

OSFCI Board Meeting

December 12, 2017

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Called to order at 6:39 PM ACT (Aaron's Cellphone Time), 11:06 Recording time

Minutes from the last meeting

Accepted.

OSFCI Publicity – Jason Bostick

(13:55)

Jason wants to talk of the scope of the support he needs to be providing to the events. It started out as a position from which global advertising and promotion could be handled. He was also to be a backup to the individual events as needed. Jason feels that there have been incidents within conventions that should have been handled on the board level.

Jason suggests bringing certain functions to the corporate level, e.g., fan tables featuring both conventions. Domain names for individual conventions should be discussed because they can affect how we come up in search engines. Fargo agreed on the fan tables for sure. Debra opined that we need to promote ourselves and our individual parts more.

Jason is looking for a mandate for himself and the PR lead and staff for each convention to work together for optimum coordination. Jim agreed with enthusiasm. Jason will recruit members from the various events, activities and funds for his PR committee and report back with suggested delineation for corporate vs. event PR activities.

Aaron's charge: Recruit the members, have a meeting on this and report back to the board meeting in late February.

Jason reported on banner prices for the Inclusivity statement: x-frame banners can be had for \$99, and the roll-up banners are \$300. The X-frame banners allow changing out the banner itself for about \$50, and the roll-up banners require a complete remake for again, \$300.

Roll Call

(22:27)

Members present (*directors):

Aaron Curtis*, Lea Rush*, Beverly Block*, Fargo Holiday*, Travis Peters*, D. Stephen Raymond*, Alexis Smith*, Debra Stansbury*, Marc Wells*, Patty Wells*, Di Cerasin, Jim Fiscus, Anna Holiday, KC Humphreys, Jason Bostick, Brigid Nelson, Jenn Contreras-Perez, Devlin Perez, River Hawkins, Daniel Reitman, Linnea Thompson, Ann Ezell, and Lisa Godare

Treasurer's Report – Travis Peters

(22:48)

Current Status

Current (as of 12/10/17) account status:

Account	Balance	Change since 10/06/17
OryCon Odd	\$31,116	\$8,783
OSFCI Checking	\$50,765	\$9,084
Endeavour	\$2,354	\$1,139
GS Even	\$18,190	\$85
Merchant	\$568	\$0
GS Odd	\$997	(\$27,028)
OryCon Even	\$4879	\$3,879
Game Lab	\$4,751	\$0
OSFCI Savings	\$32,545	\$3
WesterCon	\$1,000	0
Total	\$147,165	(\$4,055)

Old Business

- A.) Active conventions are O39, GS20, and O40:
 - a. OryCon 39 is winding down.
 - b. Gamestorm 19 is closed.
 - c. Westercon 69 is closed.
 - d. Gamestorm 20 has a good start with over \$19K in membership sales.
 - e. OryCon 40 had some presales totaling \$3,879.
- B.) Banking Issues:
 - a. Jim would like to move the Clayton fund to Wells Fargo. I have an identified an old account to be used for this purpose.
- C.) Taxes
 - a. Taxes have been filed. Filing fees for the state of Oregon have increased.
- D.) Business Elite Credit Card Account
 - a. Hospitality for OryCon 39 was able to utilize the card with only one minor issue of not being able to use it at Winco. There were issues with receiving the remainder of the cards before the convention.
 - b. I have the GameStorm Cards available now.
 - c. The bank created some logistical issues around my ability to use the system as intended and I am working with them to correct this going forward.
- E.) Sam has reviewed a demand letter for Belinda Schultz the OryCon 38 Hospitality Head.
- F.) The Board authorized me to develop of a misuse of funds policy that I am still working on.

New Business

A.) Year End -Taxes for 2017

- i. Convention and Fund Treasurers please begin gathering your information. I will be sending you a document soon requesting specific details from this year's events. I would like to have everything by the end of January 2018 so that I can begin early- Thank you.

B.) Bad Debt List Discussion (Deferred)

C.) Proposed Budget for 2018

<u>Operating Expenses</u>	2018 Budget
Insurance	\$2,000.00
Storage	\$5,000.00
Corporate Registration	\$300.00
Legal Expenses	\$5,000.00
Mark Protection	\$250.00
Bank Fees	\$60.00
ASCAP fees	\$250.00
Oregon CT-12 (Filing Fee)	\$250.00
PO Box Rent	\$300.00
Other Postage	\$150.00
Printing/Secretarial Expenses	\$200.00
Meeting Space	\$1,200.00
Web Site Expenses	\$300.00
PR Expenses	\$150.00
Volunteer Support	\$1,000.00
Andrews Award	\$700.00
Miscellaneous Expenses	\$1,500.00
Games Library	\$800.00
Capital expenses	\$3,000.00
Total Operating Expenses	\$22,410.00
<u>Income</u>	
Interest	\$25.00
OryCon Overhead Fee	\$2,500.00

Gamestorm Overhead Fee	\$3,500.00
Game Lab Overhead Fee	\$1,000.00
Convention surplus	\$16,000.00
Total Income	\$23,025.00

Question for the Treasurer:

Ongoing Issues

- John Williamson would like very much to not be on the GameStorm PayPal account. It's affecting his taxes – badly.

It's complicated. There are multiple PayPal accounts, and Travis is tracking down the login information for them.

- Travis is going to work on an SOP for the Treasurer position.

Reports on Sponsored Activities

Conventions and Bids

OryCon 39 (2017) – Di Cerasin

(29:50)

Hotel and membership: O39 sold out its room block. There were approximately 1250 members, roughly the same as O38.

Operations/Security report OryCon 39 - Theft in the Dealers Room (Devlin Perez): Friday morning as I was heading down to check on Dealers, I was stopped by Art, one of the hotel managers. He informed me that there had been a theft in the Dealers room. We proceeded to the Dealers room where we learned that Pat Steed, Head of Dealers, had her personal laptop stolen and two dealers had merchandise and cash stolen. One Dealer had over \$20,000 in cash and merchandise taken.

During the investigation, Pat stated that the security guard from the hotel came by and locked up the doors and she was the last person out of the room on Thursday night of load in. They left as a group and no one else was in the room after that.

The hotel verified that the hotel security guard did lock the door and that the last person they see on the camera is Pat going up the stairs immediately after the room was locked. During the evening, after the room was secured, I made a foot

patrol round and checked that the door was indeed still secure. In the early morning, one of the watch again verified that the door was secure.

The hotel recommended that we contact the police and file a report because of the type and quantity of what was taken. Pat and the two dealers followed this advice and have police reports in with the Portland Police Department.

The hotel informed me that they had one camera on the stairwell and that they would review the tape. They say that after reviewing the tape that can see nothing of note on it.

During the convention, I continued to maintain contact with the Hotel manager and the Dealers who had merchandise taken. During this time I was informed by the Hotel manager that due to the value of the theft, the incident would need to be send up to their corporate office for investigation and corporate would not receive the information until Monday. During the convention, as the dealers continued to take account of their inventory, one informed me that the amount taken had now risen to over \$20,000 for just the items and cash taken from them.

Post-Con, I contacted the hotel because I had not yet heard back form them. It took some time for them to return my call. When they did, they informed me that the hotel had no culpability in the theft and that they had not specifically stated that the room was 100% secure. They stated that they could not understand why someone would leave a cash box in the room and not take it with them. The cash is the lowest value missing of all of the missing items. The merchandise is worth far more and is more of a concern to the dealers. I stated that I understood his response and that we would review the contract, then he stated that there would not be any statement in the contract that any room is secure.

Addendum Information Regarding Statements Given Pre-Con Regarding Convention Space.

During meetings with the hotel and during the walk through of the rooms, we questioned the security of the rooms for Dealers and Art Show specifically. We were told that those rooms would be locked and that it would be secure enough. We were assured that they had not had any issues recently and that they had a security guard on duty at the hotel at night, though not always in those spaces, as he does patrols for the entire hotel. We asked about the ability to secure those rooms specifically to find out if we needed to hire a security guard. We even asked if a security guard would be needed and they informed us that it would not be necessary.

Actions Taken During The Convention To Secure Dealers Room and Art Show, Post-Incident.

After discovery of this incident, we asked the hotel if they had a security guard available to maintain watch over the Dealers room and Art Show overnight. They stated they did not have anyone available so we informed them that we would hire an outside licensed and bonded security agency to provide us a guard overnight in those spaces and we proceeded to do so.

The contact with the Insurance business is delegated to the Hotel committee with Aaron being the primary but not the only contact.

Discussion

Daniel asked whether our lawyer had been consulted. Aaron affirmed that he had, but called on Patty to share late –breaking news.

Patty employed the Iron Fist in the Velvet Glove approach with the sales manager at the Red Lion. In the end, the hotel agreed to submit the losses to their own insurance.

Aaron, with backup from the rest of the hotel committee, will take point on reviewing the communications on the insurance issues, including keeping the affected vendors in the loop.

Pending CoC violation: Information will be forthcoming regarding a complaint from the Dealers Second.

Operations/Security Report - Vehicle Damaged by Ryder Truck: During the pick-up of Hospitality from Jenn Contreras-Perez, the truck struck and damaged her vehicle which was parked on the street and had no driver or passenger. The truck sustained no visible damage.

The accident happened when the truck got too close to the vehicle while they were navigating the cul-de-sac and hung up on the driver's side of Jenn's car. They were able to maneuver the truck in increments away from the car.

Jenn will obtain an estimate and turn it in to begin the repair process. She will also file an accident report with DMV, as is required by the state, and will forward a copy to the board with the estimate.

GameStorm 20 (2018) – Anna Holiday

(48:55)

The total of paid and comped memberships is 659, about a hundred below two years ago. It's possible that the number is inaccurate. Only half of the total is paid memberships, and the other half is comped memberships that haven't been counted yet. In addition, there's a month of memberships that are iffy due to data transfer problems to the new website. Anna is confident that no memberships have been lost.

