

Voter Questions

Voter Questions to SBA Board Candidates

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Please list any disclosures of local or regional committees or boards that you currently sit on. These may be within the Burner community or others that may potentially be in conflict with Sunburn Arts Ltd.

The following questions have been submitted to the candidates by SBA Members:

Please copy the questions you wish to answer to your candidate tab and provide your answers.

1. How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?
2. What is your vision for the org to progress SBA purpose into 2026 and beyond?
3. Are there plans or intentions to promote burning man culture in other forms other than Burning Seed?
4. What are the candidates top priorities for SBA in 2026?
5. Regarding the results we seen from IBAG survey are there any thoughts on next steps to address community needs and wants?
6. Dugongs or the Resistance?

The following questions were submitted to the candidates by SBA Board Members:

Please copy the questions you wish to answer to your candidate tab and provide your answer

1. What are your key skills and experiences that you can bring to the community
2. What are the key practical /organisational improvements/efficiencies that you would like to see and implement for the organisation
3. Describe your personal /ethical qualities and strengths that make you suitable to the role
4. What is your vision for community culture and is there areas that you think need improvement?
What specific areas do you think you can have a positive influence on and how would you do this?

5. Where do you see the regional Burn in 1, 2 and 5 years?



Marcelo Vila

Marcelo Vila

DISCLOSURES: Local or regional committees or boards that I currently sit on:

Disclosure: I am part of Sunburnt Arts/Events only.

Answers:

1. How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?

I try to smuggle the 10 Principles into everyday life like little sparks of mischief. Gifting? That's as simple as sharing food, time, or hugs without expecting anything back. Radical inclusion? Welcoming the neighbour who never quite fits in. Leave no trace? Picking up rubbish at the park even when it's not mine. It's about showing people outside the burn that these ways of living aren't just for the paddock—they actually make “default world” life richer.

2. What is your vision for the org to progress SBA purpose into 2026 and beyond?

I'd love to see SBA become a home for year-round creativity, not just an event organiser. Imagine: more art, more gatherings, more cross-pollination with local communities. A place where people know if they've got a wild idea, SBA is where it can grow wings. For 2026 and beyond, I see us building stronger roots (sustainability, community trust) while still stretching our branches into weird and wonderful directions.

3. Are there plans or intentions to promote burning man culture in other forms other than Burning Seed?

Absolutely! Burning Seed is the big annual magic show, but the culture can live in pop-ups, workshops, local art projects, even spontaneous gifting

adventures in the city. I'd love SBA to support smaller, experimental events and collaborations with other communities. Burner culture doesn't have to wait until September—it can be sprinkled everywhere, all year long.

4. What are the candidates' top priorities for SBA in 2026?

- Keep Burning Seed alive, safe, and sustainable.
- Make it easier for new people to step into leadership, volunteering, and creativity.
- Support more art and community projects outside the paddock.
- Keep communication transparent so the community feels part of every step.
- Ensure SBA stays playful—even in spreadsheets and meetings (yes, it's possible)

5. Regarding the results we've seen from the IBAG survey are there any thoughts on next steps to address community needs and wants?

The survey was a mirror—sometimes flattering, sometimes brutally honest! Next step is to listen deeply, pick the top few priorities that matter most, and then actually action them. And let's do it visibly, so the community sees the loop is closed: you spoke, we listened, here's what changed. Otherwise, it's just more “survey theatre,” and no one has time for that.

6. Dugongs or the Resistance?

I'm team Dugongs—slow, graceful, just vibing under the surface. But... I know the Resistance keeps us sharp, challenges the status quo, and keeps things spicy. Truthfully? We need both. The Dugongs to keep us chill, the Resistance to keep us awake.

1. What are your key skills and experiences that you can bring to the community?

I bring a blend of organizational, creative, and interpersonal skills that help foster both structure and spontaneity within community spaces. I have experience in event planning, volunteer coordination, and logistics management, which have taught me how to balance vision with execution. My background includes working in community-building roles where collaboration, clear communication, and inclusivity were essential. I'm also comfortable navigating challenging conversations and finding consensus, which can be valuable in maintaining group harmony and direction.

2. What are the key practical/organisational improvements/efficiencies that you would like to see and implement for the organisation?

I would like to improve internal communication and knowledge-sharing systems to prevent burnout and ensure continuity from year to year. This could involve creating clear onboarding documents, timelines, and role guides for key volunteer positions. I also see an opportunity to streamline decision-making processes using collaborative tools and regular check-ins to ensure transparency and accountability. Better coordination between teams—like placement, leave no trace, and infrastructure—could also increase overall efficiency during build and strike.

3. Describe your personal/ethical qualities and strengths that make you suitable to the role.

I lead with integrity, empathy, and a commitment to community values. I listen actively, respect diverse perspectives, and take responsibility for my actions. I'm solutions-focused, but also patient and reflective, which helps me navigate complex group dynamics without reacting impulsively. I value consent, inclusion, and radical self-expression, and strive to create spaces where others feel safe to do the same. My strength lies in being reliable, calm under pressure, and willing to do the unglamorous work behind the scenes to support the whole.

4. What is your vision for community culture and are there areas that you think need improvement? What specific areas do you think you can have a positive influence on and how would you do this?

My vision is a community culture that balances radical inclusion with accountability, creativity with consent, and freedom with responsibility. I'd like to see more focus on mentorship to bring in new voices and skills, and stronger support for marginalized communities to feel truly welcome—not just present. I believe I can positively influence these areas by fostering safer, more open channels for feedback, supporting diversity in leadership, and encouraging conversations that promote both empathy and growth. I'd also advocate for more cross-collaboration between theme camps and art projects to strengthen community bonds.

5. Where do you see the regional Burn in 1, 2, and 5 years?

In 1 year: A successful, sustainable event with stronger infrastructure, clearer roles, and a better-supported volunteer base. We've documented lessons learned and are working from a place of more intentional planning.

In 2 years: The event grows in cultural depth, with a broader range of participation, more diverse leadership, and an expanding year-round community presence through workshops, art builds, and social gatherings.

In 5 years: A well-established regional event known for both its creative edge and its community care. We've built strong ties with local communities and institutions, operate with resilience, and are helping other emerging Burns learn from our model.

Peter Simpson-Young

Peter Simpson-Young

DISCLOSURES: Local or regional committees or boards that I currently sit on:

None Disclosed

1. How do you bring the principles into your everyday life?

I actively organise events where burner principles naturally emerge through participation rather than prescription. **Critterfest was a brilliant example** of how burner culture can thrive in different contexts. Currently, I'm co-organising a full-day training event for <80 university staff from across Australia and New Zealand with another Melbourne burner, Shane Kilcullen. We're weaving in gifting, participation, and radical self-expression - everyone's being asked to wear scarves that represent themselves, and we've got participatory experiences and gifts planned throughout the day.

That said, I think there's a **common misconception about the 10 Principles** that needs addressing. Larry Harvey's principles were meant to be descriptive, not prescriptive. They describe the DNA of a burn - what naturally happens when you create the right conditions - rather than being rules we must follow, either on or off the paddock. My focus as a burner is on creating events where these principles emerge organically because the environment supports them, not because we're forcing compliance with a rulebook.

2. Vision for SBA's purpose into 2026 and beyond

Burns are culture incarnate. The culture doesn't exist in mission statements or governance documents - it emerges from our collective experiences when we gather at events. According to the IBAG survey, 76% of our community participates primarily for "community and connection", and this happens most powerfully when we're together on the paddock.

My vision for SBA is straightforward: **focus on delivering exceptional Burns** where our culture can flourish naturally. The data shows we're facing real challenges - 42% of theme camps are struggling with unsustainable workload distribution, and volunteers are burning out from overcommitment. We need to build sustainable, scalable events that nurture our community without exhausting our most dedicated contributors. When we get the events right, everything else follows.

