



www.michfest.com

producers of the Michigan Womyn's Music Festival

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Greetings from the Michigan Festival!

I'm glad that you're interested to be part of building the 2015 Festival and part of the upcoming worker community. Welcome to step one in the process of becoming a Michigan worker!

This new crew information is especially geared for new womyn applying to work on the Michigan crew or womyn who haven't worked Michigan in a while and need to see how some of the information has changed since their last time on crew. I hope this offers you all that you need to decide whether you want to apply to work and what time frame or crew you are interested in. I know it's a bit lengthy, but please take the time to read it through because there's a lot of important information for you to have before sending in your crew application.

This information includes:

- a detailed description of what's involved in working at Michigan
- a list of crews and crew dates from which to choose
- an application to fill out and send back to us

Working Michigan is a great experience - and definitely a unique one. Although there are many different crews to choose from, each crew is related to all the others. By choosing to work you are choosing to be on the overall Festival team that creates an amazing experience for the womyn who attend. Womyn who are invited to work are invited for a specific crew as a starting place, yet it is important that everyone be flexible and willing to work as part of the larger cohesive team. This means that you will also be flexing among crews regardless of what crew you're initially invited to work with and could be asked to work with a variety of crews and on different projects. Most womyn who work Michigan love it, but we've come to know that this kind of all-encompassing work environment isn't necessarily for everyone who might love the Festival, or every woman who has enjoyed working other events. It is definitely a work experience, and though there are many rewards and great times, it is also intensive, demanding, six-days-a-week production work. We're raising a town for thousands and producing a week full of concerts, workshops, meals and more – so there's a lot to do!

If we have a crew position to offer you, you'll receive an email from us directing you to an on-line confirmation form. You can complete and save it on your computer and email it back to us as an attachment, or, you can print and mail it back to us via post. If it is not possible for you to receive an invitation via email, please note that clearly on your application form and we will send it via US Mail.

On your application feel free to include any questions you may have or add any other information you may want us to know. We are providing you with a lot of detail about what is expected of you and what you can expect from your time at Michigan. Please don't hesitate to call if we can help you with anything over the phone. Read on and see how it fits for you!

Best,

Lisa Vogel, Festival Producer

2015 Work Crew Information

The Michigan Womyn's Music Festival is an annual international week long cultural gathering celebrating womyn's community, performance, art and politics. Each summer a group of hundreds of womyn comes together to build and operate the communal village and all of its services, systems and performance spaces. The following information is about how to participate, what will be expected of you, and what you can expect from your participation.

Organization and Leadership

Lisa Vogel is the Festival producer and works in collaboration with the energy and effort of many different womyn. Working on the Festival over the 2014-2015 season are Lisa, Sandy Ramsey, Terri Lynn Delk, Clare Davis and occasional visiting dignitaries. By the time we move to the Walhalla office in the late spring, we will be a full time staff of 10, then 12, and so on.

The Festival is made up of about 50 different areas that operate for 10 days to four weeks. One or more coordinators lead each area, and some areas have assistant coordinators, shift supervisors or crew leaders. Overall planning is done in consultation and cooperation with the coordinators and other long-time crew members who have the experience of many Festival seasons.

Coordinators working cooperatively with each other and their crews lead the specific work of each area. We have developed a hybrid management style, which is based on defined leadership coupled with a commitment to cooperative process and feminist community values. We stress a high regard for open communication and are committed to having time to share discussion on community issues. The womyn who build this gathering come together from many different regions, backgrounds, cultures and experiences - our diversity plays a significant role in the unique experience of creating a summer's Michigan Festival.

Worker Community Diversity

Most years about 20 percent of the Festival work crews are made up of womyn who have never worked at Michigan before, 20 percent who have worked one or two previous years and another 60 percent who are long-time returning crew members. There tend to be fewer new workers on long crew. It's an incredible mix of womyn with varying ideas, skills and perspectives. This mix is an important part of what keeps the worker community vital year after year. We work and live in secluded woods in Northern Michigan, and for some of us it is our first rural or woodland living experience as well as our first communal living experience. We will send new crew members practical advice for camping and living outdoors in the crew confirmation materials.

