



Dearest friends! I apologize for not having much of a missive this month. We are in the middle of moving! A better planner would have taken the time to write something weeks ago, but truthfully, I was just as busy then.

My time as Chronicler has been a wonderful experience. I have gotten to know the ins and outs of our amazing Kingdom. I am thinking about retiring, however. I have now done 30 issues of the Avantgarde - 30 months of keeping people apprised of what is going on in Avacal and when the next thing is happening. They have gone quickly!

If you are at all interested in taking on the role, please let me know. I will take as much time as needed to make your transition smooth. It takes a few week nights and perhaps one full weekend day to get this newsletter out the door - but it is worth it. Email me at chronicler@avacal.org if you are interested.



Until Next issue friends! Hamelin

### AVANTGARDE SUBMISSIONS

Do you have an event? A story, news, recipe or a research article that needs to be shared? The Avantgarde has room for your submission! If you would like to submit content, please email chronicler@avacal.org and include your SCA name with you submission. Also, linked below are the release forms that may need to accompany it. Deadline for submissions is the 7th of each month.

### SCA MODEL RELEASE FORM:

https://www.sca.org/wp-content/uploads/2019/12/Release-Model.pdf

### SCA CREATIVE WORK COPYRIGHT ASSIGNMENT/ GRANT OF USE FORM:

https://www.sca.org/wp-content/uploads/2019/12/ReleaseCreativeFillable.pdf

Avantgarde

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We raise our glasses in celebration and thanks to the populace of Avacal. To the skilled artisans who's wares enrich the land. To the virtuous warriors who stand ever vigilant. To the noble officers who's tireless work keep the dream alive. To the newcomers who chose to come out and join us for the first time, and to those who stayed, year after year, after year. To the teachers, the students, the elders, craftsmen, the merchants, the chefs, the brewers, the singers and songs. To the children, who will lead when we are gone. And to those who have led before. We raise our glasses. Thank you all.

Count Gunther and Countess Eyoddi, their names be praised have led this Kingdom well and in passing their duties to us now retire with our eternal gratitude.

It is the greatest honor to serve Avacal as its new King and Queen. Know that during our reign we will strive to represent all of Avacal and its people and to make our Kingdom known to all as the shining jewel that it is.

We look forward to challenges we will face. For Avacal is strong, its traditions and foundations run deep allowing us to embrace the new and build a Kingdom worthy of its people.

The future is just that, the future. No one can tell what might happen. But we can promise you this. We will always be there to listen and to lead. Know that any person, no matter what rank or station, will be heard by the Crown. For in as much as we are the sovereigns of Avacal we are in truth the servants of its people.

This we swear to you, the populace of Avacal.

So say I, Ellias, King of Avacal So say I, Kiera, Queen of Avacal





# KINGDOM AND COURT ROYALTY, AVACAL







KIERA THE SHADOWED QUEEN

# CHAMPIONS OF AVACAL:

Champion of Sword

Champion of Arts & Science

Champion of Arrow

Champion of Bardic

Champion of Rapier

Champion of Rapier

Champion of Youth

antaarde

Skane Tyrsson

Tova Asketill

Adam of the Camp

Aran of Ayresgarde

Robert of Clan Gunn

Vesla

# **COMING EVENTS**

A Very Ayresgarde Christmas, November 25-26, 2023, Ayresgarde Krampus is Coming, December 2, 2023, Sigelhundas Yule, December 9, 2023, Barony of Borealis Montengarde 12th Night, January 19 - 21, 2024, Barony of Montengarde Winter Crown, February 16 -19, 2024, Vinjar

https://newavacalwebtttwo.avacal.org/calendar/

## OFFICIAL EVENT POST A VERY AYRESGARDE **CHRISTMAS**

When: November 25-26, 2023 Where: Cranbrook Guide Hall, 1421 2nd St. S., Cranbrook, BC, V1C 1C4 Site Hours: 9 am to 9 am Price: \$15 (\$10 with membership) 17 and under free. Event Steward: Thisbe La Blanchette (cskmcdonald@gmail.com) With the mischief of summer missed, our holiday event is back in a big way! Festive frivolity of all sorts will ensue; come enjoy a special holiday feast, defendership tournaments for both A&S and Bardic, and a modified mischief games just for the occasion. There will even be a white elephant gift exchange. Come fight off the cold

with Ayresgarde!