3. Promoting burning man culture beyond Burning Seed

From my understanding, **off-paddock ecosystem building falls primarily under the regional contacts' responsibility**, and that division of labour makes sense. SBA should maintain its focus on creating exceptional burn events rather than spreading itself too thin.

If expanding cultural promotion becomes part of SBA's mandate post-restructure, I'm absolutely ready to support that initiative. But we need to be careful about mission creep - **our primary focus must remain on delivering the events** where our culture comes alive.

4. Top priorities for SBA in 2026

Based on the IBAG data and community feedback, my priorities are clear and actionable:

- **Fix our communication crisis.** The survey showed 24% of our community identified communication as a critical gap. We need robust systems that go beyond Facebook dependency, with clear, centralised information that everyone can access.
- **Make volunteering sustainable.** 32% of volunteers are crying out for shorter shifts - we need to implement 4-hour maximums as standard. Nobody should have to choose between contributing and enjoying the burn
- **Learn from global burns.** There are nearly 100 other regional burns worldwide. We should systematically survey their technology stacks, automation tools, and operational systems. Why reinvent the wheel when we can adapt proven solutions?
- **Support our theme camps properly.** With 36% citing financial challenges and 42% struggling with workload, our creative infrastructure is at risk. Theme camps are the beating heart of our events - we need to resource them appropriately.
- **Create clear documentation.** Our leaders need processes they can follow and build upon, not constantly starting from scratch. This prevents the institutional knowledge loss that leads to burnout.

5. IBAG survey next steps

The IBAG survey provides a clear roadmap with 518 voices pointing the way forward. **Priority actions include:**

First, we must address the volunteer burnout crisis. The community has spoken clearly about needing shorter shifts and better support structures. This isn't negotiable - it's essential for sustainability.

Second, our communication systems need a complete overhaul. Facebook dependency is excluding community members and creating information silos. We need inclusive, accessible platforms that serve everyone.

Third, with **58% of our community identifying as neurodivergent or exploring neurodivergence**, accessibility isn't an accommodation - it's core design. We need sensory-friendly zones, clear signage, and social support structures as standard features.

Finally, the community wants a **hybrid event model** - 46% want large burns, 38% prefer mixed sizes. This isn't an either/or decision. We can deliver both flagship events and intimate gatherings throughout the year.

6. Dugongs or the Resistance?

Both. Unlike the Dugongs and the Resistant, I'm about radical inclusion. 😊

Board Questions

7. Key skills and experiences

I bring **full-stack event management experience** covering everything from initial budgeting and planning through to on-ground execution. This includes promotion, ticket sales, volunteer coordination, and stakeholder engagement - all the pieces that make an event actually happen.

On the technical side, I'm **highly proficient with AI tools**, which means I can rapidly build the systems we need and create content efficiently. This is increasingly important as we scale up while keeping costs down.

My **entrepreneurial background** includes three startup accelerators and experience taking companies from initial idea through to Series A. This has taught me how to operate effectively in resource-constrained environments, build systems that scale, and most importantly, how to get things done when there's no blueprint to follow.

8. Practical organisational improvements

The current organisation has been somewhat opaque, which creates unnecessary friction and confusion. **We need transparency and clarity** in our operations.

Starting with foundations: we need communication systems that actually work. The IBAG survey showed 24% of our community sees this as a critical gap, and they're right. We need centralised, accessible information that isn't scattered across multiple Facebook groups and private messages.

Document management with proper revision control is essential. We're constantly reinventing processes because we don't have clear records of what worked before. This wastes time and energy we can't afford to lose.

We should **systematically learn from other burns**. There are over 100 regional burns globally, each solving similar problems. We need to survey their technology stacks, understand their automation, and adapt their successful solutions to our context.

Most critically, we need **systems that prevent volunteer burnout**. The data shows 42% of theme camps are struggling with unsustainable workload distribution. This isn't just inefficient - it's driving away our most dedicated community members.

9. Personal qualities for the role

I bring a **utilitarian ethical framework** - focusing on what creates the greatest good for our community as a whole. This means making decisions based on evidence and impact rather than personal preference or politics.

The IBAG data showed 16% of leaders identified ego-driven dynamics as problematic. I'm **focused on solutions, not status**. The work matters more than who gets credit for it. I genuinely care about this community and want to see it thrive sustainably for years to come.

10. Vision for community culture

Burns are culture incarnate. Our culture doesn't live in documents or mission statements - it lives in the transformative experiences we create together on the paddock. The data shows we have incredible capacity: 425+ people ready to volunteer, 180 prepared for leadership roles. We don't have a resource problem; we have an organisation problem.

SBA needs to focus on creating exceptional events where this culture can flourish. When we nail the events, everything else follows - the connections form, the art emerges, the

transformation happens. The more successful burns we have, the stronger our culture becomes, both on the paddock and throughout the year.

If we're distracted by trying to be everything to everyone, we'll fail at our core mission. **Let the events be excellent**, and let the culture grow from that excellence.

11. Regional Burn timeline

Year 1: Recapture the Magic:

The first burn won't be perfect - let's be honest about that. We might aim for 300 and get 200. Things will go wrong. But **at 10pm on Friday night, when the vibes are unreal and nobody's burnt out**, we'll look at each other and know we've done it. We'll feel the potential crackling in the air. It'll be like Maverick on steroids - chaotic, imperfect, but absolutely alive with possibility. That feeling, that moment when we know we're back - that's what matters.

Year 2: Growing Pains

Reputation from Year 1 will drive demand - we'll sell 500 tickets when we expected 400. The party will be bigger but **the vibes might shift**. Some people will burn out or fall out as we scale. But crucially, this is when our volunteer teams grow massively. Yes, it creates more work for leadership initially, but we'll establish our core crews and camps. **This is really the MVP year** - the minimum viable product that proves NSW Burns can work sustainably.

Year 3: Finding Our Rhythm

Procedures are down pat. Volunteers know their roles and **experienced vollies are training the new ones**. New keen beans step into leadership as founding organisers step back to recuperate. We'll struggle with some scaling challenges, but the vibe returns to those early Matong days - that sweet spot of size and community. The machine is working.

Year 4: Peak Performance

We might be getting a bit bored with the formula, but this is when we deliver **one final big hurrah with the original crew**. Experienced volunteers, established camps, refined systems. This is the peak burn - almost faultless execution. The event the community deserves. Job done. We've built something that works.

Year 5: Successful Succession

New leadership takes the reins. We execute a proper handover with documentation and mentorship. **It won't feel quite the same without the OGs**, and some people will complain about changes. But we'll be happy just to be there, knowing the ecosystem is saved. Future years might be slightly smaller, might have different vibes, but that's evolution, not failure. **The critical infrastructure exists**, the culture continues, and NSW has its burn back.

Leanna Pugliese



Leanna Pugliese

DISCLOSURES: I am a Regional Contact (Burning Man), and co-produce the Burners of New Zealand and Australia (BoNZA) leadership and arts summit annually. I presently sit as the President of the DGR charity, Sparkhaus Studio, but will be vacating this role over the next four weeks.

1. How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?

Great question! I created a not for profit community makerspace. A place where anyone can participate regardless of gender, age, etc and learn new skills and be part of a maker community. I have volunteered my time directing the org & space for the past 5 years and it has brought me ridiculous amounts of joy to watch someone suddenly “get it” when learning a new skill - even more so having a safe space for women and neurodiverse humans to come in and learn how to use tools, machinery, code, and be part of a community that accepts them as they are. Our overarching tenet is to “Be Excellent” - to Sparkhaus, to each other, in everything that you do while you are there. So far, it’s worked pretty well :) We have a super low cost membership rate to make it inclusive for everyone, and provide pathways to offset membership costs when possible. We’ve been involved in multiple local community art programs providing free or at cost projects to be placed in schools or in the community. We also provide Burner Theme Camp storage to local TCs, and have assisted in numerous schwag operations for events. [participation, decommmodification, radical inclusion, communal effort]

I volunteer my time on a monthly basis as a pharmacology expert on our local health district (LHD) scientific subcommittee on the Human Research and Ethics Committee (HREC). I provide oversight and knowledge to research involving drugs and devices in populations from embryos on up. [civic responsibility]

Though not yet a citizen, I have proudly volunteered my time at the Democracy Sausage stand at our local election polling station for the past 2 years - what a time to be alive! This is also where I had my first Solo & Pasito. [civic responsibility, immediacy, taste sensation]

My gifting in general is not only an extension of my dollarydoos - but of my time, which is of high value (to me) as a busy human.

