

Kumoricon / Altonimbus Entertainment

Annual Meeting of the Membership on December 11, 2022, 12:00 noon via Discord and Twitch

Call to order

The meeting was called to order at 12:05pm by Robert Trotter.

At the initial quorum count, the meeting continued once approximately 40 members signed in as present, meeting quorum. In total during the meeting, 48 members signed in as present out of 583 total, with 20 needed to reach quorum.

Minutes

Minutes were not yet ready for approval.

Reports

Chair


Robert Trotter, Interim Chair, presented slides *[lightly copy-edited]*:

- Con was a success.
- Not much else to report.

Infrastructure

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

- Thank you all for the amazing convention you made happen!
 - Thank you to every phenomenal staff member within Infrastructure, each of you whether you have been staff all year or joined during the convention—you are incredible and your efforts this year were above and beyond.
 - This year was difficult and I know that a lot happened that is regrettable, but it also means there were lots of learning experiences for us all. Learning from our mistakes and growing pains, and applying them to how we view the future is so important.
- 2022 in review:
 - We expanded into the Hyatt Regency’s event space in a way that has been worked on, in many different ways and versions, over the last almost 3 and a quarter years!
 - There are so many ways we can improve use of space and our work with the hotel now that we’ve had a year where it actually could come together physically.
 - A lot of our contacts for the department have continued to change, but we have worked with many incredible people and continue to forge strong industry relationships.
 - There were growing pains at the OCC but plans are already being made to accommodate them, working closely with the OCC on potential options and opportunities.
 - ADA planning could have gone better in many ways, some of which we were better about pre-pandemic and just need to improve upon again.
 - Everything feels really insular this year more than ever and working on restoring the communication between all departments is major for Infrastructure.
 - We got amazing new Infrastructure staff who want to return year after year at all sorts of levels within the department.

- Working super closely with Operations has been great and we only want to continue to work closer.
- 2023 Infrastructure plans:
 - More meetings.
 - More training materials for within the department as well as externally about Infrastructure/how to best interface with us and when.
 - Restructuring how people interface with Infrastructure.
 - Expanding how we aid the betterment of staff across the whole convention.
 - Major ADA work this year alongside Membership and Programming especially.
 - Advocating for our staff and attendees more 

Membership

Charly Youravish, Director of Membership, presented slides *[lightly copy-edited]*:

- First, I'd like to thank all of the staffers in Membership. I and the rest of the Membership execs are so proud of you and what you have accomplished and overcome. I want to thank you for taking care of business and making it all work. You did awesome in the face of some crazy situations. You have had an extremely difficult year, we recognize it, we are doing our best to fix things for next year.
- Second, I'd like to thank all the staffers from other directorates that came to our aid. Our entire Kumoricon community came together to help Registration in a year with unbelievably low staff. We appreciate your dedication to Kumoricon and we are so grateful for all of your help.
- 2022 Numbers
 - Registration Hall
 - Total badgeholders: 11,199
 - Total badgeholders (a.k.a. "warm body count")
 - This method counts all paid regular attendees and also adds exhibitors and artists, who pay for their spot in the KumoriMarket, and all other badge types, including staff (all staff are volunteers), panelists, guests of honor, industry, and press. However this method only includes people who actually picked up their badges.
 - Attendee Registration
 - 2022 pre-registration closed with
 - 7,209 registered full weekend memberships and 106 paid VIP memberships
 - At the end of the convention we had
 - 113 registered VIP memberships
 - 8,086 registered full weekend memberships
 - 402 registered Friday memberships
 - 1,600 registered Saturday memberships
 - 612 registered Sunday memberships
 - Memberships by age
 - 9,676 were 18 and over.
 - 1,283 were between the ages of 13–17.
 - 504 were 12 and under.
 - 72 being under the age of 5.
 - Staff Registration
 - Checked in
 - Chair: 16 staff
 - Infrastructure: 35 staff
 - Membership: 79 staff
 - Operations: 39 staff
 - Programming: 223 staff
 - Publicity: 69 staff

