



Dear Friends,

What a remarkable year it has been! In 2023, we experienced a full year of regular events, a return to a sense of normalcy not felt since 2019. Having all our favorite events back in person brought a renewed sense of joy and connection.

Throughout the year, three reigns have graced us – Kvigr and Svava, Gunther and Eyoddi, and now Ellias and Kiera. Long may They reign!

New Barons and Baronesses have emerged in both Montengarde and Borealis! Let us extend our hearty congratulations to Refr and Adis, and to Aman and Sarah. May their leadership be marked by prosperity and camaraderie.

The year has also welcomed many new faces to our beloved game. Avacal is a treasure trove of experiences, and I encourage each of you to explore its wonders. Reach out to anyone; you'll find a wealth of information and a helping hand. Our community is a diverse and welcoming family.

A warm welcome back to familiar faces returning from absences this year! Your presence enriches our shared experiences, and your SCA family is always here to welcome you home.

Lastly, let's take a moment to remember absent friends – those we've lost this year or those who have moved on. Thank you for the memories and the vibrant energy you brought to our community. You will be forever missed.

Until the next issue, dear friends, Happy New Year!

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

<mark>Avantgard</mark>e



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As the winter descends upon Avacal and the year come to close many of us will gather with friends and family, both in the SCA and mundanely to give thanks and to celebrate and look forward to all that the new year will bring. New adventures, new friendships, and new challenges.

As King and Queen of Avacal we are overwhelmed by the skills and talent of our populace. From the outrageous bards of Aryesgarde, to the tenacious defenders of Siglehundus, to the culinary genius of Borealis. Avacal is a kingdom blessed with artisans of incredible expertise. But even more than that Avacal is a Kingdom of generosity. We have seen it time and again, people opening their homes to others so no one spends the holidays alone. Donating their time to shelters, food to their local food banks, or gifts to those less fortunate. Truly it is the spirit of charity that embodies our lands. To this we would like to say thank you.

Thank you to each and every one of you. You make this Kingdom, this world a better place. May good fortune be upon you and your household through all the season.

> So say I, Ellias, King of Avacal

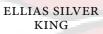
So say I, Kiera, Queen of Avacal





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 Youth

antaarde

Skane Tyrsson

Tova Asketill

Adam of the Camp

Aran of Ayresgarde

Gunther Rorikson

Vesla

COMING EVENTS

AMontengarde 12th Night, January 19 - 21, 2024, Montengarde Winter Crown, February 16 -19, 2024, Vinjar A&S and Bardic Championship & Grand TUA, April 28, 2024, Myrgan Wood

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

OFFICIAL EVENT POSTINGS

MONTENGARDE 12TH NIGHT

When: January 19-10, 2024 Where: Delacour Community Hall, County Hills Blvd. East, Delacour, AB, T0M 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, T0H 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.

A&S AND BARDIC CHAMPIONSHIPS & GRAND TUA

When: February April 28, 2024 Where: Museum of Antiquities, University of Saskatchewan, 107 Administration Place, Saskatoon, SK S7N5A2 Site Hours: 8am to 11:45pm

Price: \$30 (\$25 with membership) 17 and under free.

Event Steward: Roxanne Delaroche (roxanne@dartwalker.ca) & Kathryn inghean ui Ailbhe (loca37@ hotmail.com)

In partnership with the Museum of Antiquities at the University of Saskatchewan we offer a spectacular atmosphere to host the Championships of Bardic and Arts & Sciences and space to LEARN ALL THE THINGS! Displays, merchants, & 9 teaching streams. Hosted by the Barony of Myrgan Wood.





In this interview, Lady Jocelyn shares her journey in the SCA Arts & Sciences, and their passion for various artistic mediums. She joined the SCA in 2021 after being invited to watch in-person fight practices and quickly became enamored with heavy fighting. Her experience with

the SCA community, particularly in Montengarde, has been incredibly positive, with kind and supportive individuals encouraging her to step out of her comfort zone. This has inspired her to give back to the SCA community and pursue various interests within the organization.

When asked about her biggest artistic influences, Lady Jocelyn mentions a diverse range of figures from different fields, including fashion designer Edith Head, painter John William Waterhouse, and musicians like Arcade Fire and Radiohead. Her

favorite medium revolves around textiles, sewing, knitting, and needle painting. She express a desire to learn other skills such as spinning, weaving, printing, and dyeing.