2. What is your vision for the org to progress SBA purposes into 2026 and beyond?

Common visions and goals. Building a foundation of trust around common outcomes we will be able to branch out and achieve our purposes and activities of the charity org, but also meet and exceed expectations in our community. We are here to be an example of what a member led organisation CAN be, & what a resilient community that supports its members looks like. I am so interested to lean in, listen, and make that happen.

3. Are there plans or intentions to promote burning man culture in other forms other than Burning Seed?

Absolutely - having our annual event is integral to our community and to our organisation but the purposes are much more far reaching.

My personal goals are to:

- *Grow opportunities for artists, LNT champions, and aligned activist projects
- *Establish close ties with the land and Indigenous community so we exist and play reciprocally and respectfully

4. What are the candidates top priorities for SBA in 2026?

My top priority is to build a community that is centered on mutual trust and respect. From there, I believe we can build a robust volunteer pool to support a wider variety of projects, including an annual event. Participating has taught me that qualifications for a role or a job are paramount for successful outcomes. I would like to see skilled volleys in roles, and avenues of getting skilled up being offered.

I would like to see greater engagement with the local community and mob wherever we hold an event, and authentic and ongoing stakeholder engagement in all our activities. These aspirations are a product of clear and open communication, which I intend to lead with.

5. Regarding the results we saw from the IBAG survey, are there any thoughts on next steps to address community needs and wants?

What an incredible data set!! I am so keen to get stuck into the data and use the outcomes to inform questions posed to our community about What Comes Next. This is our future, shaped together. There are a few outcomes that need community engagement first - dates (when do we

want to gather together!!), site (where?) and much more. I look forward to getting into some deep conversations with you about how we formulate these next steps.

6. Dugongs or the Resistance?

Ha! Resistance - obviously. I will forever challenge dominating overlords and displaced power structures in society. Norms? Whose? If it's not from the people for the people, expect disruption.

7. What are your key skills and experiences that you can bring to the community

My first Burning Man was in 2010 after spending years in the AZ burner community attending local and regional events. Since then I have led a theme camp, started a burner exchange sending aussie burners to our camp at BM, built art installations on the playa & paddock, have ranged, and brought shenanigans to Gate & Traffic. I cofounded Burners of Sydney and Surrounds (BOSS) and was part of the restructure and interim board for Sunburnt Arts. I also get the pleasure of co-producing our region's annual international Leadership and Arts Summit, BoNZA (Burners of New Zealand and Australia) which brings together other regional event organizers, regional contacts, artists and movers and shakers to learn and network with each other over 3 days.

Outside the burnerverse I was part of rebirthing our local nfp org, The Share Shop (Tool Library), and mentioned earlier created Sparkhaus Studio, a burner led community Makerspace. It brings me great pleasure to create spaces for people to come together and make magic. I know my way around the charity and governance space having been a part of creating 5 not for profit organisations in the past 5 years, and a director of two charities at the present. I lead a crack team of professionals at my default job, and sit on numerous high level executive committees. I bring breadth & depth of experience from my roles in the Burnerverse as well as my professional one. I'm not afraid of the sh*t jobs and being The No Person™. Does this mean I'm adulting?!

8. What are the key practical /organisational improvements/efficiencies that you would like to see and implement for the organisation

* improve communication - we are a diverse bunch who utilise different mechanisms to connect. How can we listen and ensure everyone is receiving the same message?

*right person: right job - I would like to see more consideration in putting volunteers in roles that they are suited for. We have a high burn out and attrition rate that needs addressing - this is not unique to our organisation.

9. Describe your personal /ethical qualities and strengths that make you suitable to the role

I like to get stuck in and get my hands dirty. I believe that establishing trust and reliability is the cornerstone to successful outputs and longevity of any team. In times of stress - and there will be stress - the support of a team you can lean into and not think twice they have your back is top tier for me.

Inherently I am a weirdo that loves helping and showing up for people - I've forever been the go-to person for an issue, a hard job - or that midnight soup or dumpling sesh you didn't realise you needed. The 1:1 deep chats (or gigglefests) on or off the dancefloor making sense of the mayhem around us... I'm grateful for these chats and the opportunity to listen deeply to each other and make our community stronger.

10. What is your vision for community culture and are there areas that you think need improvement?

Trust - first and foremost.

Discuss and align in values, vision and paths forward. We fought for a member led organisation, I am very interested in membership contribution to values, vision, future. We are in this together, and get to have an active voice - how bloody exciting!

I am also super excited to build bridges and opportunities with all our burner brothers and sisters across the country and region.

There is a need to call to the front the collective hurt and trauma that many burners experienced during the protracted transition of the privately owned org to the now community owned SBA - how can we collectively heal personally and collectively? I am very interested and committed to seeing this through to clear air, and enter into a safe space for all of us.

11. What specific areas do you think you can have a positive influence on and how would you do this?

Above! I believe I've answered that

12. Where do you see the regional Burn in 1, 2 and 5 years?

I believe in growing an event that is attuned to the capacity of our volunteer pool. I imagine this will start small (less than 1,000) and grow at a sustainable rate. Whether that is 5 or 10 yrs I cannot tell you - I've lived through some weird sh*t and frankly am not keen to set hard and fast expectations for 5 yrs in advance. My gut tells me that if we align first in values, vision, and goals, the rest will naturally follow. What I *look forward to* is gathering with you on a paddock lit up with art cars, ridiculous theme camp offerings, and laughing so hard you nearly pee your pants, repeatedly!

Nathan "Nugby" Bernasconi

Nathan Bernasconi

DISCLOSURES: Local/regional committees/ boards currently on:

Departing Treasurer of Wilderness Productions

Member Questions -

1. How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?

I came to Burning Man from helping run boutique festivals in Europe built on so many of the

Principles that make Burning Man great. Queer, neurospicy, welcoming spaces that we created together, everyone participating, everyone embracing silly, sexy, spontaneous, life-affirming moments like belting out Bohemian Rhapsody atop an inflatable unicorn in the sun. It felt like home and Burning just meant adding tents and more people volunteering.

Outside Burns I do that welcoming all and sundry to Burning Pub, running my local Clean Up Australia Day, running events on Meetup never asking a thing in return; just creating the frameworks in which everyone's magic can shine through.

2. What is your vision for the org to progress SBA purpose into 2026 and beyond?

I'd like to get Sunburnt Arts back to the point where it can focus on addressing social issues as was intended as a charity, where the Board can sit as big thinkers about how we can bring the principles into the community and not have to focus so much on the operational matters of delivering a successful Burning Seed. But we're further away from that now than when Sunburnt Arts started.

My vision is to deliver Seed in 2026, build that confidence in our community-led organisation as someone who has delivered many other Burns, grow our community while re-engaging those who've stepped away, and be able to focus on our wider charitable goals from there. If you know Maslow's Hierarchy of Needs, I'm putting delivering Seed as our basic physiological needs, doing it safely, without bleeding money, above that, that love and belonging flowing from that, developing future operational leaders positions above that and then being able to prioritise our charitable goals with Seed, and the community, thriving.