- Relations: 47 staff
 - Secretary: 3 staff
 - Treasury: 17 staff
 - We had 537 of the 593 registered staff check in to the convention.
- Specialty Registration
 - We had 904 registered specialty memberships.
 - 296 were people who attended our event as either a guest of the convention, an industry partner, a major contributor to panel content, or a press outlet covering our event.
 - 608 of the specialty memberships were the people who purchased space in the KumoriMarket.
- Things we did well
 - Registration checked in 7,008 of our 10,938 total paid members by close of registration on Friday.
 - On Friday the Reg team checked in between 400–500 people per hour.
 - In-line registration for at-con registration continued to run smoothly.
 - The registration software ran smoothly despite outside obstacles.
 - Our accessibility team helped over 250 people with accommodations.
 - Cosplay Repair helped nearly 2,000 people with their cosplays.
 - We registered a lot of new staff at con.
- Things we could have done better
 - Giving the Staff Lounge a fun name and changing the name of Con Suite in the same year.
 - Kumori Staff Station (Con Suite)
 - Proofread the VIP skip the line cards more than once.
 - We need more signs with information about accessibility accommodations.
 - Registration (not health check) had lines at peak that took 3 hours; that is bad.
- Things were working on for next year
 - Specialty Registration had extremely long lines this year. We are working on solutions and workarounds to eliminate single points of failure.
 - We are planning more space, registration stations, and staff for the registration hall.
 - We believe we have yet another plan to find a space to have Kumori Staff Station.

Operations

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

- Thank you attendees for masking and going through health checks!
- Thank you to our staff for going above and beyond to make this convention happen!
- Looking back at Kumoricon 2022...
 - Adjusting day by day for health checks amidst record number of attendance.
 - Return of the secondary location and re-learning how to manage the additional area.
 - Ongoing learning curve with communication (radio/Discord).
 - Working on increasing staff recruitment.
 - Attendees' continued good line etiquette.
 - Veteran staffers really stepping up behind the scenes
 - Improved training guides with plans to further improve.
 - New staffers happy to come staff again!

Programming

Steven Garcia, Director of Programming, presented slides *[lightly copy-edited]*:

- Over 262 staff members.
- Approximately 250 hours of content.

- Received 261 panel submissions.
- 5 contests
- 2 locations
- 1 very crazy event :)
- Umbrella Lounge was extremely well received.
- Maid Cafe was a big hit as well.
- Tested the support for VTubers which went very well.
- Looking forward to the future has in store for Programming.
- I want to personally thank all of the Programming staff, my executive team, and all the other directors for making this year a fantastic one and I am excited to see what the future holds!

Publicity

Panda, Director of Publicity, presented slides *[lightly copy-edited]*:

- My staff were amazing, always helping where needed.
- Had more robust Design team this year and it worked well.
- Closures in China and other countries caused lower number of new merch items this year.
- Need more staff on our Website team to help with day to day work as well as clearing backlog.
- Merchandise team revamped how they do things and it worked **so well**; will repeat in future years.
- Discord mods had no coordinator this year and stepped up to do an amazing job.
- Having new office and press at the Hyatt worked really well for our processes overall.
- Did a lot of groundwork for local community business coordination and collaboration. Stay tuned!
- Publicity: Looking Forward
 - While we always need staff going into a new year, these are some staff positions that start right away and work year-round that we need people to fill. Email publicity@kumoricon.org if you have any questions on these.
 - Copy Editors
 - Website Development Staff
 - Discord Coordinator
 - Discord Moderators
 - Twitch Moderators

Relations

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

- Voice Actors
 - Adam McArthur
 - Amanda C. Miller
 - Anne Yatco
 - Bryce Papenbrook
 - Cherami Leigh
 - Cristina Vee
 - Kaiji Tang
 - Max Mittelman
 - Ray Chase
 - Robbie Daymond
- Cosplay Guests
 - Black Bettie Cosplay
 - Black Crystal Cosplay
 - December Wynn
 - Midnight Pursona

- Momma Sammu
- Queen D
- Sakura Rangers
- Concert & Raves | Musical Guests
 - BURNOUT SYNDROMES
 - Caleb Hyles
 - DJ Amaya
 - GreenFlöw
 - Kagamine
 - NOILION
 - TeddyLoid
- Industry Guests and Animation Studios
 - Alisa Freedman
 - Tonari Animation
 - Studio TRIGGER
 - Zack Davisson
- Taiko—and Cultural Content for the Future
 - We were trying more cultural content, and bought Takohachi Taiko to perform after opening ceremonies
 - We've made connections with many more cultural institutions, so look forward to more cultural engagement in 2023 and beyond!
- Autographs
 - We tried many new things in autographs this year, and acknowledge there were growing pains. A few things we're working on:
 - Making sure policies are clearer, and more clearly communicated;
 - Providing better ADA accommodations for lines;
 - Improving layouts to help moderate flow of lines/attendees;
 - Clarifying some language in guest contracts to more clearly communicate obligations; and
 - Improving how VIP and staff autographs are managed.
- VTubers
 - We tested out logistics for bringing VTubers to Kumoricon, and while we learned a lot, we also learned it can work!
 - Be on the lookout for more VTuber content as part of Kumoricon; we've got some awesome plans in the works!

