abramo
Joseph Andelman
Julia Austein
Priscilla Ballou
Andrew Brockert
Regis Donovan
etana
Kelly Fabijanec
Allison Feldhusen
Diana Hsu
Rick Kovalcik
Megan Lewis
Ken London
Claudia Mastroianni

Dale Meyer-Curley
Erik Meyer-Curley
Elliott Mitchell
Sharon Sbarsky
Nicholas “phi” Shectman
Rachel Silber
Mike Sprague
Rachel Tanenhaus
Ilene Tatroe
Mike Tatroe
Benjamin Thornton
DJ Toland

Proxies:

- Vivian Abraham to Ilene Tatroe (accepted)
- JB Segal to Allison Feldhusen (accepted)

Corrections to and approval of the September 2024 Minutes:

A motion was made to accept the minutes as submitted. MOTION PASSES.

EBoard Report:

The EBoard has voted to approve several dues waivers.

The EBoard has been going through the list of Committees and confirming members. phi volunteered to be Chair of the IT Committee. etana volunteered to be Chair of the IRMC.

A motion was made to appoint phi and etana as Chairs of the IT Committee and IRMC, respectively. MOTION PASSES.

The EBoard has also discussed the need for Con Chairs for Arisia 2026, but no one has shown interest. Please contact eboard@arisia.org or president@arisia.org with questions or interest.

President’s Report:

None.

VPs Report:

None, because no Vice President had been elected.

Treasurer’s Report:

Date:	10/1/2024	
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Assets:		
Bank accounts:	\$67,684.96	
Total assets:		\$67,684.96
Reserved funds:		
Arisia 2025:	\$12,285.35	
Remaining FY24-25 corporate budget impact	-\$4,737.14	
Snow fund:	\$51,458.64	
Training fund:	\$1,022.00	
Total reserved funds:		\$60,028.85
Net unrestricted funds:		\$7,656.11

phi noted that the negative number in reserved funds is money that has been spent by the Corporation out of the convention payment, but has not actually received from the convention yet. It is the currently-accrued portion of the payment the con makes to cover Corporate expenses. He doesn't want to subtract it from the convention's bottom line, because it's useful to see how the con is doing so far, but it's money that the con won't really get to spend because the Corporation is counting on it to pay our rent. Accounting for this, as of October 1, 2024 Arisia 2025 had \$7548.21 available to spend.

Arisia is in a similar position financially to organizations like us. phi suggested that the Corporation put money in the equipment fund.

Clerk's Report:

Rachel is still updating the membership lists of the various Committees. If you are on a Committee, please check the Committee member lists in the Committee reports and at the end of Mentor. If you see an error, please e-mail Rachel at clerk@arisia.org. If you are a Committee Chair, please let her know about turnover. Some committees don't currently have Chairs and some are inactive. Inactivating committees requires a Corporate vote. We will go through and clean up the Committee rosters during New Business.

A25 Con Comm Report:

The second Con Comm meeting of the year took place on October 14, and included reports from Division Heads. Hotel space assignment for departments has taken place. Programming has extended panelist sign-ups through October 18. Registration rates have been extended to October 31. The next ConComm meeting will be in-person at the Hyatt on November 17 from

2-4 pm. If you need help with transportation or you can't attend in person but want to participate, please reach out to conchair@arisia.org or any of the individual Con Chairs.

Budget Report:

- Income
 - Art show and dealer income will be lower than last year because the Hyatt is smaller than the Westin.
 - We do get a rebate from the hotel for room nights sold. The estimated rebate has been adjusted due to the reduced room block size.
 - Grants also count as income.
 - Registration numbers are estimated to be similar to last year's.
 - Total expected income: Approximately \$102,000.
- Expenses
 - Con Chair expenses include contingency/damage line items which we hope not to use.
 - The Arisians of Color room will be in a guest room, so that costs money.
 - Access
 - The ASL interpreters line item won't be finalized until closer to the con.
 - The tactile embosser has been taken out of the budget this year, although we may write a grant for it.
 - Art Show
 - This is one of the few Divisions with a budget for internet so they can charge credit cards reliably; most Divisions run off of hotel wi-fi.
 - Last year there was an AR art exhibition; that was a one-time expense.
 - Communications
 - Includes toner and printing costs for program grids and some kind of pocket program solution.
 - Corporation
 - The membership had voted to increase the Corporate payment from the con, so it's now \$24,000 instead of \$19,000.
 - Exhibits
 - There will be no media room, so we have no expense for that.
 - The promoter's fee listed is required by the Commonwealth in order for us to have dealers.
 - Food
 - phi will be Quartermaster.
 - We'll be spending half as much, because we can spend smarter.
 - There will be no Green Room or Staff Den, but we'll have robust grab-and-go food options for staff and panelists.
 - Masquerade Green Room catering doesn't have a minimum requirement, so that cost will be lower.
 - The hotel cafe will have extended hours through 9 pm and discounts for folks staying at the overflow hotel.
 - Gaming

