

Membership Meeting



Quorum Count

20 needed to reach quorum

Altonimbus members (2024/2025 Staff)

CHOOSE ONE:

Discord: Click “**present**” button pinned in the **#meeting-chat** (wait for the bot)

Twitch: Please send “**!present**” in chat



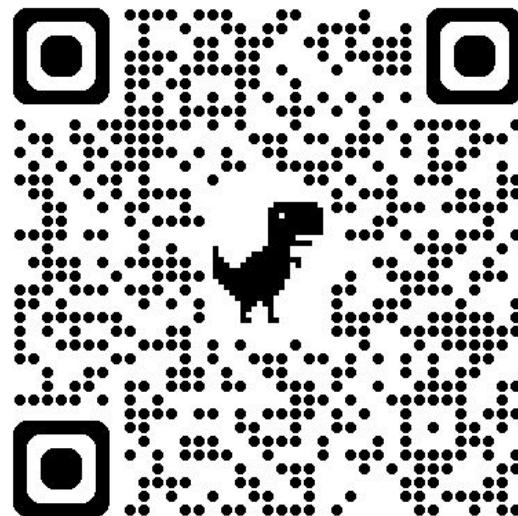
Access captions for this meeting

Scan the QR code or visit <http://connect.eclipsecat.com/>

Session name: Kumo325

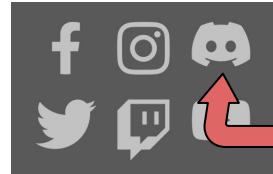
Password: 0329

A transcript will be available within 24 hours after the meeting adjourns



OPEN MIC NEAR END OF MEETING

You must join the public Discord to participate:



Click the Discord icon on
kumoricon.org

Approval of Minutes

No minutes are ready for approval

Meeting minutes can always be found at
www.kumoricon.org/meetings

Kumoricon 2025

Department

REPORTS



CHAIR

Staff Event | Charity | Outreach | Nonprofit Grants | E.D.I. | Accessibility
Staff Relations | Training & Development | Recruitment

Robert Trotter (he/him) : Chair

Joseph Mason (he/him) : Vice Chair, External Support

Zarek Lee (he/they) : Vice Chair, Internal Support



CHAIR

Staff Event | Charity | Outreach | Nonprofit Grants | E.D.I. | Accessibility
Staff Relations | Training & Development | Recruitment

Accessibility Awareness - Live Captioning at this meeting!

Live captions are a speech-to-text translation for people with hearing impairment or various other accessibility needs, including audio processing disorder and English as a Second Language.

The captions available at this meeting are provided by a skilled, professional live captioner to conform to ADA accuracy standards for equal access.

CHAIR

Staff Event | Charity | Outreach | Nonprofit Grants | E.D.I. | Accessibility
Staff Relations | Training & Development | Recruitment

Worked with department heads to complete our ASAP (annual spending and planning) meeting

Documenting the chair department

Working with other departments to make this year amazing

CHAIR

Staff Event | Charity | Outreach | Nonprofit Grants | E.D.I. | Accessibility
Staff Relations | Training & Development | Recruitment

Staff registration is live!

Thanks to our awesome website team for getting the system up and running.

Multiple positions in the chair department looking for staff

Apply at:

<https://www.kumoricon.org/open-positions>



Apply Here

INFRASTRUCTURE

Infrastructure Office | Convention Center | Hotel | Information Technology | KumoriMarket

Leon Lewis (*he/him*) : **Interim Director of Infrastructure**
Elaina Day (*she/her*) : **Assistant Director**



INFRASTRUCTURE

Infrastructure Office | Convention Center | Hotel | Information Technology | KumoriMarket

- ★ Executives and Key Managers have been hired for 2025.
- ★ Kumorimarket Team is working on AA application for 2025. A more thorough update will come at the next meeting.
- ★ Working to get the Hotels page launched soon.
- ★ Staff Hotel program from last year is coming back with some minor changes. More information to come soon.
- ★ The Hotels Team is hiring for an L3 Hotels Specialist to help answer emails and process staff hotel requests.
- ★ Hiring for L1 and L2 positions in multiple departments.

INFRASTRUCTURE

Infrastructure Office | Convention Center | Hotel | Information Technology | KumoriMarket

Hiring Spotlight

- ★ Convention Center Liaison (formerly titled Facilities Liaison Manager)
 - Full-year position. Assist the Infrastructure executives in venue and convention Infrastructure-related communications. Oversee staff responsible for working directly with the convention venue during the week of the convention, tracking who is on shift and who is on call. Work with Infrastructure Office Staff to problem-solve any open requests for the department in regards to the OCC.