3. Are there plans or intentions to promote burning man culture in other forms other than Burning Seed?

Longer-term charitable goals aside, I already run Burning Pub in Sydney and strongly believe in Seed existing within and supporting a wider ecosystem of Australian Burns like Underland, Modifyre, Third Degree and others in addition to TTITD, sharing ideas, assets and more.

4. What are the candidates top priorities for SBA in 2026?

Deliver a ~1,000 person Seed, and not on a date that would exclude anyone attending Underland. Everything else Sunburnt Arts hopes to do builds off've that.

5. Regarding the results we seen from IBAG survey are there any thoughts on next steps to address community needs and wants?

76% of survey responders come to Burns for the Community, yet 46% didn't feel connected to the Burn Community. I'm in that 76% and it hurt me seeing so many felt left behind. I strongly advocate for Seed existing alongside other Burns so we can come together as a community multiple times per year (reflected in the views of most participants), personally run Sydney Burning Pub precisely knowing our community needs these monthly chances to come together, and support other Burn events in the Embers group so people can gather at other times of the year.

A lot of the other feedback - transparent Governance, shorter shifts, more accessible to Sydney (and this was strongly reflected across Theme Camps, Artist and all other attendees), etc, are things we implemented with Embers, and are part of the lessons learnt there I already wanted to bring to the next Seed.

I definitely didn't need to be told we're mostly neurospicy, and go into every Burn planning where our low-sensory spaces will be.

So much more I could say re IBAG, Rowan's Theme Camp Leads survey, the Embers survey, the amount of people who consider Effigy/Temple non-negotiable yet want to Burn the October Long Weekend, but... you've got a lot more to read right now. Just know that I read, I listened, I consulted, I'm *still* asking for the qualitative IBAG data; I care. Ask me in person.

6. Dugongs or the Resistance?

Ha ha ha. The Dugongs of Western Australia was a parody of a Sunburnt Arts in which a Board Member sought to kill off everything they couldn't personally control, to the community's expense. Pleased to see so much of my fellow Resistance "taking over" the Board this election.

Board Questions -

1. What are your key skills and experiences that you can bring to the community

I'm the only person that's run every Burn that's happened in NSW in the last couple years for what that's worth 😊 I'm the current Treasurer for Third Degree, Co-Rabblrouser for Embers, Crew Wrangler for Burning Seed and am planning to bring all that experience together to focus solely on Sunburnt Arts/Seed next year.

On-site, I've done everything from Site Manager at Nowhere, Clown Police Shift Lead at the Borderland, Gate at Sunset Town, Red 5 at Seed, Sanctuary at Underland, *everything* bar Greeters and Fire Safety at Third Degree and I'm doing Greeters this Thursday.

Burn experience aside, I've spent years at Accenture and other FS Tech companies, sitting down with people, helping map out their ideas, managing upwards, agreeing solutions and ensuring those solutions get built, sometimes on multi-billion dollar projects. The whiteboard next to me right now is filled with workshop ideas, a potential Seed Org Structure and (genuinely) some words of wisdom from Tereasa.

2. What are the key practical /organisational improvements/efficiencies that you would like to see and implement for the organisation

I would like Seed to implement a Comms platform, be that Discord, Google Meet, Slack (dear god not Messenger even if we did successfully pull that off in a couple weeks with Embers) etc where the distance between the Board, Team Leads, Theme Camp Leads, Artists etc is greatly reduced. I've implemented that at 3rd Degree, created spaces for Theme Camps to collaborate, Leads and the Board to discuss ideas, and give people transparency about who's doing what within the Burn.

Presuming SBE is disbanded by Motion 1, I'd love Seed's Org Structure in 2026 to contain no more than 3 layers, with enough cross-pollination between layers, and all layers with Theme Camp Leads, etc to cut down in the Silos and unworkable Two Board-stylings that have plagued the first iteration of Sunburnt Arts / Seed.

3. Describe your personal / ethical qualities and strengths that make you suitable to the role

I know people haven't driven hours out into the bush to slap Board members on the shoulder and tell them what a good job they're doing. If you've come to "Dale's Burn" or "Rolly's Burn" in the last couple years, you might not even know who I am. But if you're a Team Lead, or a Theme Camp Lead, you know, and you know I've done whatever I can, as quick as I can, to make your lives easier, and allow you to bring forward the magic that flows through our Burns when other administrative details are handled.

4. What is your vision for community culture and is there areas that you think need improvement?
What specific areas do you think you can have a positive influence on and how would you do this?

I spoke about this re IBAG above, but we're a community founded on the 10 Principles, yet so much of our community don't feel Included, Radically or otherwise. I try to be a positive influence, and enculturate others inside and outside the Burn community, while encouraging people to come to Burns and see how amazing the people are. If anyone reading this isn't feeling part of that, let me know and we can grab a coffee in Sydney, wander around some art galleries or you can lock me in in advance for a chat next Burning Pub (or Burning Picnic as we approach warmer months).

5. Where do you see the regional Burn in 1, 2 and 5 years?

Around a year from now, I see us delivering a Seed for around a thousand people, with potentially hundreds missing out because we scaled things sustainably, both fiscally and to prevent burn out. We'd take the lessons learned from that and scale up again in 2027, taking Leads, Theme Camps, Artists on that journey to have a full year to plan out their offerings. By year 5, I expect it to be thriving with over 2000+ participants each year, with a mix of new faces entering the Sunburnt Arts Board and connecting with the next generation of Burners.

Tereasa Trevor



Tereasa Trevor

(Conflict of Interest: I hold a role as Consent & Culture lead for The Third Degree, and I am on the board for Egg Donation Australia - a NFP)

How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?

I often grapple with what the Principles truly mean for my own life and how they shape my personal pillars of Art, Creativity, and Culture. One of the most profound applications for me has been integrating them into design-thinking methodology. I've seen firsthand how, in just twelve weeks of preparation, radical self-expression, communal effort, and leaving no trace can combine to achieve what feels like moving mountains. It surprises me that out in that 'other world', there are so few people that are prepared to truly dream big! That alone makes me want to take them out to an empty paddock and show them what is possible. I would love to allow them the chance to dream.



I also reflect deeply on decommodification—not only in terms of art or events, but in how we think, behave, and build relationships. Capitalism permeates so many aspects of our lives, including the ways we structure teams, often replicating hierarchical and transactional systems. What if decommodification also meant seeing volunteers as people first and roles second? What if joy and connection were the central reasons to turn up and contribute? (I mean, that is what it's really about, amiright?)

This perspective has been a through-line in much of my work, particularly in roles where I focused on engagement and motivation. Now, I find myself inspired by how the systems we practise at a burn can ripple outward, offering lessons and frameworks that strengthen other volunteer-based organisations as well. These thoughts are pretty exciting to me.

What is your vision for the org to progress SBA purpose into 2026 and beyond?

I would love to see the org become a thriving cultural entity that reflects the diverse membership. I believe that means generating a myriad of activities that are engaging and exciting - but to be honest, it's not for me to have a vision and to enact that, unless it is needed. It is for me to listen hard enough to hear the vision that wants to come forth, and to work to generate that in the format the community wants and needs.

https://www.undp.org/sites/g/files/zskgke326/files/2024-07/communitylisteninginpracticecourse_4.pdf

Why is Community listening a vital skill for effective community engagement?

