



KUMORICON



2 ★ 0 ★ 2 ★ 1

November 5-7, 2021
Oregon Convention Center



www.kumoricon.org

Quorum Count



Because notice for the annual meeting of the membership was delivered at least 30 days in advance (and the date, time, and location remained the same as in the original notice), those members present constitute quorum.

It is very important that staff still check in to be counted, or you will not receive an emailed ballot for any race that goes to secret ballot.

Approval of Minutes

Not ready. Will approve both October 24 and today's meeting (December 4) next time.



Chair

Brian Mathews [He/Him]

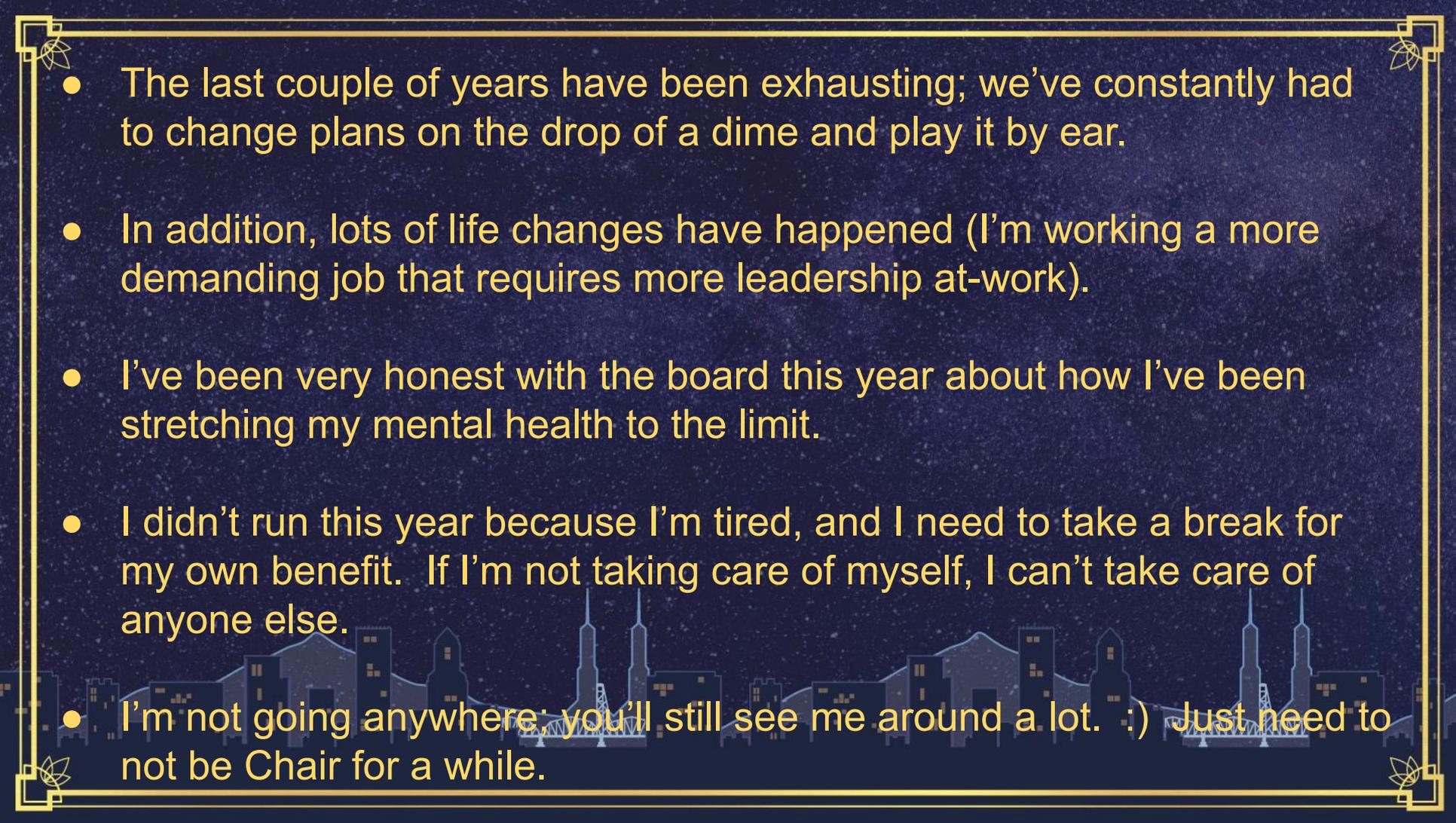


- Took on Charity! It was a slow start as we get a hang of what they do.
- We raised \$7,269.96 for charity!
- Live Auction, which is typically a big earner, didn't happen this year. Hopefully next year!
- You can't pie me next year. Neener neener!



