



2015 kiwiburn AFTERBURN REPORT

What happened on the paddock





Cover photo by Fyrefly

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I. A word from our founder

by Mark Stirling aka Yonderman

Welcome to the 2015 Afterburn report! Another year to ponder all that we have experienced and achieved in the last year, and what we should think about for the future. We celebrated our 12th Kiwiburn this year, and second one at our new site in the Hunterville area. The site is now well and truly “home” for Kiwiburn. A great site with lots of beauty and practicality, and on land owned by the perfect landlord (Mark). We also had beautiful fine summer weather for the entire five day event. I was back at the site in mid-April for the annual Kiwiburn Summit, in which ExCom members got together to talk through the happenings of the festival, and look ahead to what needs to happen in the future. You will hear all about these topics in the following chapters of this report.

The theme of Kiwiburn this year was “Wyrd”, which seemed to be well-embraced by the community as a whole. Wyrd’s population was just under 1000, which was 200 more than last year. Kiwiburn is obviously still growing, which is fabulous. We have now started to think about how big the event should get in the future, which largely depends on our ability to expand within the existing site, and on the number of volunteers we can get to take on the required tasks.

This Afterburn report is filled with good words from the hardworking ExCom and volunteers. My sincere thanks to all for their skilled and passionate contributions, and to Wendy for her outstanding leadership over the last year. Special acknowledgements to Bruce and Kathy, who left the ExCom after many years of service. Hippie also resigned from his co-chair position, and his fabulous contributions are acknowledged. Thankfully he hasn’t left the ExCom or his role as a Regional Contact, so we haven’t lost him altogether.

I will close with a hearty thanks to you all for making Kiwiburn what it is now. I always get somewhat sentimental at this point, for the simple reason that I still can’t believe that this crazy Kiwiburn idea became such a successful long term thing for New Zealand. See you in 2016!!



II. Organisation/Operations

a) Organisation by Wendy Allison and Ash Easton

2014 saw some big personnel changes with the ExCom officer roles of Chair, Secretary and Treasurer all being handed over to new people. We also saw huge structural changes, with the Policy (ExCom) and Operational bodies becoming separate entities for the first time, as well as the establishment of our Admin Subcommittee. The aim of these changes was to reduce pressure on the volunteers by allowing people to be involved without having to join the ExCom, and at the same time to reduce the load on ExCom members.

I'm happy to report that it's all working really well! There will always be ways to improve things but after a year of working within the new structure our teams are going about the job of making Kiwiburn happen with increased autonomy and it all feels just a bit like a well-oiled machine. Which is probably a good thing because with nearly 23% growth this year, the task is only getting bigger and more complex. Without trying to sound overly dramatic, this is a real sink-or-swim time for Kiwiburn in terms of having enough people to cover all the year-round and operational tasks that make the event possible. With both Jax and Ash stepping away from Kiwiburn's organization, we are about to lose a lot of womanhours and expertise, and if nobody steps up to fill that void, we are going to find ourselves struggling to exist. Volunteering for Kiwiburn is so rewarding and there really is something for everyone! There will be lots of opportunities posted online over the coming months, so please consider stepping up into a volunteer role. HUGE thanks to all our existing volunteers – you're the best!

Recommendations/Improvements for Next Year:

- Look at how departments work together and analyse ways to improve this (eg Site Manager adds any notes and videos to Dropbox so that ExCom can discuss evictions post-event)



Photo by Peter Jennings

b) Operations by Ash Easton

This year saw the splitting of ExCom and Operations, a recognition that the executive policy making body and on-the-ground operations squad are separate entities (albeit ones that often share key members). The Operations team consisted of Poppy Norman, Karl Matthews and Ashleigh Easton, who also performed in key manager roles. The Operations team is where the buck stops for on-site operational decisions and issues, as well as overall volunteer management and liaising between the ExCom and other external parties. We definitely had a sense of being “the adults” for the first time, as the departure of Bruce and Kathy left us no choice but to step up and try to fill their shoes!

The Ops team held pre-event daily morning meetings with the build leads to discuss the day's schedule, weather, trips to town, resource sharing (ie ute use, all-hands tasks), and troubleshooting. These meetings ensured that we were all checking in regularly and I found them a really valuable innovation. The build leads Rohana and Nico were a total delight to work with and really made our lives so easy, so a big thanks to both of them for being legends!

For the first time, we held a volunteer briefing session on the first day of build to go over the Volunteer Guide that was sent to all pre-event volunteers – basic info about life working on the Paddock, what support was available, what rules were in place, and recommendations for survival. I think the meeting was a really great way to open the season, for the volunteers to meet the Ops Team and for everyone to ask questions and get on the same page.

The Ops team also furnished all pre-event volunteers with a photo laminate for kitchen access (these need to be way better quality next year!), collected pre-event volunteer arrival information for Gate and Kitchen use, collected pre-event volunteer basic medical information (ie allergies and conditions), and provided an avenue for pre-event volunteers to give feedback about their managers if they wished. This year we had no issues raised where conflict resolution or mediation were necessary, and I really hope that was due to there being no issues and not a case of people being afraid to speak up! I think that this on-site Volunteer Management element could become a role for a single person to dedicate themselves to, as this took up a lot of my time during build (though it was a really rewarding role!).

Compliance with our Resource Consent conditions was also an area of focus for the team. In particular, supporting our Traffic and Noise Management teams in satisfying these conditions was of great importance. There was quite a bit of administration work involved in this area that needs to be better managed next year – for example, having all Resource Management documents collected and shared ready for the event would have been a massive help, and having someone off-site satisfy the conditions regarding notifications would really reduce the workload of Ops staff.

Once the event started our focus shifted to the day-to-day operations of the event. The Ops team worked with the Town Planner to ensure that the keyhole and parking lot were staffed and traffic was flowing smoothly, and didn't encounter any major problems (except for the impromptu car park in the keyhole that

sprung up towards the end of the event). Meetings were held on Effigy days between the Ops Team, the respective Effigy leads and key staff, and our fantastic fire safety crew. These meetings were a great innovation that really helped make the burns a cohesive group effort, and I'd strongly recommend that they continue under a Burn Night Stage Manager and grow to include representation of the wonderful fire performers who put on a great show every year! Exodus went really smoothly, with participants really respecting the exit deadlines, and good weather conditions meant no environmental issues to contend with.

Overall, this was a really strong start for the newly formalised Ops Team. There's work to be done in terms of defining role scopes and responsibilities, recruiting some new members and working on bringing people up through the ranks to take on these high-level roles, communication within the team, and making sure everybody feels supported and isn't overworked. But the direction we're heading in is the right one – a more cohesive, organised, supportive and prepared team.

Thanks to Poppy and Karl for all their continued hard work, leadership and friendship through hectic moments and mustard meets and beyond. Excuse I.

Recommendations/Improvements for Next Year:

- Develop individual roles within the team with distinct scopes and responsibilities – ie, volunteer coordinator
- Start developing guides and procedures for these roles to assist in recruiting and training new members
- Actively headhunt and recruit for new members
- Develop burn night planning (perhaps this is its own role)
- Re-allocate Resource Consent administration to off-site volunteers
- Make the morning meetings later and somehow have coffee magically pre-prepared
- Develop our parking & traffic strategies and team



c) Administration by Ash Easton and Jax Watt

This was the first year of the Admin Subcommittee really taking off and defining itself as an entity separate from the ExCom. As a very new committee staffed by mostly first-time Kiwiburn volunteers, the team did a really outstanding job of making sure Kiwiburn's administrative needs were met - the festival really couldn't happen without these guys!

Headed up by Jax as Secretary, in 2014 the committee consisted of Fiona, Charlie, Anne and Chanelle taking care of various areas of responsibility:

Insurance (Charlie)	Volunteer coordination (Charlie)	Vendor coordination (Jax & Ash)
Ticketing and Survival guide co-ordination (Fiona)	Documentation (Jax)	Kiwiburn email manager (Jax)
Resource consent (Chanelle)	Asana task management (Jax)	Website liaison & registrations (Jax)
Art & Theme Camp coordination (Anne)	Afterburn report (Ash & Charlie)	

We are so grateful to our enthusiastic, wonderful crew for stepping up to get all these vital tasks done! Although all tasks were achieved to a great standard, there were of course a few hiccups along the way. Communication, as always, seems to be the most common problem and most issues that arose this year in admin were due to communication breakdown. Another issue was Jax taking on a really large workload, often working 5+ hours a day on Kiwiburn towards the end of the year.

Both of these issues can be addressed with a few simple measures. We need to recruit a few more team members who are responsible for specific areas, to ensure the Chair's only task is overseeing the team – this is a big enough job on its own! It's also become apparent that the roles of Secretary and Admin Chair should be split, as together they are just too demanding for one person to reasonably be expected to perform.

This team really do handle a huge volume of work, so if you see them on the paddock please welcome them in and pour them a drink! 2015 will be a great year of really defining positions and processes, and tightening the whole operation up. If you're interested in joining the team, we'd love to hear from you! Email us at admin@kiwiburn.com to tell us about yourself and hear about what positions we have available!

Recommendations/Improvements for Next Year:

- Split Secretary and Admin Chair roles
- Recruit some more members and create defined roles within the team to encourage ownership of tasks and make the most of the fantastic and skilled volunteers on the team
- Bring in a Subcommittee Chair whose only role is to oversee all tasks and is not responsible for the completion of any tasks – this is a huge job in itself!
- Introduce an Assistant Chair position to allow for upskilling and to improve contingency/succession planning
- Introduce Asana Project Manager role
- Continue to refine and improve information in Survival Guide (including more on the 10 Principles)
- Renew our focus on completing Department Documentation
- Develop communication policies within Admin Subcom for members taking time off



Photo by Peter Jennings

III. Financials by Karl Matthews

Kiwiburn enjoyed an excellent second year on our new Hunterville site. After maintaining attendance levels during our move from Whakamaru to Hunterville we did anticipate growth again this year, but we weren't sure quite how much. Attendance was 986, comprised of 953 paying participants and 33 children (under 13) giving us growth of 21.7% on paying participants. This was an amazing result.

Year	Attendance	% growth
2007	145	
2008	182	+ 25%
2009	250	+37%
2010	450	+80%
2011	530	+17%
2012	536	0%
2013	754	+41%
2014	783	+4%
2015	954	21%

Ticket Distribution

Looking at our finances from a cash perspective, we ended the March 31 fiscal year with approximately \$38,000 in the bank account. This is up almost \$8000 from last year's balance of \$30,675. This is a similar outcome to last year and is an extremely positive outcome for the financial health of Kiwiburn.

Ticket Price	Cosmic Online	Cosmic Physical Tickets	Gate	Total Sold	%	Projected 0% Growth	%
\$95	166	34	31*	231	17%	234	30%
\$125	207	72	0	277	28%	189	24%
\$155	304	115	0	419	52%	344	44%
\$200	n/a	n/a	25	26	3%	16	2%
	677	221	25	953	100%	783	

* 26 crew cash sales (for people on build crews onsite for 7 days or more pre festival) & 5 local tickets

Next we can look at our actual revenue/expenses relative to our budget. The table that follows shows two budgets – the working budget (based on a 0% growth 783 person attendance), and the 'what if' budget, asking "what if our budget was based on actual attendance – how good is our predictive model"? The third column shows our actual expenses. The last two columns show actual expenses less the working budget and then the actual costs as a percentage of income or expenses.

