



NWC48 December ConCom Agenda

December 6th, 2025

Illuminating the Way:

Present:

Chair - Rob Stewart (virtual)

Vice Chair - Shawna Beatty

Secretary - Rachel Rauch

Personnel - Wm Salt Hale

Business - Jenn Baker

Treasurer - Tim Ketron

Member Services - Alex Demboski

Programming - Peggy Stewart (virtual)

Special Events - Tonya Clark

Publications - Kat Marier

Regrets:

Convention Services - Felice Nightengale

(represented by Keith)

Native 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.

Special Announcements

Rob Stewart, Norwescon 48 Chair

- Thanks
- Photo and holiday party
- Hotel tour during breakout at 12:30

Executive Introductions

11 to 11:10 a.m.

Breakouts

11:10 a.m. to 1 p.m.

Executive Meeting

1 to 1:15 p.m.

New Business

- Budget vote
 - Seconded by Kat
 - Unanimously approved, passes
- November minutes
 - Seconded by Jenn
 - Unanimously approved, passes
- Extend the CD
 - 3.5% for a 6 month rate, propose we 100K to roll over for the year and 200K for use
 - Seconded by Rob
 - Unanimously approved, passes
- GSuite Admins
 - Change from one person to add admins to Chair, Secretary, Secretary elect
 - Seconded by Jenn
 - Unanimously approved, passes

- No other new business

Upcoming ConCom Dates

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

Exec Meeting ends

- Time of meeting ending

ConCom Meeting

1:12 p.m. (Time Meeting Starts)

- Thank you for being here! Lots got done today, lots yet to do. Very excited!
- Walk forward to microphone reminder

Chair

- Sign-in reminder
 - Use aliases and not personal name emails
- Page Ahead
 - Organization that gets books to young readers who would otherwise not be able to get those books
 - Charity sales, recipient is Page Ahead
 - Bring items, log them in
- Social media marketing updates
 - Thank you for liking and resharing
 - New possible marketing arena: 89.5 radio station, dance music station that operates out of Nathan Hale. Looking at doing a marketing package with them
 - If you want anything you're doing on publications, fill out the form. Loves any extra photos
 - Would like to add pictures from camping trips to social media, but make sure there's consent
- Feedback from Geek Girl Con
 - Got people interested who had never heard of Norwescon, very fun!
- Elections
 - Opening nominations officially for Feb ConCom meeting

- Nominees for Chair, Vice Chair, and Guest of Honor Selection Committee
- Bylaw changes must be submitted before Elections. If you have questions, you can email elections@norwescon.org

Vice Chair

- Hotel report (Pat)
 - Contract by contract
 - 4 out of 10 rooms for Tuesday, 119 out of 175 rooms for Wednesday, 234 out of 500 for Thursday, 242 out of 525 for Friday, 241 out of 525 for Saturday, and 95 out of 110 for Sunday, 936 out of 1845 rooms total, 51% of contract
 - If you would like a staff suite room, you can book a room with Double Tree and then fill out the form and request any room in the hotel that you want
- Potential t-shirt color selection
 - Not heard back on availability
 - Need to make sure it's available in all sizes
 - Push to Jan
- Guest of Honor selection committee
 - Meet Tuesday via Zoom
 - Have top five selections before meeting

Personnel

- Sign-in reminder
 - Remember to sign-in
 - Volunteer tracking
- Post-meeting social
 - Holiday party
 - Have food, festivities, and drinks
 - White elephant gift exchange at 5:00
 - Room in 1360, con suite, first one on the right
 - After Grab Salt for photo
- Volunteer recruitment
 - If you know anyone who is interested in helping with personnel, let Salt know
 - Also back of house stuff
- Year-round engagement
 - Summer camping trip and volunteer picnic done and will be done again
 - Check email for information
 - Book club
 - Thanks to Alex for the promotions

- Monthly get together
 - Usually read through the Philip K. Dick nominees once they are announced.
 - [Find us on Facebook.](#)
- Trying to get monthly gaming meetups going.
- Open positions
 - Convention Lounge hosts, volunteer meeting greeters, training coordinator, volunteer table team at-con, minions (teen helpers at-con)

Secretary

- Introduce me!