Although we always have a mix of lesbian, bisexual and heterosexual womyn working to build the Festival, the staff is primarily lesbian and we live a lesbian culture. We are actively anti-racist in our beliefs and practices. We practice

unlearning our racism, classism, homophobia, ableism, ageism, anti-Semitism, ethnocentrism and internalized oppression and misogyny. We strive to be conscious of our personal and community dynamics and experience while living in a multicultural, multi-generational, class-diverse community. We learn a little at a time to respect each other's space and observe our differences, and to unlearn the hurtful attitudes and behaviors we all have. There is always the opportunity for dialogue and suggestions in the community meetings that happen weekly pre- and post-fest.

The cultural, racial and class diversity of the Festival work crew continues to evolve over the years. We are committed to an ongoing process of eliminating barriers that prohibit involvement by womyn of color who want to be part of creating this event. Since one of the barriers to participation can be economic, there is a travel pool that can assist lower income womyn of color who do not have the economic resources to travel to Michigan. If you are lower income and need travel assistance, please note on your application if you would like a Womyn of Color Travel Fund application. These funds must be pre-arranged and applied for before you arrive, no later than the time of your confirmation.

We are committed to making the Festival work crews accessible to womyn with varying physical abilities, and we acknowledge that womyn are often fearful to disclose information about their disabilities as a result of the oppression they experience in the larger society. However, we encourage you to be frank with us on your Crew Application describing any limitations you may have regarding any of the tasks of any crew for which you would like to be considered. Most of the long crew positions require strong physical abilities, but not all do. The shorter crews are less physically defined. If you are a woman with a disability, and you will require set-up or break-down assistance or if you want to camp in an accessible area, please request a Worker DART (Disabled Access Resource Team) Registration packet on your crew application. It's important for us to work with you prior to your arrival to determine what jobs will work and be a positive experience for you, and we can only do that with complete information about your needs and limits. Because of our close living environment, only service dogs as defined by the ADA are allowed.

Work Schedules and Expectations

Work crew schedules are based on all long crews working a six-day week and *all crews* working straight through Festival week, with one half-day off during that week. We generally work an eight-hour day. On a high-demand day you may work more, and on another day, less. In this type of project you need to be flexible in order to do what needs to be done to complete the overall task of the moment. Time Off: Crews that work four weeks have two days off pre-fest, one day off post, and one half-day off during Festival week. Short crews that work the 9 to 13 days of Festival have one half-day off during that time. Festival is very rewarding but also very demanding work and we want to be clear that if you choose to be on a work crew, your primary experience of the Festival will in fact be a work experience. You will be able to attend some of the Festival events but you will miss others. It is very

different from paying to attend and choosing from the hundreds of events over the week.

Although hard work and many long hours are involved in building this event, it is also an experience that is extremely gratifying and rewarding. The work itself is usually not glamorous or dramatic. It is more a process of completing thousands of small tasks leading to the creation of the Festival. It is "production" type work, and for womyn unaccustomed to this type of work, it can be very strenuous. By the nature of special event production, there is an intensity and focus about the work, and a fairly consistent need to meet regular deadlines - whether it's preparing a meal, putting up the night stage tent or assembling performer packets. Being there for that last "big push" to get the Festival up and running is the common goal of the womyn working on the event. If July/August is your time for rest and relaxation, we encourage you to pass over work crew and instead plan to attend the Festival as a camper – it's a wonderful, fun and rewarding experience!

If you have lots of energy and desire for hard work with other womyn and you want the community and excitement offered by the work experience, than by all means apply for a Festival crew - there is absolutely nothing else in the world like it. We wholeheartedly ask you to apply to work *only* if this type of intense production work is what you want for yourself this summer.

Some of the community is clean and sober, and while this is by no means a requirement, it is something to consider while deciding to spend two to four weeks working on this project. It's a relaxed environment but not a party scene. Since all of the work we do involves physical coordination and/or clear communication, we expect that you do not drink alcohol, smoke pot, etc. while working or before you come to work. We've found that it affects safety and clear communication among all of us if womyn come to their shifts worn out or hung over, as well as if they use drugs or alcohol on the job. It's also important to consider that we live with 500 roommates/neighbors and we need to be aware that we work and relax at different times and sleep at different hours. It is a necessary part of living and working together that we be respectful of each other's work schedules and rest needs and keep this in mind.

