



THE SOCIETY FOR CREATIVE
ANACHRONISM

YEAR END REPORT



2022



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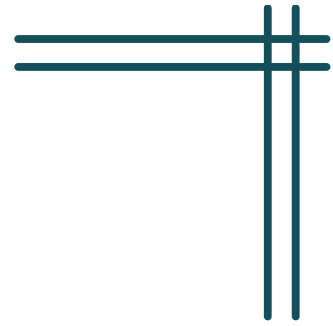
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ABOUT THE SCA

MISSION

The Society for Creative Anachronism (SCA) is an international non-profit volunteer educational organization. The SCA is devoted to the research and re-creation of pre-seventeenth century skills, arts, combat, culture, and employing that knowledge of history to enrich the lives of participants through events, demonstrations, and other educational presentations and activities.

OUR HISTORY

The SCA dates back to May 1, 1966, when a few friends who were history buffs and science fiction/fantasy fans hosted an outdoor party in Berkeley, California. The invitation called for “all knights to defend in single combat the title of ‘fairest’ for their ladies.” This event, now known as the First Tournament, was a big success.

As people were introduced to the SCA by friends and at science fiction conventions, the group expanded across the United States. Over fifty years later, the SCA is now an international group with over 20,000 paid members, and is incorporated as a 501(c)3 nonprofit educational organization.



A WORD FROM THE PRESIDENT

This year, the Society for Creative Anachronism has come together in new ways. With the return of in-person events, we have reconnected with each other to enjoy our favorite parts of the SCA once more.

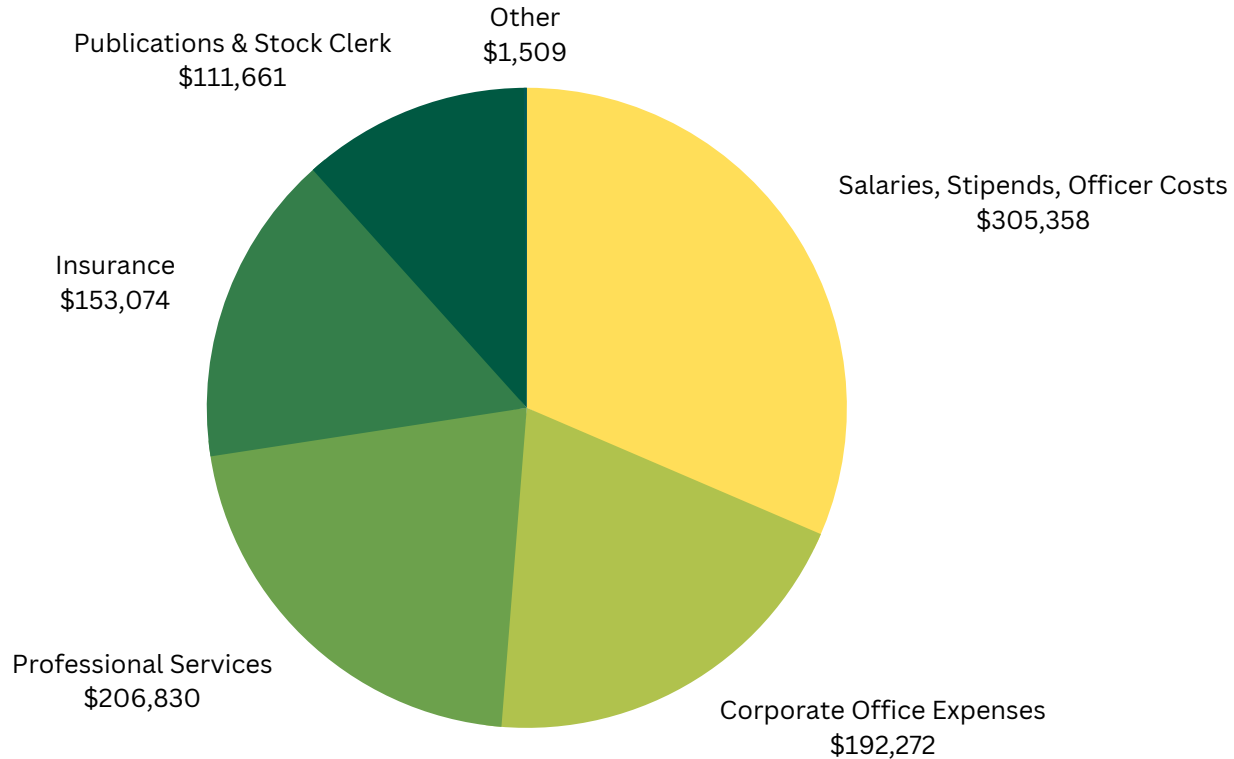
2022 was a busy year for the SCA as we saw the return of our large wars, a reorganization and relocation of our archives, the start of a new membership portal, and much more. We have seen more online content than ever before as creators share their events, classes, music, and more online.