### **KRAMPUS IS COMING**

When: December 2, 2023 Where: Immanuel Anglican Church 142 Massey Rd., Regina, SK,

Site Hours: 8 am to Midnight Price: \$25 (\$20 with membership) 17 and under free. **Event Steward:** Trahaearn (Matthew Pawliuk, mapawliuk@live.com)

Krampus is coming, are you ready to join Sigelhundas in a day of activities and entertainment. This fun-filled event is family friendly and should not be scary to children. There will be space for merchants and lots of activities for those who choose to partake with an evening of bardic during feast.

When: December 9-10, 2023 Where: Alberta Avenue Community League, 9210 118 Ave NW Edmonton, AB, T5G 0N4 Site Hours: 6 pm to 4pm Price: \$25 (\$20 with membership) 17 and under free. **Event Steward:** Adelheid Holtzhauer (nerissah@gmail.com) Feast: Fees: \$20, \$10 for Youth (12-17), and free for 11 and under. Feast Details: Celebrating the colours of the rainbow, a feast fit for all will be served!

YULE

Join Their Excellencies of Borealis as they shine some light in the depths of Avacal's winter at Their Yule Event! Celebrate the return of longer days and the light that comes with it.

With the return of the sun, we will be choosing new Arts & Sciences, Bardic, and Youth champions. There will be games of chance, competitions, and feasting!

### **MONTENGARDE 12TH** NIGHT

When: January 19-10, 2024 Where: Delacour Community Hall, County Hills Blvd. East, Delacour, AB, TOM 0T0 Site Hours: 7 pm Friday to Midnight Saturday evening Price: \$20 (\$15 with membership) 17 and under free. **Event Steward:** Blailith Red (rebecka.read@gmail.com) Feast:

Fees: \$15, \$10 for Youth (12-17), and free for 11 and under. Feast Steward: Ellias Silver

Montengarde Twelfth Night welcomes the new year full of events and fun for Avacal. We welcome all to our event witness those who would vis to be the Dragonsblade and Emerald Rose of Montengarde.

### WINTER CROWN

When: February 16-19, 2024 Where: Wembley recreation centre 9831 97 St., Wembley Alberta, TOH 3S0 Site Hours: 5pm Friday to Noon Sunday Price: \$30 (\$25 with membership) 17 and under free. Event Steward: Craig Cruikshank (ccruiks@gmail.com) and Margaret Cruikshank (margaret.cruikshank@live.ca) Feast: Adults \$30, Youth \$15, 11 and under free Winter Crown in the north of Avacal, Feast, Fun, and new future rulers.





# KINGDOM OFFICER POSITIONS



### CURIA CLERK

Deputy to the Kingdom Chronicler and reporting to the Kingdom Seneschal, the Curia Clerk compiles the officer reports for Curia meetings - both before, for an agenda, and post of publication of the minutes. Ideally the Curia Clerk will attend Curia and record the minutes, but the minutes may also be recorded by a designate and submitted to the Curia Clerk afterwards. This position is not overly time consuming and comes with training!

If you are interested, please contact via email, the Sensescal and the current Curia Clerk.

seneschal@avacal.org / curialclerk@avacal.org

## KINGDOM CHAMBERLAIN



Greetings Fair Avacal!

The officer position of chamberlain is open and happily accepting applicants and inquiries. The chamberlain is a deputy of the exchequer and is the caretaker of the kingdom regalia and assets, ensures regalia and assets are in good condition and arranges for the repair or replacement of regalia. The chamberlain works closely with the exchequer and royals as a valued team member.

Please send SCA resumes and any questions to <u>exchequer@avacal.org</u>, <u>crown@avacal.org</u>, and <u>chamberlain@avacal.org</u>

## Applications Open – Laurel Sovereign of Arms

The Society for Creative Anachronism (SCA) is seeking candidates for the position of Laurel Principal Sovereign of Arms (Laurel).