Worker Childcare, Pre-Teen and Teen Workers

If you are a staff member coming to the festival with a child of any age she/he must be pre-registered and involved in one of the childcare, pre-teen or teen worker programs. It's not an option for your child to "just hang-out" for the time you are working. All staff childcare and teen worker programs are for children to whom *you are parent or primary guardian*. These services are provided for the parent while she is on staff during her working hours, and are available for the confirmed crew dates of the parent or primary guardian only. Your teen may join you for long crew if she is registered in the teen worker program, but there is no long crew pre-teen or daycare for younger children. All worker childcare is provided **only for children pre-registered by the time of your confirmation**. Childcare for all female children and male toddlers through age four will be offered every day pre-Fest from

8am to 6pm at the Sprouts childcare location, beginning the Wednesday before Festival while you are working. Beginning on Tuesday of Festival week through the Sunday of Festival, worker children will be part of either Gaia (ages 5+) or Sprouts (ages infant-4), and childcare will be available during those areas' regular hours of 8:30am-midnight. From Monday through Wednesday post-Fest, Worker Childcare will return to the 8am to 6pm schedule. Childcare for male children five through ten years of age is provided at Brother Sun, a campground for the young boys in its own section of the Festival property. Worker Brother Sun (WBS) will also be open starting the Wednesday before Festival through Wednesday post-Fest. The hours pre and post-Festival will be from 7:30am to 7:30pm; during Festival week Brother Sun is open from 8am to midnight. Moms will need to camp in the Brother Sun Campground to care for their sons during the evenings and overnight. Please consider the childcare dates and hours when making your crew choices, and do not apply for crews that have dates longer than when childcare is offered, or crews that have overnight shifts, unless you share childcare with another worker who is not on an overnight crew. Moms share evening childcare support with one another on an informal basis. There is a more detailed information sheet that will be sent to moms who request a childcare registration on their Crew Application.

We recognize that everyone has different family structures and we have found the need to have a unique structure for the Festival as well, which also includes involvement of young womyn. There is a Teen/Pre-Teen Worker Program for teens (ages 13-17) and pre-teens (ages 9-12), involving part-time work in a pre-arranged Festival area as active and committed, yet younger members of the working community. Pre-Teens will participate four to six hours per day, five days per week. The Pre-Teen Worker Crew is an *option* for younger girls, while childcare is the other option, and application to this crew should be based on each girl's ability and focus level. Young womyn ages 13-17 will work six to eight hours per day, six days per week. Girls involved in the Teen Worker Program are making a serious commitment to focused, part-time work on the Festival. Pre-Teens and Teens will assist and learn from adults in a pre-assigned Festival area. Crew positions are limited by crew size and availability, so apprentices must apply and be confirmed in advance. As a parent, you should request an application for your daughter. Her Teen Worker application must be completed and attached to your crew confirmation at the time that you confirm your position.

The Festival is a wonderful experience for young ones, especially because of the unique feelings of safety and freedom they experience on the Land. We want to stress that mothers should not confuse the overriding safety of the Festival with an absence of the need for supervision and guidance of their children. The working community and the Festival is a child-friendly, teen-friendly and parent supportive event, and we should all be mindful and aware of the presence of young people when choosing to engage in adult-appropriate activities. We make every effort before, during and after the Festival to be clear about which events are considered adult-only. Mothers are responsible to make choices with their older daughters about what curfew is appropriate or what activities are fitting for them to attend.

Living on the Land

Each of us is responsible for our own tent, sleeping bag, eating utensils, dishes and of course, clothing for the elements. We'll send a detailed list of things to bring along with your crew confirmation.

Our staff kitchen provides three meals a day, and there's always fresh fruit and breads for snacks. The majority of our meals are vegetarian; there is always a vegan option, often gluten-free alternatives, and we do have periodic dishes with poultry or fish. If you have specific restricted dietary needs, please request a daily menu plan from us so you can plan ahead for the supplementary foods you will need to bring to accommodate your specialized diet. The kitchen is not able to accommodate individual meal plans. If you do need to bring food or dietary supplements, we ask that you also bring a locking (animal proof) container or cooler to keep those items at your tent. The food storage space in the worker kitchen is tight, and since we aren't able to store everyone's individual food, to be fair, we can't store anyone's. Ice is available to purchase on-site.

The shared living area for the staff consists of a kitchen tent, a dining tent, a fire pit, communal warm water showers, porta-jons and lots of grass and sky to call home. We have check-in meetings every other night, pre and post-fest community meetings, sporadic softball games, parties, dances, talent shows, card games, 12-step meetings, first-timer support groups - and any other kind of special event that anyone has the energy to organize.