Community listening stands as a critical skill for effective community engagement for several important reasons:

- 1 Building trust and rapport:** Community listening serves as the cornerstone for trust-building. When community members feel heard and valued, it enhances their trust in the engagement process and the entities involved. Trust is fundamental for fostering open and constructive dialogue.
- 2 Understanding diverse perspectives:** Communities are diverse, encompassing varied backgrounds, experiences, and viewpoints. Community listening enables you to appreciate the complexity and richness of these perspectives, aiding in identifying common ground and addressing unique needs.
- 3 Identifying hidden issues:** Not all community concerns are immediately apparent. Community listening helps unveil latent or less-discussed issues that may be crucial to residents. By actively listening, engagement initiatives can effectively address these concerns because by asking an open-ended question, you allow your community to share what they believe is important, rather than immediately focusing on what you think is important.
- 4 Co-creating solutions:** Effective community engagement requires collaboration between stakeholders. Community listening promotes co-creation by involving community members in problem-solving and decision-making, ensuring solutions are grounded in the community's insights and preferences.
- 5 Adapting and evolving:** Communities are dynamic, and their needs evolve over time. Community listening, as an ongoing process, allows engagement efforts to adapt to changing circumstances, ensuring long-term relevance and effectiveness.
- 6 Enhancing accountability:** Active listening and responsiveness to community inputs demonstrates accountability, fostering transparency and a sense of shared ownership and responsibility. Community listening is also a two-way street, requiring you to share back with the community what you've learned and how you're applying that knowledge.

Are there plans or intentions to promote burning man culture in other forms other than Burning Seed?

I would love to see this happen! What do you want to do? I dreamed of an art car extravaganza!

A community bike parade with decorated bikes!

What are the candidates top priorities for SBA in 2026?

For me, it is embedding pleasure into the heart of volunteering - through building a culture that puts people first, and roles second. I believe we need to start with the culture.

Regarding the results we seen from IBAG survey are there any thoughts on next steps to address community needs and wants?

Look, this I-BAG survey was great - I loved being part of it. It surfaced some really important themes that our community cares about. But as someone who's been doing communications strategy for years, I know that one survey doesn't make us experts on what 518+ diverse people actually think. We can't just tick the 'community consultation' box and call it done.

What I believe we really need is to bake ongoing listening into everything we do going forward. Regular check-ins, pulse surveys (and make them fun!), keeping our ear to the ground - because people's needs and opinions evolve, and we need to evolve with them.

Next Steps - here's my back of the envelope thinking (all plans should be collaborative)

Right Now (Next 1-2 months):

- Let's actually dig into those survey themes with members. Not just "here's what you told us" but "what does this actually mean to you?" conversations
- Figure out which themes need the most urgent attention vs. which ones we can explore over time

Building the System (Next 3-6 months):

- Set up simple, regular ways to check in with the community - maybe quarterly pulse surveys/focus groups on hot topics.
- Maybe hot folx with clipboards and nothing else? I like science, do you?
- Create feedback loops so when we try new things based on what people told us, we can quickly find out if we're on the right track. You know. How we do it in real *relationships*.

Making it Stick (Ongoing):

- Embed this listening approach into how any future events or initiatives get planned
- Make community input a standard part of decision-making, not an afterthought.

Dugongs or the Resistance?

Long Live the [Dugong Resistance!](#)

Dugongs are related to [mermaids](#) and elephants. [I like mermaids. And elephants.](#)

Dugongs are very friendly, curious animals and they often interact with people.

[SO THEY ARE JUST LIKE ME!Or I am like them?](#)

Contrary wise, they rarely sing people to their death from ships (which is what mermaids do).

However, as with all wild animals, you should always be cautious when viewing

dugongs.....[Always keep your distance from mothers with calves, and never interrupt them while they're eating.](#)

Dugongs are intelligent animals with [long memories](#). Dugongs can also play a role in the spread of [antimicrobial-resistant bacteria](#) as a sentinel species for resistance in marine ecosystems. ***So they are the resistance.*** Regardless of what we say.



The following questions were submitted to the candidates by SBA Board Members:

1. What are your key skills and experiences that you can bring to the community

I bring my full sense of self. My background spans corporate boardrooms, bedrooms, crisis communications, and grassroots community building, but my ethos is simple: people first, policy and roles second.

I know how to keep calm in chaos, speak truth even in risk-averse environments, and build cultures where joy, safety, and creativity are the metrics of success. Pleasure activism is at the heart of my leadership style because when people feel seen, safe, and enlivened, they show up fully - and that is how we can access radical self expression, communal effort, and really good sex as well. *Hey, you asked for my professional opinion!*

I bring rigour, but I refuse dryness. (I'm leaving that pun!) I bring risk analysis, but centre care. I bring policy development, but translate it into practices that actually nourish people. That's how I engage with leadership, and that's what I'll bring to the board.

In addition, **I have run countless events**. As a strategic communications manager, events are one of the key deliverables in a communications campaign. They operate as a framework to deliver experiences and as such I have run everything from small events (5 people) with bespoke planning, to medium size events (think teams, or perhaps spotlight lunches with a senior leader)- through to large events like sales conferences, investor conferences, and regular "all staff" events from 80 people to as big as **30,000 people in 17 countries** (every financial quarter!). I have also delivered fun events like 'activations' - an event that occurs in a temporal moment - like walking into work for example, but delivers an 'aha!' moment connected to a learning or key takeaway. My events always have had a distinct purpose, a culture and have delivered measurable outcomes.

2. What are the key practical /organisational improvements/efficiencies that you would like to see and implement for the organisation

One of the most important improvements I would like to see is a stronger culture of respecting boundaries around **time and availability**. Just because we are friends and volunteers does not mean we should expect each other to be accessible *at all times*. This level of constant availability is not sustainable and risks exhausting the very people we rely on. Of course, urgent matters will always arise, and as adults with responsible roles we can distinguish between a genuine emergency and a minor organisational hiccup. What concerns me is the tendency to lean on the same people repeatedly until their energy is depleted. This is something we can collectively shift. I believe it is everyone's responsibility to ensure that our friends and fellow volunteers are getting the space they need for rest and self-care. **Caring for each other** sometimes means encouraging breaks, respecting

personal time, and recognising that life outside the burn matters too. A healthier balance will strengthen our organisations in the long run.

**SELF
CARE IS
SO SEXY**

3. Describe your personal /ethical qualities and strengths that make you suitable to the role

I'm a very good girl +++, by which I mean I take my commitments seriously, but I also know how to bring humour and lightness into spaces that can otherwise feel heavy. People often underestimate how much cultural glue comes from being reliable *and* playful at the same time.

I value integrity: if I give my word, I'll either deliver or communicate with honesty. I value compassion: I listen first, act later. And I value courage: I'm willing to sit in discomfort, call things as they are, and still hold people with care. This matters in a team where there is bound to be tight deadlines and lots of stress-inducing activity.

What makes me suitable is that I don't separate ethics from personality. I lead with clarity, care, and mischief in appropriate measure and that combination is what keeps me grounded, trustworthy, and fun to work with.

4. What is your vision for community culture and are there areas that you think need improvement? What specific areas do you think you can have a positive influence on and how would you do this?

I want a community culture that feels **alive!** Thriving! **Joy-full!**

Where radical self-expression and radical care sit side by side.

A culture where joy, creativity, and pleasure are not "extras" but essential ingredients in how we govern, volunteer, and look after one another. To me, this is how we act as total rebels against the capitalistic and oppressive colonial structures we live under.

#artasresistance #pleasureactivism

Where We Can Grow

I think we need to move beyond transactional engagement into deeper connection. Too often, governance slips into pure operations or risk management alone, which flattens our vibrancy. We can do better at centering inclusion, listening, and creating spaces where we share our **authentic selves**. This is de commodification and necessary for our vast neurospicy community.

Where I Can Have Influence

I can positively influence three areas:

1. **Communication & Transparency** – I know how to turn policy and process into language that feels clear, human, and inspiring. This builds trust and invites participation.
2. **Psychological Safety & Inclusion** – With my trauma-informed background, I can help create processes and volunteer cultures where people feel safe, supported, and able to show up as themselves.
3. **Pleasure-Centred Leadership** – I bring an activist lens that reminds us that volunteering can also be enlivening. I'd bring practices that put joy and connection into the way we meet, work, and celebrate.