The hard work and dedication of our volunteers makes all of this possible and has been an ongoing source of pride as a volunteer myself and even more since I was hired as an SCA Inc. employee in 2020. I am thrilled with everything the SCA has accomplished this year and can't wait to see what is on the horizon for 2023.

John Fulton PRESIDENT



2022 FINANCIAL EXPENSES



Since 2019, the SCA has been striving to better utilize our resources. Over the last 3 years, we have cut 30-40% from our budget in part thanks to a cheaper office space and reduced cost in membership software. With our new membership software, we expect a significant decrease in "Professional Services" costs.

As it did throughout the Plague years, Arts & Sciences (A&S) continued to flourish across the Known World in 2022. New *Guidelines for the Recognition and Approval of Oral Tradition in the Arts and Sciences* were approved.

We saw a continued return to more in-person activities, including A&S classes, competitions, and displays at Pennsic, several Kingdom competitions, and Kingdom Arts and Sciences Fairs.

Some online and hybrid A&S activities including universities, displays, and classes have continued, although to a lesser extent now that there are increasingly more in-person opportunities.

Kingdom and local officers successfully continue to update the ways in which we do A&S activities, including working toward reinvigorating and reformatting traditional A&S activities and displays, and returning to more in-person events.



Returning to in-person events was a huge boost to martial activities in 2022 although the online training and teacher community continued to flourish! Several marshals across Kingdoms were key contributors for the establishment of a test media wiki across all martial disciplines.

In-person activities meant a focus on armour and weapons readiness throughout the year to minimize potential failures and injuries. Personal tolerances and heat awareness were also necessary focal areas across martial disciplines.

All combat disciplines were in a period of rebuilding post pandemic. We saw Kingdom Equestrian Marshals work to develop a system to resolve lapsed authorizations. New blunts were approved for Combat Archery and numbers continue to grow. Rapier continues to build in strength and a Reduced Armor experiment commenced.

Our Youth Combat programs recommenced with protections clarified and strengthened. Armoured Combat saw continued building in strength and a rebated steel program commenced.



Heraldic

The College of Arms continued apace having barely slowed at all during the pandemic. In 2022, they held the second Virtual Knowne World Heradic symposium, more than 70 classes with teachers from around the globe, spanning multiple time zones!

Changes continue to be proposed, reviewed, and approved for the Standards for Evaluation of Names and Armory (SENA) and its appendices as our knowledge grows and our Society evolves.

A new privacy policy was also formalized to ensure ongoing safe handling of personal information. Additional resources were developed including compilation articles such as "Multigender Historical Names," a list of resources compiled by Gwyneth ferch Aeddán; and "The Unisex Names Project," compiled by Rúnfríðr Keiliselgr.

While our voice and sign heralds worked ethereally, the return to in-person events meant that once more we heard the voices of our heralds ringing out across the Known World.



Corporate Highlights

SCA Archive Move Preparations Begin

With long time archivist CT Alderson preparing for a well-earned retirement from the role, preparations began for the move of the archive. Volunteers from the Corporate Office and the Kingdom of Caed came together to sort and prepare the archive for the move to its next destination. A big thank you to all those who donated to support the move of the archives.

