

1. Meeting Opened

It was determined that a quorum was present.

Meeting declared open at 4:08 pm.

Chairing of the meeting was yielded by Doug to PRK with consent of the meeting.

Attending

- Doug Burbidge (chair)
- Brian Johnson (treasurer; CSC coordinator)
- Andrea Johnson (elected board member)
- Davina Watson (elected board member)
- Jack Bridges (elected board member)
- Laura Hodge (elected board member)
- Margaret Watts (elected board member)
- P R Khangure (chairing most but not all of the meeting)
- Anna Hepworth (taking minutes)
- Sarah Parker
- Rohan Wallace
- Elizabeth Trump
- Elizabeth Graeve
- Areta Crawford
- Elaine Walker
- Ruth Turner
- Rachel Turner
- Samara Morgan
- Jess Bridges
- Peter Lyons
- Andrea Johnson
- Andrew Williams
- Fern Clarke
- David Cake
- Stephen Dedman

Apologies

- No apologies tendered.

2. Considerations of Previous Minutes

Changes to previous minutes:

- page 4 - Swancon 43, 2019 -> Swancon 44, 2019
- page 7 - 'coming to use without a committee' -> 'us' not 'use'

Motion: That the minutes be accepted with the above changes.

Moved: Doug Burbidge. Seconded: Laura Hodge. Motion carried.

3. Matters Arising from previous minutes

1. PRK: During the treasurer's report there was discussion of cash accounting versus accrual accounting. What has happened since then?

Brian: We looked into accrual accounting; talked to our bookkeeper and some other accountants; the response from our bookkeeper via email:

"I really don't see the advantages for your organisation in going over to accrual accounting".

Other solutions exist; these have been implemented and are seen in the 2020 budget.

2. Appointment of auditor - at the last AGM there was a motion to appoint an auditor if the WASFF treasurer and bookkeeper could not adequately explain the discrepancies in the presented reports for 2017. Following up on this:

Brian: Detailed well, down to \$10.

Doug: This was posted to the WASFF list asking if anyone was dissatisfied and no-one was.

Brian: No feedback or no negative feedback was received.

PRK asked whether the board were okay with the explanation, and that was the case.

Ruth, Elaine: Basically, that is a reasonable amount in an organisation this size.

3. Rohan: On the topic of the new constitution - what is the current situation?

Doug: The new constitution has been registered with the Department of Mines, Industry Regulation and Safety. They came back to us that it had been correctly registered.

PRK: It is listed on the website, with the date that it was accepted.

Brian: This has been mentioned to the board or discussed at a board meeting so it would be minuted in an existing board minutes.

4. Reports

Chair

Following the last AGM, the board had a task to re-jig the by-laws to match the new constitution. We were all burned out, so we did nothing for the first six months. We then took a series of runs at updating various parts of the by-laws, and we believe they are now adequately patched to match the new constitution.

According to the minutes, I was elected to the board 12 April 2009, and elected as chair at the meeting immediately following. I had no recollection of that meeting until I read the

minutes a couple of hours ago, upon which parts of it leaped vividly back into my mind. So I've been chair for a few days over ten years.

It's my plan at the board meeting immediately following this AGM to *not* nominate for chair, thus bringing my reign of hopefully not terror to an end. I still have a year left on my three year term, so I'm not leaving the board immediately.

I am very happy that during my term the board was very "touchy feely" — the board always tried to consider how its rules and actions would impact people, and how to do the right thing by people. Although I was part of setting that tone, I absolutely could not have done it alone. I thank all of the other board members, past and present, and all the other people we interacted with during my tenure.

As an illustration of the positive approach of the board and people around it, when I expressed to Anna and PRK that there are issues, they stepped up to take on the roles of minutes and chairing.

Rohan: Motion of thanks to Doug. Carried by acclamation.