- Will be providing accessible games.
- Guests of Honor
 - This year's Guests of Honor are members of our community and local, so the budget is lower than last year because there are no flights necessary.
- Hotel
 - The Con Chairs have budgeted a little extra for Space Pilot.
 - Hotel and suite comps are based on utilization.
 - Internet comps are in our contract.
 - We have negotiated a rate of \$75/room for the hotel to clear furniture out of rooms we're using instead of function space, since this hotel has less function space than the Westin.
- Logistics
 - Truck rental is the main expense.
- Member Services
 - Similar budget to last year.
- Programming
 - The Hyatt has fewer breakout rooms than the Westin, so that's being off-set by allocating three guest rooms as programming space. The guest rooms are an additional expense.
- Registration
 - Similar budget to last year. The badge order has been placed.
- Safety
 - Similar budget to last year.
- Team Arisia Services
 - Volunteer swag and ribbons are probably cheaper than what is listed here. This year's T-shirt will be simpler to print.
- Tech
 - This year Tech will be nested with Events, but has been listed separately in the budget for easier comparison with previous years.
 - There will be no Tech Den; some Tech Den funds will be used for Space Pilot.
 - Tech also has a contingency budget in case problems arise.
- Treasury
 - Will be using a guest room for the treasury/securing money.
- Youth
 - Instead of Fast Track, we will have the Geeky Family Clubhouse, which will be in a guest room rather than a function space. Guest rooms cost additional money.
- Total expenses: \$119,310.94

This leaves a deficit of \$16,503. But the deficit might be less if we don't use our contingencies. A lot of the deficit is due to having less function space at the Hyatt than we did at the Westin, so we have to pay for more guest rooms to use as function space. In addition, we have a smaller

room block due to the BU student situation, so we'll receive a smaller rebate. The convention is also making a larger Corporate payment this year than last year.

phi suggested that we put the largest authorized amounts in the budget so staff don't feel like they have to spend their own money in order to get things done, but doing so does make the bottom line look worse.

Sharon suggested that the after-party money go to Staff Den. The after-party only had \$300 allocated to it, and there won't be a Staff Den, but money can be moved around within a department without a vote. Food money can therefore be moved around to different priorities within the Food Department. phi noted that we have very generous food options this time, and we can comparison shop and get the food from a wider variety of vendors. This is not a cut-back. There will be one room near the Programming area with grab-and-go food and a seating area. The other grab-and-go food station will be on the 14th floor near Gaming and Teen Lounge. We don't have room for a big con suite at this hotel. There will be seating but not food options in the Crow's Nest.

A motion was made to accept the convention budget. MOTION PASSES.

The Con Chair team was unable to find a qualified head of Fast Track. There will not be Fast Track (ages 6-12) this year. This decision does not impact Turtle Track/babysitting or Teen Lounge. Instead of Fast Track, we will have a Geeky Family Clubhouse, where families can take a break together. The Geeky Family Clubhouse is not a drop-off service. It will include art supplies and a TV for streaming services. A member of Safety will be present. Adults must be there with their kids; children can not be dropped off.

The Con Chair team made a motion to extend the Kids-In-Tow age range for up to and including age to 12 years old, and lower the age of the student registration rate age range to 9 years old. MOTION PASSES.

The proposed policy changes are just for 2025. If you know of someone or are someone who would be interested in running Fast Track in 2026, reach out to the '26 Con Chair(s) as soon as they're in place, or the EBoard in the meantime. Megan suggested differentiating kids-in-tow and students by ribbons. etana clarified that the Registration badges will say when someone is a kid-in-tow. The Con Chair team is shifting the culture from community policing to parental responsibility. If a kid is lost, inform Safety. etana will be meeting with Adam the Safety Division Head to come up with a protocol.

Arisia 2025 Division Head Meeting Schedule	Arisia 2025 Con Comm Meeting Schedule
August 22nd 7-9 PM Via Zoom	
September 8th 11-5 Onsite at Hyatt	September 15: 2-4p in person, TBD

October 6: 2-4p, Watertown Public Library	October 14: 7-9p Zoom
November 7: 7-9p Zoom	November 17: 2-4p in person, Hyatt
December 8: 2-4p Zoom	December 12: 7-9p Zoom
January 5: 2-4p Zoom	January 9: 7-9p Zoom

Committee Reports:

Budget:

phi (Chair), Kelly Fabijanic

None.

Corporate Communications:

Rachel T. (Chair)

None.

Corporate Inventory Control (CIC):

Rick (Chair), Ben, Skip

None.

