



Smofcon 31 would like to thank its sponsor, CanSMOFS

Committee

Chair: Diane Lacey

Vice-Chair: Ruth Lichtwardt

Hotel: Debra Yeung

Con Suite: Catherine Crockett

Program: Jeff Orth, Priscilla Olson, Mark Olson

Icebreaker: Priscilla Olson

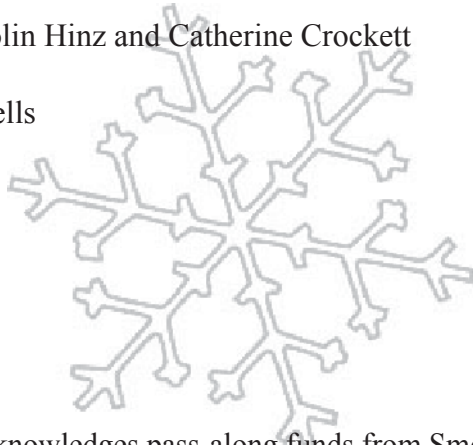
Registration & Badges: Chris Smith

Website: Tim Selmer

Technical Assistance: Colin Hinz and Catherine Crockett

Graphics: Chris Smith

Smofcon Book: Patty Wells



Smofcon 31 gratefully acknowledges pass-along funds from Smofcon 30 of \$1500.

We would like to thank our sponsors:

Lonestarcon - Sponsoring bar during Icebreaker

Detcon 1 - Friday night dessert buffet following Icebreaker

KC in 2016 - Gin tasting, also following Icebreaker

Helsinki in 2017 - Saturday breakfast

DC 17 - Saturday lunch

Sasquan - Saturday night dessert buffet following Inquisition

JoF - Sunday breakfast

Montreal in 2017 - Smoked meat lunch on Sunday

Smofcon 31 Program



Royal York Hotel, Toronto -- December 6-8, 2013

Hours

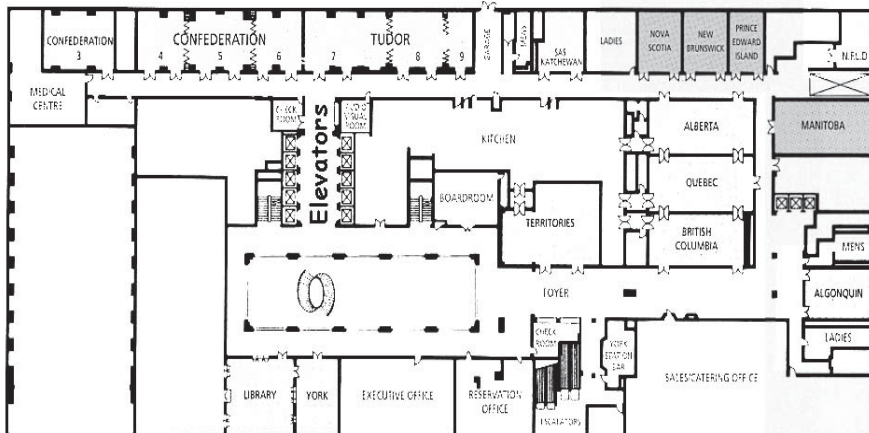
	Friday	Saturday	Sunday
Workshops	10am – noon, 1:30pm – 4pm		
Program	4pm – 6pm	9:30am-5:30pm	10am – 3pm
Con Suite	4pm – 2am+	9am – 2am+	9am – 4pm
Icebreaker	8:30pm – 10pm		
Fannish Inquisition		8pm – 10:30pm	
Lunch	noon – 1:30pm	noon – 1:30pm	noon – 1pm
Dinner break	5:30pm – 8:30pm	5:30pm – 8pm	

Finding Your Way Around Smofcon

It's easy:

- Program is on the Mezzanine Floor in the Nova Scotia, Manitoba, New Brunswick, and Saskatchewan rooms. (We don't have all the rooms the whole convention, so please check your schedules.) Those rooms are colored gray in the map, below.
- Registration is on the Mezzanine during the day and then moves to the Con Suite.
- The Con Suite is in 11-277

MEZZANINE



And, surely, with well over a half century of conventions which have had their own share of crises, how can we learn from those of the past? How do they differ from convention to convention? Are there any such problems that come up over and over again? If so - what are these Seldon crises in fandom? Why do they keep happening? How should we handle them? Can they (at least) be anticipated, if not wholly avoided?

