



**ELEMENT 11 2013:  
LABYRINTH – FIND YOURSELF BY GETTING LOST**

**FESTIVAL AFTER-BURN REPORT**

December 2013

# ELEMENT 11 2013: LABYRINTH – FIND YOURSELF BY GETTING LOST

## FESTIVAL AFTER-BURN REPORT

*The Mission of Element 11 is  
to ignite a community of creativity and self-expression*

This document was created by the 2013 Element 11 Board of Directors. Department heads provided feedback as well as the community both via email and verbal feedback at the BOD Quarterly Meeting in August 2013.

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## 2013 ELEMENTAL STAR AWARD RECIPIENTS

We're pleased to announce the 2013 Elemental Star recipients. The Elemental Star is a special recognition given to participants who have contributed exceptional amounts of time, resources, and sanity to make Element 11 possible. Each of these people had a personal role in something that you have experienced or benefited by. We try our best to celebrate the amazing contributions of as many individuals as possible within the bounds of finite resources. If perhaps you or someone you know was overlooked please know that you have the community's most heartfelt thanks, it does not diminish the value of the contribution. Please be sure to thank every participant you see for helping to make the Element 11 what it is. We literally cannot do it without you! See you in 2014!

Three cheers go to... (in no particular order)

- Joe Russo
- Phil Oleson
- Brandon Peterson
- Cameron Park
- John Mendenhall
- Forrest Millheim
- Stan Clawson
- Alice & Trent Toler
- Sean Sadler
- Eben Lundberg
- Bobby Gittins
- Bob & Trinity Benson
- Mary & Kyle Severson
- Melissa Mangum
- Jon Wesley
- Breeze Dyer
- Jenn Blum
- Jared Gallardo
- Scott Vest
- Tyler Smith
- Eric Evans
- Erika Hummel
- Matt Hogue
- Allen Hovey
- Lisa Shaw
- Kieth & Jade Kramer
- Kevin Moore
- Tyler Gittins
- Moe Spiva
- John Kennedy
- Cassie & Sean Plant
- Michelle Davis
- Nicholas Poselli
- Eric Christensen
- Topher Danater
- Lisa Brady

## FESTIVAL OVERVIEW & FEEDBACK

### THE SALT SHAKER NEWSLETTER

The Salt Shaker, Volume 01, Issue 07, 2013.07.26, provided a recap of the 2013 Element 11 Festival – quotes, links to DJ sets, words of gratitude, stories, photos & videos. The newsletter can be viewed by [clicking here](#).

### FEEDBACK VIA BOD/COMMUNITY MEETING, AUGUST 4, 2013

*The following suggestions/comments were offered during the meeting by both community members as well as BOD members:*

- a. **Box Office/Gate:** Micky reported that the Gate ran smoothly this year, with never more than 6 vehicles in line. He suggested that we implement a procedure of taking a credit card at the Gate for those with ticket issues or just dropping off items. Kari suggested the online ticket sales process be reviewed, with the possibility of using a ticket sales company. Lisa Shaw suggested more cross-training with other departments. A concern about the tickets falling apart and the wristbands falling off was raised. Joe Russo suggested a ticket price tier. Anne stated her concerns with implementing such a program. Charles offered the idea of upgrade opportunities as are done at science fiction conferences. Implementing a subscription or membership level was suggested.
- b. **Setup/Infrastructure/WBTC:** The Angels were very helpful this year. There was a problem with unsupervised kids at WBTC. The volunteer spreadsheet formatting was difficult to navigate. Center Camp was well utilized, but seemed to be isolated at times. The reason for the positioning of the stage was explained. The concrete blocks did a good job of holding the structure in place. The portapotties were well-maintained; however, their placement needs to be reviewed as to higher traffic areas. Unfortunately, there was garbage in the units themselves. We can improve signage. The Greeters had been briefed on consent with regard to spankings, and it was suggested that they could receive more education.
- c. **Placement:** The gravel areas were more heavily populated this year. There were only a couple of issues that came up, one being Auntie M's being moved to a different spot with no foot traffic. They were unsure whom to speak with about this issue. Micky stated that the placement was done earlier this year, but there were discrepancies with camps giving inaccurate dimensions. The rain also caused problems with marking boundaries. The effigy this year was very large and required a larger perimeter. There needs to be more coordination between builders and Placement Team.
- d. **Theme Camps:** The feedback was positive re: the Esplanade. It was agreed that the Pineapple Party was awesome! Concern was raised about the location of the Sound Camps being so far away. Some people didn't even know they were there. It was suggested that if a camp is located on the Esplanade, that they need to offer something to the community and be open to the community. There were a couple of reports of participants being turned away from camps. There needs to be better communication and coordination regarding camp setup. Some camps were putting down bamboo rods and there was some confusion about camp boundaries.
- e. **Cleanup:** There was very little trash cleanup this year. Good job! There was some confusion on whether we could use the SeaBase dumpster, and better communication is needed next year with George and Linda. There was a lack of clarity and plan on cleaning up burn scars. Brandon's pink bucket brigade was very successful and should be budgeted for next year.

- f. **EMS/Rangers:** We could use more Med supplies and should solicit donations. The Med structure worked great, but power needs were not adequately met and that needs to be better organized. A shade structure outside would be helpful too. Cathi stated that she has a new appreciation for Rangers and that walking a Dirt Ranger shift is difficult! Chris agreed. The Rangers did an amazing job and were well-staffed. It was suggested that Lost and Found be located somewhere secure, possibly at Ranger HQ. It worked out very well having radios, but there was some confusion getting them charged. Sanctuary setup was great, but was not utilized.
- g. **Art/Show:** The laser show was great! The effigy burn show was beautiful and the performances were great. However, the story was difficult to hear and needs better sound. The drumming was fantastic! There were amazing big art pieces. Some of the smaller art was difficult to find, and some pieces may not have been put up. It was suggested that the art grant process needs more monitoring and accountability.
- h. **Communications:**
  - a. **Website:** Looks good, easy to use. Volunteer database needs improvement, difficult to mine and use data. It was suggested that we move our site to a public host, and also that we direct people away from Facebook and more toward the website and using email. File storage needs some organization. Cathi will be working on moving docs over.
  - b. **Salt Shaker Newsletter:** Great look and content. It was suggested to format it in blocks instead of two columns.
  - c. **WWW Guide:** Beautiful. Maybe we should also have a Town Crier and/or a music guide, such as the Rockstar Librarian. We should utilize the Info Center whiteboard for schedules at the event. It was suggested to have the map and legend on the same page.

#### FEEDBACK VIA EMAIL:

*This is unedited feedback that was submitted directly from both community members and BOD members via email to [feedback@element11.org](mailto:feedback@element11.org). Feedback was solicited via Facebook (Utah Burners group and Element 11 page) and The Salt Shaker newsletter.*

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The only bad thing I can say, because almost everything was absolutely fantastic, is that I think it was a little snobby to only give volunteers free drinks at the volunteer party. Tons of people without a laminate volunteered. I know I stayed an extra day to break down the Hobo kitchen and came a day early to set up Crypster casino, so it seemed a little elitist when I got told I couldn't have a drink. But otherwise everything was fantastic.