PR will be pushed. Anna has more guests of honor, and possibly more yet, possibly from Germany. Jason asked for confirmation sooner rather than later. Andy Looney is thinking about skipping Pax East (!) to come to GameStorm which means Anna will have both Looneys and their assistant for GS20.

Aaron will be the Game Library liaison to OryCon 40 until a GameStorm 21 chair is identified. The Game Library liaison to OryCon will be assumed to be the chair of the following GameStorm from here on out, and the Game Library will be handled by GameStorm staff at other events (e. g., Jason at Rose City Comic Con).

Hotel report: 79.6% full, and the next game day is January 21st.

OryCon 40 (2018) – Alexis Smith

(1:03:00)

Aaron: you have the floor, Alexis

Alexis: I do apologize but I didn't have a written report. Given some of the recent events it was, as you might assume, difficult to get reports for certain things. Thank you to my treasurer for handing in his trusty and on time reports. What I can give you is what we know, that Oregon 39 had 1250. I'd say let's jump to the treasurer's report for just a second because I did notice that there's a highlight on it...

Stephen: Actually, the OryCon 40 Treasury report is based off the OryCon 38 closing Treasury report. It has no reference to what has gone on with OryCon 39. It will need to be heavily adjusted.

Alexis: I expected that OryCon 40 hasn't spent any money, certainly not to my knowledge.

So let me give you a quick report of where we were and then address the issue at hand. I think that might be easier.

Last weekend we had the crossover meeting where Di wrapped up Oregon 39 and Pooh, at the time, as chair started the meeting. We began the Oregon 40

proceedings - yay. We announced some of the people that we had in place. We found that we hadn't mentioned many yet.

We have been notified by Patty that we needed to get an addendum in place to look at buying the whole hotel because of how much we used of it this year. We knew that there were issues of theft last year, so we will look at putting in a security line item. We had already reached out to Brandon Sanderson to be our writer guest of honor and Michael Wayland as our artist guest of honor. We had a tentative response from Mr. Sanderson saying that he was very interested. He just needed to double check his schedule. We got a similar response from Mr. Weyland, so I was waiting for that.

Are there other specifics? I will address the resignation of the chair in a minute and all of the things that followed that. Are there any specifics prior to that that people (unclear)

Jason: Just to back you up on Brandon Sanderson, I actually talked to him when he was in town Thursday before OryCon, and he expressed extreme strong interest in coming, however he said, "as a good husband, I defer to my wife".

Alexis: So we are still waiting on his wife to get back to us.

Lea: How many pre-reg are there?

Alexis: That number I oddly did not get out of Frisbee because he was in the process of fixing the database and getting a better report to us. So I apologize, I didn't catch that number. I didn't have it written in my notes. I will send a follow-up after this to ask him to send that over.

Travis: I could give you the dollar amount, if you need that.

Alexis: if you could give us a dollar amount, that would be lovely.

Stephen: The dollar amount is \$5,624.64 in pre-registration income as of the time I did the report.

Jason: How much were your pre-reg member amounts?

Travis: The number I got from Stephen forwarded from the previous convention, not including numbers that would have been in PayPal, I'm guessing was 3500.

Stephen: This includes PayPal through the end of November.

Jason: that's with fees and stuff taken out

Stephen: I believe that a membership was \$30.

Alexis: Yes

Jason: So assuming no kids, approximately 187

(Unsure) There's at least one kid

Jason: So 186

Alexis: By all accounts, people are interested in coming back, so that's good news.

To address the elephant in the room, I'm the acting chair of OryCon 40 because Shyrl Hester resigned in response to a very large amount of negative, and in some case extremely inappropriate, conduct toward her, based on a decision she made to ask for a different head of Programming than a lot of people had expected. The email that went out to ConCom stated that she resigned due to pushback, and I felt it needed to be known that that was a really light term. She received several harassing, angry and intimidating phone calls from multiple people. I did ask for a list, and she said that she would not like to give such a list to the board. She gave me a list because she's my best friend, and she asked me not to because she felt that that wasn't the appropriate way to do it. She didn't want it to become a headhunt by any means.

Debra: Would she like to file a harassment complaint?

Alexis: She, honestly, at this point is done. Her eighteen years of service to this convention and board and events are done. She didn't intend to upset people by asking Gene to be her head of Programming. There were a lot of communication failings in this past year. That's not any one person's fault. The larger part of it happened between some of the committee and the Programming group., and that is much to the detriment of the entire con.

What effectively came to her were ... there was a lot of intimidation and threat that if she didn't select "the right person" for the job, that the entirety of the team would be leaving, and see how the con can survive without that. That is not the message that came from everyone, but that was a lot of it.

There were a number of other issues. Some of them, we learned, there was trouble with the programming software, and due to another harassment complaint that was dealt with earlier this year by this board, the person who would normally have handled a lot of the issues with the software walked out for a while. Or at least told Pooh and I, and Di, that he quit, and then didn't quit. The chair of OryCon acquiesced to including him on the staff list after all.

Di: That was in agreement with the discussion that Aaron and I had when the original issue had been going through because of how much work he had put on for OryCon 39 before he quit, that I give him a staff membership.

Alexis: That's not the issue - sorry.

I would very much... I would be willing to stay on as the chair of OryCon 40 if ... according to all the rules and bylaws I have had time to read in between working several conventions, have an actual life, and go to work, I don't understand that the board can force any one position selection other than my liaison is? If the ruling of the board is that as a chair, I would have to remove someone who was chosen to be the head of Programming because people just don't like him, I don't believe that's fair. I do also concede that there was information that Pooh and I did not have about the person chosen to be the head of Programming. I would be willing to discuss who that person should be further. However, a few other things need to happen, too.

(1:14:00)

The Programming program needs, at the very least, an update, if not an actual new software that may be cloud-based and isn't hosted by one single person and held effectively hostage by one person's server and special tactics for changing it.

Fargo: Rick actually uploaded the database, and we were having some problems importing it. The database is in place. I had to make some changes to MySQL to make it work. It will be available to you.

Debra: So it is now cloud-based?

Fargo: It's on Amazon.

Alexis: So it's no longer on the same server. But it does still need updates. It is old, and there were a lot of specific changes, one-off tweaks to make it work over the last couple of years. There's a lot of precedent for making sure that programs are as up to date and as useful as possible, and it can't be something that only one person knows how to fix.

I want to know, is it true that the chair actually does have the choice of his or her own committee members or not?

Aaron: I can answer some of your questions.

In this particular case, when the board accepted your bid to chair and vice chair OryCon 40, I gave Pooh a mandate. You need to talk to the Programming team,

mend some fences, and get buy-in. You agreed, and at the next board meeting, I asked "How's it going", and I was told, "Fine".

Alexis: At that point, I'd had a couple of conversations with some of the Programming team, and Pooh'd had conversations with some of the Programming team. She informed me that she'd talked to Ann specifically. I had spoke to Kathryn, who told me she wasn't interested, and Linnea had spoken to me a couple of times about some desires of hers. There were not that many people from the Programming team attending. I was trying also to make communications better for OryCon 39, and Pooh was intending to do more of the reaching out for OryCon 40. We still have a lot more to do, and there have been several conversations happening along the way. There have been a number of people who submitted interest in leading the team, two of whom sit in this room.

The mandate was to talk to them, find out what happened, try to mend fences, and find out who was even interested in the next year. It was not to choose a specific head ...

Aaron: Right

Alexis: It was not that we had to keep every member of the same team, although I wouldn't want to lose any of them. I do understand that the way the head of Programming was ill received, and I can agree with that. I was not expecting it to be announced. However, when someone receives a phone call, or twelve, or more, or multiple emails saying things like "what the hell are you thinking" and "how dare you", "you can't just choose someone out of this ring, it just isn't done", and "you're going to lose all of your support". These are direct quotes.

(1:18)

Alexis: There was an additional bout of profanity in some of them. I will not sit for this board, offer to be a chair at a convention, and hope not have those phone calls. The support that I would need of the board, if you want me to remain as chair and try to make this happen ... (long pause)

Lea: OSFCI has an anti-harassment policy for a reason. Based on your description, based on Pooh's description, I strongly believe that there are several letters that need to go out, telling people that that was not acceptable, the same that we did for Rick and for Brigid, forgive me, wherever she is. The same that it happened in that situation, that kind of behavior needs to be nipped in the bud. It was not appropriate, and I don't think the board as a whole supports it at all.

Jenn: The fact of the matter is that a very large portion of them came from this board. It is really hard to put an accusation of harassment in front of the very people who did it.

Aaron: I agree that this would be an excellent job to hand to the Ombudsman, if we had one. that we haven't hired yet.

Di: The person who has been suggested for the Ombudsman position was not able to make it tonight due to the short notice of the meeting. We need to make sure that things like this are going to be included for the Ombudsman, we need to let them know much further in advance due to things like child care issues.

Aaron: Who?

Di: Shantee Frisbee She has social work experience.

Ryver Hankins: Not so much a question as a statement. I was officially offered the position of head of Operations for OryCon 40, and I accepted after the crossover meeting. I'd like to rescind that acceptance. The job of the Operations head as a function of the Security (for lack of a better term because we can't call it Security in Oregon) of OryCon is to be no respecter of persons.

Aaron: I'm sorry... what?

Ryver: To investigate and enforce the rules regardless of who it is that's doing it. If there is no ... if the people above me cannot respect the rules that I'm supposed to be enforcing, then I see no point in trying.

Aaron: We hear you.

So.. There's multiple issues here, one of which is the reaction that people had to the announcement, to the appointment of Gene Armstrong. With regard to the inappropriate response, it should be investigated, and it should be by someone who's not currently on the board. Travis? Dan?

Dan: Oregon law does provide for appointing a disinterested committee in these circumstances.

Travis: My suggestion is going to be, since we don't currently have an ombudsman who would handle this exact sort of situation, that we seek someone outside of our organization to do that. It may cost the board some money, but we have money to do that sort of thing. If we want to talk about someone else who is not on the board, that we want to appoint to do that, we could do that as well, but that's my suggestion.