Next we can look at our actual revenue/expenses relative to our budget. The table that follows shows two budgets – the working budget (based on a 600 person attendance), and the 'what if' budget, asking "what if our budget was based on actual attendance – how good is our predictive model"? The third column shows our actual expenses. The last two columns show actual expenses less the working budget and then the actual costs as a percentage of income or expenses.

Notable items:

Looking at the first budget column (the approved budget, 0% growth), we budgeted expenses to be in line with revenue and still maintain a positive 'net cash movement'. We monitor ticket sales very closely and when it became clear in December that

we were looking at an attendance increase, we authorised extra expenditures which had been placed on hold.

Comparing the forecasted revenue (based on actual attendance, 2nd budget column) with actual revenue, I feel we still have a solid predictive model for revenue. We were just 3% over our forecasted revenue and this can mostly be accounted for by the unexpected increase in Gate sales. Every year we review the distribution of ticket sales percentages, generate a new average from all previous years, and use it for the upcoming year's revenue forecast.

If we look at the actual expenses (\$122,647) against forecasted expenses with actual 953 participants (\$117,331), I think we did a reasonable job as a group to stay within our allocated budgets. The difference in spending can partly be explained from the post-festival spending we undertook to reduce our end of year tax burden. An additional \$5,000 was spent post-festival on a second generator, more hand tools for the build, and traffic management training for a core crew member to fulfill our resource consent conditions. Certain costs ended up higher than anticipated, most notably toilets, which were \$1500 over budget. We also elected to give a \$2000 donation to the fire service team for their efforts at both the 2014 and 2015 events. Other costs came in lower than anticipated and most are discussed by team managers in the sections below. Managing budgets can be a fluid process and often decisions are made as the data is known.

The last column, % of Income/Revenue, gives us an idea of how our money is being spent. Last year approximately \$10,000, or 9%, of our expenses went towards the site move from Whakamaru to Hunterville. This money was able to be reallocated towards other areas of the budget this year. Even though last year we anticipated art grants would make up a larger percentage of our expenses, they only made up about 6% of our overall spending. However when incorporating the innovation grant, Effigy, and Temple, we are closer to 15%. It would be good to have a higher percentage of funding allocated to art grants and strategies are being discussed to implement this. Toilets continue to consume around 10% (or \$12,051) of our budget, and this has remained the same for many years now. We plan to put money aside in future budgets for composting toilet trials, but we have yet to have a viable plan put forward to us.

Our land use cost remained the same at 12% (or \$14,795). This is our single biggest cost, but in my mind is worth it. We enjoy a very good relationship with the land owner whom many of you may have even met at the event this year. We are also developing good relationships within the Hunterville community and the surrounding area.

Lastly I would like to point out that we spent a significant amount, about 15%, on capital items such as generators, tools, storage and a brand new gate house. The generators will eliminate the need to hire equipment next year and beyond, saving on those recurring expenses. Tools will make the builds easier for the three main build crews. The extra storage and gate house were necessary as we expand and naturally upgrade, with the old gate box being over five years old.

Kiwiburn Cash Summary Report

For period April 1, 2014 – March 31, 2015 GST Inclusive

	2015 BUDGET (Based on 783 participants - 0% Growth)	2015 BUDGET (Based on 953 Participants)	2015 ACTUALS (Based on 953 Participants)	ACTUALS – ORIGINAL BUDGET	% OF INCOME
INCOME					
Interest earned	\$ 463	\$ 463	\$ 611	\$ 148	0%
Ticket sales: first tier	\$ 22,253	\$ 21,907	\$ 19,078	-\$ 2,830	15%
Ticket sales: 2 nd tier	\$ 23,573	\$ 34,662	\$ 43,355	\$ 8,693	33%
Ticket sales: 3 rd tier	\$ 53,401	\$ 64,989	\$ 56,477	-\$ 8,512	43%
Gate sales	\$ 3,132	\$ 3,812	\$ 8,815	\$ 5,003	7%
Ice sales donations	\$ 100-	\$ 100-	\$ 1,938	\$ 1,838	1%
total income	\$ 102,922	\$125,933	\$ 130,273	\$ 4,340	100%
EXPENSES					
					% of Expenses
ADMINISTRATIVE					
Office Expense/Website hosting	\$ 150	\$ 150	\$ 262	\$ 112	0%
Accounting: (Xero software)	\$ 252	\$ 252	\$ 315	\$ 63	0%
ARTS RELATED					
Art Grants disbursement	\$ 8,020	\$ 8,020	\$ 7,263	-\$ 757	6%
Community Art Project	\$ 800	\$ 800	\$ 765	-\$ 35	1%
Innovation Grant:	\$ 600	\$ 600	\$ 253	-\$ 347	0%
Effigy/Man	\$ 4,500	\$ 4,500	\$ 4,347	-\$ 153	4%
Temple	\$ 4,500	\$ 4,500	\$ 4,310	-\$ 190	4%
Bank Charges	\$ 26	\$ 26	\$ 107	\$ 81	0%
Carbon Offset	\$ 2,036	\$ 2,477	\$ 2,477	\$ 0	2%
CAPITAL ITEMS					
Depot Upgrade	\$ 0	\$ 500	\$ 139	-\$ 361	0%
New Gate Rebuild	\$ 0	\$ 2,500	\$ 2,067	-\$ 433	2%
New container plus delivery	\$ 3,500	\$ 3,500	\$ 2,928	-\$ 573	2%
Tools	\$ 3,000	\$ 3,000	\$ 4,739	\$ 1,739	4%
First aid kit	\$ 250	\$ 250	\$ 0	-\$ 250	0%
Fire supressing backpacks x2	\$ 500	\$ 500	\$ 564	\$ 64	0%
Generators	\$ 0	\$ 3,000	\$ 5,545	\$ 2,545	5%
Scaffold	\$ 0	\$ 500	\$ 685	\$ 185	1%
Ice trailer	\$ 0	\$ 0	\$ 300	\$ 300	0%
Water heater	\$ 0	\$ 0	\$ 619	\$ 619	1%
SITE MAINTENANCE					
Work weekends	\$ 500	\$ 500	\$ 0	-\$ 500	0%
Site improvements	\$ 2,000	\$ 2,000	\$ 1,352	-\$ 648	1%
Site Search/Visit	\$ 0	\$ 0	\$ 0	\$ 0	0%
OPERATIONS DEPARTMENTS					
Artery	\$ 515	\$ 515	\$ 0	\$ 515	0%
Depot	\$ 1,500	\$ 1,800	\$ 2,348	\$ 548	2%
Gate	\$ 1,200	\$ 1,200	\$ 1,923	\$ 723	2%
Greeters	\$ 800	\$ 1,100	\$ 856	-\$ 244	1%
Kitchen	\$ 5,000	\$ 5,900	\$ 5,415	-\$ 485	4%
MPW	\$ 1,600	\$ 2,000	\$ 2,807	\$ 807	2%
Paddock Relief	\$ 600	\$ 600	\$ 629	\$ 29	1%
Site Manager/Ops Manager	\$ 250	\$ 250	\$ 309	\$ 59	0%
Crew Support	\$ 500	\$ 800-	\$ 590	-\$ 210	0%
Clean up	\$ 500	\$ 500	\$ 187	-\$ 313	0%

	2014 BUDGET (based on 600 person attendance)	2014 BUDGET (based on actual 783 persons)	2014 ACTUALS (based on actual 783 persons)	ACTUAL – ORIGINAL BUDGET	% OF INCOME
OPERATIONS MISC					
Centre Camp Infrastructure	\$ 500	\$ 500	\$ 357	-\$ 143	0%
Crew appreciation	\$ 750	\$ 750	\$ 446	-\$ 304	0%
Compost Toilets (a few demo models)	\$ 750	\$ 750	\$ 0	-\$ 750	0%
Cost of Ice	\$ 0	\$ 0	\$ 1,244	\$ 1,244	1%
Fuel for pre-burn fire spinning	\$ 0	\$ 400	\$ 0	-\$ 400	0%
Ute/Fuel	\$ 2,800	\$ 2,800	\$ 2,558	-\$ 242	2%
Power (Gennie/Petrol rentals for infrastructure)	\$ 1,100	\$ 1,100	\$ 1,323	\$ 233	1%
Comp for personal vehicle use	\$ 500	\$ 500	\$ 215	-\$ 285	0%
Paddock Lighting	\$ 500	\$ 500	\$ 542	\$ 42	0%
Fleet Maintenance	\$ 77	\$ 77	\$ 0	-\$ 77	0%
Supplies	\$ 475	\$ 475	\$ 151	-\$ 324	0%
Miscellaneous	\$ 2,000	\$ 2,000	\$ 916	-\$ 1,084	1%
INSURANCE					
Indemnity Insurance	\$ 1,725	\$ 1,725	\$ 1,725	\$ 0	1%
Liability Insurance	\$ 2,892	\$ 2,892	\$ 2,892	\$ 0	2%
RENT					
Use of Hunterville site	\$ 12,245	\$ 14,795	\$ 14,795	\$ 0	12%
SERVICES					
Centre Camp Marquee	\$ 988	\$ 988	\$ 1,000	\$ 12	1%
Event Medics	\$ 5,665	\$ 5,665	\$ 5,665	\$ 0	5%
Head of Security Management	\$ 515	\$ 515	\$ 500	-\$ 15	0%
Toilets	\$ 8,000	\$ 10,500	\$ 12,051	\$ 1,551	10%
Radio rental	\$ 1,500	\$ 1,500	\$ 1,828	\$ 328	1%
Traffic Management Plan/Signs	\$ 515	\$ 515	\$ 765	\$ 250	1%
Security Guard Hiring	\$ 5,250	\$ 5,250	\$ 5,250	\$ 0	4%
Fire Service Donation	\$ 300	\$ 2,000	\$ 2,000	\$ 1,700	2%
PRINTING					
Printing: Stickers / postcards / patches	\$ 1,010	\$ 1,010	\$ 1,089	\$ 79	1%
Printing: Entry Signs	\$ 309	\$ 309	\$ 309	\$ 0	0%
Printing: Flags	\$ 0	\$ 0	\$ 0	\$ 0	0%
Printing: Wristbands (1200)	\$ 408	\$ 408	\$ 406	-\$ 2	0%
Printing: Event Guide/Census/Survival Guide	\$ 551	\$ 551	\$ 551	\$ 0	0%
Printing: Site Maps	\$ 0	\$ 0	\$ 260	\$ 260	0%
Taxes (on previous year)	\$ 209	\$ 209	\$ 1,257	\$ 1,048	1%
Telephone (conference ph fees/ph cards)	\$ 139	\$ 139	\$ 508	\$ 369	0%
Travel:(ExCom summit-includes some 2014 summit expense)	\$ 5,000	\$ 5,000	\$ 5,461	\$ 461	4%
GST (paid or received during period)	\$ 1,747	\$ 2,968	\$ 2,485		2%
TOTAL EXPENSES	\$ 101,519	\$ 117,331	\$ 122,647	\$ 5,316	100%
Net Cash Movement (before taxes & current GST)	\$ 1,403	\$ 8,602	\$ 7,626		



As Kiwiburn continues growing, the finance job becomes bigger and bigger. I estimate the finance team spent somewhere in the region of 120 hours pulling together this year's financials. That does not include other parts of the year dedicated to budgeting or the work that is done during the festival season.