Secretary

Jeff Tyrrell, Assistant Secretary, presented slides *[lightly copy-edited]*:

- Major projects this year:
 - Bylaws amendment was approved by the board and by the membership to:
 - Better support remote meetings.
 - Add “asynchronous” membership voting to support voting over multiple days.
 - Several other changes to bring our bylaws in better harmony with ORS 65 (Oregon nonprofit corporations) and 501(c)(3).
 - Update to our elections process to support “asynchronous” membership voting.
 - Wrote a guide (with templates) for the executives on crafting board actions, so things the board regularly does such as approving spending, approving org charts, and a long list of other items have standardized wording.

Treasurer

Matt Rushford, Treasurer, presented slides *[lightly copy-edited]*:

- I have started the end of year paperwork.

Outreach

Devin, Outreach Manager, reported:

- With help of many volunteers, attended 11 events this year: GameStorm, Sakura-Con, Chibi Chibi Con, Portland Pride, Fuji to Hood, Asian Celebration, Resin Rose BJD Expo, Nan Desu Kan, Rose City Comic Con, Super Queer Fun Fair, Ani-Medford.
- Tracked 1,790 different conversations (or more). Secured 218 memberships. Sold just shy of \$10,000 in merchandise. Will track the number of volunteers next time.
- When the new Chair is elected, we can start working on Outreach for 2023. Watch for email and Discord announcements.

Unfinished business

There was no unfinished business.

New business

There was no new business (other than elections later in the meeting).

Good of the order

Joining staff

Rob encouraged people to start planning to sign up for staff for next year.

Good of the order is accepting submissions!

- You can email good.of.the.order@kumoricon.org!

Open time

A meeting participant encouraged bringing back the Dead Dog party for staff.

A meeting participant expressed a concern about ableism on staff and reported two incidents at the convention. Rob expressed the desire to investigate any reports either from our own staff or other venue staff. Rob reported that we are working on EDI training to help reduce this in the future. Bunny stated that we can follow up on reports from outside companies, and that we also discuss this with meetings with them.

Elections

Heather began the elections segment as elections moderator.

Heather read introductory material and reviewed basic procedure, including the order of races, and how to elect by acclamation. Slides presented:

- Election Presentations Rules
 - Order of races:
 - (As set during the meeting by vote of the membership.)
 - President / Chair
 - Director of Infrastructure
 - Director of Membership
 - Director of Operations
 - Director of Programming
 - Director of Publicity
 - Director of Relations
 - Procedure for each presentation:
 - Candidate speeches
 - Open questions and comments
 - Anonymous question-and-comment presentation and candidate responses
 - Brief re-open of questions and comments if needed
- Voting is not done as part of this meeting
 - Voting is open from Thursday, December 8, 8:00pm PT, to Tuesday, December 13, 8:00pm PT.
 - Members (staff) should have received, on Thursday, an emailed link to vote from ElectionBuddy, our third-party secret voting platform.
 - If you did not receive a ballot, please email election.support@kumoricon.org.
Check your spam folder!
 - You do **not** need to attend this meeting to vote.
 - Because all members have 5 days to vote, there is no proxy voting.
 - You **cannot** change your vote once submitted.
 - In order to reduce the chances of needing a runoff vote, voting will be conducted using approval voting, as specified in our recent bylaws amendment. In approval voting, members vote for as many candidates as the member approves of, with the winner being the candidate who receives the most votes, as long as it is a majority of votes cast. There will also be a “no confidence” option for all races.
 - You can watch a replay of this meeting once it ends. It will be available on our Twitch channel and at <https://www.kumoricon.org/meeting-recordings>

Chair / President

The presentations for Chair / President were held. The candidates were:

- Brianna Campbell
- Skye Selky
- Robert Trotter

Candidate speeches and questions-and-comments segments were held, including anonymous questions and comments.

A member moved to change the order of remaining races to: Programming, Infrastructure, Membership, Operations, Publicity, Relations. The membership voted on the motion by hand vote. The motion was carried unanimously.

Director of Programming

The presentations for Director of Programming were held. The candidates were:

- Steven Garcia
- Vincent Metal

Candidate speeches and questions-and-comments segments were held, including anonymous questions and comments.

A member moved to change the order of remaining races to: Relations, Infrastructure, Membership, Operations, Publicity. The membership voted on the motion by hand vote. The motion was carried unanimously.

Director of Relations

The presentations for Director of Relations were held. The candidates were:

- Amber Feldman

Candidate speeches and questions-and-comments segments were held, including anonymous questions and comments.

Director of Infrastructure

The presentations for Director of Infrastructure were held. The candidates were:

- Bunny

Candidate speeches and questions-and-comments segments were held, including anonymous questions and comments.