Jason: I'm going to stay away from the harassment because I'm not on the board, and <unclear> to the question of the appointment. The chair, with the exception of the bad debt list which is handled at the OSFCI level, has the power to appoint who she wishes. That being said, proper and appropriate suggestions, or concerns, should have been able to be brought forward, especially with Programming being such the core of what OryCon is, just as much as Events is so core to what GameStorm is. That position.. the Programming team ... you have the choice. You can say ... you wanted to have ... have the Unipiper to come in and be your Programming head if you wanted to. It's your choice. However, we want to make sure that people should be able to express them correctly to you. You don't have to come to the board and say, "I would like this person". The only person, I believe, is the Treasurer.

Alexis: I will say also, please note, while it was absolutely not the intent of the previous chair or myself to alienate the Programming team with that choice, and the announcement, the way it was done, effectively, we understood that the Programming team walked out on us after that, and then followed the harassment issue.

Because of it, the chair resigned, and then the majority of my would-be Operations, Security, and potentially my Registration team, my Hospitality team, and several other ... my Art Show director, several other people informed me that if this is the way people are going to be treated when they try to change things up. I understand that that is not exactly how it was received, but if that kind of treatment is what is going to go on, they're all out.

Alexis: So, I have the problem of if I want to remain as chair, I have to choose between a Programming team who has publicly announced themselves, some of them, not all, as a cabal who will get their way...

Daniel: Objection.

Alexis: I said not all of them.

Aaron: I... I actually think that is an appropriate objection to that characterization.

Alexis: What I am trying to say is that I feel I am put in the position of choosing between a Programming team that the OSFCI board wants vs. the rest of the convention that I have come to know and work with.

Aaron: All right. So, what I'm hearing is that you feel that you have to make this choice, and I would like to tell you that this is a false choice. My question to *everyone in this room* is, *do you love OryCon?* And, are you willing to work together to make things better?

<General agreement>

I believe that we have something of a consensus that things need to change in the way that Programming's done. Do you agree with this?

Alexis: I do believe that things need to change in the way that Programming is done. I do think it merits further conversation, but ...

Debra: ... not at the board level?

Alexis: Perhaps not? I would like to ask that the one New Business piece, Jenn Perez's be included here because it pertains to this particular issue.

Aaron: You'd like to have Jenn give a statement now?

Alexis: It was listed under New Business. If I had had my head together earlier, I would have requested for it to be included in the OryCon 40 (unclear).

I'm facing a huge issue as I sit here as your OryCon 40 chair, especially given all of the existing trouble and conversation... I've been informed that certain people won't work with certain people, I've been informed that people have quit over other people. My own chair and best friend quit because she felt forced out, not only from the chair position but off of this board. That is a lot of why it is very hard to bring complaints to this board. So I would very much appreciate if Jenn's statement could be brought to the board, or raised now. I know that Aaron has to ...

(1:30:15)

Aaron: Which issue is this relating to? The response to the appointment or the aftermath? Is that what we're talking about?

Jenn: A good portion of it.

Aaron: Again, there's two issues, and one is the future of OryCon, and the other is how we deal with the response that ... At this point, I'm going to ask Patty to chair.

Patty: At the moment, we have a binding contract to have an OryCon 40 here at this hotel. In some form or another, OryCon needs to happen. We do not have a contract for having an OryCon 41.

At some point, we're going to have to sit down and work around that. That's just factual stuff we've got right here. We can fill up a hotel, but I would much rather see this fixed than go back and say to the hotel, "we're sorry, but we're not going

to do an OryCon 41". I wish that Pooh had been comfortable to call anyone on the board after being harassed over the phone because I still... I can think I have an idea of what's going on, but I don't. I don't know what to suggest to help fix it because I'm not knowing entirely what the problem is. I don't know where we go from there.

I have stated a couple of times that I would like to go over and work in Programming because I don't think I am healthy enough to do Hotel any more. I am doing the program for next year's SMOFCon and intend to learn the program Grenadine, which a whole bunch of conventions are moving over to, and I honestly think that Grenadine might be one solution to the whole software piece of this, but not knowing what the huge problem is behind this, until we investigate it, I don't know what else to suggest.

Phoenix: I'm hearing two separate things. One has to do with the actual decision that people objected to, the selection of Gene. The other is the response that decision got. I had no contact with Pooh about any of this. My only reaction when I saw the thing about Gene was 'oh... that's going to get some negative response' because I was on the board when the whole Westercon bid fiasco happened. It was a fiasco.

The fact that Pooh didn't know about that isn't Pooh's fault. In general, as I believe Jason said, it's the bad debt list and if someone has been banned by the board.

Alexis: Which we didn't know either of those -

Phoenix: There's never been any disciplinary action against him, just <unclear, some laughter>.

The question of the makeup of your committee, to my mind, is secondary to the issue of the harassment. It's a much bigger deal. If a chair makes a decision that people on the board think is a bad one because of information that they have that the chair didn't, it's entirely reasonable for them to go to the chair and say, "we think this is a bad idea, this is why, what can happen to make this better?" The fact that that's not what happened is the problem.

Alexis: Some members did it in the appropriate fashion, saying "I don't understand, please let me know why". I don't mean to call out every single member of any one team or every single member of this board. But, the fact that there were several inappropriate responses ...

Phoenix: And those are the problem. We spent a lot of time on how to word our harassment policy and how we would enforce it. It doesn't matter if someone's on the board or not. I don't want to see anyone getting away with actual harassment.

Phoenix: It's possible that out of four phone calls, three of them are actually harassing, and one of them is misunderstood. So, you can't have the assumption of guilt on either side. But, they need to be investigated. I think it's really, really unfortunate that Pooh just decided to pick up and go home. I can understand why she did, I don't blame her for doing that, but I would really like to see ... I'd be willing to work on it, but I don't want to do it alone - the investigation. I was not involved, I didn't call Pooh, I didn't call anyone else on the board to talk about it. <unclear> publicly, saying "Wow, that's going to make some people unhappy". That was the extent of it.

If we have people who are behaving that way on the board, witness the fact that so many of your committee wants to leave. That can't stand. The board needs to address this within itself whether Pooh comes back or not. I'm not OK with knowing that there are some people on this board, I don't know which ones, that behaved inappropriately.

Lea: Same.

Aaron: Yeah.

Phoenix: I'm really not comfortable with that.

Aaron: Let's deal with the harassment issue first.

Daniel: As a non-member, maybe the board should go to executive session for this.

Debra: There should be some transparency.

Aaron: Yes. I think there needs to be transparency as well.

(Not sure): I would ask Jenn if she wants to give her speech to the board...

Aaron: Jenn?

(1:37:14)

Jenn: Those of you who know me know that I despise public speaking, and you know that I loathe politics. This ... it is time that I stand up and speak. This convention, OryCon, has always been my convention, my home convention. I

first attended when I was 16 years old, for a little background. I met my first husband at OryCon. I brought my son when he was less than a month old. I even had my current husband propose to me during Opening Ceremonies. On stage. I've rarely missed OryCon, and almost every one, I work. I have a long history with this convention and with OSFCI. I worked Westercon, I worked World Horror Con, I've even worked GameStorm.

I've been angry and frustrated with this board before, but now I am ashamed of and disgusted by this board. I'm angry at the backroom dealings that happen all the time. I'm frustrated at the lack of support, that we get talked down to, that we're told that it's 'our way or the highway', that there's no new ideas allowed. That the chairs are often left as a target between the board and the concom and staff.

The backroom dealings is my first point. We've created fiefdoms by hoarding power and allowing others to hoard power as well. For example, Rick, with treasury, website and programming. It took ages to get information or action from him. He still presides over Programming as a ruler, parsing minute permissions to the programming software if at all.

And as a board, you assigned members at the last AGM just because. This board is only required to have three positions filled, not ten. You could have waited. Making contracts with board members without taking bids from the outside, without accepting any outside input and then not enforcing the contract fully. Selective enforcement of policy, such as banning someone for about sixty dollars but requesting a known embezzler to run a department again. A ban for correcting someone on a thread over which convention a specific event happened at, and then violating that same policy by making harassing phone calls and emails to a sitting chair. A policy that, taken from your website this afternoon, states "if you have graduated from kindergarten", which has no place on a corporate website. Certainly such condescension should not be in your code of conduct. The fact that you don't see this proves just how out of touch and uninterested in others you guys are.

My second point: the chairs are stuck between a board who won't help even when asked, oversteps its bounds, demands compliance with arbitrary decisions at their whim, and a concom who feels so entitled and sunk in their positions that they are able to intimidate a chair. The board picks the chair, not dictates their concom. They can pick the liaison as well. The chair hires and fires their concom. The chair is there to steer the convention and make it successful. They can't do that when they're being attacked and dictated to on both sides.

New ideas aren't to be feared. They should be embraced and attempted. They may not work, but that's how we learn. That's how we grow. Times change. People change. And so must our convention because it is dying. It may not look

like we're are, but I hear the comments. You need to allow the chairs do this. Support them; don't attack them.

In short, this board has proven itself to be untrustworthy and incapable of self-management. As my twenty-three year old son has said after watching years of our frustration with this board and with OryCon, "they should have been fired years ago". This is what comes from complacency. I urge you, in fact, I urge everyone in this room to search your consciences and decide why you continue on this board or on the committee. Is it for ego and power? It sure seems to be lately. Or is it because we want to create wonderful, awesome conventions, for fans, by the fans? Then decide if you can continue to serve with a clear conscience with the decorum and respect required by polite society.

Our members are noticing these issues, and <unclear> are being made that could damage our reputation beyond our ability to repair it, ever. Are we going to put aside our personal issues, or are we going to allow our hard work to go down in flames? Decide. Search your consciences, and decide.

Aaron: I... I should respond. Your love of OryCon and your passion is quite evident, but I believe you have the wrong target.

