

**Kumoricon / Altonimbus Entertainment**  
**Annual Meeting of the Membership on December 14, 2024, 12:00 pm**  
**Via Discord and Twitch**

## **Call to order**

The meeting was called to order at 12:12 pm by Amber Feldman, Chair.

At the initial quorum count, the meeting continued once 20 members signed in as present, thus meeting quorum. In total during the meeting, 23 members signed in as present out of 670 total, with 20 needed to reach quorum.

## **Reports**

### **Chair**

Amber Feldman, Chair, presented slides *[lightly copy-edited]*:

- We raised over \$20,000 for charity this year, and I'm so proud of the teams! The return of the Pie in the Face Challenge was well received.
- Overall it was a good year; we learned some lessons about how to better communicate with teams, especially when implementing new processes.
- Still working on drafting some possible policy changes that might help us grow, but it's a work in progress.
- Thank you all for your hard work!
- Accessibility tip of the month:
  - Memory issues, ADHD, and other conditions that affect attention and information retention can introduce major barriers for anyone trying to pay attention to presentations and other situations that are loaded with information.
  - Here are a few ways to help:
    - Keeping information organized and focused can help everyone understand what's being taught or communicated.
    - Complete one topic before moving on to the next.
    - Presenting information in multiple formats allows people to follow along [in the format that] helps them the most.
    - Summarize information at the end of each section to make sure everyone knows what is important.
    - Reduce cross-talk (people talking over each other) so the message stays clear.

### **Infrastructure**

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

- What went well:
  - Despite hiccups, Staff Hotel program went really well.
  - Giving departments keys to their spaces continues to work well.
  - Inviting other departments to OCC meetings was great. Operations really helped with a few key OCC tasks this year.
  - Do not have final numbers yet, but we are getting closer to being able to negotiate our event dates much further out. This should allow us to be much more consistent with our dates.
- What needs improvement:

- Need to streamline communication between departments and venues.
- Need more staff to manage [the] Staff Hotel program.
- Need to find [a] way to share responsibility for certain infrastructure tasks more equitably.
- Special notes:
  - We are bookended by a few events at the Hyatt and OCC next year. This will severely impact the number of hotel rooms available at the Hyatt for staff and attendees.

## Membership

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

- 2025 current pre-registration numbers:
  - Attendee pre-reg: 1,701
  - VIP: 1
- Pre-registration price:
  - \$60 through Feb 1st, 2025
- What went well this year:
  - Eventeny being a huge success for our first year utilizing the software.
  - Badge ribbons for Day Zero and Kigu Party.
  - Pronoun stickers being larger/more visible.
  - Floor stickers [in the Registration Hall].
  - Pre-registration for 2025 being open continuously since the end of Kumoricon 2024.
- What can be improved next year:
  - Staff Registration sign-ups and [the] check-in processes [at con].
  - Soliciting staff perks to give during check-in through grants/donations.
  - Making sure badge ribbons don't cover important information.
  - More pronoun sticker options.
  - Working more with [the] Accessibility Team for better options in Registration.
  - Shifting layout in [the Registration] Hall to better utilize space.

## Operations

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

- Things that went well:
  - Radios
    - Due to complications last year, we tried a new company this year.
    - Radios worked very well!
    - There were some hiccups with a late arrival and late pick up.
  - Security Team
    - The company and officers worked well [at] Kumoricon, with the exception of one officer.
- Things that went well but need improvement:
  - Staff Station
    - Food selection was well received for breakfast and lunch.
    - Vouchers were successful.
  - Operations team survived on a skeleton crew.
  - The high-profile incidents that arose were handled well.
  - Improvements - Staff Station:
    - If you would like to provide feedback, [please scan the] QR code or [use the] "Staff Station Support" [channel] in the Staff Discord server.
    - Ran out of vouchers quickly (due to budget restraints).
    - Staff info card displayed incorrect operating times.
    - Ran out of food quickly (due to budget restraints).

