

Kumoricon / Altonimbus Entertainment Annual Meeting of the Membership on November 22, 2025, 11:00 am Via Discord and Twitch

Call to order

The meeting was called to order at 11:03 am 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 694 total, with 20 needed to reach quorum.

Minutes

The minutes from October 11, 2025 were approved without objection.

Reports

Chair

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

- Thank you to all staff for an amazing year!
- Working on the structure for meetings and projects for next year.

Infrastructure

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

- The Hotels Team placed 264 staff in a hotel space, with 57% at the DoubleTree and 41% at the Hyatt.
- We met all our room block commitments at our partner hotels.
- Having a staffed Convention Center team allowed execs to focus on other issues.
- Currently planning a post-con debrief with the OCC.

Membership

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

- 2026 current registration numbers:
 - Attendee Pre-reg: 1,809
 - VIP Packages: 12
- Pre-registration price:
 - \$65* through February 7, 2026
 - *card processing fees applied at checkout
- What we've been up to:
 - Registration for 2026 went live at the end of the 2025 convention year, and has been continuously accepting registrations! Happy to see so many individuals already interested and registered for next year.

- Working with multiple departments to create the 2025 General Staff Survey and Demographic Survey; keep an eye out for these (if they haven't already been sent out)!
- After elections/holidays, planning a locker visit to double check inventory and plan for next year's purchasing needs before ASAP (Annual Spending and Planning meeting for the board).
- New VIP options:
 - For Kumoricon 2026, we are happy to announce some new and exciting changes to our VIP program!
 - This year, we are excited to offer three different VIP add-on packages to your membership!
 - Valid membership to Kumoricon 2026 is now required in addition to purchasing these packages, as they no longer come with a membership included.
 - Early Access:
 - \$100 + processing fees
 - Wristband/pass for 30 min early access to KumoriMarket all three days of the convention.
 - Priority access to Main Events, Live Events, and the Coliseum.
 - Daily jump-the-line passes for all other events.
 - Swag Bag:
 - \$200 + processing fees
 - Unique, limited edition Kumoricon-branded merchandise.
 - Kumoricon-branded bag.
 - Japanese snacks and drinks.
 - Limited edition lanyard and badge ribbon.
 - Limited edition Kumoricon t-shirt.
 - Autographs:
 - \$200 + processing fees
 - Three guaranteed guest autographs of choice on the lowest price autograph type available from the guest (subject to availability).
 - Six Golden Ghost Neko jump-the-line passes for autographs only.
 - Special Kumoricon-themed autograph cards for guests!

Operations

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

- Radios all accounted for when returned!
- United Security was very impressed with our organization.
 - Originally had to shift budgets to account for increased costs, but the final invoice came in under budget!
- All Operations staff performed well under unexpected circumstances.

Programming

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

- Highlights:
 - Overall, Programming content went well.
 - Special Events:
 - The Cosplay Contest received a lot of sponsorships this year.
 - Lolita Fashion and Tea Party was a great hit.
 - Video Gaming:
 - Brought cabinets to our con for the first time ever.
 - Panels:
 - Fan Panels had a variety of panel content.

- Fan Fiction [had a record] 50 submissions.
 - Live Events:
 - The Viewing Room was a highlight for a lot of people.
 - Amazing job for departments not listed.
- Stats:
 - 1,182 hours of Programming Content!
 - 528 distinct events on the schedule
 - 484 Panelists
 - Over 700 contest applicants!
 - Top three [contest] sign ups:
 - Cosplay Contest (246)
 - AMV (193)
 - Lip-sync showdown (158)

Publicity

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

- Kumoricon 2026:
 - November 13-15, 2026
 - Oregon Convention Center
- 2026 Mascot Contest Winner:
 - illycia
- 2026 Graphic & Print Request Deadline Calendar:
 - <https://bit.ly/4oOJXEA>

Relations

Kalavena Castiello, Interim Director of Relations, presented slides *[lightly copy-edited]*:

- Things to report:
 - Guests were well received at con.
 - We finally have a full inventory.
 - Three guests have already been announced for 2026.
 - Planning has begun for 2026 with more guests to come soon.
 - Partner tables reported having a great time.