This has been my first year in the role of treasurer. While it has been challenging and at times stressful, I have enjoyed learning the position and intend to remain in it through the next financial year. Laura Papp has done a wonderful job sharing the workload taking on specific tasks and generally making life easier. Former Treasurer Kathy Guidi has been acting in a mentor role and has passed on crucial wisdom and guidance throughout the year and at specific key times. Our jobs would have been much harder without this input and I would like to thank Kathy for staying on in this role.

Brendan Stafford has stepped onto the finance team with a view to eventually take over my role as treasurer. Brendan is a long time Kiwiburner who I believe will be well suited to the role.

Recommendations/Improvements for Next Year:

- Increased use of Asana within the team
- More encouragement and training for key managers to track their own budgets and log expense claims
- Make managers properly label receipts that are emailed



IV. Art

a) Art and Art Grants Programme

by Kylie Bowater

Members:

Kylee Bowater (Chair) Rohana Weaver, Hippie Tim, Leo McGregor, Bianca Beebe

Facts and figures

This year the AGC had \$8,000.00 in grant money which was split into two rounds: Large art grants for grants over \$500.00 with a grant pool of \$6,000.00; and small art grants for under \$500.00 with a grant pool of \$2,000.00.

This is the first year we have asked people the specific amount that they wish to be granted and as such our figures are a little different from past years.

The large art grants round received a total of 10 applications totaling just over \$9,000.00, for projects with total budgets of over \$30,000.00. Of these applications 8 got grants at an 80% funding level.

The small grants round received 9 applications totaling just over \$2,500.00. Of these applications, 7 got grants at a funding level between 85% and 90%.

Funds Granted

Large Grants

Title	Lead Artist	Grant
He.Arts	The Real Beer - Luke Six (Robert Blechinger)	\$184
I AM	Captain Lumos	\$560
The Grove Theatre (Mark II)	Amelia Hitchcock	\$720
The Tea Cup (flaming tea cup)	Jim Reeves	\$800
The Room of Doom II. THE RETURN!	Ronan	\$640
Yashoda	Craig Neilson	\$800
Tensegrity	Joel Pitt	\$1,280
An ode to spiders of science	Vin Knight	\$967.20
Total		\$7,039

Small Grants

Title	Lead Artist	Grant
The Outpost	Phoenix	\$450.00
Pop-up Painted People	Magdalena O'Connor	\$337.50
Pyrotechnic Dancers around the man	Logan Elliott	\$270.00
Rain Forrest	Andy Flint	\$207.00
The Frottage Cottage	Hazel Catalan	\$270.00
Wear The Wyrld	Leo Gedy	\$364.47
People/Place	Jessica McKerlie	\$170.00
Total		\$2,069

(Facts, figures and funding information collated by Hippie Tim)

Additionally, this year the AGC facilitated the Community Art Project grant. There was \$800 available in this fund, and this was granted to Eryn Gribble for her "Creation Station" which was well used over the duration of the festival. We are looking forward to continuing to administer this funding in the coming years.

Changes

As at 1 April 2015, the AGC has five members. Kylee Bowater was elected Chairperson after Hippie Tim stepped down in June last year. The AGC inducted two new members, Leo McGregor and Bianca Beebe, and three members have stepped down. The AGC would like to thank Nathan Bregmen, Alanna Krause and Linus Norman for their service in the previous years, and Hippie Tim for successfully chairing us for a number of years. We are currently undergoing discussions regarding the induction of new members, which should be wrapped up and announced in the next fortnight.

The AGC have continued to make use of Loomio, coupled with Google Documents and Google Forms, for the bulk of their work. This seems to be working well and no changes are proposed at this time.

The AGC have implemented hard deadlines for the decision-making process. For 2015 applications, we allowed one month for discussion and decision-making for Large Grants, and two weeks for Small Grants and the Community Art Project Grant. This worked well and allowed AGC members and applicants to communicate the details of applications adequately in order to make informed decisions.

Attempts at online meetings were problematic, and another approach is going to be sought for this year's applications. Problems arose due to members wanting to have input but being unable to commit to online meeting times. Policy has been drafted to rectify this, but is still under discussion. Specifically, if AGC members are unable to attend agreed upon meeting times, they forfeit their right to vote on applications. However, prior input by absent members into applications will be taken into account.

Last year's Afterburn Report outlined a goal of having a maximum three day voting time for Loomio proposals. All time critical proposals now have a maximum voting time of three days. This seems to have accelerated processes within the AGC adequately.



Potential Roles

The 2014 Afterburn Report mentioned that a desire had been identified for specific roles to be created within the AGC in order to aid in productivity. Since then, the following have been floated as potential roles, to be refined and filled in the next year, and a discussion thread is active on Loomio at present to discuss these:

Website Liaison - Someone who works with the Kiwiburn website subcommittee, to ensure each year that the information regarding Art Grants on the Kiwiburn website is accurate.

Policy Manager- Someone in charge of creating and updating policy documentation. This position has been enthusiastically and competently taken up by Rohana Weaver, who has worked hard and created a thorough seven page document which is currently under discussion for feedback within Loomio, and will no doubt continue to be a working document for some time to come.

Email Manager - Someone in charge of reading and responding to emails that come in to the AGC email address. Bianca carried out this task excellently over the course of the application season.

Art Ranger: Someone to check progress during the festival and ensure applicants meet their contractual obligations. This year, at the festival, the art ranger role was carried out by two people, Kylee at the start of the festival and Bianca at the end of the festival. Kylee checked the progress of the applicants and their art projects, and ensured they had all the help and volunteers they needed. At close of festival, Bianca did a MOOP check to ensure that applicants had left no trace. This role seemed to have a positive impact with little time commitment, and when carried out effectively can lighten the load for MPW.

There is an item on the agenda for the upcoming ExCom summit to discuss whether this role will continue to be carried out by an AGC member, or whether we will merge it with the Artery role which a community member has offered to fulfill.

Summary

The past year has brought to light many opportunities for refinement and improvement within the AGC, which we are committed to addressing through policy and process documentation. This year has also been very productive in terms of ensuring deadlines have been met and ensuring communication between ExCom and AGC, as well as the AGC and Kiwiburn community, is as clear and transparent as possible.

Recommendations/Improvements for Next Year:

- To recap, the AGC will be working on the following goals in the next year:
- Approving and inducting new members.
- Refining and assigning roles within the AGC.
- Fine-tuning policy documents and making them accessible to the general Kiwiburn community.
- Continue to work on improving the application process, specifically in terms of ensuring
- members are online and available during application season.



Photo by Peter Jennings



Photo by Fyrefly



b) The Effigy by Nico Woodward

I had the pleasure of working with the best build crew I could have hoped for on the effigy build this year. We also managed to complete the effigy on time and under budget, without a single qualified builder on crew! My crew was made up of some people I knew, and others who were recommended to me by previous build managers. I had a lot of requests to get involved, but these came predominantly from males, and it was important for me that there was an equal amount of males and females on my crew as this year's effigy was a woman. This was my first time managing a crew of people this large (13 including myself), but my work as a nurse had taught me a lot about delegation and the importance of giving people ownership over the project. I hate micromanaging and put a lot of time into planning the build in such a way as there was a definite blueprint, but also room for individual creative input from my crew. This worked spectacularly, and the results spoke for themselves.

I had a small core group arrive early, it was instrumental at this stage learning to manage a build crew with a smaller number of people and then as more crew arrived over the build period, stepping back from build work to ensure there were jobs for everyone and work continued to schedule. We were also very fortunate with the weather, with only 2 hours of rain over 18 days on site. Had there been significant rain, this would likely have delayed the completion.

During the build my crew worked exceptionally hard, but we also played hard, we had mandatory post lunch and dinner swims, 5 minute dance parties, late night movies, parties and plenty of safety meetings. We also built our theme camp (the man cave) concurrently alongside the effigy, both for shade during the build, and for during the event. If we hadn't had the shade, work would have been tortuous under that sun.

I utilised the list approach to the build, laying out the days tasks on the whiteboard. If it was on the list it needed to be done. This meant that if someone was looking for a job, they could go to the list and see what job they could best achieve at that time and do it. My crew was made up of people with various skill sets and by allowing people to work to their skills, we created the best effigy we could have hoped for.

It was extremely important for me as the build manager for the effigy that we avoided new wood in the structure as much as possible. I spent weeks, if not months collecting the materials for the build and was fortunate to have been able to rent some space in Auckland to centralise all the materials (\$140). As such I only had to buy 4 pieces of wood; the four centre poles to brace the structure off (\$120). The rest of the structure was made up of 85 pallets; collected from around Auckland in the weeks leading up to the build, hundreds of metres of demo and scrap timber; scavenged from my neighbours build site, and the Waitakere refuse centre, bamboo; some cut early from Raglan

to dry as the arm structure, the rest (split, for cladding) was collected from sites around Auckland, and some kindly donated from temple build crew.

Because most of my materials were free, and my trucking transport was much cheaper than I had originally budgeted for (\$900, as opposed to \$2000) I was able to spend a lot of my budget on shwag for my crew (T-shirts \$340, drink bottles \$220, badges \$40, liquid build motivators approx. \$300). The hi ab to lift the arm in place was \$660, but worth every cent, and would highly recommend this operator to future build managers needing crane equipment. LED flood lights imported from china (\$400). Nails (\$350). Fuel for the generator (\$200), pyro materials/accelerants (\$250), build tools (\$200), rope/wire (\$200). The total budget for the effigy was \$4500 and I came in just under that. I was also able to convince Kiwiburn to purchase scaffolding which I was able to find for \$690 delivered to site which was invaluable for the build, and is now available for future build managers.

One huge aspect of the build that was an extremely pleasant and motivating experience was the introduction of fluffers during the build. Each day 3-4 times a day these lovely people would come around making sure we had enough water, sunscreen, provide us with snack, electrolytes etc. This broke up the build and ensured we took a short break and gave us energy and motivation to continue building. A real treat. The other aspect of the build that worked very well this year was the communal kitchen run by MPW feeding all the crews, this allowed us time to interact with the other crews on site which if we weren't coming together each meal time, we would not have had much interaction.

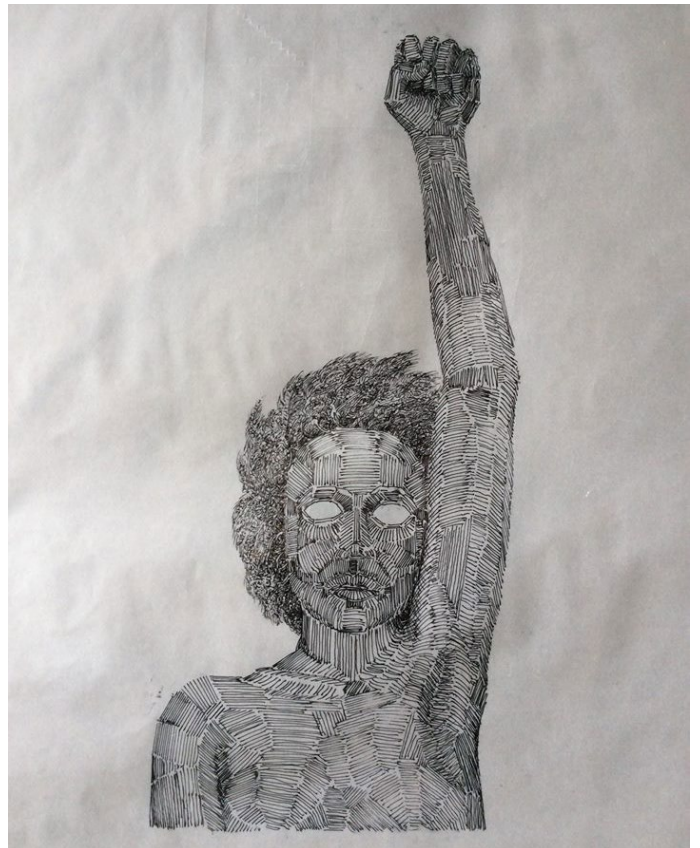
I would like to thank those who worked to clean up my burn scar on Sunday. It was a real treat to wake up and see people cleaning it up. It meant we only had to spend one day raking the burn scar for nails to ensure we left it tidy.

