



Membership Meeting



KUMORICON

Nov 13 – Nov 15, 2026 | Oregon Convention Center



Quorum Count

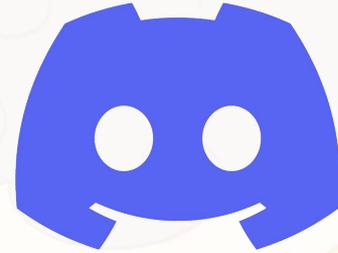
20 needed to reach quorum

Altonimbus members (2025 Staff)

CHOOSE ONE:

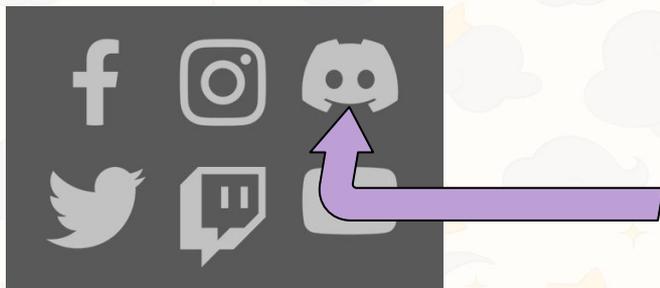
Discord: Click “**present**” button pinned in the **#meeting-chat** (wait for the bot)

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



OPEN MIC NEAR END OF MEETING

You must join the public Discord to participate:



Click the Discord icon
on kumoricon.org



Approval of Minutes

November 22, 2025
(Annual Meeting of the Membership)

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





Kumorigon 2026 Department Reports



February 21, 2026 | Membership Meeting

CHAIR

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

Keanna Richardson
Chair

Steven Garcia | Kirk Stewart
Vice Chair



CHAIR

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

- ❖ Overhauled our org chart to better reflect our organizational needs.
- ❖ Exploring additional resources to strengthen support for the convention.
- ❖ Preparing to hire staff so check out our highlighted roles. →

Highlighted Roles

- ❖ Staff Resource Manager
- ❖ Training & Development
- ❖ Staff Recruitment
- ❖ Nonprofit Grants
- ❖ Staff Events
- ❖ EDI



February 21, 2026 | Membership Meeting

Infrastructure

Infrastructure Office | Convention Center | Hotel
Information Technology | KumoriMarket

Elaina Day
Director

Taylor Cheetham | Leon Lewis
Assistant Directors

Amber Etherton
Executive Assistant

Infrastructure

Infrastructure Office | Convention Center | Hotel
Information Technology | KumoriMarket

KumoriMarket Applications are Open!

Exhibitor Applications open now!

**Artist Alley and Creators' Column open today
at 7PM for 24 hours!**



Infrastructure

Infrastructure Office | Convention Center | Hotel
Information Technology | KumoriMarket

Hotel, Convention Center, and Information Technology now accepting applications!

No experience required! Inquire at
Infrastructure@kumoricon.org



Infrastructure

Infrastructure Office | Convention Center | Hotel
Information Technology | KumoriMarket

**BEHIND
THE
SCENES**

There is a lot of work
being done behind the
scenes. More updates on
the hotel program coming
soon!





February 21, 2026 | Membership Meeting



Membership

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

Hannah Eulberg
Director

Jason Pollard
Assistant Director

Stacie Looney | Jessica Ulibarri
Executive Assistants

Membership

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

Current Registration Numbers

Pre-Registrations : 2,349

VIP Add-On Packages : 23

Pre-Registration Price

\$75* through May 9th

***card processing fees applied at checkout**



Membership

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

VIP Packages

New to Kumoricon 2026!

We have reformatted our VIP packages to now be add-ons to a purchase or to an existing membership. This means staff are now able to purchase VIP packages!

Once ratified as a staff member, please reach out to registration@kumoricon.org if you are interested in purchasing a package.



