

THE BEGINNER'S GUIDE TO AFRIKABURN MEMBERSHIP

This beginner's guide will take you through the basics of Afrikaburn Membership, a governing structure of the AfrikaBurn Organization. It will help you to understand AfrikaBurn's objectives as well as the Membership's purpose, responsibilities, ideal qualities, application and candidacy process.

WHAT ARE THE OBJECTIVES OF THE ORGANIZATION?

The organization is officially *Afrika Burns Creative Projects NPC (Non Profit Corporation)* frequently referred to as AfrikaBurn. AfrikaBurn's founding document is the [Memorandum of Incorporation](#) (MOI) which sets out the organisation's objectives.

From the MOI:

To advance a culture of creativity: upholding and promoting freedom and diversity of expression, inclusive community building and volunteerism with the aim of fostering positive social change, which:

- *Creates a blank canvas to actualise and promote a wide spectrum of arts and culture in South Africa at and through the annual AfrikaBurn and other events;*
- *Implements developmental, creative social outreach projects that uplift and include the marginalised and underprivileged;*
- *Innovates and collaborates with local and international partners to foster cultural, skills and knowledge exchange in the AfrikaBurn community, the Burning Man Regional Network and beyond; and*
- *Implements and supports projects which enrich education, preserve and regenerate the planet and protect non-human life from abuse and degradation.*

The annual AfrikaBurn event is the single biggest project of the organisation, and its most visible, but is not the full extent of the work in which the organisation is engaged.

WHAT IS A MEMBER?

Members form part of the three-tiered governance structure of the Organisation alongside the Directorship and the Executive Committee. The Membership is a voluntary mechanism for democratic participation in the organization.

Members are the cultural custodians of the organisation, and by extension the movement it serves - including and beyond the annual AfrikaBurn gathering. Members guide the philosophical and strategic direction of the organisation. They give guidance and direction to the organisation in non-operational matters that affect the **sustainability and longevity** of the organisation.

Externally, they act as ambassadors of the organisation and the culture it supports. Members have the opportunity to be cultural catalysers within their spheres of influence encouraging active collaboration and transformational experience beyond the organisation.

WHAT DO MEMBERS DO?

Members consider, discuss, and vote on matters regarding:

- Electing and removing members
- Electing and removing Non-Executive Directors
- Changes to the MOI
- Approving financials, budget, and strategy.

Members participate in monthly couch calls, the 2-day Bosberaad, 2x full day Special Members Meetings and the AGM.

WHAT IS EXPECTED OF A MEMBER?

In their philosophical responsibilities, Members are expected to reflect on the purpose of the organisation in the global burner community, the local burner community, and the South African context, and the responsibilities that may be associated with this. They ensure that the organisation continues to question and challenge itself. To do so, they participate in discussion with integrity, candour, curiosity and an open mind.

Each Member is required to serve in at least one Members working group, portfolio, committee or task team and is encouraged to share with the Membership information from this group that inspires and supports a more holistic understanding of the activities of the Organization.

A Member should have sufficient time available outside of their personal commitments to dedicate an estimated average of 2 hours per week (120 hrs per year / 10 hrs per month) to the responsibilities of Membership including the participation in meetings and engaging with issues, discussions, and documents.

Members are not paid for their service. They commit their time, skills, knowledge and expertise voluntarily and without compensation.

WHAT ARE THE QUALITIES OF A MEMBER?

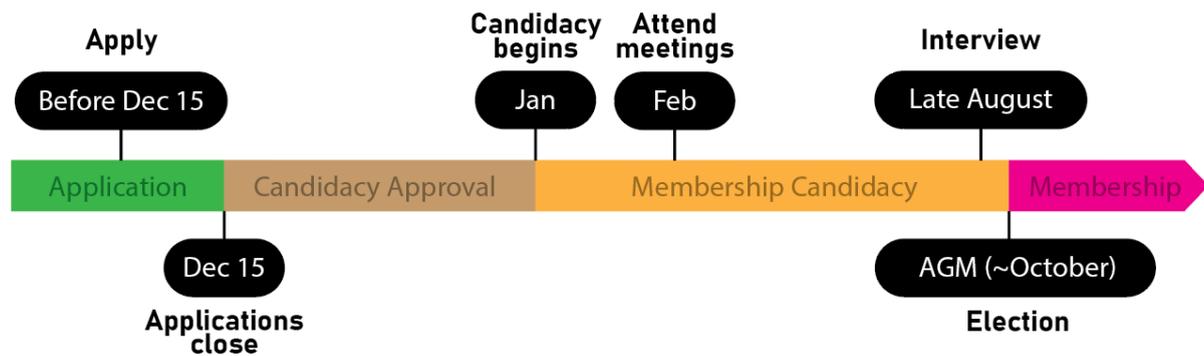
Members are active in the AfrikaBurn community - meaning that they are committed to furthering the culture of AfrikaBurn through the 11 Guiding Principles in a year round capacity. Everyone in the broader burner community is encouraged to embrace these behaviours.

