



# Mentor

The Newsletter of  
**Arisia, Incorporated**

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## About the Meeting

The next corporate meeting of Arisia, Inc. will be held on **Sunday, March 23, 2025 at 2:00 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 February corporate meeting was **11**, based on 51% of the average attendance of the last three meetings  $((19+22+23)/3 \times 0.51) = 11$ . The quorum for the March corporate meeting will be 17.

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

## February 25, 2025 Corporate Meeting Summary

The meeting was conducted over Zoom and called to order at **8:02 PM**. There were 55 members attending:

Vivian Abraham  
Wendee Abramo  
Dawn Albright  
R.L. Allison  
Inanna Arthen  
Julia Austein  
Priscilla Ballou  
Fred Bauer  
Andrew Brockert  
Rebecca Brumberger  
Adam Burdick  
Brendon Chetwynd  
Skyler Crossman  
Garret DeJong

Daniel Eareckson  
etana  
Alder Fehler  
Allison Feldhusen  
Bernie Gabin  
Jaime Garmendia  
Lisa Opus Goldstein  
Charles "Mycroft" Hannum  
Carolyn Heald  
Joel Herda  
Diana Hsu  
Elaine Isaak  
Rick Kovalcik  
Henry Leong  
Megan Lewis  
Ken London  
Claudia Mastroianni  
Will McMain  
Dale Meyer-Curley  
Erik Meyer-Curley  
Elliott Mitchell  
Eliot Mohrmann  
Skip Morris  
Charles Olson  
Kris Pelletier  
Laurel Richman  
Phoebe Roberts  
Sharon Sbarsky  
Jason Schneiderman  
Kylie Selkirk  
Jude Shabry  
Nicholas "phi" Sheckman  
Rachel Silber  
Mike Sprague  
Rachel Tanenhaus  
Ilene Tatroe  
Mike Tatroe  
D.J. Toland  
Ed Trachtenberg  
Wendy Verschoor  
Tanya Washburn

There were 3 non-members attending:

Lisa Hertel  
Nicks  
Anne Ratchat

Proxies:

- JB Segal to Allison Feldhusen (accepted)
- Regis Donovan to Claudia Mastroianni (accepted)
- Fred Bauer to Rick Kovalcik (accepted)

### **Corrections to and approval of the January 2025 Minutes:**

The January meeting was not conducted over Zoom, although the draft minutes had mistakenly stated that it was; this error will be corrected. Vivian Abraham attended, and will be added to the attendance list for the January meeting. The emergency expenditure motion was written vaguely in the minutes and will be clarified.

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

### **EBoard Report:**

The EBoard voted to approve several dues waivers, as well as two equipment requests: one for a wedding and one for NEFFA.

Mike, as President, nominated the following people to the following committees:

- Will McMMain to IRMC, pending an interview with the Chair
- Will McMMain to the Discord Committee
- Ken London to the Discord Committee
- Ilene Tatroe as the Chair of the Discord Committee

Justin has been Chair of the Discord Committee up until now. Some administrative things need to be done in order for the Arisia Discord to go live. Justin is more interested in supporting the technical end of the Discord than in the administrative aspects. He'll stay on but not as Chair. Ilene has offered to take over as Chair.

Vivian noted that Will was on the IRMC previously and they appreciated his help at the time.

Diana requested that Mike S. summarize what committees do when mentioning them by name, since so many new people were in attendance. The Discord Committee is for management of the official Arisia Discord. The IRMC is the Incident Response Management Committee, which handles reports of incidents that might be Code of Conduct violations.

Vote to appoint Ilene Tatroe as Chair of the Discord Committee: **Vote PASSES.** (See page 7 for update).

Vote to appoint Ken London to the Discord Committee: **Vote PASSES.**

Vote to appoint Will McMMain to the Discord Committee: **Vote PASSES.**

Vote to appoint Will McMMain to the IRMC, pending interview: **Vote PASSES.**

On February 1st, the EBoard voted on the following actions regarding a member of the Arisia Corporation and Arisia staff regarding their pattern of behavior online.

- Removal from their role as Chair of a Corporate committee as well as their membership in one other committee.
- Removal of access to Corporate and convention resources, both physical and virtual, except where access to that resource is an entitlement as a member of the Corporation.
- Placed an indefinite ban on volunteering for Arisia in any capacity.

The individual will retain their Corporate membership and the membership benefits of being a Corporate member. The individual will also still be free to attend Arisia events.

