



[www.michfest.com](http://www.michfest.com)

producers of the Michigan Womyn's Music Festival

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Hello Returning Crew members!

Thank you for the incredible summer of love and connection. I appreciate every one of you for the phenomenal energy and work you offered to our community, for the joy and commitment you brought to our labor, for your love and strength that shone through every conversation we had on the land as we examined our community and grappled with deep questions. We brought our best to our conversations with one another, our community meetings and the community racism workshop, as well as the ongoing and multifaceted exploration of the festival's intention and focus. In circles, on paths, in gatherings in towns strung across the world and of course on the internet - we are deeply connected. We didn't always agree, it wasn't always easy, but we did the critical work of telling our truths, sharing our hearts, showing up and being part of our community.

As we begin to prepare for our 40<sup>th</sup> anniversary and the anticipation of a changing landscape in the future, we have the opportunity to see the 2015 festival as our transition year. It's our time to reflect on what is truly most important to us. So much of what we do and how we do it is woven into the fabric of our overall festival culture, our working family, and our individual crew cultures. In the coming months we will be considering everything from what services, systems and performances we maintain to the number of womyn on crews, how long we create workerville in order to build the festival, and the goods we need to have, store and move in order to build a sustainable community event. What can we let go of and still feel whole? What of us exists beyond the very tangible ways we have learned to be together, the areas that we have felt connected to, the processes we are familiar with – even the time and space we are together on the land? We should make the most of this time and really contemplate what parts of this experience are central to our hearts and minds – what is the essential core of festival that makes us so passionate about this place? If we can do this from a place of wholeness rather than scarcity, and from a position of trust, in us, we will find new and creative ways of doing this work together.

The festival we will create in 2015 will be very much like the festival we have known the last twenty years. This is something we absolutely know how to do – and I completely trust we will do an incredible job - filled with love, dignity, skill and community. And as you turn your thoughts towards July and August, as we all do throughout the year, I want to encourage you to cast your imagination out of the comfort zone of how we have always done things, and see this time as an opportunity for radical change. How might your area change to meet the needs of an ongoing smaller festival? How could your participation in the festival community look different? As returning crew members, I know that you are a crucial part of the leadership in our community, and you know our festival in your bones. I invite you to drop me a note and feed your ideas into the pot I will be stirring all year. I welcome your input.

From our earnest, wild and absolutely chaotic beginnings 40 years ago we have grown this fierce family of womyn for four decades into one of the most beautiful, thoughtful, and well-organized communities on this planet. First we had to discover what was important to *us* and then we had to make up how to build a town, a community, a culture based on the values we grew and defined together. Bonded together by our labor of our own hands, over and over again we have created something powerful, a community that has literally changed all of our lives, as well as the lives of tens of thousands of womyn who call this home ground. We have some important questions ahead of us.

But we have met challenges before, together. I have no doubt today that we are exactly where we are meant to be, every part of it. We have arrived here carrying all the experiences, trials, errors and successes we've walked through together for the last 40 years.

I wouldn't change any of it.

And I'm ready for the next part, whatever that may be. I look forward to finding out what is next with you, my comrades in love and persistence.

With all my love and respect,

Lisa

A few things about the 2015 crew application:

We all know that we will have an unprecedented number of returning workers for this anniversary, and we will be working diligently to give each area a stellar roster of crew and attempt to make everyone happy in the process. I strongly suggest you send in your crew application in the next week, taking the time to fill out the application thoroughly with numerous crew choices. Please feel free to add more than three options, and tell us all you can about why each would be a good fit for you. We will have some decisions to make regarding the composition of crews and the more information you give us, the more we will be able to include your experience in this process. As much as we may know and love you personally, we do go by what you say on your application, rather than our subjective impressions.

We will be sending out crew invitations in waves. So if you start to hear that some womyn were invited, that's one wave. Our commitment in this process is first to the *crew make-up*, rather than the individual crew members, and so we need to see how the crews are coming into shape in waves. We care a lot about your desires, and finding a crew position for everyone. I think you know we will work with you on finding a crew match that will work for you, even if it is not your first choice. So again, more information in the first place is so helpful.

The following pages contain the streamlined returning worker info, but the longer piece for new workers is also available at [michfest.com/crew](http://michfest.com/crew). If you are a returning worker who hasn't worked in a while, or you are in doubt about any background information, please take the time to read the complete new crew member packet.

