

## **LONDON DECOMPRESSION - FAQ**

### **Why do we need a new organisation and constitution?**

Currently one company is responsible for London Decompression and Nowhere. Both events have grown and there is a need to separate them into two separate organisations. The existing limited company, Nowhere (Europe) Ltd, which has shareholders, cannot be converted into our solution, which is a company limited by guarantee.

### **Will London Decompression be a limited company?**

Yes, but a particular type of limited company, one limited by guarantee. This means there are no shares or shareholders.

### **Who owns London Decompression?**

All the members of the company own the company. However, ownership does not give them any rights to the company assets.

### **Is London Decompression a democracy?**

No. Well partly. It might be best described as a do-ocracy. The most active members, currently known as the Leads and Uberleads, who put on our main event get a vote. They will be called Full Members. Other members, known as Associate Members, can attend the AGM but do not get a vote.

### **What are Full Members?**

Full Members are the Leads and Uberleads as listed in the Googledoc used for the organisation, currently known as the 'ubersheet'.

### **What are Associate Members?**

Associate Members are members with restricted membership rights. See ticket purchase requirements.

### **What are the Trustees?**

The Trustees are Full Members of London Decom. In addition they are also legally responsible for fulfilling the legal requirements of administering the company such as the returns to companies house, keeping a membership record and submitting a tax return for the company.

### **Who elects the Trustees?**

The Trustees are elected by the Full Members, made up of the Leads and Uberleads.

### **Who elects the Leads and Uberleads?**

The Leads and Uberleads are not elected. They are chosen by the Trustees, or other Full Members who the Trustees may co-opt to make those decisions.

**Who makes a profit from London Decompression?**

No one. The company may generate a surplus that is retained for future events. Indeed the purpose of a membership based company limited by guarantee is that no profit is made, as all members are participants and part of the company.

**Does London Decompression pay tax?**

Tax will only be payable on income derived other than from its members such as interest on bank deposits and any hire of assets to outside parties.

**Does London Decompression employ people?**

No. The constitution of the company allows employment of people but they may not also be members and no employees are currently planned. The company may engage consultants, suppliers, accountants etc but these will not be employees.

**How can I contact London Decompression Ltd**

By email or via our website

**How will our new constitution affect buying tickets for London Decompression events?**

Only members and their guests will be able to buy tickets.

**Can anyone become a member?**

Anyone can become an associate member. Membership is not restricted in any way and we encourage all people who wish to participate in London Decompression events to become members.

**How much will membership cost?**

Membership is free.

**How do I become an associate member?**

The website will have a sign up page for membership. Potential members will simply be asked to consider the ten principles of Burning Man and to agree to participate in the Burning Man community.

**How do I become a Full Member?**

Full members are any volunteer who takes a lead role in organising a London Decompression event. They are selected by the Trustees and/or the Uberleads.

**How will memberships work?**

It is proposed that the membership website will issue a unique membership number which will be required during purchasing of tickets.

**Can a member buy a ticket for a non-member?**

Each member can buy up to two tickets. The second ticket may be for a non-member, but the member agrees to guarantee the non-member's conduct and to educate them in the ethos of the event.

**How many tickets can each member buy?**

Each member and associate member will be able to buy two tickets, comprising a ticket for themselves plus a 'guest ticket' to meet our policy of inclusion and in order to introduce others to the Burning Man ethos. The member who purchases this guest ticket will be responsible for explaining the principles of burning man to that guest and will be responsible for their behaviour at any meetings or events organised by London Decompression Ltd.

**Does membership guarantee a ticket?**

No. Only members can buy tickets, but tickets are subject to availability. Members will be notified when tickets go on sale.

**Can tickets be sold or passed on to someone else?**

Yes, but members should ensure that tickets are only passed on to other members. Tickets should never be sold for more than their face value. The onus is on the ticket selling member to ensure that any subsequent ticket purchaser is also a member.

**Can a non member ticket holder become a member?**

Yes, memberships are available throughout the year.

**How do I renew my membership?**

Each year, members will be contacted by email and asked if they wish to renew their membership. A new registration and code will issued. In order for us to maintain a proper, up to date list, membership MUST be renewed each year.

**As a member am I liable for any debts of London Decompression?**

Yes! But only up to a maximum of £1.

**How will you protect my data?**

London decompression will not sell or pass on to third parties membership information and will use best endeavours to secure all such information.

**How do I cancel my membership?**

To cancel membership, send an email to [members@londondecom.org](mailto:members@londondecom.org)

**How will London Decompressions existing way of running change?**

It is not intended that the day to day running of London Decompression will change in any material way with the adoption of the new constitution. That said, there will be a requirement for an AGM each year and those entitled to vote at that AGM will be defined by the new constitution.

**What happens at the AGM?**

At that AGM, matters such as agreement of annual accounts, general policy and the structure and running of the operation will be discussed and voted on. During this meeting, the re-election of trustees and the co-option of any other members takes place. Associate members, defined below, will be able to attend this meeting, but not able to vote.

**When will the first AGM be?**

Subject to a suitable timetable of company formation, it is intended to have our first AGM after this year's event.

**Who will be the Trustees?**

Rob and Hilda will continue to take these roles until the first AGM, when they will be able to put themselves up for re-election. They will be known as the trustees and specifically as the Chair and Treasurer.

**What do the Trustees do?**

They will work with the Uberleads to set up and run specific areas, defined with those Uberleads and as defined in the web document (known as the Uber document) which covers these areas.

**What do the Uberleads do?**

The Uberleads are responsible for particular aspects of the event, such as entertainments, back end operations, Sound Light and Power, logistics, or event time operations. They will recruit and liaise with Leads who come under their jurisdiction and who will be running the event.

**What do the Leads do?**

A lead is responsible for running a specific aspect of the event. Each lead reports to an Uberlead.

**Are Uberleads and Leads members of London Decompression Ltd?**

Uberleads and Leads will be Full members of London Decompression Ltd, entitled to attend the AGM and to vote.

**Will the way that tickets are sold change?**

The management of sale of tickets will change slightly, in that every purchaser of a ticket must be a member, whether that is a full member or associate member.

**Can I see a diagram of the organisation?**

If only. Yes, once we've drawn one – any volunteers?

**Why haven't I seen the word awesome used in this document?**

Indeed no Burning Man document would be complete without the use of the word 'awesome' so here it is.