Treasurer

During the year we have reviewed the budgeting process. Have simplified and clarified:

- Clarify what is WASFF/Swancon.
- Simplify what Swancon "owes" WASFF with line item "Admin Services".
- Simplify Swancon budget to make it easier to get approved - previously about 40 items of incoming and outgoing; now approximately 20. Makes it a less painful process for drafting and approving a budget; some of the items were no longer required and have been removed.
- There are a few artefacts in 2018's report and some teething issues with 2019's budget, e.g guest flights, should be called guest flights and accommodation.

Statement of financial performance

- Dates were explained to clarify that there are reports for 2018 financial years, the first few months for 2019 and "whole project" tables for WASFF and relevant conventions, 2018, 2019, 2020.
- The Surplus and Deficits were highlighted for 2018 and 2019 (which is an incomplete project).
- Live Xero reports were presented on the projector, and are shown below.
- Statement of financial performance - reported on for lifetime of the cons, and for 1-4-2017 - 1-4-2019 for 2018's con; shows a surplus.
- 2019 - budget and statement of activity are to 28-2-2019; there have been significant incomings and outgoings since. Brian presented an automatically generated report for 'profit and loss'; which has not yet been retitled appropriately (as a statement of receipts and payments); this is up to 2pm today -- there are some reconciliations to come (shows -\$8730).

Profit and Loss

WA Science Fiction Foundation Inc

For the period 1 January 2017 to 21 April 2019

Cash Basis

Cons is **SW19**.

Account 1 Jan 2017-21 Apr 2019

Trading Income

SC Con Artshow Income	23.36
SC Fundraising Movies	1,118.55
SC Seed Received	2,000.00
SC Tickets Income	21,140.51
SC Traders Income	925.73
Total Trading Income	25,208.15

Gross Profit	25,208.15
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Operating Expenses

SC Con Artshow Expenses	665.61
SC Con Equip Hire-Maint	358.51
SC Con Guest Per Diem	720.00
SC Con Masquerade	310.00
SC Con Welcome to Country	500.00
SC Fundraising Misc Expenses	125.00
SC Fundraising Movies Expenses	1,014.50
SC Grenadine & Stripe	1,047.68
SC Guest Flights	3,277.02
SC Marketing	690.00
SC Venue Expenses	26,800.00
Total Operating Expenses	35,508.32

Net Profit	(10,300.17)
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- Rohan: How much change do we expect the actual income and expenses to change from what is presented? (regarding 2019 report)
- Brian: I haven't done the predictions on sales for the rest of the con; the CSC report covers how the CSC thinks the con is going to perform. In this report we assume that the actuals for the expenses will all go up to the budgeted costs. Currently the budgeted income should be accurate, but that depends on final membership numbers.

- 2020 report: currently shows a \$2000 loss with conservative membership estimate.
- Rohan: what's the full time equivalent expected membership numbers?
- Doug : The membership estimate has been based on the worst of previous years.
- Jack: Averaged over the last five or so years, since we moved to Livecon.
- Brian: I haven't been with the organisation long enough to have a good knowledge; so I'm basing this on information provided by others with longer institutional memory.
- Doug: You were asked to do work on cradle-to-grave tracking; you have done a good job getting this into Xero.

Some questions were posed on the current process; Brian clarified about changes in the line items.

Administrator

The administrator position has been vacant since Frames moved to the UK. We do not currently have an administrator: no administrator report.

Motion: To accept the two reports (and lack of administrators report).

Moved: Jack Bridges. Seconded: Fern Clarke. Motion carried.

CSC coordinator

Reporting on the three conventions

CSC has had a difficult year.

2018 ConCom

- Worked collaboratively with CSC, many decisions were indistinguishable between CSC or ConCom; very amicable.
- Speaking to the formality of the relationship, there were very few motions, mainly points of compliance (used where required by bylaws).
- Returned a surplus of \$1,525.42
 - 10% of budgeted seed
 - 14.6% of actual seed
- 2018 has been active in CSC during their typical burnout period - there are occasions when committees finish their cons and stop. This is good and not always the norm.
- CSC's lifecycle for a ConCom is Follow (year one), Do (year two), Lead (year three).
- 2018 have excelled in their role of being leaders this year.