Updated Resources for SCA Demos Released

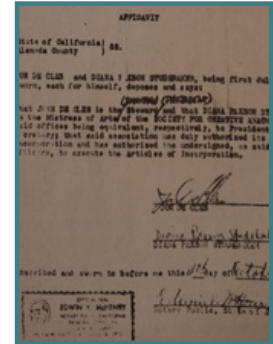
New and updated resources were developed to support groups undertaking demos. The resources include: an Arts and Sciences Trifold, an updated 'Welcome to the Current Middle Ages' trifold, several updated flyers in different sizes, two different style postcards, and generic business cards.

Selection of New Membership Software

With membership needs evolving and the current platform being decommissioned, it became time to investigate new membership software. The new software selected is NeonOne, software specifically designed to meet the needs of non-profits.

Official Merchandise Launches

On 31 December 2022, SCA Inc launched its first ever official range of wearable merchandise. The 'More than a Hobby' t-shirt range was a test run for official merchandise lines and the Merchandise Shop is intended to launch in 2023.



DEI STRATEGIC INITIATIVE SUMMARY

SCA Inc. reaffirms the Society's commitment to our own equity journey, the diversity of our members and participants and the opportunities this creates to become a more inclusive organization that champions and demonstrates chivalry and honor.

Diversity is about what makes each of us unique and includes our backgrounds, personality, life experiences and beliefs, all the things that make us who we are. It is a combination of our differences both visible and invisible that shape our view of the world, our perspective and our approach.

Inclusion occurs when people feel, and are, valued and respected, allowing us to learn from, and connect with, each other. When we feel we are included, we feel we belong.

Equity recognises that everyone is different, that varying levels of advantage or disadvantage exist in the societies in which we live, and that different people may require different supports and investments to succeed and realize their potential and opportunities.

DEI is any policy or practice designed to make people of various backgrounds feel welcome and ensure they have support to perform to the fullest of their abilities.

Strategic Objectives

- *To promote the value that inclusion brings to the Society and its communities*
- *To attract and support a diverse membership that lives our values*
- *To value, engage, and include the rich diversity of our membership in our systems and practices*

Key Principles

- *Effective DEI initiatives benefit the Society*
- *Acknowledgement of the lived experiences of the Society's participants*
- *Respect that better practice is informed by practitioner expertise*
- *Transparency through regular communication*

Immediate Actions

- *Appoint a Corporate DEI Officer*
- *Hire an external DEI consultant to work in cooperation with the DEI Officer, key Corporate Officers and the Board in recognition of the scale of this work*
- *Review the DEI role/office and adjacent offices*
- *Develop an updated DEI strategy for the Society, supported by a measurable action plan with appropriate resources*

Goals

- *A DEI Office that meets the needs of the Society with clearly defined roles and responsibilities, based in current DEI professional practice and reflected in our operational documents*
- *A strategic plan for further refining and supporting DEI across the Society, backed by investment and role-relevant education*
- *The Society is positioned to become a more diverse organization that welcomes and values the different strengths its participants offer*
- *Safer, more inclusive spaces through improved education and behaviors that benefit everyone*

SCA MEMORIAL TOURNAMENT RAISES \$22,000 FOR CHARITY



In the midst of all the pageantry, education, entertainment and combat, the efforts of members of our community helping those experiencing vulnerability can sometimes be overlooked. For more than 17 years, members of the Kingdom of Meridies have been doing just that.

Meridian Grand Tourney is that kingdom's preeminent event for field pageantry and heavy fighting. One of these is the Francois Duvant Memorial Tournament, sponsored privately by the Order of the Chalice, which is beloved for its focus on service and spreading good works. Voluntary contributions and patron sponsorships are compiled from combatants and onlookers at the event, which combine with proceeds from a field lunch, to enable winners to direct a charitable donation. Past recipients include shelters devoted to the safety and wellbeing of women and children.

This year, Jarl Ailgheanan of Atenveldt proved victorious and together with his consort, Duchess Amber Bikkisdottir, asked that the proceeds be donated to The Trevor Project.* They hope others continue to find ways to take the light generated from participation within the SCA and reflect it back onto their world.

The \$5,000 raised at the event grew thanks to a generous employer match (some 2:1), plus another match arranged by the receiving charity, resulting in a total impact of \$22,000. This brings the total donations raised by the Order and generous individuals to nearly \$70,000 since the Tournament first began.

