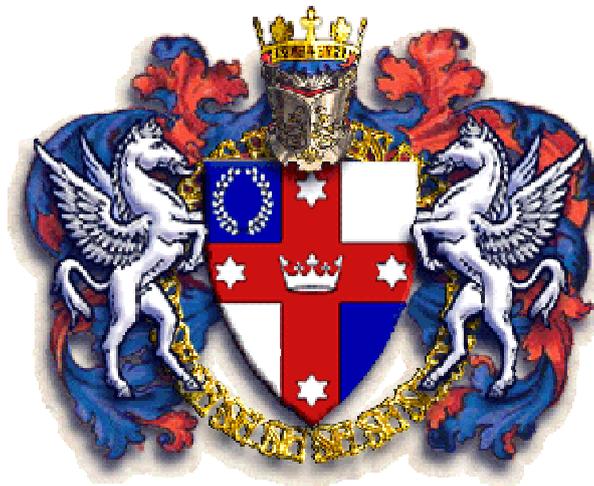


NEW SENESCHAL'S HANDBOOK

A HELPFUL
INTRODUCTION TO
BEING A SENESCHAL
IN THE
KINGDOM OF
LOCHAC



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Introduction

THANK YOU for being willing to take on the role of group Seneschal, and welcome!

This guide is intended to get you up to speed with being Seneschal of an SCA group in the Kingdom of Lochac. There are lots of resources mentioned here – *use them!*

If you read and act on nothing else in here, GO NOW AND READ Web instructions for new group Seneschals! It puts you in touch with the rest of the Kingdom, and those who need to know about you.

As you progress, you may find you need more specific information – use the resources mentioned in this guide. In addition, help will be readily available from the Kingdom Seneschal or the Seneschal of your parent group.

Just as importantly, there is a forum -- the College of Seneschals mailing list -- where you can ask questions and try out new ideas: <http://lochac.sca.org/mailman/listinfo/cos>

Rules to live by

Don't Panic! – someone can help: start by asking your supporting group's Seneschal
Temperance or Restraint, by practicing self-control, and avoiding extremes
Prudence or Good Sense, by making sensible judgments of reasons for actions with regard to appropriateness in a context – both for yourself and others
Fortitude or Courage, by exhibiting forbearance, endurance and the ability to deal with the fear, doubt, and intimidation of friends, acquaintances and others
Justice or Fairness, by always doing your best to make a proper judgment regarding individual interests, rights and appropriate rewards
Patience or Perseverance, by enduring difficult circumstances without becoming annoyed or upset – especially when faced with delay or frustration

AND FINALLY:

Human error is common. Slackness too, sometimes. Misunderstanding is easy, especially via email. And emails can go astray or get overlooked. Whereas deliberate ill intent is rare. Therefore, quoting Napoleon Bonaparte:

“Never ascribe to malice that which is adequately explained by incompetence”

Care and Feeding of Your Group

Under SCA rules, a group Seneschal:

- Serves as the principal mundane legal representative of the SCA within your group
 - you have final responsibility on things like whether and when events happen, and who stewards them (stewards are effectively your deputies for the duration of an event's development, until it is done *and* reported back)
- Receives reports from all group officers on the status of their office
 - ultimately, if they are failing in their office, you need to be helping them, and/or communicating with their next-up superior about finding a replacement
- Makes such reports as may be required by the Crown
 - which in Lochac is every quarter for a Barony or larger, and every six months for a Shire or smaller

Your role is to foster the group's operation and development, and make sure that it is soundly based, well run, well behaved, growing and connected to the rest of the SCA.

You do not have to slavishly imitate the groups around you. Work to the strengths and interests of your current and intended populace. But you do need to be mindful of the broader Lochac and SCA rules, customs and culture so that your group and its members feel like they are part of the Kingdom. And you do need to operate in a way which fosters good, robust, inclusive governance and the group's long-term growth and interests.