Part of the reality of putting together an event of this size and scope is that we do have certain regular deliveries and services provided by local and statewide businesses that bring men onto the land. We do all of the service deliveries that we can before opening day, to maintain as much womyn-only space as possible during the Festival itself. Over the years we've learned that it's crucial to the success of what we're doing to have positive business arrangements with these contractors, and it's important to us to have the support of the working staff in dealing with the outside services. We think it's important to let you know ahead of time that there will be periodic breaks in our womyn-only space during the work weeks pre and post-Festival.

Additional Thoughts on the Exchange

Joining a Festival crew does not mean you are an employee of the Festival nor does it mean that in the two to four weeks that you are here you will become a decision-maker for Festival production. Festival guidelines evolve over years, and every woman has a voice and opportunity for input as she continues to become an ongoing part of the yearly community. Crews are led by paid coordinators who have moved into positions of greater responsibility over time. Womyn who work as paid coordinators or assistant coordinators are independent contractors and are compensated on a standardized weekly pay scale.

The Festival worker community provides a unique work experience, a wonderful home base in the greater Festival community, an opportunity to live and camp with only womyn for two to four weeks, three nutritious meals a day, basic first aid, childcare and other community support services. We choose to create our community in this way because we know what an incredible experience it is when we are together in this type of supportive communal living environment. Participation on a work crew is not intended to be a transaction for a free ticket to attend Festival; it's an entirely different experience.

Womyn who are economically disadvantaged and who are not interested or unable to work on the Festival are encouraged to write for information on reduced rate tickets by June 5th. Womyn who receive reduced rate tickets are not expected to work in exchange for their ticket reduction, nor is additional work on the Festival required to receive a reduced ticket rate. Paying a reduced rate for a Festival ticket to us means that a woman has paid her fair share, and that fair share fell below our ticket scale.

Completing the Application

There are many different kinds of work involved in putting together the Festival, and these different kinds of tasks are organized into specific crews. However, the entire worker community functions as a team; you may be asked to work with a crew other than your primary crew on days when the work in your area is light, or when another area needs extra help. Everyone on staff works through the Festival and there are no positions for pre or post-Fest only. Each crew has a particular number of positions and a definite starting and ending date. It's important that you apply only for crews to which you can commit for the entire and exact work dates outlined in the crew descriptions. Arriving before or after your start date or leaving earlier or later than your end date doesn't work, and it will affect our ability to offer you a crew position in the future.

If you are applying with or plan on traveling with another crew member, please make every effort to apply for crews that have the same dates. We may be able to make arrangements for womyn who request in advance to arrive a day or two early to do "flex" work, but these positions are limited and should be arranged before you confirm and definitely before you make travel plans. Applying for flex time means we will ask you to work wherever there are last minute openings or needs on other crews, or will ask you to do any number of miscellaneous jobs. You may work on the same crew or project for a few days, or you may do something different every day. The key here is *flexibility* – please only request this if you feel capable and willing to plug-in wherever you are needed. Most of the work is physical, outdoor work but also could include anything from cooking to childcare to an airport run.

Other than these arrangements, you will only be able to enter the Festival on the crew arrival date listed. If you do not have a confirmed flex position and you arrive early, you will need to make plans to camp or stay in a motel nearby until your crew arrival date.

We appreciate hearing about your work experiences, training, interests, why you want to do this, etc. Read over the list of crews and their descriptions and list only the crews that you have a genuine interest to be an active part of. Let us know either what your experience or training in the area might be, or why this particular area sparked your interest. Keep in mind that there is a limit to the number of positions for each crew, and crews fill up fast. Be sure to include additional crew choices beyond your first preference - you may be requesting this year's most popular crew! "Long crews" are in general more difficult to get a position on, and are often filled by returning crew members first. If you're applying for long crew, please also list options for short crew positions, even if your long crew of choice stays together before, during and after the Festival (group A). Please remember – this application is our first introduction to you, so please complete it thoroughly and with as much detail as possible.

We start sending crew invitations in the early winter and continue until all positions are filled. Although we'll have most of the positions confirmed by May, we're always filling a few openings from cancellations into July. Also, we will be holding on to applications in case we need to increase some crew sizes depending on advance ticket sales. For womyn contacting us in the winter months, we'll get back to you within three months of receiving your application, whether or not we have a position to offer at that time. If we do have a crew position, we will send an invite either by email or by post that you'll need to confirm or decline within ten days of the electronic invitation or three weeks of our postmark date. If we don't hear from you within that time frame we will have to assume you're not interested, so please return your confirmation sheet on time if you want the position. If at any point your plans for the summer change and you are no longer interested in working on the Festival, or you have less time available to work, please let us know immediately so we can offer the position to someone else in time for them to make plans. For the same reason, **please wait until you know that you have the time and want to make the commitment before sending in your application**. We're looking forward to working with you - if you have questions, please don't hesitate to write or call and ask away!