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I was approached by Suzanne, Sugar and Spice one afternoon. Out of the blue, they were aggressively suggesting that the BOD not consider moving the location of the event. They expressed that Seabase is perfect and that the relationship has taken years to build, and that it would be detrimental to the future of the community to take that away. Also my personal concerns were how little art there seemed to be, who were granted funds but never set up, or setup finally the last day, or weren't where they were labeled on the map, etc.. The best art were the burns. The rest felt disconnected and hokey. On the note of arts, there were more art cars than we mentioned in the WWW (chatterbox) and it would be nice to make more mention of them if we know they are coming.. Perhaps a pre-registration rather than at the gate would be nice.

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Thanks everyone for all you do.

I'll be blunt, I waited a few days to make sure I wasn't simply on the post-burn blues, but honestly... I am pissed off. I had lovely placement, on the Esplanade, next to dear Chefdaddy. The map online looked great, although I knew things aren't to scale. When Wendy called to say placement needed to move me over, I was confused, and my computer was off, so I couldn't look at what she was describing, "to the south, closer to the potties". I said yes in good faith, trusting we'd still have a good spot. Disappointed we would not be by chefdaddy, but hey, I try to be cooperative. Now I know I should have been more assertive.

When we got there, I found we were BEHIND the potties. And Happy Endings was sprawled out in what was supposed to be our space. He was seemingly nice as could be to us, but still, in my perception, he POACHED our spot because he found his to be unsatisfactory, and then got placement to ask me to agree, sight and site unseen. His trailer was still in our tiny slice, He did move his generator now and then, otherwise it was a scarce few feet from our shade structure with our tents and kitchen. Our friend who had come to California could not set up facing us, he had to be behind us and walk around the vehicles to visit. We didn't even bother with some of our set up because his genny and trailer were right there.

Participants could not see us at the end of the row as we were set back behind the potties. Most of our foot traffic was people going to the bathroom or walking by from the RV area. It fucking sucked. I had struggled with a new interactive idea. It needs fine tuning, true, it was far from perfect. I want to turn it into an interactive Art Cafe, with volunteer barristas helping folks make art, and maybe a selection of cool drinks. We didn't finalize the signage because it was in flux.

But now, I am left with a feeling that a small solar powered daytime camp doesn't matter much. Why should I bother? How else do I feel? I don't have lots of people, or music, or food, I'm just good old Anti M who will be easy to appease. Happy Endings shows up earlier and wants the better spot? Sure, okay, we'll make do. Sure, he doesn't need to figure out his footprint and conform to an assigned place, let Anti M tighten up her plans. Go ahead, set up how you'd like, we'll figure out what to do with her so you aren't inconvenienced. I guess stakes in the ground is like planting a flag, claiming an area?

Actually, it would not have been so bad if we were not hidden away. But we were. We could not be up front because there simply was not enough footage to accommodate the carport and leave room for the pumper truck/potty lines. I'm not feeling loving or graceful about this. It was not right. I don't need to be front and center, but I do need not to feel like I don't count. I know you all work hard, that placement cannot please everyone all the time, but damn, don't let the small camps be fucked over.

Thank you for listening to me vent.

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Move the event back to June. So far July's weather has been worse than June's. And having the event in July poses so many problems and inconveniences - it's just not worth it.

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This year's festival was the best E11 I have ever had the pleasure of experiencing. Thank you to everyone who helped to make it all happen. The friendships and bonds that were made throughout the year really led to the success of this, and our community is much stronger as a result. Here are a few of the positive things that stand out in my mind:

- 1) The participants were excellent this year. I didn't get the impression that anyone spent too much time working and it didn't seem like anyone burned out too hard, as many did last year.

2) The effigy burns were absolutely amazing! The amount of effort that was put into them was definitely appreciated and felt.

3) The conclave really stepped it up a notch this year. I haven't seen a show that good since my first couple of years at Element 11. All of the hard work they put in really showed. Also, the lasers were EPIC!!!

4) The Angels were amazing and really helped to keep people hydrated and well taken care of. Its nice to have someone taking the time to make sure you are staying healthy and happy.

5) I love the new tradition of keeping one of the effigies.

I have a few things on my mind that I want to earmark for discussion. I don't have definite solutions for these things and I feel they are best handled with community input.

1) Arrival time: As most of you know, Jellycrew showed up at 12:30am Wednesday night (Thursday morning). Many of us were up until 4am (some of us later) the previous night finishing up projects; personally, I had to go to a full day of work that day. As a crew, we had been working hours like that for many months leading up to the event. We put a lot on our plate, but it was in the name of enhancing the festival and I think it fair to state that our contributions made a big impact. We are volunteers on the level of any other set of volunteers at the festival, because we help to provide infrastructure, an open bar with games, support for the conclave and we also add to the musical experience. We work hard, and we are not merely slackers that showed up late because we don't care about the rules. We started packing up our camp at 6pm Wednesday, and it took about 15 of us that many hours to get our three art cars and all of the gear loaded and ready. We need to discuss a better policy for late arrival. I realize that staffing the door late at night is not an easy task, but I know we can work something out that will squelch the negative energy that resulted from this situation. Its disheartening to put so much effort in, and be met with anger, rather than any form of appreciation.

2) Sound policy: We need to discuss the noise ordinance. It will be impossible for us to come up with something that will make everyone happy, but a universal quiet time is not reasonable. Aside from the infractions from the Jellies, there were a number of other issues that were caused by this. It seems reasonable to me that the quiet side of the property should be enough of a compromise for people that want to sleep. This also caused a lot of negative energy and whenever that happens, we need to spend some time figuring out a compromise.

3) Live music: I would like to see a camp on the Esplanade that features live music. I talked to many people that desire this, so I want to put it out there to see if anyone in the community would like to make this happen. I envision this being a place where live music is always the headline and I think we have plenty of musicians in the community that would love to be a part of it. This camp cannot be hidden away in the depths of the festival, or its attendance will be very sparse.

4) I also support the idea of moving the festival date back to June.