OryCon can't survive with half a committee. If it's true if Alexis and the dozen or more people she says are ready to walk, walk, we have half a committee, and OryCon dies. Also, if you alienate the entire Programming committee, OryCon dies.

Alexis: I'm also not claiming that those people are walking with me. I'm claiming that I will have to do a lot of work to keep them from walking on behalf of Pooh.

Aaron: We need to find a way to work together. Ann would like to speak now.

Ann Ezell: You said. I am more than willing to work with you... I'm more than willing. I have to take umbrage against some of the words that you said. First of all, Rick does not have a fiefdom, not by any... I don't know where you get that idea. He's a valued member of the team and has saved our butt more times than I can possible imagine. I don't recall seeing you at our Programming meetings...

Jenn: Because I've always been refused.

Ann: I don't... We are open and welcome and ... oh my gosh. We love to have people come in and help.

Linnea: Speaking as the head of Programming for OryCons 37 and 38, you never asked me once if we wanted help.

(Aaron and Ann speaking at the same time)

Ann: ... but in any case, I would super appreciate that before you start actually naming names, that you hear from people who were actually there, and actually talk.

So, I am more than willing to talk. I have been for months. No one has called me, no one has spoken to me. At all. Ever, unless I stopped to talk first, but no one has ever called me. No one has spoken to me. I've never called anyone, I certainly never started a coup, or anything like that. No one that I know... 'cause since we couldn't be on the OSFCI GoogleDocs thingy, that never really worked for Programming, so we've been having our own twenty-person kind of meeting this past week, and we have been doing all kinds of ... I have a hundred and forty some-odd emails, and I've kept them all. You've read them too I'm sure, Linnea? And Daniel, you've been on it too? We've been doing all sorts of problem-solving and, 'OK! So we obviously need to up our game! So what are things we can do?' I was hoping to bring some of those ideas here. If we're not wanted, we're not wanted. But we are super willing to work, it's just that the head you chose has made no contact with any of us. There's been no contact at all, it's making us crazy. I'm like, 'Call us! Shoot us an email! Something!', but we got nothing! I can't respond to something when nobody talks to me. No one talks to me.

(1:47:20)

Alexis: You and I spoke, at least briefly, with Mark and Linnea in the room at the end of OryCon...

Ann: And you told me you would call!

Alexis: ... and Pooh and I were going to contact you ...

Ann: Nobody did ...

Alexis: ... and Pooh and you spoke before the OryCon meeting.

Ann: It was because I found out who the head was ... because it was somebody else.

Alexis: I know that she spoke to you at a few prior OryCon meetings. Whether it was in full or not, I don't know.

Aaron: So ... so, I'm going to take control of the conversation here.

Alexis: My point is that there wasn't 'no ... I understand that it wasn't the right communication. There wasn't 'no communication'.

Aaron: Some of the objections to the way Programming has been run... people feel that they have been sidelined, or ignored, or not allowed to participate, and it's possible that they don't see it.

Ann: ... and we're sorry. My home is always welcome, and I've hosted the meetings for years. If you weren't invited, it's because I didn't know you wanted to be. I would have loved to have had you. The more ideas, the better.

Aaron: My belief is that we don't need fewer people in Programming. We need more. We need everyone ... Everyone to be involved in Programming in OryCon. The coming year, we need to put a ton of work specifically on Programming to make it the way you <Alexis> would like to see it. But that means everyone working together.

Jason: Just something that came out of both Jenn's and Ann's comment. You <Jenn> mentioned fiefdoms in Programming specifically, and something you <Ann> said triggered that. You said that you've been having side conversations with 20 people that chairs didn't know about. That's actually a perception point that makes it look like you are an isolated... It's not that what you're doing is wrong. It's a perception, and I do know of a specific instance that I heard about, through liaison, as my position with the last OryCon, where a person was interested in helping with Programming, requested it, and said, "I'm ready to come down, when is it?", and was told, "you're not welcome".

Ann: Who??

Jason: I don't remember the name. Someone from Seattle. and ... That's a whole other conversation. That being said, a lot of this is perception. I've never gone to Programming Heck. I don't have any interest in Programming Heck. It's not my thing. That being said, I've always felt that Programming was a bubble, but I never tried to break that bubble. That's my fault. But I always thought that Programming happened, Programming was scheduled, panelists were done, but it's all perception.

Ann: The only reason we were having it is because we were locked out of the other thing

Brigid: What this last year that you had this little side conversation going in the Programming committee?

Dan: Last week

Brigid: Was this for last year's convention as well?

Aaron: OryCon 40.

Ann: We were just throwing out ideas ... nothing negative at all.

Alexis: I have a real problem with that, given that I was effectively... you guys walked out. some of you left, continued conversations in the hall. Linnea and a few other people came back to talk to Pooh, and said, "well, what you're doing is wrong, and we're all out".

Linnea: That's not what ..

Alexis: Those aren't exact words, those were effectively what ...

Daniel: That's not what we said...

Aaron: So.. so let me take control of the meeting. Linnea.

Linnea: First of all, that is not what I told Pooh. What I told Pooh is "I'm not going to say anything now because I'm too angry to say good things right now, so I'm not". And on Tuesday, I went to check my OryCon email to see if there had been anything written, and that's when I found out that I'd been locked out of my OryCon account with no communication. My personal email account. So then I blew up at Aaron. I blew up at Ann and Rick because they're who I blow up at.

When you don't communicate, people communicate behind your back. I literally didn't know you were the chair until I blew up at Aaron that I'd been locked out of my account and accused Pooh of doing it, at which point I learned that I was wrong. That's why I blew up at Aaron instead of Facebook in general or something.

Ann: We didn't know either. We had no idea. We thought it hadn't been chosen yet.

Aaron: I would actually like to just point out that I appreciate that people have kept this off Facebook ...

Alexis: Me too.

Aaron: ... because we can still save OryCon.

(1:52:40)

Lisa: To be fair, the lack of communication is my fault. I misinterpreted what Alexis asked me to do, and that was not communicated at all. That is on me, and I'm sorry.

Alexis: It wasn't intended that there was no communication. It was a miscommunication on my part. Lisa and I didn't connect on what ... As far as we knew, a lot of people, and it wasn't actually just the Programming team, hadn't confirmed that they wanted to take the position yet. It was people who, effectively, based on the last meeting, had said, 'OK, I'm not interested any more, were either ... some of the accounts were ... the person was removed from them temporarily, and the communication I had intended, that it didn't apparently state correctly that ... to let people know that their access to their OryCon.org accounts because we converted them from OryCon39.org to OryCon.org. That was the intent the whole time while we were waiting for them to move. The intent was that they be closed off so that people who were no longer needing ... no longer active in those roles, weren't going to use the aliases. It wasn't a permanent lockout, or a "OK, you left, you're out". That was not the intent at all, and I'm sorry that wasn't communicated correctly.

Ann: That really was the thing. There was a bunch of us ...it's not that we walked out. It was crowded inside the meeting room, so we had conversations, and then we hoped... We hung out for 20 minutes or so, hoping to have a chance to talk. That opportunity did not appear, and we were locked out of our account. We just figured we'd all been fired.

Aaron: I'd like to point out again that this is a perception issue, and there's been several examples where people were assuming malfeasance when it was really just poor communication and mistakes. We are human! We will make mistakes.

Linnea: And there's also kind of a history with poor communication. I recently discovered that there was a very large window between when the chair of OryCon 39 knew that I would not be the OryCon 39 Programming head and when I knew. During that time, I spent a lot of time and energy on OryCon 39 matters. So, my history as a volunteer with this event is that I will be secretly fired by the chair and not told for months. Because that is my recent history, it is likely that I will assume that the next time. And that's something that unfortunately, whoever chairs next, is going to need to deal with as baggage. They can deal with it just by never speaking to me again.

Debra: People have already discussed one of the issues, which was the whole perception thing. We can't control what other people perceive. We can just try to minimize it. I think what we need to do is start looking forward. We've already ascertained that there is a problem, and more problems than we were perhaps aware of, but going forward ... A) what do you need from the board, B) do you feel you have the board's support in, say, doing a little housecleaning in Programming, and maybe suggesting to whomever is the next head of Programming that these particular people might not be as welcome on the committee as others, because if that's how you feel, I would very much like to

address that because the board... you do have the right to choose who's on your committee, and you also have the right not to be harassed.

(1:57:00)

Alexis: So.. in answer to your questions, what I need is support from the board, but I don't feel what I have is support from the board. I feel I have some support from the board, until someone who's been around longer raises a bigger, angrier flag. And that's not at any one particular topic <unclear> a couple of times that I've seen, and in particular, right now.

Aaron: Alexis, I'd like to note again, this is another perception issue.

Alexis: She asked how I felt.

Aaron: Can I speak to that?

Alexis: (assent)

Aaron: Like you, everyone on the board cares about OryCon, and I want it to be as successful as it can be. People's reactions to the appointment were harsher than they needed to be. But they were reacting out a sense of despair that someone was destroying the OryCon they loved. That's how it felt. The same people who told you 'I can't believe they're treating Pooh like this' also feel that someone is destroying the OryCon they love. The truth is that no one's trying to do that. Everyone's trying to save OryCon. The question is: How?

Alexis: Then I guess what I need to know from the board is A) ... let me address this. To my understanding, and what I wrote in my response to Aaron, after he announced to the concom that Pooh had quit, was that, by her doing so, since the board had accepted her bid as chair and me as vice chair, and everyone did know that, that by default, it fell to me until a new one was otherwise appointed or I was removed by the board for some reason <unclear>. So: My understanding was that I would be sitting here as the default chair. If that was wrong, please let me know.

Jason: This actual conversation came up at Aaron's game night. I told him when I saw <unclear> was the first notification I had of all of this. And I told him, when I read the email, I interpreted exactly what you did. It's <unclear> but that it is not how it is done. You're vice chair, the chair quits, you're chair. But the perception was, and I explained this to Aaron, without knowing what was going on, that was how it looked to me, too.