Membership

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

VIP Packages

Early Access

\$100 + fees

- Wristband/pass for 30 minute early access to KumoriMarket all 3 days
- Priority access to Main Events, Live Events, and the Coliseum
- Daily jump-the-line passes for all other events

Swag Bag

\$200 + 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 + fees

- 3 guaranteed guest autographs of choice (lowest price type, subject to availability)
- 6 Golden Ghost Neko jump-the-line passes for autographs lines only
- Special Kumoricon-themed autograph cards for guests



Membership

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

Changes to Staffing

For Kumoricon 2026, there have been some updates and changes to staff procedures and policies. All of the information within these slides will be sent out as an email, and will be listed on the new staff registration web page once updated.

For any questions or concerns, please contact
membership@kumoricon.org



Membership

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

As of Kumoricon 2026, we will no longer be signing staff up at the convention. Those who have missed the cut-off window will be directed to the Attendee Volunteer booth to assist for the year.

Cut-off dates:

- ❖ **L5/L6: March 31st, 2026**
- ❖ **L4: May 13th, 2026**
- ❖ **L3: September 13th, 2026**
- ❖ **L2: October 13th, 2026**
- ❖ **L1: November 7th, 2026**



Membership

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

Organization bylaws had a governance rule that said, *"the organization must structure its requirements such that no person holding a Kumoricon staff position is subject to a combined requirement of less than 16 hours of volunteer work associated with each Kumoricon event."*

As of Kumoricon 2026, these bylaws have been updated to say, *"the organization may structure its requirements such that all persons holding a Kumoricon staff position are subject to a combined minimum volunteer hour requirement, as enacted by the Board of Directors."* In doing so, this now allows the board to alter required hours (at-con, pre-con, and post-con) each year to better suit staffing needs for each convention. Additionally, hour requirements are now listed more plainly, and are expected to be followed appropriately.



Membership

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

Levels and Hours

L1: 8-15 hours at-con work	L4: 24+ hours at-con work AND 6+ months pre-con/post-con work OR on-call, at-con only hours of the same length
L2: 16-20 hours at-con work <i>May be asked to do a small amount of pre-con/post-con work within 1 month of con, but not typical</i>	L5: 28+ hours at-con work AND 9+ months pre-con/post-con work OR on-call, at-con only hours of the same length
L3: 20+ hours at-con work AND 3+ months pre-con/post-con work OR on-call, at-con only hours of the same length	L6: On-call hours for at-con work AND year round pre-con/post-con work



Membership



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

Staff Perks

L1:

- LE* staff badge
- LE staff lanyard
- LE staff badge ribbon
- TriMet weekend pass**
- Daily JTL* passes
- Years of Service pin (if applicable)

L2: All L1 benefits plus:

- Yearly staff pin
- \$30 OCC food voucher
- 20% off one (1) attendee weekend membership for friend/family
- Hotel discount***: ¼ coverage of room for two (2) nights

L3: All L1 benefits plus:

- Customized staff badge
- Yearly staff pin
- \$30 OCC food voucher
- 30% off one (1) attendee weekend membership for friend/family
- Hotel discount: ¼ coverage of room through program

L4: All L1 benefits plus:

- Customized staff badge
- Yearly staff pin
- \$45 OCC food voucher
- 40% off one (1) attendee weekend membership for friend/family
- Hotel discount: ¼ coverage of room through program



Membership

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

Staff Perks (cont.)

L5: All L1 benefits plus:

- Customized staff badge
- Yearly staff pin
- \$60 OCC food voucher
- 50% off one (1) attendee weekend membership for friend/family
- Hotel discount: ½ coverage of room through program

L6: All L1 benefits plus:

- Exclusive customized staff badge
- Yearly staff pin
- \$75 OCC food voucher
- One (1) complimentary attendee weekend membership for friend/family
- Hotel discount: ½ coverage of room through program





Operations

Risk Management | Floor Support | Administration | Amenities & Learning

Patrick Frymire
Director

Tracy Creel | Tami Hatfield
Assistant Director

Ben Riker
Executive Assistant

Operations

Risk Management | Floor Support | Administration | Amenities & Learning

- ❖ Returning staff should receive emails the day after staff registration opens with application details.
- ❖ Priority recruitment of **Public Discord Moderators**. Those interested in the position please apply online or email operations@kumoricon.org for more information.
- ❖ Working with all departments to prioritize training and team building.