Laurel is the principal heraldic officer of the Society and the head of the College of Arms, and is responsible for fostering the study and practice of heraldry, supervising the processing of submissions, and overseeing the heraldic activities of the Known World.

Laurel is an unpaid position, currently requiring approximately 20 hours a week. The position requires considerable tact and patience, armory and onomastic knowledge, supervisory ability, the ability to work within tight deadlines and coordinate closely with Wreath, Pelican, and other staff to produce a Laurel Letter of Acceptance and Return monthly, computer literacy and word processing skills, reliable e-mail and telephone access, and time and ability to travel.

Interested applicants should send a letter of interest, together with modern and SCA qualifications, hardcopy to:

Laurel Sovereign c/o Louise Du Cray P.O. Box 611928 San Jose, CA 95161

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with courtesy copies to both resumes@sca.org and bids@heraldry.sca.org Applications are being accepted though November 30, 2023. AVACAL CONTACTS

Royalty King crown@avacal.org Ellias Silver (Paul Cote) Queen crown@avacal.org Kiera the Shadowed (Leaha Maisonneuve)

Baronets of Avacal Borealis (Edmonton, Alberta) http://borealis.avacal.org Baron: Aman Brennan (Zach Blanchette) Baroness: Sarah of Tarragon (Sarah Hamilton) borealis.bandb@avacal.org

Montengarde (Calgary, AB) <u>www.montengarde.org</u> Baron: Refr Bjarnarson (David Laney) Baroness: Adis Ulfsdottir (Suzanne Laney) <u>excellencies@montengarde.org</u>

Myrgan Wood (Saskatoon, Saskatchewan) http://sites.avacal.org/Myrganwood Baron: Alexios Mavros (Cody Redekop) Baroness: Amya Mavros (Terri Redekop) BandB@myrganwood.org

### Baronial & Branch Seneschals Ayresgarde (Cranbrook BC, Kimberly BC) Medb Polestripper (Amanda Gueguen) ayresgarde.seneschal@avacal.org

Bitter End (Red Deer, AB - Shire) IN ABEYANCE seneschal@avacal.org

**Bordergate** (Cold Lake, AB - Shire) Volchok Vikingsson (Clint Zajic) bordergate.seneschal@avacal.org

**Borealis** (Edmonton, AB - Barony) Philippe de St. Denis (Anne Harwood) borealis.seneschal@avacal.org

Montengarde (Calgary, AB - Barony) Kathryn inghean ui mhaunaigh (Carrie Mooney) montengarde.seneschal@avacal.org

Myrgan Wood (Saskatoon, SK - Barony) Svava Suanhuita (Candice Lejeunesse) seneschal@myrganwood.org

Sigelhundas (Regina, SK - Shire) Gwenyfher of Sigelhundas (Jenifer Ulriksen) sigelhundas.seneschal@avacal.org

Valley Wold (Moose Jaw, SK - Shire) Geoffrey Lawrence (Jeff McKibben) valleywold.seneschal@avacal.org

### Vinjar

<mark>Avantgar</mark>de

(Grande Prairie, AB - Shire) Adamar di Donadei di Pietro (Craig Cruikshank) vinjar.seneschal@avacal.org

Windwyrm (Lethbridge, AB – Shire) Freydis Birthesdottir (Sonja Hunter) <u>Windwyrm.Seneschal@avacal.org</u>

Incipient Shire of Myrgardr (Fort Saint John & Dawson's Creek, BC) Lady Aurora of the Feast (Loranne Shields) loranneshields@gmail.com Kingdom Officers Seneschal Contacts Seneschal Renee Carr (Wanda Edel) seneschal@avacal.org

Contigency Deputy Roxanne Delaroche (Tracy Walker) seneschal@avacal.org

Calendar Medb Pollstripper (Amanda Gueguen) calendar@avacal.org

Exchequer Contacts Exchequer Ruqayyah bint Abbas al-Ifriqi (Joanne MacDougall) exchequer@avacal.org

Herald Contacts Sanguinaris Herald (Kingdom Herald) Sadb Jófreysdóttir (Vicki Feyrer-Foster) herald@avacal.org

