



Mentor

The Newsletter of
Arisia, Incorporated

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About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **Tuesday, February 25, 2025 at 7:00 pm ET over Zoom**. The corresponding agenda will be distributed over the corp-announce email list in advance of the meeting.

The quorum for the January corporate meeting was **12**, based on 51% of the average attendance of the last three meetings $((26+19+22)/3 \times 0.51) = 12$. The quorum for the February corporate meeting will be 11.

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.

January 19, 2025 Corporate Meeting Summary

The meeting was conducted in person and called to order at **1:57 PM**. There were 23 members and 4 non-members attending:

Members:

Vivian Abraham
Skyler Crossman
Regis Donovan
etana
Kelly Fabijanac
Allison Feldhusen
Diana Hsu
Rick Kovalcik
Henry Leong
Megan Lewis
Ken London
Claudia Mastroianni

Will McMain
Dale Meyer-Curley
Erik Meyer-Curley
Elliott Mitchell
Sharon Sbarsky
Richard Schmeidler
Mike Sprague
Ilene Tatroe
Mike Tatroe
Rachel Tanenhaus
Benjamin Thornton

Non-members:

Sol Hauser
Alex Morgan
Anne Ratchat
Alex Tanowitz

Proxies:

- Daniel Eareckson to Diana Hsu (accepted)
- JB Segal to Allison Feldhusen (accepted)
- Julia Austein to Allison Feldhusen (accepted)

Corrections to and approval of the December 2024 Minutes:

A motion was made to accept the minutes. **MOTION PASSES.**

EBoard Report:

Emergency Expenditure

In December 2024, Arisia was made aware that the Hyatt Regency hotel shuttle bus usage was restricted to hotel guests only. At that time, the Arisia EBoard and Convention Chairs determined that it would be in the convention's best interest to contract a vendor shuttle to address the needs of our commuting and overflow hotel guests. The amount needed to procure such a service exceeded the usual amount of expenses that can be approved by the EBoard. There also wasn't sufficient time to have a Corporate meeting and formal vote on the matter prior to the convention. Due to these two factors, the EBoard initiated an emergency expenditure.

In soliciting opinions from the Corporate membership, we found that the majority were generally supportive of the EBoard's emergency expenditure. Some members asked if the hotel's statements indicated a violation of Arisia's contract with the Hyatt, and if legal action was warranted. They were informed that neither was the case. There was also some concern about the cost as the upper boundary of \$10,000 represents a significant outlay of funds from the Corporation, despite the actual estimated costs being lower.

Our Clerk, Rachel, received responses and quotes from two companies: Academy Charter and Boston Bus. We had initially decided to choose Academy Charter because they had a wheelchair accessible vehicle, whereas Boston Bus did not. That vehicle was a 54-passenger coach with wheelchair lift for \$7,725 total for our weekend. However, when we attempted to place our order with them, we were informed that they had been mistaken and that vehicle was no longer available.

In light of this we placed an order with Boston Bus for a 14-passenger shuttle for a total cost of \$3,696 including a 10% tip. The shuttle will run in a continuous loop between the Hyatt Boston/Cambridge hotel and the Kendall MBTA subway stop during the hours of Friday 4pm-midnight, Saturday and Sunday 9am-midnight, and Monday 9am-noon.

A motion was made to approve the EBoard's expenditure of \$3,696 for the shuttle. Motion was seconded. **MOTION PASSES.**

Discord Committee

At our March 2024 meeting, the Arisia Corporation voted to create a Discord Committee. The committee's charge is to develop a year-round Arisia Discord server, with a goal of offering our community continuous interaction. The EBoard and the Discord Committee both had hoped to open this Discord to the community in time for Arisia 2025, but as the convention approaches the Arisia EBoard has concluded that we do not have the staff to both run a successful convention and simultaneously address the many questions that need to be addressed before we are ready to move forward.

We still intend to address these questions, but will be doing so over the next months instead of days, to allow our staff to focus on the convention this weekend. To that end, we hope to identify additional people who are interested in serving on the Discord Committee. If selected, these people will work with the EBoard and Corporate membership to address our questions and concerns and help create policies that uphold Arisia's standards, including our Code of Conduct.

If you are interested in joining the Discord Committee, we welcome you to reach out to the EBoard at eboard@arisia.org or at a Corporate meeting.

President's Report:

None.

VPs Report:

None.

Treasurer's Report:

None.

Clerk's Report:

None.

Member-At-Large's Report;

None.

A25 Con Comm Report:

The convention happened! The Con Comm thanks everyone who has helped make the convention possible. Please consider volunteering for next year if you notice anything amiss this year. As of the morning of January 19, 1688 people had registered for the convention and 1395 people had badged in.

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, Kelly

None.

Incident Response Management Committee (IRMC):

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

etana explained the role of the IRMC. Rachel T. reported the year-end statistics for the IRMC's work:

Total Incident Reports (IRs): 49

IRs completed: 27

IRs awaiting investigation: 10

IRs being researched: 2

IRs ready for IRMC vote: 3

IRs ready for EBoard vote: 3

IRs reported out to the Corporation and ready for documentation: 1

IRs voted on and ready to report out to the Corporation: 3

The backlog of IRs has been reduced significantly. etana thanked the IRMC members for going through the backlog and the Corporate membership for being patient and for trusting the 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:

Proposal to give Con Chairs permanent comp memberships to con:

Rachel T. proposed amending the permanent Convention policies regarding Registration, specifically V.(h), from:

All past Arisia GOHs and Special Guests receive comp memberships in future Arisias, if requested.

to:

All past Arisia GOHs, Special Guests, and Con Chairs receive comp memberships in future Arisias, if requested.