Secretary

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

- Membership meeting minutes are current, however Executive meeting minutes currently have a backlog of the November meetings.
- Main focus has been getting things ready for the election.
- Tying up loose ends ahead of 2026.
- Executive meetings summary:
 - The executive board has met seven times since the last membership meeting.
 - October 15, 2025 (Last before con):
 - Approved a spending increase to allow the Holladay Lobby doors to be open during con.
 - Approved lines of credit with the DoubleTree and Hyatt Regency.
 - Approved an addendum to the 2025 OCC contract to waive an auto liability requirement and workers compensation requirement.

- Approved a spending transfer from Relations to Infrastructure to help with the Staff Hotel Program being over budget.
- Approved an increase to the Staff Hotel Program budget.
- Approved preliminary spending for Publicity for the first four months of 2026.
- Approved a spending transfer from Programming to Operations to cover per diems for our AV contractor.
- Approved a spending category transfer within Operators to cover higher than expected costs for security.
- October 31, 2025 (Emergency meeting):
 - Approved a spending increase for Relations to cover higher than expected catering costs for guests.
- November 2, 2025 (Emergency meetings; morning and evening):
 - Approved spending increases for Relations to cover guarantees for guests.
- November 4, 2025 (Executive debriefing):
 - Approved a spending transfer within Infrastructure to cover an overage in the printing budget for KumoriMarket.
 - Approved a spending transfer within Publicity to cover an overage in the advertising budget.
- November 15, 2025 (Staff Annual Discussion):
 - Updated the Check Before Ratifying and Staff Block lists per organization policies.
- November 15, 2025 (Emergency meeting):
 - A confidential board-only session was held. No summary will be provided.
- Out of meeting board actions:
 - Approved a spending transfer within Programming for Prize Support.

Treasurer

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

- Currently entering cash count sheets from con to be able to get everyone a report for their total gains from con.
- Paid up some final bills with only one more heading out in the next couple of days, provided no more hiccups occur.

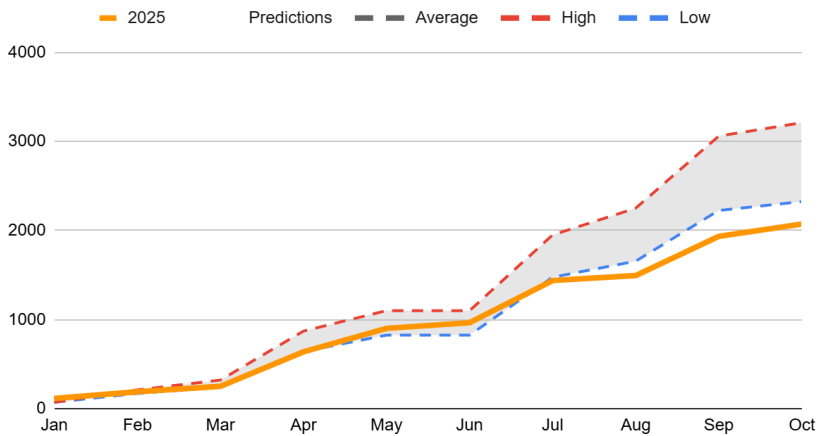
Outreach

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

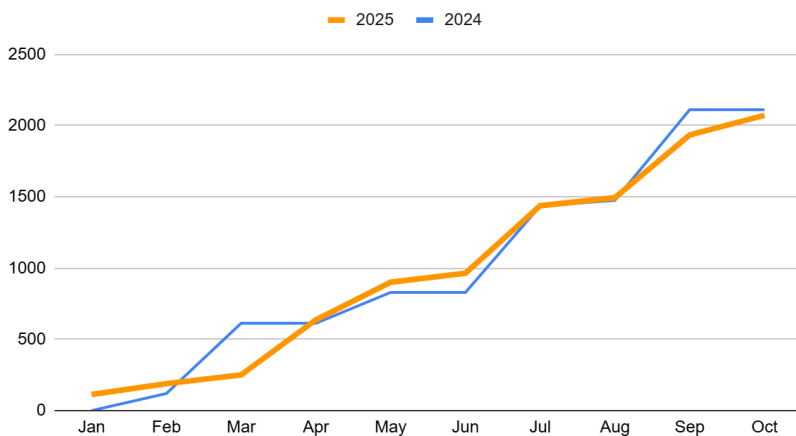
- 2025 Season performance
 - We've completed the 2025 season, and the monumental effort of our volunteers has had the following impact on Kumoricon:
 - Events: 15
 - An Outreach event is when we set up a table or booth at another event to sell pre-registrations and merchandise.
 - Conversations: 2,072
 - Conversations are counted when we ask our two main outreach questions: Have you heard of Kumoricon, and are you planning to attend Kumoricon?
 - Registrations: 265
 - Registrations count are the number of badges purchased at the booth. This does not include people who buy their badge when they get home from the event.
 - Merch sales: \$4,786
 - Merch Sales are the non-registration items that are sold at the booth.