- Didn't accomplish most of my goals from last year.
- I had planned to build out accessibility, training, HR, and most didn't happen.
 - Accessibility didn't grow, neither did HR; I did hand off training and we're seeing it being built out.
- This mainly happened because of the pandemic, and...



- 
- The last couple of years have been exhausting; we've constantly had to change plans on the drop of a dime and play it by ear.
 - In addition, lots of life changes have happened (I'm working a more demanding job that requires more leadership at-work).
 - I've been very honest with the board this year about how I've been stretching my mental health to the limit.
 - I didn't run this year because I'm tired, and I need to take a break for my own benefit. If I'm not taking care of myself, I can't take care of anyone else.
 - I'm not going anywhere; you'll still see me around a lot. :) Just need to not be Chair for a while.

Thank you!
(Brian's gonna get a little gushy)



Infrastructure

Office | Facilities | Hotels | IT | KumoriMarket

Director: Bunny (She/Her)

Kumoricon Twitch mod: FieryAshes - Discord: FieryAshes#1767



2021 was a year a rollercoaster! So much learning and growing.

How do you sum up a year like this?

Thank you all for everything you do that makes this organization amazing no matter what we set out to do!

This year was just truly one of learning as well. Learning how to best aid in keeping people safe, learning how to manage with the skeleton crew all the departments were running off of while providing as smooth as possible of an experience for everyone, how to go help other departments more.

My department grew to envelop IT and KumoriMarket, which are amazing teams that I can't wait to grow to with. The pandemic threw us a lot of curve balls. But I think that we rolled with every punch.



What we did/didn't do?

- I didn't get to make all the training that I had hoped to for sub departments' teams that ended up not getting staffed at all this year nor did I get to test out how those teams would run.
- I want to do way more meetings with my various teams so that all of their needs are fully being met as individual staffers and so that the work gets done smoother for everyone.
- I learned a lot about IT and KumoriMarket that I never knew when they were different departments, but I feel like there's still so much to learn and do as we grow together into a cohesive department.
- The pandemic... really kept us on our toes not knowing what anything the future would hold would look like until so late in the year and it kept all of us in a holding pattern, as the world kept changing. (It's hard to build a castle on quicksand.)
- We learned a lot about what Infrastructure's contacts *could* do for us in the future to help with issues that came up from changes in the world.

What we did/didn't do? Pt 2

- I got some research done but did not reach out to make new contact relationships, due to pandemics and furloughs.
- Most of my contacts at various businesses have changed and I'm building up relations with them.
- I am making new deadline and check in date information for workflow as we learned across departments that there were more needs to communicate than previously had been.
- We learned a lot about which departments need to communicate more during which times of the year, directly or indirectly, with us and our contacts. I've made a lot of plans to build on that new knowledge.

(One of the finest things from digi kumo)

www.wwwwwwwwwwwwwwwwwwwwww



It was a long, weird year that changed all the time.

Thank you for 2021, let's make 2022 amazing.



Membership

Attendee Registration | Con Suite | Cosplay Repair | Registration Software Development | Specialty Registration | Staff Registration

Jessica Ulibarri {she/her} : Director of Membership

KUMORICON
2021
COMPLETED

November 5-7, 2021 at the Oregon Convention Center

BUT first...

Thank you so much to all the people who joined our department and to all the people who stopped by to help in some way over the course of the weekend.

This event would have literally not happened if you hadn't been there to help



Now for the all important
2021 Convention Metrics



2021 Convention Metrics

TOTAL BODY COUNT*

8710

*Everybody registered for a badge who checked in

2021 Convention Metrics cont.

Attendee Registration:

- ❖ 2021 Pre-Registration Closed with 5,381 Registered Full Weekend Memberships and 68 Paid VIP Membership
- ❖ At the End of the Conventions we had...
 - 74 Registered VIP Memberships
 - 6,042 Registered Full Weekend Memberships
 - 342 Registered Friday Memberships
 - 1,542 Registered Saturday Memberships
 - 663 Registered Sunday Memberships
- ❖ Of the 8,663 registered members only 7,741 checked in. Of those
 - 6,035 were 18 and over
 - 1,246 were between the ages of 13-17
 - 460 were 12 and under with 49 being under the age of 5

2021 Convention Metrics cont.

Staff Registration

- ❖ We had 391 of the 443 Registered Staff Check In to the convention
 - Chair - 12 Checked In
 - Infrastructure - 33 Checked In
 - Membership - 66 Checked In
 - Operations - 29 Checked In
 - Programing - 140 Checked In
 - Publicity - 55 Checked In
 - Relations - 40 Checked In
 - Secretary - 2 Checked In
 - Treasury - 14 Checked In

Specialty Registration *(Anyone NOT an Attendee or Staff)*

- ❖ We had 598 Registered Specialty Memberships
 - 148 were people who attend 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.
 - 450 of the specialty memberships were the people who purchased space in the KumoriMarket

Now for the Department Review



Things that went well...