This position would be a good fit for someone who has previous experience working in operations/facilities/infrastructure at Kumoricon or similar events.

MEMBERSHIP

Information Booth | Registration Hall | Attendee Registration | Staff Registration
Specialty Registration | Attendee Volunteer | Registration Software

Hannah Eulberg (she/her) : Director of Membership

Emily Vuong (she/her) : Assistant Director

Jessica Ulibarri (she/her) : Executive Assistant



MEMBERSHIP

Information Booth | Registration Hall | Attendee Registration | Staff Registration
Specialty Registration | Attendee Volunteer | Registration Software

2025 Current Registration Numbers

- Attendee Pre-reg: 2,155
- VIP: 6

Pre-Registration Price
\$70* through May 3rd

*card processing fees applied at checkout

MEMBERSHIP

Information Booth | Registration Hall | Attendee Registration | Staff Registration
Specialty Registration | Attendee Volunteer | Registration Software

What We've Been Up To:

- ★ Met with other departments to discuss collaborations for staff perks, VIP, and technology usage.
- ★ Working on VIP theme for the year and looking at items for goodie bag.
- ★ Met with executive team to discuss yearly plans and checklists.
- ★ Adjusting floor plan for this year to better utilize space.
- ★ Working on collecting training materials for Membership staff for easier access and simplifying learning procedures.
- ★ Organizing digital files and data for 2025 convention year.
- ★ Building attendee volunteer page on Eventeny.

MEMBERSHIP

Information Booth | Registration Hall | Attendee Registration | Staff Registration
Specialty Registration | Attendee Volunteer | Registration Software

STAFF REGISTRATION IS OPEN!



MEMBERSHIP

Information Booth | Registration Hall | Attendee Registration | Staff Registration
Specialty Registration | Attendee Volunteer | Registration Software

We're Hiring!

Info Booth

- ★ Manager
- ★ Lead
- ★ Crew

Staff/Specialty Registration

- ★ Support

Registration Hall

- ★ Email Support
- ★ Crew

Volunteers

- ★ Lead

Attendee Registration

- ★ Area Manager
- ★ Shift Lead
- ★ VIP Support

Registration Software

- ★ Support

OPERATIONS

Risk Management | Floor Support | Administration | Amenities & Learning

Ange Abuyen (*she/they*) : **Director of Operations**

Mariona Gates (*she/her*) : **Assistant Director**

Patrick Frymire (*he/they*) : **Assistant Director**

Tami Hatfield (*she/her*) : **Executive Assistant**



OPERATIONS

Risk Management | Floor Support | Administration | Amenities & Learning

- ★ Started regular meetings with OCC on Thursdays (In collaboration with Programming, Infrastructure, and Relations departments)
- ★ Working on a full review of documentation to ensure updates and changes are made
- ★ Reaching out to candidates for L4 positions needing to be filled (updates soon)

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

Programming Office | Special Events | Main Events | Live Events | Maid Cafe
Panels | Online Content | Tabletop Gaming | Video Gaming

Bennett Do (he/him) : **Director of Programming**

Jaki Hunt (she/her) : **Assistant Director**

Steven Garcia (he/him) : **Assistant Director**

Becca Wishon (she/they) : **Executive Assistant**



PROGRAMMING

Programming Office | Special Events | Main Events | Live Events | Maid Cafe
Panels | Online Content | Tabletop Gaming | Video Gaming

- ★ More “quiet” time on the front end.
- ★ Preplanned administrative processes for 2025.
 - Consulted with Programming leads to discuss 2025 plans.
- ★ Collaborated with other departments to align on expectations and needs.
- ★ Engaged with Relations to coordinate MC/Guest event collaborations.
- ★ Attended and Supported Gamestorm.

PROGRAMMING

Programming Office | Special Events | Main Events | Live Events | Maid Cafe
Panels | Online Content | Tabletop Gaming | Video Gaming

Recruitment Spotlight

- ★ Manager, Programming Office
- ★ Manager, Main Events
- ★ Coordinator, Online Content

Publicity

Publicity Office | Press | Branding | Copy Editing | Graphics | Website
Groupware | Advertising | Social Media | Signage | Merchandise | Multimedia
Photography | Videography | Online Video | Hall Cosplay | Photobooth

Jessica Ulibarri (she/her) : **Interim Director of Publicity**

Sierra Rice (she/her) : **Assistant Director**



Publicity

Publicity Office | Press | Branding | Copy Editing | Graphics | Website
Groupware | Advertising | Social Media | Signage | Merchandise | Multimedia
Photography | Videography | Online Video | Hall Cosplay | Photobooth

Things to Report

- ★ Branding for 2025's Mascot has been completed
- ★ Updated Website should be launching soon.
- ★ We are working on putting together our 2025 Advertising Campaign.
- ★ Kumoricon Branded Email Signatures are coming soon

We are hiring!