I had an incredibly rewarding experience as build manager this year, even though I had to resign from my job to undertake this project, it was worth it. The hard work of my team and the support from the Kiwiburn operations team ensured an extremely smooth build. We did the best job we could have hoped for and in reality; I don't think we could have done it any better.



Recommendations/Improvements for Next Year:

- Buying scaffolding for temple crew. Would be a one off purchase, but would allow easier and safer work to be completed at height. Would also remove the need to hire or build one from that budget.
- Purchase of billboard tarps. Having shade/shelter for the build was paramount. Although it didn't rain, the sun made extended periods of work difficult. With unpredictable weather, having billboard tarps (which are incredibly cheap) available to the build crews (and other operations crew) would go a long way to ensuring builds can continue in any weather.
- Increasing the budget for fluffers. This was an incredible addition to the build process and one that should continue. I would suggest that some if not a large portion of the crew appreciation budget go towards this (especially as this was not utilised this year).
- Continue combined kitchen. Having communal meals with the other build crews helped build the community. We were fairly isolated in the bottom paddock during the build and had we not been coming together at meal times, would not have interacted much with the other build crews. It also allowed us to talk shop, bounce ideas and strategise together. It would have also been a lot more work to organise my own kitchen which I was very grateful for not having to organise.
- I would like to recommend that future build managers utilise recycled or natural materials as much as possible in their designs. I know this is not always possible, but in this day and age, we should have an increased environmental focus and burning new wood flies in the face of the challenges humanity faces. We as a community should be aiming to provide a model for humanity to follow and be inspired by.



c) The Temple by Rohana Weaver

The Temple we constructed this year was made of 3 pods, based on the geometry of the triskele (Celtic symbol of unity) and inspired by a combination of tree canopies, Buddhist stupas and cathedral architecture. At almost 10m at its peak, with a footprint 9m across in diameter, it was quite a reasonable sized structure, while still retaining intimacy within the 3 pods. It was constructed with a base of bamboo, bent to make the form. Each pod was clad in graduated pine timber woven together with rope, and the top half of each pod was wrapped with coloured flags. This method was used to greatly minimise the use of screws, nails and un-burnable fastenings used in the process thus minimising waste and cleanup.

The crew achieved this build with dedication and enthusiasm, bringing their various skills and experiences to the build - everyone willing to put themselves into the project at its many different stages. The crew were largely gathered through friends, acquaintances and word of mouth. Those of us that could gathered in Wellington to help pre-plan on several occasions, and I felt that including and valuing everyone's input at all stages of the build made for a stronger team and end result. The preplanning and problem solving pre-build helped us to approach the build with confidence that we had a plan and knew what we were doing. We also did a mission to harvest bamboo pre-event, which meant we had more than enough on site to allow for breakages – and, as it turned out, to share with the Effigy build crew.

We operated on a peer training system, with myself and other experienced members teaching others how to use equipment in compliance with health and safety procedures. This worked well, especially as we had two crew members in particular (Jez and Jason) who kept an eye on health and safety, which was important especially when working at height. Dealing with the heat was an issue but the team managed this well by starting early, breaking in the heat of the day and working late.

The crew excelled in working as a team, and problem-solving the fine-tuning of construction. We had a few crew members leave during the build due to other commitments but this did not affect us too much and we finished on the Monday before the festival opened. The crew had amazing team spirit and commitment, not only to the Temple build but also the rest of Kiwiburn as well - as many continued to help with other projects during the festival (legends!).

My experience as manager this year was great fun. I had such a great crew to manage, and we had done so much prep work pre-build that everything went very smoothly and to schedule. The managers meetings in the morning were great to keep us all informed of what was going on elsewhere on the paddock, and I felt our team was well supported by Ops, MPW and other team managers at all times.

There was a great sense of community with all the build crews, aided by MPW's willingness to support us, the Fluffers, and most importantly shared meals. I feel strongly that this should continue for all builds as it helps morale, and also to make

sure everyone has the energy and nutrition to do a good job. I feel these things were a great help in making our build smooth sailing!

KB purchased one scaffold this year- which was a valuable resource and I think will be useful for future years (although we only used it once as we hired scaffold for our build).

Our budget was \$4500 in total and I think we came in at \$4300 or thereabouts. We were gifted the bamboo for the project but spent \$370 on rope and \$665 on material and \$1200 on wood. These were our main expenses. After that we spent \$400 on transport and \$300 on swag for crew. The rest was on hardware, hire and fuel (both for the build and the burn). This budget was made a lot smaller by borrowing a generator during build, borrowing MPW's generator for lighting during the festival, and by crew using their own vehicles and trailer for transport.

Our clean-up went okay, as we had tried to use as little metal in the build as possible. We lost a lot of people who said they were going to stay and help but got a fresh volunteer, which worked out great. Massive thanks to everybody, not just the Temple crew but others on and off the paddock who helped us along the way and made this a very enjoyable and easy build!

Recommendations/Improvements for Next Year:

- Organising fresh volunteers to help with the cleanup was great- after so long on the paddock it was greatly appreciated to have some new blood and enthusiasm for the final push
- Keep the build kitchen shared - I feel this was very important to keep the build crews on target, healthy and boost team moral across the whole paddock
- More communication about health and safety especially regarding the burn and what the requirements and expectations are from the fire brigade pre-event would have been great.
- If KB bought a trailer for build use, and some harnesses or safety gear for working at height, that would be great!
- Use social media to encourage the community to start thinking about ideas for build submissions early!
- More education and writing in the guide about maintaining respect for other peoples
- offerings to the temple to deter tagging.
- Keep the Fluffers, they saved our lives!



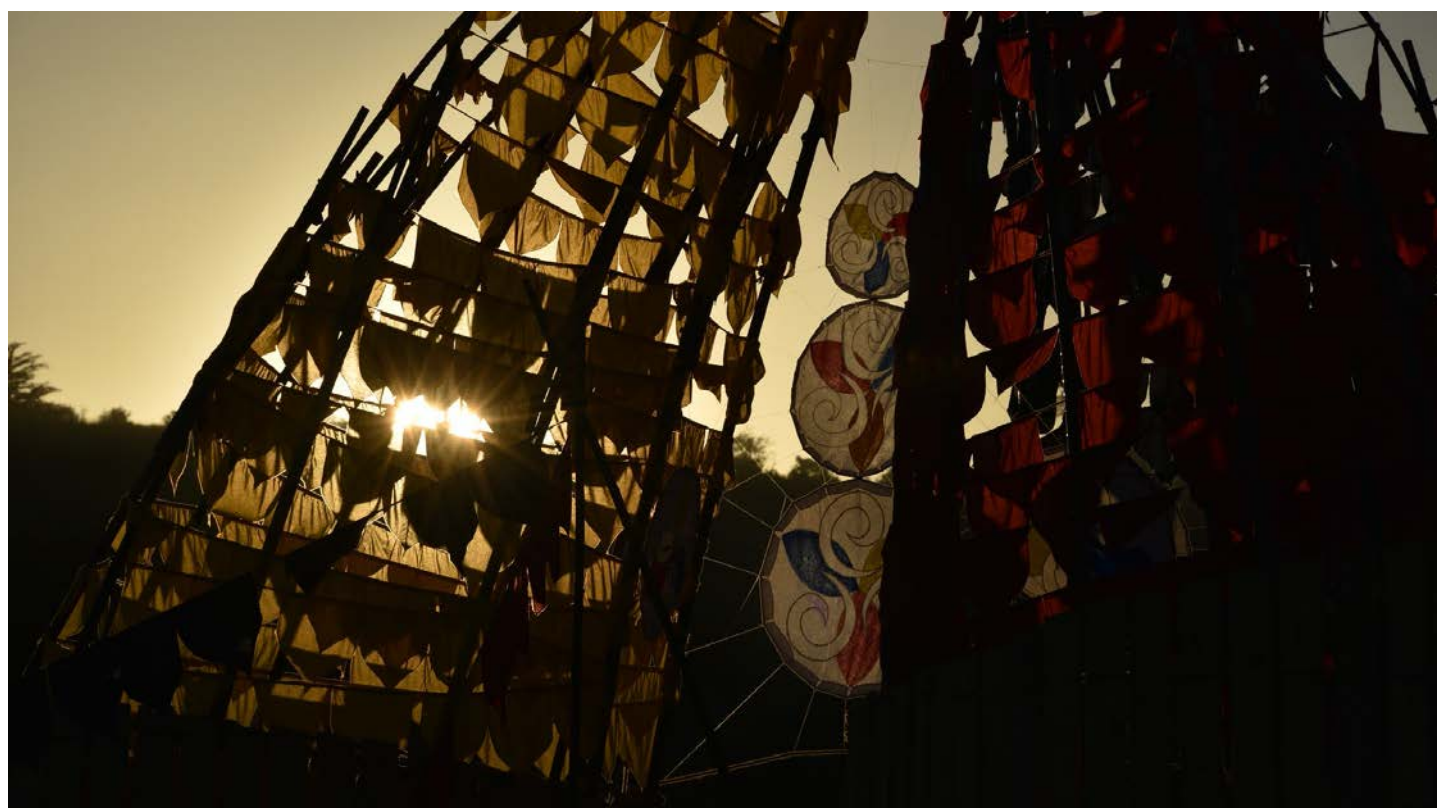


Photo by Peter Jennings

V. Environment, Site Management, and MPW

a) Set-up and infrastructure by Poppy Norman

MPW were onsite from the 6th of January until the 31st of January – 26 days.

Below is a breakdown of tasks MPW completed in this time.

Build 6th – 20th			Event 21st – 26th		
Daily water runs for kitchen, MPW, man & temple	Unpack the containers	Dump trip to throw out mouldy items	Daily toilet runs: restocking toilet paper & hand sanitizer, cleaning up any 'messes' and poop sticking (you don't want to know what poop sticking is)	Daily ice runs	Helping theme camps and art deal with any issues due to weather and people being idiots
De-moulding depot and greeters panels	Put up kitchen marquee and set up crew kitchen	Build kitchen furniture (benches, tables, tea station, and sink)	Mark out burn perimeters	Work perimeters during man/temple burn	Take down road signs, put back up road signs and finally take down road signs again (as per Resource Consent)
Install Depot	Build/install Depot furniture and fittings: cupboards, windows, desk, blackboards, front yard furniture and shade, and covered entranceways	Tree work			
Set up trash zone	Build generator box	Run and trench cables			
Mark out entire site perimeter with danger tape and put up perimeter signs where necessary	Signage: toilets, leave no trace, no camping etc	Driveway signs and reflectors			
Build and set up stiles	Fix troll bridge	Gateway bunting			
Sanitizer poles	Gate – prefab panels, paint & put up	Build Greeters			
Arm wrestling table	De-thistle	Sand missions			
River pink bits	Put up Paddock Relief	Set up centre camp and centre camp whiteboard			
Install entry quote signs	Clear bush and weed whack along roads and river pathways				
Clean up 27th – 31st					
Pack down Gate	Pack down Greeters	Pack down Depot			
Pack down Centre Camp	Pack down Paddock Relief	Pack down Kitchen			
Take down perimeter danger tape, quote signs, signage, lighting, bunting, stiles and hand sanitizer poles	Inventory all stored items	Return water cube and road signs			
Magnet rake and check Man & Temple burn scars and take nails, screws and ash to the dump	Pack containers	Collect rubbish from around site			
Take all rubbish to the dump (2-3 trips)	MOOP sweep entire site				





Photo by Hana Tuwhare

This year we had a crew of 13 people. This mostly worked well; however there seems to be a need for a full crew at the beginning of build and towards the end with a lull in the middle where there is not enough work for 13 people. This could be remedied by staggering the crew's arrival dates or creating more work for the middle period.

