

Kumoricon / Altonimbus Entertainment

Regular Meeting of the Membership

on May 3, 2025, 1:00 pm
Via Discord and Twitch

Call to order

The meeting was called to order at 1:03 pm by Robert Trotter, Chair.

At the initial quorum count, the meeting continued once 20 members signed in as present, thus meeting quorum. In total during the meeting, 33 members signed in as present out of 698 total, with 20 needed to reach quorum.

Minutes

The minutes from December 14, 2024 and March 29, 2025 were approved without objection.

Reports

Chair

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

- Accessibility Awareness - ADA Compliance vs Accessibility
 - ADA: A legal code that defines the MINIMUM standards of accessibility in the United States.
 - Accessibility: Design for use by disabled people
 - The legal definition of ADA compliance often falls short of truly making a space, design, etc. accessible.
 - The ADA (Americans with Disabilities Act) is a legal code first enacted nationwide in the US in 1990. While it has received several updates since then, ADA code often lags behind true accessibility. Many spaces, such as convention sites, are ADA compliant but they are not necessarily accessible. Accessibility comes from an ongoing dialogue with disabled people who use accommodations to make sure that the accommodations are fulfilling their needs. It is the goal of an accommodation to allow a disabled person to enjoy a space, such as a convention, to the same extent as someone without disabilities.
- Join the Accessibility team! <https://www.kumoricon.org/open-positions>
 - The Accessibility team is looking to fill open positions in L2 Accessibility Support and Main Events Interpretation. Please visit <https://www.kumoricon.org/open-positions> for more information.
- Staff BBQ June 29th
 - Helping other teams with different projects
- Equity, Diversity, and Inclusion Team (EDI) - Update
 - The team is expanding and we are looking for people with related skills to fill our new positions:
 - LGBTQ+ Specialist
 - Women and Gender Specialist
 - Religion and Culture Specialist
 - Analyst and Trainer
 - Apply at: <https://www.kumoricon.org/open-positions>
 - If you or anyone you know is interested, we are looking for people that have experience in:
 - Good communication and interpersonal skills

- Ability to follow and create procedures.
 - Good organizational skills and attention to detail.
 - Proven ability to work independently and accept supervision.
 - Proficient computer skills, including Google programs and the Internet.
 - And experience in advocacy, identities, and challenges of Equity, Diversity, and Inclusion
- For the Analyst and Trainer position [we are looking for]:
 - Experience in analysing organizational structure
 - Experience being a trainer or providing instruction and creating training material.
 - Data collection and analysis
 - For any questions regarding these positions, please email Inclusion@kumoricon.org

Infrastructure

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

- Hotels should be launching soon, please keep an eye on your email/social media.
- Infrastructure is still hiring L1-L2 staff in a few departments.
- Artist Alley applications launched and closed.

Membership

Hannah Eulberg, Director of Membership, presented slides *[lightly copy-edited]*:

- 2025 current registration numbers:
 - Attendee pre-reg: 2,742
 - VIP: 8
- Pre-registration price:
 - \$70* through May 5th
 - *card processing fees applied at checkout
- What we've been up to:
 - Met with managers and coordinators to discuss plans for the year, upcoming meetings and training.
 - Staff status for Kumoricon 2024 is now complete. Sign ups for staff registration and attendee volunteers for Kumoricon 2025 are open!
 - Worked with Accessibility to improve options available for those with disabilities within Membership.
 - Working to organize training materials better, hire staff, and submit design requests for badges and signs.
- Golden Week Sale:
 - Golden Week Registration Sale!
 - [Runs from] April 29 - May 4
 - Celebrate Golden Week this year, the special time in Japan where four national holidays all happen within a week, with a registration sale!
 - Purchase a full weekend membership ages 13 and up for \$10 off!
 - Use the code GOLDENWEEK at checkout for the discount to apply.
 - *Processing fees will apply at checkout.
- We're hiring!
 - Info Booth
 - Manager
 - Crew
 - Registration Hall
 - Crew
 - Attendee Registration