- ❖ The new In-Line Registration for At-Con Registration got Launched
- ❖ During Peak times the Reg teams checked-in between 350 to 400 people per hour
- ❖ There was a Con Suite. Staff were fed.
- ❖ Cosplay Repair helped at least 1300 people during the whole weekend
- ❖ The Registration Software ran the smoothest it has ever run
- ❖ Most of our Specialty Members and Staff were checked in by noon on Friday
- ❖ Quietly launched our updated Volunteer program and actual had people volunteer

Things that didn't go so well...

- ❖ Having a high counter at the Accessibility Check-in is not the most helpful thing
- ❖ About ½ of our printer were out of commission due to being in storage for 2 years
- ❖ Having Con Suite more than a few block away was not good for a delivery schedule
- ❖ Con Suite Staff worked almost non-stop to be able to pack and deliver food 3 times a day
- ❖ There was so much food wasted during con this year
- ❖ People were still using the restrooms to change even with the changing rooms
- ❖ The Staff Pin didn't show up in time for Con.
- ❖ There was not enough signage for any of the things

Things to work on next year...

- ❖ Hire more staff - We need way more people to make thing work
- ❖ Adjust Hall A Layout so it flows better
- ❖ Reprint the missing signage so people can figure out where they need to go.
- ❖ Upgrade the obsolete and incredibly out of date printers
- ❖ Find more ways to make the registration process faster
- ❖ Figure out all the things for Con Suite
- ❖ Promote Cosplay Repair more before Con and during the event
- ❖ Signage, Signage and more Signage
- ❖ Expand and refine the Volunteer system

Things Already in the works

- ❖ Registration for General and VIP memberships for 2022 is live!
- ❖ We now have 3 different levels for VIP Memberships!
- ❖ Staff Registration will open once the 2022 Org Chart is finalized early next year

Operations

Yaz (she/they)



What we plan to bring to 2022

- **DEI trainings and awareness with Chair and HR**
- **All staff training guides with Secretary**
- **Operations all year-round**
- **More accessible incident report page with Web Dev Team**
- **Create a place to submit feedback for any department with Publicity**
- **Rework Operations roles**
- **Hybrid Dispatch and Discord**
- **Battle plan with Infrastructure**



Keep us accountable



If you have feedback let us know!

We're here for you too! Attendees and staff alike if you feel uncomfortable please let us know pre/at/post con our emails are active all year round!

Diversity, Equity and Inclusion is what I value and is key to feeling safe at con. Let me know how we're doing!

Special thanks

To the staff that signed up, went to the trainings, was ready to jump into action, who held it together through all of our struggles. Thank you.

To staff who held more than one role, split their time between one department and another and still volunteered to help out with health checks and nights, be our front line no questions asked. Thank you.

To all the Directors and Assistants who helped us build forms, systems, tools that we needed to help get through the year. Thank you.

To all the attendees that came out to support us in our most challenging year and to all the people who volunteered their time to help out! Thank you.



Programming

Devin Hunter
He/Him
Scobie#3041



We made it to the end of con!

- 158 Panels/Events
- 87 contest winners
- 7 video game tournaments
- 13 hours of Chibi Room!
- 24 Escape room sessions!
- Gunpla Lounge!
- Manga Library!
- Tabletop Gaming!
- RPG and LARP!
- Video Gaming!



Personal Highlights



(Was running Video Gaming all weekend so he didn't see anything)

What I heard from others

- The Raves were epic!
 - KumoriBall was packed and loved being in main.
 - The extra space between the chairs was appreciated.
 - Cosplay contest “knocked it out of the park” this year.
 - All of the tech got to where it needed to be on time.
 - There were zero “no-shows” for fan panels and attendees loved the content!
-
- There were a lot of “first time con-goers” and they can’t wait to come back!



Thank you for being Programming Staff!

Thank you for following me!



THANK YOU... YAY...



What's next?

This is my last report as the Director of Programming. It's been a wild three years and I have grown as a leader. I don't know what the future holds for me but it was an honor to lead this amazing family.