I'd like to publicly thank the MPW crew for volunteering 3 weeks out of their lives to make this festival happen. Love you bozos!

Management: I am overworked and spread too thin and this sometimes leads to MPW not being managed in the best way or not being managed at all. We need an assistant manager who can take on some of the workload.

Construction Lead Needed: MPW is looking for a new construction lead. You must have experience as a builder or carpenter. Be available online in the lead up to KB and be able to be onsite for the entire build period.

This year we were lucky enough to have our trusty ute Kevron back on the paddock. He is well worth the money and is endlessly helpful. However we are at the point where we need two MPW vehicles. One for town missions and casual onsite tasks and one for more hard-out on-site work. Ideally I would

like to hire Kevron again for the town missions and on-site tasks and hire a more grunty, tough 4wd ute for the hard-out on-site stuff.

There was a huge improvement on the tool situation from last year. This was partially because Man & Temple crews both had most of their own tools and therefore did not require much from the shared tools. The main issue we had this year was where the tools were kept and the lack of a sign out/in procedure. They were housed in the containers, which is less than ideal and we did not have a system to monitor who had what tool and when. This could be remedied by having a dedicated tool space in the new MPW office (more on this below) and creating a sign out/in procedure that could be implemented by those working in the MPW office.

There is a need for a structure to house a tool shed and a space where the administrative work for MPW can be done. We are planning on building a new Depot for the 2016 event and I propose that the old Depot structure be used as the MPW/Site Office and tool shed.

Recommendations/Improvements for Next Year:

- Stagger crew arrival dates
- New roles for Assistant Manager and Construction Lead
- Hire a second vehicle
- Repurpose old Depot to be MPW/Site office
- Continue to purchase more tools



b) Crew Kitchen by Poppy Norman and Sammy Coxell

The kitchen crew worked really hard together this year and provided reliable, plentiful and nutritious meals for around 50 crew members from MPW, Temple, Man and Ops. They catered for a variety of dietary needs and on a whole people were happy with what was offered.

Unfortunately due to a communication break down between the Volunteer Coordinator and the Ops team it was not known that a capable person had applied for the kitchen manager role so the menu planning, budgeting and resource gathering was done by Poppy. Once on site, the management was handed over to Sammy who along with an amazing team of assistants did an awesome job.

Sammy was used to managing people in a very different environment, and says the event has taught her about her management style - at times control has to be relinquished to make your team feel appreciated and happy in their role. She had a great time being manager and loved the event, but notes that you do feel constantly 'on it' due to your responsibility of what's coming out of the kitchen.

There were some minor teething problems with team dynamics but the team were able to openly communicate about some sensitive issues and work through them to achieve a happy and positive working environment. KITCHEN CREEEEEPS!!!!

We purchased all fruit and vegetables direct from the farmer store and all dry goods and dairy from Pak'N'Save, both in Palmerston North. Unfortunately there were some items that were impossible to find in Palmy (tahini, good hot sauce, pumpkin seeds etc) so some creative changes had to be made to the menu. Due to the large number of vegans and vegetarians, and also because

of budget constraints, the menu was primarily vegetarian – this led to some complaints from the carnivores so some bacon and sausages were bought in. However we weren't able to afford good quality meat so this led to further complaints. We then turned to our neighbours, the sheep, and with the farmer's permission and the skills of Julian we caught and killed two sheep. Meat aplenty from then on.

A portion of the budget was set aside for equipment this year so we were able to finally purchase a new BBQ and some other much needed kitchen equipment. Somehow we lost a brand new two ring burner and so we were short on those. This coupled with the need to constantly boil water for hand washing and dishwashing put unnecessary strain on the kitchen crew.



Recommendations/Improvements for Next Year:

- Purchase more kitchen equipment: Calfont, burners, hot plate, large mixing/serving bowls
- Look into the possibility of pre-ordering food and having it delivered to site
- Volunteers to indicate food requirements/allergies prior to the event again. Going forward,
- dishes should be clearly marked (gf) (v) etc, with the understanding that they are only for the volunteers who have pre-registered.
- Kitchen Creep aprons!
- Lock in a kitchen manager as early as possible. Have one overall manager responsible for meal planning, resourcing and on-site managing, instead of splitting the role again.
- Create a contingency plan for what happens if no one signs up to be kitchen manager – it cannot fall on Poppy again.



c) Pack Down, Cleanup, and Moop Report by Poppy Norman

MPW are responsible for the pack down of all Kiwiburn infrastructures. This year it was completed in record time with no notable issues. For a full list of task see the Set Up and Infrastructure section.

Unfortunately 2 out of 3 of our containers were extremely mouldy when we opened them this year. One of the containers had a leak in the roof and so water leaked onto the panels for the gate and greeters structures – luckily it was mostly just surface mould so we were able to clean it off and use the panels. The other container had no visible leaks and we assume that the mould was caused by items being put in the container wet. That container was filled with items that should not have been stored in there anyway - mostly people's personal things for their art projects and theme camps. Unfortunately most of this had to be thrown out.

We purchased a truck side cover to put on top of the leaking container so that should be fine. We decided that this year if it rained then we would have to wait for everything to dry out before going into the containers but luckily it did not rain during pack down and we were able to put everything away dry.

We also purchased a fourth container which was delivered after the event. This means that we have enough space to store all of Kiwiburn's things (for now). I would like to see each department store their small items in airtight stackable plastic storage containers clearly labelled with the department name. This would make sorting out the containers significantly easier, as currently it's extremely difficult to work out what stuff is for what department.

Aside from a few areas the community did a fantastic job of leaving no trace this year. Mostly the site was left super clean. Bad stuff: many unfilled holes left around the site - camps must ensure they fill in all the holes they dug before leaving site. Bamboo is MOOP. Please do not just throw it over the fence. Every year some real cool people like to leave their bottles and trash lying next to the portos and signs do not seem to discourage them. Ciggie butts everywhere! So yeah please remember PACK IT IN – PACK IT OUT!

Both Man and Temple crews did an awesome job at cleaning up their scars this year. MPW still did a quick magnet rake and a sweep to check the scars for nails and screws but we found very little. The only issue is disposal of the metal and ash. Currently our only option is to take these to the dump.

This obviously isn't ideal so if anyone in the community has any suggestions on how to deal with the metal and ash leftover from the burns then please email mpw@kiwiburn.com

Every year MPW asks for donations of food from departing participants during exodus. This is for the crew that stays on site after the event to do clean-up. It is important that this process is monitored to avoid people dumping trash and unusable or spoiled items. This year MPW spent the day at Greeters collecting donations. We would like to thank the community for their generosity – their contributions make volunteering a whole lot better.

We really need a Leave No Trace Manager. I think it's insane that out of nearly 1000 people who attend this Leave No Trace event, we do not have one single person sticking their hand up to be the Leave No Trace manager.

We need someone to begin work on the Sunday of the event who works with the community to ensure that the event follows the leave no trace policy. They would be responsible for creating a MOOP map.

Recommendations/Improvements for Next Year:

- Recruit a Leave No Trace manager
- Better packing and labelling of all materials left in containers
- Mould-proofing containers
- Find a better way to dispose of ash and metal from burns
- Continue educating Kiwiburners on MOOP and Leave No Trace – ie how to dispose of cigarette butts



d) Noise Management by Oliver Macro

As Kiwiburn has grown, as has our need to moderate sound sources in order to keep within the noise limitations set out in the Rangitikei District Council's bylaws, and in accordance with our Resource Consent Agreement. At our present stage of growth, we play host to more individual amplified and unamplified sound sources than ever before, and it is without a doubt that as we continue to grow, this will increase accordingly.

For Kiwiburn 2015, a number of differing measures were put in place in order to both mitigate excessive collective sound output, and continually monitor the events overall sound levels. These were drafted into a formal sound policy by myself in the year between the 2014 and 2015 events, and accordingly put into practice.

Due to our close proximity to the nearest neighbouring property over the river, the primary means of minimising disturbance to our nearest neighbours was to strategically place and direct large sound sources geographically through the Town Planning processes. The careful placement of sound camps is one of Town Planning's highest priorities. Larger sound sources were placed in a way wherein their directional frequency content was directed away from both the nearest neighbouring property, and each other. By further exploiting the terrain and the behavioural properties of sound waves, this method proved to be highly successful however it was not without its flaws.

Whilst the strategies employed with regards to the directionality of amplification systems displayed highly positive results; yielding little to nothing in the way of internal complaints aside from a few minor instances, it was noted that the instrumentation employed by live music camp Rockstar Dreams had a powerful ability to cut through the stillness of the cool night air, with a late night jam session on the Wednesday night drawing numerous complaints from participants. In all instances, it has been noted that encouraging all sound emitting camps to adjust overall volume to both audience size and time of day/night is an avenue requiring further consideration, and also the consideration as to whether live music camps need to be treated like Large-Scale Sound Art Installations.

The primary means of monitoring overall sound pressure came through the careful placement of a Noise Logger device, the use of which was kindly gifted to us by Marshall Day Acoustics, our advisors in developing the Noise & Sound Management section of Kiwiburn's Resource Management Application. Although conflicting summer work schedules have yet to allow myself and our liaison at Marshall Day to meet and properly analyse the recorded data, periodic checking over the course of the duration of the event showed no evidence of us exceeding our defined limitations.

Coupling this fact with no external noise complaints having been made, I feel confident in declaring that the considerations and developments put into practice for Kiwiburn 2015 were a resounding success, and I am extremely pleased with the results of my work. Whilst there are improvements and refinements to be made, I believe that a solid grounding has been established in equipping Kiwiburn for managing this aspect of its growth, and the development of healthy relationships with both our neighbours and the Rangitikei District Council.

Recommendations/Improvements for Next Year:

- Consider whether live music camps need to be treated like Large-Scale Sound Art Installations
- Work with sound camps to manage volume adjustments for day/night
- Revise Noise & Sound Management Policy
- Improve on site telecommunications system for remote access to Noise Logger
- Form on-site Monitoring & Management Team for sound related concerns



e) Traffic Management by Poppy Norman

Part of Kiwiburns resource consent requires us to develop and implement a Traffic Management Plan. Basically the traffic plan requires us to place signs on State Highway 1, State Highway 54 and Cooks Road. It also requires us to have a Traffic Manager with the proper credentials.