How I'd Do It

By embedding **consent and care** into every layer of decision-making, by holding space for honest conversations, and by ensuring our structures serve people, not the other way around.

If you haven't noticed yet, this is my passssssssioooooon.



5. Where do you see the regional Burn in 1, 2 and 5 years?

This Burn is not a copy of Black Rock City or any founding path, rather **it is its own creature, born of this wild land and the creative people who gather on it.** Its culture is already totally unique, and the way forward is to keep listening to the voices of our community and letting them shape what it becomes.



In 1 year: I see us stabilising and reconnecting by laying foundations of trust, inclusion, and safety. A smaller Burn where people feel heard, where they know their contributions matter, and where the culture is owned by the many, not the few.

In 2 years: I see momentum with bigger art, braver music, and deeper collaborations across potentially bigger crews. An expressive event and community that is not only recovering from the past but thriving! Creating new traditions, new spaces, and new ways of embodying the principles in distinctly local ways.

In 5 years:

I see a Burn that people can't stop smiling about. Where art and music are so creative they are hard to describe to others. Where immediacy and radical self-expression ripple through everything, and where cultural safety and consent are so deeply embedded they're second nature - and that builds a rock solid foundation for fun. A Burn that flourishes, face-aching smiles and all.



Gabriel “Gabe” Reyes

Gabriel “Gabe” Reyes



DISCLOSURES: Local or regional committees or boards that I currently sit on:

- **Current Acting SBA Director**
- **Neomenia Build Crew Director**

1. How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?

I had been doing a lot of research before attending my first burn in 2018. I was drawn to the burner principles and aimed to incorporate that into my everyday life so that the experience was not so much a shock to the system! But what I found was that many of the 10 principles had already found their way into my lifestyle. I feel like, if you are a community minded-person, and have elements of introspection in you life, many of the principles are not foreign.

For example, I do my best to identify my own personal bias and make efforts to reserve judgement of others before understanding them. This is paramount to radical inclusion.

Gifting is an easy thing to do if you have the capacity to do so, but I always listen to my friends when they say they love something and makes notes in my phone so that, if I have the opportunity to covertly buy it for them in the future, I will (such as birthday presents). A thoughtful and unexpected gift is always the best to receive, and the face of a friend when they receive such a gift warms the cockles of any giver's heart!

I almost never buy anything that isn't a vintage or second hand item, especially default world clothes! I keep myself informed of the sustainability of anything I purchase. I also eat a plant based diet and have not eaten meat for 8 years because I believe that our meat farming methods are unsustainable. Although I don't see anything wrong with eating sustainable animal products, I know a lot of people do not eat sustainably. So I sacrifice my portion of meat so that I can bring a tiny bit more balance to the world.

I am fiercely independent and self-reliant, however I know the need and comfort of communal efforts and aim to find balance between these principles in what I do.

Artistic expression is the lifeblood of our culture. Not only do I take great joy from making weird and wonderful outfits and stages, I co-founded a collective (the Fan Club Collective) which holds events that support artists in our community - giving them an accessible platform to express themselves and share their art.

As a community leader, I feel I have the responsibility to embody the values our community shares, and protect the safe spaces we create for each other where we can be our true selves. We all have a responsibility to ensure the social mores we share are protected and supported at all times. I do this wherever I go, particularly at Burner events. Not everyone is comfortable with confrontation so I make it my duty to stand up for those being discriminated against or harassed.

2. What is your vision for the org to progress SBA purpose into 2026 and beyond?

My vision is to be part of the unification of community leaders and work towards a common goal, which is not only to produce Burning Seed but to revitalise the spirit and reputation of Burning Seed and SBA within our community. The organisation has made some mistakes along the way but I believe the team that has emerged from this have learnt a lot, are the best equipped and have the best intentions to make an event and organisation we are all proud of.

3. Are there plans or intentions to promote burning man culture in other forms other than Burning Seed?

I believe it would be important as a board to come together to discuss how best to promote burning culture outside of Seed. Satellite events throughout the year focusing on art, sustainability, community-mindedness and the ten principles are a great way to promote the ethos into the greater community. SBA should also help to assist other aligned organisations and regional burns wherever we can because it is often these peripheral communities who find themselves brought into our own fold. There are plenty of people living a burner lifestyle who are yet to attend a burn!

4. What are the candidates top priorities for SBA in 2026?

There are a number of top priorities I can talk about. The first is to re-organise and solidify the roles and responsibilities of Town Council, the leadership co-ordinators and volunteers so that we can visualize what needs to be done to make an event happen. Next we need to actively recruit people with the right skill set (not just enthusiasm) into those roles and continue to support them as we work towards

achieving our goal. We also need to ensure there is a clear delineation between governance and events management roles, making sure they support and never impede each other.

The debrief showed us that clear and frequent communication is paramount. Making sure we have an effective communications team is an important improvement we can make.

5. Regarding the results we seen from IBAG survey, are there any thoughts on next steps to address community needs and wants?

I think one of the biggest take aways from the IBAG survey is to balance community needs with community capacity. It's clear our capacity is steering us towards a smaller event in our first year with the communal goal to grow into our former glory. This also requires a viable site, closer to Sydney, that will allow us to grow and thrive. I have already taken the first steps - meeting with the landowners and surveying a prospective site in preparation for presenting to the new board. I believe that each of the points made within the survey should be included in the planning for the next event so that we ensure we fulfill as many of the community's dreams as we can. However, community engagement is still an ongoing process and we must ensure it is a perpetual project for SBA from here on in

Dugongs or the Resistance?

Resistance. Forever.

I will always rebel against authority for authority's sake, especially when it comes in the form of a rotund, opulent sea cow with a golden crown demanding fealty!

The following questions were submitted to the candidates by SBA Board Members:

Please copy the questions you wish to answer to your candidate tab and provide your answer

1. What are your key skills and experiences that you can bring to the community

I have been an event planner for about 7 years, founding the Sydney based "the Fan Club Collective" which brings music and art events to the community. Since 2019, I have also been the Director of the Build crew for "Neomenia", a burner doof which bridges the gap between the typical Aussie Doof and a burn. "Neo", as it is affectionately called, has just celebrated its 5th iteration with over 400 attendees in 2025. I have been involved in every facet of its creation, from site management, stage design and build, safety, traffic management and more. I aim to bring that experience to the board and to the events committees. I also have a tafe certificate III in Event Planning. In the default world, I work in Public Safety Management and Investigations which grants me good insight into creating Safety and Emergency Management plans for events.

2. What are the key practical /organisational improvements/efficiencies that you would like to see and implement for the organisation

As mentioned earlier, I believe a necessary change should be directed towards improving communication frequency and channels. Transparency is key to building trust within the community. Secondly, I believe it is essential to recruit people into positions for which they have either experience and/or the right skill set for the job. And lastly, I believe that the roles within the committees should be better defined with the relationships between roles fostered

3. Describe your personal /ethical qualities and strengths that make you suitable to the role

I acquired the burner name "Doof Daddy", not from any salacious stories but from my characteristic hovering around the grounds, making sure everyone is doing ok. I always check on people who seem distressed, offer people water or snacks, tell them of a secret art piece around the corner etc. I also LOVE throwing a party and watching people enjoy it. So in short, the personal quality I would like to be remembered for would be my ability and love to take care and protect people. Acts of service has always been my love language and this is my way of saying thank you to the community that supports and trusts me to do what I do.

I think that another quality which I would like to be known for is a sense of humility. No matter how much experience one may have, there is always room for learning. Its important to say "I don't know" sometimes, but I always try to follow it with a "but I can find out". I also believe that working efficiently in a team is always better than trying to do things solo. Humility is about knowing both your strengths and you weaknesses, and inviting help when its needed.

4. What is your vision for community culture and are there areas that you think need improvement?

Less emojis and ChatGPT, more real-speak and humanity!