5) Free or discounted tickets for volunteers and those that are fulfilling art grants or running theme camps: I feel that the recognition we give to volunteers is not really accomplishing what we expected it would. Inevitably, someone gets left out and is left with bad feelings when gifts or patches are handed out. It really is impossible to remember everyone, and the amount of work it takes to try, is probably a bit overwhelming for the person doing it. I propose the way that we recognize people is by offering either discounted or free tickets to the festival. This is the best way to recognize people for the hard work they do, because it is not just about the money; being on a "list" really makes people feel recognized. The way we can make that painless, is to offer a certain number of these tickets to the leaders of the different volunteer groups. That way, the leader can decide who gets them, or they can also decide to charge a lower rate for the ones they have, so that everyone on their team can get some, if they don't have enough to cover them all. All of the work is taken off of the Board at this point, and put into the hands of the leaders in our community. I think it would be reasonable to give tickets to at least the following groups:



conclave, rangers, core, med tent, effigy builders, theme camps, other groups that were awarded grants and have set up work to do. Other E11 volunteers (Gate, Box Office, Angels, city builders), should get some type of ticket in this way, but this is one that would need the most regulation, as it is tied to working shifts at the festival. This would be a much smaller group of people, so I am sure we could work something out that would be manageable. Perhaps we could do this on the honor system, and if they do not follow through with their commitments, they become ineligible for tickets the next year. (just an idea, but probably not the best one).

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Hey all, Thank you so much for E11 this year. I've mentioned it before, but I've been going since 2007 and this was my favorite year yet. Seemed like the program, the structures, the organization and the participation were at an all time high. Kudos to everyone. Just thought it was worth mentioning that during the regular burn there were a ton of firefighters, but during the Juggalo bar burn there didn't seem to be any firefighters around, even though that burn was incredibly hot and intense (even more so than the main burn). Maybe would be worth keeping the firefighters around for an hour or two longer? Thanks again. Still reveling from the good feelings created by this awesome event.

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We should create a Survival Guide to be included with every ticket sold, whether in person or by mail. The guide should clearly tell people to go to the Info Center for last minute schedule changes so that we can avoid an addendum to the WhatWhereWhen Guide.

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Greetings: I mean to tell you that I had a blast at my first BM regional event at E-11.

In preparation - I thought the ticketing process went smoothly - the layout was easy to understand and the directions to the event were clear and easy to follow.

Upon entry - I was a tad early on Thursday (10 am vs. noon) and was greeted warmly and allowed entry anyway. Next year I will know the distances involved from where I head out and plan a little better. It was nice being able to set up in the earlier part of the day on Thursday though.

The event - I was not as well prepared for the rain as I should have been. One person told me it always rains during this event and I was of the mind set that it was in the middle of the Bonneville salt flat where it never rains. A blurb about rain might have pushed me into better preparation. \* Fabulous time. I enjoyed the smaller more intimate feeling of the event. I felt like I met and got to know more people quicker at this event. I enjoyed the burns. I liked the fact that there was a burn on both Friday and Saturday night (Sunday morning). I liked the fact that there was some meaning behind the Friday night burn. I admit I slept through the last burn.

Long term. It would be nice to see more synergism with the local community where the event is seen as a positive one (revenues as well as permanent projects - re: Black Rock Solar or grants to education, etc.). This might be a door into opening up the adjacent land for day hiking.

Thank you for all the work and organization that went in to making this happen. Loved the Labyrinth.

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Good Evening:

Overall, everything seemed to go well. I enjoyed the music and art on display and the freedom to take a break from my day to day life for a short time. The schedule seemed to work well and it was apparent when and more or

less where things were happening. Check-in was quick and trouble-free and the people who greeted me were very helpful. I also appreciate the owners and care-takers at SeaBase for their patience, helpfulness and selling COFFEE.

One point that seemed to be apparent was the guide book specifically saying no nudity near the gates and to get strategically covered before going to the showers. By early Thursday, it seemed the owners were not bothered by this. That made the Abyss and showers a lot more accessible and fun.

I found only one issue with the schedule. I (and another person) were at the Friday yoga session shown for 6pm at Elemental Portal in the insert given at the gate. The session had apparently been cancelled or moved somewhere else. There was nothing posted at that location and we went to center camp in case the session was moved there. It seemed it was not happening. But since there was not a crowd of people ready to yoga at Elemental Portal, the word must have been given in a way we two did not follow.

The only issue I had was the noise. (Noise, in this case meaning music and sound effects when not wanted or when trying to sleep...) It became apparent after Friday night there would be no time of the day that was quiet. Even with earplugs and trying to sleep during the day, it was hard to get a full four hours of sleep at a time during the event. Even with the direction to mellow the volume in the morning hours, it seemed like the castle camp and the camp on B street continued to lay down quite a beat all the time. I would suggest a specific quiet time and enforce it so attendees do not get to Sunday and not be clear-headed enough to leave safely. The best time I could see for quiet would be from 4am until about 10 or 12am.

I have some ideas for my camp for next year. Since I travel from a bit of a distance and do not have a lot of people to bring with me, I might like to find a way of soliciting help for a couple of things. The one main thing is to add fitness stuff both in my camp and extending to events similar to the Critical Tits/Dicks bike ride, a run around the camp and perhaps a swim on the way out Sunday. What would be good for the first two is people to hand out water/sports drink as people come by and, if feigning a race event, a couple of people for timing. If someone is reading this and responding as well as compiling comments, let me know where I might request some modest amount of volunteer help.

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Hello E11 BOD! Let me start by extending my deepest gratitude for all of your hard work on this year's event. This was my 4th Element 11 and I must say it was absolutely the best so far. And that is in so small part due to the care and dedication each of you gave to it. If this year teaches us anything, it is that "the show must go on!" and that nothing can stop the momentum of creativity and self expression that has been ignited in this community. Even after all the unpleasantness we dealt with back at the beginning of the year, we still pulled together and pulled off the greatest E11 yet. So from the bottom of my heart, thank you! A few feedback items...and I know that a lot more detail goes into this stuff than meets the eye, so consider it food for thought for a later discussion.

1) I'd like to see a grant approval process for music/musicians in the future, not just for art installations. Music is art! It is creativity, self expression, and inclusion all in one. It takes these musicians considerable expense to bring their gear and their talent to the playa, just like a "normal" art installation. The criteria for grants should be expanded or modified (or maybe a separate grant process altogether for music) to include those people as well.

2) It would be great to add a day to our event and start it on Wednesday.

3) Access: We need to have more ease of access to the property during the weeks prior to the event for effigy and build crews. I followed the process outlined by the BOD to begin early setup of the Sunrise Temple (Elemental Portal) and Seabase gave us some push back initially on getting in on a Wednesday. (This was resolved without issue but not without some frustration on my part as well as the BOD's and Seabase.) The effigies (all of them) are one of the major attractions that this festival has when compared to other regionals and the crews that build them should have easier access to the site for construction, even on a weekday. It seems like if you're with Bobby Gittins

you have no problem, but Seabase doesn't necessarily know who the other crews are. So a key or access code that is controlled by a BOD member rather than Seabase would make a lot more sense. The same goes for access for cleanup. The Temple's burn scar could have been cleaned up on Friday after the event (the day that worked best for most of our schedules) but Seabase wouldn't allow access that day so we had to adjust our schedules to make it for full cleanup Saturday. It feels like the generous amounts we give Seabase each year should pay for a little more flexibility.

