



DECEMBER 2023 ANNUAL MEETING OF THE MEMBERSHIP

December 9, 2023





QUORUM COUNT

20 needed to reach quorum

Altonimbus members (2023 staff)



CHOOSE ONE:

Discord: Click “**present**” button pinned in the **#meeting-chat** (wait for bot to respond)

Twitch: Please send “**!present**” in chat



OPEN MIC NEAR END OF MEETING

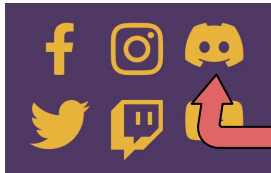


Omake Gif Anime

You must join the public Discord to participate:

Link in Twitch chat

Click Discord icon on [kumoricon.org](https://www.kumoricon.org) (footer)





APPROVAL OF MINUTES

No minutes to approve today.



Meeting minutes can always be found at www.kumoricon.org/meetings



REPORTS

The exec team





CHAIR

Charity | Staff & Attendee Services

Robert Trotter [He/Him]

Assistants:

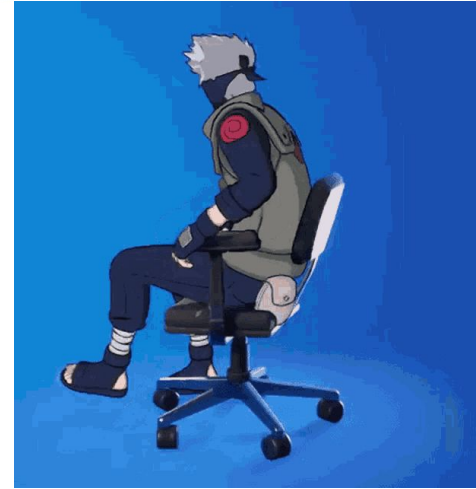
Bri Campbell [She/Her] Josh Youravish [He/Him]





CHAIR

Charity | Staff and Attendee Services



devx art

This was an amazing year with an awesome staff and new record of attendance!



INFRASTRUCTURE

Facilities | Infrastructure Inter-Department Liaisons | IT | Hotels | KumoriMarket | Infrastructure Office

Leon [He/Him] (Director)

Assistants:

Julie [They/She]



INFRASTRUCTURE

Facilities | Infrastructure Inter-Department Liaisons | IT | Hotels | KumoriMarket | Infrastructure Office

- Planning to revamp the staff hotel program for next year.
- Looking to hire more administrative support to keep track of tasks and emails.
- Despite behind the scenes hiccups, con went really well this year.
- Scheduling a debrief with the OCC will bring up concerns that have been submitted to us.
- Most hotel blocks performed well this year. Still waiting on final results for one.
- Big Thank You to all Infrastructure departments for making this year a success.



MEMBERSHIP 2023

Attendee Registration | Staff Station | Cosplay Repair | Registration Software Development | Specialty Registration | Staff Registration .

Director of Membership : Zarek Lee [He/They]

Assistant Directors : Brittany Goldsby [She/Her] & Tracy Creel [She/Her]

In Memory

Presented by :





MEMBERSHIP 2023

Attendee Registration | Staff Station | Cosplay Repair | Registration Software Development | Specialty Registration | Staff Registration .

2023 Final Numbers



Paid Regular Attendees: 10048

counts paid regular attendees, and also VIP members

Total Paid Members: 11298

Counts all paid regular attendees, and also adds exhibitors and artists, who pay for their spot in the KumoriMarket

Total Badgeholders: 11729

Counts all of the above, and all other badge types, including staff, panelists, guests of honor, industry, and press

Total staff for 2023 term: 658*

*Final Count Pending

Position assignment count: 739*

*Final Count Pending



MEMBERSHIP 2023

Attendee Registration | Staff Station | Cosplay Repair | Registration Software Development | Specialty Registration | Staff Registration .

TO ALL OUR WONDERFUL TEAM MEMBERS



THANK YOU



**FOR ALL YOUR HARD WORK AND
DEDICATION TO HELPING MAKE 2023
AN AMAZING YEAR**



MEMBERSHIP 2023

Attendee Registration | Staff Station | Cosplay Repair | Registration Software Development | Specialty Registration | Staff Registration .

