

SMOFcon Schedule – Full

(Note – all times are UTC. See the schedule grid for timezone conversion.)

Friday

Fri 10:00, Arts 1

Workshop: Leadership Styles & Motivating Others

Two-time Worldcon chair Vincent Docherty leads a workshop on situational leadership. Learn what that means and how it connects to anticipated regret, and how your leadership style impacts others. **Limited to 20 people, [advance signup preferred](#). Drop ins will be accommodated on a space available basis.**

Vince Docherty

Fri 13:00, Arts 1

Workshop: Recruiting, Supporting and Retaining staff

A key role for convention leaders is to ensure that ‘the right people are doing the right things, at the right time’, covering all staff and managers in the con organisation. With the complexity and the workload for con managers growing, we will look at how to find and keep the right people to run your events sustainably and safely, while maintaining the social and fun elements. **Limited to 20 people, [advance signup preferred](#). Drop ins will be accommodated on a space available basis.**

Vince Docherty

Fri 15:30, Online/Arts 2 (streamed)

Workshop: Discussing Communication, Management, and Leadership for Convention Runners

Join Deb Geisler, Professor of Communication at Suffolk University and Chair of the 2004 Boston Worldcon for a session on communication and leadership. We’ll explore creating “buzz,” managing public relations and staying on brand. **Limited to 20 people, [advance signup required](#).**

Deb Geisler

Fri 16:00, Arts 1

Open Source Convention Registration with ConReg

James Shields provides a demo and Q&A on ConReg, an open source registration system built using Drupal CMS.

James Shields

Fri 17:30, Arts 1

Living Lab Portugal

Which fandom events and dynamics can you find in Portugal? What unique Portuguese fan solutions exist for Portuguese problems and what can we learn and steal?

Carlos Silva (m), other panelists TBD

Fri 18:00, Online/Arts 2 (streamed)

Workshop: Division Head Skills for the Modern Worldcon

As Worldcons have become more complex, the management skills needed to perform the role are not ones all fans have picked up in their day jobs. What are the most necessary skills needed to perform well and what are some resources to use to get up to speed? Join Randy Shepard and Patty Wells who have been division heads as well as Worldcon chairs and seen places where we can improve our skills. Be prepared for exercising your management skills during the workshop. **Limited to 20 people, [advance signup required](#).**

Randall Shepherd & Patty Wells

Fri 20:00, Arts 1

Welcome & Opening Reception

Welcome to Smofcon Europe! All are invited to join for a social gathering with local Portuguese fans and professionals, with snacks and beverages to enjoy.

Fri 20:30, Online/Arts 2 (streamed)

Fan Funds for Marginalized Groups

The Detroit NASFiC and Dublin and San Jose Worldcons all created fan funds to bringing new voices to cons. How have they worked and how can they be improved upon? How do we administer them to the people who need them? Do people self-select themselves out of participating, and if so, how do we address this? Our panel will discuss models that have been seen in the past as well as those planned for upcoming events.

Tammy Coxen (m), Kris "Nchanter" Snyder, Kevin Roche

Saturday

Sat 10:00, Arts 1

Running a convention with open source software

A discussion of open source software used in convention running, from mundane stuff like spreadsheets, through conferencing applications, to specialist applications written by the fan community.

Mary Morman, James Shields, Ian Stockdale (m), Eemeli Aro

Sat 10:00, Diamante

Convention Financial Models

We have cons with "everyone pays" approach, others where organizers and gophers receive full or partial reimbursement for membership and even ones where some coordinators are getting paid for their work but the rest of the con is volunteer based. What are the the pros and cons of these different models?

John JC Clarke, Bruce Farr

Sat 10:00, Online/Arts 2 (streamed)

Eastercon Updates & Bids

Get all your Eastercon information! Representatives of currently seated Eastercons talk about what they're up to, while those hoping to host future ones tell you what they want to bring you!

