

Moot Minutes

Reign of Roak and Hyrrokin

June 29, 2019, 10 am

TRM Roak and Hyrrokin and TRH Kaylah and Trumbrand in attendance.

The Lawspeaker welcomed all to the moot and requested that all remove symbols of rank as is traditional, as all are considered equal. Explained the Icelandic position of Lawspeaker, and the tradition of reading 1/3 of the laws of Iceland at each Althing, and stated that she would not be reading 1/3 of the laws of Ealdormere, but instead one law.

(Applause)

*Article VIII: Territorial Barons and Baronesses*

*VIII-100 The Crown shall appoint a territorial Baron and/or Baroness when a branch is granted baronial status and at such subsequent times as a new Baron and/or Baroness is required. Each barony must have a written baronial selection procedure that has been approved by the Crown. Subsequent changes to this procedure must be presented by the Baron and/or Baroness in conjunction with the Baronial seneschal and have the approval of the Crown. The Kingdom Seneschal shall sign the procedure to ensure its legality.*

*VIII-105 All Territorial Barons and/or Baronesses traditionally swear fealty to the Crown upon Their Investiture, and to each succeeding Crown. In some cases, Territorial Barons and/or Baronesses have reasons they cannot swear fealty (eg. Religious reasons) and make an equivalent agreement.*

Noted this law had already been used a couple of times recently; thus, the reason for the choice.

Stated procedure: Have three topics. First of these will be discussed briefly as it is more a confirmation that this is something we want to do and get a couple of quick ideas. A little time on the end for other topics. Ask that those who want to comment put up their hands and will put them on the list. If someone else has already made that same point and you have nothing to add, just state "what (he/she) said" to make sure the conversation continues to evolve and includes new ideas.

Their Majesties had no additional comments, other than to express support for the tradition of the Moot.

First topic: Memorials. Discussion on the Ealdormere Facebook page took place regarding establishing a section for memorials on the Ealdormere web presence, and the Lawspeaker indicated she would bring

it up to confirm whether it has the favour of the populace. Those present were in favour. The Lawspeaker asked whether there were any concerns.

Only concern expressed was that for those who were not online types of people that we respect their wishes. Lawspeaker stated that this should be up to the people closest to the person being memorialized to determine whether that is something that is desired; we would not want to put things up where we do not have permission.

Lawspeaker asked for ideas.

Rylyn: Heraldry!

Lawspeaker: That was world's quickest comment.

Trumbrand: It should not be something you see when you open up the webpage. It should be a link you click to go there, in case seeing someone's face is too much for you, it's not thrown at you.

Eluned: Used to be path you could follow through the peerages to memorialize those peers who had passed. You had to follow it though to eventually find it. It was on the Ealdormere website. Not so much photographs, just their OP information and a little snippet.

Rylyn: I might be making work for Brand, but that might be something we can click off of the new Order of Precedence database.

Eyrny: Some memorials have the ability to post comments/interact with the page. Would this be something we would want?

Dietrich: Would expect that would be up to the loved ones.

Hyrokkin: Would not want to see someone dishonor someone, so could there be a filter before it was posted?

Lucia (Baroness Ramshaven): I would go one further than that in that I do not think the Ealdormere web page is the right forum for an interactive page. It should be just a static, and if there are comments that is better done in a personal setting.

Wencenedl: Agree it should be static. Sometimes people are looking to track down the history or information about a person, or out of kingdom people for heraldic purposes, so you don't need interactive.

Margaret: If it's someone we know, we have already memorialized that person. This is for future generations.

Lucia (Dame): If you decide not to host on Ealdormere.ca, on Wordpress all comments have to be approved by the owner. There are solutions for that.

Henry: Our kingdom website has unlimited storage; we can use it for everything.

Emer: Not interactive, but maybe a link to galleries, photos, etc. to be able to pass this on to those who didn't get to know the people. Can share stories without comments.

Kersteken: Mackeys.ca – funeral home in Lindsay that has done innovative things with online obits and memorials that they retain. Static, can sign an online condolence book

Conclusion: There is support for this and we have some good ideas.

Topic #2: Concern has been expressed that ill-defined standards for awards is causing an upward creep of expectations that could lead to danger to self or burnout. Example given: A person staying on the armored combat field and delaying seeking medical care because they were worried would damage their chances at receiving a Scarlet Banner.

What can we do as a kingdom?

Eyrny: Maybe something on the website about what all the awards are about—that should never be a concern, especially for a Scarlet Banner.

Emer: Standards creep: Do we need to keep ourselves in check? Not great garb would be considered beautiful by 1970s standards. Everything has expanded and we have access to a lot more. But from what I have seen in the arts community, we are very aware of this, perhaps just remind the various communities that while we will always strive for excellence, we have relatively straightforward benchmarks. Awards shouldn't be the only thing we are striving for.