Cheaper Voting? *Nova Scotia*

Roundtable moderator: Vince Docherty

It has been suggested that Worldcon would be better off if voting for Site Selection and for the Hugos cost less, that this would bring in new members and increase Worldcon's vitality. What is the case for cheap voting? Would a large increase in the number of Site Selection voters result in a better Worldcon? Has the large increase in Hugo voters resulted in better Hugos?

Discuss.

Hospitality Issues Roundtable *Saskatchewan*

Moderators: Joel Phillips, Catherine Crockett

A roundtable discussion on how to do great convention hospitality.

2 pm

Who Are We? *New Brunswick*

Rene Walling

Everyone talks about Worldcon demographics yet no one knows what they are really like. Anecdotes and theories abound and actual facts are few. René Walling has done a survey of Worldcon memberships for the past two decades to change this. Here's a chance to move from speculation to fact and find out things about Worldcon you never actually knew.

What Do I Do Next? *Nova Scotia*

Peggy Rae Sapienza, Michael Lee (m) Robbie Bourget

You completed a major project that took several years of your time. You didn't want to completely get away from it all, and you learned major lessons during your time in your old role.

How did you successfully transition duties to a new person taking on your role in an organization? In what ways did you share experiences, making your successor as successful as possible, making sure they learned both the historical background to a decision, and how to make it successful for the future? What process did you go through to figure out what you wanted to do next in fandom?

Open slot – to be selected at con *Saskatchewan*



Smofcon has three open slots in the program, at 4:30pm Saturday, and at 10am and 2pm Sunday. We will select program items to fill these slots at con. Please feel free to suggest items you think may be interesting using the sheets provided outside program during the day and in the Con Suite afterwards. (We'll start things off with several items that just missed making the program.)

If you see an item you like, sign your name. (Don't worry, you are only voting for the item, not volunteering to be on it!) Based on your votes, we'll pick the Saturday item on Friday night and the Sunday items on Saturday night and post the items outside Saskatchewan.

tolerance for failure. An organization which is hyper-critical of failure will cause people to be too careful and underperform – or not admit that they are having difficulties because they fear the resultant criticism. But an organization which is too tolerant of failure will, ultimately, drive competent people away and then fail.

How do we get ourselves into the righteous middle?

Finally, should we allow people or conventions to fail, or should we keep doing rescues at the last minute?

The first is generally anathema to the con-running community, but the second builds up an expectation that it will just work out, and doesn't really teach people what not to do...so mistakes are repeated.

Overall then, the big trick is to learn from the failure. Without learning from mistakes, how can we make progress and become better?

Open slot – to be selected at con *Nova Scotia*

We will be selecting an item at-con to fill this slot. See the bottom of the next page for details.

Budgeting a Worldcon for Non-Accountants *Saskatchewan*

Mark Olson(m), Joe Siclari, Joyce Lloyd

We focus on two parts of budgeting a Worldcon which are of great importance yet are generally done poorly, and which can be done even by people who don't know accounting from acupuncture (except that both hurt when done poorly.)

(1) Developing a first-cut budget right after you win: How to build your first, rough, budget even before you have any details on what you're doing.

(2) Spending wisely in the last ten weeks. The last period before the con and at the con itself is one of great uncertainty since it's so hard to predict income, yet as you approach the convention it becomes harder and harder to spend money wisely. A discussion on how to balance risk and benefit to do this well.

This panel is not for accountants, but for people who want to get a handle on thinking about Worldcon costs.

11 am

How to Put Together a Terrible Program *New Brunswick*

Priscilla Olson, Jim Mann, Steven Silver

Let us count (and recount) the ways... Join our experienced program people for a rollicking good time, as they reveal to you the dreadful decisions and terrible tactics needed to construct a truly terrible program!

Press Relations for Big and Small Conventions *Nova Scotia*

Laurie Mann (m), Kristina Hiner, Peggy Rae Sapienza

How do you best promote your convention to the press? Does the size of your convention matter? What

online tools can you use to help promote your convention? What should be elements of press releases?

How do you best administer the awarding of press passes? Mostly, how can you help nudge to press into reporting on the "good" aspects of your convention?

Lessons You Should Know Before You Become a Worldcon Chair

Saskatchewan

Jeff Orth (m), Randy Shepherd, Patty Wells, Kent Bloom

Just what are the Inner Secrets of the Worldcon Masters?

