



NWC48 October ConCom Minutes

October 4th, 2025

Land Acknowledgement

Norwescon acknowledges that we conduct our meetings and hold our annual convention on the traditional land of the Salish and Coastal Salish peoples, including the Duwamish People – the first peoples of what is now called Washington State. We honor with gratitude the land itself and the Duwamish Tribe: past, present, and future. This acknowledgment does not take the place of authentic relationships with indigenous communities but serves as a first step in honoring the land we are on

Newcomer Welcome

10:30 to 11 a.m.

Executive Introductions

11 to 11:10 a.m.

Got announcements for the end of the meeting? Tell Rob.

Breakouts

11:10 a.m. to 1 p.m. (Choose the virtual breakout room for your department)

Executive Meeting

1 to 1:15 p.m.

New Business

- Sign outside of storage unit – Felice, storage unit has a PR opportunity, to have our logo on our storage. This is a secure area. Executive: Agreed.

Action item: Kat Marier, publications, to send a square graphic of our logo to Tim for sending to ReadySpaces for this.

Votes

- Executive Retreat minutes- Motion to accept: Shawna seconded. Motion carried
- September Meeting minutes – Motion to accept: Shawna seconded: Motion carried
- Adopting new Privacy Policy – Alex recommends additional rewrites, and Tonya's suggestions added. Vote next month.

Upcoming ConCom Dates

- November 1, 2025
- December 6, 2025
- January 10, 2026 (online only)
- February 14, 2026
- March 14, 2026
- April 2, 2026 (Exec meeting only)
- May 9, 2026 (Location TBD)

Suggestions requested for locations for May meeting. Need: indoor/outdoor space, central location, allows food to be brought in. Message chair@norwescon.org

Exec Meeting ended 1:11pm

ConCom Meeting

1:15 p.m.

- Thank you
Rob: We offered online today as a way to offer options to attend. Thank you for coming.
- Introductions and announcements
- Sign-in reminder (update your displayed name on Zoom), you can claim time volunteering on your taxes. Please raise hands for questions on Zoom

Chair

- Partnering with Page Ahead: sending updated links through social media. Page Ahead helps young people to read.
- State Fair- shared spot with Cryptocon and other cons. Good interaction with the public and not a normal location for our outreach.
- Norwescon 50 planning committee – planning first meeting in November. Please reach out to Chair if you are interested.
- Introduction to new marketing department – JD, our new marketing department person. Discussion of reaching out and finding new ways to market. Largely, JD will be coordinating everyone's ideas. Focus-year round media and member acquisition. Rob introduced new structure- marketing and social media. Administrative social media is moving to this team, not publications. Alex is Social Media Manager. Expanding beyond tabling, flyers, etc. Brainstorming. Email with ideas to JD@norwescon.org

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- Social Media: Alex asked to make sure to like and share posts. Form is updated on the website, please fill out form to get things posted. Please send content for posts. Alex will reach out to groups to promote as well.

Vice Chair

- T-Shirt Reminder- 17 unclaimed NWC47 shirts, with names attached. You have until the December meeting to claim them.
- Hotels – 29% rooms reserved. Contact Pat with questions. Use the form on the website.
- Guest of Honor (GOH) Recommendations? Email gohcommittee@norwescon.org

Special Events

- Introduction of Sam Demboski and Michelle Morrell, assistants in Special Events.
- Masquerade and Single Pattern Contest signups are open. 2 patterns available for the theme. Single pattern sign up <https://www.norwescon.org/con/events/single-pattern-contest/>
- Sam Demboski: One of the Comedy Showcase organizers, would like to return and talked about bringing in other performers, such as drag, stand-up, and more! Someone suggested: Drag Queen Story Hour. Submit panel suggestions to Programming.
- Michelle: Dances. Working on themed, DJs. Dances: Thursday Sci-Fi, Friday Blacklight ball, Saturday a Goblin Ball. If you have any, bring back mushrooms and décor. Requesting suggestions for mushroom décor crafting ideas. Second is Shoshana.
- Thomas: Gaming is changing. RPGs move to the hallways. Popular ideas and special events that worked in NWC 47 will return. Including promoting smaller games and offering opportunities to learn new games. Star Wars Legion, and other

games that will include a knowledgeable GM, and teach. Catan is coming back. The previous winner, Ian, is willing to return and run the event if they qualify early.

Needed: someone to run Pokémon or other tournaments. Please email

gaming@norwescon.org

- Shawn: Film Festival. 6th year of festival. Show the latest indie and student sci-fi fantasy short films. Awards changed- no more audience choice:
 - Jury award for Best Short Film (under 10 minutes)
 - Jury award for Best Short Film (10 to 30 minutes)
 - Best Science Fiction Film
 - Best Fantasy Film
 - Best Horror Film
 - Best Pacific Northwest Film
 - Best Student Film
 - Best Animated Film

Film Festival update: 132 submissions, average. Most continents and total global coverage. Special waiver offered for BIPOC directors.

- Cathy McManamon: Concerts coordinator in the Maxis lounge. We will also have the music track contained in the same area. concerts@norwescon.org
- Michael: Phillip K Dick Awards. Nominations will be announced in January. Awards ceremony back in Grand 2 following the lifetime dinner, gathered around tables, between opportunities to interact with authors. (Philip K. Dick , awards for paperback first publications. Hosting since 2nd year of awards) Friday evening.
- Open positions – Including a new Masquerade Technical Director- this will be posted on the volunteer page. Also looking for Door Guards.
- Doll is coming back as Masquerade Director.
Masquerade sign-ups <https://www.norwescon.org/con/events/masquerade/>

Artemis is coming back.

