



ART SHANTY PROJECTS

2027 On-Ice Crew Contract Position Description

About Art Shanty Projects

Mission: Art Shanty Projects intentionally creates an impermanent art village on Minnesota lake ice amid changing climate and environment. With a spirit of embracing challenges through creativity, we support an ecosystem that inspires everyone to create and participate in art, thrive in winter, and build community.

Since 2004 Art Shanty Projects has created joyful winter art experiences for people of all ages. Inspired by pop-up ice fishing villages, artists use the frozen lake as a space to build a temporary community, immersing visitors in a colorful village filled with interactive installations and performances. With few regulations and no building codes — and against intense and unpredictable winter weather conditions — artists of all career stages have the freedom and challenge to create wild and wonderful work that can't be experienced anywhere else. Together, with tens of thousands of annual visitors, we celebrate, champion, and embrace the extreme winter sport of art making. The 2027 Program will once again take place on Bdé Umáŋ / Lake Harriet in Minneapolis.

Art Shanty Projects is a non-profit organization dedicated to fostering a creative, supportive, and joyful community both on and off the ice in Minnesota. We accomplish this through art and relationship-building, as well as an ongoing commitment to diversity, equity, inclusion, and accessibility.

Overview of Position

The On-Ice Crew is responsible for coordinating and implementing ASP program logistics. Together with the Stage Manager, Production Director, Administrative Director and Artistic Director, they work to create welcoming, joyful, and well-executed activities and events before, during and after the on-ice program. **We are specifically looking for someone who has experience with volunteer management in addition to production logistics.**

ASP-contracted On-Ice Crew agrees to participate in a culture of work-sharing and transparency, to effectively communicate and collaborate with other partners of Art Shanty Projects, and be accountable to other partners. To support this collaboration and transparency, contractors are expected to use systems and resources provided and owned by Art Shanty Projects (ex. Google Workspace, etc), which are viewable by all staff and board members that have access. One of Art Shanty Projects' organizational values is to strive for a community without hierarchy, instead working to share power and resources. On-Ice Crew members are responsible for fostering this culture alongside board members and other staff members. Since Directors work year-round, they have the

additional responsibility of holding the big picture, providing a loose framework for the On-Ice Crew and Stage Manager, and supporting the group to navigate challenges and obstacles.

The On-Ice Crew will be the face of the Art Shanty Projects staff during the program. As such, they must represent the [mission and values of the organization](#).

On-Ice Crew collective duties and responsibilities:

We are hiring one person specifically for volunteer management at the program, who will also work collaboratively with the team on production aspects.

No single team member will be entirely responsible for any of these projects; no single team member will work on all of these projects! We determine the project assignments as a team, depending on who has the skills to lend and/or the desire and aptitude to learn.

- In-person attendance at weekly meetings leading up to, during and after the program. These meetings will be on Tuesdays, with the exact time to be determined based on team availability.
- In-person attendance at select board meetings, as needed (monthly on Tuesday evenings)
- On-ice logistics management related to infrastructure (installation, daily setup and strike, de-installation) in collaboration with the Directors and Stage Manager, back of house amenities, hospitality, etc. in collaboration with the Administrative Director
- On-ice Volunteer training and management in collaboration with the Administrative Director
- On-ice fundraising implementation during program hours in collaboration with other staff (all staff members may be asked to work shifts at the entrance gate on busy days)
- Select membership program events and maintenance in collaboration with all staff
- Weekly infrastructure maintenance, which occurs Wednesdays and/or Fridays during daylight hours from installation weekend through strike weekend (5 weeks). Staffing needs each week are highly dependent on weather conditions.

Experience

Applicants should have the ability to manage their own work, timelines, deadlines, as well as work collaboratively on tasks and projects. The demanding context of working outside and on a frozen lake requires all individuals to be prepared with their own winter gear (snowpants, baselayers, coat, boots, gloves, etc) necessary to do their jobs.