Friendly reminders for all staff

- Please make sure to fill out the Staff Survey that was emailed to you by Tuesday the 12th.
- Current staff positions are active until 30 days after the launch of the new org chart so please continue to help as needed where you can.
- The 2024 org chart will likely launch sometime in February after the board holds their annual spending and planning meeting.





MEMBERSHIP 2024

Attendee Registration | Staff Station | Cosplay Repair | Registration Software Development | Specialty Registration | Staff Registration .

Registration for 2024 Opened on December 4th!

Current Registration Numbers: 1014

900 from Convention Pre-Sales on Sunday





MEMBERSHIP 2024

Attendee Registration | Staff Station | Cosplay Repair | Registration Software Development | Specialty Registration | Staff Registration .

Things currently in the works

- Staff reviews are in progress and we are impressed with those that helped our department run this year.
- A proposal to change the current staff title document has been sent to the board and is under review
- Office hours for Membership will likely begin in the new year and we look forward to meeting and talking with various other teams
- Scheduled dates for Membership exec team meetings are already in the works.
- We are looking for potential new team members for our executive team. If you are interested in helping the department run please email membership@kumoricon.org
- Planning for next year's team structure has already started
- Budgeting and planned spending for 2024 is underway





OPERATIONS

Dispatch | Line Control | Lost and Found | Peace-Bonding | Policy Enforcement |

Director: Ange Abuyen [She/Her]

Assistants:

Jeremy Burke [He/Him] and Tami Hatfield [She/Her]





OPERATIONS

Dispatch | Line Control | Lost and Found | Peace-Bonding | Policy Enforcement |

- Radios: Connectivity issues, poor technical support, changing provider
- Security: Great communication, a hiccup on day 0, but otherwise responsive and worked well
- Line queue: Easy for attendees to understand, a few hiccups during unexpected surge of people, overall a better experience from 2022
- Peace-Bonding: Great pre-con training with KumoriMarket, better setup needed for Holladay
- New office location: Learning curve for attendees, worked fantastic for Ops
- Staff: Overall happier and less stressed/overworked despite being understaffed compared to previous years
- Incidents & Contact Tracing





PROGRAMMING

Special Events | Main Events | Live Events | Maid Cafe | Panels | Tabletop Gaming | Video Gaming

Steven Garcia [He/Him]

Assistants:

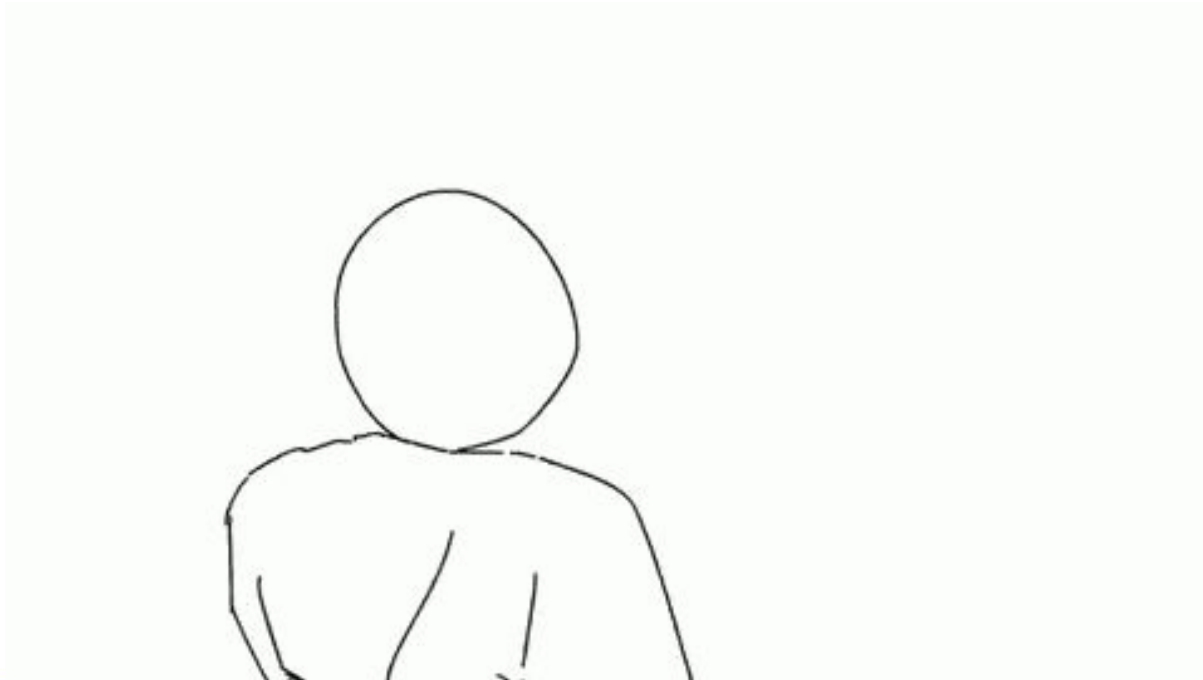
**Bennett Do [He/Him], Drew Herget [They/Them]
and Jaki Hunt [She/Her]**