How to pick your division heads? Accounting for the innumerate? Even though this is fandom, *someone* has to take charge and take responsibility? Manipulation is *not* (always) a bad thing? Take deep, slow breaths? It's not too late to hide?

12 noon

Lunch sponsored by Montreal in 2017 *Con Suite*

1 pm

Planning for Crisis Management *New Brunswick*

Mark Olson (m), Elizabeth McCarty

Most crises can be anticipated. One of the arts of conrunning is foreseeing crises (hey – what constitutes a crisis, anyway?) so they can be dealt with in a non-crisis way when they happen

But some crises are unpredictable and can't be planned for – but we can still prepare ourselves for them. Real-life companies have fairly well-developed principles for dealing with real-life crises. What are they and

how can fandom apply them to cons?

Workshops

**Note that all workshops are on Friday and requires advance sign-up.
(There may be openings, so check in the Con Suite.)**

10 am

Dealing with Difficult People on Program *New Brunswick*

Priscilla Olson, Janice Gelb, Ian Stockdale

At the Smofcon in Philadelphia in 2012, we had a long workshop on convention program, and covered a great many topics - in too short an amount of time. One area that deserved a spot of its own is this.

Program is the art of putting together participants, ideas, and schedule slots....but it's the first of these which may often cause many of the problems related to designing a fabulous program. People problems can range from pushy wannabes to stale has-beens, demanding loud mouths to participants who have worn out their welcome (on specific program items or at your con in general!) You get the picture.

So, what can you do? How can you deal with them and keep your convention interesting while avoiding making enemies, engendering bad press etc? Hey - is this even possible? Maybe this workshop will help!

Marketing *Saskatchewan*

Elizabeth McCarty, Dave McCarty, Laurie Mann, Meg Frank, Sara Felix

Convention Marketing, not scary just misunderstood! Items we'll be exploring are: Basic overview of marketing (what are you selling, to whom and how?). Bringing together advertising, website, social media and press to develop a cohesive and coordinated marketing approach. Budgetary concerns. Finding new outlets for your marketing. What is in your area that you can take advantage of? CVB (Convention Visitors Bureau) relationship and your convention. Learning to plan out months in advance to hit marketing targets leading up to your convention's date. When is it time to review and revamp your marketing plan.

This workshop will be held in two sections:

10am-12:00pm: Intro to marketing. (Elizabeth & Dave McCarty) and specific areas: Website - Laurie Mann, Advertising - Sara Felix, Social Media - Meg Frank, Press - Laurie Mann

1:30pm-3pm: Students divide up into teams to craft marketing plans for a Worldcon and a regional. (Coaching by most of the teachers.)

3pm-4pm: Critiques (all hands)

12 noon

Lunch Break

1:30 pm

Keeping the Program Fresh *New Brunswick*

Priscilla Olson, Steven Silver

Does your convention program suffer from waxy build-up? Looking for ways to make it exciting again? If you're content with the same old/same old, then this is not the workshop you're looking for (move along)...

But, if you want to explore (and hopefully, share) some ideas on how to make your convention's program sparkle again, then you should check this out. Besides giving you new ways to generate and play with actual "ideas", it will look at how changing up program participants (caveat -- if you go this route, you might want to attend the other program mini-workshop too!), program durations, locations, and other parameters of program will make your convention attendees regard you with awe.

Marketing *Saskatchewan*

(workshop continues from morning session)

4 pm

Workshops end

The Program

Friday

4 pm

The Choices We Make *New Brunswick*

Tammy Coxen, Dave McCarty, Ruth Lichtwardt, Vince Docherty (m)

How do we make decisions affecting the conventions we manage and/or work on? How can such decisions be affected by our own prejudices or the opinions of others? (Why might we listen to some people and not others, believe some information but not all, etc.!) Overall, what are the criteria for our choices and what are these motivated by? How do they impact other parts of the convention (and should this impact be an important or trivial part of the decision)? How do we handle trade offs between doing things because we've always done things that way ("traditions", expedience, or laziness?) and doing some things just to be different? Assuming we have limited resources, how do we prioritize? A look at what goes into being choosy, and how this plays out in the convention-running game.

Registration at Large Conventions *Saskatchewan*

Aurora Celeste, David Simmons, Sharon Sbarsky, Marah Searle-Kovacevic (m)

There's hardly a worse way to welcome someone to your convention than to make them stand in line. So what do we do about it?

