

Grounds Keeper Leads / 🌱 **Grounds Keeper Crew Lead**

✨ **Purpose**

This role is a sacred guardianship. The Grounds Keeper Crew Lead is entrusted with the care of the land—listening to its whispers, respecting its scars, and nurturing its wild resilience. From the prolific spread of poison ivy to the buried remnants of a misused past, this position calls for reverence, not control. The Lead harmonizes human presence with Earth's rhythm, ensuring our festival imprints lightly, lovingly, and in right relationship. The lake, too, is our teacher—not to be harvested, but honored. This is stewardship in motion—grounded, grateful, and awake.

🔧 **Tasks & Responsibilities**

- Guide and coordinate the Grounds Keeper Crew with integrity and presence
- Embody and uphold practices that restore, rather than deplete—responding with awareness to the land's messages
- Collaborate with the Site and Festival Management to ensure ecological and energetic alignment
- Address hazards gently—tending to overgrowth, identifying past dumping zones, and holding respect for areas of trauma
- Educate the team on honoring sacred water, leaving marine life untouched, and tending fire and waste with reverence
- Foster a calm, connected, and earthy crew culture

🕒 **Time Commitment**

- Pre-Festival: Participate in site walks, planning meetings, and grounding intentions
- Long Crew Setup: Hands-on leadership as the land welcomes us—marking zones, installing signs, and setting tone
- Festival Weekend: Active presence throughout—supporting the crew and land's dynamic needs
- Post-Festival: Lead site restoration, clean-up, and gratitude ceremony to close the loop

Grounds Keeper Leads / **Earth Keeper Lead**

Purpose

The Earth Keeper Lead holds a vital and often unseen thread of the festival's harmony—ensuring our gathering honors the land by what we leave behind... or rather, don't. This role is a ceremony of stewardship, tending to the alchemy of waste—transforming impact into care. By overseeing compost, recycling, and waste with intention, this Lead ensures we walk lightly, give back gratefully, and leave the Earth better than we found her.

Tasks & Responsibilities

- Oversee all waste flow systems—garbage, recycling, and compost—with precision and presence
- Maintain key inventories such as garbage bags, bins, and toilet paper for onsite fluidity
- Coordinate volunteers in the art of sacred sanitation—teaching them to tend with love, not just efficiency
- Set up and tend Earth Stations across the site, ensuring clear signage, accessibility, and sorting support
- Collaborate with festival management and service providers for timely pickups, clean sweeps, and emergency response
- Encourage a zero-waste mindset throughout the crew and community—leading by humble, Earth-rooted example

Time Commitment

- Pre-Festival: Join planning calls, organize supplies, map waste zones, connect with haulers
- Long Crew Setup: Guide Earth Keeper volunteers in setting stations and protocols
- Festival Weekend: Lead monitoring, restocking, and real-time waste flow response
- Post-Festival: Oversee site restoration, final pickups, and gratitude closeout for the land

Grounds Keeper Leads / 🌲 Land Prep Lead

✨ Purpose

The Land Prep Lead is the first to walk the land with reverent awareness—observing not just beauty, but potential hazards that could impact our collective well-being. This role calls for a grounded heart and a keen eye—guiding the process of identifying potential hazards, clearly marking safe pathways, and thoughtfully shaping the land into welcoming spaces for all who gather. Whether clearing trails, leveling tent zones, or securing high-traffic areas, the Land Prep Lead ensures the land is prepared with care, so our gathering can unfold in harmony with both nature’s terrain and our community’s needs. This is the sacred work of safe arrival.