PROGRAMMING

Special Events | Main Events | Live Events | Maid Cafe | Panels | Tabletop Gaming | Video Gaming





PROGRAMMING

Special Events | Main Events | Live Events | Maid Cafe | Panels | Tabletop Gaming | Video Gaming

- Fashion content was well received.
- We were able to make the virtual panel for Kikuo successful and everyone that attended had a great experience.
- We received a great amount of prize support this year.
- We had record Programming staff this year (296!) which made con amazing this year.
- We heard feedback from our events and are working towards improving those items for next year.





PUBLICITY

Design & Publications | Discord | Info Booth | Marketing | Merchandise | Multimedia | Press | Social Media | Twitch Mods | Website

Ally Raney [She/They]

Assistant: **Mariona** [She/Her]

Assistant to:

Panda [She/Her] and **James Bradley** [He/Him]

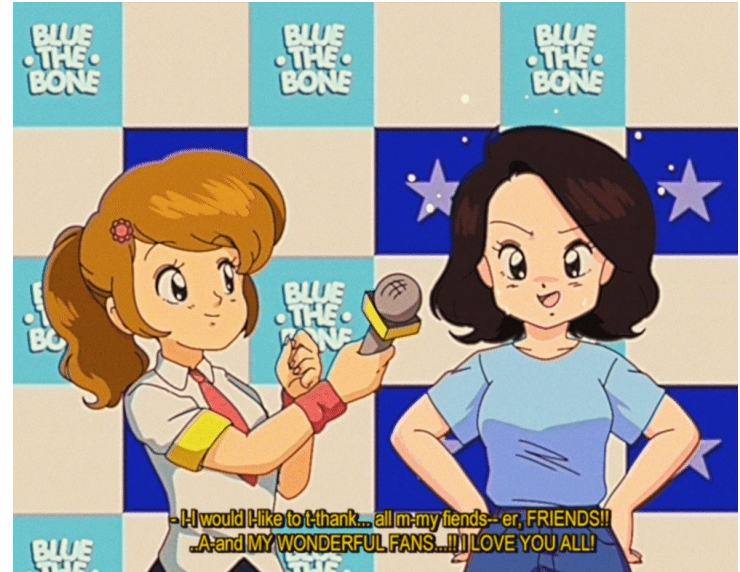




PUBLICITY

Design & Publications | Discord | Info Booth | Marketing | Merchandise | Multimedia | Press | Social Media | Twitch Mods | Website

- Merchandise Booth rocked! Shout out Mary, Sierra, Stephanie and Virginia!
- Info Booth provided information! Shout out to Kimi, Miriam, Andy and Breanna!
- Did you hear our ad on the radio? Shout out to Panda and John for marketing us!
- Signage & Design is only getting better! Shout out to Kailani!
- Staff and Attendee surveys - shout out Elly and Jeff!
- Did you catch us on KOIN 6? Shout out to Kevin!
- Have you read our NEWSLETTER??? Shout out to Shelby!
- Huge props to Sage, Avery, Peachy and our new Social Media Manager Rina with major appreciation to Tris for handling the management and execution of our social media presence all year before con!
- Photos are coming, but first we must edit, organize, process and set them up on the website. It may take a bit! Shout out to Brianna, Eli, Rei and Aaron as well as Judy!
- Big thanks to Christina for running the office like a boss
- Finally... Thank you to our glorious MODS this year! Nico and Summer!