- [Other] improvements [for next year]:
  - Further recruitment efforts so Operations doesn't run on a skeleton crew.
  - Incidents and concerns brought light to future necessary improvements for next year.
  - We hope to update the Code of Conduct wording and examples for next year.
  - Improve training: smaller capsules and other styles of training.

## Programming

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

- What went well:
  - Had a bigger space to accommodate growing content.
  - Event Coordinators and Managers were highly engaged this year.
  - Sake was on hiatus for a while but was successfully brought back this year.
  - Overall content was solid, with only a few minor improvements needed.
  - Received excellent Prize Support.
- What to improve on:
  - Setting clear expectations with panelists.
  - Establishing earlier communication with cross-departments.
  - Increasing involvement in communication with our venues.

## Publicity

Charly Youravish, Director of Publicity, presented slides *[lightly copy-edited]*:

- What went well:
  - We accomplished 99% of the projects we were given and probably 75% of the ones we set for ourselves.
  - We made great strides in modernizing the website.
  - We made loads of fantastic images for everything happening during and before the convention.
  - We communicated enumerable announcements and changes throughout the convention and the year!
  - We made some excellent connections and did awesome advertising swaps with awesome people and businesses.
  - We invited our favorite press representatives and that was awesome!
  - We kept everyone informed and up to date!
- What needs improvement:
  - I made some mistakes with our merch this year and we sold less than I had hoped.
  - We need to take a serious look at our project management software, as it only helps if we can get entire teams into it.
  - Some requests for graphics and announcements arrived to the requesters late and we think we can get that fixed by updating the request forms and setting up timelines for creating some things at the beginning of the year.
  - The website needs way more updating and possibly some outsourcing.
  - I recommend giving a few of the 24/7/365 departments to a couple of other directorates as Publicity has too many, or some other arrangement that gives the directorate a little breathing room.
- We need a new Director. Let us know if you know anyone!

## Relations

Pam Crawford, Executive Assistant, Relations, presented slides *[lightly copy-edited]*:

- What went well:

- At Rant and Rave, the con-goers loved the music acts.
- People loved the Manga University team.
- Guests had a great time!
- Our team was AMAZING! Thanks for stepping up!
- What to work [on]:
  - Bring more cultural content.
  - More mix of current and popular voice actors.
- Changes for next year:
  - Industry & Partner Tables [will be] through [an] Eventeny application process!

## Secretary

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

- Overall, con went well. There were several at-con ratifications, but they were taken care of without issue.
- Stephen somehow managed to sell a painting for \$15,000 at the live charity auction.
- We've been scrambling to prepare for the elections coming up later in the meeting. Thank you to everyone who volunteered to help with them.
- [Marie noted that not having a person run for Director of Publicity means the convention will have to spend money to run a special election. It was important to note the implications of this situation.]
- The Executive Board has met twice since the last membership meeting.
  - November 1:
    - Finalized various logistical matters before con.
  - November 12:
    - Reviewed what did and did not work well for departments at con.

## Treasurer

Jeffrey Wiegand, Assistant Director, Treasury, on behalf of James Bradley, Treasurer, presented slides *[lightly copy-edited]*:

- What went well:
  - Did not appear to lose money. [We are] still working on final bills.
  - Locker reorganization and palletization made Load In and Load Out much smoother.
- What can be improved on:
  - Budget tracking and communication.
  - At-con cash handling training.

## Outreach

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

- The 2024 Outreach Program performance was similar to the previous year:
  - Completed Events: 14
  - Conversations: 2,111
  - Registrations: 300
  - Merch Sales: \$4,211
  - Event Expenses: \$4,271.58
  - Total Profit: \$17,293.42
  - Year-to-Year Change: \$20.53 increase
- The events we attended and the organizers:
  - Ani-Medford
  - Asian Celebration
  - C3 GameCon
  - Chibi Chibi Con