- Profit: \$16,525
 - Profit is the income minus expenses for each event. It does not include non-event expenses like printing and supplies.
- Volunteers: 31 Total / 13 New
 - The Outreach team pulled from a pool of amazing Kumoricon Staff. We had a lot of new faces this year, and we hope they had a good enough experience to volunteer for future events.

Conversations

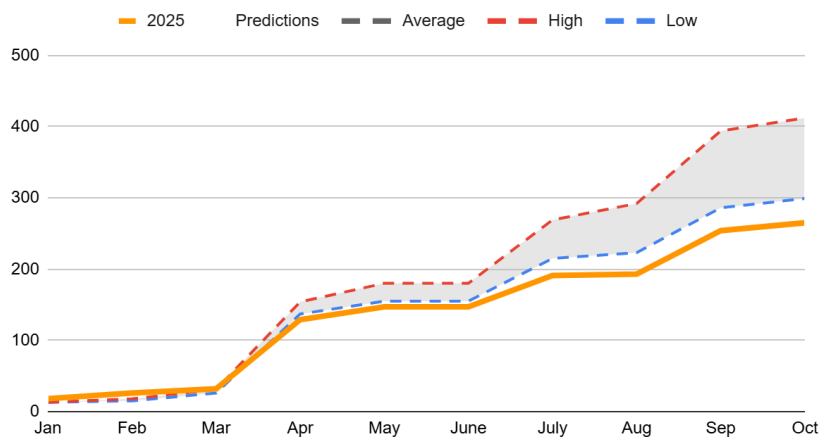


Conversations vs previous years

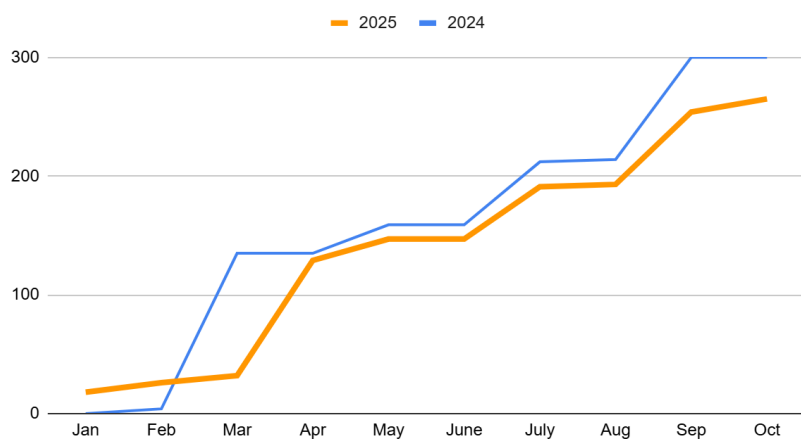


- These charts give some context to how many people we talked to at the target events.
- The [first] chart shows our predicted range versus the actual conversation counts.
- Our best explanation for why we were short this year is that we were not able to make it to all of the events we wanted to this year. There were six events on our target list that we were not able to attend this year.
- Although we didn't hit our targets, we were in line with last year.

