

Kumoricon / Altonimbus Entertainment

Annual Meeting of the Membership on December 09, 2023, 12:00 pm

Via Discord and Twitch

Call to order

The meeting was called to order at 12:03 pm by Robert Trotter.

At the initial quorum count, the meeting continued once 20 members signed in as present, thus meeting quorum. In total during the meeting, 45 members signed in as present out of 658 total, with 20 needed to reach quorum.

Minutes

There were no minutes to approve.

Reports

Chair

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

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

Rob also reported:

- Thank you to everyone who attended con and an extra thank you to everyone who staff.
- You're going to hear from every other department on this but I get to go first so I want to say thank you to all of the staff who put in so many hours before and after con.
- This year was amazing and it's thanks to all of the hard work you put in to make it happen!

Infrastructure

Leon Lewis, Director of Infrastructure, presented slides *[lightly copy-edited]*:

- 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.
 - [The success of our hotel blocks allows us to book dates further out in the future].
- Big Thank You to all Infrastructure departments for making this year a success.

Membership

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

- 2023 Final Numbers:
 - Paid Regular Attendees: 10,048
 - counts paid regular attendees, and also VIP members
 - Total Paid Members: 11,298

- Counts all paid regular attendees, and also adds exhibitors and artists, who pay for their spot in the KumoriMarket
 - Total Badgeholders: 11,729
 - 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
- To all our wonderful team members
 - Thank you for all you hard work and dedication to helping make 2023 an amazing year
- 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.
- Registration for 2024 Opened on December 4th!
 - Current Registration Numbers: 1,014
 - 900 from Convention Pre-Sales on Sunday
- 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

Ange Abuyen, Director of Operations, presented slides [*lightly copy-edited*]:

- Radios: Connectivity issues, poor technical support, changing provider
- Security: Great communication, a hiccup on day 0, but otherwise responsive and worked well
 - Secretary's note: It was clarified that comments concerning security above apply to the security hired by the convention and are not reflective of the third-party security contracted by the OCC.
- 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
 - [Incident reports are continuing to come into Operations and are currently being reviewed.]

Programming

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

- [Thank you to all who staffed in Programming this year.]
- 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

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

- Merchandise Booth rocked! Shout out Mary, Sierra, Stephanie and Virginia!
 - [We hope to have the new merch from 2023 available on the website soon.]
- 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 [Discord] MODS this year! Nico and Summer!

Ally also reported:

- I am going to take this time to thank all my staff, with particular attention to my assistant and assistant-tos who really gave everything they had this year. I also want to mention all the people who made things happen this year. Through my thanks to them, hopefully you can get a good feel of what all Publicity was able to accomplish this year.

Relations

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

- 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!
 - [They provided a lot of great feedback from a Japanese guest perspective and would like to help us bring additional Japanese guests next year.]
 - 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.

- [it was noted there may be some fun things in the works for our next year to make up for the cancellation.]
- 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.
- 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 had a lot of great sponsorships from local businesses and collectable cups with the OCC.]
 - We're already way farther ahead on sponsorships for 2024 than we were last year, and we have a plan!
- 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

Marie Jackson, Secretary, presented slides *[lightly copy-edited]*:

- 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

Timothy Trotter, Treasurer, presented slides *[lightly copy-edited]*:

- 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.
- [Thank you to Jo for assisting with the accounting aspect of con.]
- [Treasury was very understaffed this year in Supply and Logistics but pulled through thanks to the amazing Managers and Coordinators this year.]

Unfinished business

There was no unfinished business.

New business

There was no new business.

Good of the order

Good of the order is accepting submissions!

- You can email good.of.the.order@kumoricon.org!
- An email was received from Kalavena C:
 - “How do you folks feel about the newest eps of jujutsu kaisen?”

Bennett and Trotter saved Karaoke this year and I want to say a big thank you to them both!”

Open mic

- There was a suggestion to add virtual content/streamed panels to the con in the future for those who are unable to attend in person.
 - Steven noted that this is something we’d looked at in the past, especially following DigiKumo.
- It was asked if there was a plan to invest more in the security to prevent unbadged individuals from accessing convention space, following an incident where non-con attendees were allowed access without a badge.
 - This is something actively being worked on, it will be addressed with the OCC directly.
- *The Boy and the Heron* is out and great, and the new *Mobile Suit Gundam 008* movie is out and quite possibly a christmas movie is playing at a local theater. Many other anime movies are playing and will be available in the coming months.

Elections

Bridget Hollander began the elections segment as Elections Moderator.

Bridget Hollander 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:
 - 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 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 / President

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

- Amber Feldman
- Robert Trotter

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

There was a motion at 2:20 pm for a short break. The meeting resumed at 2:27 pm.

A member moved to change the order of remaining races to: Operations, Publicity, Infrastructure, Membership, Programming, and Relations. The membership voted on the motion by selecting a response with the bot. The motion passed with 28 votes in favor, three abstentions, and two against.

Secretary's note: The above counts are reflective of votes received at the time the motion passed. All members that checked in for quorum were allowed to vote and were able to continue voting even after the motion was considered passed. For this reason, the bot may show counts contrary to those recorded here.

Director of Operations

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

- Ange Abuyen
- Mariona Gates

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:

- Raki Avi
- Charly Youravish

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

Director of Infrastructure

There was a motion at 4:15 pm for a short break. The meeting resumed at 4:30 pm.

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

- Leon Lewis

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:

- Hannah Eulberg

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

Director of Programming

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

- Bennett Do

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

Director of Relations

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

- Drew Herget

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

Election results explanation

Bridget Hollander summarized the expectations after the voting ends:

- Don't forget to vote by Tuesday, December 12, at 8:00 pm, 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.

Adjournment

The meeting was adjourned at 5:32 pm by Robert Trotter.

Submitted, and revised and approved by the members,
Marie Jackson, Secretary

Attachment: Presentation slides

See file *kumoricon-minutes-member-20231209-attachment.pdf*

Attachment: Election results

[This attachment was added to the minutes after the result announcement on December 12, 2023.]

Results

[Announced on December 12, 2023, at 9:08pm.]

- Chair/President: Amber Feldman
- Director of Infrastructure: Leon Lewis
- Director of Membership: Hannah Eulberg
- Director of Operations: Ange Abuyen
- Director of Programming: Bennett Do
- Director of Publicity: Charly Youravish
- Director of Relations: Drew Herget

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:
 - Amber Feldman: **56**
 - Robert Trotter: **53**

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): **106**
- Votes for each candidate:
 - Leon Lewis: **106**
 - No confidence: **0**

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): **105**
- Votes for each candidate:
 - Hannah Eulberg: **101**
 - Other write-in (names receiving less than two votes): **1**
 - No confidence: **3**

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): **102**
- Votes for each candidate:
 - Ange Abuyen: **58**
 - Mariona Gates **43**
 - No confidence: **2**

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): **104**
- Votes for each candidate:
 - Bennett Do: **103**
 - No confidence: **1**

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): **98**
- Votes for each candidate:
 - Raki Avi: **37**
 - Charly Youravish: **59**
 - Other write-in (names receiving less than two votes): **1**
 - No confidence: **5**

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): **103**
- Votes for each candidate:
 - Drew Herget: **102**
 - No confidence: **1**