4) Departure Deadline: We need to do away with the hard deadline of 6pm departure from Seabase. Some of the teams out there simply cannot get out with proper LNT execution by that time. A good example is the Jellycrew. It takes so many of them so much time to get everything stowed away for departure that in order for them to be packed out, and leaving behind a clean site, by 6pm would require them to start those efforts Saturday night. And no one wants to do that. Some of the same anxiety over the deadline was felt by Cosmic Recess and some other of the theme camps that bring large and highly interactive (and highly labor-intensive) infrastructure. To be bluntly honest, the "out by 6pm or \$20/person" rule felt like Seabase nickel-and-diming us on the way out.

5) Do away with the quiet hours. There are no posted "quiet times" at Burning Man and we shouldn't have it either. If someone wants to radically self express at an odd hour of the morning, we should encourage that expression rather than curb it. Ear plugs are cheap. And we could simply not place big sound in certain areas (like in the northwest corner for example) to allow for "quiet camping". Case in point: Every single one of the 100 or so people who came out for the opera music Saturday morning loved it. And to do that at any other time during the event would have taken away from the serenity it provided.

6) Discount tickets for volunteers: get rid of that altogether. Volunteerism is a sacred principle in our Utah community. Getting a discounted ticket makes it "working for a discount" rather than true volunteerism. And we all know there were slews of people who got their discounted tickets at the VVE and didn't fulfill their commitment. Rebates for volunteers are too problematic as we remember from last year. Patches and shirts are nice but there are trouble spots with that and appropriate inclusion so I'm not sure where to go with it but I don't think volunteers receiving discounts is appropriate. The real do-ers will show up without a discount and not balk one bit.

7) Venue: I think it's time for Element 11 to begin talking about finding another venue. I love Seabase. I love the terrain (the windy flat "feels" like BRC) and the showers and the ponds and all that too. But we pay more for a venue than any other regional IN THE WORLD! Our ticket price is too high as a result and the dynamic between the event and Seabase feels very backward. E11 is beholden to the "generosity" of Seabase providing the space, but we're the ones writing the checks. It would not be difficult to secure another venue for a fraction of the cost. It would enable us to funnel more money into art and still lower the ticket price at the same time. And I've heard the response "well go find one then and we'll talk about it", but no one is going to spend the time and effort to do that without support from the BOD and knowing those efforts won't be in vain. Items 2, 3, and 4 would be addressed by a change of venue as well. And don't forget that we now have a legitimate track record of outstanding performance that we can use to leverage a relationship with another municipality to create the same kind of positive relationship we have with Grantsville City and Tooele County. And I know I'm not alone when I say that I wouldn't miss desert flash flooding at our annual burn event. That's about it for now.

Thank you for taking the time to read and review my thoughts. This year was fantastic and everyone (EVERYONE) did an outstanding job. I'll leave you with my favorite quotation ever about E11: "So what was the best year?" "Next year!" See you all at the upcoming Board Meeting :)

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This was my 4th E11 & by far my most involved. I loved every minute of it! It really was the best festival yet, IMO – the overall feel really was like burning man. So fun! I know that it keeps getting better & better each year because

of the structure & organization that the BOD puts in place as the foundation which allows the community to build from there. It's truly amazing to me what we, the community, can do.

Some thoughts to consider for future festivals:

Center Camp – I loved seeing the community brought together at center camp in a way it wasn't at any other "Theme/Sound" Camp. It was a great spot for Cosmic Recess to throw our party – we didn't have to make a stage, bar, etc, but could still throw an awesome party. Thus, it was great for a theme camp like Cosmic & perhaps other theme camps, but I can also understand why "sound" camps are not interested in hosting parties at center camp – they're interested in hosting their own parties. So, perhaps next year we can approach all the Theme Camps individually to see if they'd like to throw a party at center camp. Also, I'd like to see center camp have sound all night long – perhaps we can create sound grants to support artists bringing sound to center camp. And, finally, I know it's a radical thought for E11, but I would love to see a headliner play at center camp.

Sound Policy – I think we should do away with "quite" hours. This is a festival after all & places like Burning Man don't have "quite" time. The way I think other festivals "control" sound is that their stages stop playing at 7am or so. We could do the same if Center Camp had sound all night. All the festivals I've been to typically sound fades off by early/mid-morning naturally; why do we have to specify exactly what time that has to be? Perhaps we could also specify even better on the map where quite camping areas are (by the temple, etc).

Art Cars – I'd like to see art car registration done online for inclusion in the WWW guide. The last two years, only the art cars getting grants are included. I can help set this up through our website.

Rockstar Librarian Guide – Someone suggested creating something like the Rockstar Librarian Guide on the Utah Burners page & I think it is an awesome idea! It didn't work to have sound camps get their DJ lineups in by the WWW guide deadline – the deadline is too far out. I'll see if anyone in the community is interested in putting something like this together.

Volunteers & Volunteer Recognition – It seems each year that recognizing volunteers is a really hard task – people get overlooked & their feelings get hurt. I'm not sure what the solution is, but feel like its something to discuss. Perhaps we do away with patches & tshirts all together (save some \$). Perhaps the only recognition is at the volunteer party? Also, I understand why BOD, medical, perimeter, rangers have laminates, but why does everyone need laminates? Or is providing laminates a way to ensure everyone is registered? Could there be another way to do that? What about some type of recognition after the festival rather than before/during?

Fundraisers – The amount of fundraisers this year was ridiculous. Again, I'm not sure I have an answer, but think its something that should be discussed. Obviously, we can't control what different projects & groups do, but I wish that E11 could fund projects enough that they wouldn't need fundraiser \$. I understand that Seabase is extremely expensive. It would be great if we could renegotiate the contract there & free up more \$ for art (including sound grants).

Performance Art – Need to have a section for this in the WWW guide next year & registration for it. Just wanted to throw that in here so I don't forget.

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Hi, I was new to E-11 (this year) -- thought I'd give a newbie (virgin) point-of-view.

I had been curious about Burning Man, and realized I could go to E-11 "for free" (naive, in hindsight). (\$100 is free, compared to a trip to BM) Your web-site info seemed pretty good. (the "Utah Burners" is a bit confusing -- E-11 mixed in with BM) I bought my ticket from a local contact listing -- that went fine.

I didn't want to go alone (be by myself, lost in a sea of "strangers"). So I checked into "Space-Camp" (from my local

ticket agent). I liked the Space/Science theme, (but didn't really understand that it was a loud music-camp -- didn't really even know to ask that.) (but it was pretty obvious in hindsight, looking at the E-11 map) I was super-busy this spring, and never really had time to work on Space-Camp, or meet anyone. (no-ones fault, but participation adds to appreciation.) I thought you could have listed a better "camping-checklist" -- (bug-spray, ear-plugs, towel, clip-on-lamp, etc) -- I did find some info. (I talked with a veteran-BM-E-11 friend, and he filled me in, with suggestions I hadn't thought of.)