- ★ **Assistant Director** for Publicity
- ★ **Project Manager** for Graphics
- ★ **Illustrator**
- ★ **Team Lead** for Website
- ★ **Developer** for Website
- ★ **Support** for Groupware
- ★ **Content Creator** for Social Media
- ★ **Moderation** for Social Media
- ★ **Newsletter**

Publicity

Publicity Office | Press | Branding | Copy Editing | Graphics | Website | Groupware | Advertising | Social Media Signage | Merchandise | Multimedia | Photography | Videography | Online Video | Hall Cosplay | Photobooth

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***: At this time we do not have an illustrator on staff so we may not be able to fulfill any requests this year. However on the off chance that we do hire someone these requests need to be submitted no later than May 31st as illustrations do take time.

RELATIONS

Logistics | Guest | Autographs | Industry & Sponsorship | Hospitality

Amber Feldman (she/they) : **Director of Relations**

Leyah Krimbow (she/her) : **Assistant Director**

Pam Crawford (she/her) : **Assistant Director**

Cam Lewis (she/they) : **Assistant Director**

Benni Holland (they/them) : **Executive Assistant**

Kalavena Castiello (she/they) : **Executive Assistant**



RELATIONS

Logistics | Guest | Autographs | Industry & Sponsorship | Hospitality

Things to Report

- ★ We've signed a few guests, with a few more confirmations just waiting for signatures. Be on the lookout for some announcements in the coming weeks.
- ★ We've been focusing on hiring, organizing our folders, training new staff, and overall prep work.
- ★ Most of our exec team will be heading to Sakura-Con for networking. If you see us, feel free to say hi!
- ★ Will be working on getting Industry and Partner Table applications up as soon as possible.

RELATIONS

Logistics | Guest | Autographs | Industry & Sponsorship | Hospitality

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

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

Stephen Weber (*they/them*) : **Secretary**



SECRETARY

[Meeting Minutes](#) | [Staff Ratifications](#) | [Policy Documentation](#) | [Elections](#)

- ★ Primary focus has been the Special Election for Director of Infrastructure and Director of Publicity.
- ★ Working on getting minutes current again.
- ★ I am looking for two Assistant Secretaries, an Executive Assistant, and an Elections Coordinator. Please email secretary@kumoricon.org to apply.

SECRETARY

[Meeting Minutes](#) | [Staff Ratifications](#) | [Policy Documentation](#) | [Elections](#)

Executive meetings summary:

The executive board has met three times since the last membership meeting.

January 10, 2025 (Annual Meeting of the Board):

- ★ Appointed the Secretary and the Treasurer for Kumoricon 2025.
- ★ Appointed an Interim Director of Publicity.

February 21 - 23, 2025 (Annual Spending & Planning Meeting):

- ★ Appointed an Interim Director of Infrastructure.
- ★ Approved the 2025 spending plan, 2025 org chart, updated 2025 OCC contract, and revised the Code of Conduct.
- ★ Reviewed the Staff Block List and Convention Ban List per organizational policy.

SECRETARY

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

Executive meetings summary (con't):

February 21 - 23, 2025 (Con't):

- ★ Discussed staff perks for 2025, discussed 2026 and 2027 dates, and updates to Google Drive.
- ★ Set Executive and Membership Meeting dates for 2025.

February 23, 2025:

- ★ Updated the Bank Signing Authority record.

TREASURY

Financial Administration & Reporting | Banking | Bookkeeping
Asset Management | Supply and Logistics

Jeremy Cook (he/him) : Treasurer

Jeffrey Wiegand (he/him) : Assistant Director



TREASURY

Financial Administration & Reporting | Banking | Bookkeeping
Asset Management | Supply and Logistics

Diligently working behind the scenes

- ★ Paying bills
- ★ Working with our accounting firm to file tax documents and extensions
- ★ Fixing issues that have arisen in the wake of the bank merger

OUTREACH

Reaching out to the stars and letting them know we exist

Devin Hunter *(he/him)* : Lead

Brian Mathews *(he/him)* : Facilitator



OUTREACH

Reaching out to the stars and letting them know we exist

- ★ Team has completed 3 out of 19 events on the target list.
- ★ Still working out a schedule for regular team meetings. Will start announcing upcoming team meetings once the schedule is finalized.
- ★ Focusing on Sakura-Con as it is one of our largest events.
- ★ Volunteer enthusiasm for the Outreach program is high and we thank everyone for being willing to help out. This job gets a lot harder without your help.