(1:59:55)

Aaron: At the time that I sent that, I hadn't received your response from you as to what you wanted to do going forward.

Alexis: Right.

Aaron: And I agree that I jumped the gun on sending the announcement because I thought it had been two days already...

Alexis: And that wasn't meant to be further accusatory. It was just a statement that is ... that was my assumption, by default that I became the chair, whether I wanted to or not... (general laughter)

Lea: No no, you get to say no! :D

Alexis: ... unless I say no! :D

Aaron: Remember, we're all volunteers here!

Alexis: ...and Aaron asked, and I said that I needed a little bit of time to think about it. And the next night I was at a family function, and I couldn't respond within 24 hours, however, I did respond within 36. But, here nor there, to answer you, that's effectively how I'm chair at the moment... because I haven't said no yet. (general laughter)

Alexis: So, the path forward is, if I'm to remain chair, I need to know what I ... what the board ... what, according to the board, I have to do ...

Debra: Run OryCon 40.

Alexis: That is the intent. ...and, path forward, do I have the choice to make my appointments whether ... I understand, there are objections, and there could be potentially objections to everyone. Someone might have one to Ann, I can't think what they might be.

Aaron: Let me answer some questions here. The board will act if they feel that the fate of OryCon is in danger. It's important that a chair be willing to take advice. We've had chairs who wouldn't take advice, and those conventions tended to be poor. It's important to remember that the chair is not an appointed dictator of OryCon. A chair is a leader of a group of volunteers who are there for their own reasons, out of the love of the convention and wanting to be part of this community. If you're going to lead OryCon for the coming year, you need to lead all of OryCon. You need to find a way to get people to work together and work on ending the perception that people are getting shut out of Programming by getting them involved in Programming, and putting the majority of your early efforts behind that. I for one am willing to help to the extent that I can. I'm

doing that. As for who you appoint for roles, I'm going to suggest that you don't appoint anyone to be Programming head immediately. I suggest that you set up a series of meetings in January and February and March to have just talking about Programming and what can be done. Brainstorm, throw ideas out there, get everyone involved, and Linnea doesn't think I have a good idea ...

Linnea: No, what I want you to be aware of is the timeline that Programming has used for the past several years and how this will compress things for any eventual head.

Historically, around January, there's kind of a sit-down with the Programming exec team, the Programming head, the Programming second and whoever's running Tech, so the years I did it, it was me and Ann and Rick, where we made sure that all of us could make all the rest of the dates we picked, and we made sure that if there was any major push that year we all knew about it, that meeting takes about an hour over pizza.

Next meeting was usually in like February or March. That's the first one that the entire Programming team, and the years I did it, I'm pretty sure I sent out to the chair, 'hey, this is when our meetings will be for the rest of the year', and I did that after the January meeting. At that meeting, we will go through, and I can't remember if we do panels or panelists first...

Linnea: My point is that usually by February or March, Programming is well underway. People are researching for their tracks, and if you start compressing that, it gets harder and harder the later and later you go ...

Aaron:... so the answer is to accelerate it. Have a meeting *every weekend in January*. Everyone's invited!

Alexis: If you would all like to attend the Norwescon planning meeting, three of my family functions, and a trip somewhere that no one wants to go, by all means, please follow me.

No, I understand what you're asking. Every weekend is ridiculous, but that just means...

Aaron: Again, not everyone has to attend every meeting, but you need to get people talking to each other, and starting your meeting with Linnea and Ann, and Rick isn't the way to start.

Debra: For one thing, the chair should probably be there, or an appointed ...

(a brief discussion of dates ensues)

Alexis: If it's needed to have a number of meetings until an appropriate team or whatever can work, that's ... reasonable ...

Aaron: This really is an all hands on deck type of situation. Stephe?

(2:07:04)

Stephen: Two points: I'd like to answer here. There's something that's been, I think, raised repeatedly here, kinda danced around and not answered. As to the question of whether the chair gets to appoint the members of the chair's concom, the answer is yes. The board cannot say to the chair, 'you cannot appoint this person, or you must appoint that person'. The board doesn't have that power, nor does any member of the board have that power within our bylaws. The board can decide to remove a chair and replace the chair, and that's about it.

Second, Jenn raised a point in her statement about the code of conduct, about the kindergarten thing. I agree, that never belonged there, and it was actually removed by this board several meetings back, and why it's on the website now is ...

(Not sure): It was also in the souvenir book.

Stephen: That version should have been replaced on the website long ago. As head of the committee that handled the changes to the code of conduct, I asked that that be done, and it was never done, apparently.

(2:08:28)

Phoenix: All of this stuff has underlying it poor communication. We're all volunteers, and I think that a lot of the time what looks like 'you're cutting me out' is actually 'you're not keeping on top of things'. I know there have been people who thought that I was being mean to them when in reality I just wasn't getting to my emails. Email doesn't always get through. I think we all need to give each other a pass for that, as far as the communication thing goes. There isn't really a Secret Masters of Fandom, it's sarcastic.

Debra: One thing I would definitely appreciate, this can definitely ... perhaps one of the issues that Jenn brought ... The Programming program updating...? That is a capital expense. Once you get feedback and find out what you need, bring it to the board, and I'm sure at least one board member will vote for you. And we'll send out some requests for some bids and get you a new Programming program.

Alexis: Out of curiosity, what happens if I say, 'No, I don't want to'?

Aaron: You don't want to do what?

Alexis: If I say, "I do not want to remain as the OryCon 40 chair". What happens next? As a board member, I'm asking.

Aaron: So, what happens -

Debra: OSFCI has historically run a con.

Aaron: There has been a time where the board ran a convention.

Debra: It wasn't good.

Alexis: So I would effectively still be running the convention.

Aaron: OryCon really does work better with one person as the head who provides the vision and the board providing support, and we do want to provide support.

Di: I'd like to point out that the update for the program that Programming is using, which is three updates behind, is actually free, and should have been done years ago.

Aaron: Let's not discuss the program. Discussing what program to use and how to use the best program is a discussion that should be happening at those Programming meetings. There are multiple solutions, and they will be investigated.

Lea: I'd like to state for the record that we paid \$3500 to make software for GameStorm.

Alexis: I'm not planning to ask for thousands of dollars to bring in a new program that no one's comfortable with. I just wondered. I understand that that's a point of conversation that we're saving for those kinds of meetings.

Aaron: Jim's had his hand up for quite a while.

Jim: A couple of things quickly, some historical, some looking to the future how OryCon (unclear) chairs. As long as I've been coming to the board meetings, the board has always... I should say, frequently, regularly reviewed those committee members and said, 'this person has done X, Y and Z, and truly killed the chicken the last time they had the job. They do it badly', and given the chair that kind of institutional memory and information. I think the board does expect and always has expected the chairs of the conventions to do, what in a hideous term that I'm going to use anyway, to use due diligence in selecting their personnel. The

problem here, as I see it, is that the choice was made of someone who was demonstrably unsuitable because of past behavior. And somehow, the chair didn't tap into the institutional memory to find out what had happened in the past or anything. It does create an issue (unclear) I'm going to go ahead and use them, but if that decision is made, it should be made with full knowledge, not lack of knowledge.

In the future, we've got to have the chairs of the conventions connect to the institutional memory.

Alexis: Is there ... I don't disagree with that, but other than calling up a bunch of people who have been around for forty years individually and having separate conversations about how they feel about every person on the docket for a position... it's difficult when there isn't a centralized depository of said knowledge. Or, when the only guideline is not the Bad Debt list or not the Banned list. I don't know who's on the Banned list, by the way, so it's difficult to abide by it anyway. I don't disagree.

Aaron: What you were told? Those are the rules. But, we have a lot of mores, a lot of traditions that we adhere to. Such as Jim's statement, once someone has proven to be, you know, you don't want this person doing this job again, I will never be Treasurer of an OryCon again.

(2:15:35)

Aaron: We have... to be honest, Di violated a tradition when she put Linnea as Programming head on her bid, was accepted, and then fired her, secretly. It was unfair to Linnea, and frankly, unfair to OryCon to do that. I'm sure she had her reasons. But how would you know the traditions? Well, just be involved in OryCon for 10 - 20 years, and you'll ... (general laughter) you'll learn them, and that's not a good system.

Alexis: I *have* been involved in OryCon for 10 years, and I don't know all of them. I hear a lot of gossip... I wear the radio. Trust me... The point being, I agree, finding information ... having the information at hand would be useful.

Aaron: Traditionally, what's happened, in my experience, what's happened is that someone does a good job, and they get cred for that. People listen to them. People specifically go to Patty to ask about hotel issues. When we have a big problem with hotel, we ask her to pull the fat out.

Aaron: I was surprised that Pooh didn't ask me or anyone else about why it would be a bad idea to have Gene as head of Programming.

Linnea's had her hand up for a while, and then Stephen.

Linnea: I hate to even say things like this, this far into a meeting, but I feel like there's a bigger issue with OryCon, which is that we officially run it in a way that is very different than everyone asserts strongly in the social more that it is run. Officially, it is run by the chair, and the chair is running an independent convention that has nothing to do with the OryCon before or with the OryCon after; it is run by that Chair however they so please.

Linnea: Which is completely not what actually happens, as everyone in this room who has chaired a convention knows because you try to change anything, and five people scream at you about four different things. And people will, and I don't care what you do between now and then, show up at a meeting in October, insanely upset because they were going to be in charge of something that you hadn't talked about all year because they always have been. I don't even need to pick a specific thing! There's more than one thing that could be that everyone in this room has, like, two ideas. Because that's not how OryCon actually runs. So I think the bigger question that someone needs to do some kind of vision quest or soul-searching about is, do we want to run a convention where every year the chair is actually in charge? Or do we want to run a convention with a lot of continuity that has a different system for deciding what should change each year? Some acknowledged system of 'this is how we discuss changes', 'this is how we accept the change that's been made', and 'this is how we stop whining about it at meetings because it's been made now'. That last part I think would really help chairs.