Work with your members and officers to develop events and/or activities to keep people enthused and give them a reason to be active. These activities will also play a big part in giving new members something to do, and if your schedule includes some public activities, promotional work or demos there will be new members, which every group needs to survive.

Keep an eye on the group website and mailing list, as those will be major communication channels. Use them and, in the case of the website, **ensure that they are up to date.**

Try to make sure to touch base with as many of your members as much as possible, particularly those who don't have electronic access. Sharing this task out amongst the other officers or deputies may be best.

Work closely with your group officers to ensure they are meeting their office requirements and make sure they know clearly what those role and requirements are, whether reporting, attending Council meetings, training replacements or encouraging the populace to grow and learn.

Try to keep a constant focus on recruitment and retention – the two secrets to survival and growth. A group which remains dependent on one set of officers for more than 2-3 years is likely to stumble, and some may even fail. Remember that the group needs to survive when people leave the area, lose interest, have a baby, walk under a bus... To allow for that, you *always* need to be finding new people and bringing them into the fold and up to speed.

Make sure you keep a good record of just about everything, and encourage all officers to do the same. Getting copies of their reports helps to keep a record and most groups table them at their regular business or officers meetings. (Be smart – get them to email their reports to you in advance, so the minutes-taker can just paste them in!)

Don't forget about the required reporting to Kingdom through the various officer chains – in your case, that's to the Kingdom Seneschal. DO publish your meeting agendas in advance and their minutes soon after the meetings – on the mailing list and website, for example. This helps a lot in creating a transparent, active group, with good buy-in when tasks need doing, and when the time comes for offices to change hands.

After you, the most important officer is the group's Reeve – its financial officer. Always aim to have the group's finances operated in a legal, clear and transparent manner – meaning that everyone has access to regular financial reports at Council meetings and also via their published minutes. Reeves need to report quarterly to Kingdom. If your Reeve is falling down, find a way to help them, or urgently talk to Kingdom Exchequer (exchequer@lochac.sca.org) about finding a replacement.

Finally always check and double check what is required at every stage and make sure it is done in a timely manner. Use some kind of reminder system to help! Examples: YahooGroups' emailed reminders or TurboNote sticky note freeware: <http://turbonote.com/TBNINTRO>

Remember, there are no dumb questions and attention to detail is your friend.

A Quick Introduction to the Art of Being a Seneschal

Firstly, thanks for being willing to step up as Seneschal – without help from people like you, neither the Kingdom nor the SCA would exist. Being a Seneschal can be tough at times, with a very real workload, but it can also be remarkably rewarding to see your group functioning well and people having fun.

There are many acceptable ways to approach the task of serving as a local Seneschal but some are more successful than others. Below are a few things you may wish to consider that will make your task just a bit easier and things to run relatively smoothly.

Handover

Hopefully your predecessor will have given you a good briefing on any current issues, provided you with any useful resources and relevant documents/files and made it easy to take up your office.

Sometimes long-serving officers are simply looking forward to a break, so don't be surprised if this doesn't happen – try to get the information any way you can, and be sure that you help your successor when you come to step down. The *Handing Over Offices* resource mentioned in the *Check out the Resources* section of this guide should give you a good idea of what to expect – and what to offer your successor.

Update Information

Contact the following and give them your details (eg SCA and mundane name, phone numbers, email address, physical/postal address):

Kingdom Seneschal	seneschal@lochac.sca.org
Regnum editor	regnum@lochac.sca.org
Next-up Seneschal	<i>if you are in a new or dependent group, e.g. Canton</i>
Group Chronicler, Webwright and Reeve	
B&B (if you're in a Barony)	

Organise with your Reeve to change the signatories on the bank account.

Get any files the previous Seneschal may have – ask for electronic files also!

Get warranted. Contact the Lochac Seneschal and have them update the Seneschal database so that you are warranted for the next two years. You'll be asked to sign in to the database and update your group's Seneschal contact information (see Web instructions for new Group Seneschals). Do it!