A member of the community with the proper credentials signed up for the role, but despite their good intentions was extremely unreliable. We made it work for this year but will be paying to have a more reliable and committed member of the crew trained up for the role.

The traffic plan requires us to place signs for a 48 hour period during the main arrival period and 24 hours for the main departure period. This meant that they had to be put up, taken back down, put back up and then finally taken back down again. Often we had to do this in the middle of the night. Shout out to Zach Green for taking the wheel on these ridiculous late night missions. This situation was less than ideal but unfortunately there is no way to change this requirement.

We source the road signs from Manawatu Event Equipment Trust, a non-profit who rent us the signs at a very reasonable rate.

Recommendations/Improvements for Next Year:

- Train a reliable and committed crew member



Photo by: Peter Jennings

VI. Paddock Safety

a) Health & Safety by Paul Chaffe

All in all a great event with very little for the Health and Safety person to do. Theme Camps and crews were really good at getting Health and Safety forms filled in pre event and structures and art installations on the whole followed what they had written down. Kiwiburn may wish to look at a policy regarding laser light installations and its policy re early unauthorised entry of the fire perimeter and the consequences of such an action. The cliff face above the swimming hole was slightly less stable than last year with reports of pap clay breaking away and falling into the water, this area could be better sign posted for next years event and participants actively encouraged to not climb on the cliff face.

Worksafe will be in effect for the 2016 event and KB may wish to look at engaging a specialist to see what exactly this may mean for the event going forward.

Recommendations/Improvements for Next Year:

- Form policy for consequences of breaking burn perimeters early (eg banning)
- Better sign posting on cliff faces around river due to pap clay breaking away and falling
- Evaluate effects of new Worksafe legislation on the 2016 event

b) Medics by Paul Chaffe and Kirsty Illston

Other than one of the team not being there much for the first couple of days due to pesky fires, the event passed without any significant issues (we did send two patients to hospital via Ambulance but for relatively minor ailments (one for 'over indulgence' and the other torn shoulder ligaments). Patients and treatments grew slightly on previous years but still revolve around cuts and bruises etc. The Paddock Relief team were a great asset this year and helped to deal with those who needed a place to chill and someone to talk to more than a band-aid or paracetamol, we truly hope this service continues into the future. One possible suggestion, that the principles of Kiwiburn be 'pushed' through social media etc, in particular self-reliance (i.e. bring your medication including pain relief with you.)

Recommendations/Improvements for Next Year:

- Make an effort to communicate the need for basic medical self-reliance – painkillers, band-aids, antihistamines and any other medicine etc



c) Gate by Karl Matthews

Gate once again ran smoothly this year. Over 180 people were onsite before the start of the festival, and over 600 people were processed on the first day of the event.

This was my second year as Gate Manager after taking over from Hana Tuwhare for the 2014 event. This year the focus was on tightening up procedures and increasing the amount of information given to participants entering the festival. There was much communication with the Greeters manager in the lead up to the event to redistribute where information was given to ease pressure off Greeters volunteers.

Personally this will be my last year as the Gate Manager and I will be looking to bring through my replacements over the coming year. A new gate structure was built this year which was a huge success, allowing plenty of space to operate during the busy shifts and providing comfortable shelter during the cold night shifts.

We also provided tea, coffee, hot chocolate and snacks for the first time which proved popular amongst the volunteers and added to their sense of appreciation. We once again did crew shirts with a new logo which proved popular.

Gate was run entirely on solar for the first time this year which for the most part worked well. There were a few teething issues but were all resolved. Thank you to Lumos for all the hard work putting this in place.

This year gate consisted of 38 volunteers covering 26 shifts over 8 days. Gate was open for an extra day pre event (Sunday). This was to ease the pressure of ticketing crew onsite pre event and it was a success. Also, the position of shift supervisor was created to replace gate manager. The gate manager became the person on call for the shift supervisor. This meant a wider pool of volunteers could be shift supervisor.

Most shifts consisted of 2 volunteers and a shift supervisor (Wednesday 12-4pm and 4-9pm had 5 people for the extra flow). The shift supervisor was in charge of running the shift and directing the volunteers. If there was ever a situation that the shift supervisor couldn't directly handle there was always a gate manager, either myself or Hana, on call to help. The crew was always split into different roles with a traffic director/information conduit, a ticket scanner/wrist bander and a floater to help where needed. The crew did an excellent job of providing a straightforward, informative and friendly entrance into the festival with minimal mistakes and confusion.

Training consisted of two parts - In December Gate Manuals were sent to all rostered volunteers to read and email any questions. The rest of the training was done before the start of each shift during the shift change over. There were always Gate Manuals available to read at gate and Shift

supervisors always had a clear idea of what was expected. This however is a flawed system and needs improvement, maybe by having a group training session at Depot at the beginning of the event for all volunteers. Trying to train whilst gate is operating and the last group of volunteers is waiting to be taken back can be difficult.

The new shift lengths worked very well this year. Shift times changed from 3 6 hour shifts per day to 4 shifts per day, split up 4,4,5,5 hour blocks. There was a lot of feedback that the old shift lengths were too long, and the shorter time slots allowed volunteers to operate at higher concentration levels for the duration of their shifts. Handovers are still a problem as volunteers need to be driven to and from shifts. This creates a much larger workload for the Gate Manager. However I can't see a way around this.

My experience as Gate Manager this year was once again exhausting. Having to be present for almost every changeover, and almost every opening and closing is difficult. This teamed with my other commitments in other departments made the job difficult. I think Gate has become a job for three people to co-run, who have no other commitments to other departments. Also a separation between the gate manager and the treasurer receiving gate cash will help as this year I was acting in both roles.

Overall Gate came in under budget if the gate rebuild is not taken into account.

Gate rebuild - \$2302.40

Gate - \$1063.71: Shirts - \$656.99, Fuel - \$114.47, Other supplies - Snacks, chairs, etc. - \$212.24, Speakers - \$80

Recommendations/Improvements for Next Year:

- Create a leadership team of at least 3 co-leads
- Keep on developing procedures and documentation
- More strict policy around signing off on cash collected after every shift with the gate manager and the shift supervisors.
- Gate vehicle - As I won't be managing gate next year my car won't be available to be used as a gate vehicle. This will have to be discussed when budgets are being set by ExCom
- Review and further develop training systems.



d) Paddock Relief by Bex Wilson

This year Paddock Relief grew in size from last year, lengthened its open hours, and had a greater presence in our roving team. We had 21 people man shifts across the festival, split into either Tent or Roving shifts covering peak festival times. We also provided numbers for the burn perimeters.

The Tent was based in the Centre Camp Ring and this seemed a useful drop-off/pick-up point for people. We provided shelter, a calm safe space, an area on the lower paddock that people came to if they needed help (ie medics or organizers), warm drinks, water, extra blankets and sunscreen. The logbook was introduced which was useful to review busy times and types of support. The main entries in the log book refer to helping people who were injured/ill contact the medics, supporting intoxicated people, and providing a warm and calm environment for people to rest and enjoy a hot drink! People were very supportive of and grateful for the Paddock Relief services and often returned to the tent to give really positive feedback about their experience.

The Rovers took an active part in communicating the role of Paddock Relief, which resulted in many drop offs of intoxicated or vulnerable people during the festival. They helped out where they could and actively communicated things that seemed out of place. They also identified and helped people who were intoxicated and either lost/disoriented or unconscious. This year we had enough volunteers to cover both burn nights with full roving teams, which is a great improvement on last year.

There was a 2 hour training session which was run on the Tuesday prior to festival. This included going through newly set up procedures manual, radio protocol, escalation protocol and site walk. We then held an extra training session for those who hadn't made it to the initial training. The training was good and could be improved by getting the manual out to volunteers before they arrive on site, and streamlining the manual.

Our recruitment drive was effective in large part due to word of mouth. Our goal from last year was to increase shift coverage and this happened. Ideally we need 10 more shifts - times 3am - 7.30am and 7.30am - 12pm as well as bulking out the Wednesday and Sunday which were currently short shift from 3pm - 8pm and 8pm - 1am. That looks like 6 more people than we had this year, doing 3 shifts each. If we don't get the volunteers for all these shifts then focusing on our busiest nights would be the next best thing.

Managing was better this year with increased support from Bee - she brought great ideas to the team, contributed to training and was excellent at recruitment. We implemented shift managers and day managers. I still over did it - but that was on Sunday after having a couple of volunteers not attend shifts. Cementing people into Assistant Manager Roles will help for next year. Identifying these people now and working with them to improve PR before we hit the paddock would be ideal.

This year we had an amazing team of people with great skill sets that suited the paddock relief goal. There were numerous people on our team with Mental Health experience and this was utilised by some of the festival goers. Pre-event we had the support of a psychologist who helped us to do a gaps assessment for mental health. This helped clarify a pathway for working with the crisis team in the area and was useful for our processes. Next year, the team needs to grow and continue to develop a Paddock Relief culture that is suited to the type of festival that we want Kiwiburn to become.

We spent \$600 this year on improving infrastructure (epic tarp, rope, whiteboard, blankets, head torch, backpacks for rovers, pot & utensils, floor mats) and offerings (soups, drinks, sunscreen, first aid kits). I was unable to squeeze the cost of re-sealable soup containers into the budget this year and unfortunately lost one of the bags in the freezing process. We purchased one head torch, but this was not nearly bright enough for the forest.

There was not enough money for schwag this year which I regret. I was hoping to make things for my team, but I underestimated how busy I would be this year. Having such a big team means we have quite a big expense when it comes to schwag, although this is not what the team are in it for, it would be nice to recognise them. The team worked hard and I think it is valuable to show that they were part of a team that contributed.

The PR team this year was amazing and I am blown away by their awesomeness and commitment to caring for the festival and the people in the festival. As the festival grows our costs will also grow, hopefully the logbook shows that there was great value in Paddock Relief and maybe this will be reflected in a budget increase for next year.

Recommendations/Improvements for Next Year:

- Improve training - streamline and update training manual
- Budget review for purchases: good torches for forest; a gas heater and gas bottle;
- schwag; sensory modulation kit as well as standards
- Promote Paddock Relief to increase awareness of increased volunteer needs
- More volunteers (including stand-ins to cover potential no-shows)
- Improved distribution of responsibility through the team
- Strengthen the mental health support
- Go 24/7 for Rovers or introduce a 'night watchmen' concept



e) Security by Poppy Norman

The system for Site Management this year was a three-tiered structure, with Paul at the top as Head of Security, Poppy in the middle as Head Site Manager, then a Duty Site Manager (trusted members of the community rostered on 12hr shifts). This worked well, but the three tiered system was mostly unnecessary. After the ExCom summit it has been decided that for 2016 we will remove the role of Head Site Manager and select five people to act as Site Manager during the event for 24 hours each. Poppy will remain as the site manager for before and after the event. People who were previously doing Site Manager shifts but are not asked to do one in 2016 will be asked to sign up for Paddock Relief shifts instead. A system to train people to become Site Managers will need to be developed.

One major thing that came out of this year was the need for the community and other volunteers to keep the Site Manager in the loop and know when a situation needs to be reported to the Site Manager.

Like last year we made a donation to NZFS who provided us with volunteers to act as security during the event. We had a minimum of four people on shift from 8pm until 8am. Unfortunately we were unable to get a report from the Fire Service about the incidents they had to deal with. This is something we will need to work on for next year.