I pre-signed up to volunteer (but never signed up for time-slot), because I didn't know enough to plan the weekend (is that a contradiction -- plan an E-11 weekend?) When I got to camp, I put in for early Sat & Sun Info-Center shifts (believing I'd wake earlier than most). But really didn't have adequate training. (and being an early shift, nobody was really there to fill me in with details). For instance, a lost car-key was in the lost & found bin, but I didn't know to look there, until a few hours later (I had put his cell-phone # on the black-board, so called him right back).

I did wander around a lot, but still feel I missed a lot. Not sure how to improve that, though. (it's almost like a tour guide-would help, but I didn't ask my camp-mates.) On Sun morning, I got talking with some (Rangers?, etc) about what worked (or not), (We were in Center Camp.)

I've spent 30 years with Science Fiction conventions (in Utah, CONduit), as well as belly-dance and other events. So I thought I'd toss out some ideas for thought & discussion.

Volunteers (how to get & keep). (Philosophically) Do you pay them, or give discounts? CONduit science fiction convention does give discounts, for about 6 - 10 hours work. (they pay a volunteer rate, of about \$15 or \$20, instead of about \$45 for a full rate.) Everybody pays something, even (some) of the panelists, as do all the volunteer staff. (Guest of Honor does not pay, of course) We let the department-heads choose who gets a volunteer rate. The good part is this allows dept-heads to keep track. The bad part is, we still need good ways to get new folks into volunteering.

I've discussed volunteering concepts with friends (that understand stuff like this). Volunteers are the life-blood of non-profit groups -- and they don't do it for the money. So why do they do it? (Partially), they believe in the project -- but there are other factors. They want to be appreciated, be part of a group (of similar-minded peers). They want to see a project come together. make something happen. They want to believe that their contributions matter -- that their skills or efforts are of special value to the group. They want some notice, or acknowledgement. (CONduit puts many names into the program book. And hands out treats at the after-con (monthly) meeting, for special recognition for excellent work. (Sometimes we say they get "ego-boo" -- getting an atta-boy, or kudos, from folks in the group.)

I thought the volunteer party was an ok idea -- but it really didn't interest me much (personally). Some volunteers really do want to help, and really can't afford to pay full rate. ("will (trade) work for E-11"). Sometimes it's good to have some of those folks there working (I'm sure you've known some.) Some "volunteers" are more like free-loaders (if given a hefty discount). ("will free-load for E-11"). It can be a challenge to sort that out.

(Possibly) asking for specific help (sometimes from specific people) is useful. "We need help" might not be as useful as "we need help with sound" (or mooping, or etc). I'd bet some of your Rangers are there, because someone asked them specifically. (I might add that adding some cachet to titles -- "Ranger" is good. "Moop-squad" might be better than "trash-volunteer". Angels were an interesting position -- hadn't seen that at other events.

It helps to have a balance of some training, but not too much "business-meetings" (that can drive out newbie

volunteers). (In CONduit, much of the dept-head helpers don't go to the Convention-committee planning meetings.) (E-11 doesn't really worry about most volunteers getting tired of meetings -- management-staff doesn't include all volunteers). I thought I'd heard it's been tough keep good volunteers at the top. It may be able to have a candidate "shadow" a job, for a little while, (before the position-holder totally bails out, and some experience gets lost). Likewise, there may be a way to have ex-officio folks still around around to consult. (I don't think there is any one-single-solution, that works for motivating all volunteers. But it helps to understand some principles.) (Is/was there a cell-phone contact, that an Info-desk volunteer can call?) Can they call (or email) before the event, to ask questions?

I wonder a bit, what is "Element 11"(?) I'm pretty sure it's not really just a kegger, with a burn at night. But it's not really just another arts-festival either. I'm wondering, because my fear is that the "noisy-elements" might drive out the artistic. I thought there were some folks there, that were just spectators (drink, ogle, watch burn). In some ways, keeping the admission fee high (and the site inconvenient), helps limit who's willing to come. (But E-11 is much easier to get to, than BM) It seems worth considering what E-11 is (and how to preserve that). (on Sunday morning, someone turned their car-radio on full, and opened all the doors. I explained to them that some folks sleep in tents, which don't block sound -- and they might be trying to sleep in. And that there was a quiet time (this year). "Oh", they shut off the radio, and then asked when was quiet-time. (I wondered what those folks really understood (or read), about what E-11 was/means.)

Delegate as much as possible. Try to delegate "Center-Camp", to a good crew. Trying to run the event, plus Center-Camp, is pretty hard. (Try to delegate "everything".)

Ideas about organization. E-11 is a bit of an anarchy (by design) -- so it's not very clear how much it should be organized. But here's some discussion (might sound like suggestions -- I hate suggestions from newbies...) Clearer descriptions of camp themes. Easier "get into" pathways, for the theme-camps. (method for newbie to find and contact theme-camps) Better job description (and a bit more hand-holding) for newbie volunteers.

What does it make sense to "organize"? Historically, I can see: Central Camp, medical, generator for Central Camp & medical, swimming pond, showers, streets (gravel and signs), Rangers, web-site, info-desk, Angels, quiet-time, Moop-crew, camp layout, quiet & loud camps, ice, mutant-vehicles inspection, effigy burn & burn-control, arts grants, working with local authorities (fire, food-handling permits, etc), incorporation, insurance, ... What else might be worth adding. What might it make sense to share or coordinate? Tall ladders, electric-power, potable-water, gasoline, improve scheduling for Center-Camp... Space Camp is considering adding a water-mister-cooling to their camp (2014). Would/could water be available (for a fee?) (like ice).

I noticed there was spare power available from the main camp generator. Maybe power could be "granted" to special arts-projects (like some \$ has been). (there was a sine-wave spinning-rope art-project, powered by twin-parallel honda-generators -- and the generators couldn't put out the needed start-up current -- it would have been easy to run off Center-Camp power.) (But arts-projects need to be spread around camp, not concentrated in one area.)

It's been pointed out that science fiction conventions sell "memberships", not "tickets". Suggesting that the participant is part of the event, not just a spectator. (It's been discussed that E-11 is considered a participation event, not an "entertain me" event.) Sorry to put so much into one letter. Not sure I can make it to the upcoming meeting -- but I did want to throw out some thoughts, from my experience at E-11 (etc).

