

# **NPF 22 core team feedback after the festival**

## **What was best?**

- Working with a mainly agreeable bunch of nice folks.
- The democratic ways of decision-making, the equality.
- See the result ! But also, the benevolence in the team, the efficient distribution of tasks.
- The team, all of them. The outcome. That the pull principles for the program worked.
- Respectful communication between the core team members throughout the process.

## **What was worst?**

- People who left after committing.
- Sometimes I felt like we spent too much time on things that seemed to me like they were not so important (for example, T-shirts for the volunteers or not).
- Working and not knowing if the festival would happen. My place as a ESC volunteer : we didn't know a lot, with a difficult communication between the logistic team and us, who had to represent the team during the meeting. The online meeting, with sometimes some subjects who spend a lot of time for little details.
- Covid. Couldn't finish the website's program features
- People jumping in and out from the core team.

## **What would you change?**

- It got confusing for me to have so many resources and apps.
- Some things were a bit confusing for me (maybe part of that is due to me joining the core team later and not being there since the beginning) and I didn't know some things during the festival itself, so when other volunteers asked me something I couldn't always answer their question. So for me, I would propose more communication about things that are not necessarily part of "your task", especially towards core team members who don't speak the common language (Finnish in this case).
- Improve the communication. Inform earlier about the program for the participants. Give the informations earlier to the people who give a workshop, and a mail to say thanks after the festival.
- Setting the deadline for the program a little earlier. Communications with Rautiala.
- Hard to say..

## **What did you learn?**

- I learned about this interesting, new thing called Sociocracy! Mind blowing!
- I learned a lot! It was very interesting to see what it takes to organize a festival (all the different aspects of this). I also learned not to underestimate myself and to take on a role of responsibility.
- How to organise a festival in Finland.
- That I can be part of the organisation team but not for the day to day business during the festival. That multiple elements for important function is a universal principle - have backups
- I learned a totally new process of planning something together with a group.

## **What else would you like to share in writing?**

- Just that I made new friends and will always remember the nice experience we had.
- To everyone involved in making this festival happen: thank you so much, I'm very grateful that I got the opportunity to work on this and to get to know all of you.
- It was an amazing adventure, so thanks everyone !!
- For me I'd like to get some refund from Rautiala for double booking of the sauna on Saturday. It's unacceptable.