Mycroft asked for details on the bannable offense. Mike S. described the individual's behavior in the Friends of Arisia Facebook group, which included the use of a sock-puppet account to disparage the Arisia convention and Guests of Honor. Ilene cited the Code of Conduct: "Arisia expects its members to respect each other and behave in a responsible manner. Members should respect common sense rules for public behavior, personal interaction, common courtesy, and respect for private property."

Vivian wanted to know why the individual had not been named. phi responded that the action was not due to an Incident Report (IR). It was not a disciplinary action; it was a staffing decision. The EBoard makes staffing decisions for committees and does not need a Corporate vote to remove people. The Corporation can override the EBoard's decision. Without a Corporate motion, the action stands. There is no need to name the individual unless they step forward and/or a vote to overturn the EBoard's decision happens. Vivian maintained that the committee removal portion of the decision was in the EBoard's purview, but not the volunteering ban. Volunteering bans generally occur as a result of Code of Conduct breaches. Vivian made a motion to appeal the individual's ban on volunteering.

The subject indicated that he is the individual in question and seconded Vivian's motion. He stated that the Clerk had targeted him in the Facebook post, and that the EBoard was using a double standard. He noted that he had been told by the Division Head of Team Arisia Services that some people used multiple names at Arisia and it wasn't a problem, so using multiple accounts shouldn't be a problem. He then reiterated his apology from the Facebook discussion. He opined that the EBoard violated the bylaws by removing him from committees and also for holding two meetings on the same day in 2018.

Ilene said that the individual wasn't removed from Postmaster, but his administrative privileges were taken away.

phi clarified that he wasn't saying that there was no incident, just not an IR. It's important to have ways to fire people without there being an incident. Firing someone is not necessarily because of something they did; it could be because of their suitability for the role. The IR process is intensive and not necessarily appropriate for firing people. The process used here is still better than an individual being able to just walk up and fire people.

The subject requested that any vote on the motion take place by secret ballot.

Claudia noted that senior Arisia people were combative about Boskone threads being posted in the Friends of Arisia group on Facebook, and no one looked good in those interactions. It's reasonable that the EBoard controls the committees the individual was on, and they should follow proper procedure.

Diana wanted to know if IRs filed regarding the individual's behavior are null and void. etana responded that there is an IR that has not been processed yet, and it is not null and void. The IRMC is not the EBoard, and the IR process is separate. Diana indicated that she had filed the IR. She did not see it as disciplinary, just providing consequences for actions.

Rachel T. apologized to the Corporation for her unprofessional behavior in the Friends of Arisia Facebook group.

etana explained that the individual's actions were hurtful and made his colleagues on Arisia staff feel deceived and betrayed and violated the trust of people who had worked with him. etana also voiced concerns that the individual had deliberately used a sock-puppet account to lead people to believe they were interacting with a woman and therefore treat the individual differently than they otherwise would have.

Vivian clarified that they were not defending the individual's actions, but that no one signs a non-disparagement agreement with Arisia, and the EBoard's decision blurs the lines as to what authority Arisia wants the EBoard to have in the absence of a real HR process. They suggested that the organization instead let the IR process go through. They also cautioned against criticizing people for using accounts coded as anything other than their perceived gender, as that might be harmful to closeted trans people.

Ilene noted that the EBoard decision wasn't about hurt feelings. The individual had access to Arisia's storage facility, the IT Committee, Postmaster privileges, and e-mail. The individual's behavior constituted a security issue, and the EBoard doesn't trust him to be a volunteer. Reversing the decision would make Ilene think about what she wants to put into this community. What the individual has contributed in the past shouldn't make him immune to the consequences of his actions.

Tanya indicated that one of her key take-homes from this discussion was that, as an organization, Arisia could stand to review how it staffs and determines participation, and set some consistent standards. If the organization does have expectations of behavior for staff and senior staff, it needs to communicate that clearly. Jason responded that the Code of Conduct does say that staff are held to a higher standard, even off-duty.

Skip said that Con Comms have always made their own staffing decisions, and that the EBoard should have just fired the individual and then reported out that the position was vacant. Skip asked if anyone had asked the Friends of Arisia Facebook group administrators what they

thought of the situation. He felt that the situation could have been handled quietly and hurt fewer people. Censuring or reprimanding is fine, but firing is a big deal.