RELATIONS

Guests | Guest Hospitality | Industry | Autographs

Amber Feldman [She/They]

Assistants:

Val Rossiter [They/Them], Grace Shiley [She/They], Ashley Tognetti [She/They]



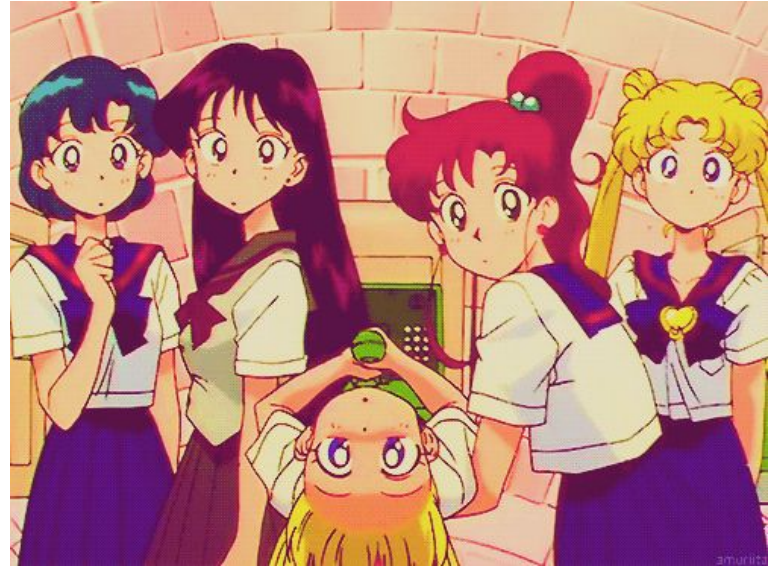


RELATIONS

Guests | Guest Hospitality | Industry | Autographs

Guests/Hospitality

- Thank YOU for all your hard work! Guests commented on the passion our staff have, and how much it shows.
- Fashion Show and J-Fashion Mixer received a lot of good feedback. We hear the calls for more size diversity and are on it!
- This was my first time bringing a seiyuu! And they had a great time!
- There were some unfortunate cancellations, but thank you to my team for making miracles happen.
- We have confirmed Johnny Yong Bosch and Kikuo for 2024 so far! More guests to come.





RELATIONS

Guests | Guest Hospitality | Industry | Autographs

Autographs



- Taping the lines on the floor for the Autograph hall seemed to work really well!
- Having an Accessible and VIP line was an experiment that will definitely be coming back.
- We had a lot of guests this year, and learned that the space we had in KumoriMarket struggled to contain them all. Working on that!
- The VIP Autograph coupon system worked so well this year, and streamlined so much!
- There were definitely internet issues that led to communication issues when folks were in KumoriMarket, but we're looking into future options.



RELATIONS

Guests | Guest Hospitality | Industry | Autographs

Industry

- Titmouse was amazing, and had a great time at Kumo! They'd love to come back, which is the best news!
- Tonari Animation's drawing panel was excellent (and we'd love to see an 18+ one, perhaps?)
- So we heard you all enjoyed the Retro Anime panel!
- If you'd like to see other industry guests, please add them to the guest request form.
- Sponsorships got a late start this year, but I wanted to thank Drew for stepping in and making so many great things happen!
- We're already way farther ahead on sponsorships for 2024 than we were last year, and we have a plan!





RELATIONS

Guests | Guest Hospitality | Industry | Autographs

General Relations Notes



- We were trying a different org chart model, and, in short, we need more managers!
- Learned a lot about improving some of our cross-department collaboration, and made a lot of good strides.
- This year we identified some gaps in communication that caused some road bumps. We're already working on training to mitigate that going forward.
- Speaking of training, we built a lot of written process documents this year, and some staff training. Working on expanding those training documents to help better prepare our staff in future years.
- Thank you for an amazing 2023!