Director of Membership

The presentations for Director of Membership were held. The candidates were:

- Zarek Lee

Candidate speeches and questions-and-comments segments were held, including anonymous questions and comments.

Director of Operations

The presentations for Director of Operations were held. The candidates were:

- Ange Abuyen

Candidate speeches and questions-and-comments segments were held, including anonymous questions and comments.

Director of Publicity

The presentations for Director of Publicity were held. The candidates were:

- Ally Raney

Candidate speeches and questions-and-comments segments were held, including anonymous questions and comments.

Election results explanation

Heather summarized the expectations after the voting ends:

- Don't forget to vote by Tuesday, December 13, 8:00pm PT.

- Immediately when voting closes, the election moderator and tellers will convene to determine the outcome.
- The result announcement is expected around 8:30pm to 9:30pm.
- Results will first be announced in #nominations in the public Discord. They will be announced on the Kumoricon website and in an all-staff message very shortly after.

Adjournment

The meeting was adjourned at 5:50pm by Robert Trotter.

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

Attachment: Presentation slides

See file *kumoricon-minutes-member-20221211-attachment.pdf*

Attachment: Election results

[This attachment was added to the minutes after the result announcement on December 13, 2022.]

Results

[Announced on December 13, 2022, at 10:34pm.]

- Chair/President: Robert Trotter
- Director of Infrastructure: Bunny
- Director of Membership: Zarek Lee
- Director of Operations: Ange Abuyen
- Director of Programming: Steven Garcia
- Director of Publicity: Ally Raney
- Director of Relations: Amber Feldman

Vote counts

Chair/President:

- **Approval voting was used.** Members can vote for and/or write-in as many candidates as the voter approves of, with the winner being the candidate with the most votes, as long as they attain a majority of votes (ballots) cast. Therefore, the number of candidate votes may exceed the number of ballots cast.
- Total votes (ballots) cast (not abstaining): **106**
- Votes for each candidate:
 - Brianna Campbell: **44**
 - Skye Selky: **21**
 - Robert Trotter: **62**
 - No confidence: **1**

Director of Infrastructure:

- **Approval voting was used.** Members can vote for and/or write-in as many candidates as the voter approves of, with the winner being the candidate with the most votes, as long as they attain a majority of votes (ballots) cast. Therefore, the number of candidate votes may exceed the number of ballots cast.

- Total votes (ballots) cast (not abstaining): **116**
- Votes for each candidate:
 - Bunny: **103**
 - No confidence: **13**

Director of Membership:

- **Approval voting was used.** Members can vote for and/or write-in as many candidates as the voter approves of, with the winner being the candidate with the most votes, as long as they attain a majority of votes (ballots) cast. Therefore, the number of candidate votes may exceed the number of ballots cast.
- Total votes (ballots) cast (not abstaining): **107**
- Votes for each candidate:
 - Zarek Lee: **103**
 - No confidence: **4**

Director of Operations:

- **Approval voting was used.** Members can vote for and/or write-in as many candidates as the voter approves of, with the winner being the candidate with the most votes, as long as they attain a majority of votes (ballots) cast. Therefore, the number of candidate votes may exceed the number of ballots cast.
- Total votes (ballots) cast (not abstaining): **107**
- Votes for each candidate:
 - Ange Abuyen: **100**
 - No confidence: **7**

Director of Programming:

- **Approval voting was used.** Members can vote for and/or write-in as many candidates as the voter approves of, with the winner being the candidate with the most votes, as long as they attain a majority of votes (ballots) cast. Therefore, the number of candidate votes may exceed the number of ballots cast.
- Total votes (ballots) cast (not abstaining): **118**
- Votes for each candidate:
 - Steven Garcia: **77**
 - Vincent Metal: **36**
 - Other write-in (names receiving less than two votes): **1**
 - No confidence: **5**

Director of Publicity:

- **Approval voting was used.** Members can vote for and/or write-in as many candidates as the voter approves of, with the winner being the candidate with the most votes, as long as they attain a majority of votes (ballots) cast. Therefore, the number of candidate votes may exceed the number of ballots cast.
- Total votes (ballots) cast (not abstaining): **110**
- Votes for each candidate:
 - Ally Raney: **108**
 - No confidence: **2**

Director of Relations:

- **Approval voting was used.** Members can vote for and/or write-in as many candidates as the voter approves of, with the winner being the candidate with the most votes, as long as they attain a majority of votes (ballots) cast. Therefore, the number of candidate votes may exceed the number of ballots cast.

- Total votes (ballots) cast (not abstaining): **109**
- Votes for each candidate:
 - Amber Feldman: **107**
 - No confidence: **2**