The motion was seconded.

About 30-40 current and former Con Chairs would be impacted so far. Many of them get volunteer comps as staff anyway. Dale has tracked 200 hours that she has worked planning the convention from March 2024 until the beginning of the convention. A volunteer must work 12 hours to get comped.

One member asked why convention treasurers and other time-intensive positions were not included in the proposal. Rachel T. clarified that she was not using hours as an argument for providing comps to Con Chairs; she believes this is the right thing to do on principle. But some people like to see numbers when determining value.

A member voiced a concern that Con Chairs wouldn't come back and put in volunteer hours without the incentive of earning a comp. Several former Con Chairs present disagreed. Rachel T. clarified that the comp is intended as a courtesy or thank you for Con Chairs.

Relevant statistics:

3 people have been Con Chair twice.
Arisia has had 37 Con Chairs including this year's team.

Motion to call the question. **MOTION CARRIES.**

A vote was taken on the proposal. **MOTION PASSES.**

Proposal for a convention hiatus:

Diana proposed that Arisia, after discharging its contractual obligations to the Hyatt Regency, go on hiatus until 2030. During this time, Arisia as an organization can re-evaluate the kind of con it wants to be, what it is able to be, and how it can become an organization that serves its audience in a healthy and sustainable manner.

Rick expressed concern that the Corporation would go into Committee of the Whole to discuss this proposal, and that therefore there would be no record of the discussion. He made a motion that Arisia take a hiatus after discharging its contractual obligations to the Hyatt Regency, since Diana's proposal had not yet been presented as a formal motion. After some discussion, he withdrew his motion.

Ilene talked about how many people are overworked running too many things, or have burnt out completely. Some members expressed concerns about staying on people's minds during a hiatus, particularly a long one. Some suggested that three years would be too long; two years might work better; Diana accepted that suggestion as friendly. This proposal doesn't mean that Arisia as an entity hides away. Rick suggested that we could spend the time getting the con more connected to other cons, getting volunteers from other cons, and enabling our folks to go to other cons. A member asked what we would do with the break if we voted to have one, and Diana clarified that once we agreed that we needed to take a break, then we would figure out what to do with it - breaking the proposal into steps minimizes nit-picking. Rachel T. noted that Arisia needs to work on the culture of the organization and the race/gender/equity issues. A member suggested that documenting institutional knowledge could help memorialize processes and best practices and keep attendees.

One person noted that attendees are starting to notice the burnout. Anne suggested that zie has practice in helping organizations fix burnout, and that DexCon almost died from taking a break, so we should be cautious about taking one. Other attendees pointed out that we need outside help to address our racial equity and misogyny issues. Since people have short attention spans, we have to keep them engaged during any hiatus. We can talk to other cons about what they've done. Further discussion occurred regarding how long the hiatus should be. An attendee noted that reboots and nostalgia are having a moment, so coming back after a hiatus might work. Having a longer break might give people time to recharge and make them willing to come back and volunteer again.

A member asked what a hiatus would do to us financially - would we still be able to pay our bills? Web-hosting is about \$20/month, Google Web Space is free, online document storage is free, and storage space rent is going up to \$1700/month. We can't afford that storage space even if we do hold a convention, and the current space is 3 times as big as what we actually

need, so that will be a concern we need to address either way. Web-hosting costs include the registration and programming systems, so those costs will go down without a convention. We rent a mailbox and have bank fees of a few hundred dollars/year. Each year, the convention pays \$25,000 back to the Corporation at the end of the convention. Arisia 2025 may or may not be able to do so. But the Corporation does have money in the bank. Someone suggested fundraising or getting cheaper web-hosting. Fundraising uses a lot of “people points”. Rick pointed out that moving storage also uses up a lot of “people points”, and that getting rid of belongings is a lot of work. He suggested that we may be able to negotiate a better deal.

One of the cultural concerns raised was that Arisia can be very cliquy, and we can be more welcoming and therefore recruit more people. Ilene suggested that the Corporation is obliged to share with the greater Arisia attendee base that we are considering this hiatus, and to invite and encourage the Arisia community to join the Corporation and get their voting rights. Anne suggested that we consider the needs of people in other time zones when scheduling meetings, and that any Town Hall meetings take place at different times and days. The Corporation will continue to discuss Diana’s proposal at future meetings.

The Corporation voted via a voice vote to set the April corporate meeting date for **Tuesday April 29, 2025 at 7:00 pm on Zoom.**

Announcements:

None.

The meeting was adjourned at 3:48 pm.

Calendar

Corporate Meetings

- Tuesday, February 25, 2025 at 7:00 pm (Zoom)
- Sunday, March 23, 2025 at 2:00 pm (Zoom)
- Tuesday, April 29, 2025 at 7:00 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 10:00 AM on 1/19/2025. 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
Adam Cohn
Brian Cooper
Skyler Crossman
Regis Donovan
Jan Dumas
Dennis Duquette
Daniel Eareckson
etana
Kelly Fabijanec
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): (on hiatus) Ilene Tatroe (chair), Joseph Andelman

Hotel Search (hotelsearch): (no chair), Benjamin Levy, Nicholas "phi" Shectman, Kelly Fabijanic
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" Shectman (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" Shectman, 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