The individual stated that he didn't say Arisia was terrible, and that people who point out problems with Arisia get a negative response from Arisia leadership. He expressed concerns that Arisia treats volunteers badly. He did not create the sock-puppet account specifically to deceive Arisia, but posted under a different name to avoid being identified by senior Arisia staff or mistaken as making statements on behalf of NESFA. The individual also thought that people might speak more frankly if they thought they were speaking to another fan of Arisia. He maintained that the account had an androgynous name, and that other than the picture on the account, there was no indication that it was purporting to belong to a woman. He felt there was a double standard about who gets to use gendered names. Other Corporate members pointed out that the sock-puppet account's profile stated that the account belonged to a stay-at-home mom and had the gender listed as female, and that the individual had stated that he had used a female-coded account in part to avoid being accused of mansplaining. The individual then countered that the gender of the account should not matter.

Sharon noted that when the EBoard changed the password to the Postmaster controls in order to revoke the individual's access, the EBoard didn't give the Postmaster Committee the new password right away, so Sharon couldn't do her work as Chair of the Postmaster Committee for a bit. She felt that senior Arisia staff had piled on the NESFA account and the sock-puppet account in what amounted to bullying. Senior Arisia staff used to stay out of the politics in the Friends of Arisia Facebook group. She did not feel that the individual had disparaged Arisia.

Jaime pointed out that Arisia is a non-profit in Massachusetts, and the Board of Directors/EBoard can do what they did under MA law. The Corporation doesn't have to like it and can vote against it, but the EBoard used a power it does and should have. If a person creates a sock-puppet account and posts negative things about Arisia, that could cause the EBoard to lose faith in the person and act accordingly. The Corporation can vote to overturn the decision, opt to accept the decision, or refer the matter to the IRMC under the Code of Conduct and let it go through that process.

Vivian said that the goalposts are being moved. They have no issue with removing the individual from committees, just with the volunteer ban. There is no time sensitivity for dealing with that - there isn't even a Con Chair yet. The EBoard was empowered to make the decision, but the Corporation is also empowered to say no, and can accept some and reject some.

Rachel T. noted that one can't hire people without being able to fire them. Also, Arisia as a Corporation and a convention is a hierarchy and sometimes people are uncomfortable with that, especially when they have to report to their friends or have friends as direct reports. For example, as Clerk, her boss is the President (Mike S.), and he appropriately spoke with her about her behavior in the Facebook thread.

Claudia said that the individual said a bunch of bad things but that Arisia leadership is responding poorly. The EBoard can legally make decisions, but the Corporation can vote against them. She also clarified that people were frustrated by the deception of the sock-puppet, not what gender it was per se, and that the choice of gender was part of the deception.

Daniel E. said that the Con Comm is a committee under the EBoard. Accusations against anyone else should go into their own IR.

Ilene made a motion to call the question. Multiple people seconded. Mike S. explained that the motion was to stop discussion and get to the matter at hand. **MOTION PASSES.**

The Corporation then voted via secret ballot on the motion to remove the ban on volunteering. **MOTION PASSES.**

Ilene tendered her resignation as Vice President and from all committees, including the Discord Committee. She cited the Corporation's lack of confidence in the EBoard and centering toxic personalities.

etana expressed concerns about patterns of behavior in the Corporation and convention, and tendered their resignation from the IRMC and the convention as a whole.

Dale tendered her resignation from the Corporation and her ex-officio role on the EBoard, due to concerns about tolerating toxic behavior and a lack of support for the leaders put in place.

Priscilla stated that she joined the organization in 2018, and had good times and did hard work. But she feels like saying that, "We need this person's work so we'll let him stick around" about a toxic person is the death knell for any organization. She is not leaving, but she will do some hard thinking about working for an organization that seems to have lost its ethics.

Vivian noted that people do this work because they love Arisia, and stepping back is okay if needed. Vivian chose not to run for re-election as President because of personal conflicts with the Con Chair team that they were worried would harm Arisia.

Diana said that she loves and owes a lot to this con and gave it time to work out its issues, but that she is stepping back. She withdrew both her motions (see New Business).

Will stated that he had not voted for the motion to overturn because he approves of what the individual in question did, he does not. He voted for it because the authority to take the actions the EBoard had taken was delegated to the IRMC. Mike S. clarified that the EBoard's decision wasn't the result of an IR. Arisia doesn't have a Con Chair or viable candidates in the queue for 2026, and almost no one has stepped up, despite repeated requests. This decision was a firing, and Arisia doesn't have an HR process. With no Con Chair, the EBoard is tasked with making HR decisions.