Crew Descriptions and Dates

GROUP A - CREWS THAT WORK TOGETHER BEFORE, DURING AND AFTER THE FESTIVAL <i>(Dates reflect arrival and departure days)</i>

**These crews should bring work boots and work gloves.*

Auto Mechanics: (7/19-8/18) * Maintain and upkeep the Festival work vehicles. Mechanics do minor repairs, check fluid levels and keep maintenance records. For mechanics or womyn with serious mechanical training and experience. What is yours?

Electrics: (7/5-8/20) * The longest of the long crews! A very small crew specifically trained as electricians, these womyn install and maintain the electrical services to all of the various Festival areas.

Gals Diner (Worker Kitchen): (7/19-8/18) Gals provides all food and beverages to the Worker Community. It is both the front of the house at meal times, supplying beverages and snacks throughout the day and evening, and the back of the house kitchen, preparing wonderful meals for all of the womyn on staff. Long Crew workers will both set up and break down the Worker Kitchen and the Belly Bowl. The kitchen works from pre-arranged menus and meal plans, including some meat dishes. Gals also helps to keep the downtown area clean by doing things such as washing silverware and emptying trash receptacles, and keeps up a "living room" space for the staff. Familiarity in kitchens and/or restaurants and working with knives is important, good stamina and a love of food a must! Ability to lift is required for many of the tasks, as well as willingness to do service work and a commitment to work closely as a team. Be prepared for early morning and late night shifts (bring an alarm clock). Have you worked in restaurants? What's your cooking experience? What's your front of house experience?

Worker Services: Crew members will be invited on this crew with a primary focus in one of the Worker Services areas, but everyone will be expected to work in whatever part of the Festival has the greater need day to day. The entire area will work as a team, so if there are not eight hours of work in your focus area on a given day, you will plug in to a task somewhere else within the Worker Community – flexible is good! If your focus is healthcare, you will most likely move to the Healthcare/Womb crew during Festival. If your focus is transportation, you will flex a lot into other areas during long crew, but the majority of your work during short crew will be driving. The other focus areas will stay on the Worker Services crew throughout the Festival. **IMPORTANT:** Please indicate if you are able to do physical work as described under the Set-up/Strike crew in Group C. Although being able to do this physical work is not necessary to be on the Worker Services crew, those that are able may be asked to shift to a physical crew on days when the work is light in Worker Services.

Focus Areas: If you are applying for the Worker Services crew, please choose one or more areas of focus, and describe your experience and interest in that area on your application as requested below.

1. **Massage/Bodywork:** (7/19-8/17) The massage therapists provide massage and bodywork to womyn working on the Festival. In addition to telling us about your training and experience, please describe in detail your particular style of work (i.e. "I work slowly and deeply using oil and specific trigger points"). Sessions are 40 minutes long, you will do six in one day, and you will be working several evening shifts. Your schedule will be very individualized from day to day, so the experience of this crew is similar to being a solo practitioner rather than working on a crew.

2. **Office/Staff Services:** (7/15-8/18) You could be answering phones, registering workers as they arrive, working on computers, filing, answering questions from staff, etc. Please describe your experience with these kinds of office tasks and tell us specifically about your organizational skills, people skills, computer experience and knowledge. We are especially interested in womyn with advanced abilities in Microsoft Access, Excel and Word, womyn who give lots of attention to detail, and womyn who love to be helpful to other womyn.

3. **Transportation:** (7/17-8/19) This crew does the driving for local errands, equipment rentals, supply purchasing and 100-mile trips to transport staff and performers from the Grand Rapids airport. You should be comfortable with solo driving, small group interaction and being the welcoming face at the airport. A great job for someone who can manage a flexible (and frequently changing) work schedule, who loves to drive, can take direction and has good attention to detail. All drivers must have a valid and clean (no violations or reports for three years, no accidents for five) driver's license and be 25 years of age or older because of insurance constraints. CDL is a plus. *Please send a paper or digital driving abstract from your state or province licensing agency (not your insurance) that your driving record is clear.* You can file your crew application and then send this separately, but your application for this crew will not be complete until we have this piece. We have to turn this in to our insurance company for clearance before we can invite you for the crew.
4. **Worker Healthcare:** (7/17-8/17) These womyn attend to the immediate first-aid needs of the staff - cuts, bruises, flu, burns, etc. Let us know what your training is as an EMT, chiropractor, doctor, nurse or herbalist. Worker Health workers are "on-call" via radio on rotating overnights for the *rare* case of a middle of the night medical emergency.