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## COMMITTEE REPORTS

### ALLIES COMMITTEE

*By Wendy Christensen*

## ARTS COMMITTEE

By Derek Dyer

### Art Grant Recipients

- *The Elemental Portal Sunrise Temple*, Forrest Millheim & the Church of Elemental Awareness
- *Labyrinth Infinitum*, Roy Dean Quada
- *Painted Sounds*, Mathew Vander Meyden
- *Juggalo Bar*, Joeseeph Russo & the Juggalos
- *Conscious Wave*, Alma Roundy
- *The Snake Goddess*, Alice Toler
- "3", Josh Epperson
- *Specular Aperture*, Michale Robinson, Dave Stahula, Alex Schwaneveldt
- *The PsycheDelicate Arch*, Forrest Millheim & the Utah CORE
- *Anglerfish 12000*, Jared Gallardo & the Jellyfish Crew
- *The Nest*, Rebecca Gillette & the HIVE Collective
- *CircumNavigate*, Melissa Allen
- *The Jelly Smack*, Spencer Christopherson & the Jellyfish Crew
- *The Black Maze*, Jeff Willden
- *The Mew*, Ryan Segal



## BOX OFFICE/RAINMAKERS COMMITTEE

*By Anne Simmons, Treasurer*

The initial sale of \$75 tickets at Volunteer Vitalization raised enough money to be able to cover the art grants and the on-line ticket money came in early enough so that cash flow was never a problem. Much of the in-person ticket money was used to cover Seabase costs, since they prefer cash to pay their employees. Full reconciliation with Seabase occurred by the second weekend.

In-person ticket sales were very slow at first, but most of the ticket sellers eventually sold all 25 tickets provided to them. They were also provided with \$50 in change and zippered envelopes to keep everything in. Anyone can deposit the ticket money in any America First branch without a deposit slip and this was convenient for some. Selling the tickets at only one price made it easy to reconcile the receipts. Selling at more than one tier would require each seller to keep track of the number of tickets sold at each price and could potentially present problems.

The only difficulty encountered by the ticket sellers were the people that waited until the very last minute to purchase and found some sellers without tickets and others either unavailable (on playa already) or too busy (me) to sell to them. It's nice to be able to accommodate as many people as possible, but it comes at a price. One of the ticket sellers was able to collect the money and provide names for Will Call after she ran out of tickets. This was a simple solution and should be employed again.

Tickets purchased on-line were mailed out once a week, keeping track of the ticket numbers mailed. This allowed us to void ticket numbers if they reported them lost. We should post the voided ticket numbers on-line in the future, as a precaution. We could keep track of every in-person ticket number too, but that sounds like extra paperwork for the ticket sellers and someone to manage. Ticket sales were much simpler this year, which will make it easy to find volunteers again.

It is relatively easy to use the NMI database to retrieve the info needed for ticket mailings or to research a problem. Nightly reports make it easy to keep track of ticket sales, particularly if using a spreadsheet to record the info. Having sellers report their sales on a daily or weekly basis would be useful.

Box Office needs a minimum of two people at the gate. One sitting with the Will Call box (also selling tickets) and one taking tickets, checking IDs, and putting on wristbands. More people performing these functions during busy periods is preferable so that traffic doesn't get backed up. It worked well to combine shade for the Gate and Box Office volunteers and to be able to pull from one group to fill positions in the other when necessary. It would be nice to be able to turn both of these functions over to Security after dark. The main drawbacks to this are that Security will not sell tickets or a long line may form. We could have someone on call to take care of either situation, though.

## ELEMENTAL PUBLIC WORKS COMMITTEE (EPW)

*By Chris Cline*

We Built this City was better this year. Must do for next year – get clear with people’s schedules – 1<sup>st</sup> things need to happen first. For example, roads didn’t get done prior to sign people showing up. Camps got put in the wrong place – needs to be VERY CLEARLY laid out. Perhaps a designated “Theme Camp Lander” role might work – needs to be there early at arrival of all theme camps. Perhaps use a crew with shifts so no burn out. Also, need to get going on layout early.

It’s super critical to coordinate with Derek regarding what fire conclave is planning and anything else. There was a disconnect at WBTC when they came in for fire practice as gates were closing. Need to coordinate between Shin, Derek & Genius as Fire Safety lead. We should have more coordination between shin & production lead for center camp & EPW to ensure all is set for fire performance.

Having the tree burn later in the year worked well. EPW, shin, & placement had an “on-the-ground” meeting drawing on the ground where everything was going to take place & coordinated efforts.

EPW work nights didn’t go so well. Probably should have set schedule & place. Ensure tasks are well delegated & people are kept busy until BBQ time.

Idea – Have a BBQ on Saturday night during WBTC invite the fire conclave prior & they can incorporate their rehearsal into the evening after BBQ.

Use Chef Daddy’s infrastructure, but assign another volunteer to cook/organize so it doesn’t all fall on him for WBTC or E11.

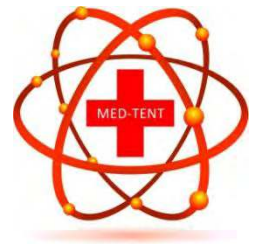
Stage & scaffolding – contact me in advance to order exactly what we need as we ordered too much last year. Another idea is to use the stage that was used in Ogden for Decompression.

The POD needs love – have a garage sale or somehow get rid of unnecessary items. Brandon talked about building shelves – there is a lot of lumber in there that could be used for shelving.

Cleanup crew- needs better organization & cleanup needs more planning.

Center Camp Rebuild – Shawn Ware & Jake Pringle volunteered to work with John Ward to redo the top. Need to buy more steel. Possibly add a center pole for support?

Talked to George about running a 50 amp power supply to center camp & EMS & the effigy. He wanted E11 to pay for this. Perhaps we could use this as negotiating power to lower the price per person? Also, we should just pay a flat rate for WBTC.



## EMERGENCY MEDICAL SERVICES

*By JP Bernier (Ranger 8-Ball)*

As the second year heading up the Medical Team, I've seen some major improvements and there have also been a couple of new surprises which have come along with them. Overall, we were able to meet the needs of all who came to Med Tent for services whether that meant on-site treatment, or transport to a city hospital for definitive care. To my knowledge there were no major complaints, or moments of impropriety reported by festival attendees.

### **VOLUNTEER STAFFING**

We continue to struggle with getting the shift schedules filled up before the very last minute. More focus will be placed in the upcoming year on determining more effective times and places for recruiting volunteers. Facebook has provided very few results for EMS volunteers. Direct face-to-face, and direct emails have proven most effective.

There was only one outstanding issue to report regarding volunteer conduct. One EMS volunteer attempted to begin his shift while visibly intoxicated. He was turned away by the shift lead volunteer. I was not made aware of this until sometime later, but evidently it was resolved without further complication.

EMS should have a kick-off / orientation meeting prior to the event which is mandatory for all volunteers to attend.

### **TRAINING**

I only heard of one incident where an EMS volunteer was unable, or unwilling to provide necessary care due to their [lack of] experience level. Fortunately however, there was another volunteer on-shift who was able to perform the required care.

Events in the pre-season such as the Volunteer Vitalization event have helped educate the general public that the EMS crew takes their positions seriously. To continue to develop the pre-season activities I would like to foster a relationship with a professional training outlet which would provide free CPR and BLS to current, and potential EMS volunteers.