Kol: More about the marshal side: Maybe we should be giving a little spiel about how safety and your health are your responsibility, if you are not feeling well, please get off the field. You are responsible for yourself, but we will try to help. We do have a lot of weekend warriors in our game who are not otherwise going to the gym or working out or are in good shape, and given we've had three heart conditions in the past year in the kingdom, it's maybe something we should be more aware of. But ultimately—trying to find a polite way to put this—you can't fix stupid. If someone is feeling not good and refuses to get off the field, it doesn't matter what their reason is. It's their responsibility.

Richard: As secretary of the Order of Thorbjorn's Hammer, it has never come up that someone did not stay on the field long enough. Usually in terms of activity, it is because people have had life issues/inactivity over a period of months, not at a particular event. That has never been one of the criteria. The more important criteria is how they look on the field, right? (laughter). Seasoned fighters should be reminding the new fighters not to kill themselves.

Hyrokkin: This speaks to the mental health of our whole organization. Encourage people and push them, but understand that people may take the pushing to go past their acceptable limits. Has experienced this on the field herself, where people say "Oh, just do ten more"—it's one thing to encourage people, but if they need to step out, let them do so. And it goes with any of our arts and any of our services. Encourage, but if they do say no, please listen to them—there may be a reason and they may not want to share that reason. Awards are wonderful, but being part of this group is not about what you have,

but who you are and how we come together as a community, and I want people to feel welcome no matter what they have on their heads or belts.

Dietrich: What she said.

Lucia (Baroness Ramshaven): One of the best ways to encourage those limits is to watch it being modeled by the Knights and MoDs, and acknowledging that when enough is enough they also leave the field, and they are really good at this.

Roak: Disagrees completely with Lucia – Knights are a bad example!

Lucia (Baroness Ramshaven): Then you should all get better at it!

Roak: Many people push themselves, but I hope they are doing it for the right reasons, not to get recognized. A lot of people in the room already have all the cookies—would be interesting to see the perspective from someone newer. Maybe we are not seeing everything.

Gema: Earlier suggestion about an article – suggesting to people that there is wisdom in knowing your limits, and that as a Society we should keep an eye on each other, offer them a glass of water, things like that, especially those of us who watch.

Kersteken: Write in award recommendations—once, twice, six times. I've written the same letter repeatedly over several reigns. You can use the push button form, or sometimes you want to write a letter.

Wencenedl: Make sure established people are taking notice of newer people, involving them in casual conversations, so they understand what the expectations are. We understand, but we need to communicate to others.

Kol: Once we are granted peerages, we may continue to improve, so using ourselves as a point of comparison may not be appropriate. We need to be careful that we are not advocating for creep, but also we need to be available to talk to people. It's always been a little taboo to talk about awards, and that may be foolish. I don't see, as a Peer, anything wrong with people asking me my opinion of where they are on the track. Maybe we need to have those conversations about where the track is. I have had those conversations with members of the Order of Chivalry and I don't think it has affected me negatively.

Petronill: One of the things that interests me about the question is the underlying concern. What I hear in that question is "I'm feeling missed." Why is that person feeling missed, and how can we help people not feel missed? Feedback is one of the ways to help that. If the person in the question feels what they are missing is endurance, that shouldn't be a thing they are missing. There are people who are just quiet and unassuming.

Emer: To build on Kol's point, I have heard over the years a really toxic phrase, "If you still want the award, you don't deserve it." We need to be aware of those kinds of messages. Want to encourage

people to strive, but just to get the cookie, but it shouldn't be taboo to say "I'd really like to achieve this award someday—other than what I am doing, how can I help myself?" Also be aware of newer and younger members and how we can engage with them in positive ways. Want to keep new people coming; our children are growing into teens, hopefully want to keep them. Need to be cautious about negative messaging.

Dietrich: Situations in the past, where people have not gotten awards because others thought they "already had it." Even if you are not sure, write in the recommendation. Someone will check.

Lawspeaker: Reminded everyone that AoA-level awards can be given multiple times.

Hyrokkin: In Trimaris, they have a lot of roundtables, with discussions where the Orders will ask for questions. Some people may need a more formal way to ask those questions, about what to do next. A lot of people have problems asking themselves—are there any avenues for this?

Lawspeaker: Maybe something we can look at?

Trumbrand: Going back to the martial thing, all marshals' primary duty is to ensure safety on the field. If someone is doing something stupid, you get to stop them. Second thing, we're all teachers. Look for those teachable moments. If someone is stressing on something, give them a hand, talk to them, guide them.

Eluned: I really like Her Majesty's suggestion about roundtables. There are a variety of events in this kingdom where we can host those kinds of things. Put it on the calendar—someone might not know, for instance, who the Wains are. FOOL, or Practicum, or Pennsic...

Lawspeaker: Check the calendar at Pennsic—there are people running those kinds of roundtables. They're really interesting.

Lucia (d'Enzinas): In Trimaris, did they do a roundtable, or a human library sort of thing?

Hyrrokin: What they would do is announce they are doing a roundtable at such and so event, and open it for questions, and would invite Peers/GoA levels to attend

Roak: On the martial end, we interact with up and comers all the time, fighting on the field. Harder for the arts and service, because it could be in the background. Those opportunities to discuss are valuable. Seen that more for arts, but nothing much for service.