Wendee is disappointed with the lack of trust in the EBoard, but will stay on just long enough to help close the books on Arisia 2025 and then leave.

Several members indicated that they did not consider their votes in favor of the motion to be votes of no confidence in the EBoard.

**President's Report:**

None.

**VPs Report:**

None.

**Treasurer's Report:**

If you have outstanding expenses please submit them to [treasury@arisia.org](mailto:treasury@arisia.org).

**Clerk's Report:**

None.

**Member-At-Large's Report;**

None.

**A25 Con Comm Report:**

We had an Arisia-shaped convention. The Con Chair team tried some ideas that worked, others that didn't. We saw some old faces come back after some time. Even the at-con feedback sessions were pleasant and smooth. The Con Chair team is pleased that Arisia 2025 was not a norovirus event! If you incurred expenses, please turn them in soon so you can be reimbursed and the books can be closed. Thanks to Rachel. S. for facilitating the Debrief. If you want to be Con Chair or on a Con Chair team for 2026, talk to the EBoard. Claudia and Mike S. thanked the Con Chairs for an awesome con.

**Committee Reports:**

Budget:

phi (Chair), Kelly Fabijanic

None.

Corporate Communications:



Rachel T. (Chair)

None.

Corporate Inventory Control (CIC):

Ben, Skip

None.

Discord:

(No Chair), Justin, Ken, Will, Jason, Andrew

None.

Fundraising:

phi (Chair), Julia

None.

Grants:

(No Chair), Joseph

This Committee has been suspended until finances are stabilized.

Hotel Search Committee:

phi, Ben, Kelly

None.

Incident Response Management Committee (IRMC):

(No Chair), Jaime (advisory member), Kris P. (advisory member), Rachel T., Megan

None.

IT:

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

None.

Postmaster:

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

None.

Social:

Mike S.

None.

Student Contests:

(members needed)

None.

**Old Business:**

None.

**New Business:**

Motion Regarding a Hiatus for the Convention:

Motion that Arisia take a hiatus, duration and details to be determined, after discharging its contractual obligations to the Hyatt for 2026. **MOTION WITHDRAWN.**

Motion Regarding the Creation of a Future Evaluation Committee:

Motion that a Future Evaluation committee be formed to gather information from the Arisia community at large, including staff, volunteers, attendees, as well as program participants. This committee will focus on answering fundamental questions about Arisia as an event and social institution, ending in the production of a new mission statement. **MOTION WITHDRAWN.**

Proposed Change to Section 5.1 of the Bylaws:

**Current By Law - 5.1**

5.1 Except where otherwise provided, the president appoints committee members and chairpersons, subject to approval by the Membership. Except where otherwise provided, committee chairpersons may be removed by the Executive Board. Except where otherwise provided, committee members may be removed by the Executive Board on recommendation of the committee chairperson.

**Recommended Changes - 5.1**

5.1 Except where otherwise provided, the president appoints committee members and chairpersons, subject to approval by the Membership. Except where otherwise provided, committee **members, including** chairpersons, may be removed by the Executive Board. ~~Except where otherwise provided, committee members may be removed by the Executive Board on recommendation of the committee chairperson.~~

The motion had been announced by Ilene on the Corporate mailing list, and phi brought it forward. Claudia seconded the motion. Rick made a motion to amend to require consultation with committee chairs, as suggested on the Corporate mailing list by Joe Ross, and phi reiterated Ilene's assertion from that discussion that the motion would not be considered friendly. No one seconded the motion to amend.

Sharon, who is Chair of the Postmaster Committee, noted that the issue had first come up when determining how to handle the possible removal of someone on the Postmaster Committee. Having the EBoard ask a Chair to make a recommendation to the EBoard is wrong, and this change would fix that problem.

Vivian wanted to know how this change would affect the Con Comm. phi responded that this amendment doesn't change (or address) the requirements for Con Com, but that Bylaw 6.4 gives the Con Chair the power to fire people from the Con Comm.

Skip moved to call the question. **MOTION PASSES.**

The proposed change is now tabled until the next meeting in March. Rachel S. said that this amendment is good for committees that are not the Con Comm, but not good for the Con Comm, and that it may be useful for this motion to distinguish between the Con Comm and other committees. Claudia suggested hashing out the differences in e-mail before the next Corporate meeting. phi indicated that the motion might benefit from the addition of the phrase "except where otherwise provided".