Registrations

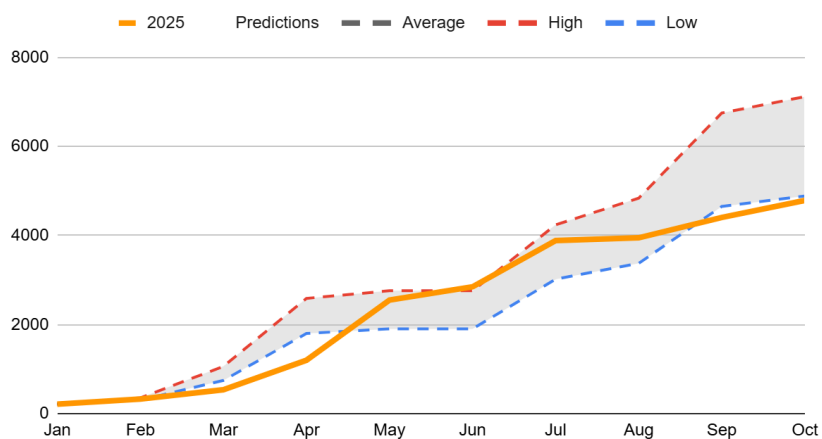


Registrations vs previous years

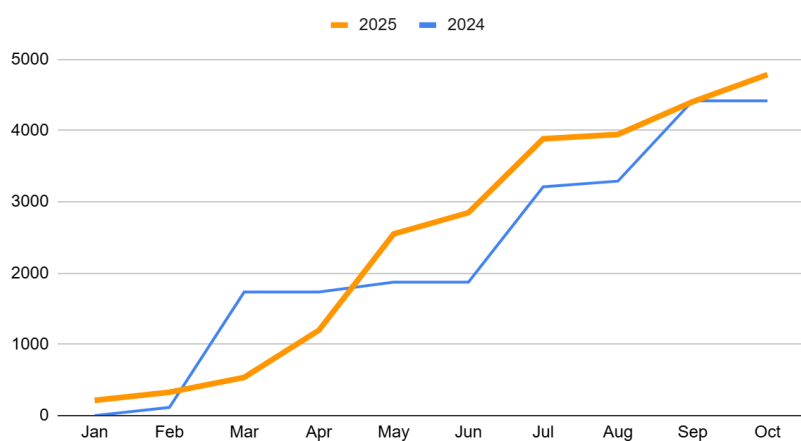


- These charts relate to our registration counts.
- The [first] chart shows our prediction range versus the actual number of registrations.
- The most likely reason for this contraction is that people are struggling to afford coming to Kumoricon. There was a noticeable increase in the interest for one-day badges, and we had a lot of conversations with people planning a “day trip”.

Merchandise

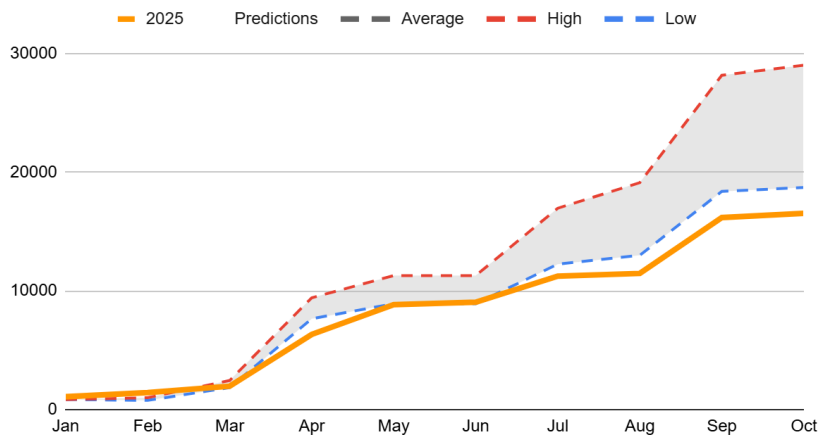


Merchandise vs previous years

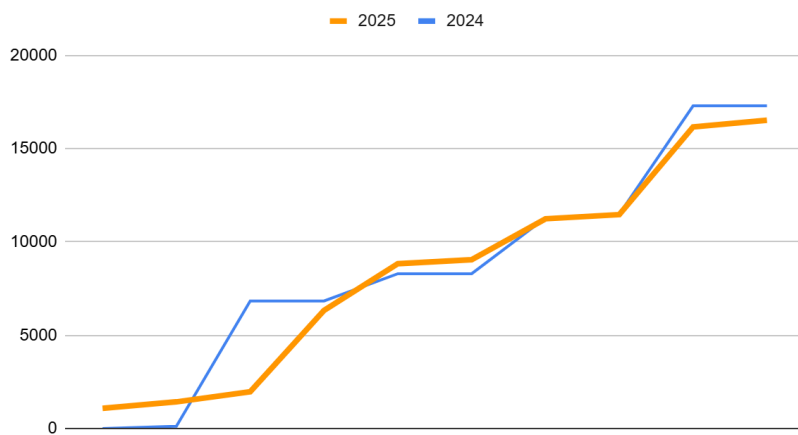


- These charts relate to our merchandise sales.
- This metric was the closest to ending inside our prediction range and resulted in us beating last year's sales total.
- We had a handful of new items this year that were popular with attendees. People love items with custom art on it. Kudos to the Merchandise team for always coming up with new items to sell.