2019 ConCom

- Worked more independently of CSC; therefore has had quite formal interactions with CSC and the Board.
- Many decisions were formalised by motions to ensure that CSC was clearly communicating what is a requirement and what is a suggestion.
- Launched last year with a bang with a budget, guests and on-budget venue.
- Their year was slow with only a few movie screenings and emails, in part due to lack of community engagement at screenings.

- There have been some communication issues:
 - CSC noted some critical information that has been passed to the ConCom both at CSC and via email has taken a long time to reach the recipient and in some cases we believe has only reached them via other channels. This is a cause for concern.
 - Advertising has been very minimal until weeks before the con.
 - Use of swancon email domain was low (e.g. programmer@swancon).
 - CSC has not received ConCom minutes for ~14 months — we have been following up on occasion.
- A few weeks out from the Con responsibility for the 2019 con treasury was passed to CSC/WASFF to make sure that the books were up to date, so that we can generate reports, and so that we could ensure compliance. We discovered an issue with the venue budget that was \$2000 out when we got our final event order from the venue.
- This assisted us in identifying that the amended venue contract was \$2000 over budget and CSC was requested to assist in resolving this issue, bringing the venue in at \$1000 under budget.
- The CSC programming sub-committee of 2018-2020 programmers plus board members plus WASFF list and community really came together when asked by 2019 to make the program what it is and make sure it was polished and ready. The committee did what was needed to get the program.
- Unfortunately Annalee Newitz was unable to appear at this con as a guest of honour. This was an unavoidable and unpredictable occurrence. This shouldn't reflect on 2019's ConCom's work.
- CSC is anticipating a loss of \$10,795:
 - Budgeted for a deficit \$3745,
 - difference between last year's membership \$5050,
 - Budgeted grants of \$2000 that did not come through; this is where the additional deficit to that reported in the budget came from).
 - Question of clarification about grants: answer is that there was a budget item for \$2000 of grants, which was not achieved.

2020 ConCom

- As we know, 2020 have launched with their con being on Anzac Day.
 - The change of date is a strategic decision made by CSC and board; as announced at previous AGM's. 2020 put their bid in for that date, and have to work with that.

For the next part of my report please keep in mind that the CSC is made up of 3 Convenors all with votes (past, present and future) and 3 board members. This means that convenors have direct knowledge and influence over CSC.

There are plans to move some items from the ConCom to the CSC. These are repeatable activities that occur for every ConCom that cause pain for the convention level committee.

- Venue negotiations due to the multi layered structure of CSC, Board and the complexities and considerations of a 30k contact.

- CSC should be leveraged to manage these contracts, as its members regularly interact with hotels and consider these contracts. The aim is that the CSC will manage the venue relationship until the banquet order with ConCom input. The ConCom will say what they are after, and the CSC will do what they can to negotiate that.
- The banquet order will be a collaborative effort to ensure the flavour and theme is on point. At that point it will be handled to the ConCom so that they can make the decisions. Query from floor: does that mean that the CSC will decide on the hotel. Answer: the ConCom will be able to make requests. The CSC will help to find venues that suit the needs of the cons, and help with the negotiation.
- "Fixed assets" are everything we beg, borrow and steal from projectors to art boards. These are not details that relate to the 'flavour' of the con, or the branding.
 - This should also be leveraged through CSC with the institutional knowledge of who, what, where and what price. This doesn't contribute to the theme and flavour of the Con. There may be things that the ConCom are better suited to sourcing through contacts, and that can be leveraged.
 - This would be in collaboration with the ConCom so, for example, we don't order 20 boards when the committee are not running an art show.
- Concom treasurers are a rare commodity and we want to look after them.
 - CSC will be responsible for delivering Venue and Fixed assets on budget. As such, CSC would manage those portions of the budget. This will also smooth and aid the budgeting and approval process.
 - The reporting responsibilities for treasury and actual bookkeeping are currently separated with little direct formal interaction. The WASFF treasurer is responsible for reporting and is ultimately held accountable but the ConCom does most of the book keeping with varying degrees of accuracy and detail.
 - Finding a ConCom treasurer is often difficult. The use of Xero makes treasury easy; we can use that to help coordinate. For example batching of reimbursement. With Jess (2020's treasurer) also being a board member, we can work through this.
 - To be clarified is the responsibility for reports and accounts payable. Xero has been a great tool to make treasury easy. How we leverage that will likely be assessed this year.
 - Do we train every treasurer in Xero?
 - Does WASFF's treasurer do processing and reporting and is fed completed claims by ConCom Treasurers?
 - Does WASFF maintain 1 treasurer that does all the work, is there a co-treasurer to share the load?