**GROUP B – SHORT CREWS THAT JOIN THE WORK OF LONG CREWS
ALREADY UP AND RUNNING**

These crews are described in the long crew "A" list above but have these shorter

Auto Mechanics: 7/30 to 8/12

Gals Diner: 7/28 to 8/14

Massage: 7/30 to 8/13

Office/Staff Services: 7/29 to 8/12

Transportation: 7/28 to 8/14

Worker Healthcare: 7/28 to 8/12

GROUP C - PRE & POST FESTIVAL CREWS

If you choose any of these "C" crews, you must also choose a short crew from either the "B" list above or the "D" list on the following pages.

**These crews should bring work boots and work gloves.*

Carpentry: (7/19-8/15) * This crew builds and disassembles four stages, sound booths, flooring (lots of bending) and the DART accessibility ramps and platforms, and does miscellaneous repairs and special projects. Please describe your professional or personal building experience. (Bring personal hand tools.)

Flex Crew: (7/19-8/18) * Do you have a huge variety of interests and a quirky amount of skills you've picked up along the way? Are you flexible to join in with a crew who had a cancellation at the last minute or work with a different crew every few days? Most flex work is physical set-up/strike work, yet could include cooking jobs, childcare, driving, etc. This is truly for womyn who can roll with changes and who are comfortable working with different womyn day to day. It is not for those who prefer a set schedule, crew and work plan. If you are confirmed as flex, it is *very likely* you will fill in for a last-minute cancellation on any long crew – true flex positivity, in every dimension!

Indoor Inventory - Tent Crew: (7/19-8/18) This small crew organizes and runs the on-land supply tent that distributes supplies to festival departments while handling detailed inventory management.

Indoor Inventory - Truck Crew: (7/19-8/19) * This crew transfers inventory and supplies from a large off-land storage barn to Festival areas, and then trucks them back again after the Festival. This is a very physically demanding crew, requiring light to heavy lifting. A clean driving record is necessary to be a driver.

Lace Hardware: (7/19-8/19) * This crew moves two full barns of festival inventory, furniture, lumber and equipment to and from storage, sets up tents and erects stage scaffolding. This is very physical work and is only for womyn who enjoy and are capable of doing prolonged heavy labor. Stamina, pacing and the ability to work as a team are important.

Plumbing: (7/19-8/18) * This crew sets up the various water systems on the land, including digging the trenches, shoveling gravel, running water lines and setting up showers, faucets, and drinking fountains. Involves physical labor and some lifting.

Set-up/Strike Crew: (7/19-8/17) * If you like doing different jobs on different days, are able to do physical work and are physically fit, this is the job for you! Set-up tasks include marking, mulching and chipping foot paths, preparing and digging fire pits, flagging campgrounds and parking areas, carpeting wheel ways, trimming, pruning and cleaning-up trees, seeding and raking grounds, assembling and distributing benches, putting up camping tents for performers, installing signs around the site, repairing fence, stacking wood, pulling weeds, collecting and disposing of garbage and recycling, and many other miscellaneous set-up projects. Post-fest you will be doing all the set-up jobs in reverse, taking down signs, putting things away, picking up trash – basically helping get the land back into a natural state. This crew is only for gals who are flexible and willing to do many different kinds of tasks.

Signs: (7/19-8/13) This small crew is responsible for designing and creating the wide range of visual communication materials used in the construction of the Festival village. Signs crew offers an excellent opportunity for experienced lettering artists, artistic painters and brush calligraphers – please describe your experience in these areas.

GROUP D - DURING THE FESTIVAL CREWS

For womyn with a 10 to 17 day time frame to work or for womyn who have applied for any pre- and post- Festival crew from the "C" list above.

Artist Shuttle: (8/1-8/11) Drive vans from the land to a nearby town and back. There are early morning to afternoon, and early evening to late night shifts. All drivers must have a valid and clean (no violations or reports for three years, no accidents for five) driver's license and be 25 years of age or older due to insurance constraints. *Please send a paper or digital driving abstract from your state or province licensing agency (not your insurance) that your driving record is clear.* You

can file your crew application and then send this separately, but your application for this crew will not be complete until we have this piece. We have to turn this in to our insurance company for clearance before we can invite you for the crew.