Caroline Jane Mullan, Farah Mendlesohn, Phil Dyson, Pat McMurray, Vanessa May, Steve Cooper (m)

Sat 11:30, Arts 1

Future EuroCons

Get all your EuroCon information! Representatives of upcoming Eurocons talk about the strengths and weaknesses of their locations and how they plan manage them.

Gérard Kraus, Carolina Gomez Lagerlöf, Claudia Rapp, Rogerio Ribeiro (m), Joro Penchev

Sat 11:30, Diamante

The Myth of Members

Most cons sell "memberships" rather than tickets. The goal is to foster participation and & esprit de corps. But does this actually work? How can we effectively foster a membership mentality, and should we?

Mary Morman, Meg MacDonald, Marguerite Smith (m), Terry Fong, Paul Anthony Shortt

Sat 11:30, Online/Arts 2 (streamed)

We've Always Done it This Way

How can on-the-job development, training and mentoring improve? How can we help volunteers who want to take on more responsibility do so? How can we get past the same people always doing the same jobs because "they know how it's always been done"? How can we get the things people know out of their brains and into the hands of the people who need it in the future?

Farah Mendlesohn, Maciej Matuszewski, Alona Silina, Kat Tanaka Okopnik, Chris Hwang (m)

Sat 13:00, Arts 1

Sure, I'll Work on Your Con TOO...

What's the right balance of con workload? Are the same people wearing too many hats across too many conventions? How does one know when the workload is too much? How can too much be managed without failing? How and when do you just need to say no?

Alison Scott (m), Mark Meenan, Kent Bloom

Sat 13:00, Diamante

Finding the Right Space

Our facilities expert is challenged with a number of unexpected convention sites and discusses how suitable they would or wouldn't be for a Worldcon. Are you thinking about hosting a Worldcon? Submit your facility for evaluation in advance.

Steve Cooper

Sat 13:00, online

A language across the sea: the case of Portuguese/Brazilian fandom

Having Portuguese as a common language both brings together and sets apart the Portuguese and Brazilian fans. A discussion covering from shared initiatives to the need to "translate" between different language modes.

Carlos Silva, Rogerio Ribeiro, others TBD

Sat 13:00, Online/Arts 2 (streamed)

What's working in Covid-era in-person conventions?

With vaccination widespread, we're starting to see the return of in-person conventions. But we're not out of the woods yet. The panel will look at the policies and practices of conventions as we come out of the epidemic or live with Covid.

Terry Fong, Brian Nisbet (m), Ben Yalow, Níamh Kearney, Perianne Lurie

Sat 14:30, Arts 1

The Languages Panel

The EuroCon in Finland seemed to have a lot of work to do to convince the English speaking fandom of having a WorldCon in Helsinki. Programming for EuroCon in France - and others - seemed to be clearly divided along language lines. LuxCon was heralded as 'already a EuroCon' due to its location and language situation. How much do languages pose problems or provide opportunities?

G rard Kraus (m), Eemeli Aro, Luis F Silva, Joro Penchev, Constanze Hofmann

Sat 14:30, Diamante

Getting the Basics Right

What are the first principles of good con running? What do fans need to be able to do as a base standard to manage a convention endeavour? What's the framework to get it going?

Vincent Docherty, Bruce Farr, Marguerite Smith (m), Mark Meenan, Carolina Gomez Lagerl f

Sat 14:30, Online

The Role of Publications

At what stage do we wave farewell to paper documents at conventions or is pleasure or holding pages and shelving the programme book important to fans. Also, how do different types of publications support accessibility and other concerns?

Sara Felix (m), Kees van Toorn, John Coxon, Marcin 'Alqua' K ak

Sat 14:30, Online/Arts 2 (streamed)

Worldcon Q&A: 2023 Bids

Representatives of the 2023 Worldcon bids for Chengdu and Winnipeg present and answer questions.

Terry Fong, Tony Xia, Tammy Coxen (m)

Sat 16:00, Arts 1

The European Way

Sometimes traditions or discussions that are common to American conventions, become really strange or maybe impossible in a European context. What is the European way?