I wish my successor the best of luck. I'm going to take a well deserved nap...

**THERE IS NOTHING THE #KUMOFAM
CAN'T DO WHEN WE WORK TOGETHER**



UNTIL NEXT TIME!

imgflip.com

Publicity

Samantha Rushford [She/Her]



Publicity - 2021 in review

- Roughest year yet, lots of shipping delays, merchant changes, and cancellations of merchandise due to the pandemic.
- Low staff made burnout hard to avoid, did some rotations to help mitigate this and keep staff.
- Those that could come were EPIC AND SUPERHEROES!



Publicity - 2021 in review



- The website team built tools that will help lay the foundation for future goals for our attendees.
- Social Media and Marketing really pushed hard this year and kept the passion strong.
- So many ideas for the future, and we can't wait!

Publicity - The Deets

- The first time ever that we sold out of shirts at con
- Smoothest running of our office ever
- Online store still going strong (will be back open in the next week or so)
- Heart of Gold pins that didn't get picked up will be shipped.



Publicity - Looking Forward

Come join the fun for our 20th year!



Multimedia



Social Media



Forum Moderation



Info Booth

Publicity Office

Press Office

Graphic Design

Web Development



Relations

Heather Holland [She/They]





Alisa Freedman



Robbie
Daymond



Morgan Berry



Meirlin



James Landino



VGR



TeddyLoid



Laura Stahl



Erica Mendez



Abby Trott



Momma
Sammu



Caleb Hyles



Kira Buckland



Ciarán Strange



Billy Kametz



Faye Mata



ACME

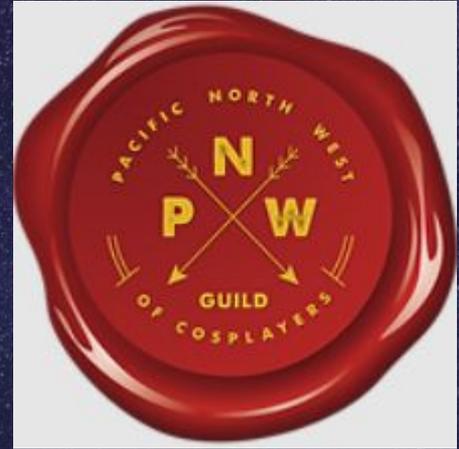
17 Guests

1 Concert & 2 Raves

- ACME
- Caleb Hyles
- Ciarán Strange
- TeddyLoid
- Meirlin
- James Landino
- VGR



4 partner tables



Autographs

Hybrid model V1



- Was it perfect?
 - No obviously not
- Did we get it to work?
 - Aaaaaaw yeah

!!!SPONSORS!!!



SHATTERED.EARTH

XP-PEN®
drawing different



arda wigs

FAKE STAR

Thank you for the support - Thank you for the support - Thank you for the support - Thank you for the support



Back to the shadows for me



Secretary

Tracy Creel She/Her

What we did:

- So much policy change/update/creation - significant areas include executive access procedure, staff adjudication details, and financial process.
- Harassment training happened. It'll be back; bigger, better, bolder.
- All the meeting minutes
- Discord stage meetings are awesome
- I'd like to thank Jeff for his tireless work to make Secretary what it is today and always working towards what it can be tomorrow.

Moving forward:

- Staff Trainings. Expanding our trainings and working with all departments for cross training. Be prepared for more quizzes in your future.
- Deep diving into Diversity, Equity and Inclusion
- Working with/on Accessibility.
- Hunting for a second assistant and archivist.



Treasurer

Jo Ayers, they/them



So, how much?

Things Treasury did this year

- Reports
- Predictions
- Scare tactics



Things Quartermaster did this year

- More than anyone should reasonably expect given the limits on their resources



Another thing we did this year



Through dangers untold and hardships unnumbered, we fought our way here to the castle beyond the Covid City, to finally earn 501(c)(3) tax exempt status