Alexis: That's true. I would have loved to come to this meeting to have anything else to say.

Linnea: I'm cool with being told to go away on a lot of stuff, but I feel that the actual way to win at OryCon is to whine really loud, and that sucks. That sucks. I can do it, but it sucks.

Alexis: I can deal with a lot of the whining, but I would very much like to leave out a massive amount of profanity that happened this last year from many people.

Linnea: Including me, for which I am very sorry.

Alexis:... it wasn't specific, it was a ... I would just like to return to not...

Aaron: Stephe.

Stephen: Two things. One earlier point, a fairly central location for tapping into the institutional knowledge... send an email to the board list which the chair is on. Two: Where you want to change things, when you put in your bid to be chair of a con, include that as part of your bid package. 'These are things that I would

like to do, these are changes I would like to make to things that we've done previously.' Because that way, at least the board and the other people who are at the meeting hearing the bid will have a chance to see what it is that you want to change, should you become chair.

Aaron: That is, in fact, how GameStorm bids have been going in recent years.

Lea: I need to make a statement. It is 8:48, and we are 12 minutes out from our mandated two and a half hour meeting time. I would like to suggest that we finish this discussion, which is probably the most important discussion we've had in ten years, and then I move that we table all further items until the next meeting so that everyone can go home and take a deep breath.

Aaron: I agree, we don't want to cut this conversation off short because we need to have some resolution on moving forward before we're done tonight, and we also need to sleep because some people work in the morning.

(2:21:15)

Aaron: Here's my suggestions for moving forward. One is, get this 'we're going to figure out how to revamp Programming in a way that works for everyone' and we're going to have a big meeting just about that on January X, as early as you can get it ... probably not the 1st ... Frankly, everything else can be pushed aside, even the GameStorm meeting if necessary.

Alexis: I'd be interested to know when those are, by the way.

Aaron: We have a list now. It's on the wiki.

Aaron: So, that's one, and I think that will help start solving the problem with people having this lack of communication and lack of people working together with Programming, the feeling that Programming has become insular. We want to stop that. Yes? (general agreement) Programming, the people who have been working... that people are perceiving as insular would love to have everyone involved. They feel like they're the people who show up all the time. This is something that can be fixed.

Ann: The current email list that I was throwing out is, like, 22 people.

Brigid: Somehow I didn't manage to get on it.

Ann: I thought you were on there.

Linnea: This is the problem with having 20 random names rather than a programming@ alias.

Aaron: Right. So that's my first suggestion. Once you know ... start there, and go from there, and see... I will definitely attend whatever ... this meeting. We will find how we can bring fresh new ideas to OryCon Programming and get everyone to where they feel they're being treated well. That's one issue.

The second thing is, do you think this will help solve the issue specifically with the culture about OryCon Programming? Can we start changing that culture to something that's more inclusive?

Alexis: I honestly don't know.

Aaron: Are you willing to try?

Alexis: Yes. At this moment, yes.

Aaron: All right. Are you willing to work with the people who have been involved with Programming for a while, because they really do care.

Alexis: (nods)

Debra: Is there anyone in particular that you don't want part of that ...

Alexis: That's for a later conversation, but there absolutely are some issues of personnel that I would have a later conversation with.

Aaron: Fair enough, fair enough. That's not inappropriate, and I'm not going to insist that you must have Person X on the Programming team.

Alexis: My concern, at this point, with board support is that if I have ... if I do set up these meetings, which I think are a good idea, to work with existing Programming and more interested Programming parties, and then, ultimately, I choose a Programming head who is still not the board's preference, is that two months of work ...

Aaron: I'm not particularly concerned about the board's preference. If the board thought you were doing something that would destroy OryCon, we would act. The opinions you need to care about are the opinions of the people showing up at that meeting...

Alexis: I get that.

Aaron: ... to talk about Programming ...

Alexis: I get that.

Aaron: ... and if they, as a group, say this person is the right person to coordinate us this year, then you should appoint that person, but give it a couple of meetings to come to a consensus.

Debra: If you choose someone that the board is like ... we're going to wait and see. We're going to see .. 'Oh, OK. So, hey, look! They actually worked out, and things go well'!

Alexis: My big concern additionally is when I go back to the concom, and all of the members may or may not have alias access at the moment, and say, I'm 'acting Chair' ...

Debra: No, you **are** Chair.

Aaron: You are the Chair.

Alexis: I am the Chair, and this is the plan to go forward, and the responses are from several other teams is, 'well, I'm still out, because of what happened here, with this other thing, and because there is no resolution from the board about that other thing ... I have a Programming team that I'm focused solely on, and I have ten other teams that are ... gone.

Aaron: I understand your concern. Alexis, we are going to address the issue of the harassment. We're not going to let that down. We decided, more than a year ago, that it's going to be part of our culture, that we don't do that. When we said that we wanted people to have training, we trained the board first. When we are enforcing our bylaws and our Code of Conduct, we enforce it on the board first. That's going to be investigated. Transparently.

(2:28:26)

Phoenix: Does OryCon 40 have a liaison yet?

Aaron: I don't think I've appointed ...

Phoenix: I would like to volunteer.

Aaron: OK. Thank you.

Alexis: (unclear) ...

Aaron: Alexis... Alexis. We can address your concern about 'how do I keep' ... 'so if I'm focused on the Programming, how do I keep the rest of my concom from leaving due to the harassment issue'

Alexis: No, it's just to let that not go to the back burner. I'm not looking at the loss of just one team here. I have a huge problem with my concom, and I am terrified about it. Your saying that 'I'll stay on as OryCon 40 chair' is the first thing all year to give me anxiety... like, severe amounts of anxiety...

Aaron: I'm not saying that it's going to be easy.

Alexis: No, and I understand that, and I wouldn't be sitting here if I didn't care.

Aaron: I am saying that I think...

Alexis: I don't want it to go by the wayside, but it's not just the one focus that I need help with.

Debra: How can we help? Do you have a list?

Aaron: Alexis, I do believe that you are up to the challenge. If you're willing to keep communications open... We're certainly going to do our part; we're not going to let this sit.

Alexis: I can come back to the other issues.

Aaron: OK. You have at least my personal commitment, and I believe that from the rest of the board, that we're going to pursue this and not let it drop because regardless of who is threatening to leave, if I thought that we were like some of the things that Jenn was saying, if I thought we were exactly like that, then I would resign. I would say, 'I'm done with this'. I don't think that's true. I think it's just more perception, and bad communication, and those are things we're going to work on...

Alexis: (unclear) ... perception ...

Aaron: We're going to enforce our code of conduct.

Alexis: 'K.

Aaron: We're not going to protect any privileged positions. That's my commitment.

Back to moving forward... The board has a mandate. We're going to pursue this code of conduct complaint to the extent that we can. You are going to get some Programming meetings together in January, make sure everyone knows about it and make sure everyone knows they're invited, and make sure everyone knows that we are going to reinvent how we do Programming and that everyone's going to be involved.

Lastly, communication. The experiment with OryCon39 was sort of an example of sometimes we try things, and sometimes they work.

Alexis: I think that's a bigger issue than an experiment, but it actually has been switched over to OryCon.org. The aliases are, in fact ...

(2:32:44)

Aaron: But my point is people need to be able to communicate, and basically know what's going on. People need to hear and ... we can help work on the communication, but all we need from you really is dedication that 'Yes! You want to improve our communication'.

Alexis: (nods)

Aaron: OK. We can work on doing that.

Alexis: We did a lot of work on OryCon 39communications, and if anyone would like to argue that ...

Aaron: No one is saying that.

Alexis: It's not something that I intend to let go of.

: I think resolving the issues with the aliases is going to help.

Aaron: OK. So do we have a path to go forward with this?

Alexis: I think so.

Aaron: OK. Stephe, and then Fargo.

Stephe: I believe that Fargo had his hand up first.

Fargo: Just briefly, I wanted to mention that... one thing to keep in mind about these meetings is that they don't have to be in person, not all of them. The Inclusivity Committee, they meet on Slack every month ...

Lea: Every week.

Fargo: ... so that's something to keep in mind. It might be helpful, especially since you can go back and look through the list, look at the (unclear) ...

(2:33:53)

Aaron: But the first meeting should probably be in person.

Lea: I can make you a channel on Slack if you want... They can be Slack meetings.

Anna: Slack doesn't keep stuff indefinitely.

Aaron: My question for you, Alexis, is: do we have a plan going forward?

Alexis: Yes.

Aaron: OK. You can call on any member of the board for support at any time for any reason. Don't be shy.

Stephe: On the communication thing. With the switchover from OryCon39.org to OryCon.org, would it help if everyone who was on OryCon39.org has their access restored on OryCon.org?

Linnea: At this point, it's just that I want people to communicate with me. I don't care where. The issue was that I was not communicated with at all. My personal account ... I tried to log into my con account to see if that's where people are communicating, and I found out that it's been disabled. So all I know is that no one's communicating with me, and screw you.

(general pandemonium)

Aaron: For the communication, as soon as possible, get a venue where you can communicate with everyone on the concom at once and everyone who wants to be on the concom.

Basically, the OryCon list that has everyone on it. Right now we don't have one of those, so we need to have one of those as soon as possible.

(unclear): What do you mean we don't have one of those?

Aaron: You turned off a bunch of emails.

Alexis: We turned it off for the people who aren't on the concom, and people who said ... expressed that they were not interested. It was a miscommunication...

Aaron: Alright, that'll be fixed. It's in the works to be fixed.

Alexis: We have a path forward at this moment. I will... The harassment stuff will have to be addressed further

Aaron: We will ...

Alexis: I understand, I guess later 'cause there's ... I will call on the board if I need help. I will remain the chair of OryCon 40 unless you all see fit to depose me. (unclear) And, I will try to work on fixing communications and making Programming and other teams more inclusive of people interested in trying to fix them.

