

Kumoricon / Altonimbus Entertainment

Regular Meeting of the Membership on July 15, 2023, 1:00 pm

Via Discord and Twitch

Call to order

The meeting was called to order at 1:02 pm by Robert Trotter.

At the initial quorum count, the meeting continued once 20 members signed in as present, thus meeting quorum. In total during the meeting, 24 members signed in as present out of 614 total, with 20 needed to reach quorum.

Minutes

There were no minutes to approve.

Reports

Chair

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

- Finishing up planning for our staff appreciation event
- Hiring staff
- Working behind the scenes

Robert also reported:

- We're almost ready for our Staff appreciation event!
- If you haven't RSVP'd please do so soon so we can have enough numbers for food.
- We are also hiring staff through our department. We're looking for two exec level positions, Vice Chair of Oversight and executive assistant. We're also looking for staff in our charity department, 501c3 department, Staff and attendee services, and EDI!
- If you're interested please reach out!
- We've also been working behind the scenes with other departments.

Infrastructure

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

- Jurying is wrapping up for AA. Acceptance, denial, and waitlist emails should be going out soon.
- Hotel booking page is now up. Currently only the Hyatt is available, but we are working to add a few smaller room blocks at additional hotels.
- Staff should book their hotel rooms through the link on the hotel page. We are currently working on launching the application for staff rate/room night coupons, but staff do not need to wait until this is available in order to book their rooms.
- Infrastructure is hiring!
 - KumoriMarket is a front-facing sub-department that works with our exhibitors and attendees.
 - IT works behind the scenes to support the technology needs of other departments.
 - Facilities, Hotels, and Office Staff also work behind the scenes with the other departments, convention center, and hotel to ensure things run smoothly.

Leon also reported on behalf of Ash “Bunny” B, former Director of Infrastructure:

- Hey Kumo-fam!
 - As you may have noticed on the last slide, I have resigned from my directorship. This is the right choice for me and the healthiest move for me to make even if it was hard. Thank you all so much for the opportunities to run this department and help empower you to rock your departments, year after year. You have added so much to my life that I will cherish.
 - Thank you to my fellow Infra folks for all the work you have put into making this a department that I have been exceptionally proud of every single day for the last 7 years. I cannot fathom into words right now how much it has meant to me and how proud I continue to be of every single thing we have accomplished, every problem we have solved, and every single one of you. Genuinely.
 - I will always value the connections I made, the friendships forged, and the contacts I bonded with since I joined Infra’s exec team for 2016. While you won’t see me at any Outreach for the rest of this con-year or at Kumoricon 2023 itself, I hope to see you in the future.
 - Your former Director of Infrastructure, Bunny

Membership

Tracy Creel, Assistant Director of Membership, presented slides *[lightly copy-edited]*:

- 2023 Current Registration Numbers (as of 7/13/23)
 - Attendee pre-registrations: 2,470
 - VIP: 24 (96 left)
- What has Membership been up to?
 - Meeting with other departments.
 - VIP goodies purchased.
- [Open positions in] OUR Departments:
 - Accessibility
 - Cosplay Repair
 - Kumori Staff Station
 - Registration Hall
 - Reg Software
 - Development
- Staff spotlight:
 - Reg Software
 - Development
 - Staff Goal: 90

Tracy also reported:

- Accessibility:
 - The Accessibility Department supports by providing a welcoming experience to all who attend our convention by supporting and accommodating the needs of every individual whether disabilities can be seen or not.
- Cosplay Repair:
 - Here you are the hero to any cosplayer who needs cosplay support. If you craft or know your way around a glue gun we need you.
 - Looking for Coords
- Kumori Staff station (Con Suite)
 - You get to support by making sure the staff gets food through the con. Staff station is a great way to make new friends and you get to see all the staffers at con and all their fabulous cosplays.
- Registration Hall:

- If you have experience as a cashier or just customer service in general please apply
- Reg software development:
 - We are looking for people with experience in AWS and how have a willingness to help with crazy printers

Operations

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

- Ops staff training: Tentatively starting in August
- Collaboration: Plotting future multi-year projects
- Recruitment: We still need more staff<3
 - Ronin - general-level Ops Staff
 - Shinobi - veteran staffers apply
 - Further inquiries on staffing opportunities can be sent to operations@kumoricon.org