Onsite communication and understanding between the SM and the NZFS was shaky at times. This is probably because both sides are untrained volunteers. It was not made clear enough to the NZFS who we were, who was in charge, who to report to, what to report among other things. This is a major issue that will need to be addressed by the ExCom and Ops Team.

All in all, this was a pretty chill year. To our knowledge there were no external security issues – probably because of the lack of entry points into the site. There were some small internal incidents and a couple of bigger ones. They were dealt with to the best of our ability and in line with the policies and procedures that we had in place. Lessons were learnt and these will be written into policies by the ExCom.

The evictions, banning and complaints policies and procedures are currently being discussed by the ExCom. Information on the outcome of these discussions will be available on our website.

Recommendations/Improvements for Next Year:

- Educate the community on the Site Manager role, and what situations should be reported
- Remove middle tier of Site Management to simplify leadership structure
- Cut down to five Site Managers on 24 hour shifts
- Make a decision on whether to continue with our current security providers, and if so, work on better communication with their management as well as developing training/educational materials for their volunteers to get us all on the same page
- Review eviction, banning and complaint policies and procedures to ensure best practice is in place



f) Head of Security by Paul Chaffe

This year's event presented us with a couple of interesting scenarios and highlighted the need for clear processes leading up to the decision to evict (processes from this point on are clear). Kiwiburn also needs to consider if it is to employ daytime security as incidents during the day have only one possible outcome for those who do not wish to comply with the events decisions, this being the involvement of the Police.

Recommendations/Improvements for Next Year:

- Develop clear procedures on decision-making regarding eviction (evidence gathering etc)
- Consider employing daytime security

g) Fluffers by Ash Easton and Mel Mawhinney

Fluffers make sure that build crews are hydrated, sun smart, feeling supported and snacked up. Fluffing started at Burning Man almost 10 years ago by Nipps – as well as working on Spires Crew, she would take food and drink to hard-working crews in her spare time! She is amazing! Her now multi-departmental crew still looks after the needs of BRC's infrastructure crews, and it's thanks to the inspiration and training of Nipps and her band of badasses that Ash brought Fluffing to Kiwiburn in 2015.

Unable to fluff herself due to other commitments, Ash took care of the budgeting and purchasing side of things and recruited Mel to be the Head Fluffer. There were four Fluffing runs a day – one in the morning for water and sunscreen, one mid-morning for a snack break, one after lunch for water and sunscreen and one in the afternoon for snacks.

The idea was that Ash would train Mel on the ground, and Mel would then have a helper each day from MPW who she would train as they worked. While Mel did a great job hitting the ground running, this approach didn't really work as planned

for a number of reasons, mostly down to poor planning and underestimating how much time and training the role would take. The take-away from this is that there definitely needs to be a second dedicated fluffer to support Mel, as well as more vehicle support (ideally a small vehicle solely for Fluffer use).

Apart from \$125 spent on 23L water containers, the \$800 was spent on consumables – either pharmaceuticals (sanitary items, sunscreen, electrolytes etc) or food and drink. I bought a lot of chips and soda which I thought would cover the majority of people, but it turned out that healthier snacks like nuts and bhuja mix were way more popular. Unfortunately, even bought in bulk they're much more expensive so this may present a challenge when budgeting in the future.

Recommendations/Improvements for Next Year:

- Recruit a second Fluffer
- Access to a vehicle
- Less dry snacks
- Budget increase to cover healthier snacks and more electrolytes
- Fluffers role expanded to running Tool Shed



VII. Community Services

a) The Depot by Ash Easton

Another great year for the Depot! Long story short: we spent too much money and I need to quit. Here are the details.

The Depot's back office was again well-used this year, chiefly by Poppy (as Head Site Manager and MPW Manager), Karl (as Gate Manager and Treasurer), Laura (Finance) and Shelley (Media). As Poppy's laptop broke down just days into build, there was a real stress on resources as we all struggled to get the office space and equipment we needed to get the job done. I'm seeing a real need to split the Depot into two separate buildings which handle the internal (Site Office) and external (Depot) services respectively. The existing structure could be used for a Site Office, and a new structure built for the Depot.

In addition to my responsibilities as Ops Manager and Depot Manager I was also managing the new Fluffer department, which turned out to be more hands-on than I'd anticipated. Time to let go of the reins! In 2016 Fluffers, Depot, the Site Office and Ops will all be run by fresh blood. Bring on the good times!

Happily, all of the other things we wanted to improve on in last year's report were resolved. We purchased a Depot laptop that made our lives so much better, as well as a tablet that we used to take photos and share on social media. The Fluffer crew was a huge hit. Lost & Found was handled by the Depot again, but went much more smoothly this year with much less crap being handed in (thanks guys!) and valuable items being successfully returned to owners in Wellington and Auckland thanks to the magic of social media messaging.

We again provided ice for participants at \$4 a bag. A problem with Hunterville's 4 Square supply lead to us getting an ice trailer from Wellington at short notice – massive thanks to Jason for being our amazing Ice King! I'd love to go with an ice trailer again next year – getting a massive amount of ice in one go was way better than constantly assessing our ice levels and going on a few town runs a day! Ice money was balanced fairly well but we do need a better system for tracking sales to make things easier on the finance crew!

The Depot had a lean-to this year called the Annexe which was intended to be used as a volunteer space – somewhere to check the roster, wait in the shade for your shift, or volunteer your services. This space was mostly under-used, so next year is all about making it a more happening space!

Budget-wise we sucked up every dollar we were allocated, with new chalkboards, increased operational costs (expendable items like ink and laminate sheets) and for the first time shwag for the crew! I anticipate some teething problems working out budgets for 2016 as the internal and external functions are split, as well as one-off costs for new structures, and potentially a larger cost for providing ice.

I'd like to thank everyone I've worked with in the Depot over the last few years. It's been a real honour working alongside you all to serve the community – in particular the amazing volunteers who make Kiwiburn the incredible experience that it is. I love youse all!

Recommendations/Improvements for Next Year:

- Split Depot and Site Office into separate buildings
- Improve Volunteer Annexe (with more information and seating)
- Train 3 Shift Manager to run the Depot's day-to-day operations
- Improve ice sales records so they're easier to reconcile after the event
- Improve the fittings – more hooks and fans and a pool full of ice



Photo by: Hana Tuwhare



b) Town Planning and Placement by Oliver Macro

Following on from Kiwiburn 2014, the Town Planning process was carried out with a great deal of ease in comparison to our first year at the Hunterville Site. A year to consider the best use of the site's layout and terrain gave way to a carefully developed plan which served as best possible to the benefit of all. This long term approach resulted in minimal on-site challenges with regards to placement of registered art installations, and theme and sound camps alike. Little to no on-site adjustments were necessary, and despite an extensive list of registered phenomena; sufficient room remained for the influx of unregistered camps, large vehicles, and other unregistered arrivals.

This however, is where my concerns for future planning predominantly lie. Despite the abundance of space available to us, our growing population, and all that it comes with, is starting to fill up our available real estate. The gifting of a spare paddock from our hosts for use as a car park was somewhat of a significant blessing, in that had we not had this, I feel that we would have had a serious issue in working out what to do with the vehicles that would have otherwise been with campers in the forest. In relation, I have received comments from the community that some participants have felt the forest to be too densely populated, so I'd like to get some more feedback from the thoughts of both crew and community in re-evaluation.

Continuing on the spatial concerns; there were minor issues with keeping participant's vehicles and camping equipment out of the burn perimeters, and there was some notable congestion in some other areas. In the far end of the Lower Paddock this was partly due to the space taken up by the theme camp Trixie's Coat Check, who failed to set up the camp at all after dropping it off on site. In the Upper Paddock, there were a few camps that extended further into the paddock towards the Temple than necessary and I feel it would be wise for us to explore ways of making the burn perimeters clearer to arriving participants to discourage this.

We had a few unexpected large vehicles arrive this year; busses and house trucks. Whilst placing these was at the time not difficult, it was a mild annoyance having one of the vehicles move itself from its designated spot in the Upper Paddock, into the Keyhole at some point during the course of the event, adding to the congestion problem. This has prompted me to feel that some plans for the accommodation of these larger vehicles need to be established, and that ideally participants with these vehicles pre-register them so that a better idea of how much space they will require is established during the pre-event planning stages.

Aside from these minor issues, I am extremely pleased with how things have worked out this year, and am already considering new and evolved strategies for improving the overall site plan based off of both community feedback and my own observations. I am still looking into the possibilities of surveying the site in detail for the purpose of developing an advanced plan not unlike those employed by Black Rock City (Burning Man) and Tankwa Town (Afrikaburn), something which

I feel will be an imperative if we are to effectively prepare for Kiwiburn's growth. Also, I feel strongly that if we are to remain at this present site, that we need to be negotiating the use of another paddock to retain the balance of occupied and open space for art installations, mutant vehicles, and participant play as we continue to evolve. If necessary, we could consider a population cap for at least the time being, however I would rather avoid this if possible.

As a whole, I believe that fantastic progress has been made in this department since we arrived at the Hunterville site, and feel very satisfied with how the work over the preceding year has paid off. There are of course refinements to make, and I look forward to continuing the development of our communities temporal space.

Recommendations/Improvements for Next Year:

- Continue to develop Town Plan
 - Investigate site surveying for digital mapping
 - Optimise Town Plan for even population distribution
 - Consider spaces for large vehicles
 - Clear marking of Burn Perimeters & Camp boundaries
 - Inclusion of Effigy & Temple Camps
- Consider population cap
- Negotiate potential use of another paddock

c) Art & Theme Camp Registration

by Anne Starkey Taylor

With it being the second year at the new site and considering the population growth, I had anticipated an increase in both Art and Theme Camps this year, but that was not to be the case.

We had 15 registered Theme Camps this year, down from 22 in 2014. Although this is a significant reduction, it seems that the size and scope of the Theme Camps we did have was much bigger than previously experienced. There were many large, well-coordinated Camps presenting multiple workshops and activities throughout the 5 days.

Art installations remained fairly constant at 25 registered installations compared to 23 last year. 2015 was my fourth year of being A&TC Coordinator, once again coordinating H&S submissions and early arrival requirements – this seems to work really well as the Camps have a single point of contact.

Recommendations/Improvements for Next Year:

- I would like to be able to load registrations directly onto the web site rather than have to co-ordinate with another person when the information is already at my fingertips and it's just a matter of copy and paste.
- I would like the job back for 2016 :)



d) Greeters by Isa Richie

This year we continued to build the systems that were developed last year, to try to make Greeters run more smoothly. We had shift managers (Julia, Haylee, Jax, Marla) again to oversee shift changeovers and take responsibility for making sure the Greeters knew what they were doing. We also overlapped shift times by half an hour again so that the earlier shift could help train the later shift - and this helped stop volunteer lateness being such a problem as it has been in the past. We also rostered more people on per shift in order to mitigate absentee issues. Volunteers were emailed information when they signed up pre-event, and emailed several times beforehand, so they knew what to expect. Shift managers were also involved in training volunteers on-site at the beginning of their shifts. The training seemed to be satisfactory although it is likely that greeting was uneven and experienced differently at different times. This may just be an inevitable part of Greeters, which is why it is a good idea for Gate to handle important information – another change that we made this year – which seemed to work well (Greeters is more about maintaining the culture of the event and cannot be too serious, as a result).

