



# Mentor

The Newsletter of  
**Arisia, Incorporated**

Volume 32, Issue 337, November 2025  
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, December 9, 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 November corporate meeting was **15**, based on 51% of the average attendance of the last three meetings  $((21+35+28)/3 \times 0.51) = 15$ . The quorum for the December corporate meeting will be 14.

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.

## November 16, 2025 Corporate Meeting Summary

The meeting was conducted over Zoom and called to order at **2:04 PM**. There were 18 members attending:

Joseph Andelmani  
Inanna Arthen  
Priscilla Ballou  
Joel Herda  
Rick Kovalcik  
Sue Kramer  
Henry Leong  
Megan Lewis  
Ken London  
Elliott Mitchell  
Sharon Sbarsky  
Jason Schneiderman  
Nicholas "phi" Shectman  
Mike Sprague

Rachel Tanenhaus  
Ilene Tatroe  
Mike Tatroe  
Tanya Washburn

**Proxies:**

- Rob Allison to Tanya Washburn (accepted)
- Allison Feldhusen to Rachel Tanenhaus (accepted)
- Laurel Richman to Rachel Tanenhaus (accepted)
- Cate Schneiderman to Jason Schneiderman (accepted)
- Charles Hannum to Henry Leong (accepted)
- Sharon Sbarsky to Rick Kovalcik (accepted)
- Joel Herda to Tanya Washburn (accepted)

**Approval of the October 2025 Minutes:**

The Con Comm meeting scheduled for December 7 does not yet have a location. A motion was made to accept the minutes as amended. **MOTION PASSES.**

After the vote, it was realized that the request for correction was made in error, and thus no change was made.

**EBoard Report:**

None.

**President's Report:**

None.

**VPs Report:**

None.

**Treasurer's Report:**

phi will file the Corporation's taxes by the due date of Monday, November 17.

**Clerk's Report:**

Rachel has filed the Corporation's annual report with the state.

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

None.

### **A25 Con Comm Report:**

None.

### **A26 Con Comm Report:**

Recruiting efforts continue. We need a new Member Services Division Head. Programming and Registration are doing okay. Hotel reservations have opened. Joel will confirm that reservations are rolling in and what kind of numbers we're getting. He predicts it may be a low year for reservations and registration.

### **Committee Reports:**

#### Budget:

phi (Chair), Kelly Fabijanic

None.

#### Corporate Communications:

Rachel T. (Chair)

None.

#### Corporate Inventory Control (CIC):

phi, Ben, Kylie, Skip, Sharon

phi is planning more work sessions for going through and cataloguing gear at the Arisia storage space. If you'd like to help, please e-mail [keys@arisia.org](mailto:keys@arisia.org) or [cic@arisia.org](mailto:cic@arisia.org).

#### Discord:

Will (Chair), Justin, Ken, Jason, Andrew

None.

#### Fundraising:

phi (Chair), Julia

None.

#### Grants:

Joseph

This Committee has been suspended until finances are stabilized.

Hotel Search Committee:

phi, Ben, Kelly

None.

Incident Response Management Committee (IRMC):

Jaime (Interim Chair), Kris P. (advisory member), Rachel T., Megan, Will, Adam

The IRMC will present an annual report in January.

IT:

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

None.

Long Range Planning (LRP):

Tanya (chair), phi, Dan T., Julia, Henry

None.

Postmaster:

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

None.

Recruiting:

Wendee (Chair), Allison

None.

Social:

Mike S.

None.

Student Contests:

(members needed)

None.

**Old Business:**

Motion for a Bylaws Change re: Election Nomination Deadline:

Rachel T. made a motion at the October meeting to change the Bylaws as follows:

Replace 3.4(c) Additional nominations may be made from the floor during elections. Nomination from the floor of a person not present at the meeting is not valid unless written consent of the nominee is submitted to the presiding officer.

with

Nominations for elections will close four days before the meeting at which said election is to take place. A nominee for one position may choose to run for a different position after said deadline, but the overall list of nominees for that election may not change after the deadline.