First, let's take a look at the purposes of registration, and figure out if there's any differences between different kinds - and sizes - of conventions. How important is it for the convention to gather information, as opposed to giving the registrant a pass into convention events? To make individuals easy to identify (to the con? to each other?) To control lines? Given that, how do we best execute? Any thoughts and/or solutions to these problems would be welcome!

5 pm

What Are Our Sacred Cows? *New Brunswick*

...and Why Aren't They Hamburger Yet?

Leslie Turek, Stephen Boucher, Ann Marie Rudolph, Mary Kay Kare (m)

A "sacred cow" is a thing which (1) serves little or no useful purpose, and (2) has real costs, but (3) is for some reason untouchable - usually for historical reasons. What are the sacred cows of conventions? Consider committee positions and procedures, convention areas, traditions of various sorts. Newsletter? Restaurant Guide? (Remember, though, to be a sacred cow requires more than just that you don't like it! It needs to be generally regarded as obsolete or function-less **and** be costly **and** be immune from elimination.) Why do we retain them? What should we do about them?

Saving the Art Show *Saskatchewan*

Joe Siclari (m), Joni Dashoff, Colin Harris, Sara Felix

Art Shows at conventions are in trouble - the professional artists have largely abandoned even those convention which they once frequented. Why? What can be done about it? Has something changed about conventions? Has the professional artist community changed? Is there more competition? Something else? All of the above?

This panel has two tasks: To determine what has changed and to discuss possible remedies.

6 pm

Dinner Break

8:30 pm

Icebreaker: The Game of Cons - Worldcon is Coming! *Manitoba*

Priscilla Olson, Mary Kay Kare, Deb Geisler, Dave McCarty, Jeff Orth, Patty Wells

5:30 pm

Dinner break

8 pm

Fannish Inquisition *Manitoba*

Inquisitors: Deb Geisler, Stephen Boucher

All Smofcon members are invited to submit questions for the Inquisition at Smofcon prior to the Inquisition. All submissions will be anonymous. *All submitted questions will be edited to remove any personal attacks.* We will encourage questions to be hard, but we will not permit them to be insulting. The Inquisitors will be asking all of the submitted questions. There will be no questions from the floor except during the Q&A for seated conventions.

Schedule:

- Review the Rules of Engagement and introduce the Inquisitors (5 minutes)
- 5 minute presentations / 10 minute Q&A for the seated Worldcons (30 minutes)
- Smofcon Selection
- 3 minute presentations by Smofcon bids for 2015 and forward (~ 20 minutes)
- Questions from the Inquisitors (5 minutes)
- 2014 Smofcon bid presentation and vote (~ 10 minutes)

Break (10 minutes)

- 5 minutes for Audience to write and submit additional questions
- 5 minutes for Inquisitors to review and incorporate question

Inquisition (~ 30 minutes - until end of allotted session time or we run out of questions or audience)

- 5 minute presentation by the 2016 Worldcon Bid
- Questions from the Inquisitors (5 minutes)
- 2 minute presentations by 2017 and later Worldcon bids / all Hoax bids (~ 30 minutes)
- Questions from the Inquisitors (15 minutes)

Following Inquisition

"Midnight" Horror Stories: When Hotels Go Bad *Manitoba*

Dave McCarty, Steven Silver, Helen Montgomery, Bobbi Armbruster

Back by popular demand! Chicon 7 had some significant drama with its hotel. Come, grasshoppers, and learn the lessons from their experience. You'll laugh, you'll cry, you'll gasp in horror, and you'll be awed by the fact that Chicon actually happened.

Dessert Buffet sponsored by Sasquan *Con Suite*

Sunday

9 am

Breakfast sponsored by JoF *Con Suite*

10 am

All the Colors of Darkness *New Brunswick*

The Essential Role of Failure in Fandom

Priscilla Olson (m), Eileen McEvoy, Ian Stockdale, Elizabeth McCarty

Remember: failure is "always" an option. Sounds horrible, right?

But, it's not that failure is good, so much as perfect success is bad. A perfect record of success in a person or an organization is strong evidence that that person/organization was not trying his/its best. Since the very best people and organization will fail from time to time, the trick we need to learn is how to manage and grow from those failures: paying attention to your mistakes (and the mistakes of others) can lead to progress. How can we challenge people to take productive risks? (Keeping in mind that somebody who hasn't ever failed will handle failure badly - and can we work around that too?)