Lady Jocelyn finds inspiration from the colours of stones, faces of cats, falling feathers, and the dancing of fire. She believes that art is important to society as it can be therapeutic, promote self-understanding, and facilitate social change. Art also enhances our surroundings, broadens our minds, and allows us to appreciate beauty in various forms. Even in the SCA, if physical activity is limited, art can still be a way to contribute to the community through teaching, creating scrolls, or making largesse.

Motivation for creating art stems from practical needs, the desire to utilize beautiful materials, and the



belief that one can make a difference in the world through creative endeavors. Lady Jocelyn humorously acknowledges that their creativity often peaks when trying to avoid housework or when she needs to find a distraction from fatigue.

For her, success as an artist is measured by personal growth, bringing joy to others through gifting, and being sought after for advice, teaching, or collaborating on projects. Art also has a positive impact on other areas of her life, allowing her to express and navigate emotions and find fulfillment beyond daily routines.

Lady Jocelyn develops her art skills by observing other artists, studying construction techniques, watching instructional videos, and learning from experienced practitioners. She acknowledges that failure has been

> a significant part of their growth, as she continue to persevere and learn from her mistakes.

> Some notable projects she has taken on in the past include designing and building costumes for a theatrical production, transforming a thrift store wedding dress into a ballgown, creating a heraldry badge dress, and crafting embroidered shirts and poulaines. However, the most memorable project for her was collaborating on a hood with unique features, such as handmade chains.

embroidered mountains, and added horns, which was gifted at an event.

Overall, Lady Jocelyn passion for the SCA and her commitment to exploring various artistic mediums and skills is commendable. Her willingness to learn, support her community, and find inspiration in the world around them is truly praiseworthy and we are a better kingdom because of her. If you'd like to see the full details of her interview, please follow on the Avacal Facebook page.

Author: Master Amery Stewart, OL



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

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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.



COURT REPORTS

AVACAL NOVEMBER CORONATION

Court of Their Majesties Gunther and Eyodi Gwenyfher of Sigelhundas (Sigelhundas) Throne Favor

Francis MacLaren Jacinda of Valley Wold Hamelin L'Archier A'isha Rayhana al-Karim **Renee Carr** Inga in hraustliga Coryn of the Wode Fjallgeirr Ljótsson Ivarr Roriksson the Black **Guglielmo of Vinjar Rorik Gunnarson Freydis Mouse Birthesdottir Magnus of Myrgan Wood Quinn of Borealis Trahaearn of Sigelhundas Ella Baldric** Ástríðr Arnbjarnardóttir **Hrogn Gunthersson** Lucinda Knarrabringa **Brunuild Frayser** Anna of Vinjar Ademar Donadei di Pietro **Fergus of Carlisle Cynnia Mactyre** Donnan Sionnach Alfdis Hallvarðardottir **Ariel of Bordergate** Marjatta Kaukolainen **Ellias Silver** Kiera the Shadowed

Gunther Rorikson Eyoddi Lokadottir Robert Boniface Gunther Rorikson Francis MacLaren

The Avantgarde

(Bitter End) (Valley Wold) (Borealis) (Borealis) (Bordergate) (Borealis) (Borealis) (Myrgan Wood) (Sigelhundas) (Vinjar) (Borealis) (Windwyrm) (Myrgan Wood) (Borealis) (Sigelhundas) (Sigelhundas) (Myrgan Wood) (Myrgan Wood) (Borealis) (Myrgan Wood) (Vinjar) (Vinjar) (Borealis) (Montengarde) (Montengarde) (Myrgan Wood) (Bordergate) (Harrows Cross) (Montengarde) (Montengarde)

Throne Favor Throne Favor King/Queen **King/Queen**

Court of Their Majesties Ellias and Kiera

(Myrgan Wood) (Myrgan Wood) (Myrgan Wood) (Myrgan Wood) (Bitter End) Count/Countess Count/Countess Grey Goose Shaft Avacal Champion of Rapier Iron Gauntlet



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F. Gate

There are many different and equally successful ways to organize gate. Whatever approach an Event Steward and Exchequer choose to employ must be fiscally responsible and follow Society, Kingdom, and Branch Exchequer policies. Standardized gate sheets are available on the kingdom website but they do not have to be used provided the necessary information is collected and recorded.