Gema: First, at the service symposium they had those kinds of rountables, and were very successful. I think something like this at our kingdom events would be fantastic. Second, even at the baronial level we ask constantly for award recommendations. If we see someone being recommended a lot we can pass it up to Their Majesties. Encourage the populace to speak to the Baron/Baronesses if they don't feel comfortable speaking to Their Majesties.

Wencenedl: We started this conversation with "oh, people want standards again," but "we're not the Boy Scouts and they're not merit badges," but even the scouts don't do it that way any more. Very few

of the things in the Society we do we can put those kinds of pegs on. Listened to a similar discussion among the archery community, which is one of the few places where it can be done, but that is an anomaly. This needs to be said to those who are younger—yes, this is subjective, if you are feeling overlooked, don't take it personally. These are honours, not milestones to hit on a track. We should treat it as such.

Lawspeaker: Thanked all for the productive discussion. On to the second question:

Question 2: How can we continue to improve the engagement of the shires within Ealdormere?

Emer: Do we have teleporters? That would help. I am sure that distance has a lot to do with that. Apart from "everyone should travel more," I'm not sure how to get around that.

Henry: Is the question why are aren't people from the shires coming to kingdom events, or why aren't the shires hosting events? Two different questions.

Eyrny: Why is it everyone else's job to make the shires feel like they have more to be involved in?

Kersteken: Was this question from a shire member? (Lawspeaker: Yes). Is there someone here from the shires who can speak to that?

Lawspeaker: It was from a shire member, but not sure if they are present.

Dietrich: I do know, having talked to people from the shires, there is a perception that their award recommendations do not seem to be acted on, and that they feel they do not have a voice. I don't know all the details, but that is the impression I've gotten. Because they do not have landed nobility.

Kaylah: Got numerous complaints during their first reign from one particular shire that their recommendations were being ignored. Went back and looked, and during that reign fully half of their awards went to that shire, and they were still complaining. I was concerned, and crunched the numbers to check, and then I was annoyed because I was tired of receiving the complaints. We more than represented the shires.

Roak: There may be a process of education. Joe Bob doesn't necessarily deserve an award just for putting his armour on this week. Some of them are being acted on.

Wencenedl: How to get them involved is a bit of a loaded question. Are they talking about being overlooked? People not coming out? Lack of activity within their own group? These are all very different things. Because we are small, we have expectations that Royalty will be at every event, but we can still have fun events without royalty. Maybe this needs to be encouraged – make your own fun!

Kol: Anecdotal: At the GoA level, will hear a lot of "you may not know who this person is, but they do a lot in the shire." Seems insular that they are not coming out to the rest of the kingdom. We are a subjective awards system – harder to act on when you don't know them. Has been to sparsely-attended events in shires, so should definitely try to get out. It goes both ways.

Hyrrokin: Coming from a secluded shire in Trimaris, we went through many decades of not being recognized. But we made “Land of Big Fun” our motto, and we did some travel initiatives to get to central part of the kingdom, but it gets back to awards don’t make you as a SCAdian. One letter does not always result in an award. When the Crowns are looking at emails and recommendations, if there’s not enough information and we don’t know the person it is harder. Some are really detailed and when we don’t know the person it really helps. We have mysterious magical ways of getting in touch with people who are away from us, so drop us a line and pass along the word.

Petronill: There are tools like Google Hangouts—the heralds use it for commentary. Might be a benefit to do one for, for instance, seneschals. Maybe those in far-flung places don’t know things like how to become a kingdom officer. Might help break down the feeling of not being a part of things.

Gema: Maybe just approaching the shires and asking them to help

Emer: Make it clear that baronies/other groups can partner on things like kingdom event bids. Don’t know how “the shires” sort this out on the bid rotation. Keep the roads open. Make it clear when there is a shire event that things like crash space, etc. is available. A way to help defray costs.

Lucia (d’Enzinas): Assists are from baronies on a rotating basis.

Dietrich: Have touched on lack of specificity. Maybe ask them how they would like to be engaged? Not sure if we can answer that.

Dmitri: When shires do things to help baronies, consider giving them baronial awards. They do not carry precedence outside the barony. Could shires do awards?

Rylyn: No, they can’t.

Wencenedl: Event rotation: Not carved in stone. If no one puts in a bid, it falls on the group on the rotation. But can put in bids at any time, and privy council decides. Want people to come to your group? Put in event bids.

Eluned: Recognition does not have to be a formal award, and because it’s informal anyone can give it. Rings, tokens, etc. May help them feel recognized for doing a good job.

Margaret: Where are the people from the shires? We’re just guessing. We’re not solving anything.

Trumbrand: Two of the kingdom’s largest events, Winter War and Tournoi, are hosted by shires, and Royalty is attending.

This concluded the discussion. Hearing literal crickets, the Lawspeaker closed the Moot.