### **HEADQUARTERS**

#### Hard-Side Office

Certainly everyone noticed a big step-up in accommodations this year with the steel container office. This went a tremendous distance in solving some previous, perennial problems of sanitation, organization, lighting and general comfort. I was very disappointed in the service provided by our rep at Mobile-Mini, but have since spoken with that person's manager, and ultimately the owner of the franchise and have been guaranteed better service in the future. I am willing to give them one more try to see if they can live up to their word.

#### Green Tent

The green army tent is still in the pod for use by other camps. It was planned to house the sanctuary this year, but despite a tremendous amount of effort to set it up, it didn't get much use. This is probably good, as it is an indication that there weren't many/any Green Dot responses required. Consideration should be given in the future regarding the setup of this structure. Provided that we continue to employ a hard-side office, I do not see the relevant need of the green tent. Note: It is my understanding that the green tent belongs to Michelle Barlow. It should be clarified in writing if she wants to retake possession, or officially donate it to Element-11, Inc. If Element-11, Inc does not want possession, it should be sold with proceeds going toward the future rental fees for the hard-side office, etc.

### HQ Calendar

Meetings between department leads (at the least, a few board members, a Ranger, and a Med team representative) were proposed but did not occur. Additionally, our “French Toast Breakfast” was very lightly attended. I propose a calendar of meetings / events which are exclusive to EMS/Ranger/BOD, etc be posted in Med Tent along with the Echelon Board so that everyone knows what meetings, etc that they are required to attend, what time, and the location of the meeting.

### RADIOS

The initial number of radios this year seemed adequate, but the process of checking out / returning and recharging batteries was a huge cluster fuck that got out of control very quickly. Understanding the need for a weatherproof, temperature stable environment, the Med Tent office makes sense for the radio location, but the overall process needs significant work by the Communications Department.

### SUPPLIES AND OTHER EQUIPMENT

The general equipment needs of Med Tent were met this year with great satisfaction. Toward the end of the event, it became evident that some of our consumable supplies were not adequately stocked. It is my understanding that adequate supplies were purchased / donated prior to the event, but did not make it to the festival. This will receive closer attention in the years to come.

There is one piece of equipment that should be purchased for Med Tent for the 2014 event. A series of wire racks to hold / organize restocking supplies. There are inexpensive versions readily available that I will include in the 2014 budget proposal.

We have a surplus of unused, Yellow Volunteer shirts as follows:  
Ladies Large x 4, Adult Medium x 2, Ladies Large x 1, Ladies Small x 1

### OPERATIONS - STATISTICS

2013:

108 Single-line (minor treatment) entries = 20% increase

4(\*) MIR (substantial treatment) entries = no change

*\*Note: One MIR included a patient who required an IV for severe dehydration. This led to our discovery that our IV supplies and trained technicians were adequate and prepared. However, it should be noted that if more of this type of patient were served, we would have quickly run out of IV supplies.*

*\*\*Note: One MIR was transported to a local hospital in a civilian vehicle and accompanied by an EMS volunteer. The logistics of returning the volunteer back to the festival, though ultimately resolved, would have benefitted from a better plan being in place for that issue.*

*\*\*\*Note: A change of policy should occur to address festival attendee's who leave the event for medical care, and attempt to return against medical recommendation. I propose that these attendees should be required to sign an additional waiver upon re-entry indemnifying Element-11, Inc. in the likely event that they re-injure themselves.*

2012: (first year statistics were recorded)

86 Single-line (minor treatment) entries

4 MIR (substantial treatment) entries

### SITLA land

It has been proposed to contact SITLA for the annexation of a small chunk of SITLA land behind Med Tent for camping by EMS volunteers for the duration of the festival, only.

## PUBLIC AFFAIRS COMMITTEE

By Micky Baker

2013 was a year of resounding success for the fledgling Public Affairs Committee (PAC). The smoothness of the festival operations this year is a testament to the hard work of all Element 11 volunteers. For the sake of clarity, each division/department within the PAC has been broken out in this report. Some of these reflections may repeat what individual department heads have included in their respective reports.

### Emergency Services

In general, the PAC Director largely served as an additional and at times redundant point of contact for this division. In the future, we should consider spinning off the Emergency Services division into its own committee to oversee Med Tent, Sanctuary, Communications, Fire Safety, and Rangers.

**Med Tent/Communications:** JP Bernier (8 Ball) and his volunteers excelled at organizing Med Tent and facilitated the best medical care available at E11, to date. Allen Hovey (Poundcake) also deserves credit for coordinating the acquisition of radio equipment for E11.

#### Strengths:

- The office trailer as Med Tent
- Sterile supplies protected from the elements
- Quality of patient care
- Professionalism
- Excellent inter-departmental communication
- Self-reliant department
- Incident documentation
- E11 owns its own radio equipment!
- Radio “cheat sheet” laminates

#### Weaknesses:

- Lack of shade for volunteers sitting outside the office
- Inconsistent power supply with potentially dangerous power connection to generator
- Too much/in out, non-medical traffic
- Potential patient privacy concerns related to previous
- Insufficient volunteer support for Sanctuary
- Disorganization at the radio recharging station
- Increase radio inventory to enable all necessary parties to be on
- Reliance on private vehicles for patient transport within E11

#### Opportunities:

- Pursue connection to the SeaBase power
- Further develop the role of Sanctuary
- Improve coordination with EPW/Events committee re: power supply
- Acquire second office trailer to act as Ranger Headquarters/Event Command Center
- Appoint a volunteer(s) to manage radio charging/distribution

**Rangers:** “Fraught” would be an accurate term to describe the past Ranger-E11 Organizer working relationship. Communication and trust between these two essential elements of E11 has come a long way since then; it is an ongoing process. John Mendenhall (Mendy) deserves particular credit for his tireless leadership and assistance in bridging the gap. Increased communication has dramatically improved this working relationship. Further understanding was built by a large number of BoD members attending this year’s Ranger Orientation Meeting. The Rangers deserve credit for the largest increase in number of trained volunteers of this year’s E11. The Rangers, like all hard working E11 volunteers, rely on continued community support to be at their best. The reliability and

camaraderie of the Rangers should serve as an example for all E11 departments. It is an honor to work alongside them.

Strengths:

- Dramatic increase in the number of Rangers
- Continued pursuit of out-of-state Rangers
- Professionalism
- Success of the Ranger fundraiser
- Implementation of the Ranger Council
- Presence at community events year-round
- Reduced strain on volunteers
- Excellent attendance at ROM
- Improved communication
- Positive community experiences with Rangers
- Khaki's involvement in the daily BoD coordination meeting during E11
- Intercept vehicle
- Maintenance of the Ranger reputation
- Efforts to "soften" the image of the Rangers
- Collaboration with Med Tent and hired security staff

Weaknesses:

- Lack of budgetary clarity- what needs to be fundraised for? What does E11 provide?
- Limited Ranger transportation options
- More support needed for Khaki and Head Ranger
- Clarity about the distinction between E11 Rangers and Black Rock Rangers
- Volunteer acknowledgement for longtime Ranger volunteers
- Prevalence of assumptions in the absence of communication
- Limited training opportunities
- Absence of a distinct Ranger HQ

Opportunities:

- Further engage Rangers in decision making
- Acquire a Ranger HQ that is independent of Med Tent
- Increase accessibility of BoD Members to the Rangers
- Increase the number of training opportunities
- Engage Rangers year-round
- Seek some means of rapid Ranger deployment at events
- Continue to develop the local 'Green Dot' program
- Enhance volunteer support
- Further participate in Ranger social functions
- Clarify eviction policy
- Hire driver to be on-call for off-site transportation for non-emergency medical transport and intoxicated eviction

**Gate & Greeters:** Both departments were a resounding success this year. There was never more than a 5 car line at the Gate. Greeters consistently educated new arrivals and welcomed them.