Aaron: And building consensus.

Alexis: Yes.

Aaron: That's what it will take. I and several members of the board will be there to help. I think we're ready to conclude the OryCon 40 portion of this meeting?

(This did conclude the O40 portion of the meeting. We now return to a normal form of the minutes.)

Ratification of the renewal of terms for three members of the Endeavour committee

MOVED: The OSFCI Board to ratifies the reappointment of James Fiscus, Page Fuller, and Marilyn Holt to three-year terms on the Endeavour Committee.
Stephen seconded. The board approves.

Tabling of the remaining agenda and adjournment: 9:09 ACPT

Reports Submitted prior to the meeting

Game Lab – KC Humphrey

Game Lab has run successful events at GameKnight Lounge each month since July, a prototype games night. Game Lab is now a co-sponsor, and they have asked us to consult on improving their event. Small size, but we have gained several new people to our mailing list by being there as well as several designers who hadn't heard of us.

We are planning another MakerFaire with OMSI, which will feature Game Lab on three or more tables, planning for up to 12 designers to participate throughout the event.

We are continuing to plan and schedule small Game Lab events with local game stores and IMOGAP. We are continuing work with Games to Gather, the 501(c)3 which

sponsors Indie Hurricane, to bring our approaches and procedures more into agreement.

Fund and Awards

Clayton Memorial Medical Fund – Jim Fiscus

Requests for Aid:

We have had no requests for aid since our last report.

Donations Financial Report:

There have been two donations totaling \$40.00 this period, and we have just under \$19,000.00 in the Fund

We thank Gamestorm 19 for their donation.

Financial Health of the Fund

While we cannot know what demands will be made on the Fund, our plan has always been to have enough money to respond to emergencies, anticipating that if we face a heavy demand we will hold a major fund raising campaign. While we do plan future fundraising, we should be able to meet any general emergencies.

Board of Trustees:

Committee Members	First Appointed	Term Expires (2-year terms)
James Fiscus, Chairman	October 1996	November 2018
Page Fuller, Treasurer	October 1996	November 2018
Rick Lindsley	February 2013	November 2018
Ruth Sachter	November 2002	November 2017
Marc Wells	November 2003	While serving on OSFCI Board

Endeavour Award – Jim Fiscus

Winners

The winners of the Endeavour Award are:

Dreams of Distant Shores by Patricia McKillip; and

Lovecraft Country by Matt Ruff.

Our judges, Ginjer Buchanan, John R. Douglas, and Andy Duncan have selected our winner, who will be announced Friday at OryCon, before Opening Ceremonies.

Financial Report:

We thank Gamestorm 19 for their donation. We have just above \$2,300 in the bank.

2018 Award:

Books have started coming in for the 2018 Award. Next year will be our 19th Award.

Reappointment of Committee Members: We ask the OSFCI Board to ratify the reappointment of three Endeavour Committee members.

MOVED: The OSFCI Board to ratifies the reappointment of James Fiscus, Page Fuller, and Marilyn Holt to three-year terms on the Endeavour Committee.

Endeavour Committee:

Member	First Appointed	Term Expires (3-Year Terms)
James Fiscus, Chairman	October 1996	November 2017
Page Fuller	October 1996	November 2017
Marilyn J. Holt	September 2000	November 2017
Sara Mueller	October 2003	November 2019
Sheila Simonson	October 1996	November 2019
Shawn Wall, Treasurer	November 2005	November 2019
Helen Umberger, Administrator	November 2012	November 2018

Susan C. Petrey Scholarship Fund

Income Statement - 2017 Q3

Balance (6/30/2017)	\$3,721.42
Income	
Westercon 69 Donation	\$1,256.17
On-line Sales by Debbie	\$113.00
Interest	\$0.11
Total	\$1,369.28
Expenses	

Scholarships	\$0.00
Total	\$0.00
Balance (9/30/2017)	\$5,090.70
OCF Balance (9/30/2017)	\$67,779.08

2017 Recipients

Alexandra Manglis (Cyprus)

Ghislaine Lai (Singapore)

Pat Cadigan (Susan C. Petrey Fellow)

2018 Recipients

Ellen Datlow (Susan C. Petrey Fellow)

Departments

Hotel – Patty Wells

What I need to do is wait and send out a report in the next week. There was some confusion in the billing that took some time to get answers to. And thus Stephen was only able this afternoon to break out the expenses for other departments.

I had the 4th grade class from the dark side today and cannot wrap my head around the analysis I need to do to make recommendations for next year tonight. I can in the next week or so.

Meanwhile, after asking for feedback, I am talking with Cheryl W. the sales manager at the Red Lion in the morning to begin the process of an addendum to clean up the contract and work on buying out the hotel.

IT Committee – Fargo Holiday

The migration to AWS is complete, wrinkles largely ironed. Only took me about a year longer than I expected. Jeebus.

Next steps are to get the domain registrations all on one non-Dreamhost registrar and issue SSL certs.

Mailing lists seem to now be functional. To reinstate the GameStorm lists I'll need some DNS changes made, and since we're going to be changing registrars and DNS handlers for gamestorm.org I'd like to do that first. I'll need to coordinate with Aaron on that.

Now, somewhat controversially, I helped OryCon switch both their main email and lists to Gsuite. Since Gsuite was already their de facto email, it seemed a reasonable request to me, so I just went ahead and made the requested changes. This upset David Levine,

and it seems there is some issue with being able to contact the programming alias. I haven't tried to email programming, but Rick has been trying to, presumably to pass on information.

So, please let me know if you all think I did the right thing, if it should stay on Gsuite, and what the process should be in the future.

Other Continuing Business

Business Carried Over

New Business

Next Meeting

The AGM, Monday, February 5, 2018. Location will be the Red Lion Jantzen Beach until proven otherwise.

Appendix

OryCon 39 Treasury Report

INCOME

DEPARTMENTS	Budget	Received
Art Show	\$2,250.00	\$3,888.18
Artifacts	\$750.00	\$1,411.88
Chair Contingency (Donations)	\$0.00	\$58.30
Child Care	\$100.00	\$68.08
Dealers Room	\$5,000.00	\$5,464.16
Hospitality Donations	\$250.00	\$369.34
Registration	\$38,000.00	\$34,648.46
Souvenir Book	\$300.00	\$320.00
Writer's Workshop	\$0.00	\$0.00
TOTAL INCOME	\$46,650.00	\$46,228.40

EXPENSES

CHAIR Managerial Area	Budget	Spent	Balance Remaining
Art Show	\$1,400.00	\$430.47	\$969.53
Chair Contingency	\$1,000.00	\$511.64	\$488.36
Dealers Room	\$400.00	\$36.00	\$364.00
Hotel	\$13,250.00	\$3,486.00	\$9,764.00
Meetings	\$300.00	\$351.57	-\$51.57
OSFCI: Attendance Fee (Est. 1300@\$2.00)	\$2,600.00	\$0.00	\$2,600.00
Public Relations	\$2,500.00	\$637.17	\$1,862.83
Registration	\$1,250.00	\$896.42	\$353.58
Treasury	\$150.00	\$92.70	\$57.30
Sub-total Chair Managerial Area	\$22,850.00	\$6,441.97	\$16,408.03

EVENTS Managerial Area			
Events Tech	\$250.00	\$0.00	\$250.00
Masquerade	\$250.00	\$190.97	\$59.03
Photography	\$250.00	\$250.00	\$0.00
Sub-total Events Managerial Area	\$750.00	\$440.97	\$309.03

BOLD within an activity area indicates a department or subdepartment name.

MEMBER SERVICES Managerial Area	Budget	Spent	Balance Remaining
Artifacts	\$1,500.00	\$2,048.40	-\$548.40
Child Care	\$500.00	\$520.00	-\$20.00
Fan Lounge	\$200.00	\$200.00	\$0.00
Hospitality	\$4,500.00	\$1,405.42	\$3,094.58
Teen Lounge	\$150.00	\$163.79	-\$13.79
Sub-total Outreach Managerial Area	\$6,850.00	\$4,337.61	\$2,512.39

OPERATIONS Managerial Area			
General Logistics (inc. radio and vehicle rental)	\$2,000.00	\$1,847.13	\$152.87
Information Desk	\$50.00	\$50.00	\$0.00
Ribbons	\$800.00	\$650.67	\$149.33
Security	\$25.00	\$0.00	\$25.00
Signage	\$200.00	\$155.62	\$44.38
Volunteers	\$50.00	\$26.16	\$23.84
Sub-total Operations Managerial Area	\$3,125.00	\$2,729.58	\$395.42

PROGRAMMING Managerial Area			
Children's Programming	\$100.00	\$0.00	\$100.00
Creation Station	\$300.00	\$288.69	\$11.31
Electronic Schedule	\$200.00	\$175.00	\$25.00
Filk (for bartender)	\$250.00	\$0.00	\$250.00
General Programming	\$300.00	\$330.92	-\$30.92
Green Room	\$200.00	\$50.22	\$149.78
Guest of Honor	\$6,000.00	\$4,659.35	\$1,340.65
Opening Ceremonies	\$50.00	\$0.00	\$50.00
Video	\$50.00	\$0.00	\$50.00
Writer's Workshop	\$0.00	\$0.00	\$0.00
Sub-total Operations Managerial Area	\$7,450.00	\$5,504.18	\$1,945.82

PUBLICATIONS Managerial Area

Daily Zine	\$100.00	\$0.00	\$100.00
Pocket Program/Souvenir Books	\$5,500.00	\$5,128.99	\$371.01
Sub-total Operations Managerial Area	\$5,600.00	\$5,128.99	\$471.01

TOTAL EXPENSES	\$46,625.00	\$24,583.30	\$22,041.70
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BOLD within an activity area indicates a department or subdepartment name.

