

## **QCA Monthly Board Meeting**

*August 12, 2025*

**Board Members:** Amanda “Rico” Dalsted, Damarra Atkins, Daniel Greene, Derek Herauf, Autumn “Joy” Rivera

**Attendees:** Christopher P, Janella R, Nate T, Vincent N, Kyrine N, Abbie F, Paige T, Sherrilyn B, Hayden J

**Call to Order:** 8:05 PM

### **Convention Chair Update** [0:00:45]

- BEOs are ready to be sent to the Crowne Plaza.
- We have requests coming in for logistics and equipment rentals.
- We had all but two rooms full for room parties; we need to follow up with current applicants. Also, Echo has joined staff for Room Parties.
- We are talking with MNeurodivergent to connect with potential members for the DEIB committee or staff.
- Further reaching out to local businesses to post fliers and inquire about sponsorships.
- Finalizing guest panel information.
- We are cohosting an event with Detour on Sept. 20th.

### **Treasurer Update** [0:05:45]

- Pretty simple update, we’ve pulled the money out of PayPal to place in our savings.
- Things appear pretty in line with previous years.
- We need to assess our current coverage for event insurance.

### **DEIB Committee** [0:11:40]

- Nate has submitted three panels for DEIB topics, including an introduction to the DEIB committee, a queer meetup, and a neurodivergent meetup.
- Nate has also had a friend submit an application for the DEIB committee.

### **Completed Items**

- None this month.

### **In-Progress Items** [0:13:51]

- Board Time Standards Policy needs to be sent out for the rest of the board to review.
- Joy, Damarra, and Derek will be conferencing on both QCA and Fusion related Ban and Complaint Policies.

- Other policies under construction are the Controller Policy, Board Roles and Responsibilities, Conflict of Interest Policy, and Record Retention and Destruction Policy.

### **New Items** [0:17:45]

- The state of Anime Fusion, it's long-term sustainability, and future:
  - We will not be voting on anything at this meeting, but we wanted to get the conversation started and make sure everyone has time to measure their thoughts on it.
  - Amanda: Our current staffing situation is not great: we do not have enough staff, the staff members that do show up to do things are getting overworked and burnt out, and the optics of staff burn-out can discourage others from joining.
  - Damarra: Some aspects of the current situation are ongoing from 2022 and discussions that occurred there regarding things that needed to change. While some improvements have been made, there are many things that haven't gotten done, and much of that has been overreliant on Damarra's own efforts (reflecting the broader problem of a majority of work being shouldered by a few staff members, which is not sustainable).
  - Damarra: Even apart from convention work, ongoing current events are also heavily impacting people's ability to help out even if they want to. Even if we felt we could go into next year ready to go, the unpredictability of the situation means we all might have even more problems as time went on.
  - Amanda: From her personal experience, no one she had spoken with would be in favor of continuing if the matter were put to a general vote.
  - [0:26:11] Janella: Has been on both sides of the table as staff member, board member, and attendee, and agrees that it is not sustainable. We've had this conversation before and it definitely isn't sustainable to keep having this conversation every couple of years with no major changes.
  - Vincent: Concerns regarding a change in culture for the place that small-scale conventions have in the overall fandom event landscape, in addition to needing more focus to deal with political developments in society.
  - Amanda: Does think small cons can survive, but it is a challenge.
  - Damarra: We're bigger than some cons, but still overall a small con, and we've never had great marketing nor a great pool of capital. While there have been improvements, much of it could be too late, and trying to survive in an environment as a general anime convention and having big cons both shortly

after and shortly before us are creating even more difficulties. All the problems add up to create the current situation.

- [0:35:40] Heather: There are two primary problems that we have: one being that we don't have the attendee base to be the kind of con that we want, and two being that we don't have the amount of staff to run things the way we want, and these have been our problems for a decade. We have a portion of people who don't do their fair share, and a portion of people who do far more than their share to make up for it. We keep getting motivated people who are new, and then we burn them out.
- Heather: Also wants to point out that even if something stops doesn't mean it never happened, nor does it mean that it never meant anything or that it was a waste of time. It's still a huge accomplishment and there is no shame in stopping if it needs to happen.
- Amanda: Can relate to the idea of being one of those fresh-faced people who comes in feeling like they can do so much. While she still feels that way, she can see how people who have been around longer might be feeling burned out if they've been burdened for a long time.
- Damarra: Points out that we are at a good point to break things off since our contract with the Crowne Plaza is concluded after this year.
- [0:49:15] Amanda: Floats the possibility that we could attempt an intended final year in 2026 and advertise it as such, in order to give Fusion a proper send off and hopefully drum up some interest from possible staff and attendees who will want to be part of the last Anime Fusion.
- Heather: Gives the counterpoint that even if we had an influx of new staff, there are a number of current staff who have already resolved to be done after this year. There's also a number of months left to put out notice for people to attend or help out.
- [0:56:16] Regarding QCA continuing to exist without Fusion.
  - Damarra: It's possible, though there are many factors that would determine whether or not it is feasible.
  - Heather: Believes that it would be better to gather up people interested in continuing and create a new organization due to the baggage inherent to QCA.
  - Janella: Agrees the baggage is insurmountable and that it would be better to create a new org structure and charter, without the toxic culture QCA currently has.

- Observations that only thirteen people are on this call and that shows the level of disinterest in what happens to convention.
  - Autumn: Expresses desire to make sure the decision is made in full transparency with everyone having a chance to offer their thoughts on the matter.
  - Heather: Raises the point that people might show support in the face of dissolution and then continue to not lend help needed.
  - Janella: Points out that the board has ultimate responsibility for the organization, and that may mean judging that it is best to end things and not let overall sentiment be given too much weight to the decision.

**Open Floor** [1:15:05]

- Chris: Inquiring about a tablet in board custody that has phone text and data.
  - Unclear who things are set up by or if this is an open account that is being paid.
  - Chris says it is a promotion that was given when the tablet was purchased.

**Meeting Adjourned: 9:30 PM**