

WHAT DOES AFRIKA BURNS CREATIVE PROJECTS NPC DO?

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.

AfrikaBurn's [Memorandum of Incorporation](#) (or founding documents) sets out the organisation's purpose and object.

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.

WHAT IS A MEMBER?

Members form part of the two-tiered governance structure of Afrika Burns Creative Projects NPC. They are essentially the **custodians** of the organisation. They give guidance and direction to the organisation and generally get involved in **non-operational matters** that affect the **sustainability and longevity** of the organisation.

WHAT DO MEMBERS DO?

- **Envision the philosophical direction** of the organisation, **set and support appropriate aims** towards it.
- **Develop policy** that determines the structure and function of the organisation to further its objectives in line with the Guiding Principles;
- Have the **mandate to appoint** and remove Directors, **appoint** or remove **Members**, and **amend the founding documents** of the company;
- Act as **oversight of the Board of Directors**;
- In practical application support the philosophical efforts of the organisation through specific committees or working groups;
- They may also be called on to act in support of the operations team from time to time;
- Have the **duty to ensure** that appointed Members and Directors are fulfilling the purpose and objectives of the organisation, as defined in the Memorandum of Incorporation (MOI);
- And that the 11 Core Principles that form the foundation of the organisation, the mission statement, the stated objectives, and any adopted policies are adhered to.

WHAT IS EXPECTED OF A MEMBER?

Being a Member can be likened to a part-time volunteer job. It is a **considerable commitment** and an **act of service** with **very specific responsibilities**.

- A Member is expected to diligently fulfil his/her responsibilities as a Member and contribute meaningfully to the organisation as a whole.

- A Member must attend a minimum of **70%** of all Members meetings per cycle, including the Bosberaad, Special Members Meetings (SMMs) and Annual General Meeting (which are mandatory).
- Members are expected to participate in the (monthly) Members Couch Calls, which form part of the cycle and are counted towards the 70% threshold.
- A Member must become fully acquainted with and understand the mechanisms of the organisation's MOI.
- A Member must abide by the organisation's Code of Conduct at all times whether they are working for the organisation as a volunteer, an employee, or in any other capacity.
- A member is expected to embrace and engage with all strategic objectives the organisation sets, and to undertake any work that may be required of them towards this objective.

HOW MUCH TIME IS EXPECTED OF A MEMBER?

Members should have sufficient time available outside of their employment obligations, personal commitments and other volunteer commitments to be able to dedicate **an estimated average of 2 hours per week (120 hrs per year / 10 hrs per month)** to the ongoing responsibilities of Membership. It's important to understand that at times this will be less, and at times this will be substantially more, depending on the bodies of work undertaken.

In addition to this Members must commit 2 full days to the annual Bosberaad (generally held on the last Saturday and Sunday in July), a full day to a Special Members Meeting twice a year (generally the last Saturday in September and February) and a full day to the AGM (generally the last Saturday in October).

Ongoing commitments typically include:

- Working group or committee engagement
- Regular engagement with material circulated for discussion and/or voting purposes (some may be deadline bound).
- Occasionally there will be matters to vote on by electronic vote which will have deadlines to adhere to.

WHAT ARE THE QUALITIES OF A MEMBER?

Members should have a good understanding of the 11 Guiding Principles and actively apply these in their daily lives. Members should also be committed to the Burn as active participants.

Everyone in the broader burner community is encouraged to embrace these behaviours. As such new Members are sought with the express intention of filling identified and unknown gaps in the Membership that ensure cultural and cognitive diversity. The AfrikaBurn Membership strives also, to be the inclusive and equitable community we aspire to be.

An ideal Member is:

- 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
- Displays integrity and discretion.

APPLYING FOR MEMBERSHIP

Any person involved in our greater community may apply to become a Member and is either motivated to come forward and apply themselves, or is encouraged to do so by someone within the AfrikaBurn community at large.

1. Applicants and/or their nominee should contact memsec@afrikaburn.com and request the Member Application Pack*. This includes the Members Fact Sheet, 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
 - The completed VIA survey (*link provided in Interview Questionnaire*)
 - Your Curriculum Vitae
 - Your letter of motivation
 - 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 and advise you of the next steps*.
4. All applicants will be invited to an introductory interview conducted by a small panel of Members.
5. Applicants who wish to stand for election after successfully completing the one-cycle candidacy period will be invited to a formal interview before their application is voted on
6. The election of new Members takes place 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.

* 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*).

MEMBER CANDIDACY

Before Member applications are voted on at an AGM, applicants enters a **period of candidacy** - a period of active service and engagement within the Member body, without the responsibility of voting. This must cover one full cycle of the governance calendar (which runs from 01 August – 31 July).

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.

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

THE APPLICATION WINDOW

You can apply at any time during the year and you will gain the most benefit by participating in all of the mandatory meetings in a governance cycle as a Candidate.

Voting on member applications will generally take place at the AGM following the completion of your candidacy period.