- GameStorm
- KuroNekoCon
- OVA Fest
- Portland Retro Gaming Expo
- Portland Pride
- The Kumo Staff who volunteered to help:
  - Angie W.
  - Avery M.
  - Brianna S.
  - Casper F.
  - Daisy T.
  - Delfine D.
  - Elly B.
  - Finley B.
  - Jack C.
  - Jessica H.
  - Julie S.
  - Kala C.
  - Kirk S.
  - Maranda S.
  - Melody J.
  - Miranda T.
  - Natalie H.
  - Paul W.
  - Ruben R.
  - Shiree E.
  - Stacie L.
  - Stephen W.
  - Tori V.
  - William F
- [Special thanks were given to the Board, the Chair team, and the Treasury team in addition to the staff who've volunteered to help with Outreach.]
- [Kissu con will be our first event of the 2025 season, coming up in just a few weeks.]

## Minutes

The minutes from the membership meeting of October 26, 2024 were approved without objection. [Slideshow contained verbiage regarding corrected minutes for October 12, 2024 which were not voted on in this meeting.]

## 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](mailto:good.of.the.order@kumoricon.org)!
- Marie noted if someone is interested in running for Director of Publicity, we can vote to allow them to speak at the meeting. While they will not be listed on the ballot, they can be voted in by process of write-in. If a write-in candidate receives a majority vote, they are considered to have won the election, however they can still decline the position.
- Devin H. noted the Hollywood Theater is currently showing the animated feature *Flow*.

## 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.
- [Staff registration for 2025 will open early next year.]

## Adjournment

The meeting was adjourned at 12:50 pm by Amber Feldman, Chair.

Submitted, and revised and approved by the members,  
Marie Jackson, Secretary (2024) and Stephen Weber, Secretary (2025)

## Elections Questions and Comments

Rebecca W. began the elections segment as Elections Moderator.

Rebecca W. 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 updated via vote during the meeting]:
    - President / Chair
    - Director of Infrastructure
    - Director of Membership
    - Director of Programming
    - Director of Publicity
    - Director of Relations
    - Director of Operations
  - 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 12, 8:00 pm PT, to Tuesday, December 17, 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](mailto: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:

- Pam Crawford
- Robert Trotter

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:

- Cam Lewis

Candidate speeches and questions-and-comments segments were skipped because Cam was unable to attend the meeting due to sickness.

## 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:

- There were no candidates.

Candidate speeches and questions-and-comments segments were skipped as there were no candidates. The membership was reminded that write-ins were available on the ballot.

## Director of Relations

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

- Amber Feldman

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:

- Ange Abuyen
- Mariona Gates

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

## Election results explanation

Rebecca W. summarized the expectations after the voting ends:

- Don't forget to vote by Tuesday, December 17, 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-20241214-attachment.pdf*

## Attachment: Election results

*[This attachment was added to the minutes after the result announcement on December 17, 2024.]*

## Results

*[Announced on December 17, 2024, at 8:43pm.]*

- Chair/President: Robert Trotter
- Director of Infrastructure: Cam Lewis
- Director of Membership: Hannah Eulberg
- Director of Operations: Ange Abuyen
- Director of Programming: Bennett Do
- Director of Publicity: Position vacant
- Director of Relations: Amber Feldman

## 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): **89**
- Votes for each candidate:
  - Pam Crawford: **46**
  - Robert Trotter: **51**

- No confidence: **0**

#### 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): **78**
- Votes for each candidate:
  - Cam Lewis: **73**
  - No confidence: **5**

#### 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): **88**
- Votes for each candidate:
  - Hannah Eulberg: **83**
  - No confidence: **5**

#### 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): **83**
- Votes for each candidate:
  - Ange Abuyen: **49**
  - Mariona Gates **41**
  - 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): **90**
- Votes for each candidate:
  - Bennett Do: **85**
  - No confidence: **5**

#### 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): **24**
- Votes for each candidate:
  - Other write-in (names receiving less than two votes): **9**
  - No confidence: **16**

#### **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): **88**
- Votes for each candidate:
  - Amber Feldman: **75**
  - No confidence: **13**