Generally, the crew excelled in performing the greeting process, preparing newcomers for the different reality of the festival. There were fewer absentee volunteers than there had been in the past, although there were a few who did not show up. Some volunteers who did show up complained about those who hadn't, not realising that extra volunteers had been allocated to allay this inevitability. Perhaps this could be communicated better in the manual to adjust people's expectations to be closer to reality. The shift lengths seemed to be manageable. Like last year, there was a massive influx of participants arriving on Wednesday, and we also prepared for this by rostering on even more volunteers and specifically enthusiastic people for those shifts. The Greeters on Wednesday were incredibly busy again, without much of a break whereas every other day and night was relatively quiet.

I have been doing the Greeters manager role for three years now, and while it has been a good learning experience and rewarding in lots of ways, it is time for me to move on. Hopefully we have developed systems enough that the handover process is smooth. Marla, who has volunteered as a Greeter and a shift manager has offered to potentially take over the role. I am looking forward to see Greeters continue to develop as it serves an important role in sharing and maintaining the culture of our festival. I am happy to work with the new manager and support them in their role before and during the festival. I will also work on a new manual for the Greeters manager.

This year the Greeting process included a giant loom which was organised and created by Bill. This was very effective and worked well as an interactive process where participants had the opportunity to thread strips of fabric in to create a tapestry. This also reflected the weaving-interconnected theme of Wyrdr. Bill also held some astronomy events at Greeters. I am in support of holding more event at Greeters, especially in the quiet times, to make it more entertaining for volunteers.

The Depot volunteer station was helpful in recruiting new volunteers to fill shifts. It would be great if this could be expanded and supported. It was also helpful to have the extra shelter added on by MPW, as well as the chair for people to sit on, and the window put in the back for breeze effect. It would be good to keep expanding the Greeters structure to provide further shelter, as Greeters spend a lot of their time outside. It was also very helpful to have the stop sign, created by Lumos, as well as the lighting, power and music facilities he provided. More signage would also be helpful to assist in stopping vehicles.

Greeters came in well under-budget this year, with funds being spent on stationary, snacks and water, games for entertainment, as well as the loom structure. It was estimated that some of the budget be spent on adding to the structure to provide more shade/rain shelter, however this was accomplished with resources that had been lying around somewhere. We did not manage to organise kitchen facilities this time. It would be good to better keep track of receipts and expenses, especially for the people involved in designing and building the 'process' part of Greeters. This is something for the new manager to address.

One issue that arose was regarding cars blocking the roadway. This has not been a concern in previous years, but it came up several times when Greeters was busy and there were important vehicles that had to get in or out, including the medics. This is something for the new Greeters manager to take on-board in training shift managers, and can also be included in the volunteer manual: GET CARS TO PULL OVER – OFF THE ROAD – KEEP THE ROAD CLEAR OF PARKED VEHICLES AT ALL TIMES!

Recommendations/Improvements for Next Year:

- Continue to develop systems and manual
- Develop kitchen facilities
- Expansion of Greeters structure further to provide more shade and shelter from wind and rain
- More signage to assist in stopping vehicles
- More water for Greeters to drink
- A toilet located close to Greeters would be very helpful for volunteers
- The toys such as wheel, paddle and gong are getting a bit tired and need some refurbishing
- More lights



e) Centre Camp by Anne Starkey Taylor

I noted a huge drop in pre-booked Centre Camp activities this year. With there being so many large and well-coordinated Theme Camps, the need for centre camp as a workshop venue seems to have diminished. I actually consider this to be a good thing (although I would love to see more activities at Centre Camp).

I believe Centre Camp retains its importance as a central space – offering shelter from sun and rain and space for town meetings and impromptu events.

Sadly, I was unable to attend Kiwiburn this year and handed the day-to-day care of Centre Camp to Hayley.

Recommendations/Improvements for Next Year:

- I would like to have some storage space on site if possible so we can invest in a little bit of infrastructure for Centre Camp (carpet, couch, more cushions etc).

f) Innovation Grant by Pete Lumos

This was the second year of our innovation grants process, this time the ExCom decided that they wanted to be in control of selecting how much money would be allocated to any innovation request. A disadvantage is that not everybody on the ExCom wants to be involved with the innovation grants but any decisions need to be voted on with a majority of ExCom members in favour before anything can be passed. As both Karl and I submitted proposals, we abstained from voting.

This year 4 applications were submitted, all were about lighting the paddock, the person behind one of these proposals was unable to give any real detail about his project and we eventually decided to give up on it.

Karl submitted a proposal to light up the trees around the Town Hall to create a wall of lights to surround you, thus transforming that end of the paddock into a spectacle of light.

The most interesting proposal was about making artistic lanterns cut with a CNC machine to hang in trees etc, this project was allocated money but unfortunately life commitments prevented this person from completing the project and because nothing was brought to the paddock, no money was paid out.

I submitted a proposal that was accepted by the ExCom to rebuild and expand the toilet lighting from last year with a modular wiring system to be more flexible in handling how the loos are actually organised on the site. I also built 5 artistic flowers using 4 watt solar panels to both power these lights and show that solar panels can be art. Many of the toilets were illuminated and participants seemed happy with them.

I was awarded \$256 for the loo lighting project and \$544 was allocated to the CNC cut lantern project that was not done, and so that money was left in the Kiwiburn bank account, it is sad when a project is allocated money yet does not make it to the paddock as the other projects that scored lower in the final scores, like Karl's lighting project could have been given the \$544.

I believe the Innovation grants are giving good value to the event and will continue to encourage them.

Recommendations/Improvements for Next Year:

- I believe the Innovation grants should be handled by a sub committee so those on the ExCom who are not interested are not bothered and possibly forced to vote on stuff they are not interested in.
- Follow up on projects that are allocated money, ask the builders to notify us in advance if they are not going to be able to bring the project to the paddock as perhaps we can transfer that grant to another project.



VIII. Communication and Technology

by Media Subcommittee

a) Pubic Relations and Electric Fence Post Newsletter by Shelley Watson

We sent out two media releases this year and had a lot of interest from local media wanting to write articles about Kiwiburn. Pre-event, The Manawatu Standard and The Wanganui Chronicle published articles from phone interviews with our media liaison. During the event, The Wanganui Chronicle sent a journalist and a photographer and our media liaison took them around the site. The following day they published a great article with a front page photo and more inside.

Media Kit

The Media Kit was edited and updated with new information and images and uploaded to the website.

Media / Photography Passes

Laminated passes clipped to lanyards were produced this year so media and photographers were instantly recognisable. This is so they are instantly identifiable to our community.

Photography

We had a Photography Liaison join the MSC team, Robert Jensen, who offered guidance to new amateur photographers and liaise with them to get their best images.

Online Event Guides

From October 2015, event information about Kiwiburn was posted to approx. 15 sites e.g. Real Groove, Eventfinder, Under the Radar, Obscure, Biggie, and Outdoor Styles. Kiwiburn featured in every weekly Obscure e-newsletter, was viewed over 30,000 times on Eventfinder, as well as being listed on other sites.

Social Media

Each year Kiwiburn create a Facebook and a Google+ event page with comprehensive information and links to the website etc. The Kiwiburn community refer to Facebook more often than our other communication channels. We post news and updates e.g. when tickets go on sale, etc, with the community mostly using the Facebook event page as a noticeboard and to comment (G+ is less-used by our community). This year 2,400 people were invited on the fb event and of those, 853 people indicated they were attending <https://www.facebook.com/events/670735706346807/>

As well as the event page on Facebook, we have a Group - it's community-driven and monitored by the MSC: <https://www.facebook.com/groups/kiwiburn/>. There are approx. 2,600 members. We use our Facebook Page <https://www.facebook.com/Kiwiburn>, the more official presence for Kiwiburn, to make announcements and share information, showing up in newsfeeds as 'Kiwiburn: New Zealand's Regional Burning Man event'. The Page has almost 3,000 likes. Updates are made year-round a few times a week and were made onsite pre-event and during the event.

Our Twitter followers have tripled from last year (currently around 115). Twitter is not our most used comms channel, though it helps maintain momentum throughout the year worldwide.

We used our Instagram account for people to post their photos of

Kiwiburn, taken on smartphones, using the hashtag #Kiwiburn2015. A number of users uploaded images and movies though intermittent internet access onsite may have limited some people.

Kiwiburn also has a Pinterest page for people to view, though it is rarely updated. <http://pinterest.com/kiwiburn/>

Our channel on You Tube carefully sorted into years for easy viewing and updated each year: <http://www.youtube.com/user/Kiwiburn>

Poster

Kiwiburn once again ran a competition to design the poster used for promotion. The response from the community was great. A shortlist was made and voting on the committee determined the winner, Heidi Coppard, and with some tweaking by our team, the poster was finalised and used across all media for promotion.

Stickers

Event stickers, using the poster artwork, were printed offshore and distributed at Kiwiburn and Burning Man.

Other collateral

The MSC also produced volunteer patches, the event guide, survival guide, signage and wristbands.

Newsletter

The Electric Fence Post (EFP) has almost 800 subscribers and this year we switched to Mail Chimp so we can have more control over the design, add images and track the number of opens and click throughs. The EFP sits well above average (16%) with a 30% open rate. Now coming out on an almost regular monthly basis, it's put together by the MSC who liaise with the ExCom.

Census

The census helps us learn about who our community is. This year we used Survey Monkey, an onlineservice, which ran til early March. There were 32 multiple choice questions and a lot of helpful suggestions from burners. About 200 people filled it out.

Recommendations/Improvements for Next Year:

- Media Releases will be crafted (September/October and January) and sent to publications as story ideas with enough lead time for their deadlines.
- Continue to create an Event page on Facebook and G+ and update the Kiwiburn Page and
- send out notices when we need to communicate with/inform the community, as well as uploading the event online.
- Grow our Twitter and Instagram communities.
- EFP: sign ups at decompressions, sign-ups online through decompression communications etc.





Photo by:Fyrefly

b) Technology (Website, Sys Admin)

by Shelley Watson

The website went largely unchanged, though content was updated for the new site, and we used the news feed on the home page more regularly. We had two team members making basic information updates on the site as needed.

The website is undergoing a complete overhaul in 2015. After careful analysis, and volunteer availability, it's been decided to rebuild from scratch, with WordPress.

Recommendations/Improvements for Next Year:

- Review web hosting.
- Explore our own ticketing system where a questionnaire precedes the buying process to educate attendees.
- Set up blog



IX. Future Vision

by Wendy Allison

Reflecting on this year's burn, I find my thoughts turning to our shared principles and how we can ensure their continuing relevance as Kiwiburn grows. This year consent was a major talking point all over Kiwiburn - the vast majority of things I heard were positive, but there were a few negative incidents in there as well - how can we address those in the context of an almost rule-free society?

As our community grows, more and more people are being introduced to the wondrousness of Kiwiburn, and we're now at a point where we may have to consider our shared values and how they're passed on each year to a new generation of burners. To that end, I've been thinking about how the principles relate to each other. Radical self-expression is great, but how does it relate to civic responsibility? And how do self-reliance and decommodification work with leave no trace? How do we find a balance between our own immediacy and our respect for the experience of others, and how do we share that with each other?

One of the solutions, I think, is how we relate to our community principles outside of Kiwiburn festival week. If we're living these principles day to day, Kiwiburn is no longer something we do, but something we are. Which is why this year, I'll be asking myself as I go about my small part in making Kiwiburn happen - what do we want Kiwiburn to be in the future, and what am I doing now to make sure that's where we end up?

It's a communal effort, after all. ;-)



Photo by: Peter Jennings