Business/Treasurer

- IRS update
 - As of July 11, we are a 401C3
 - Fighting the IRS bill, we will wait to see
- Penny shortage
 - Stopped printing pennies
 - Banks having difficulties selling pennies because they're not getting them in
 - Looking into getting pennies turned off
 - Would affect ONLY cash transactions
 - Will accept pennies this year but not for Norwescon 49
 - Cashless is where we'd LIKE to go but not at this point
- Recurring payment for Real Rent Duwamish 12/26
 - Giving \$10 per executive (\$110 in total and service fee of \$3.03)
 - Put on the website?
- Volunteer dues and reimbursement
 - You can pay \$20 at a meeting
 - Get the receipt or pictures of the receipt, make sure people can READ the numbers

Publications

- Newsletter deadlines

- Try to publish around the first of each month. We solicit content from the execs around the 15th, accept through the 25th. If there is stuff you'd like in the newsletter, please send it to your execs to pass along to us.
- Website updates
 - Please remember to check your area of the website to be sure it's correct.
 - Please remember to email website@ with updates (not just michael@) to be sure everyone on the team is aware. Less of a chance for it to get lost
 - Webmonkey does NOT count as a website email
- Zine
 - Reach out with your ideas
 - Sending out an email request later
 - Short personal blurbs on anything you're working on
 - Roving reporters (will o' the wisps)
 - Can submit before and during the con
 - Putting together content into the evening before it goes out
 - Send it to zine@norwescon.org
- Signs
 - Haven't received anything yet and link to form is on volunteer information page

Convention Services

- Open positions
 - If we have people who are happy to be safety ambassadors (roving member assistance), we need a lot of people in that position. We've been running very lean for a few years, but as we continue to grow, we need more people.
 - Convention Services Second

Member Services

- Department report backs
 - Registration numbers (JD)
 - Same as this month last year, not going down so that's good
 - 202 total, 76 full memberships
 - Remind volunteers to continue to finish their registration

- Single day registration open in Feb, time to coincide with marketing with radio station
- Bringing kids in from local high schools and middle schools by getting them free registration, will take it under advisement

Type	2025-09	2025-10	2025-11	2025-12	2024-12
Full	370	392	426	474	479
Staff	20	46	55	62	55
Lifetime	5	11	11	11	13
Staff Youth	1	1	1	1	1
Youth	10	11	12	14	16
Child	12	15	16	17	12
GoH	0	0	0	0	0
Pro	0	0	0	4	0
Guest of Pro	0	0	0	2	0
Artist (N/A)	0	0	0	15	8
Totals	418	476	521	600	584

- Mobility scooters and accessibility
 - Will have a mobi charging area along with possibly a mobi rental company boothing
 - For questions or thoughts on accessibility@norwescon.org
- Art Show and Art in Action
 - Sold out! But you can still be added to the waitlist
 - 18 new artists
 - Inherited items from WorldCon so that's nice
 - Much better experience for this next year's print shop
- Club Tables
 - Nine club table applications in, no large clump applications
 - On track
 - Club table spots are free of charge as long as the tables are staffed by attendees with memberships.
- Dealer's Room
 - Applications closed
 - No writer's row, apply for either dealer's room or look into consignment with book nook

- Info table
 - Looking for folks to help with info table
- Cloak room
 - Go visit even if you're not dropping anything off
- Little Free Library needs books! As always, willing to pick up in the general Olympia to Bellingham area. Email lfl@ or bring books to con.
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- Open positions
 - Registration looking for people

Programming

- Guest of Honor Spotlight
 - Summer Ash
- Update on pro acceptances
 - 223 accepted
 - 7 full time moderators
- Meetups open
 - If you want to chat about fandom things, apply for a meetup
 - Bibliophiles need to put in their application
- Looking for moderators
 - 500 hours
 - Take burden off the panelist

Special Events

- Music track
 - 10-6 Programming tracks and concerts ALL DAY LONG
 - Moving a favorite artist across the country
- Dragonflight Game Con partnership for gaming
 - Signups for learn to play, drafts, and tournament instructors and coordinators are open
 - Game master signups available next month
 - 10 hours of game mastering can get a gaming badge
- Reports out from areas
 - Submissions for film fest closed
 - 200 submissions from over 30 countries
 - All responsibility falls to judges

- Norwescon will make over \$300 on festival
- Start going social media in January
- Reminder sign ups still open for Masquerade entries, single-pattern contest, information on website
 - Memberships up for grabs and cosplay membership for a year
 - Moved judging to Friday so you can do BOTH!
- [Auditions now open for Labyrinth Shadow Cast](#)
 - Check out website and web page
- Dances
 - Galactic gala on Thursday, Black light rave on Friday, Goblin ball on Saturday
- Philip K Dick Awards
 - Nominations open by Jan or so
 - Following the lifetime dinner
- Open positions
 - Masquerade staff, door guards, children's masquerade director, and charity coordinator

Chair's Announcements

- Staff shirts are still up for grabs and Shawna still has a parking ticket
- Next month's January will be online, February and March here at the hotel. May post-con meeting needs a location (the hotel is not available).
- Staff registration is \$20. If you're tight on funds, please talk to your exec or Rob.
- Grit City RPG Coat Drive
 - 12/7/2025 2-6 donate coat and play games
 - You can donate coats and food to Tonya as well
- Kent Geek Days is looking for volunteers, reach out to Rob directly
 - Event in Kent
 - One day event
 - Organizer also runs Page Turner, the bookstore down in Kent. Highly recommend. On main street downtown.

General Meeting ends

- 2:27 p.m.(Time meeting Ends)