Required skills:

- Experience in arts events/festivals and/or arts programming and production
- Enthusiasm about working with and managing people and projects, including volunteer management experience
- Familiarity and comfort with working outdoors in variable winter weather conditions
- Ability to calmly solve problems in the moment, amidst the public
- Familiarity with or eagerness to learn Google suite

We prioritize transferable skills, whether through life experience, formal and informal education, or other avenues. We promote a co-learning environment where knowledge is shared and we mentor one another in new skills. If you do not have every one of these skills - or want to learn some of them specifically - please still apply! Due to the nature of the work, applicants must be able to lift 30 lbs and work on their feet outdoors in variable weather conditions for long stretches of time.

Scope and Commitment Levels

This is a contract position from December 2026 through March 2027. Each On-Ice Crew member will work up to 182 hours (these hours are estimated and not guaranteed) and will be paid at the starting rate of \$22/hour. Approximately 110 of the hours will be spent on the ice during January and February; the remaining 62 hours will be dedicated to advance planning, weekly maintenance tasks during the program run, and post-event wrap-up. Hours are variable and are not consistent from week to week. Duties leading up to the program will be a mix of independent work, meetings, and in person work that is both indoors and outdoors.

The physical production work for the event is all in-person, mainly outdoors (and occasionally in unheated interior spaces such as a storage unit) and during daylight hours. The program takes place on Bdé Umáŋ / Lake Harriet in Minneapolis. Other locations (storage unit, production prep and meeting spaces, etc) are likewise in South Minneapolis / St. Louis Park, and occasionally in Saint Paul.

The following dates are required for everyone (IN PERSON):

- **All artist kick-off meeting:** September 10, 6-8pm (TBD location, indoors)
- **Board and Staff Accessibility Training:** TBD date (November 5 or 12, 6-8pm) in person, location TBD
- **Weekly production meetings:**
 - December 8 and 15, times TBD (in person, location TBD)
 - Tuesdays from December 29 through February 23, times TBD (in person, location TBD)
- **Board meeting:** December 15, 2026, 6-8pm (in person, location TBD)
- **Production Prep. Work:** December 28 - 31st; January 2-8 (outdoors, TBD daytime hours)
- **All Artist Meeting:** January 7, 2027, 6-8pm (TBD location indoors)
- **Installation:** January 9-10, 2027, approximately 8am - 5pm (outdoors); continued installation Jan 11-15 as needed (daylight hours)
- **Board Gate + Welcome Shanty training session:** January 13, 6-8pm (in person, indoors, location TBD)
- **On-Ice Program:** Saturdays and Sundays, January 16 to February 7 (approximately 8:30am - 5:00pm, in person, outdoors)
- **On Site maintenance work ('hugs'):** TBD/as needed, Wednesdays and Fridays, January 20 - February 3
- **Deinstallation:** Feb 8-12 (TBD daylight hours, as needed); February 13-14 approximately 8am - 4pm (in person, outdoors)
- **Wrap party:** tentatively February 20, 5-7pm (indoors)

Optional social events - unpaid / you're welcome to be our guest

- **Member Launch Party:** November 19, 6-8pm (outdoors at Lake Monster Brewing)
- **TBD all staff meet & greet / hang out:** November TBD
- **Member Night On Ice:** Feb 3, 2027 (6-8pm), back up date for bad weather: Feb 4 (6-8pm) - @ Bdé Umánj

NOTE: we will be taking an all staff break December 19-27, 2026 and January 1st, 2027.

As we ramp up for the program in December/January, staff members are expected to be available for in-person tasks. All other meeting and production times will be set based on team availability and project needs.

Infectious illnesses precautions

With abundant care for our community, all staff are expected to be mindful of infectious illnesses circulating in the community and to follow health and safety precautions as needed leading up to and during the program. Decisions regarding specific program precautions will be made collaboratively with all staff. Art Shanty Projects will provide a KN95 or equivalent mask as needed.

Questions? Please contact us at info@artshantyprojects.org

To apply:

Please submit the following to info@artshantyprojects.org by July 6, 2026:

- a cover letter detailing your excitement for and skills relevant to this job
- a list of 3 references - list their name, pronouns, phone, email, relationship
- a CV/resume with relevant work experience

Please do not use AI in your application materials. We are real humans wanting to know you as a real human.