In all seriousness, I think we need to shift our focus to the protection of our major contributors who represent 10% of the community, but who do 90% of the work. We need to ensure we do not see incessant burnout we've seen in the past. This includes proper acknowledgement and work load monitoring, welfare checks and better time management.

5. What specific areas do you think you can have a positive influence on and how would you do this?

I think I can instill an element of trust within our community that we will be able to actually put on an event! I've managed to lead a team to do it effectively over the past 6 years and this can directly translate to Seed.

6. Where do you see the regional Burn in 1, 2 and 5 years?

1 year - A great, smaller burn closer to Sydney with up to 1000 people

2 years - Pretty similar to year,, but smoother and with up to 1500 people

5 years - A pilgrimage back to Matong with a 5000+ strong event, merging both Victorian and NSW burns (should that be what the people want by then!)

Teejay Wier

Teejay Wier

Competing local or regional committees or boards that I currently sit on: These may be within the Burner community or others that may potentially be in competition/conflict with Sunburn Arts Ltd.

1. None

If elected, those of us who are attending Underland have booked centre camp Friday 6pm, for an informal Q&A.

Listen and be heard. Ask and Answer. Live Laugh Love Hydrate etc 🌱🕊

1. How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?

By volunteering in Burning Seed and any burn related stuff I can, sharing (tall) tales with my default friends and community back home/abroad, promote and lead by example the principles when hosting or running events in my home town (Leave no trace, immediacy, expression etc). **The principles were created based on what was already happening. They are a lot of fun to incorporate into everyday life.**

Honestly, I drive all my default friends bat shit crazy the amount I talk about burning and how it changed my life. Everyone knows about it these days thanks to word of mouth and the internet &, some want to do it.. I encourage them constantly and help in any way I can. Road tripping with Burgins is the absolute best.

It is great to see leave no trace adopted by a lot of non-burner events in Aus & around the world, as well as civic responsibility type things like good transparent governance and consent campaigns etc.

2. What is your vision for the org to progress SBA purposes into 2026 and beyond?

I would really like to see the team take a deep dive into the archive, for lost or forgotten processes and procedures, so that people aren't going into things blindly. A smaller scaled back event would be amazing to get the teams into a rhythm again, get a taste for the huge operation and its sequence of events and then look at expanding and leading the way for new comers..

There are years of documented lessons learned within the google drive, so realigning team leads and coordinators will help unlock that wonderful database to guide us.

3. Are there plans or intentions to promote burning man culture in other forms other than Burning Seed?

I am quite drawn to radio and podcasting. I founded Red Earth Radio 10+ years ago and take any opportunity I can to get amongst podcasting or streaming from events. Managed to set up <https://shoutingfire.com/> from Blazing Swan a couple years back. That was great fun showing people who had never worked a panel (mixer) and then unleashing their art to the world.

Did some editing for [AccuracyThird](#) which was an absolute hoot!

Right now, those plans are on the back burner, while I focus on getting Seed up to speed again. I have learned the hard way not to try to do too many things at once. Focus on one or two things and do them well, I reckon.



4. What are the candidates top priorities for SBA in 2026?

Get a solid onboarding process going, revitalise all the old procedures and manuals that have been forgotten/not used, get the teams a win on the board and some wind back in their sails.

Get out of the way when someone better comes along to replace me, go back to running FART, helping the Sandman teams and maybe dip my toes back into radio stuff. **Get my pyrotechnician licence so we can have pyro again.**

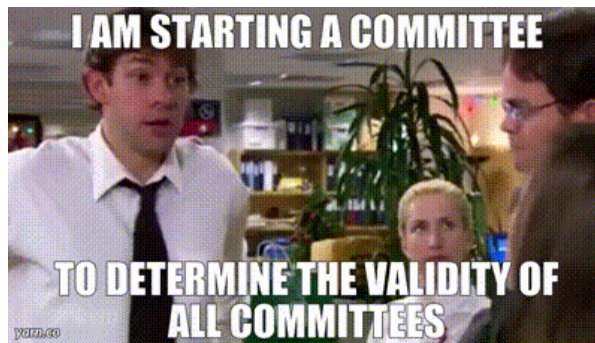


Want to join FART? Hola at me! fart_sandmen@burningseed.com

5. Regarding the results we saw from the IBAG survey, are there any thoughts on next steps to address community needs and wants?

Get the membership driven decision making process running properly, then deliver on those decisions. The IBAG survey is a great indicator of public sentiment and shouldn't be difficult to DO. I wish we had as many participants at the town hall and signing up for shifts haha!

I see that CAV has a flourishing slack group going and wonder if that is a better alternative to our current google chats. Definitely worth exploring better options for more transparency and inclusion of the wider community.



6. Dugongs or the Resistance?



Death metal and hot tubs.

1. What are your key skills and experiences that you can bring to the community

First burn was BRC in 2012 and since then have been involved in some way directly or indirectly.

Projects I have founded within Seed: Red Earth Radio & Fire Art Response Team. I was involved in the formation of the Jedi (Ranger) Council and was part of an amazing team that really grew the department. At times when needed, I was 2IC to rangers and Site Safety teams.

I wrote (and continue to help updating) the original Ranger, Sandman, FART & Perimeter manuals plus, have been quite involved in the Risk Management Plan drafting since its inception. I have a pretty decent idea of how the back of house was running during the years pre covid and have been slowly trawling through the documents to see what needs updating and used again. That will definitely help the teams.

I qualified as a Black Rock Ranger and helped to bring some of that knowledge into the Red Earth Rangers, particularly around the back of house operations. We really felt it was important to mirror a lot of BRC processes, so that people could travel the world volunteering and have similar systems in place, easy to pick up and run with. Callsigns and radio handles may change, but the road map is very similar.. The Black Rock Ranger Alpha program for training and vetting new rangers is particularly robust & great fun.



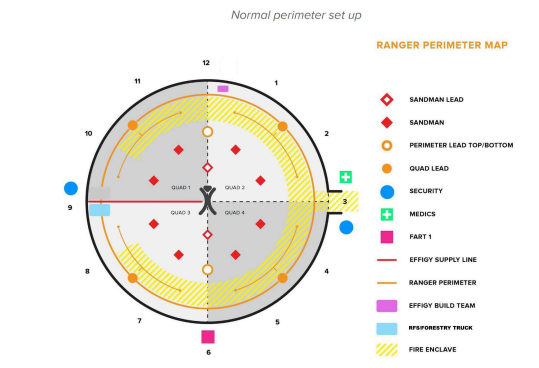
That's me standing around "doing nothing".

I have volunteered with Airport Greeters & BMIR/Shouting Fire at BRC, plus a few villages/theme camps like Illumination Village and Hardly Whiskey Saloon. Have done gate shifts and assisted with build crews, run FART, sandmen and perimeter crews & Rangered at all levels for Seed. **Gate shifts were an absolute hoot and a guilty pleasure.. The FART and Sandman stuff is a fun way to give back to the community.**

My High Risk tickets include Advanced Fire Fighting, Working/Rescue at heights, rigging, dogging (crane work) etc, am a proud union delegate & also have a lot of experience in high tempo response teams within the military.

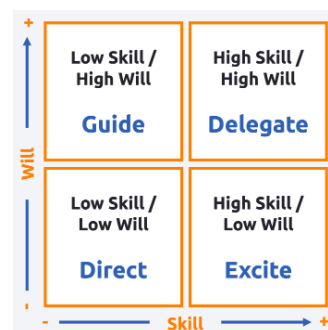
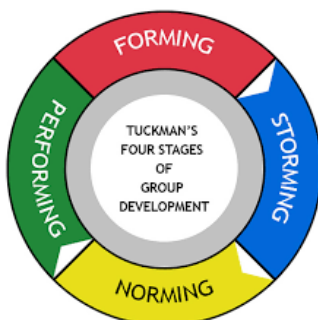
I had organised a trainer to come to site and train/qualify our team members on telehandler driving this year and will do similar things in the future.