Ilene noted that we have uncontested races and we don't want to prevent people from running. She likes the idea of encouraging people to announce their candidacy to the Corp mailing list ahead of time but not requiring it, and suggesting that candidates reach out to the IRMC. It might be the right time for such a bylaws change at some point, but it's not the right time now.

phi said that last meeting there was a suggestion that the IRMC be required to notify people that they are the subject of an IR within some set amount of time. Most IRs come in right before a Corp meeting - there's a Corp meeting at the convention, where most IRs originate. It's not reasonable to expect the IRMC to notify people before that meeting takes place. Even if such a requirement were achievable, it's not effective. It's also not a reasonable goal as long as the IRMC is overworked and handling HR issues along with Code of Conduct violations. Rick said that having an election at the in-person meeting is a bad idea and so is this proposal, because if a candidate does have an IR regarding them, people can't decide to run against them when they find out about it. Ilene agreed about elections at con being a bad idea.

A two-thirds majority with 25% of all general members voting would be required in order for this Bylaws change to pass.

#### **MOTION FAILS. 6-14**

#### **New Business:**

Tanya made the following statement:

"This year's convention is happening. But it is taking some miracles, and those are in shorter and shorter supply.

We have no Con Chair for next year (2027).

We have no venue for next year.

We have a model that depends on economic systems that no longer exist in the hospitality industry.

Maybe it is time to take a break, and do some work, before we break the rest of the way.

As head of the Long Range Planning Committee, I've spent the last couple of months listening to a lot of people, and asking some leading questions, and, as we reported in September, we have a lot of work to do that will take expertise, and many hands to get done.

We could decide to do something different this year.

Instead of working on a 2027 convention, we can work on our infrastructure, from inventories and software, to documentation and new processes, with Division Heads, timelines and tasks. We could spend a year with some small events during the year... building our future, while maintaining our community.

This is not the meeting to outline all the things we need to do, but a chance to decide, if we want to devote a year to building ourselves back up, making some decisions about our priorities, so we meet whatever new challenges this timeline throws at us with some resiliency and strength."

Ilene suggested a Plan-A-Con, and agreed that we can't repeat what we're doing this year.

Rachel agreed with Tanya and felt that the vote should happen in December so people can be aware of it and show up to vote.

Rick concurred with the need to take a break, but noted that hotels are desperate right now, so we could get a pretty good deal on a contract. He stated that we also need to be honest with ourselves about why we aren't attracting more people.

Elliott asked what we were going to do with the hiatus.

Mike S. seconded the motion to take a year off.

Joseph said that he would only be in favor of taking a year off to rebuild community if we had a solid plan for how to do so.

Jason asked if the motion was to consider taking a break or actually to take a break. Tanya said the motion is to decide whether or not we are having a convention in 2027, but that she had not laid out what we should do with the break. We are holding a convention with the expertise we have, and we should do that with the break too and see who comes forward to help out. We don't want to vote on doing things we don't have the people to do.

phi moved to amend the motion to "move to direct the December meeting to decide". Tanya took that suggestion as friendly.

Henry asked if there were a lot of new members who had not yet attended a meeting and could not vote in December. Rachel said there were a small number but that she would not be able to give an exact number while also taking minutes for the meeting. Joseph asked if we could have a short preliminary meeting to make those people eligible to vote at the December meeting. Mike S. noted that that had been very controversial the one time it happened, and the Bylaws are not clear on whether that workaround is allowable. He also pointed out that the people who run the convention make up about 10% of the people who attend, which is normal for cons. The Corporate body is smaller than that 10%. The Corporation makes the decisions. People know the rules of voting when they sign up and can plan to attend meetings accordingly in order to become eligible to vote. In any case, it's not a large number of people. Joseph noted that even if a person can't vote, they can attend and express their opinion.

Ilene asked for clarification on the motion. The motion is to direct the December meeting to decide whether we should hold a convention in 2027 or to take a break and work on ourselves. Ilene made a friendly amendment to clear up the language to make it less conditional and ambiguous. Two options: continue with the convention to our best effort, or focus the convention year on addressing systemic issues so that we may come back in 2028.

Rachel wrote up the motion:

Motion to direct the Corporation to vote in the December meeting on whether to make our best effort to hold the 2027 convention or to instead focus the convention year on addressing Arisia's systemic issues so that the convention may return in 2028.

Elliott moved to call the question.

## **MOTION PASSES.**

The Corporation voted to set the March corporate meeting date for **Sunday, March 15, 2026 at 2:00 pm over Zoom.**

## **Announcements:**

- The next Con Comm meeting will take place on Sunday, November 23 at 4:00 pm over Zoom.
- The following Con Comm meeting will take place on Sunday, December 7 at 3:00 pm in person at the Hyatt.

The meeting was adjourned at 3:05 pm.

## **Calendar**

Corporate Meetings

- Tuesday, December 9, 2025 at 7:00 pm (Zoom)
- During Arisia (January 16-19, 2026), TBD (in person)
- Tuesday, February 17, 2026 at 7:00 pm (Zoom)
- Sunday, March 15, 2026 at 2:00 pm (Zoom)

### Other Meetings and Events

- Con Comm meeting - Sunday, November 23, 2025 at 4:00 pm (Zoom)
- Con Comm meeting - Sunday, December 7, 2025 at 3:00 pm (in person at the Hyatt)

### Upcoming Conventions

- Boskone - February 13-15, 2026 - Westin Boston Seaport District, Boston, MA

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

## Membership List

This membership list is as of 8:00 PM on 10/19/2025. 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*  
 Melia Beetham-Vaden  
 Anna Bradley  
 Andrew Brockert  
 Adam Burdick  
 Adam Cohn  
*Brian Cooper*  
 Skyler Crossman  
 Garret Dejong  
 Regis Donovan  
 etana  
 Kelly Fabijanec  
 Alder Fehler  
 Allison Feldhusen  
 Jaime Garmendia  
 Lisa Opus Goldstein  
 Charles Hannum  
 Carolyn Heald  
 Joel Herda  
 Elaine Isaak  
 Angela Jones



Lenore Jones  
 Rick Kovalcik  
 Susan Kramer  
 Henry Leong  
 Megan Lewis  
 Ken London  
 Glen Macwilliams  
 Claudia Mastroianni  
 Will McMain  
 Penelope Messier  
 Elliott Mitchell  
 Eliot Mohrmann  
 Skip Morris  
 Lia Olsborg  
 Charles Olson  
 Kris Pelletier  
 Antonia Pugliese  
 Danielle Reese  
 Laurel Richman  
*A. Joseph Ross*  
 Sharon Sbarsky  
 Richard Schmeidler  
 Jason Schneiderman  
 Cate Schneiderman  
 JB Segal  
 Kylie Selkirk  
 Nicholas “phi” Sheckman  
*Cris Shuldiner*  
 Rachel Silber  
 Mike Sprague  
 Mary Stock  
 Rachel Tanenhaus  
 Ilene Tatroe  
 Mike Tatroe  
 D.J. Toland  
 Tanya Washburn  
 Nightwing Whitehead  
 Violet Zitola

## Executive Board - eboard@

President	Mike Sprague	president@
Vice President		vice-president@
Treasurer	Nicholas “phi” Sheckman	treasurer@
Clerk	Rachel Tanenhaus	clerk@
Members-At-Large	Megan Lewis	at-large@
	Julia Austein	

	Allison Feldhusen	
Arisia '26 Con Chair	Joel Herda	conchair@
Arisia '26 Treasurer	None	con-treasurer@

## Committee Membership

<b>Budget (budget@)</b> Nicholas "phi" Sheckman (chair), Kelly Fabijanec
<b>Corporate Communications (corpcomms@)</b> Rachel Tanenhaus (chair), Justin du Coeur, Lenore Jean Jones
<b>Corporate Inventory Control (cic@):</b> Benjamin Levy, Skip Morris, Nicholas "phi" Sheckman
<b>Discord:</b> Will McMain, (chair), Justin duCoeur, Jason Schneiderman, Andrew Brockert, Ken London
<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 Fabijanec
<b>Incident Response Management Committee (IRMC) (incidents@):</b> (no chair), Rachel Tanenhaus, Megan Lewis, Will McMain, Adam Burdick (advisory members: Jaime Garmendia, Kris Pelletier)
<b>IT (it@):</b> Benjamin Levy, Sharon Sbasky, Nicholas "phi" Sheckman (Chair), Mike Tatroe
<b>Location Search (no email address):</b> Gail Terman (chair), Sol Houser
<b>Long Range Planning (lrp@):</b> Tanya Washburn (chair), Nicholas "phi" Sheckman, Julia Austein, Henry Leong, Dan Toland
<b>Mailing List Monitoring (monitor@):</b> Claudia Mastroianni, Rachel Tanenhaus
<b>Postmaster (postmaster@):</b> Sharon Sbasky (chair), Benjamin Levy, Nicholas "phi" Sheckman, Mike Tatroe (advisory member)
<b>Recruiting (recruiting@):</b> Wendee Abramo (chair), Allison Feldhusen
<b>Social (social@):</b> 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 [ebboard@arisia.org](mailto:ebboard@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