As such new Members are sought with the express intention of filling gaps in the Membership that ensure cultural and cognitive diversity. The AfrikaBurn Membership is committed to being inclusive and equitable so that we can lead experimental transformation.

Qualities of a Member:

- Collaborative by nature.
- A strategic and lateral thinker.
- Able to tolerate and work with a diversity of views.
- Able to mediate between differing views.
- Able to handle responsibility without authority.
- Aware of the local social climate and context.
- Conscious of their position/power.
- Known, respected and active in their community.
- Familiar with online communication platforms
- Display integrity and discretion.

WHAT IS THE TIMELINE FOR JOINING THE AFRIKABURN MEMBERSHIP?



HOW DO I BEGIN MY APPLICATION FOR MEMBERSHIP?

Application for Membership of the organisation is open to all who identify as part of our community. Candidates from all walks of life, backgrounds and interests are encouraged to apply.

The organisation strives to reflect a broad and balanced cross-section of the current Burner community and community we aspire to be. For this reason, eligible candidates will be evaluated in light of the needs of the organisation, with the intention to ensure that representation within the membership is broad, varied, balanced and inclusive.

You can apply at any time during the year. Applications for Candidate Membership will close on 15 December for the following year, eg apply on 10 Dec 2023 for 2024 Membership Candidacy.

1. Applicants and/or their nominee should contact memsec@afrikaburn.com* and request the Member Application Pack. This includes the Beginners Guide to Membership, the Code of Conduct, and a written interview questionnaire.
2. Submit your application pack to memsec@afrikaburn.com*.
 - Applications should include (*in PDF format please*):
 - The completed Interview Questionnaire
 - Your Curriculum Vitae
 - A letter of recommendation from your nominee / a member of the Burn community (please include their contact details).
3. The Members Secretariat (MemSec) will confirm receipt of your application pack.
4. The Candidate Member Working Group will reach out to you in January to inform you of your Candidate Membership Status and next steps.

* If you do not receive a response to a mail sent to MemSec within three working days, please double-check the email address you sent to and reach out again (*MemSec work voluntarily and will appreciate your efforts*).

WHAT IS MEMBER CANDIDACY?

Selected applicants enter an **~8 month period of candidacy** - a period of active service and engagement within the Member body, without the responsibility of voting.

This period allows the Candidate Member an opportunity to develop an experience-based understanding of the nature of the role for which they have applied and to get to grips with the work of the membership before fully committing and assuming the responsibilities of voting. It allows Members the opportunity to gain an experiential understanding of the candidate within the membership sphere before casting their vote on new members at the AGM.

During this period Candidate Members are encouraged (and expected) to actively engage with the

work of the membership and add their voice and perspective to discussions taking place within the Members sphere. Candidate Members are required to meet the same attendance, ethical, philosophical and service responsibilities as voting Members, with the exception of voting.

This period will allow them to better familiarize themselves with the membership, the organization as a whole, and opportunities for volunteering.

They are also encouraged to reach out to the Candidate Member Working Group – or anyone in the member body – for support, guidance, insight, clarity around the way the organisation works and the matters at hand.

HOW DO I BECOME A VOTING MEMBER?

There is no way to shortcut to this step. You have to go through the application and candidacy process first. Sorry!

In late August of your Candidacy period, you will be asked if you would like to be considered for Voting Membership. If you do so,

1. Selected Candidates who ask for consideration will be invited to an interview conducted by a small panel of Members.
2. You will have to write a letter of motivation.
3. Your candidacy will be voted on by the existing Members at the AGM that follows the completion of their candidacy period (although this may also take place at an alternative date from time to time). The minimum threshold for election into the Membership is 51% of all eligible votes.
4. If you are voted in, you will need to sign the Consent to Serve as a Member. Upon signing, you will be a Voting Member!