The first step may be to learn how to tell "good" failures apart from "bad" failures. Which problems are relatively easy to fix and can teach us good lessons? A second step might be to develop in your organization a proper

3:30 pm**Read Your Email, Dammit! (And Respond, Dammit!) *Manitoba***

Laurie Mann (m), Deb Yeung, Steven Silver, Ron Oakes

Everyone knows that communication, from the chair level on down, is extremely important to a con committee and a breakdown in communication can lead to serious problems for the convention. How many people on your committee really believe it? I mean *really believe it*. As in why won't people answer their damn email? One school of thought is that a big chunk of people simply don't like to communicate and won't, no matter how much we plead. True? If it's true, what can we do about it? (Firing everyone who doesn't communicate is not usually a viable option.)

Discuss causes and remedies, looking especially at ways convention leadership can improve communication.

Making Your Website Work *New Brunswick*

Janice Gelb (m), Colin Harris

Convention websites come in all flavors, good, bad and indifferent. What makes a good convention website good and why? We will examine some examples and dig into the specifics of things that work and things that don't and why they work or don't work.

Keeping Clubs Healthy *Nova Scotia*

Karen Meschke (m), Kristina Hiner, Rick Kovalcik, Chuck Shimada

It's a natural cycle: New members join clubs and old members leave. Or is it? We seem to have the leaving part down pat, but recruiting new members is tougher. How does an SF club find and retain new members who shares the club's interests and will continue it? Why do so many potential new members show up just once and then not come back?

LASFS has a nice piece on their website with advice to club members: It's "important to attract new members and welcome new folks who dropped by to see what we're all about. Here is your chance to show off your sparkling personality while taking care to curb over-enthusiasm. With practice you can learn to angle your clever remarks so that they find us so fascinating they come back for seconds or thirds... Here's a tip: Stick with Peculiar, Weird, or Wonderful. Avoid telling them about (or being) Scary, Confusing, or Boring. These were the top three complaints of newbies on my straw poll of 2007 and 2008."

Good advice for us all? How can a club be genuinely welcoming to newbies and not be "scary, confusing or boring"? How can we involve newcomers in a group, many of whom are old friends (or old enemies)?

The Geek Hour *Saskatchewan*

...continued from 2:30 pm

4:30 pm**The Song of the South Ate My Life *Manitoba***

Meg Frank (m), Colin Harris

Social media may be a great boon to communication - and thus to fandom. But the rapidity at which information spreads can carry the seeds of potential capacity, causing rancorous explosions and hurt feelings (to name a few possible outcomes). Twitterstorms are one such phenomenon - and are, in fact, an increasingly common problem faced by the fannish community. Two fans braved the storm before last year's Worldcon, and helped get such a crisis under control: hear their story.

Open slot - to be selected at con *New Brunswick*

We will be selecting items at-con to add to the program. See the signs outside the program rooms for details.

Finding a New Hotel *Nova Scotia*

Ben Yalow, Patty Wells, Kris Snyder, Bobbi Armbruster (m)

Sometimes you just have to find a new hotel. Maybe your old one no longer wants you, maybe you're starting a new convention, maybe you are starting a bid for a travelling question. This panel will discuss the mechanics of finding a new hotel: Understanding the market, understanding your requirements (and distinguishing them from your wishes), searching, approaching potential facilities (including explaining what you are), negotiating terms, and closing the deal.

Available for private meetings *Saskatchewan*

Saskatchewan is available to schedule a private meeting -- please check with Program to reserve.

Welcome to *The Game of Cons*, and be prepared to be enticed and entertained by our hopeful (hopeless?) Westeros Worldcon bidders. Watch them give the worst inquisition presentations ever and join us in figuring out why they're so absolutely terrible.

Remember: *Worldcon is Coming*.

Bar sponsored by LoneStarCon 3 *Manitoba***Following Icebreaker:****Detcon 1 sponsors a dessert buffet *Con Suite*****KC in 2016 sponsors a gin tasting *Con Suite*****Saturday****9 am****Breakfast sponsored by Helsinki in 2017 *Con Suite*****9:30 am****Writing and Implementing Effective Harassment Policies *Manitoba***

Deb Geisler, Dave Gallaher

The problem facing con-runners is to write and implement policies (which include anti-harassment policies, but are not limited to them) which meet several difficult criteria:

- They should make clear the behavior that the policy mandates or prohibits.
- They should be respectful of the privacy rights of all parties.
- They should be capable of actually being executed by a convention committee which is composed of ordinary fans.
- They should be fair to all involved.