Scribes & Illuminators Contacts Gules Signet Scribe (Kingdom Scribe) A'isha Rayhana al-Karim (Lisa Bealy) scribe@avacal.org

Earl Marshal Contacts Earl Marshal Fergus of Carlisle (Murray MacGregor) earlmarshal@avacal.org Arts and Sciences Contacts Minister of Arts and Sciences Morrigan (Jude Harrison) artsci@avacal.org

Web Team Contacts Web Minister Roya Khuvö Tavilan (Nicole Roth)

### web@avacal.org

Web Team webteam@avacal.org

University of Avacal (TUA) Regent Philippe de St-Denis (Anne Harwood) tua-regent@avacal.org

Chatelaine Contacts Chatelaine Richard D'Hauke (Brad Sparks) chatelaine@avacal.org

Chronicler Contacts Chronicler Hamelin L'Archier (Kevin Lavoie) chronicler@avacal.org



SCA Information: Society Seneschal/ Vice-President for Operations: Lis Schraer (Elasait ingen Diarmata) 314-941-0831 seneschal@sca.org

Next Board Meeting: January 28, 2024 Quarterly Board Meeting - Virtual (Tentative) Mt. Olive Lutheran Church 1989 East Calaveras, Milpitas, California, 95035. OUARTERLY BOARD **MEETINGS** All quarterly board meetings have a 10:00 am start time unless otherwise stated. Depending on "safer-in-place" regulations in effect, meetings may be handled by VoIP rather than in person.

# SCA OFFICER POST - SENESCHAL

The Society for Creative Anachronism (SCA) is seeking candidates for the position of Society Seneschal/Vice President for Operations.

The Society Seneschal is considered both a Society and Corporate officer, and is responsible for coordinating the administration of the Society's historical re-creation. This involves directing the activities of the Kingdom Seneschals and of Society-level deputies. Where questions arise concerning the intent of Corpora, the Board specifically authorizes the Society Seneschal to make interpretations and clarifications. The Society Seneschal is also responsible for reviewing all sanction related activities.

This is a part-time stipend position requiring a minimum of 25 hours per week, often more.

Applicants must possess strong communication skills and be capable of interacting with unique SCA personalities without regard to rank or position in the organization. The ability to process and distill large amounts of information from multiple sources is required. Organizational and problem-solving skills are essential. Having held a Kingdom Seneschal position, while not required, is preferred. Applicants must be capable of maintaining a home office space, have access to internet, PC/tablet, printer, and possess word processing skills. Proficiency with Microsoft Office and Adobe Pro is a plus. Ready access to postal service for the mailing of trackable documents is required.

### Required skills or background:

 Prior experience in positions of leadership within the SCA or in leading volunteer organizations

• Excellent working knowledge of current SCA corporate documents and

handbooks

 Ability to research issues surrounding kingdom and Society rules and policies

• Understanding of how the SCA's sanction and investigative procedures work; direct experience with these procedures is preferred

• Ability to maintain confidentiality of investigations and other confidential material

• Ability to manage multiple projects and oversee volunteers on both Society and Kingdom levels

 $\cdot$  Excellent communication skills, both written and oral

• The ability and willingness to communicate via email, phone, and videoconferencing on a regular basis

• Ability to explain policies, delegate projects, and build consensus

# The Society Seneschal is responsible for the following duties:

• Oversee directly and indirectly the planning and implementation of all "game side" activities.

• Deal with large amounts of correspondence with many individuals, including but not limited to all kingdom seneschals, royalty, and corporate/Society level officers, especially the President, VP for Corporate Operations, and Executive Assistant to the Board of Directors.

• Meet via videoconference and/or phone with kingdom seneschals, Directors, and other corporate and Society officers several times a month.

• Provide training and advice to kingdom seneschals on a regular basis.

· Present sanction packets to the Board

and provide oversight of investigations related to possible sanctions.

• Interpret Corpora and other SCA policies as needed; revise policies and create new policies as needed to facilitate SCA activities.

• Evaluate and create documentation as needed to facilitate a positive experience for SCA participants.