SECRETARY

Meeting Minutes | Staff Ratifications | Staff Training | Policy Documents

Marie Jackson [She/Her]

Assistants:

Andrew Young [He/Him] and Stephen Weber [They/Them]





SECRETARY

Meeting Minutes | Staff Ratifications | Staff Training | Policy Documents

- We had a great con this year! The Secretary team primarily ratified staff throughout con.
- After con we've been working to get the elections ready for you all today! The vote is live, don't forget to cast your ballot~
- A special thanks goes to the staffers who volunteered to help out as Moderators and Tellers for this election.





TREASURER

Financial Administration | Financial Reporting | Banking | Bookkeeping | Asset Management

Timothy Trotter [He/Him]

Assistant Treasurer: **Jeremy Cook** [He/Him]

Account Manager: **Jo Ayers** [They/Them]





TREASURER

Financial Administration | Financial Reporting | Banking | Bookkeeping | Asset Management

- All submitted bills are paid!
- Checks are in the mail for Artists and Charity.
- We have not finished reconciling the remaining transactions. We are trending towards a clean handoff.





GOOD OF THE ORDER





GOOD OF THE ORDER IS ACCEPTING SUBMISSIONS!

You can email
[good.of.the.order@kumoricon.org!](mailto:good.of.the.order@kumoricon.org)

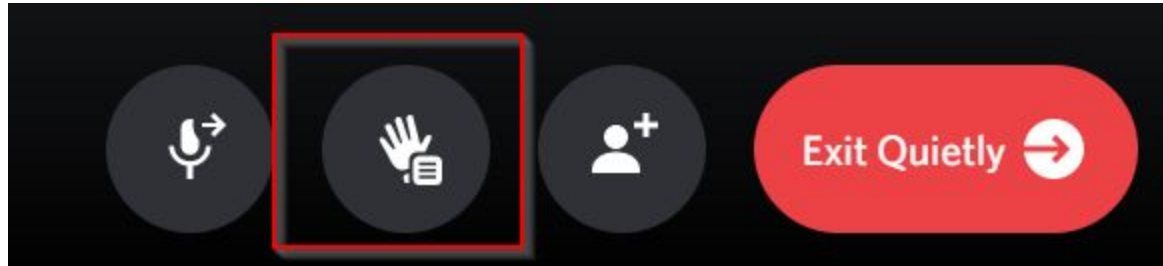




OPEN MIC TIME!

If you have questions/comments/anything to bring up:

- Be in the public Discord, and use the “raise hand” icon.



- A moderator will invite you to the stage, and you have to accept.
- You're live!



ELECTIONS PRESENTATIONS



ELECTIONS PRESENTATION 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:

1. Candidate speeches
2. Open questions and comments
3. Anonymous question-and-comment presentation and candidate responses
4. Brief re-open of questions and comments if needed



VOTING IS NOT DONE AS PART OF THIS MEETING

- Voting is open from Thursday, December 7, 8:00 pm PT, to Tuesday, December 12, 8:00 pm 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.
- 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 bylaws. 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

Nominees:

Amber Feldman

Robert Trotter



Chair Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



Director of Infrastructure

Nominees:

Leon Lewis



Director of Infrastructure Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



Director of Membership

Nominees:

Hannah Eulberg



Director of Membership Q&A

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- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



Director of Operations

Nominees:

Ange Abuyen
Mariona Gates



Director of Operations Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



Director of Programming

Nominees:

Bennett Do



Director of Programming Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



Director of Publicity

Nominees:

Raki Avi

Charly Youravish



Director of Publicity Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



Director of Relations

Nominees:

Drew Herget



Director of Relations Q&A

- To submit a question, comment, or endorsement publicly: Use the #meeting-chat channel in the public Discord, or ask in the Twitch chat
- To submit a question, comment, or endorsement anonymously: email election.support@kumoricon.org.
- If you wish to personally speak your question, comment, or endorsement, raise your hand in the Discord stage channel.



ELECTIONS RESULTS

- Don't forget to vote by Tuesday, December 12, at 8:00pm, PT.
- Immediately when voting closes, the election tellers will convene to determine the outcome.
- The result announcement is expected around 8:30 pm to 9:30 pm.
- 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.



どうも有難う
Dōmo arigatou

(Thank you
very much)