There has been a lot of discussion on the first point, and less of the remaining three, so this discussion will focus on those last three items. In particular, what does a convention committee do when it receives a complaint of a violation of the policy? Dave Gallaher has had training in conducting investigations and wrote the guide to interviewing for a former employer's new hire training manual. He's conducted criminal, accident and personnel investigations, and the basic technique is the same. This type of investigation is similar to a investigating a personnel complaint, and the possible outcomes are:

- Sustained - the reported behavior occurred and it was a violation of policy/code.
- Not Sustained - the reported behavior occurred and it was not a violation of policy/code.
- Unfounded - the reported behavior did not occur.
- Indeterminable - the investigation could not determine if the reported behavior occurred.

For the interview part, the emphasis is on interviewing everyone with an open mind, assume everyone is telling the truth, and the three step interview process:

1. Ask what happened. Let the person tell you, without interruption.
2. Ask them to repeat, this time asking clarifying questions.
3. Repeat back to them what they said, getting their agreement that what you understand happened is what they understand happened.

What kind of training is needed to carry out a fair investigation? In the light of the practicalities of the fact-finding, we'll discuss how some different harassment cases would need to be handled by looking at these cases:

- A clear-cut case of harassment witnessed by multiple independent people
- A case of harassment which is muddy because there were no independent witnesses
- A case where there is disagreement as to seriousness of the action
- A case which may not be clear-cut on the face of it, but turns out to be a malicious accusation

A Look at the Bidding Process *New Brunswick*

Edie Stern (m), Tammy Coxen, Eemeli Aro, Michael Nelson

There are five stages of bidding: Denial and Isolation, Anger, Bargaining, Depression, and Acceptance. No, scratch that. Grief comes later. The stages of bidding:

- **Why bid?** Decide why you are bidding: Just to get a Worldcon should not be enough. Perhaps to show you can do the complicated task of a Worldcon? To get connections
- **Starting up.** What are the Top Ten most critical first steps?
- **The bid.** How can we take Worldcon bidding beyond parties, flyers and bid tables?

- **Aftermath.** Bidding for a Worldcon is an expensive process, but nobody should have to go bankrupt, or near enough to it, because they want to bid for a Worldcon. How do we survive the bid and make it into the Aftermath?

Recruiting New People *Nova Scotia*

Mary Kay Kare (m), Ruth Lichtwardt, Rick Kovalcik, Steve Cooper

Explore how to get new people involved – *not* just to up the con's body count, but to help run the con, *and* become part of the Smoffish community. How hard can this be? (And how come we haven't all done it yet?) Maybe there are just lots of shy fans out there who would never put themselves forward, but if actually asked to help might well turn into the super-smofs of tomorrow. How can we find out? What other ways might there be to seduce more people into the smoffish side of the convention community?

Available for private meetings *Saskatchewan*

Saskatchewan is available this hour for a private meeting -- please check with Program to reserve.

11 am

Is There a Fannish Generation Gap? *Manitoba*

Jesi Persing, Warren Buff, Ian Stockdale, Leslie Turek (m)

Well, is there one? If so, why? Can it be bridged? How??? Is it necessary for older fans to step aside in order for younger fans to step into responsible positions within fannish organizations? Is dividing fans into "older" and "younger" invidious? Are older fans too set in their ways? Younger fans too pushy?

Opinions may vary on all of these. Share some of yours.

Too Many Hugos? *New Brunswick*

Alex von Thorn (m), Kent Bloom, Ben Yalow

Lately it seems the Hugo Awards have a prize for everything. Best Novel, Best Semiprozine, Best Fan Artist, Best Fancast... And still other Hugos (Best YA, Best YA and Best YA, most recently) are being proposed. How much is so much that we begin to dilute the prestige of the award? Are we getting close to that point yet? What has made the Hugo Awards the prestige award in the field? What sets the Hugos apart from the Locus Awards, the WFC Awards, or the Nebulas? What are the characteristics of a strong Hugo category?