Discord:

Justin (Chair), Jason, Andrew

None.

Fundraising:

phi (Chair), Julia

None.

Grants:

Ilene (Chair), Joseph

This Committee has been suspended until finances are stabilized.

Hotel Search Committee:

phi, Ben

None.

Incident Response Management Committee (IRMC):

etana (Chair), Jaime (advisory member), Kris P. (advisory member), Ilene, Rachel T., Megan

The IRMC met last week. They submitted an Incident Report to the EBoard for approval, and will report on it in November. They are conducting other investigations. Two new members (Megan and Rachel) will be on-boarded on October 17. They could use more members, so please contact etana@arisia.org to join IRMC.

IT:

phi (Chair), Rick, Sharon, Ben, Mike T.

None.

Postmaster:

Sharon (Chair), Rick, Ben, phi, Mike T. (Advisory)

None.

Social:

Mike S.

None.

Student Contests:

(members needed)

None.

Old Business:

None.

New Business:

Motion to Dissolve Anti-Racism Committee:

A motion was made to dissolve the Anti-Racism Committee. The Committee hasn't met in over a year and hasn't really been staffed in over a year, so their ability to do the work under that type of setting has shifted. This work needs to be done by the Corporation as a whole using Diversity, Equity, Inclusion, and Accessibility principles. etana suggested getting an external consultant to figure out where Arisia grows from here. MOTION PASSES.

Elections:

Ilene Tatroe has volunteered to serve as interim Vice President, and has expressed interest in running for Vice President as well.

The Vice President runs meetings if the President isn't available, and makes sure we're in compliance with all relevant laws. They are the default Chair of the Grants Committee (which is currently inactive).

Ilene nominated herself. She stated that Arisia is at a time when we need to start figuring out how to make changes so that we can continue to be a stronger and growing group. That work can happen through the EBoard. She has been working with Arisia for about a decade. She was the Co-Chair for Arisia 2024. She has done a lot with Arisia Programming and was involved with Programming for WorldCon/ChiCon. She is currently a Member at Large and has recently joined the IRMC. If she is elected, we would vote for her replacement as Member at Large in November, because we haven't given notice for that position.

Ilene was voted in as Vice President unanimously via secret ballot, 25-0.

No nominations were received for the Member at Large vacancy. Members at Large are Board members who represent the Corporation and can also be on IRMC.

If no one volunteers to run at this meeting, we can either continue to have elections every month until someone is elected, we can just call it done, or we can put out notices during the months we intend to have elections. If you are interested in running or have questions, contact eboard@arisia.org. Ilene noted that the Bylaws say we have to bring it up every meeting. We can also list vacancies in Mentor, provided Mentor is sent out twelve days before the meeting. No nominations for Member at Large were received and so no election was held.

Motion Regarding In-Person Meetings:

Motion: Arisia Corp shall endeavor to have at least two in-person meetings before 2026. This would be to see if we need to continue the temporary emergency measures of Zoom meetings since the beginning of the COVID pandemic. This could even be hybrid. No one seconded the motion, so the motion died. MOTION FAILS.

Non-Binding Straw Poll on Reciprocal Weekend Badge Discounts with Anthro New England:

Anthro New England will be taking place on the same weekend as Arisia at the Westin. Last year they had just shy of 4500 attendees. Reciprocal badge discounts help get dealers at both cons more business. Anthro New England doesn't have an Art Show and we do. A weekend badge at one con would have a significant discount for a day pass at the other. The idea got lots of support from members; the details just need to be worked out. Andrew will go back to his Board of Directors and let them know people are excited.

Capital Equipment Fund:

Five years ago, Arisia cleaned out our capital equipment fund (which had about \$3,500). We can now start buying things that cost only a little more to buy than they do to rent. For example,

the Hyatt doesn't have a stage ramp, and we could use one, and other events might use it. A ramp is \$2-3K to buy and \$1k to rent. Rick had mentioned that printers might also be a useful equipment purchase. phi will put the ramp in the grant applications, but those won't come through until after we would need the funds. Purchasing a ramp and loaning it out states that Diversity, Equity, Inclusion, and Accessibility are important to us and helps us help others prioritize it too. phi moved to put \$5,000 in the capital equipment fund. MOTION PASSES.

Code of Conduct Edits:

This motion would change references to "the Westin" and "Boston" in the Code of Conduct to "hotel" and "city", respectively. Rachel Silber will work with Ben to update the Code of Conduct. MOTION PASSES.

Cleaning Up Committee Lists:

Rachel listed each of the Committees and edited their membership lists based on the feedback she received.

The Corporation voted via a voice vote to set the January corporate meeting date for **Sunday, January 19, 2025 in person at Arisia (Hyatt) at a time to be determined and scheduled in coordination with Arisia Programming.**

Announcements:

Art Henderson and Peter Grace have died in the past week.