CSC has done its job:

- It identified issues and areas of concern
- It is offering and has assisted the ConCom on request with problem tasks/issues.
- It stepped in where necessary to take over or manage them.

CSC will have a strong focus on the following:

- Inducting ConCom's so that they are clear on the processes and the tools that we are using.
- Strong emphasis on Burn-Out minimisation, Succession and reporting processes using. This should help with handing over in situations when it needs to be done suddenly.
 - Xero
 - Email mailboxes/forwards
 - Grenadine
- These tools have proven invaluable and functional, any ConCom planning not to use them needs to advise and plan this with CSC in their first 3 months.

Thank you

- CSC and their friends/family/partners for help assistance and support.
- WASFF and their friends/family/partners board for their help, advice and guidance though many aspects of this difficult year.

Questions

1. Peter: I didn't follow what the evolution of the program role in the convention committee will become.

- Brian: I'm not clear either at present; this will evolve over time as we work out what can be done with online tools.
- Peter: Do you see that the convention committee will move away from the CSC?
- Brian: The ConCom can hand over treasury at a different level. At the moment we have four treasurers in the organisation, why are we training all of these people? How much of the inner workings do they need to know?
- Peter: They are at different levels.
- Ruth: This would depend on the treasurer.

2. Peter: It has been a fraught process in the CSC/ConCom this year; is this reflected in turnover in ConCom members?

- Jack: the 2018 ConCom lost the treasurer and programmer.
- Davina: the 2019 ConCom lost the chair and secretary; lost publicity officer to pressures at work. With respect to the CSC, I came in as co-chair in the last 8 weeks, and I've learnt a lot with Brian's help; the CSC have been really helpful.

Swancon 43 2018

Jack Bridges (Co-convenor, 2018) reports:

- Since we wrapped up the con, we have met our reporting requirement (wrap up books); returned the seed and admin costs; returned a small surplus. This made me happy.
- We met the grant acquittal (report on how we spent the money they gave us) requirements for the grant which means we can apply for one from the same source.

This was a report on how we had spent \$6300 of the department's money on the writing stream.

- We wrapped up the con. There might still be a box of assorted items (labelled as 'really old t-shirts').
- We were really pleased that we returned a surplus!

Questions

1. Rohan: What was the number of attendees, how does this compare to previous years.

- Jess: 315 unique attendees.
- Jack: The most in past few years is 420 (ignoring gold coin days).
- PRK: And 2018 was a natcon.

2. Peter: How did you feel about the venue?

- Jack: The lower level was too big. The rooms/area upstairs that we used for the writing stream were great and they were cheap. If we could fit a future con upstairs, that would be great. In terms of accessibility, the Panpac is great, but it is too big for us.