February 21, 2026 | Membership Meeting

Programming

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

Bennett Do
Director

Jaki Hunt | Isabella Marquis
Assistant Directors

Rebecca Wishon
Executive Assistants

Programming

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

- ❖ Reviewed and audited Programming staff roles for 2026
- ❖ Conducted a tour of a potential venue and brainstormed a variety of new content ideas
- ❖ Met with several departments to establish expectations and alignment
- ❖ Preparing to hire managers so that we can begin event planning





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
Director

Sierra Rice | Charly Youravish
Assistant Directors

Publicity

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

What's happening in Publicity

- ❖ 2025 Photos are Live! Visit kumoricon.org/photos to view
- ❖ 2026 Website is in the works and should launch soon
- ❖ Working with Industry to create an updated Sponsorship and Advertising packet
- ❖ Putting together 2026's advertising campaign

Hiring for

- ❖ Branding Manager
- ❖ Graphic Design Project Manager
- ❖ Groupware Support
- ❖ Social Media
 - Team Lead
 - Moderator
 - Content Creator
 - Announcement Creator
- ❖ Executive Assistant





Relations

Logistics | Liaisons | Acquisitions | Autographs | Industry & Sponsorship |
Hospitality

Kris Lugo
Director

Kalavena Castiello | Briana Johnson
Assistant Directors

Amber Etherton | Robert Trotter
Executive Assistants

Relations

Logistics | Liaisons | Acquisitions | Autographs | Industry & Sponsorship | Hospitality

- ❖ Department has been **restructured** into new divisions, including a Guest Acquisitions and Guest Liaisons department to better balance responsibilities among departments.
- ❖ **Guest bookings** are underway! Exciting announcements coming soon.
- ❖ **Currently hiring for:**
 - Guest Acquisitions
 - Cosplay Coordinator (1, L5)
 - VTuber Asst. Coordinator (1, L4)
 - Cultural Asst. Coordinator (1, L5)
 - Logistics
 - Transportation Coordinators (2, L4)
 - Driver (5, L2/L3)
 - Guest Liaisons Asst. Manager (L4)
 - Autographs Coordinator (L4)
 - Industry Managers (2, L5)
 - ... and more!



Relations

Logistics | Liaisons | Acquisitions | Autographs | Industry & Sponsorship | Hospitality

- ❖ Industry booth applications, partner table applications, and Industry badge applications will be going live soon.
 - Industry booth applications are new this year, to help streamline / coordinate better.
- ❖ Sponsorship applications are being considered, in addition to outreach.



February 21, 2026 | Membership Meeting



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

Stephen Weber
Secretary

Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

- ❖ Minutes are current.
- ❖ A lot of work is happening behind the scenes to prepare for 2026.
- ❖ Thank you to all who participated in the vote on the Bylaws amendments in January. Both proposed amendments passed.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

Executive meetings summary:

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



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

December 3, 2025:

- A date was set for the Annual Meeting of the Board.

December 17, 2025 (Annual Meeting of the Board):

- The Secretary and Treasurer for 2026 were appointed.
- The Interim Org Chart for Kumoricon 2026 was approved.
- Proposed staff perks for Kumoricon 2026 were reviewed.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

December 17, 2025 (con't):

- Dates for the Annual Meeting with Treasury and Annual Spending and Planning Meeting (ASAP) were set.

January 11, 2026 (Annual Meeting with Treasury):

- The current state of organization finances were reviewed.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

January 16, 2026 (Bank Signing Authority):

- The annual change of Bank Signing Authority was completed.

January 16 - 18, 2026 (ASAP):

- Reviewed a proposal to self-host our own Wifi for 2026 instead of purchasing a package from the OCC.
- Set Executive Meeting expectations for the year.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

January 16 - 18, 2026 (ASAP con't):

- Reviewed a proposal to install our own security cameras in KumoriMarket this year.
- Reviewed proposed new locker locations.
- Reviewed proposed Department Spending Plans for Kumoricon 2026.
- Approved the org chart for Kumoricon 2026.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

January 16 - 18, 2026 (ASAP con't):

- Reviewed the Altonimbus Entertainment Mission Statement and confirmed it still aligns with the organization.
- Reviewed the roles and responsibilities for each directorate.
- Reviewed department goals for the year.
- Approved staff perks for Kumoricon 2026.
- Completed the annual Ban and Block List reviews.





Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

January 16 - 18, 2026 (ASAP con't):

- Approved a \$5 application fee for Artists Alley for Kumoricon 2026.
- Set Executive and Membership Meeting dates for Kumoricon 2026.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

February 7, 2026:

- Approved a revision to staff perks for Kumoricon 2026.
- Approved the budget and Department Spending Plans for Kumoricon 2026.
- Reviewed results from the Kumoricon 2025 Staff Survey.
- Reviewed the proposed NDA for positions that will require one.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

Out of meeting board actions:

- Approved a date for the Annual Meeting of the Board.
- Approved a proposed amendment to the Bylaws to reduce the minimum required hours for staff.
- Approved an update to Contract Signing Authority for Kumoricon 2026.
- Approved a proposed amendment to the Bylaws to remove language concerning NDAs.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

Out of meeting board actions (con't):

- Approved pre-authorizing spending for Secretary for Kumoricon 2026.
- Approved allowing an out-of-meeting vote of the membership for the proposed amendments to the Bylaws.
- Approved an update to Staff Registration Policies for Kumoricon 2026 to account for the increase to six levels.



Secretary

Meeting Minutes | Staff Ratifications | Policy Documentation | Elections

Out of meeting board actions (con't):

- Approved an increase to Programming's Kumoricon 2025 Spending Plan for Prize Support.
- Approved an extension to the expected posting date for the Kumoricon 2026 org chart.





Treasury

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

Jeremy Cook

Treasurer

Jeffrey Wiegand

Assistant Director



Treasury

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

- ❖ Our taxes are currently in the process of being filed
- ❖ More behind the scenes work for the upcoming year
- ❖ WE NEED HELP!
 - Assistant Director to aid in our bookkeeping tasks





Outreach

Reaching out to the stars and letting them know we exist

Devin Hunter

Lead

Brian Mathews | Stacie Looney

Facilitators



Outreach

Reaching out to the stars and letting them know we exist

- Onboarding leaders who are new to the Outreach Program
- Building the event target list for 2026
- Purchasing new point of sales equipment
- Scheduling Outreach Meetings

If you want to get involved, the next Outreach Meeting is:

- March 2 at 7:15pm on the Staff Discord Server.



Upcoming Outreach Events

March 19–22
Portland, OR



April 11–12
Corvallis, OR



April 3–5
Seattle, WA





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



Non-Disclosure Agreements



Bylaws Update

Organization bylaws had a governance rule that said, *"The organization may impose a condition that all directors, upon election, sign a non-disclosure agreement to protect non-public business information of the organization, but only if the exact text of the agreement is publicly available at least 30 days prior to the election, and if the same agreement and terms are required for all incoming Kumoricon staff. Such an agreement may not include terms that are not directly required for this purpose"*.

As of Kumoricon 2026, these bylaws have been removed in order to make non-disclosure agreements (NDA) handled by policy, instead of through bylaws, which would have forced *all* staff to sign an NDA unnecessarily.



Non-Disclosure Agreements



Why Introduce an NDA?

Protecting Sensitive Information

Kumoricon regularly works with:

- ❖ International Guests of Honor, including Japanese industry professionals and VTubers
- ❖ Contracted partners and vendors
- ❖ Staff, volunteers, attendees, and business collaborators

In the course of planning and operating the convention, staff may have access to:

- ❖ Personal identifying information
- ❖ Contract terms and negotiations
- ❖ Travel and security details
- ❖ Unannounced programming and guest information
- ❖ Financial and operational data



Non-Disclosure Agreements



Having an NDA...

- ❖ Provides assurance to partners that their information is protected
- ❖ Establishes clear expectations around confidentiality
- ❖ Reduces risk of premature announcements or data disclosure
- ❖ Aligns Kumoricon with standard industry practice

This is a common and expected business safeguard when handling private or time-sensitive information.



Non-Disclosure Agreements



So why now?