Ailgheanan and Amber chose this charity to honor the memory of a young teen who they loved, a fixture in their home and close friend of their children, who was lost last year. Their hope is that other children can be saved.

SCA MEMORIAL TOURNAMENT RAISES \$22,000 FOR CHARITY

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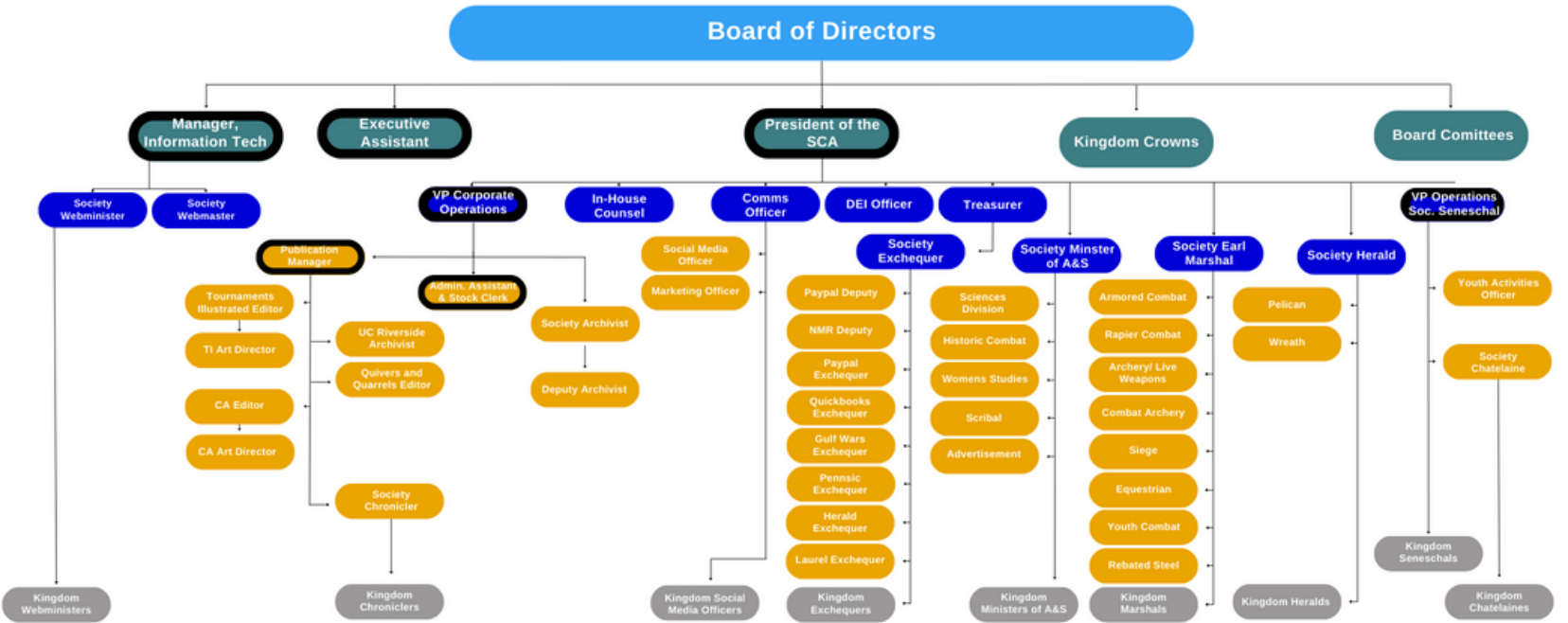
Photo by Debbie Chandler, used with permission

****The Trevor Project is a non-profit organization focused on suicide prevention efforts among lesbian, gay, bisexual, transgender, queer and questioning youth. LGBTQ youth are more than four times as likely to attempt suicide than their peers, not because of their orientation, but because of the mistreatment and stigmatization in society.***

ORGANIZATIONAL STRUCTURE

Outlined bubbles indicate employees of SCA Inc.

Society for Creative Anachronism Organizational Structure



Thank you to everyone who has contributed their time, experience, skills and knowledge to support the Society in 2022.



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