Swancon 44 2019

Davina Watson reports:

- It's been a hard year, as we lost one person after another from the ConCom. I took over the chair 8 weeks ago, and I've done nothing except try and catch up and get the con running in that time.
- I'd like to thank the CSC because there are a lot of things I didn't know that they have helped with.
- I hope everyone enjoyed the con and we don't lose too much money.

Questions

1. Samara: How many members so far?

- Brian: There are 234 unique members in the Grenadine system; that includes traders and panellists.
- Jack: 190 attendees not counting panellists; that may include traders.
- Brian: 113 full members only.
- Davina: That is close to what we counted at lunch time.
- Jack: There were 10 traders on Friday.

2. Rohan: with the resignations that you had, what do you think could have been done differently to predict some of those people resigning earlier on? Because that would have been less painful to deal with - any insights?

- Davina: The biggest mistake we made was being too supportive. We should have been much stricter sooner, and said, if you can't, now is the time to stop. You can't predict ill health.

3. Rohan: Following up: To me, the organisation has always been vulnerable to that sort of problem, and to the extent possible the organisation needs to consider and mitigate against this perpetual problem.

- Ruth: In cons gone by, it was something that was addressed with conventions having more than one chair, and being more willing to reach out to the community when there are problems.
- Anna: There is no point this being a thing that the ConCom have responsibility for, because as already said, this isn't new, and what we can't rely on is enough institutional memory at the ConCom level to be able to do anything.
- Sarah: This will be addressed in my report, so can we table this for now please.

Swancon 45 2020

Sarah Parker reports:

- We've launched, we have a budget, we have a venue, we have two guests, we're excited.
- I like efficiency and want to work more on using the tools we currently have available to us. I see the management role as a division between facilitating the work someone does, and keeping other stresses out of the way, so they can focus on the one role they wanted to do.
- One of the questions is about how WASFF handles volunteers and how we can deal with this at an organisational level. We've taken on the @swancon email addresses, but we don't have a formalised way of using these yet, and so we are going to be looking at that. Apart from anything, this should become a searchable database of information and contacts. So starting with using the right email address, and making sure that I've sat with the committee and making sure that they know how to do that.
- Historically, we have been asking people for more than 100%, and we need to stop doing that. When people offer to do one small thing, we need to stop asking for more. We need to protect people from the management aspects that they don't need to deal with, and to make sure that they have the support that they need to be.
- Please use convenor@swancon to communicate with the committee.
- My strengths are communication and coordination; John is there so that we have the option to hand off the organisation when it becomes too much.
- Because of the issues with getting systems running and continued and valuable, I'm volunteering to be convenor for the following year (with support of the board and the CSC).
- I want anything we do to be applicable, useful, and on point; please let me know if anything I'm doing isn't useful. I'm happy to support anyone to be convenor!

Discussion/Questions

Sarah apologised for using 'staff' to refer to volunteers.

Ruth: we need to treat our volunteers more professionally, staff is the right term.

Dave: Strongly in favour of more mentoring.

Sarah: If people feel protected from the bad bits of con running, supported through the hard bits, then they come back. I like effective useful things, and if the manager keeps other people off my back, then I can do the job well.

Davina: If we keep having the same people and the same committees, we are going to stop people putting their hands up. We all have a huge risk of burnout.

Sarah: We need to maintain focus on multiple points.

Davina: There is value in keeping people who've done things before, but we do need new people

Fern: I often say I'm happy to be involved, but I don't know how to do anything, and so I don't. Maybe what we need is to invite people to come along and shadow.

Sarah: I'd love that, but we need continuity to do it. To help with this we are going to run two mailing lists. One of which will be the core committee, and the other the extended committee including those who are doing a single special task. When it is more enjoyable being on committee, we will hopefully attract more people. When it goes wrong, it is horrible. While I'd like to help more people with mentoring, we need to have people to do that.

Brian: I'd like to remind people that WASFF and the CSC are directly contactable if Sarah isn't available. I came up through the 2017 ConCom as convenor with no experience and the CSC were very helpful.