Childcare: (Boys, 7/31-8/11; Worker Brother Sun (WBS), 7/27-8/13; Girls, 7/30-8/12; Sprouts 7/30-8/12; Worker Sprouts, 7/26-8/13) Working to provide a safe, fun and loving place for children that come to the Festival. We need womyn with lots of energy! Activities include arts & crafts, outdoor games, campfires, etc. Womyn who have previous experience working with children (daycare, school, summer camp) are given priority, but previous experience is not necessary. However, you should definitely love kids and want to work with them! Please specify area of interest: Gaia Girls (ages 5 and up); Brother Sun and WBS (boys ages 5 through 10); Sprouts (ages infant through 4); or Worker Sprouts (ages infant to pre-teen). If you are applying for Brother Sun or Sprouts, please note if you are interested and available for the longer dates of Worker Brother Sun or Worker Sprouts, where you will provide daycare for the children of other workers.

Communications/Safety Crew: (7/29-8/11) This crew monitors the gates of the Festival site - greeting womyn as they arrive, escorting suppliers as they make deliveries into the property, communicating with local county people who stop by our gates - as well as operates as general Festival security along the site perimeter. Comfort with periodic downtime is important. During Festival the area swings into a round-the-clock operation (with rotating overnight shifts). The crew offers information and assistance to womyn attending the Festival and helps to communicate Festival community guidelines. It's important that crew womyn have diplomatic communication skills, be supportive of Festival guidelines and be comfortable implementing them. If you are unclear about Festival community guidelines, please call us for more information.

Community Center: (7/29-8/12) This staff helps in the various activities of the Community Center - assisting with the August Night Café stage, staffing the information tables, welcoming womyn to the "downtown" area, leading and organizing sports, running the concession stand (handling money), and supporting the teen tent. There are some late night (2am) shifts. You'll need to be a focused team player, and comfortable with a busy atmosphere.

Crafts: (7/28-8/12) This crew sets up/takes down the Vendor Area pre and post-Festival and provides support and assistance to vendors/craftswomyn while keeping the area running smoothly during Festival. It involves a variety of tasks including lifting and other strenuous activities, and raffle sales during Festival.

DART: (7/31-8/12) The Disabled Access Resource Team provides the support services and networking organization for differently-abled womyn and their camping areas. Direct support involves: assisting shuttles, greeting womyn at the gate, helping move gear in and out of campsites (physically demanding) and working in the DART information office.

Flex Crew: (7/29-8/12) Do you have a huge variety of interests and quirky skills you've picked up along the way? Are you flexible to join in with a crew that had a cancellation at the last minute or work with a different crew every few days? Do you like to work with campers, children and staff alike? You could end up in any of the Festival areas or several different areas during your stay. This is truly for womyn who can roll with changes and who are comfortable working with different womyn day to day. It is not for those who prefer a set schedule, crew and work plan. If you are confirmed for this crew, it is *very likely* that you will step in for a last-minute, unexpected cancellation on any short crew - flex-positive in any possible direction!

Front Gate: (7/29-8/11) A great area for returning staff, this job involves greeting womyn as they arrive at the Festival and exchanging pre-purchased tickets for wrist tickets. A perfect spot for gregarious types, and for womyn with bookkeeping experience, organizational skills and lots of patience. Note: Some members of this crew will move to "downtown" crews after the arrival rush.

Garbage: (7/30-8/14) "Bag it and drag it" is the motto of this crew, as they accomplish the oh-so-necessary task of removing our waste. The job requires light to heavy lifting and some early mornings.

Healthcare (the Womb): (7/30-8/12) First aid care-giving in the main healthcare area of the Festival. The crew is made up of womyn with specific training as doctors, nurses, EMTs, herbalists and other healing professionals. Please specify your qualifications and experience in those areas.

Interpreters (American Sign Language): (8/1-8/10) You will provide ASL interpreting services for the deaf and hearing impaired womyn working on and attending the Festival. Please tell us about your training, certification, experience and skill level.

Kitchen: (7/29-8/11) The incredible job of feeding thousands of womyn! Some crew members organize and lead the festie-goers in preparing, setting up and serving food, or in clean-up tasks. Others work the fire pits or inventory the vast quantities of food. You will need good coordination and time management skills, and will need to be able to stay on task in an often-bustling atmosphere.

