

# Kumoricon / Altonimbus Entertainment

## Regular Meeting of the Membership on August 19, 2023, 1:00 pm

### Via Discord and Twitch

## Call to order

The meeting was called to order at 1:03 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, 28 members signed in as present out of 663 total, with 20 needed to reach quorum.

## Minutes

The minutes for the Meetings of the Membership for June 17, 2023 and July 15, 2023 were approved without objection. *[Secretary's note: this vote was not reflected on the slideshow as the slide was not updated prior to the start of the meeting. The information was presented verbally to the meeting.]*

## Reports

### Chair

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

- Summer Staff BBQ!!!
- Hiring staff
- Working behind the scenes

Robert also reported:

- We are currently 90 days away from con!

### Infrastructure

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

- We have an overflow room block at the DoubleTree. This should be live soon, if it is not already up.
- Staff hotel form should be up soon.
- Working with other departments on layouts.
- Hired a new Hotel Liaison.
- Working on additional overflow blocks for this year and next year.
- Please email [hotel@kumoricon.org](mailto:hotel@kumoricon.org) if you have any hotel booking related questions.
- 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.

### Membership

Jessica Ulibari, Assistant to the Director of Membership, presented slides *[lightly copy-edited]*:

- 2023 Registration Numbers (as of 8/18)
  - Attendee pre-registrations: 3,135
  - VIP: 24 (96 left)
    - [Jessica gave a brief overview of the benefits of VIP]
- What has Membership been up to?
  - Meetings, meetings and more meetings
  - Registration Hall layout in the works
  - 2023 badge artwork finalized
  - Staff Station details in the works
  - New attendee volunteer system coming this year
    - [Jessica gave a brief overview of the difference between volunteering and staffing.]
- [Open positions in] OUR Departments:
  - Accessibility
  - Cosplay Repair
  - Kumori Staff Station
  - Registration Hall
    - Attendee
    - Specialty
    - Staff
    - VIP
    - Volunteer
  - Reg Software Development
- Staff spotlight:
  - Registration Hall Staff
    - Registration Hall Staff will work in one of 5 areas within the Hall
    - General duties for all areas of the Registration Hall include customer service & computer usage while checking in those attending our event.
    - Current staff count: 12 out of 200
- Friendly reminder for all Staff:
  - Please make sure your personal staff data is up-to-date.
  - This includes but is not limited to:
    - Preferred name
    - Pronouns
    - How you want your pronouns to be displayed
    - Shirt size
    - Emergency contact information
    - Allergies or medical conditions
    - Badge image
  - Please also make sure if you haven't done so recently that you review the general convention staff manual and staff harassment training document. While there has been no major changes to these documents it is always good to review them at least once a year as a refresher.

## Operations

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

- Ops staff training: Starting soon
- Ops Office move: Ginkoberry Concourse
- Recruitment: We still need more staff<3
  - Ronin - general level Ops Staff
  - Shinobi - veteran staffers apply
  - Deshi - Ops trained staff working other areas
  - Further inquiries on staffing opportunities can be sent to [operations@kumoricon.org](mailto:operations@kumoricon.org)

- TEAM BUILDING!!
  - Operations is hosting a series of team building activities online in the coming weeks leading into Kumoricon!
  - Still pending updates on new dates and times will be sent out on the Kumoricon staff Discord server, so keep an eye on the #general channel of staff Discord.
  - We hope you can make it!!

## Programming

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

- Open events and signups
  - AMV
  - Fan Fiction
  - Panels
  - Cosplay Chess
  - Cosplay Lip Sync
- Closing Forms
  - Panels closes Sept. 4th @ 11:59pm
- New Events for 2023.....
  - Heads up about new official events!
- Cosplay Lingerie Show
  - An official event this year, signups [have opened]
- 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/activities>
- Currently in search of:
  - Panel Tech Staff
  - Programming Booth Coordinator
  - Crafting Staff [Cat Ears]
  - Fashion Show Staff
  - <https://www.kumoricon.org/open-positions>

## Publicity

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

- Multimedia Interviews
- Project Management
- Merchandising
- BBQ Staff Survey
  - [A link to complete the survey for staff was provided in the meeting chat.]
- [Hiring Staff:]
  - Website Staff
  - Moderators
  - Merch Staff
  - Info Booth Staff
  - Graphic Designers
  - Leadership

## Relations

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

- We had a month without new guest announcements, but rest assured we still have more coming! We have a hunch you're going to enjoy them just as much as we have in booking them!
- We're hard at work doing the behind-the-scenes work that goes into our department, including finalizing some awesome panel ideas with Programming.
- Keep your eyes on social media for more about what we have up our sleeves!
- 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

## Secretary

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

- Ratifying staff as usual
- Minutes are up to date!
- Please enjoy the election~ It's been a crazy month, but we're happy to see it pull through!