Samara: There's also the option of not going to meetings. The hardest bit of being on committee is meetings; I do things in the background, and that works.

Sarah: Skype, just visual or audio are fine. I'm happy to have people who are over east involved. We need to make sure that everything is accessible - if people are asked to come to a meeting it is because it is useful or necessary. There is no point spending two hours at a meeting for one minute's worth of relevance.

Andrew: I suggest that WASFF require that all Swancon pages have all the contacts listed.

Anna: This year, the addresses were there, but no names were attached.

Sarah: That is already there for ours, with names and email addresses.

Andrew: This is something some cons do well, some don't, having a policy would be good.

Sarah: There are strengths to what we are doing with Grenadine, in particular the ability to move the websites across each year so that there are common details such as the emails there. I'm pushing the committee to use them, and I'm hoping the community will. Grenadine is intuitive in some ways, and not in others. Grenadine is a strong tool, and we need to make good use of it. The webpages are going to be similar each year, and we need to accept that -- add a bit of personality, but not actually building it from the ground up.

Motion: To accept the three con reports and the CSC report.

Moved: Ruth Turner. Seconded: Jack Bridges. Carried.

Worldcon bid sub-committee report

Not in the Agenda; PRK asked to speak at this point.

There is a Worldcon bid sub-committee which consists of PRK, Sarah Parker, Dave Cake, Jack Bridges. We have been looking at putting in a Perth Worldcon bid for 2025.

PRK attended San Jose (2018); the possibility of a Perth bid was previously announced at Helsinki in 2017. There was some enthusiasm, but we were trying not to crimp attention from New Zealand's 2020 bid. As NZ is going ahead, we are trying to get a table at Worldcon in Dublin to publicise Perth. The 2025 con will be voted at Worldcon 2023, and the application has to be in six months ahead (2023 has not yet been determined yet; this will be voted on in 2021; for which the only bid is Washington DC). There are currently three bids for 2023: New Orleans, USA; Nice, France; Chengdu, China. Depending on how that goes will influence the success of the Perth bid.

Questions

1. Peter: Are there any known competing bids?

- PRK: Seattle/Pacific Northwest. So if 2023 is a North American con it will be difficult for us; but if it is Europe or Asia it will potentially be easier. We need to show that we have the ability to run the con.
- Ruth: Where would it be held? There are two world class conventions held in Perth outside the SF community, and they were very successful.
- PRK: The Convention Centre is the preferred venue; the Crown Complex is the back-up option.

2. Samara: Does that mean it would be the NatCon?

- Dave: While there is no rule, that is the general way that it is done. Usually what happens is that there is a tiny Natcon stream, with a few items, being the AGM, the Ditmars. Last time myself and Paul Ewins were responsible for this. There may have been a small cost. However, there is no requirement, and someone can bid for the Natcon two years ahead as a separate event.

Motion: To accept the World Con bid report

Moved: Brian Johnson. Seconded: Laura Hodge. Carried.

5. Appointment of Auditor

This is an optional item. It is up to the meeting to decide whether the appointment and cost thereof is of value to the organisation

- Ruth: Question on costs?
- General discussion: Previous quotes have been between \$2000 and \$5000
- Rachel: Now that we have Xero, which is a professional level software, is an audit necessary?
- Brian: I don't believe it is necessary. Jack's con went through the bookkeeper; and that was fine. I went through the previous cons details entering into Xero; I've seen nothing indicating the need for an audit, no issues.
- Samara: Does the government require it?
- PRK: No.

No request to appoint an auditor.

The matter lapses.

6. Appointment of a Returning Officer

For the appointment of an organising committee for Swancon 2021 and three members of the WASFF board.

We have no bids for Swancon and we have only three nominations for the three WASFF Board positions, do we need to have a returning officer? The three nominees are: Laura Hodge, Jack Bridges, Fern Clarke; replacing Laura Hodge, Jack Bridges, Frames White. None have been bankrupt or had criminal convictions.