Personnel

- Sign-in reminder-
- Working on convention lounge with staff support and staff meals. Details to come.

- Minions Department: Ages 14-24. Hoping to get high school volunteer hours for non-profits.
- Year-round engagement
- Bookclub: Jon Lavinder. Book this month is Dungeon Crawler Carl by Matt Dinnamon. Meeting on October 21st at 7pm. See Facebook group for details.
[Bibliophiles Bookclub on Facebook](#)
Could add more details on the website.
- Open positions – see them on the volunteer's page. Execs please add positions that you are looking to fill.
- Looking for convention hosts, meeting greeters, training.

Convention Services

- Inventory Date reminder – 2 days: October 11th, October 25th noon to 4pm. Please reach out to department heads for details.
- Break session recap- to do list made, sending out invites for meetings with accessibility for ConCom November.
- Upcoming deadlines: draft layouts in the next couple of weeks. Please reach out to layouts@norwescon.org or check your spam folder before asking where layouts are if you have not received them by October 25th.
- RFPs for rented gear will be going out soon
- Open positions: Streaming staff, lighting in Grand 3, safety and office staff needed.

Member Services

- Department report backs
Accessibility- ASL interpreters, moby charging, low sensory room,
Art show applications are open. Invites have been sent. Layout changes.
Art in Action: artist hired for this. (add from org chart)
Cloak room will be staffed 24/7. Excellent perk for members
- Jerry: club tables. Applications are live online. Please submit for tables as soon as possible and submit a complete application. Remind organizations to get their submissions in.
- Dealers applications opening a few weeks. Some changes will be made. No longer have a Writer's row. Single authors are asked to work with Booknook to showcase their books. Club tables might takeover hallway spaces.
Info table is work in progress, decisions still being made. Will include publications and Zines.
- Michelle: Little Free Library: gratefully accepting donations. Contact lfl@norwescon.org

- Teen Engagements- featuring origami and other projects

Type	October 2025
Full	392
Staff	46
Lifetime	11
Staff Youth	1
Youth	11
Child	15
Totals	476

- Registration numbers:  JD, Please remind your staff to register at the online kiosk. Promote memberships, they bring growth. Happy to have returning Registration staff (see org chart) registration@norwescon.org
- Member Services - the new badges will be ordered with 3 holes along the top and the new lanyards are open-ended with two clips to prevent flipping of the badge. Badges can still be used with single-clip lanyards.
- Open positions: looking for member services 2nd.

Business/Treasurer

- NWC47 numbers -
- IRS update. Waiting for information on 2 years tax returns. Changing accountants.
- Donations are now tax deductible
- How to request reimbursement- department number, exec, and exact amount (ask Tim)
- Banking News – new bank
- Purchasing Cards
- Purchasing drop dead date is February 29,2026. If you cannot meet that date, contact business as soon as possible. We reserve the right to decline your purchase request if submitted late without prior approval.

Programming

- Spotlight Guest of Honor: Geneva Bowers- artist spotlight.

Her work focuses on atmosphere and magic realism, giving a sense of calm and nostalgia. It is inspired by growing up in Appalachia, caught between glorious nature and geeky interests. She aims to make people smile while showing a piece of how beautiful life can be.

[GDBee Art Store – GDBEE.ART](#)

[Geneva Bowers – Black Nerds Create](#)

[Spotlight on Artist: Geneva Bowers – Locus Online](#)

- Breakout recap= track leads are submitting their pro choices. Invites will be sent once they have completed that process.
- Scot: Programming Services: many returning staff. Happy to have them returning.
- Panel suggestions- still accepting panel suggestions.
- Open positions: programming support staff, monitoring meet ups in pro suites, monster mash assistants, pro check in team members, teen and tween volunteer track members needed.

Publications

- Sign up for the newsletter to get updates on our guests. Bottom of every webpage. (add link)
- Newsletter deadlines-We need more content. Tell your exec if you have content to highlight. newsletter@norwescon.org publishes on the 1st of the month. Please tell us before the 15th of the month.
- Signs. Execs if you need signs, please email signs@norwescon.org with what you need. A form will be coming soon.
- Style guides, inventory signs, editing team and graphics are being reviewed as we plan for this coming convention. Links for social media and publications <https://www.norwescon.org/get-involved/concom/publications-request/>
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- Welcome Kevin Black as Publications 2nd.
- Sunny Jim: guidebook updates are needed from every department. Please contact publications@norwescon.org for details.
- Michael H: website needs updates. Please review your department's information. Confirm if the info is correct. Please email: website@norwescon.org and publications@norwescon.org There is a form on the website: Links for social media and publications <https://www.norwescon.org/get-involved/concom/publications-request/> katmarier@norwescon.org

Secretary

- Onboarding

160+ staff hired. Only 55 of those people have filled out their onboarding google form. Please read your hiring email and go to the google form (link in email). Be sure to register as staff from the kiosk link in your onboarding email, otherwise you won't be able to vote, get a t-shirt, etc. If you've already registered as a (non-staff) member, email registration@norwescon.org for assistance.

Chair's Announcements

- Northwest Science Fiction Society (NWSFS) – October Events- Felice open to everyone, membership is \$15 a year. Upcoming Thursday Oct 16th, author reading, Hole in the Sky. Oct 19th Tron:Ares. See newsletter at nwsfs.com Northwest Science Fiction Society <https://www.nwsfs.com/>
- Orycon- October 17th to 19th. Sarah will be at table, needs help.
- Geek Girl Con = still looking for volunteers at (add website). Norwescon will have a table and help out.
- Thanks for everyone attending.

General Meeting ends at 2:33pm