A few ideas about how you can support Festival throughout the year:

♥ “Like” Michfest posts on Facebook. Re-post them on your Facebook page. Facebook is a quick, easy and effective way to support Festival

♥ Talk with womyn you know and tell them what you love about Michigan. Your stories tell the beautiful truth about our incredible community and our dynamic awesome festival.

♥ Organize a Mid-way to Michigan party in your community. It's a great way to introduce new womyn to Festival and re-energize returning womyn who may not have been for awhile. There's a handy how-to on line put together by some stellar party givers to jump start your own ideas here [michfest.com/midway](http://michfest.com/midway)

♥ Hand out cards and brochures at local events and gatherings in the spring and summer, and put them directly into the hands of womyn you know as you tell them about your love of Fest.

## ***2015 Work Crew Information***

Lisa Vogel is the Festival producer and works in collaboration with the energy and effort of many different womyn who have varied years of Festival involvement. 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, Michigan office in the late spring and shift into true production work, we will be a full-time staff of 10, then 12, and so on.

### ***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. 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 - so we always invite new womyn to join the returning crew members.

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. There is also a low-income worker travel fund organized through Staff Services that you can apply for on the land.

We are also 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 you would like to be considered for. Most of the longer crews are involved in site set-up and 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 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. 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.

Some of the community space 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 Festival. 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 hundreds of 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 those 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* (not a friend, aunt or older sister). 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. Worker Brother Sun (ages 5 through 10) 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.

The Apprentice Teen Worker Program for pre-teens (ages 9-12) and teens (ages 13-17), involves part-time work on a Festival crew 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 Crew is an *option* for younger girls, while childcare is the other option, and application to the Pre-Teen crew should be based on each girl's ability and focus level. Young womyn ages 13-17 will participate in a crew for 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. Crew positions are limited by crew size and availability, so teen workers must apply and be confirmed in advance. As a parent, you should request an application for your daughter. Her Teen Worker Program application must be completed and attached to your crew confirmation at the time that you confirm your position.

### ***A Few Reminders***

Everyone is assigned a position with a crew, but since we all share overall Festival work, you may be asked at times to work with other areas that need extra help.

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 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 early or stay late to do "flex" time, 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 confirmed flex time pre-arranged and you arrive in the area early, you will need to make plans to camp or stay in a motel nearby until your crew arrival date. We can forward information on local camping or motels if you need it – just let us know.

For all of you who fly to Festival.... Grand Rapids is a good ways from the Land and our smaller vehicles and compact crew necessitate advance planning (there are as many as 40 crew members arriving in GR a day!). This means we need your itinerary specifics as early as possible to work out the organizational puzzle, and no later than July 1st. The current landscape in our transportation world means that we can no longer deal with last-minute pick-ups. We will happily arrange your transportation to and from the airport during the arranged shuttle times. If you have flight delays etc., we will still track you. We *want you to make it to the land safe and*

*sound*, but you will truly be on your own for your GR transportation unless we have your itinerary by July 1st.

We'll have most of the set positions confirmed by March, but we're *always* filling openings from cancellations into July. 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. 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. Also please let us know if at some point you are no longer interested in working on the Festival, or you have less time available to work 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. If you have questions, please don't hesitate to write or call and ask away!

### Crew Descriptions and Dates

<b>GROUP A - CREWS THAT WORK TOGETHER BEFORE, DURING AND AFTER THE FESTIVAL</b> <i>(Dates reflect arrival and departure days)</i>
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*\*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 quirky 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 people who stop by our gates - and operates as general Festival security along the site perimeter. Comfort with periodic downtime and ability to stand for several hours at a time are 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 comfortable implementing them. If you are unclear about Festival guidelines, please call us for more information. There will be a few positions from 7/27 to 8/14 for womyn returning to this crew – please note on your application if you are interested.

**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.

**Country Store/Festiewear:** (7/29-8/12) "We Sell That!" is the motto of this crew that handles the sales of a myriad of snacks, camping gear, festival swag and all the basics of camping life. The work is fast-paced and on your feet and includes customer interaction, attention to inventory details and on-the-spot fashion advice.

**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 fit for gregarious types, and for womyn with bookkeeping experience, organizational skills and lots of patience.

**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 work shifts.

**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, toilet paper, 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 plus. 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.

**Saints Concessions:** (8/1-8/11) The Saints concessions sell coffee, pastries, sodas, juices and snacks. The work is fast-paced and on your feet and includes friendly customer service and attention to inventory details.

**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 and Acoustic Stage/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

***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 24<sup>th</sup>

WWTMC • PO Box 22, Walhalla, MI 49458 • 231-757-4766 - After May 24<sup>th</sup>

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