Motion: To accept the nominations without vote.

Moved: Brian Johnson. Seconded: Rachel Turner. Carried.

PRK: congratulations to the three individuals elected.

In situations when there is not a Swancon bid, historically the meeting has moved that the board via the CSC appoint one.

Motion: The board of WASFF appoint an organising committee for Swancon 46, 2021.

Moved: Rachel Turner. Seconded: Samara. Carried.

7. Motion to form Election of Organising Committee of the Western Australian Science Fiction Convention (Swancon 45 2020)

No bids were received; the motion lapses.

8. Election of Members of the Board

No election was required; see section 6.

9. Motions on Notice

Motion 1: Membership fee amendment

Preamble:

There is some concern over the clarity of fees and whether the constitution allows for different types of membership that may have different fees. The proposal below is to address these concerns.

Motion:

That constitution text:

6.1 The Board shall determine the annual membership fee to be paid for membership of WASFF.

be replaced with with new text:

6.1 The Board shall determine the annual membership fee to be paid for each category of membership of WASFF.

Moved: Brian Johnson. Seconded: Rohan Wallace.

Discussion

Speaking to the motion

Brian: This is a good idea, it clarifies things, let's do it.

Against: No speakers.

The motion was put -- carried unanimously.

Motion 2: Membership approval amendment

Preamble:

Some people feel the current membership provision does not provide for different types of membership fee for different classes of membership, and as soon as one paid the fee the person became a member, without permitting any vetting or acceptance process.

This flaw could allow a person that the organisation deems undesirable as a member to become a member, without the ability to refuse them membership.

The proposal below is to address these issues.

Motion:

That constitution text:

5.1.1 Membership is granted or renewed upon payment of the appropriate membership fee described in section 6.

be replaced with new text:

5.1.1 Membership is granted or renewed upon payment of the membership fee for the respective category of membership, subject to acceptance or re-acceptance according to the by-laws.

Moved: Brian Johnson. Seconded: Rohan Wallace.

Discussion

Ruth: What does the bylaw say about the reason given for refusal.

Brian: Nothing, just about how and when the process is used.

Ruth: The board makes that decision?

Brian: After certain considerations are met, yes.

Rohan: There are substantial sections of the bylaws that were passed previously, and this clarifies that these bylaws are valid.

Samara: Could you clarify when would this be necessary?

Ruth: At least one individual has been banned from other organisations that they have tried to join, and this is to prevent them being a member after having previously been banned.

Samara: So this is preemptively banning them?

Brian: Dispute resolution is painful; rejection is easier.

Rohan: It is normal for organisations to say that certain types of people are welcome and some are not, and this is usually about behaviour.

Ruth: And the reason for the bylaws is because of specific behaviours.

PRK: This means that the re-acceptance is not automatic on purchase of a membership.

Speaking for:

Brian: This does not decrease our flexibility or the intent of the constitution and bylaws, it clarifies it. Clarity is good, and if pushed on an issue it may save us having to seek legal counsel to show that we are in the right, and to save us fees if we were in the wrong.

Speaking against:

None.

Carried unanimously.

10. General Business

Peter: Does the board have any feeling as to why in this particular case no-one has come forward to bid for 2021?

- Brian: This is a lower membership con, so there are fewer people at the con to form bids. We often have repeat ConComs, and those people may be unavailable/already on committees.
- Doug: Previously this has worked out okay.
- Peter: I'm not concerned, just wondering if it reflects on ways to better publicise to encourage people to get involved.
- Brian: I encourage Sarah's approach to balancing the workload, induction and mentoring. This was one of the specific CSC items, but doesn't look at shadowing for people interested in getting involved.

Ruth: One small thing - on behalf of the members present, I'd like to thank the WASFF board and the CSC, as well as the ConComs past, present, and going to be future.

Carried by acclamation.

Meeting closed at 17:59.