Brian Nisbet, Carolina Gomez Lagerlöf, Kees van Toorn (m), Mikolaj

Sat 16:00, Diamante

Data Protection 101

Do the letters GDPR or CCPA strike fear in your heart? Do you know what to do with your DPO? How long should you keep your members data? What do you do with an SAR request? How is your DPIA coming along? Is your data going to cause a SNAFU or TEOTWAWKI? Don't know what any of those acronyms mean? Then Data Protection 101 is for you.

John JC Clarke

Sat 16:00, Online

Anti-Racist Convention Running

Many conventions are paying more attention to efforts like inviting diverse guests and ensuring that program participants represent diverse viewpoints. Our panelists discuss ways to go beyond these bare minimums and what convention runners can do to make their conventions actively anti-racist.

Kathy Bond, Kris "Nchanter" Snyder (m), Evan Reeves, Kat Tanaka Okopnik

Sat 16:00, Online/Arts 2 (streamed)

Worldcon Q&A: 2021, 2022 & 2024

Representatives of the 2021 Worldcon in Washington DC, 2022 Worldcon in Chicago and bidders for the 2024 Worldcon bids present and answer questions.

Mary Robinette Kowal, Helen Montgomery, Esther MacCallum-Stewart, Tammy Coxen (m)

Sat 17:30, Arts 1

Refactoring Local Meetups

We've been pandemicking now for nearly two years, and meeting people in person rather than on the screen has been a rarity. Many of our communities, especially local ones, have suffered as a consequence. But one day (hopefully soon!) this too shall pass. This means that right now is the best possible time to think about how exactly the events of our local fandoms work, and to try new things to improve them. Our panelists discuss ideas for new fannish meetup concepts and how such meetups could network and federate themselves for mutual benefits.

Carlos Silva, Eemeli Aro (m), Gérard Kraus, Kat Tanaka Okopnik

Sat 17:30, Online

The Social Media Mirror on the Wall, Dreadfully Unfairest of Them All

Fan engagement on social media can often highlight issues, areas of improvement, a misstep or share sentiment a con running team may be isolated from. How can con leaders resist defensiveness and channel the positives from such vital feedback?

Elizabeth McCarty (m), Marah Searle-Kovacevic, Olav Rokne, Janet O'Sullivan, Matt Calvert

Sat 17:30, Online/Arts 2 (streamed)

Q&A: Worldcons 2025 and beyond and SMOFcon Bids

Representatives of sites bidding for a Worldcon in 2025 or years after present and answer questions, as well as SMOFcon bidders for years after 2022.

Kathy Bond, Joyce Lloyd, Bobbi Armbruster, Ben Yalow, Tammy Coxen (m), Marguerite Smith, Brian Nisbet

Sat 19:00, Online

Being the Leader

Our panel of experienced leaders set out clearly what their expectations are from leaders of conventions and what behaviours, traits, skills and characteristics are needed at the most senior level.

Vincent Docherty (m), Janet O'Sullivan, Evan Reeves, Ann Gry, Pat McMurray, Dave McCarty

Sat 19:00, Online

Open Source Convention Registration with ConReg

James Shields provides a demo and Q&A on ConReg, an open source registration system built using Drupal CMS.

James Shields

Sat 20:30, Arts 1

Meet the Bidders Party (Worldcon, Eastercon, Eurocon)

Come enjoy beverages and snacks while meeting the people behind various upcoming travelling convention bids. Get your questions answered and chat about the bids.

Sat 20:30, Online

Paying the Piper

Fan-run SFF conventions mostly don't pay participants for their time. Does this limit diversity as more professionals expect payment and competing festivals pay?

Kathy Bond (m), Evan Reeves, Olav Rokne, Anne Gray

Sat 21:30, Online/Arts 2 (streamed)

Getting the Basics Right

What are the first principles of good con running? What do fans need to be able to do as a base standard to manage a convention endeavour? What's the framework to get it going?

Ben Yalow, Vanessa May, Helen Montgomery (m), Perrienne Lurie, Kevin Roche

Sunday

Sun 10:00, Arts 1

Data Definitions, Models, and Conrunning, oh my...