Growth requires stronger infrastructure

Kumoricon continues to grow as an organization, a brand, and a business partner. As we expand our relationships — particularly with international guests, agencies, publishers, VTubers, and corporate partners — confidentiality protections are increasingly expected as standard practice.

Introducing an NDA at this stage:

- ❖ Reflects our operational maturity
- ❖ Supports stronger industry partnerships
- ❖ Positions us competitively when negotiating contracts
- ❖ Ensures we can continue to attract high-profile guests



Non-Disclosure Agreements



Alignment with Our Mission & Values

Kumoricon is a nonprofit organization — but nonprofit status does not exempt us from responsible business practices.

An NDA supports our values by:

- ❖ Reinforcing accountability
- ❖ Demonstrating professionalism
- ❖ Protecting community trust
- ❖ Safeguarding sensitive information entrusted to us



Non-Disclosure Agreements



What is confidential under the NDA?

Confidential information includes ***non-public*** information surrounding:

- ❖ Personal information of attendees, guests, vendors, donors, staff, or volunteers
- ❖ Financial information, budgets, contracts, grants, and fundraising data
- ❖ Internal procedures, planning documents, schedules, or security plans
- ❖ Login credentials, access methods, and technical systems
- ❖ Internal communications that relate to confidential or non-public matters
- ❖ Information related to investigations, disputes, or disciplinary matters



Non-Disclosure Agreements

Examples

These are examples of information that would be protected under the NDA:

- ❖ Sharing a Japanese guest's passport details, legal name, or travel itinerary
- ❖ Discussing unreleased contracts or appearance fees
- ❖ Posting internal budgets
- ❖ Sharing login credentials, internal drives, or registration system passwords
- ❖ Discussing an active harassment investigation or disciplinary review
- ❖ Leaking an unannounced guest before Relations / Publicity makes the public announcement



Non-Disclosure Agreements



What is not confidential under the NDA?

Confidential information does not include information that:

- ❖ Is publicly available through no fault of the volunteer
- ❖ Was lawfully known prior to disclosure
- ❖ Is received lawfully from a third party without restriction
- ❖ Is independently developed without use of confidential information
- ❖ Is approved in writing by Kumoricon for release

General volunteer coordination, social interaction, and publicly announced matters are not considered confidential.



Non-Disclosure Agreements



Examples

These are examples of information that would not be protected under the NDA:

- ❖ Saying you are volunteering at Kumoricon
- ❖ Posting photos from the convention floor that are publicly visible
- ❖ Talking about your experience working load-in or Registration
- ❖ Sharing information that has already been officially announced
- ❖ Discussing public panel schedules once published
- ❖ Reposting a guest announcement from Kumoricon's official social media

General volunteer coordination and public-facing convention content are not confidential.



Anime Movie Minute



Scarlet - In Theaters Now



Anime Movie Minute



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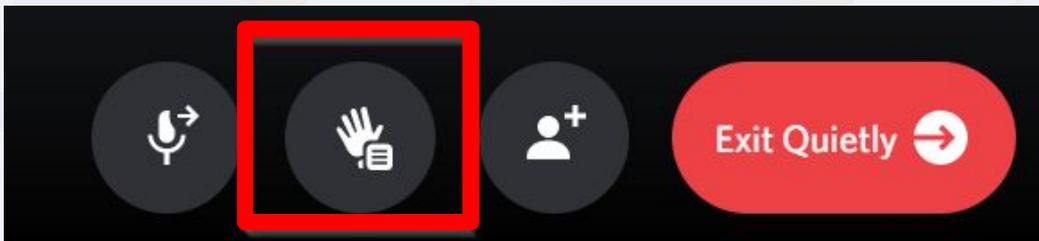


*Uma Musume Pretty Derby:
Beginning of a New Era*

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!



Thank you for joining us!

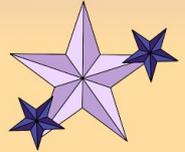


November 13 – 15, 2026
Oregon Convention Center
kumoricon.org



Current Full Weekend Prices

Ages 13+ \$75 + processing fee
Ages 6-12 \$30 + processing fee
Ages 0-5 Free
Kumoricon Staff Free



2026 Mascot Artwork by illycia