- Area Manager
 - Shift Lead
- Staff/Specialty Registration
 - Support
- Volunteers
 - Lead
- Registration Software
 - Support

Operations

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

- Started training for Managers (expectations/responsibilities and handling hiring process)
- Contacted United Security and Day Wireless to continue partnership into 2025
- Discussed with OCC about emergency procedures and Code Adam
- Planning locker visit: date TBD (later half of May)
- Staffing Highlight!
 - Floor Support:
 - We need people who are: enthusiastic about being helpers.
 - It's a great way to see all different parts of the convention.
 - Volunteers will also be considered.

Programming

Bennett Do, Director of Programming, presented slides [*lightly copy-edited*]:

- Held meetings with managers to discuss logistics for 2025.
- Team leads are actively recruiting and building out their teams.
- The Special Events and Panels team has been diligently updating rules. Look out for some contests opening soon.
- Coordinating with Infrastructure and OCC to address AV and catering needs for upcoming events.
- Recruitment Spotlight:
 - Coordinator, Karaoke
 - Manage the Karaoke room and contest events.
 - Panel Tech, Panels
 - Deliver equipment to panel rooms and provide support for panelists.
 - Support, Chibi Room
 - Support panels that are tailored towards younger audiences.

Publicity

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

- Things to report:
 - Publicity Office Hours: Tuesdays at 6:30 pm
 - Press Applications are in the process of being updated.
 - Mascot Contest should launch in the next month or so.
 - We are looking for new Brand Ambassadors for 2025.
- We are hiring!
 - Assistant Director for Publicity
 - Project Manager for Graphics
 - Team Lead for Website
 - Developer for Website

- Support for Groupware
- Moderation for Social Media
- 2025 Design & Print Deadlines:
 - Requests that **require design and/or layout** to be done by Kumoricon's Graphics Design Team must be submitted by Saturday September 13, 2025.
 - Requests with **print ready files provided by the requester** must be submitted by Saturday October 11, 2025.
 - Information for the printed Pocket Guide; **Hours, Locations, Policies & Procedures**, needs to be submitted by Saturday September 27, 2025
 - **Illustrations and/or New Ghost Nekos**: these requests need to be submitted no later than May 31st as illustrations do take time.

Relations

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

- Things to report:
 - We have signed five VAs so far and are in discussions with five more. [We have also signed a few music guests.]
 - We went to Sakura-Con and made great connections! This extended our relationships with a number of possible guests and Industry contacts.
 - We are working on sending out final requests to announce the initial lineup of our guests!
- Hiring Spotlight!
 - Assistant Guest Manager: Focuses on aiding Guest Manager in all tasks relating to guest acquisition and hospitality.
 - Industry and Sponsorship Manager: Focuses on coordinating with industry and cultural guests as well as partner tables, and reaching out for sponsorship opportunities.
 - Relations Logistics Manager: Manages the Relations Office at con. Pre-con: helps with coordinating all logistical needs, booking guest flights, and leading the Driver and Gofer teams.

Secretary

Stephen Weber, Secretary, presented slides *[lightly copy-edited]*:

- Thank you to everyone who helped with the Special Election in March. It went better than I was expecting.
- Minutes are now current again.
- I am looking for two Assistant Secretaries, an Executive Assistant, and an Elections Coordinator. Please email secretary@kumoricon.org to apply.
- Executive meetings summary:
 - The executive board has met once since the last membership meeting.
 - April 12, 2025:
 - Approved a Caregiver Discount Policy.
 - [Please email [registration@](mailto:registration@kumoricon.org) and accessibility@kumoricon.org for more information about this policy and to apply for the discount.]
 - Approved updates to the org chart for Programming.
 - Out of meeting board actions:
 - Approved an addendum to the 2025 OCC contract.
 - Approved the 2026 and 2027 OCC contracts.