Programming

Steven Garcia, Director of Programming, presented slides *[lightly copy-edited]*:

- Open events and signups:
 - AMV
 - Fan Fiction
 - Panels
- Opening next month!
 - Cosplay Chess - August 14th
 - Cosplay Lip Sync Showdown - August 18th
- And now for something new....
- Heads up about new official events!
 - Cosplay Lingerie Show
 - An official event this year, information to be added to website soon, signups open in early August
 - Idol Festival
 - Event for idol groups to showcase their talent on stage
 - Information to be added to website soon, signups open mid-August
- Keep an eye out for more!
- <https://www.kumoricon.org/events>
- Currently in search of:
 - Panel Tech Staff
 - Programming Booth Coordinator
 - Helps facilitate information
 - Fan Art Coordinator
 - Someone to manage the Fan Art contest
- <https://www.kumoricon.org/open-positions>

Publicity

Ally Raney, Director of Publicity, presented slides *[lightly copy-edited]*:

- Plushies
- Project Management
- Merchandising
- Staff Survey
- [Currently hiring]:

- Assistant Director
- Moderators
- Newsletter
- Copy Editor
- Market Research

Ally also reported:

- First, fun news! Plushies are in production... We will have more of the fan favorite Ghost and Dark Neko plus... a new friend is joining the plush squad. Can you guess which friend is coming to con?
- One of the biggest projects undertaken this year by Publicity (in my opinion) has been researching and providing a project management tool to the convention management and relevant teams so we can track year round projects and build better efficiency with our volunteer staff's precious time. This project is now launched, though completion is an ongoing goal as we learn what people's needs are. Your executive teams will let you know if you need to do anything with this information, but I look forward to it helping our entire community stay up to date with each other and facilitating more collaboration.
- More merchandise is being ordered this year, and we are going for a ton of variety. Merch takes time to design, manufacture and ship so.. Stay tuned for more information!
- We are bringing back staff surveys! In an effort to ensure we are keeping up with the needs and interests of our volunteer staff, we are working on putting together a staff survey system where your input can be made known. While we can't guarantee the board will always follow the majority opinion, you can actually ensure your thoughts on matters are seen, and potentially (still working on this one) see the breakdown/graph of where the rest of your fellow con staff reside on certain issues! We hope this gives our volunteer staff more space to communicate with the board and each other about important topics, be looking out for that soon!
- Here is the staff we need now!
- We are wanting to expand our use of Twitch and Discord, but both of those areas need moderators. If you have moderator experience, please email us.
- Our Newsletter needs teammates to help bring information to our membership.
- Similarly, we need more copy editors. Proofreading and checking grammar and tone and voice is your responsibility.
- We need a Market Research coordinator who understands data analytics and customer behavior metrics.
- And finally, the Publicity team is looking for potential leaders who would be interested in future executive roles for our AD positions.
- If you are interested in any of these positions, or something else on our org chart, email publicity@kumoricon.org.

Relations

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

- Guest announcements:
 - Voice Actors:
 - Jessie James Grelle
 - Brandon Mcinnis
 - Brittney Karbowski
 - Amber May
 - Michelle Marie
 - Griffin Burns
 - Cosplay and Fashion Guests:
 - Teca Cosplay
 - Candy★Trap and Cybr.Grl
 - Ghost Girl Goods

- Content Creator Guests:
 - Kikuo
- We are currently looking for:
 - Guest Driver Coordinator
 - Guest Drivers
 - Guest Gopher
 - Guest Liaisons
 - Cosplay Guest Liaisons
 - Autograph Manager
 - Autograph Staff
 - Industry Staff
 - Green Lounge / Green Room Staff

Amber also reported:

- As you may have heard, SAG-AFTRA has decided to start a strike alongside the WGA, focusing on contract negotiations with the AMPTP.
- In light of this, and the news regarding how this strike is affecting some conventions, I wanted to clarify a few things for all of you.
- First of all, we at Kumoricon support all of the actors and writers participating in this strike. Secondly, while there may be potential for the strike to affect some content at Kumoricon, the union's anime and dubbing sections are not currently on strike. Additionally, because we have contracted with all of our guests directly and not typically through industry sponsorship, it is NOT likely going to affect if any guests can or cannot attend. Please note that this may change as the strike progresses, so please be patient with us and those guests if it does change. Finally, depending on if any of the shows we use in our marketing are affected by the strike, we may re-release certain guest announcements or marketing materials, if certain characters previously used in said marketing are affected by the strike. We appreciate your patience as we maneuver through this process, as it is new territory for all of us.