If you want to be Con Chair or on a Con Chair team for Arisia 2026, let eboard@arisia.org know.

The meeting was adjourned at 9:30 pm.

Calendar

Corporate Meetings

- Tuesday, November 19, 2024 at 7:00 pm
- Tuesday December 17, 2024 at 7:00 pm
- Sunday, January 19, 2025 at TBD (in person, Hyatt)

Arisia 2025 Division Head Meetings

- Thursday, November 7, 2024 from 7:00-9:00 pm (Zoom)
- Sunday, December 8, 2024 from 2:00-4:00 pm (Zoom)
- Sunday, January 5, 2025 from 2:00-4:00 pm (Zoom)

Arisia 2025 Con Comm Meetings

- Sunday, November 17, 2024 from 2:00-4:00 pm (in person, Hyatt)
- Thursday, December 12, 2024 from 7:00-9:00 pm (Zoom)
- Thursday, January 9, 2025 from 7:00-9:00 pm (Zoom)

Other Meetings and Events

Upcoming Conventions

- None

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

Membership List

This membership list is as of 12:00 AM on 10/11/2024. Please report any corrections to clerk@arisia.org. Names in italics are non-voting members.

Vivian Abraham
Wendee Abramo
Joseph Andelman
Inanna Arthen
Julia Austein
Priscilla Ballou
Fred Bauer
Rob Bazemore
Anna Bradley
Andrew Brockert
Rebecca Brumberger
Brian Cooper
Skyler Crossman
Regis Donovan
Jan Dumas
Dennis Duquette
Daniel Eareckson
etana
Kelly Fabijanic
Sabina Fecteau
Allison Feldhusen
Jaime Garmendia
Diana Hsu
Lenore Jones
Rick Kovalcik
Susan Kramer
Henry Leong
Megan Lewis
Ken London
Glen Macwilliams
Claudia Mastroianni
Will McMain
Penelope Messier
Dale Meyer-Curley
Erik Meyer-Curley
Elliott Mitchell
Hope Moore

Skip Morris
 Lia Olsborg
 Kris Pelletier
 Danielle Reese
 A. Joseph Ross
 Sharon Sbarsky
 Richard Schmeidler
 JB Segal
 Jude Shabry
 Nicholas "phi" Sheckman
 Cris Shuldiner
 Rachel Silber
 Mike Sprague
 Mary Stock
 Rachel Tanenhaus
 Ilene Tatroe
 Mike Tatroe
 Ben Thornton
 D.J. Toland
 Melia Vaden
 Wendy Verschoor
 Tanya Washburn
 Nightwing Whitehead

Executive Board - eboard@

President	Mike Sprague	president@
Vice President	Ilene Tatroe	vice-president@
Treasurer	Nicholas "phi" Sheckman	treasurer@
Clerk	Rachel Tanenhaus	clerk@
Members-At-Large	Megan Lewis	at-large@
	TBD	
	TBD	
Arisia '25 Con Chairs	Wendee Abramo, Julia Austein, etana, and Dale Meyer-Curley	conchair@
Arisia '25 Treasurer	TBD	con-treasurer@

Committee Membership

Budget (budget@) Nicholas "phi" Sheckman (chair), Kelly Fabijanac
Corporate Communications (corpcomms@) Rachel Tanenhaus (chair), Justin du Coeur, Lenore Jean Jones

Corporate Inventory Control (cic@): Rick Kovalcik (chair), Benjamin Levy, Skip Morris
Discord: Justin duCoeur (chair), Jason Schneiderman, Andrew Brockert
Fundraising - donations@: Nicholas "phi" Sheckman (chair), Julia Austein
Grants (grantsrequest): Ilene Tatroe (chair), Joseph Andelman
Hotel Search (hotelsearch): (no chair), Benjamin Levy, Nicholas "phi" Sheckman
Incident Response Management Committee (IRMC) (incidents@): etana (Chair), Ilene Tatroe, Rachel Tanenhaus, Megan Lewis (advisory members: Jaime Garmendia, Kris Pelletier)
IT (it@): Rick Kovalcik, Benjamin Levy, Sharon Sbarsky, Nicholas "phi" Sheckman (Chair), Mike Tatroe
Location Search (no email address): Gail Terman (chair), etana, Sol Houser
Long Range Planning (lrp@): (No chair), Anna Bradley, Heather Cougar
Mailing List Monitoring (monitor@): Claudia Mastroianni, Rachel Tanenhaus
Postmaster (postmaster@): Sharon Sbarsky (chair), Rick Kovalcik, Benjamin Levy, Nicholas "phi" Sheckman, Mike Tatroe (advisory member)
Social (social@): Mike Sprague (chair)
Student Contests (student-contests@): In need of members

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