Cons use a *lot* of jargon but what does it actually mean? Does everyone know what a member actually is? A supporter? Vendor? Is a Vendor automatically a member? Is this written down anywhere and accessible to all? Does it have the same meaning for every division? How much time (and how many emails...) does it take to reinvent the wheel? Define and standardise your convention data to make life easier on *everyone.* There may even be data models.....

John JC Clarke

Sun 10:00, Online/Arts 2 (streamed)

Eastercon and Hotel Challenges

There are several Eastercons actively looking for venues at the moment, and the pickings are slim. Our panel discusses the challenges.

Alice Lawson (m), Phil Dyson, Pat McMurray, Vanessa May, John Dodd

Sun 11:30, Arts 1

When it Goes Astray

How do conventions manage the crisis? We look at specific situations and with hindsight goggles look at what would have been the best approach and how we can learn and transfer this to future as yet unknown issues.

Maciej Matuszewski, Eemeli Aro, Mark Meenan (m), Níamh Kearney

Sun 11:30, Online/Arts 2 (streamed)

Outside the Con Box

Lots of conventions have started looking beyond the convention facility. We've seen walks, exciting visits to Planateriums, talks at Science Galleries and more. What are the positives and negatives of having activities outside the main facility? How can it showcase your city and help you address facility limitations?

Alona Silina, Dave McCarty (m), Vanessa May, Ann Gry, Mikolaj

Sun 13:00, Arts 1

Paid the Big Bucks to Make the Hard Decisions

Chairs get to make the tough, unwelcome, and at times hated decisions. How do they do that? What should and could go into the decision making process.

Vincent Docherty (m), Dave McCarty, Carolina Gomez Lagerlöf, James Bacon

Sun 13:00, Online/Arts 2 (streamed)

Supporting Volunteers

Volunteers are the lifeblood of any fan-run convention, but different communities have different ways to handle volunteers. Some volunteers have free memberships, some get food, some get vouchers. How can we handle the different expectations and what works well?

Sharon Sbarsky, Pat McMurray, Evan Reeves, Níamh Kearney, Shana Worthen (m)

Sun 14:00, Arts 1

Closing Ceremonies

All are invited to gather to close the in-person portion of the convention. Online items will continue a little later on Sunday.

Sun 14:30, Online/Arts 2 (streamed)

Cons as Content Creators

Some cons and bids have begun creating content as part of their promotion. For instance, Glasgow in 2024 has done interviews, launched art, held contests in order to create excitement. How is it working? Does it bring in new memberships? Has it created an audience that normally wouldn't be there? Is this something we see continuing in the future when there is a return to in person conventions?

Meg MacDonald, Sara Felix (m), Matt Calvert

Sun 16:00, Online

Workshop: Dynamic Leadership and Crucial Communication

Effective leaders use purposeful communication to determine the best way to convey messages and lead teams. While an easy concept in theory it is much harder to implement, especially when conversations turn crucial and team dynamics start to fracture. We will break down the components needed to live dynamic leadership and build your confidence for when you encounter crucial conversations. **Limited to 20 people, [advance signup required](#).**

Lisa Feichter

Sun 16:00, Online/Arts 2 (streamed)

Hybrid Conventions

We all got dragged kicking and screaming into the online convention running world. Virtual conventions offer a lot of advantages (as well as requiring a lot of work). What are the opportunities and challenges for hybrid conventions moving forward?

Mary Robinette Kowal, Alison Scott, Joro Penchev, Terry Fong, Petrea Mitchell, Tammy Coxen (m)

Sun 17:30, Online/Arts 2 (streamed)

Bid to Seated Worldcon

Bobbi Armbruster has developed a standard 4-phase plan for Worldcon bid activities over recent years. This has now been expanded with more content around the transition from Bid to Seated Worldcon. A surprising number of activities have to occur to make this transition smooth and successful! In this item we will introduce the plan then talk in more detail about the transition process and the resources which have been developed to assist bidders.

Colin Harris, Bobbi Armbruster