• Quarterly review of all Kingdom Seneschal reports, respond to reports, and refer Kingdom Seneschal requests or questions to the appropriate Society or Corporate officer for assistance as needed.

• Submit detailed quarterly reports to the President and Board, and supplemental reports as needed.

• Attend all quarterly meetings of the Board of Directors, mid-quarter conference call meetings, and other meetings as required.

• Other duties and projects may be assigned by the Board or President.

The Society Seneschal must be available for the four quarterly Board meetings, typically held over a Friday and Saturday or a Saturday and Sunday. These meetings may be held via videoconference or in person. In-person meetings require travel, typically on a Thursday and Sunday. In addition, the Society Seneschal must be available for conference call meetings of the Board four to twelve times a year, typically on weekday evenings, and meetings or calls with officers or directors on an as-needed basis. Additional travel besides the quarterly meetings may be required, typically around SCA events.

Interested applicants should send a letter of interest, together with modern and SCA qualifications, via email, to resumes@sca.org.





# AVACAL EVENT POLICY

### I. Purpose & Scope

The purpose of this policy is to clarify and set forth procedures pertaining to the management of events within the Kingdom of Avacal. Updated in the reign of Kvigr and Svava II (April 2023), it is the current version, and all previous editions are repealed. This policy is subject to SCA Inc. corporate documents and policies as well as Avacal Kingdom Law, and Avacal Financial Policy. Should there be any conflicts, those documents supersede anything contained herein. The most current version of this document shall be made available in electronic format on the official Kingdom of Avacal website. It is suggested that all branches maintain a copy of this document with their official document library.

### II. Definitions

AEF: Avacal Event Form

**Comps**: Comps is a colloquial term that is short for 'complimentary registration'. There are certain offices and roles that *may* be entitled to an exemption from having to pay registration fee. Details about complimentary registration qualification can be found in the Avacal Financial Policy.

**Event:** Society corporate documents define events as everything we do that is sponsored by a branch, registered with the Seneschal of the branch, and advertised at least to the local members, which enables the event to be covered by SCA Inc. insurance. This includes, but is not limited to, combat practices, demos, classes, formal events, and business meetings.

Within this document we will use the term Local Activities (more clearly defined below) to refer to regular activities of a branch meant for learning, teaching, and practicing and Event to refer to gatherings intended for showcasing activities and competitions, typically on weekends, and typically intended to attract participation from other branches in addition to local people. The different kinds of Events are defined below.

Guilds, clans, households, ships, etc. are not official entities within the SCA and therefore cannot take the place of branch sponsorship of an event. They cannot host an official SCA activity or event without the approval of a branch and its Seneschal. These informal groups are encouraged to work with their local branches to run official SCA events as per this policy.

**Event Copy**: Specific information about an event that is published on the Kingdom website and in the Avantgarde. The template is found on the Avacal website, called "Event Template".

**Event Steward**: Someone designated as responsible for the administration and execution of an Event. They function as a deputy to the branch Seneschal and must be an SCA member.

Kingdom Event: Kingdom Event is defined in Avacal Law and refers to the following events: Winter Crown, Spring Coronation, Fall Crown, Winter Coronation, Avacal Grand TUA, and Crown Councils.

**Kingdom Sanctioned Event**: This is a branch event that has been approved by the Seneschal and scheduled on the Kingdom Calendar with associated forms and advertising (see details below).

Kingdom Sanctioned Events are not to be confused with Kingdom Events. Kingdom Events refers to specific kingdom-level events listed in the laws (see details above).

Known World/Society Events: Specific events that are SCA wide events. Examples are SCA Symposiums or Known World events like 50th Year.

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Local Activities: Local Activities refers to all Society sanctioned events as defined above. It is required that the local Seneschal approve these activities and that they be announced to local populace through official means (newsletter or official web site). Branches may also require that other forms of communication such as email lists or social media be used. Kingdom forms are not required, and advertising is not expected to include the kingdom communication mediums.

Minor: Any person under the age of 18

**NMR**: Non-Member Registration Discount is the discount received at gate off the listed site fee applying to those who are valid members of the SCA. Currently SCA governing documents sets the fee at \$5.00.