ASSETS	
Checkbook Balance 12-5-17	\$21,859.54
Cash Waiting Deposit	
Checks Waiting Deposit	
PayPal in Transit	
PayPal Balance 12-5-17	\$785.56
TOTAL ASSETS	\$22,645.10

BALANCE SHEET	
Total Income	\$46,228.40
OSFCI Seed Loan	\$1,000.00
Minus: Total Expenses	-
	\$24,583.30
BALANCE	\$22,645.10

NOTES

- 1) Waiting final attendance to calculate \$2.00/attendee fee to OSFCI.
- 2) Waiting hotel bill adjustments (if any) by Hotel and Chair before paying bill.
- 3) Waiting security guard invoice.
- 4) \$35.00 for an OSFCI debt owed by Richard Glover was paid by Diana Cerasin. This amount does appears in the OryCon 39 ledger as revenue under Chair Contingency, and is in the OryCon 39 PayPal account. When it is paid to OSFCI, the revenue will be removed from the Chair Contingency account. There were no PayPal fees associated with this payment.
- 5) 22 of 34 budget areas have submitted final receipts. Five more are waiting final settlement of the hotel bill. Another is waiting the final Registration report. Other are waiting final receipts and/or the return of unspent advances.

GameStorm 20 Treasury Report

INCOME

Department	Budget	Received
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Chair General Fund	\$0.00	\$0.00
Dealers	\$2,000.00	\$1,672.52
Registration	\$50,000.00	\$22,276.44
Hospitality Donations	\$1,000.00	\$0.00
Merchandise	\$1,500.00	\$0.00
Program Book	\$450.00	\$50.00
TOTAL INCOME	\$54,950.00	\$23,998.96

EXPENSES

CHAIR Managerial Area	Budget	Spent	Balance
Chair General Fund	\$2,000.00	\$93.36	\$1,906.64
Dealers	\$200.00	\$0.00	\$200.00
Hotel	\$11,000.00	\$984.00	\$10,016.00
OSFCI: Attendance Fee (1650 attendees)	\$3,300.00	\$0.00	\$3,300.00
Registration	\$1,500.00	\$60.66	\$1,439.34
Treasury	\$250.00	\$6.00	\$244.00
Sub-total Chair Managerial Area	\$18,250.00	\$1,144.02	\$17,105.98

EVENTS Managerial Area			
Children's Activities	\$200.00	\$0.00	\$200.00
Console / LAN Gaming	\$200.00	\$0.00	\$200.00
Events General Fund	\$300.00	\$0.00	\$300.00
Game Lab	\$2,000.00	\$0.00	\$2,000.00
Indie Hurricane	\$150.00	\$0.00	\$150.00
LARP	\$300.00	\$0.00	\$300.00
Assassins	\$50.00	\$0.00	\$50.00
Miniatures	\$50.00	\$0.00	\$50.00
Organized Roleplaying Campaigns	\$50.00	\$0.00	\$50.00
Printing and Supplies	\$1,500.00	\$0.00	\$1,500.00
Roleplaying	\$50.00	\$0.00	\$50.00
Sub-total Events Managerial Area	\$4,850.00	\$0.00	\$4,850.00

INDUSTRY RELATIONS Managerial Area			
Guests of Honor	\$5,000.00	\$0.00	\$5,000.00
Panel Programming	\$50.00	\$0.00	\$50.00
Play and Win	\$200.00	\$0.00	\$200.00
Swag/GM Rewards	\$750.00	\$305.26	\$444.74

Sub-total Outreach Managerial Area	\$6,000.00	\$305.26	\$5,694.74
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BOLD within an activity area indicates a department or subdepartment name.

OPERATIONS Managerial Area	Budget	Spent	Balance
Hospitality (1)	\$9,000.00	\$0.00	\$9,000.00
Logistics	\$1,500.00	\$0.00	\$1,500.00
Office (including Signage)	\$300.00	\$0.00	\$300.00
Operations General Fund	\$100.00	\$0.00	\$100.00
Security (including radio rental)	\$800.00	\$0.00	\$800.00
Small Tech / Internet / IT (Amazon Web Services)	\$500.00	\$0.00	\$500.00
Sub-total Operations Managerial Area	\$12,200.00	\$0.00	\$12,200.00

PUBLIC RELATIONS Managerial Area			
Advertising	\$3,000.00	\$47.91	\$2,952.09
GameStorm Bucks	\$500.00	\$0.00	\$500.00
Info Desk	\$100.00	\$0.00	\$100.00
Miniatures Painting Contest	\$200.00	\$0.00	\$200.00
Merchandise	\$4,000.00	\$0.00	\$4,000.00
Program Book	\$4,000.00	\$0.00	\$4,000.00
Sub-total Outreach Managerial Area	\$11,800.00	\$47.91	\$11,752.09

TOTAL EXPENSES	\$53,100.00	\$1,497.19
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BOLD within an activity area indicates a department or subdepartment name.

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ASSETS	
Checkbook Balance 12-6-17	\$18,190.06
Check Waiting Deposit	
PayPal Balance 11-30-17	\$5,311.71
TOTAL ASSETS	\$23,501.77

BALANCE SHEET	
Total Income	\$23,998.96
OSFCI Seed Loan	\$1,000.00
Minus: Total Expenses	-\$1,497.19
BALANCE	\$23,501.77

Notes

- 1) Hospitality: \$6,000.00 for pre-convention expenses. \$3,000.00 in reserve in case of unexpectedly large attendance.
- 2) This is the final budget.

OryCon 40 Treasury Report

INCOME

DEPARTMENTS	Budget	Received
Art Show	\$2,000.00	\$0.00
Artifacts	\$1,200.00	\$0.00
Chair Contingency (Donations)	\$250.00	\$0.00
Child Care	\$0.00	\$0.00
Dealers Room	\$5,000.00	\$80.00
Hospitality Donations	\$250.00	\$0.00
Registration	\$41,000.00	\$5,624.64
Souvenir Book	\$300.00	\$0.00
Writer's Workshop	\$0.00	\$0.00
TOTAL INCOME	\$50,000.00	\$5,704.64

EXPENSES

CHAIR Managerial Area	Budget	Spent	Balance Remaining
Art Show	\$450.00	\$0.00	\$450.00
Chair Contingency	\$1,500.00	\$0.00	\$1,500.00
Dealers Room	\$200.00	\$0.00	\$200.00
Hotel	\$15,000.00	\$0.00	\$15,000.00
Meetings	\$300.00	\$0.00	\$300.00
OSFCI: Attendance Fee (Est. 1360@\$2.00)	\$2,720.00	\$0.00	\$2,720.00
Public Relations	\$2,500.00	\$0.00	\$2,500.00
Registration	\$1,200.00	\$0.00	\$1,200.00
Treasury	\$200.00	\$0.00	\$200.00
Sub-total Chair Managerial Area	\$24,070.00	\$0.00	\$24,070.00

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EVENTS Managerial Area			
Events Tech	\$2,200.00	\$0.00	\$2,200.00
Masquerade	\$325.00	\$0.00	\$325.00
Photography	\$250.00	\$0.00	\$250.00
Sub-total Events Managerial Area	\$2,775.00	\$0.00	\$2,775.00

BOLD within an activity area indicates a department or subdepartment name.

MEMBER SERVICES Managerial Area	Budget	Spent	Balance Remaining
Artifacts	\$1,500.00	\$0.00	\$1,500.00
Child Care	\$0.00	\$0.00	\$0.00
Fan Lounge	\$250.00	\$0.00	\$250.00
Hospitality (8)	\$4,500.00	\$0.00	\$4,500.00
Staff Lounge (\$500.00), Teen Lounge (\$250.00)	\$750.00	\$0.00	\$750.00
Sub-total Outreach Managerial Area	\$7,000.00	\$0.00	\$7,000.00

OPERATIONS Managerial Area			
General Logistics (including vehicle rental)	\$1,500.00	\$0.00	\$1,500.00
Information Desk	\$100.00	\$0.00	\$100.00
Ribbons	\$500.00	\$0.00	\$500.00
Security (The Watch) (inc. \$650.00 radio rental)	\$700.00	\$0.00	\$700.00
Signage	\$100.00	\$0.00	\$100.00
Volunteers	\$100.00	\$0.00	\$100.00
Sub-total Operations Managerial Area	\$3,000.00	\$0.00	\$3,000.00

PROGRAMMING Managerial Area			
Children's Programming	\$0.00	\$0.00	\$0.00
Creation Station	\$350.00	\$0.00	\$350.00
Electronic Schedule	\$125.00	\$0.00	\$125.00
Filk (for bartender)	\$0.00	\$0.00	\$0.00
General Programming	\$350.00	\$0.00	\$350.00
Green Room	\$600.00	\$0.00	\$600.00
Guest of Honor	\$5,000.00	\$0.00	\$5,000.00

Opening Ceremonies	\$100.00	\$0.00	\$100.00
Video	\$0.00	\$0.00	\$0.00
Writer's Workshop	\$50.00	\$0.00	\$50.00
Sub-total Operations Managerial Area	\$6,575.00	\$0.00	\$6,575.00

PUBLICATIONS Managerial Area			
Daily Zine	\$100.00	\$0.00	\$100.00
Pocket Program/Souvenir Book	\$5,500.00	\$0.00	\$5,500.00
Sub-total Operations Managerial Area	\$5,600.00	\$0.00	\$5,600.00

TOTAL EXPENSES	\$49,020.00	\$0.00	\$49,020.00
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BOLD within an activity area indicates a department or subdepartment name.

ASSETS	
Checkbook Balance 12-6-17	\$4,879.08
Cash Waiting Deposit	
Checks Waiting Deposit	\$105.00
PayPal in Transit	
PayPal Balance 11-30-17	\$1,720.56
TOTAL ASSETS	\$6,704.64

BALANCE SHEET	
Total Income	\$5,704.64
OSFCI Seed Loan	\$1,000.00
Minus: Total Expenses	\$0.00
BALANCE	\$6,704.64

NOTES

- 1) The budget is adapted from the draft budget submitted with the bid. It is not a final budget, and does not reflect information from OryCon 39.