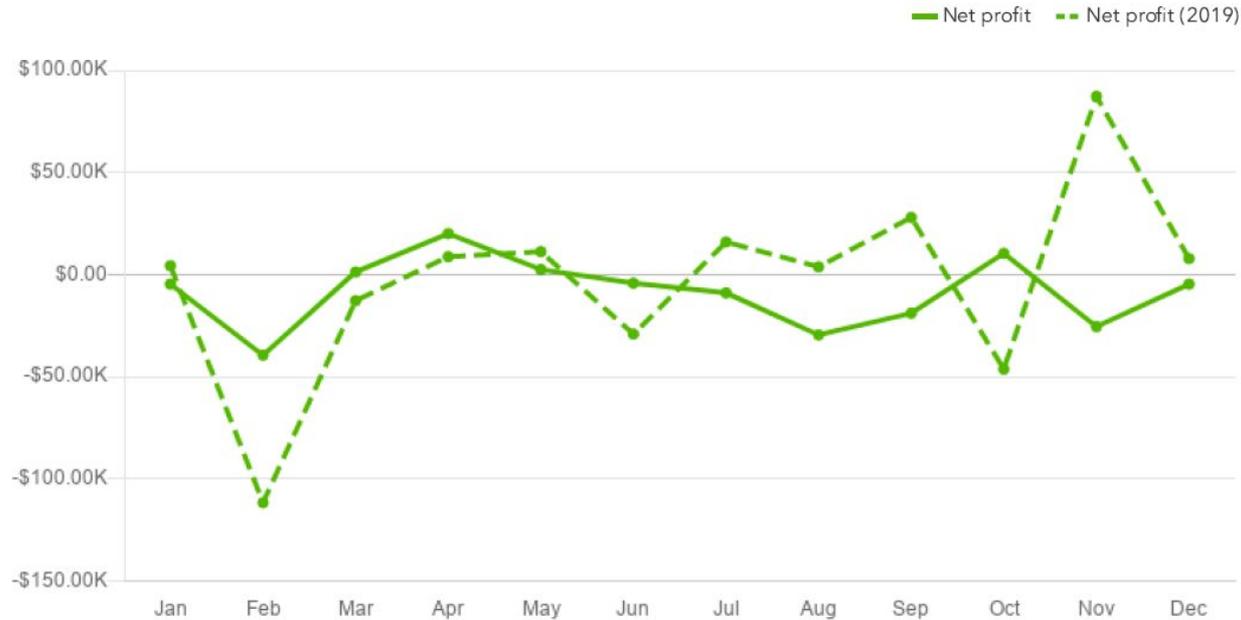
Net Profit 2020 vs 2019

NET PROFIT BY TIME

This year to date

-\$101,502.52

Total net profit



Net Profit 2021 vs 2020

NET PROFIT BY TIME

This year to date ▼

\$44,542.18

Total net profit



Did we make money?

- Heck yeah, we did!
- AND, it's tax exempt!
- Somewhere in the neighborhood of \$44k
- **BUT, that number has not really been nailed down,**
- **BECAUSE**



APPARENTLY SOME PEOPLE ARE TOO
NICE FOR MY OWN GOOD



2021



THRIFTY

makin kitteh bed outta kitteh hairballs

New Business

- No new business except annual membership elections.



Good of the Order!





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Elections!



Elections 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 election:

- Candidate speeches
- Open questions and comments
- Anonymous question-and-comment presentation and candidate responses
- Brief re-open of questions and comments if needed
- Vote by acclamation or by secret ballot with ElectionBuddy
- Tabulation of results
- Report of result

How to elect by acclamation

Acclamation is a public vote to elect a specific candidate by unanimous consent. If even one member objects, the motion fails.

If all acclamation motions fail (or none are made), then voting will occur by secret ballot.

After all comment segments for a specific race are complete, a member may move to elect *<named person X>* for *<elected office Y>* by acclamation. There will then be an opportunity for any member to object. If no member objects, the motion carries and the election for that race is complete. If the motion fails, then members may move to elect a different person by acclamation.

- An acclamation motion must specify a specific person and office.
- Multiple persons or multiple offices may not be combined in a single motion.
- An acclamation vote is not in order until after the speeches, Q&A, and comments, and is only in order for the office of that specific race.

Pre-election Q&A

Members of the public can read the pre-election candidate Q&A on our public Discord server.

Staff without a Discord account can read a PDF export of the Q&A (taken at 9:30am) at <https://www.kumoricon.org/staff-login>



Chair!

Nominees:

Charmaine Martinez



Chair Q&A!

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



Chair Election!



Infrastructure!

Nominees:

Bunny B



Infrastructure Q&A!

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



Infrastructure Election!



Membership!

Nominees:

Charly Youravish



Membership Q&A!

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



Membership Election!



Operations!

Nominees:

Yaz W



Operations Q&A!

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



Operations Election!



Programming!

Nominees:

Steven Garcia



Programming Q&A!

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



Programming Election!



Publicity!

Nominees:

Panda Rushford



Publicity Q&A!

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



Publicity Election!



Relations!

Nominees:

Amber Feldman



Relations Q&A!

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



Relations Election!





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