🔧 Tasks & Responsibilities

- Lead all aspects of site preparation: trail clearing, path marking, and camping area design
- Approach landscaping tasks with reverence—moving what’s needed while leaving what’s sacred
- Align all physical work with Soulshine values: low-impact, heart-led, and nature-honoring
- Supervise Land Prep volunteers with clear guidance, grounded presence, and good humor
- Ensure that the site remains safe, functional, and beautiful—holding a vision of flow for all who will walk here

🕒 Time Commitment

- Pre-Festival Long Crew: Active during setup phase to prepare land and lead the build
- Festival Setup: On-site coordination of final touches before the gates open

Grounds Keeper Leads / **Fire Keeper Lead**

Purpose

The Fire Keeper Lead walks with the flame—both guardian and guide. This role holds the sacred responsibility of tending the community and ceremonial fires, ensuring they burn with intention, safety, and reverence. More than heat and light, fire is a living presence at the heart of the festival—offering warmth, transformation, and connection. The Fire Keeper Lead balances the practical with the spiritual, holding space where tradition, safety, and soul all meet in the glow.

Tasks & Responsibilities

- Manage the safety, presence, and integrity of all fires across the festival site
- Collaborate with the Festival Director to assess fire needs, placement, and ceremonial timing
- Organize schedules for fire tending, wood gathering, splitting, and dry storage
- Supervise and train Fire Keeper volunteers—emphasizing sacred respect and clear safety protocols
- Monitor weather and site conditions, adjusting fire plans accordingly
- Oversee firepit setup and full restoration post-event, ensuring leave-no-trace practices

Time Commitment

- Festival shifts: Throughout the festival duration
- Long Crew shifts: Pre-festival planning & setup and post-festival teardown

Grounds Keeper Leads / 💧 **Water Keeper Lead**

✨ **Purpose**

The Water Keeper Lead ensures that clean, accessible water flows throughout the festival—for drinking, cooking, cleaning, and overall well-being. This role is essential to the health and function of the community, supporting both logistical systems and the sacred nature of water as a shared resource.

🔧 **Tasks & Responsibilities**

- Oversee water sourcing, distribution, and quality for all festival zones
- Ensure hydration stations, dishwashing areas, and other water-related services are functioning and sanitary
- Coordinate responsibilities with the Water Keeper team and other relevant crews
- Be on-call during the festival for any water system issues or urgent needs

🕒 **Time Commitment**

- Festival shifts throughout the entire event duration
- On-call availability for water-related tasks and troubleshooting

Grounds Keeper Leads / ⚡ **Power Keeper Lead**

✨ **Purpose**

The Power Keeper Lead ensures that the festival runs smoothly and safely by providing reliable, sustainable energy to all areas of the event. From setup to shutdown, this role manages the festival's power systems, balances energy needs, and upholds safety standards to keep everything running without a hitch.

🔧 **Tasks & Responsibilities**

- Assess power requirements for all festival zones and infrastructure
- Design and implement appropriate power solutions for each area
- Oversee generator setup, monitoring, and refueling as needed
- Troubleshoot and maintain all electrical and power systems during the event
- Remain on-call to address urgent power-related issues or outages

🕒 **Time Commitment**

- Festival shifts throughout the event duration
- On-call availability for power-related support and emergencies

Grounds Keeper Leads / Internal Transport Lead

Purpose

The Internal Transport Lead is the steady heartbeat of site logistics—ensuring that people, gear, and essential supplies move safely and smoothly across the land. Like any good engine, it's all about timing, care, and flow. With great wheels comes great responsibility: vehicles are for purposeful use only. We move with intention, in service to the greater whole—because when the right thing arrives at the right place at the right time, the magic can unfold.

Tasks & Responsibilities

- Coordinate the movement of supplies, gear, and infrastructure across the site
- Oversee on-site parking and traffic flow to maintain safety and ease of access
- Schedule and manage transport crew shifts for peak logistical efficiency
- Supervise luggage tent operations and support attendee transport needs
- Ensure all transport vehicles are operated safely and within festival protocols
- Monitor fuel levels and coordinate refuelling for transport vehicles

Time Commitment

- Festival shifts throughout the entire event
- On-site during Long Crew setup and tear down phases