- A) Every adult participant MUST provide proof of membership. Failure to provide proof of membership will result in:
 - Requirement to pay the NMR fee.
 - Signing appropriate waivers as described below that are available on the Kingdom website.
- B) Every minor participant attending with their parent/guardian MUST provide proof of membership or a waiver properly executed by their parent/guardian.
- C) Every minor participant attending without their parent or guardian MUST provide a properly executed Medical Authorization Form described below

Gate and related tracking sheets, and all waivers MUST be collected and provided to the Kingdom Waiver Deputy for storage, along with any forms required by that office.

The Kingdom of Avacal requires all Kingdom Events to have an adult gate fee of \$30 before the NMR discount is applied. Youth under 18 will have no gate fees at these events.

G. Waivers

Everyone attending an event is considered to be a participant (even if they are just 'checking things out for a few minutes'). As such, all participants must acknowledge that they are participating and agree to inherent risks by signing a waiver. Only waivers provided on Kingdom or SCA web sites are to be used as they use wording approved by the SCA Inc Board of Directors.

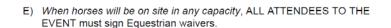
Waiver requirements for the Kingdom of Avacal (events in other jurisdictions may have different requirements):

- A) Members presenting a *blue* card do not have to sign a waiver. This includes minors. There is already a signed waiver on file with their membership.
- B) Non-members and members presenting a *non-blue coloured* card must sign a waiver. This includes minors.
- C) Members who cannot produce a blue card must sign a waiver. This includes minors.
- D) Minors who are attending an event without their parents or legal guardians must have a Medical Authorization Form that designates the adults responsible for the minor. This is not a waiver. If the minor has a blue membership card no further waivers are required. If not, then a minor waiver must also be provided.

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F) Waivers related to minors involved in combat activities are handled through the marshallate. Event Stewards and Seneschals should be aware that an Informed Consent Waiver signed by a parent or guardian must be on file with the marshallate for a minor to fight.

H. Children & Family Activities including Youth Combat

If activities are being organized specifically to include minors, the following two things MUST be in place:

- A) One adult with an SCA sponsored background check is present. They do not have to be the person organizing or delivering the activity, but they must be present.
- B) When a minor is present at an SCA activity, there MUST be two, unrelated adults present. This is often referred to as the "Two-Deep Rule".

Clarifications:

- In order for youth combat activities to happen, there must be a Sr. YAC marshal in attendance - all Sr YAC marshals MUST have their background checks completed and current.
- When a minor is allowed to attend an activity organized for adults (such as a class on heraldry or a regular fighter practice), the two-deep rule applies, but the background check is not necessary because the activity was not intended for minors.
- If a series of activities intended for minors and/or their families (such as a stream
 of classes at a TUA), someone with a background check must be immediately
 accessible, but not necessarily part of each class.
- If a volunteer would like to attain this background check so that they can assist with organizing youth and family activities, please have them contact the Kingdom Seneschal.

I. Insurance

The SCA maintains \$5,000,000 of General Liability Insurance. Each branch Seneschal receives the corporate "Proof of Insurance" certificate annually. This General Liability Insurance covers the negligent acts of the SCA for third-party bodily injury and property damage, excluding participants, subject to policy conditions, exclusions, and limitations.

Please note: vandalism is not covered by the policy. If damage to someone's person or property was willful or otherwise intentional, the SCA is not covered. SCA insurance does not cover participants for injuries to their person or damages to their personal property.

Other insurance considerations:

A) An "Additional Insured" Certificate may be requested for those site owners who require a higher level of protection. It specifically names the site/owner/managing

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organization as additionally insured on the SCA, Inc.'s policy. This certificate can be obtained from the Insurance Coordinator at the SCA Inc office — place your order at least 6 weeks in advance of the event.

B) If horses will be on site, SCA Equestrian Insurance must be activated. The fee and request should be sent to the Insurance Coordinator at the SCA Inc office 6 weeks in advance of the event.

Further information about insurance can be found on the SCA website or through the Kingdom Seneschal.