### III. General Policies

#### A. Requirements for an activity to be an event

- An Avacal Event Form (AEF) with appropriate signatures must be on file with the Kingdom Calendar Officer no later than three months prior to the event date. These indicate which branch is sponsoring the event (and thus which financial policy must be followed) and designates who the Event Steward is. There is an event copy template available on the Avacal website in the Seneschal section under event resources.
- 2. Event Copy must be submitted to be published in the Avantgarde or on the Avacal web site.
- 3. Participants are expected to wear an attempt at pre-seventeenth century attire. Exceptions to this requirement *may* occur at the request of an Event Steward and approval of the Crown, Crown representative, or branch Seneschal.

#### B. Event Copy Requirements

Providing information about your event is necessary to be considered a Kingdom Sanctioned event. This is submitted to the Calendar Officer and the Chronicler for the Avantgarde a minimum of three months prior to the event via Avacal's Event Submission form on the Avacal webpage. Your event submission should include:

- Official SCA Event Title
- Modern Location (town/city)
- · Date of event (day, month and year)
- Time of the event (when the site opens and closes)
- · Name of the sponsoring group
- Location (name, street address and town) of the site. The postal code should also be included if available. If there is no street address, this must be noted in the copy.
- Name (society and modern), phone number and email address of the Event Steward and feast steward as well, if possible

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- · Any fees for the event must be listed
- · Branch events have a 250 word limit and Kingdom events have a 350 word limit.
- If there is a fee for the event, the statement "Please make cheques payable to <GroupNameonBankAccount>" must be included

Additional information about your event can be made available through the Kingdom Website, email, and social media (see section IV.D for requirements for social media advertising).

### C. Types of Events

#### 1. Kingdom Sanctioned Events

Kingdom Sanctioned Events are the primary events of branches. They are advertised to and attended by more than that branch's populace and meet corporate requirements for official events. Formal actions and announcements with long-term impact on the Kingdom may only occur at Kingdom sanctioned events. This includes crowns, coronations, appointment of officers at the kingdom level and up, the presentation of kingdom awards and titles, proclamation of law, and the establishment or advancement of branches.

- An AEF must be on file
- Event copy must be published in the Avantgarde along with a kingdom calendar listing on the Avacal website
- · NMR must be applied as per the Financial Considerations section.

Branches are required to hold at least one Kingdom Sanctioned Event each calendar year. Avacal maintains a no conflict policy for these events to encourage participation and travel across the kingdom. Once the Avacal Event Form has been received by the Kingdom Calendar Officer the event may be advertised on all available venues including Kingdom and branch websites, email lists, and social media (see the Laws of the Kingdom of Avacal Section IV.A for a description and policy regarding Kingdom Events.)

#### 2. Known World/Society Events

Anyone wishing to put a bid into the Society to host a "Known World Event" or Symposium must submit the bid in writing to the Crown. The Crown will consult with the Kingdom Exchequer and Kingdom Seneschal and will, should they deem it correct, give written permission for the event to proceed.

#### D. Financial Considerations

All SCA events must comply with Society, Kingdom, and branch financial policies. The following items are required to be considered when a branch plans an event.

#### 1. Exemptions from payment of Event Registration Fees (Complimentary participation, often referred to as 'comps').

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- ONLY MEMBERS CAN BE OFFERED COMPLIMENTARY PARTICIPATION per SCA Inc. Financial Policy.
- Applicable comps must be explicitly defined in an SCA Financial Policy at some level.
- Kingdom Law and Financial policy stipulate that the Crown and Heirs are exempt from paying event registration fees at Kingdom Events, as are Royalty visiting from another Kingdom. Branches may choose to follow suit in their financial policies.
- Any kingdom Champion running their replacement tournament shall be exempt from site fees.
- Kingdom champions and officers may be exempt from site fees at Avacal Kingdom level at the discretion of the Kingdom Financial Committee.
- A branch may determine additional, specific offices or roles (such as local champions or visiting Barons and Baronesses) they wish to allow complimentary participation through their local financial policies.
- For Kingdom Events, participants under the age of 18 are exempt from paying registration fees.