Secretary

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

- Ratifying staff as usual
- Minutes are up to date!
- We have an immediate need for:
 - 1-2 Election Moderators
 - 3 Tellers
 - 2 Back-up Tellers
 - Note: These are not full-time staff roles; you must already be staff to fill them.

Treasurer

Timothy Trotter, Treasurer, presented slides *[lightly copy-edited]*:

- We are still looking at all opportunities to save responsibly and any suggestions are welcome.
- The Treasury team won't have much additional work until the convention. We are always looking for more LILO.
- Staff Openings
 - Assistant Treasurer (1 Position)
 - Treasury Staff (4 Positions)
 - Load-In and Load-Out (Several Positions)
 - (General, Coordinators and Drivers)

Outreach

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

- KuroNekoCon was great! 15 new registrations and around 130 conversations!
- Portland Pride Festival is happening right now! You should stop by!
- We have a new Kumoricon table banner and are working on other booth “enhancements”!
- Stay up to date on upcoming events and workgroup meetings!
- Next meeting: July 25 @ 6PM on the staff Discord in #outreach-voice
- Upcoming events:
 - Asian Celebration [Volunteers still needed] July 29 in Eugene, OR
 - Resin Rose BJD and Ani-Medford August 12-13 in Clackamas/Medford, OR
 - Rose City Comic Con September 22-24 in Portland, OR

Rob also reported:

- KuroNekoCon went exceptionally well!
- We talked to around 130 people and sold 15 registrations. Ita bags were also a hit!
- The Outreach team is currently at Portland Pride right now! We’re booth number A94 on the north end by the Ash Street entrance.
- If you can, please come by the booth and say hi! This is a busy event and we’d love to see some familiar faces.
- We have a new table banner, check out the picture! We’re currently working on other booth enhancements to make our event spaces pop more!
- If you have a burning desire to get more involved with Outreach, or you want to pester Brian and Devin, you should drop in to our Outreach workgroup meetings. They are open to all staff! The next meeting will be on July 25th at 6PM.
- We also have some upcoming events!
- Asian Celebration is just around the corner and we could use a few more volunteers to help either help with cat ears or run the outreach booth.
- A few weeks after that, we have a “double xp event” with two events happening at the same time.
- First up, Resin Rose BJD is happening at the Monarch Hotel in Clackamas. This is a small event with a friendly, welcoming community.
- The other event, Ani-Medford, is happening at “The Expo” in Central Point, which is five miles north of Medford.
- Last but certainly not the least is Rose City Comic Con, one of our largest events which will be at the OCC.
- Keep an eye out for the volunteer recruitment emails if you are interested in helping with any of these events!
- A big thank you to everyone who has already signed up and we look forward to talking with you soon. Buy Kumo-merch!

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!
- Q&A:
 - How soon should we expect a response for staff applications?
 - It's difficult to determine an exact timeframe, as it depends on the departments involved and their current workload. Please note that you may not receive a response unless your application is being considered for further steps. If you are eager to hear back sooner, consider reaching out to the membership team or staying after the meeting for the department breakouts.
 - Why was the COVID policy discussion shuttered on the discord?
 - The conversation is not closed; if you have any questions about the COVID policy, feel free to ask in the help and feedback channel. However, the policy discussion channel was archived due to the presence of negative and dangerous comments. There were also threats of violence towards both staff and attendees within that channel. To prioritize the safety and well-being of the convention community, archiving the channel was the best decision. We may consider releasing the information in a redacted form at a later date, but currently, it won't be visible or accessible in the Discord server.

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.

Adjournment

The meeting was adjourned at 1:45 pm by Robert Trotter.

Submitted, and revised and approved by the members,
Marie Jackson, Secretary

Attachment: Presentation slides

See file *kumoricon-minutes-member-20230715-attachment.pdf*