J. Sanctions

1. Removing SCA Sponsorship for an Event:

On rare occasions, the SCA may need to declare that the SCA is no longer associated with an event. This is a very serious step and should be used only if all other avenues of resolution have been exhausted. The responsibility for this step resides with the Kingdom Seneschal who shall work with the Event Steward and ruling Nobles to take every opportunity to rectify problems first. Removing SCA Sponsorship, once declared, means that any people who choose to remain on the site do so at their own risk and that there is no further responsibility or protection offered through the society and its officers and the event is no longer covered by the SCA insurance policy.

2. Removing an Event Steward:

The decision to remove an Event Steward rests with the Seneschal in consultation with the ruling Nobles where applicable and they should take every opportunity to rectify problems first. Criteria for the dismissal of the Event Steward may include:

- · Failure to comply with modern, society or Kingdom Laws or related policies
- · Failure to report in a timely manner or as requested
- · Inability to work effectively with other officers
- · Failure to manage funds responsibly
- Determination by the Seneschal in consultation with others that the success of the event is endangered
- Any other factor that is deemed necessary by the Seneschal in consultation with the ruling nobles

In the event that an Event Steward must be removed, the Seneschal will first work with them to resolve the issues presenting problem. If all possible avenues have been explored without resolution, then the Seneschal shall dismiss the Event Steward and take steps to find a suitable replacement. The steps of the grievance procedure outlined in society documents shall be followed.

K. Alcohol

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Avacal financial policy states that the SCA cannot purchase or own alcohol except in small quantities for cooking purposes. Alcohol can be served at events provided all modern laws and regulations are adhered to. Events may cover the cost of the liquor license, and alcohol may be served by individuals as arranged by the event. Alcohol service cannot be designated an official duty of an office or officer.

I.I.A

L. Emergencies

Any time that an Event Steward feels that they need the support of the Seneschal to handle a difficult situation they should feel free to do so. Preventing emergencies is the goal.

- A) Immediately notify the Branch and Kingdom Seneschal about any occurrences that made it necessary to call the modern authorities (law enforcement, fire department, emergency medical) to the site of an event. Such emergencies include injuries in which the victim is transported by EMS or ambulance.
- B) Immediately notify the Branch and Kingdom Seneschal and Crown of any suspected thefts, embezzlements, or other financial irregularities.

IV. Kingdom Calendar

A. Calendar Dates

Avacal's Calendar dates are fixed and set as below (Fig 1). Local activities such as practices, meetings and taverns, etc., are not placed on the kingdom calendar.

In accordance with the Laws of the Kingdom of Avacal:

- · Kingdom Events and Kingdom Sanctioned Events will not conflict with each other.
- The Crown shall retain the right to revise dates on the calendar when deemed necessary.
- · The Crown shall retain the right to revise calendar policy as they see fit for Their Reign.

All events placed on the calendar are considered Kingdom sanctioned events and will not conflict with each other. For conflict to occur a group must have the written permission of the Crown, and the Seneschal of the group they wish to conflict with. Unsanctioned events on the calendar may conflict with other events.

Fig 1. Event Calendar

January

Montengarde 12th Night - Third weekend

February

WINTER CROWN - Second weekend (February long weekend)

March

Skald the Hall (Myrgan Wood) – First weekend Winter War (Borealis) – Third weekend

April

Ferret's Feast (Valley Wold) - Second weekend

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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.

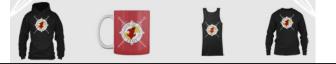
Please submit your mundane and SCA resume to the Kingdom Seneschal at seneschal@avacal.org.



MERCHANTS OF AVACAL



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

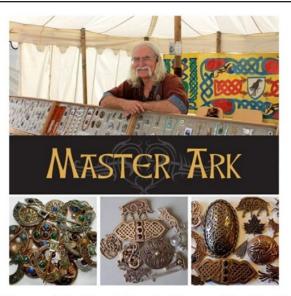




With the sun shining and summer in full bloom, have you been eager to set up your encampment but can't seem to find all of your tent pegs or S hooks? Has your spouse been saying they'll get around to making you a trivet but keeps going a Viking or chasing the goats in the field? Or are you looking for 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)

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Cover: Court of Their Majesties Ellias and Kiera at "A Aryesgarde Christmas" Photograph by Leaha Maisonneuve