Access at Conventions *Nova Scotia*

Sally Woehrle (m), Lenore Jones, Bill Thomasson, Becky Thompson

Can we work out a "best practices" plan that will allow all members of our community to enjoy conventions equally? (Is this really a reachable goal?) How can we improve access to our program, events, and exhibits? Panelists will discuss everything from physical accessibility, to different forms of publications (electronic, anyone?). What are the trade-offs implicit within some of these tactics, in terms of economics and/or giving fair treatment to all members of the convention (including those who are not challenged?) What have we learned from past debacles, and how can we keep these from happening again?

Private Meeting *Saskatchewan*

noon

Lunch sponsored by DC 17 Con Suite

1:30 pm

The Sexual Behavior of the Human Fan *Manitoba*

Crystal Huff, Mary Morman (m), Edie Stern, Warren Buff

When fandom was born, you couldn't really talk much about sex in public, - that came later in the Swing-ing Sixties. As the decades passed, frank discussions of sex became the norm - but, as the question of harassment now grows at science fiction conventions, it seems like the very mention of sex has people on edge. What's going on here, anyway? Is the old hedonism being replaced by a new puritanism? Can our conventions find the sweet spot that avoids both prudery and predation, and still delight everyone? In fact can we, as well-meaning adults, even discuss this issue without descending into complaints, accusations, and pedantry?

Making Con Committee Meetings More Effective - Is it Possible?

New Brunswick

Roundtable moderator: Mark Olson

To our wonderment a committee meeting composed of a bunch of opinionated/free-thinking/volubles/socially-inept fans can sometimes be less than, um....., effective. Running a meeting may be charitably compared to herding cats. Whether the convention is large or small, the same problems come up. Are there any strategies, tactics, and/or downright tricks that can be used to keep the group well-behaved and on-track? Please tell us what they are? (We're begging here.....) Even if you are not the person actually running the meeting, what can you do to help keep it effective and not a frustrating total waste of time?

To top it off, the problems become exacerbated when working with a distributed committee. Why? Without getting into geekery, look at some possible ways to ameliorate these issues and help the convention committee function more effectively.

We Run Anime Cons *Nova Scotia*

Donald Simmons, Aurora Celeste, Terry Fong, Eileen McEvoy

Large scale anime cons (>10,000) come with some unique challenges. What are the tech needs, registration needs? How are contract negotiations handled? What about guest negotiations? How do the demographics differ, and how does that affect areas such as programming, or security? Anime conrunners discuss what's involved in meeting these, and other, challenges.

The Geek Hour *Saskatchewan*

Actually, it's three hours, but that isn't as catchy...

The items will be in approximately 45-minute blocks from 1:30 pm to 4:30 pm

Eemeli Aro: A mobile-friendly guide for conventions, with all sorts of spiffy features.

Steve Staton: LSC3 Hugo Ballot & Packet System: a more interactive ballot software suite goes open source
Chrstin Milloy and Lance Sibley: CMORS: a Web-based system to facilitate panelist registration, panel selection, and administration.

Dave Cantor: Jordan Brown's registration SW: Prereg. and new members in a single queue. Short lines.

2:30 pm

Revolution and Counter-revolution in the Concom *Manitoba*

Jesi Persing, Tom Veal (m), Steven Cooper, Warren Buff

Your committee seems reasonably functional and is toddling along just fine. And then, suddenly, it collapses! What went wrong? Sure, death/illness/disasters can have a role in a committee melt-down, but frequently team disfunction is caused by disruptive behaviors within the group, or a toxic community culture. These include pride, envy, wrath, sloth, greed, lust (but probably not gluttony) as well as a host of other issues. How can you identify and forestall these destructive elements, and keep the team together? How can we ensure that the con committee that comes through this process will be "better", and/or won't fall into the same traps?

Better Badge Design *New Brunswick*

Geri Sullivan, Tim Miller, Chris Smith

Why do we have badges at our conventions and what purpose do they serve the convention and the members? How can we make the badges work better at what they're supposed to do.....and make them look good while doing so? What's so hard about a great badge design, anyway? It *must* be hard or so many cons wouldn't struggle with it. Join our experts – on badges and on graphic design in general – with close to a century of experience between them to talk about how to make a great badge.

Changing the Scale from Small to Big *Nova Scotia*

Raymond Boudreau, Diane Lacey (m), Mike Wilmoth, Kevin Standlee

You start small. Then you start to grow....and grow....and grow....

What needs to change to accommodate the growth of the convention? Can organizational structure stay the same? Do costs scale?

Examine these and other issues that changing the size of a convention can affect.

The Geek Hour *Saskatchewan*

...continued from 1:30 pm