If we ask people to lend us their energy, let's give them proper qualifications they can take into the default world too. And feed them when on shift 😊



Perimeter layout now widely adopted for Aussie burns

2. What are the key practical /organisational improvements/efficiencies that you would like to see and implement for the organisation



Reinstate the org structure with team leads and coordinators to: Clearly identify what each team is in charge of delivering & how that affects other teams.

Give the teams more autonomy and guidance so that they have the support needed to reach their goals. To do that, we need to update the manuals and procedures plus, have a slick onboarding system for **getting the right volunteers into the right jobs.**

Participants should be well informed of what they are volunteering for, so that if they are getting swamped, support can be given quickly, or they can decide to do something else, before being burned out.

A whole lot of work has already been done by the previous teams which is eagerly waiting in the archive for reference and use. Most of the creators of these processes are a quick phone call or email away, eager to help.

Spur the teams on enthusiastically.

I would very much like to sit down with local fire and emergency service departments to hear their needs/wants, show them the good work we are doing and just how seriously we take civic responsibility, LNT etc. **If we are going to do rad stuff in someone's back yard, we MUST respect their lands and peoples, by face to face conversations and then walking the talk.. Same goes for local community members who have fallen out of love with Seed....**

Good ideas need to be thought out & planned well, discussed amongst all involved, budgeted responsibly, executed as best we can and then debriefed to reflect on lessons learned.

We have implemented an equipment loaning process that has/will loan equipment and fire gear to: 3rd Degree and also UnderLand.. Very exciting & I hope to significantly expand that.

3. Describe your personal /ethical qualities and strengths that make you suitable to the role

Oooo that's a good one. Having been part of the org when it was running effectively, I find I do get a little frustrated to see how much work needs to be done and juggle the pressures of expedience the community is yearning for.

I disagreed with REC Pty Ltd and thus removed my energies from that entity. Now SBA/SBE are running, I believe in this team and the vision & want to give it my all.

Normally I like to do things ALL GAS NO BRAKES but, seeing as the bank accounts are draining and the back of house a little disorganised, I am trying to slow down and help the team get back on track. The best I can do is attend any and all meetings, answer emails/messages as quickly as possible, use the search bar in the google drive (the suppository for Seed information and documents hehehe), meet deadlines and do good work.

Ethics? Spend money wisely, check/re check/check again any documents I publish, back up what I say and not steal any stationery.

Constantly evolve by learning from those around me, trying out groovy new slang or hip ways to do things. What better place than the burnerverse eh?

4. What is your vision for community culture and are there areas that you think need improvement?

Vision: Do rad things, work hard, play harder and provide an awesome safe space for burners to do their thing in. **Ultimately it isn't about me.... I'm just along for the ride and here to provide a safe/functional space for them crazy burners to get after it.**

Trying to dictate culture is a hard one.. We each have our own ideas and expressions of culture. My kink may not be others kink. If I apply the principles while doing the work, the culture is what we make it as it happens.. How does one eat a whale? One bite at a time. How does one eat a shit sandwich? As fast as one can, with as much humor as possible.

Our culture takes many forms. It is snarky and challenging, loving and supportive, funny and bewildering, strange and exciting. It is a wonderful testing ground for everyone and their ideas.

"Feelings are like treasures... So bury them..." - Tech Support

5. What specific areas do you think you can have a positive influence on and how would you do this?

Back of house operations, experience/knowledge base, Fire Safety, Risk Management Plan etc.



Keep doing what I'm doing..

6. Where do you see the regional Burn in 1, 2 and 5 years?

The dream is: Slowly scale up the event as the bank account grows **and more importantly**, as our skill/knowledge/experience base grows within the org and volunteer pool.

Year 1: Get a successful scaled back event going so as to give the org, volunteers and community a feel of the sequence of events. **On completion, have a jolly good debrief and see where we are at.**

If we set a good example and lead a wickedly fun, safely wild and amazing event, more people will come and play, create and do rad stuff.. Putting a time frame on it is difficult but, one foot in front of the other and see what happens.

Gavin Power

Gavin Power

DISCLOSURES: Local or regional committees or boards that I currently sit on: None

How do you bring the principles into your everyday life? Bringing the ethos into the wider, non-burner communities in your life?

I work in the community services sector across youth work, aged care, and disability support, and I find that my day-to-day practice is continually shaped by the experiences I've had within the Burning world. It can feel truly radical to connect authentically with people in the so-called "default world," and I think this is where the principles are most powerful. Radical self expression is one clear example. Whether it's at work, home or in a paddock I've developed a deep appreciation for each person's unique way of being (including my own!). Inclusion, respect, safety and genuine human connection is integral to everything I do.

What are the candidates top priorities for SBA in 2026?

My top priority for SBA in 2026 is ensuring that a strong and transparent framework is in place to support a successful and sustainable Burning Seed. This means building clear structures for governance, decision-making, and accountability so the organisation, event and community can thrive. A well-supported framework not only ensures the event runs smoothly but also creates the stability needed for creativity, participation, and community health to flourish. I believe that by focusing on sustainability both organisationally and culturally, we will be well positioned to move forward into a bright and burning future.

Where do you see the regional Burn in 1, 2 and 5 years?

I think it's important to recognise that Burning Seed is entering a new phase of life under the restructured and fully community led SunBurnt Arts organisation. I've looked at how the Victorian community came together to lay strong foundations for CAV (Creative Arts Vic) through community consultation, systems implementation and cultural course-setting. These crucial steps paved the way for the first Underland. Similarly, with SunBurnt Arts, we now have the opportunity to be intentional in how we move forward. (Cont'd)

(Cont'd)

In the next year, I see us focusing on **building trust, healing, and establishing the framework needed for a sustainable event**. In two years, I see the steady rhythm of our event taking place, supported by a healthy organisational culture and clearer community pathways to help make this all happen. By five years I can see the NSW Burn growing steadily and in a measured way. This will mean being firmly grounded in financial, cultural, and environmental sustainability, ensuring that the event remains vibrant and resilient so that we can keep sharing the spark with our wider community.

What are your key skills and experiences that you can bring to the community?

I began working in the corporate events sector in 2000, spending 15 years honing my skills as both a project manager and technician, delivering high-quality events in fast-paced and competitive environments. This background gave me a strong foundation in problem-solving, risk management, and the ability to remain calm and effective under pressure. It also equipped me with an understanding of legislative and procedural requirements essential for delivering safe and compliant events.

From there, I transitioned into the festival world, where my values and passions aligned more strongly. I served as 2IC for the Playground Stage at Rainbow Serpent Festival from its inauguration in 2016 through to 2018, further developing my leadership in live event operations.

Since my first time attending in 2012, I have been deeply engaged with Burning Seed. volunteering with LNT, Rangers, Gate, Greeters, and on a Temple Build. My ongoing involvement has given me valuable insight into what works well and where challenges emerge. With Kamp Kraken as my home, I helped bring the Kamp as well as the fantastical Kraken Sub to Matong and my polycamporous nature drove me to assist and support several sister camps including MEM, Bean Bag Babylon, and Coco Poco Loco.

In recent years, my professional career has shifted into the community services sector, where I continue to hone the so-called “soft” (yet critically important) skills of deep listening, nonviolent communication, and empathy. Whether it’s in my professional work or burning, I bring a people-focused, collaborative approach. These combined experiences of technical, organisational, and interpersonal equip me with a broad skillset to contribute meaningfully to this amazing community and the ongoing growth and sustainability of future events.

Jacob Kotaridis

Jacob Kotaridis

DISCLOSURES: Local or regional committees or boards that I currently sit on:

Answers to questions:

Bjorn Margon

Bjorn Margon

DISCLOSURES: Local or regional committees or boards that I currently sit on:

Answers to questions: