

Kumoricon / Altonimbus Entertainment

General Meeting of the Membership on October 24, 2021, 12:00noon Online

Call to Order

The meeting was called to order at 12:06pm by Brian Mathews.

At the initial quorum count, the meeting continued once 41 members signed in as present, thus meeting quorum. In total during the meeting, 53 members signed in as present out of 368 total, with 30 needed to reach quorum.

Minutes

The minutes from the membership meeting of October 9, 2021, were approved without objection.

Reports

Chair

Brian Mathews, Chair, presented slides *[lightly copy-edited]*:

- Things are happening!
- We are still drastically understaffed. Please do everything you can to find recruits!

Brian also reported:

- Lots of announcements the last couple weeks, and will be more.
- Helping people with things.

Infrastructure

Ash "Bunny" B, Director of Infrastructure, presented slides *[lightly copy-edited]*:

- Staff hotel rate application closed!
 - Staff rate was juried and calculated! The Hyatt should have already changed your rates if you used the staff hotel rate application by end of day on the 12th!
 - You'll be getting an email from me later today about checks and confirming your staff rate status with the Hyatt room block.
 - Staff room rate is not mutually exclusive with the "staff room-night coupons" which you applied for with the same form. (See next slide.)
- Staff room-rate coupons!
 - For each staff member in the room who is of rank coordinator or higher, an additional amount is added to a "coupon" (reimbursement check) paid to the main staff member who is in the room. The amount of the coupon is based on how many staffers of qualifying rank are sharing the room. To qualify for the additional coupon amounts, each person must officially hold their staff position. Coupon amounts are based on the rank of your staff position. (If you hold multiple positions, it is based on your highest ranked position.)
 - Staff rank: Additional coupon amount (per qualifying staffer)
 - Executive: \$200
 - Manager: \$200
 - Coordinator: \$75

- General: (No additional amount)
- For those interested in next year's information and earlier pre-planning:
 - We'll be working towards the hotel page being ready for making reservations for 2022's room block sooner rather than later. We are hoping to have it open before the end of the year so that people who are already signing up for the con can get it taken care of and not stress about it. The staff hotel rate application will open when staff registration opens, but will still close around the close of the room block.
- If you would like to help Infrastructure, we have lots of good positions available and if you would like to work with Facilities, Hotels, IT, or KumoriMarket—or have any questions. Please consider checking out the Open Positions page on kumoricon.org! Thank you!
- Honestly, as I said last time, this part of the year is:
 - Making sure that everything is coming together, finalizing the last things needing finalized.
 - Cranking out everything folks need; we're answering questions the best we can the fastest we can.
 - Retraining our staff for the changes that come with the world we're in now mixed with new faces that haven't worked with us before.
 - We're doing our best to keep our keeps above water and we appreciate you kindly repoking if you need something that hasn't happened yet.

Membership

Jessica Ulibarri, Director of Membership, presented slides *[lightly copy-edited]*:

- **Registration closes in 6 days!**
- We've extended registration to October 30 at 11:59pm.
- **Save time and money. Pre-register for the full weekend. Only \$60.**
- Some perks of pre-registering:
 - Save money and time.
 - Check in on Thursday from noon–10pm.
 - Shorter in-line wait time and quicker check-in.
 - Custom fan name.
- Join us Thursday for the Kumori Kigu Party!
 - Noon–10 on Day 0.
 - Wear your kigu when you pick up your badge to get a special ribbon.
- Not able to pre-register for Kumoricon? We will be launching our in-line registration system for at-con registration, Friday, November 3. This won't cut down on your line wait in the at-con line but it will make your check-in process much faster.
- Not sure if you're already registered... please email registration@kumoricon.org. We can confirm if you are or not.
- Attendee registration hours:
 - Thursday: Noon–10pm (pre-reg pick-up only)
 - Friday: 8am–8pm
 - Saturday: 8am–7pm
 - Sunday: 9am–2pm
- 2021 registration numbers (as of 11:25am, Oct 24):
 - General attendee: 4,674
 - VIP attendee: 64
- Update or submit your staff badge image ASAP!
 - Go to the staff management section of the staff area and select "Staff badge image and profile photo". Follow the instructions to set your staff badge image.
- Almost time for con!
- Please make sure that your personal details on your staff registration are up to date.
 - Preferred name

- Pronouns (should you choose to display one)
- T-shirt size
- Emergency contact
- Allergies or medical conditions
- Staff registration hours:
 - Thursday: 10am–10pm
 - Friday: 8am–8pm
 - Saturday: 8am–7pm
- Staff must bring government-issued photo ID to pick up their badge.
- Examples of acceptable forms of identification:
 - State-issued driver license/permit/identification card, military/tribal ID, passport.
 - For staff age 13 to 17 only, if one of the above forms of ID is not available, then school ID from the current school year is acceptable. If school ID is not available, then the staffer's parent or legal guardian must be present during check-in.
 - If acceptable ID is not presented, you will not be able to enter the convention.
- Con Suite 2021:
 - Yes, Con Suite will be happening.
 - Like everything else it will be different from previous years.
 - Further details will be sent out with the all staff welcome email right before con.
- Were you staff for DigiKumo in 2020?
- Pick up your DigiKumo pin when you check in and pick up your staff badge for 2021.
- Join staff. Email membership@kumoricon.org to inquire about a position.
 - Attendee Registration
 - VIP and Accessibility
 - Con Suite
 - Cosplay Repair
 - Registration Software Development
 - Specialty Registration
 - Staff Registration
 - Volunteer Booth

Operations

Yaz W, Director of Operations, presented slides *[lightly copy-edited]*:

- Help us keep everyone safe on the Operations team!
 - We work behind the scenes, helping everything go smoothly.
 - We always need more feet on the ground.
 - Our main divisions in Ops are Yojimbo (general), Hitsujikai (line management), Peace-Bonding, Dispatch, and Office.
 - For those interested in a remote option, Dispatch may be a good fit.
 - To get in touch with questions or to sign up, email us at operations@kumoricon.org.
 - Meeting today for Operations staff after the meeting!

Yaz also reported:

- Signing up lots of staff. Staff continue to apply, and are hiring staff today.

Programming

Devin H, Director of Programming, presented slides *[lightly copy-edited]*:

- What are we up to?
 - Finishing room layouts.

- Securing rental equipment.
- Buying supplies.
- Checking locker inventory.
- Planning a recycling/trash run during con.
- Working on the schedule...
- The schedule is finally done!
 - Now it just needs to be converted to a form that can go on the website, which should be done soon!
- Contests?
 - AMV Contest: Closed
 - Cosplay Contest: Closed
 - Lip Sync Showdown: Closed
 - Fan Art Contest: Open until Nov 6
 - Fan Fiction Contest: Open until Oct 29
 - Gunpla Model Competition: Announced
 - Karaoke Contest: Open until Oct 31
- Looking for Programming Staff!
 - Chibi Room
 - Craft
 - Hall Cosplay
 - Panel Tech
 - Panel Mod
 - Programming Office
 - Tabletop Gaming
 - Video Gaming

Devin also reported:

- Schedule was exceptionally difficult this year. So many people worked on it to bring it to completion.

Publicity

Missa Fleck, Assistant Director of Publicity, presented slides *[lightly copy-edited]*:

- Guest announcements, web requests, and print deadlines, oh my!
- Been working on training a bunch of new staff as well, which is great!
- Mostly working on behind-the-scenes stuff.
- Staff positions needing filled:
 - Info Booth Staff
 - Newsletter Staff
 - Merchandise Staff
 - Photographers
 - Videographers
 - Press Office Staff
 - Publicity Office Staff
- Pins are available on our website! <https://www.kumoricon.org/merchandise>

Relations

Amber Feldman, Assistant Director of Relations, presented slides *[lightly copy-edited]*:

- ACME VIP passes: A unique way to meet ACME.
 - ACME VIP passes are up for sale on the website.
- Cosplay Contest co-hosts and half-time performers

- Momma Sammu
- Sakura Rangers
- Cosplay Lip Sync Showdown judges:
 - Black Bettie Cosplay
 - 4EVERKaito
 - Stacy's Cosplay Adventures
- Cosplay Contest judges:
 - CheeseCakePanda Cosplay
 - Eli Ebberts
 - Shifting Atlas
- Cosplay Lip Sync showdown co-hosts:
 - Momma Sammu
 - Cosplaimee
- DJ guests of honor at Kumoricon 2021:
 - James Landino
 - VGR
 - TeddyLoid
 - Meirlin
- Voice acting guest of honor:
 - Laura Stahl
 - Erica Mendez
 - Morgan Berry
 - Abby Trott

Amber also reported:

- ACME VIP is separate from regular convention VIP. Kids under age 6 are free.
- Two nights of dance parties.
- There will be one more industry guest and one more voice actor guest to announce.
- Looking for gophers and drivers for guests.

Secretary

Tracy Creel, Secretary, presented slides *[lightly copy-edited]*:

- 2 weeks until Kumoricon!

Treasurer

Brian presented a report prepared by Jo Ayers, Treasurer:

- Hello, everyone! I'm Jo, the Treasurer, and my pronouns are they and them.
- Like everyone else, we need staff—specifically in Load-In/Load-Out.
- So if you or someone you like—or don't—wants to schlep gear before and after con in order to have abundant free time during con, have them send an email!
- I was going to make you a pretty graph, but then life happened.
- But the tl;dr is that in spite of the awesome influx of online registrations, we kinda had more bills to pay before con than money to pay them, so members of the board have gotten super creative with ways to defer bills coming due. It's still going to be a pinch, but it will be doable. Unless it isn't. But we'll do it anyway. What I'm saying is, please forgive us for every penny we must pinch. (Okay, actually Brian is saying it because Jo's double booked, but the message is Jo's.)

Unfinished Business

There was no unfinished business.

New Business

There was no new business.

Good of the Order

Recruiting for Election Roles

- About a month after con, we hold elections for the incoming board of directors (7 out of 9 positions)—expected to be held online, like last year.
- We are recruiting for these roles:
 - **Nomination moderator**—Handles pre-election nominations and Q&A
 - **Election moderator**—Moderates at-meeting Q&A and speeches
 - **Tellers**—Handle check-in and voting processes
- Must be staff to hold one of these roles. They are not full staff positions—they are informal and in addition to your existing position.
- Roles are very detail-oriented and have a significant pre-meeting commitment for process training.
- Full requirements: <https://www.kumoricon.org/elections-process#election-administration-roles>
- Interested? Email secretary@kumoricon.org.

Staff Training Topic – Organization Name Policy (Summary)

- We use preferred name (not name on ID) for virtually everything throughout Kumoricon and the organization.
- Your preferred name is what is used to fill out forms, display in directories, and display on badges.
- This applies to attendees, staff, and specialty badge types (KumoriMarket, panelists, etc.).
- Any time the word “name” is used by the organization, on any form, anywhere, it automatically means “preferred name”, unless it says “name on ID” or “legal name”.
- We collect name on ID as an additional field alongside preferred name in certain situations (such as during registration) when we need to verify in-person identity. It is not displayed publicly.
- Official policy text: <https://www.kumoricon.org/name-policy> (staff login required) (*Policy text last updated May 13, 2017*)

Important Wellness Moment

This year is going to be different for a lot of reasons to a lot of people. It's going to be harder on you than other conventions in different years... for a lot of reasons. Not to say it isn't going to be wonderful, but it is also going to pose a lot more challenges and put more stressors on your body.

- Physical stress:
 - Physical labor/over-exertion
 - Fatigue
 - Dehydration
- Psychosocial stress:
 - Loss of loved ones
 - Loss of employment/savings
 - Lack of social support

- Lack of resources for adequate survival
- Isolation
- Psychological stressors:
 - Emotional stresses such as: Grief of lost time, of loved ones who couldn't be here for the event for myriad reasons
 - Sadness
 - Perceptual stress
 - Cognitive stress (accelerated sense of time, information overload, guild, anxiety, panic...)
- I just want you to listen to your bodies and try to recognize your limits please. Unlike Final Fantasy, I'd prefer you don't break these limits more than you need to.

Bunny shared additional spoken comments on the above topic.

Anime and media

- Anime Movie Minute
 - My Hero Academia: World Heroes' Mission
- #netflix-time-baby!!!
 - Blue Period
 - Komi Can't Communicate
 - Cowboy Bebop
- Anime Movie Minute! Continued because I can
 - Disney Twisted-Wonderland

Other topics

- Please get vaccinated if you're able!
 - (vaccines first, then partying)
 - <https://getvaccinated.oregon.gov/>
- Breakouts on the *public* Discord after this:
 - After the meeting is done, the following directors will be in their department voice chat. Please stop by and say hello!
 - Programming
 - Publicity
 - Operations
 - Membership

Charmaine said thank you to staff, stating that our numbers were smaller this year, and urged staff to take care of themselves as needed.

In response to a question from earlier in the meeting, Brian shared registration numbers:

- In 2019, total pre-registration (not including at-con) was 5,373.
- Current pre-registration total today is 4,674.

In response to a new question, Tracy, Devin, and Jessica stated that joining staff on Thursday is possible if needed, noting that it does require director approval, just as usual.

Tracy thanked people for testing the new bot on the public Discord.

Adjournment

The meeting was adjourned at 1:13pm by Brian Mathews.

Submitted, and revised and approved by the members,
Tracy Creel, Secretary

Attachment: Presentation slides

See file *kumoricon-minutes-member-20211024-attachment.pdf*