Treasurer

Robert Trotter, Chair, on behalf of Jeremy Cook, Treasurer, presented slides *[lightly copy-edited]*:

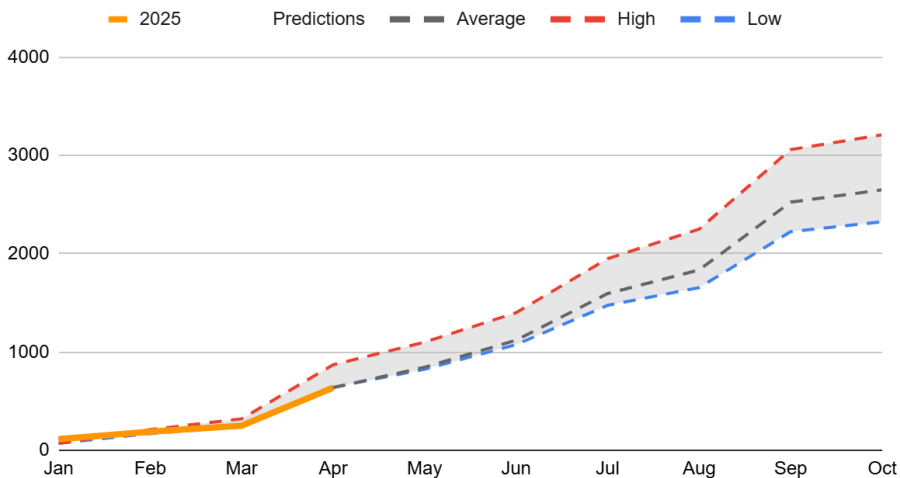
- Bank signing authority transfers have been completed
- All directors (and Trevor) have cards in-hand*
 - *Provided all went according to plan and I was able to get Jessica her card before the meeting
- Due to the bank changes, QuickBooks is still proving difficult to get all accounts synced up, however, the main account and a couple others are synced. I will continue giving this my full attention until a solution is found.

Outreach

Devin Hunter, Lead, Outreach, presented slides *[lightly copy-edited]*:

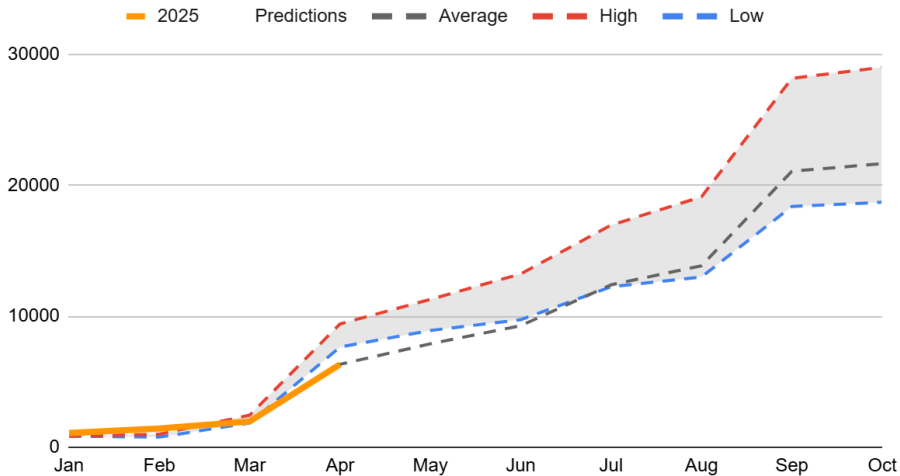
- The Outreach team did a great job at Sakura-Con, yet the event fell short on all metrics (conversations, reg sales, merch sales). Many regular attendees are hesitating to register due to lack of funds or uncertainty around the future.
- There's a huge amount of goodwill for Kumoricon from attendees! People love our event!
- A big thank you to all the Kumo staff who dropped by the booth to say hi. It's a nice break from asking people if they have heard of Kumoricon.
- Next Outreach Meeting is June 3rd at 7 pm on the Staff Discord.