Profit



Profit vs previous years



- All of these performance metrics result in us falling short of our profit targets.
- 2025 is currently the least profitable year in the post-COVID era (since 2022) with a 4% reduction (\$700) from the previous year.
- While it's unfortunate that we didn't meet our goals, all this means is that we need to continue to find ways to expand and improve the Outreach program in 2026.
- Thank you for an amazing year!
 - If you were on an event team, provided support to the program, or even dropped by a booth to say hi, Thank you for an amazing year.
 - Brian and I are so lucky to lead such a dedicated group of volunteers. Your excitement and energy for the outreach program is the fuel that will push us to reach even more people.
 - There are still so many people that need to learn about Kumoricon, and I'm excited to begin the 2026 season! I hope to see you at a future event!

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!
- Joejoe noted in Discord that Black Friday is coming up, and anime Blu-rays and figures will likely be on sale.

Adjournment

The meeting was adjourned at 11:29 am by Robert Trotter, Chair.

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

Elections Questions and Comments

Rin began the elections segment as Elections Moderator.

Rin 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 Operations
 - Director of Membership
 - Director of Programming
 - Director of Publicity
 - Director of Relations
 - Procedure for each presentation:
 - Candidate speeches: Three minutes
 - Open questions and comments: One minute each
 - Anonymous question-and-comment presentation and candidate responses: One minute each
 - Brief re-open of questions and comments if needed: One minute each
- Voting is not done as part of this meeting.
 - Voting is open from Thursday, November 20, 8:00 pm PT, to Tuesday, November 25, 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. Please check your spam folder!
 - You do not need to attend this meeting to vote.
 - All members have five 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>
 - [The Meetings Recordings page requires you to be logged in as staff.]

Chair

The presentations for Chair were held. The candidates were:

- Keanna Richardson

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:

- Taylor Cheetham
- Elaina Day

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:

- Patrick Frymire
- Kirk Stewart

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 Publicity

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

- Jessica Ulibarri

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

Director of Relations

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

- Kris Lugo

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

Election results explanation

Robert summarized the expectations after the voting ends:

- Don't forget to vote by Tuesday, November 25, 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.

Attachment: Presentation slides

See file *kumoricon-minutes-member-20251122-attachment.pdf*

Attachment: Election results

[This attachment was added to the minutes after the result announcement on November 25, 2025.]

Results

[Announced on November 25, 2025, at 8:30 pm.]

- President / Chair: **Keanna Richardson**
- Director of Infrastructure: **Elaina Day**
- Director of Membership: **Hannah Eulberg**
- Director of Operations: **Patrick Frymire**
- Director of Programming: **Bennett Do**
- Director of Publicity: **Jessica Ulibarri**
- Director of Relations: **Kris Lugo**

Vote counts

President / Chair:

- **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): **142**
- Votes for each candidate:

- Keanna Richardson: **114**
- No confidence: **20**
- Abstain: **13**
- Andrew Koch (write-in): **2**
- Robert Trotter (write-in): **6**
- Kalavena Castiello (write-in): **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): **129**
- Votes for each candidate:
 - Taylor Cheetham: **59**
 - Elaina Day: **86**
 - No confidence: **2**
 - Abstain: **26**
 - Andrew Koch (write-in): **2**

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): **143**
- Votes for each candidate:
 - Hannah Eulberg: **134**
 - No confidence: **8**
 - Abstain: **12**
 - Emily Vuong (write-in): **1**

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): **132**
- Votes for each candidate:
 - Patrick Frymire: **83**
 - Kirk Stewart: **40**
 - No confidence: **15**
 - Abstain: **23**
 - Delfine DeFrank: **1**

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): **147**
- Votes for each candidate:

- Bennett Do: **140**
- No confidence: **7**
- Abstain: **8**

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): **143**
- Votes for each candidate:
 - Jessica Ulibarri: **135**
 - No confidence: **8**
 - Abstain: **12**

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): **138**
- Votes for each candidate:
 - Kris Lugo: **132**
 - No confidence: **5**
 - Abstain: **17**
 - Amber Etherton (write-in): **1**