## Treasurer

Jo Ayers, Financial Account Manager, 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

Brian Matthews, Outreach Assistant Manager, presented slides *[lightly copy-edited]*:

- The team has collectively talked to 1,594 people at the outreach booth!
- At-booth registrations is currently at 225 which is more than the team secured last year!
- The team is in the early stages of planning the first half of 2024!
- A big thank you to all the volunteers who have given their time for the cause!
- Outreach doesn't happen without your continued support!
  - Stay up to date on upcoming events and workgroup meetings!
  - Next meeting: September 5 @ 6PM on the staff Discord in #outreach-voice
- Upcoming Events:
  - Rose City Comic Con - September 22-24 Portland, OR

- Geek Girl Con - October 7-8 Seattle, WA
- Portland Retro Gaming Expo - October 13-15 Portland, OR

Brian also reported:

- Since our last meeting, we have completed Resin Rose BJD and Ani-Medford. While they are small events, it allows us to reach people that we don't normally talk to. Last year, the Outreach Team secured 218 registrations, and we have passed that level and we still have some big events left. We expect the Outreach program to be incredibly profitable this year! The team is also starting the planning process for 2024 so we can start securing booths for events that occur in the first half of the year.
- If you have ideas on events that we should be attending, please let us know. The success of the Outreach program rests solely on the shoulders of our amazing volunteers. The Outreach Team runs on enthusiasm and we can't do it without you! If you want to get more involved in the planning process, stop by the workgroup meetings. Our next one is September 5 at 6PM in the staff discord. Feel free to stop by or drop a funny gif in the chat!

## Unfinished business

There was no unfinished business.

## New business

There was no new business.

## Good of the order

### Return of the anime movie minute

- Katsuhiro Otomo's Memories - Aug 20
- Studio Ghibli's Porco Rosso - Aug 20, Aug 22
- Studio Ghibli's The Wind Rises - Aug 21, Aug 23
- [Multiple shows were shared as pictures - see attachment]

### Good of the order is accepting submissions!

- You can email [good.of.the.order@kumoricon.org](mailto:good.of.the.order@kumoricon.org)!
- Some jokes were shared
- Palia was suggested as a fun game to play.
- Baldur's Gate 3 is out and is amazing
- Anonymous emails to Good of the Order will not be shared to protect staff, but it was confirmed the mailbox is properly accepting emails.
- Q&A:
  - Good-Of-The-Order-Type Question: Given that multiple data sources have been showing COVID is spiking, has there been any re-assessment of the lack of mask policy for the con?
    - We are continuing to assess the conditions surrounding COVID-19. The board has not elected to change the policy at this time.
  - [An email previously sent to the good of the order inbox will be attached to the minutes as it was updated to exclude inflammatory comments about an HR investigation. As the email now only contains concerns related to COVID-19 and the mask policy it can be reviewed in the attachments.]

## 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.

## Elections

Robert Trotter began the elections segment as Elections Moderator.

Robert 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:
    - Director of Infrastructure
  - 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, Aug 17, 2023 at 8:00 pm, until Tuesday, Aug 22, 2023 at 8:00 pm Pacific Time.
  - Members (staff) should have received, on Thursday the 17th, an emailed link to vote from ElectionBuddy, our third-party secret voting platform.
  - If you did not receive a ballot, please check your spam folder, and please email [election.support@kumoricon.org](mailto:election.support@kumoricon.org) if you have further questions.
  - You do not need to attend this meeting to vote.
  - Because 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 recent bylaws amendment. 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.
  - 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>
- Elections Webpage
  - For the full details on rules and proceedings for Kumoricon elections please visit:
  - <https://www.kumoricon.org/elections>

## Director of Infrastructure

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

- Leon Lewis

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

## **Adjournment**

The meeting was adjourned at 2:07 pm by Robert Trotter.

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

## **Attachment: Presentation slides**

See file *kumoricon-minutes-member-20230819-attachment.pdf*

## **Attachment: Good of the order email**

[Secretary's note: The below email is printed exactly as received and was not reviewed for accuracy nor was copy edited.]

Hi,

Since my last email was omitted from the meeting minutes last week and was not mentioned this week, I am resending it. I never received any contact about why it was omitted or even that it was, just complete silence.

I am very disappointed by the decision to abandon the masking requirement from last year. Especially after so many high level staff were pledging to do better this year, and use the previous year's policy as the basis of this year's. Many people planned on coming because this was the only con they felt safe coming to and now many of them are unable to come. It's not just attendees, but also guests have expressed concerns on the discord about how they will keep themselves and their families safe while attending now:

<https://discord.com/channels/472110087826309121/1117641390495637554/1117642004600471652> (note: this link will not work for most people since the channel has been hidden)

So as I mentioned before I still mask up because my kid is high risk.

As a guest of honor this does put me in an uncomfortable spot because I wouldn't be comfy taking photos with/being close with people who aren't masked.

So it kinda puts me into a situation of like "Wow, Falinxie refused to take a photo with me because I wasn't wearing a mask. they weren't required"

- Falinxie

This kind of this is absolutely unacceptable given that people who now cannot attend because of kumo's backtracking on the mask requirements can't even get refunded for their tickets, putting a greater financial burden on a population that is already suffering from the terrible health system here.

This is all exacerbated by the hr debacle that is ongoing. As has been pointed out that (<https://www.kumoricon.org/staff-harassment-policy>):

We (as managers and directors) must deal quickly and fairly with allegations of harassment or discrimination within our departments, whether or not there has been a written or formal complaint

This would indicate that managers and directors should be at least helping deal with the backlog of HR complaints.

My trust in Kumo's executive team has been shattered by the poor handling of health and safety, complaints, and lack of response to the community.

## **Attachment: Election results**

*[This attachment was added to the minutes after the result announcement on August 22, 2023.]*

### Results

*[Announced on August 22, 2023, at 8:20 pm.]*

- Director of Infrastructure: Leon Lewis

### Vote counts

#### **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): **65**
- Votes for each candidate:
  - Leon Lewis: **64**
  - No confidence: **1**