Oasis/Recovery Support: (7/30-8/12) Oasis is the Festival community's emotional support and resource area, and also provides the space for various 12-step based recovery meetings. Crew members help operate and staff the tent, assist in organizing a framework for 12-step meetings and help integrate womyn attending the Festival into the peer-support organization of the entire area. Please note if you have any personal recovery, professional counseling or peer support experience.

One World: (7/28-8/12) ***Workshops*** in One World: The crew helps coordinate the workshop program, assists workshop leaders, helps womyn offer on-the-spot workshops and generally staffs the area, assisting womyn with networking, leaflet sharing and the media tents. ***Audio Visual*** in One World: For this part of the crew, we need womyn who are highly skilled in operating video/DVD and film projectors,

PowerPoint presentations from laptop computers, and various playback equipment. Film projection will be both during the day and late at night. Please specify your skill and experience with operating this equipment. All crew members will help with both programs, especially during set up and strike.

Orientation: (7/31-8/11) Harambe...Welcome. The Orientation Area welcomes all womyn to the land, gives out Festival programs and offers information about camping areas, Festival events, community services and choosing workshifts.

Over 50's: (7/31-8/11) Help organize networking for womyn over 50. Provide helping hands, campground orientation, special workshops and hospitality. Apply only if you are yourself over 50.

Parking: (7/30-8/11) Need we say more? Many a car is successfully parked as this crew leads them to their spots. A great place to meet and greet arriving womyn!

Performer Support: (7/30-8/12) Performer support tasks include greeting and orienting performers, helping them with their schedules and assisting backstage with technical and hospitality needs – as well as assisting stage production staff. This job involves significant physical and logistical work, and requires emotional "people" skills and flexibility. Includes occasional 10-hour shifts and the need for attention to organization, detail and promptness. There is some pressure mixed in with periods of down time. You should feel comfortable taking initiative, helping a diverse group of performers with a variety of needs.

Recycling/Sanitation: (7/30-8/13) This crew collects and organizes returnable bottles and cans, recyclable glass, cans and cardboard. They also maintain the shower, porta-jon, dish wash and hand wash areas and keep sanitation supplies filled (soap, tp etc.). This work can get dirty! This crew also does late night post-concert recycling runs and escorts the Porta Jon contractor for late night cleanings during Festival. A driver's license is a must. Good crew for industrious but easy-going womyn.

RV: (7/30-8/11) Assist in managing the general and DART RV areas of the Festival. You will need good communication skills and knowledge of RVs.

Shuttle: (7/29-8/12) Shuttle womyn are the people movers for the Festival, driving DART, staff and general camper shuttles on site only, using large and small buses, vans, and tractors with surreys or flatbeds. Please specify your driving and people experience. Some positions do not involve driving; instead, you may help coordinate volunteers and keep communication going using CBs. All drivers must have a valid driver's license and, because Shuttle operates from early morning to late night, be willing and able to drive after dark.

Stage Production: (7/31-8/11 [Lighting Crew, Acoustic Stage and Sound] or 8/1-8/11 [all other Stage crews]) We have *occasional* openings for experienced stage, sound and lighting crew members on the four stages. Please include a résumé that details your experience and interests. The work includes long hours and does include some heavy lifting.

Stage Security: (8/1-8/11) A crew for womyn who are friendly and diplomatic yet can be firm. You will help maintain the safety and security of the stages, the stage work areas and the stage seating areas.

Traffic: (7/29-8/12) A crew of good-spirited troubleshooters that keeps the interior Festival roads relatively free of vehicles and helps the necessary traffic to move smoothly and get where it needs to go.

Womyn of Color: (7/29-8/12) A welcome center staffed by womyn of color for womyn of color and their friends to hang out, socialize, network, plan workshops and share support.

NOTE: We put this crew list together in October and occasionally the crew dates shift by a day forward or backwards over the course of the winter - we'll let you know as we know!

Are you ready to apply? Download the [Crew Application](#) here.

[Read this first](#) if you need information on how to complete and email your crew application from your computer or mobile device.

Festival dates are August 4-9, 2015

Return completed application via email attachment to:
crew.festival@gmail.com;

or via post to:

WWTMC • PO Box 7430, Berkeley, CA 94707 • 510-652-5441 - Until May 24th
WWTMC • PO Box 22, Walhalla, MI 49458 • 231-757-4766 - After May 24th

Please do not fax the application form - mail or email only. Thanks!