The Corporation voted via a voice vote to set the May corporate meeting date for **Sunday, May 18, 2025 at 2:00 pm on Zoom.**

#### **Announcements:**

None.

The meeting was adjourned at 10:09 pm.

## **Calendar**

### Corporate Meetings

- Sunday, March 23, 2025 at 2:00 pm (Zoom)
- Tuesday, April 29, 2025 at 7:00 pm (Zoom)
- Sunday, May 18, 2025 at 2:00 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 9:00 PM on 3/11/2025. Please report any corrections to [clerk@arisia.org](mailto:clerk@arisia.org). Names in italics are non-voting members.

Vivian Abraham  
Wendee Abramo  
Dawn Albright  
Robert Allison  
Joseph Andelman  
Inanna Arthen  
Julia Austein  
Priscilla Ballou  
Fred Bauer  
*Rob Bazemore*  
Anna Bradley  
Andrew Brockert  
Rebecca Brumberger  
Adam Burdick  
Brendon Chetwynd  
Adam Cohn  
*Brian Cooper*  
Skyler Crossman  
Garret DeJong  
Regis Donovan  
Jan Dumas  
Dennis Duquette  
Daniel Eareckson  
etana  
Kelly Fabijanec  
Sabina Fecteau  
Alder Fehler  
Allison Feldhusen  
Bernie Gabin  
Jaime Garmendia  
Lisa Opus Goldstein  
Charles Hannum  
Carolyn Heald  
Joel Herda  
Diana Hsu  
Elaine Isaak  
Angela Jones  
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  
 Eliot Mohrmann  
 Hope Moore  
 Skip Morris  
 Sarah Morrison  
 Lia Olsborg  
 Charles Olson  
 Kris Pelletier  
 Antonia Pugliese  
 Danielle Reese  
 Laurel Richman  
 Phoebe Roberts  
*A. Joseph Ross*  
 Sharon Sbarsky  
 Richard Schmeidler  
 Jason Schneiderman  
 JB Segal  
 Kyle Selkirk  
 Jude Shabry  
 Nicholas “phi” Sheckman  
*Cris Shuldiner*  
 Rachel Silber  
 Mike Sprague  
 Mary Stock  
 Rachel Tanenhaus  
 Ilene Tatroe  
 Mike Tatroe  
 Ben Thornton  
 D.J. Toland  
 Edward Trachtenberg  
 Melia Vaden  
 Wendy Verschoor  
 Tanya Washburn  
 Nightwing Whitehead  
 Violet Zitola

## Executive Board - eboard@

President	Mike Sprague	president@
Vice President	TBD	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	None	con-treasurer@

## Committee Membership

<b>Budget (budget@)</b> Nicholas "phi" Sheckman (chair), Kelly Fabijanac
<b>Corporate Communications (corpcomms@)</b> Rachel Tanenhaus (chair), Justin du Coeur, Lenore Jean Jones
<b>Corporate Inventory Control (cic@):</b> Benjamin Levy, Skip Morris
<b>Discord:</b> (no chair), Justin duCoeur, Jason Schneiderman, Andrew Brockert, Ken London, Will McMain
<b>Fundraising - donations@:</b> Nicholas "phi" Sheckman (chair), Julia Austein
<b>Grants (grantsrequest): (on hiatus)</b> (no chair), Joseph Andelman
<b>Hotel Search (hotelsearch):</b> (no chair), Benjamin Levy, Nicholas "phi" Sheckman, Kelly Fabijanac
<b>Incident Response Management Committee (IRMC) (incidents@):</b> (no chair), Rachel Tanenhaus, Megan Lewis (advisory members: Jaime Garmendia, Kris Pelletier)
<b>IT (it@):</b> Benjamin Levy, Sharon Sbarsky, Nicholas "phi" Sheckman (Chair), Mike Tatroe
<b>Location Search (no email address):</b> Gail Terman (chair), Sol Houser
<b>Long Range Planning (lrp@):</b> (No chair), Anna Bradley, Heather Cougar
<b>Mailing List Monitoring (monitor@):</b> Claudia Mastroianni, Rachel Tanenhaus
<b>Postmaster (postmaster@):</b> Sharon Sbarsky (chair), Benjamin Levy, Nicholas "phi" Sheckman, Mike Tatroe (advisory)

member)
<b>Social (social@):</b> Mike Sprague (chair)
<b>Student Contests (student-contests@):</b> 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](mailto: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**