OUTREACH

Reaching out to the stars and letting them know we exist

Upcoming Events



April 12–13
Portland, OR



April 18–20
Seattle, WA



May 10
Olympia, WA

Membership Meeting March 29, 2025



KUMORICON
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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)

JOIN STAFF

Want to join staff but not sure what you want to do?

Review open positions here:



Know what you want to do or need some help making a decision?

Apply or take a small survey here:



kumoricon.org/staff-registration

TEAM BUILDING

Some fun activities to strengthen camaraderie

- ★ 2 Sessions of team building a month, open to all Kumoricon Staff!
 - Tuesday sessions @ 7pm, assorted games
 - Saturday sessions @ 12pm, assorted hands-on activities
 - Exact dates will be announced
- ★ Sessions will be hosted on Discord, except for 2 in-person sessions.

TEAM BUILDING

Some fun activities to strengthen camaraderie

- ★ Next session: 04/12/2025
 - Activity: Wonderwood Mini Golf
 - Time: 12:00 PM ~ 2:00 PM (must arrive no later than 12:15 PM for staff discount admission)
 - Location: 7410 N Chicago Ave, Portland, OR 97203
- ★ \$5/Kumo Staff (9 holes), \$10/Non-Kumo Staff (9 holes), Free/Children under 3 years (9 holes)
- ★ We will mix people into teams of 3-5 to compete for best score and bragging rights.
- ★ Please contact angeline.abuyen@kumoricon.org if you plan on participating so your name can be added to the list, along with if you have any family member also participating. Teams will be announced 04/11/2025.

TEAM BUILDING

Some fun activities to strengthen camaraderie

- ★ Next session: 04/22/2025
 - Activity: GarticPhone
 - Time: 7:00 PM ~ 9:00 PM
 - Location: Kumoricon Staff Discord, Cross-Team Meeting D
- ★ Each player will create a prompt, the next player will draw that prompt, the person after will describe what was drawn.
- ★ We will start playing by 7:15 PM, but people can join or quit as needed. Just announce if you joined late or need to leave early.



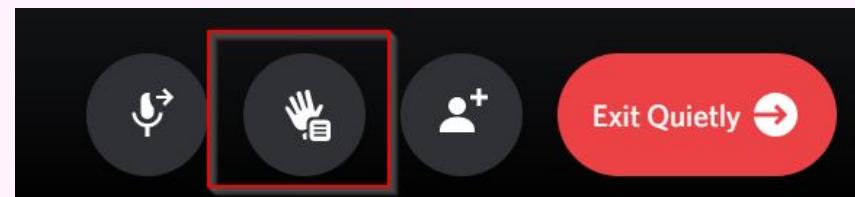
Open Mic Time!

If you have questions, comments, or anything to bring up:

Go to the public Discord, and use the “raise hand” icon in the meeting channel.

A moderator will invite you to the stage, and you have to accept.

Remember, you’re live!



Special Elections Presentation



Election presentation rules

Order of races:

(As set during the meeting by vote of the membership.)

- ★ **Director of Infrastructure**
- ★ **Director of Publicity**

Procedure for each presentation:

1. Candidate speeches
(Three minutes)
2. Open questions and comments
(60 seconds each)
3. Anonymous questions and comments and candidate responses
(60 seconds each)
4. Brief re-open of questions and comments if needed
(Still 60 seconds each)

Voting is not done as part of this meeting

- ★ Voting is open from Thursday, March 27, 8:00 pm PT, to Tuesday, April 1, 8:00 pm PT.
- ★ Members (staff) should have received 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 be sure to check your spam folder!**

Voting reminders

- ★ 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>

Director of Infrastructure

Nominee: Leon Lewis



Director of Infrastructure Q&A

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

Director of Publicity

Nominee: Jessica Ulibarri



Director of Publicity Q&A

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



Thank you!

CON WEEKEND

Oct 31 – Nov 2, 2025 at the
Oregon Convention Center

2025 Mascot by
Imosenki

CURRENT FULL WEEKEND PRICES

Ages 13+ **\$70***

Ages 6-12 **\$25***

Ages 0-5 **FREE**

Volunteer Staff **FREE**

*additional Processing Fees Apply.