#### 2. Non-Member Registration (NMR)

At events, as defined by Corpora which are published functions, where garb is required and a site fee is charged, the non-member registration amount of \$5.00 must be collected for every adult paying full site fees. This fee must be remitted to the Kingdom NMR Deputy within 10 days of the event.

#### E. Contracts

The AEF designates a specified Event Steward as a deputy to the Seneschal of the hosting branch. As such, when approved and necessary, this deputy can sign a contract to rent facilities or provide services for the event they are stewarding. Seneschals are responsible for and must review all contracts. Authority to sign the contract may be delegated; this delegation must be provided in writing.

Performance Clauses: It is recommended that Seneschals or Event Stewards *do not* sign a contract that includes Performance Clauses. A Performance Clause stipulates that if certain conditions are met, a discount on rooms is possible. These are sometimes included in contracts with hotels or other venues with multiple facilities. i.e. Renting 500 rooms means you do not have to pay for conference rooms. A potential problem is that if you do not fulfill the clause, you would be held liable for the full non-discounted rate of the conference rooms (often in the \$10,000 range). As Event Steward, you do not have control over the number of rooms that will be rented by attendees.

If such a clause is determined to be advantageous and worth the assumed risk, the budget must be presented as if the performance clause was not fulfilled and this worst-case scenario must be approved by the Financial Committee prior to being accepted.

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### AVACAL ADVOCACY COUNCIL

Avacal is seeking 2-6 people for the position of Advocate Council. The Avacal Advocacy Council will address situations when a member of the populace needs help understanding their options should they feel they are being mistreated. The role of the Advocacy Council is to support the populace member in addressing their concerns respectfully to support a healthy culture within Avacal. This support can help members to navigate kingdom laws and policies, listen to concerns, offer advice such as SCA policy and procedure options, and assist with conflict resolution.

One member of the Advocacy Council shall be the Avacal DEI officer.

Responsibilities of the Advocacy role: • Be willing to be approached during events, meetings or outside SCA formal events to assist with managing interpersonal conflict between populace members in an advisory role. • Actively listen to the concern of the populace member and validate facts by asking clarifying questions.

• Offer feedback, where appropriate, and, if needed, support the design of scripting to address conflict by focusing on facts and the situation's impact.

They may be present with the populace member when they approach the other party in the efforts to resolve the conflict.

Considerations for this position:

• Be considered by others to be approachable, open and willing to engage in dialogue.

• Feels confident to partner with the DEI office, as required.

• Comfortable with conflict, the ability to be objective, listen for facts and assumptions, and offer coaching to address the issue at hand.

• Enhanced interpersonal skills and the ability to manage conflict without creating barriers

· Be non-judgemental and keep the confidence of the people involved

• Receive direction from the Kingdom Seneschal as per the grievance procedure/bullying and harassment policy requirement, etc.

Dependable access to email and phone.
Strong ability to build and maintain relationships across all peerages.

• We are skilled at working collaboratively with all leadership across Avacal, including the Crown, Kingdom Seneschal, Baron and Baronesses, all group-level seneschals, etc.

 Attend training to become skilled in Advocacy Training which includes: active listening, effective feedback, and managing conflict.

All officer positions must be paid by members of the SCA.

Please submit your mundane and SCA resume to the Kingdom Seneschal at seneschal@avacal.org.



# MERCHANTS OF AVACAL



### KINGDOM OF AVACAL ARMY CLOTHING & ACCESSORIES https://sir-gunther.creator-spring.com





With the sun shining and summer in full bloom, have you been eager to set up your encampment but can't seem to find all of your tent pegs or S hooks? Has your spouse been saying they'll get around to making you a trivet but keeps going a Viking or chasing the goats in the field? Or are you looking for a new tripod to give your fire that special something ? Well look no further because here at Iron Sunset Forge lady Thora Volundsdottir is here to help with all your iron needs. We even make flint strikers to get your fire going. Feel free to contact us at ironsunsetforge@gmail.com (fb:iron sunset forge)

Schmett Yrlynska Blacksmith, Chokecherry Forge.

www.chokecherryforge.com



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