Strengths:

- Short lines, minimal wait
- Efficiently processing arriving vehicles
- Collaboration and cross-training with the Box Office Dept.
- Gate lane structure
- Excellent working relationship with SeaBase and hired Security
- No waivers to hand out
- Courteous, professional volunteers

- 3-hour shifts is a good length
- Shift-leaders in charge of training every shift, thanking volunteers at the end of their shift. Minimizes strain on leaders
- Involvement of theme camps in filling Greeter shifts
- Use of “floater volunteers” when understaffed
- Volunteer assistance with setup
- SeaBase staff supervision not needed
- Theme camp greeter shifts filled almost half of the shifts
- Gate on radio

Weaknesses:

- Pre-event volunteer coverage
- Involvement of SeaBase staff in Gate operations unnecessarily complicates Gate
- Re-entry policy not covered in SeaBase contract
- Volunteer coverage later at night and before noon
- Participant access after gate hours and during WBTC
- Coordination of Gate operations during effigy burns
- Gate lanes washed away in the rain
- Lack of shade in the afternoon/evening caused by oblique sun angles in the west
- Lack of participant drop off policy
- Spanking taking precedence over education at Greeters

Opportunities:

- Expand leadership of Gate and Greeter departments, more self-reliant
- Hire security pre-event and during WBTC to operate gate
- Start volunteer operation of Gate/Greeters at noon, end at sunset.
- Big “READ ME” sign for Greeter reference/info when unstaffed
- Explore more durable gate lane markings
- Extend 10 Principles education beyond the Gate
- Concentrate after-hours gate access by opening only on pre-announced schedule
- Explore widening the driveway to 2 lanes
- Explore more pre-event training and volunteer communication

**Placement:** Placement this year continues to build on the successes of last year. The greater concentration of camps along key roadways allowed the city to really come alive.

Strengths:

- Esplanade was great, again
- New naming and street numbering system
- Sound camp row along 4<sup>th</sup> Avenue, east of “B” Street was well sited
- Coordination with Artery to provide holistic art placement
- Great volunteers helping on WBTC weekend
- Map was dialed-in and available in numerous locations
- Survey sprays are an easy way to mark roads in confusing places

Weaknesses:

- Insufficient volunteer support to demarcate the RV loop roads and “A” Street
- More pre-event communication needed with theme camp leads
- Non-registered theme camp “land grabs” on WBTC weekend
- Non-registered camps associated with placed art interfering with registered camps
- Incomplete Esplanade on 4<sup>th</sup> Ave.
- Spray paint and stakes insufficient and wash away in the rain
- Recruit non-BOD member to lead Placement Department
- Lack of coordination with effigy builders to minimize burn-perimeter incursion into theme camp areas

Opportunities:

- Build and maintain theme camp contact database
- Greater pre-event communication with participants and camps
- Above ground placement markers to outline theme camps (stakes and survey flagging?)
- Delegate placement decisions to theme camp planning meeting (fight amongst yourselves)
- Continue clarifying “zoning” in Sodium City (loud/quiet camping etc)
- Develop consistent porta-potty locations map
- Coordinate further with Artery to place artists’ camps near their artwork
- Recruit more pre-event placement gurus
- Consider relocating Med Tent to open up theme camp real estate on the North end of Esplanade
- Encourage theme camps to orient towards the street-frontage
- Patches!

**Volunteers:** E11 volunteer participation continues to impress. We have some of the hardest working volunteers of any organization I’ve experienced.

Strengths:

- Awesome volunteers!
- Volunteer laminates continue to be a hit
- Excellent attendance at the Volunteer Thank You party
- Acknowledging individual efforts
- Volunteer database established!
- Angels pampering volunteers
- Patches are awesome and highly sought

Weaknesses:

- Volunteer sign-up confusing
- Pre-event volunteer requests more targeted
- Communication with volunteers
- Excess reliance on Facebook to communicate with volunteers
- Confusing shift sign up on Google Docs Spreadsheet
- Excess reliance on BoD and key volunteer efforts
- More personalized thank you gifts for outstanding efforts
- Acknowledgement of long-time volunteers

Opportunities:

- Try to sign up every newbie for 1 shift
- Pre-event volunteer shift reminder email
- Communicate more using email
- Designate a lead email guru
- Start a Volunteer Bar and Courtesy Lounge
- Volunteering = FUN!
- Pre-event training



## VOLUNTEER VITALIZATION COMMITTEE

*By Aspen Moon*

We made a lot of changes to how we organize our volunteers during 2013 including adding our new volunteer database and better leadership and organizational structure. This year was our second year doing the Volunteer Vitalization and it was a great success. The workshops were awesome and we all enjoyed the orientation film created by Short Dog Productions!

E11 made a lot of progress in developing our volunteer teams and built many strong departments this year. We added a significant budget for department patches and some nicer thank you gifts for volunteers. Our Angels had a lot of work this year to meet the demands of the nearly 250 people who registered to volunteer. The support was great and we accomplished so much.

Thanks to everyone who volunteered in 2013. We hope you all return next year to make 2014 volunteering even better!

## 2013 ELEMENT 11 – PROFIT AND LOSS SUMMARY

### 2013 PRELIMINARY YEAR END

(Numbers have not yet been verified by our accountant,  
however we believe them to be correct.)

Income		
	fundraisers	\$6,566
	mugs, etc.	\$340
	donations	\$2,248
	E11 ticket sales	\$109,360
	miscellaneous	\$94
		<hr/>
Gross Profit		\$118,607
Expenses		
	Allies	\$42,900
	Art	\$17,923
	Communications	\$508
	PAC	\$4,132
	EPW	\$7,207
	Executive	\$978
	Fundraising	\$1,323
	Finance	\$12,490
	Volunteer	\$5,757
		<hr/>
Total Expenses		\$93,217
Net Profit		\$25,390
Grants		\$15,691
	% of last year's profit	73%
		\$16,222 (75% of 2012 net profit)
Additional Grant Funds for 2014		\$530
2014 Grants based on preliminary 2013 Profit		\$19,042
Total 2014 Grant Funds		\$19,573