Conversations



- The [above] chart shows the number of “outreach conversations” that have occurred at events so far in comparison to our predictions at the start of the year. An “Outreach Conversation” is one where we have determined if the person knows about Kumoricon and assessed their commitment to attend Kumo this year.

Profit



- The [above] chart shows the accumulated event profit so far in comparison to our predictions. Profit is registration and merch income minus expenses to attend a specific event.
- Our conversation counts have a positive correlation to registrations and merch sales. The more conversations we have, the more we sell. Unfortunately, we are below our projected conversation counts, so it is understandable that we are also below our profit projections.
- We've only completed five events so far this year, so there is still a lot of time left to talk to new people and secure registrations from experienced attendees.
- The next set of events are:
 - Chibi Chibi Con on May 10 at Evergreen College in Olympia, WA.
 - Japan Fair [from] July 12 to 13 at Meydenbauer Center in Bellevue, WA. This is the first time we are going to this event!
 - Portland Pride [from] July 19 to 20 at Tom McCall Waterfront Park in Portland, OR.
 - We also have a last minute event, Furlandia! [It] is happening [from] May 23 to 25 in Portland, OR. This is the local anthropomorphic arts convention. It's the first time we have been to this type of event and are excited to see what it's all about. If you are interested, we are quickly putting together a team.
- Hope to see you there!

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 Ella D:
 - (I'm new to Kumo staff/volunteering; this is my first time doing one of these so please forgive me if this isn't the "right" way to do it and/or not relevant)

- Two of my favorite games, *Psychonauts* and *Fire Emblem Fates*, both had milestone anniversaries this year! *Psychonauts* is now 20 years old while *FE Fates* is now 10. I'm also turning 25, which is a milestone in and of itself. What milestones does everyone feel like they've reached and/or what "retro" video games have people been playing?

Joining staff

- Want to join staff but not sure what you want to do?
 - Visit <https://www.kumoricon.org/open-positions> to read about all the positions we have available.
- Know what you want to do or need some help making a decision?
 - Visit <https://www.kumoricon.org/staff-application> to apply or take a small survey so we can help you figure out what to do.

Team building

- Next session: 05/10/2025
 - Activity: Origami/Teru Teru Bozu Making
 - Time: 12:00 pm - 2:00 pm
 - Location: Kumoricon Staff Discord, hangout-and-fun-a
 - Supplies Needed:
 - Square sheet of paper
 - Square/round tissue paper or fabric
 - Yarn
 - Soft filling (ex: cotton balls, poly fill)
 - Color markers
 - Ribbon, rubber band (optional)
- Next session: 05/20/2025
 - Activity: Kumo Family Feud
 - Time: 7:00 pm - 9:00 pm
 - Location: Kumoricon Staff Discord, hangout-and-fun-a
 - Players try to answer according to what they believe are the most popular survey answers. We will mix people into 2-4 teams to compete for the best score and bragging rights.
 - [The form to submit answers was provided in the meeting chat: <https://forms.gle/3LUUXauGxE4sP24A6>]

Anime Movie Minute

- *Wolf Children* - 4K Remaster
 - May 11-13
- *Demon Slayer: Mugen Train*
 - May 14
- *OVA FESTIVAL: MY BODY IS A MACHINE* - Animayhem
 - Hollywood Theater - Sunday May 18th, screenings starting at 7pm
- *Kiki's Delivery Service* - GhibliFest 2025
 - May 17-21
- *Ado SPECIAL LIVE 'Shinzou' in Cinema*
 - May 28th and May 31 (Tickets go on sale May 7th)
- *Colorful Stage! The Movie: A Miku Who Can't Sing*
 - Might still be in theaters

Adjournment

The meeting was adjourned at 1:42 pm by Robert Trotter, Chair.

Submitted, and revised and approved by the members,
Stephen Weber, Secretary

Attachment: Presentation slides

See file *kumoricon-minutes-member-20250503-attachment.pdf*