Join the College of Seneschals emailing list. **Take some time to review its archives!**

Check out the Resources

Kingdom Seneschal Website: <http://lochac.sca.org/seneschal/>
(*you can start here for everything you need, basically*)

CoS mailing list: <http://lochac.sca.org/mailman/listinfo/cos>

Lochac Kingdom Law: <http://lochac.sca.org/laws>

Lochac Procedure Manual: <http://lochac.sca.org/seneschal/docs.htm#resources>
(*how Kingdom Law is are interpreted and put into action*)

SCA Corpora: <http://www.sca.org/docs/pdf/govdocs.pdf>

SCA Seneschals Handbook: <http://sca.org/docs/pdf/SocSenHandbook-200510.pdf>

SCA Australia Ltd: <http://sca.org.au/board>
(*look for local policies, e.g. financial and publishing, which override US rules*)

SCA NZ Inc (*as above*): <http://sca.org.nz>

Lochac Info Guide: <http://lochac.sca.org/seneschal/docs/LochacInformationGuide.pdf>

Masonry Deputy Website <http://masonry.lochac.sca.org>
(*maintains the Kingdom's web servers and mailing lists – contact for support*)

Hospitaller Website <http://lochac.sca.org/hospitaller>
(*resources and articles on recruitment etc.*)

SCA online demo: <http://scademo.com>

Handing Over Offices: <http://nicolaa5.tripod.com/articles/offic.html>

The Provost's Handbook: <http://jducoeur.org/Justin/provhand.html>
(*lots of handy recruitment ideas, just ignore the Borough stuff at the top*)

In addition, a brief newcomer's video introduction to the SCA is available on VCD – you can get a copy of this from the Hospitaller upon request. You'll also find some recruitment ideas in the Recruitment and Growth section of the New Groups Guide – see <http://lochac.sca.org/seneschal/docs.htm#resources>

Finally, get this book from the library or order it from Amazon or similar. The \$20 or so it may cost could save you and your fellows tens or hundreds of hours in the long run:

The Zen of Groups - a Handbook for People Meeting With a Purpose

Start Off by Touching Base

Get in touch with all your officers. You can do this individually, or as a group; formally at Council meetings or informally at potluck dinners. This gives you all a chance to talk, come up with ideas, support each other, socialise, vent and will help you get a good feel for what is happening.

Talk with your B&B, if there is one. You'll be liaising a lot with them as, between you, you represent the legal mundane authority and the in-game authority. It helps to ensure that you have good communications and work well together, understanding where your different lines of authority start and end.

Touch base with any nearby group Seneschals and B&Bs, introduce yourself, find out what is in the pipeline on a local level. Figure out when the next Baronial meeting is on and make an effort to go or be represented – this can be quite important.

Check out previous meeting minutes and help ensure that any on-going issues continue to be managed. This may mean, chasing any outstanding cheques to write or receive from people, looking at what events are just about to be run and make sure they are on track etc. *You'll need to be doing this for your whole term* – it's a key part of your role to ensure that the group properly finishes the tasks it begins.

Keep Communicating

As Seneschal, you are likely to be the main conduit for the more mundane communications that will help ensure your group keeps running efficiently. That means you take responsibility for ensuring things such as announcing when and where group meetings are being held and the agenda and minutes for each one; seeing that calls for Officer volunteers are made and the appointments process followed; checking that event stewards have the resources they need to run successful events.

Make sure you make the time to answer communications you get. If you really are tied up, see if you can delegate or at least let people know that you will be getting back to them (and make sure you do!).

You will be expected to report several times a year:

Reports to Council – monthly, if that's your group's meeting cycle

Domesday report (this is normally filed by your Reeve, but you should see it first!)

Quarterly or six-monthly report to Kingdom

End of office term report – this is for your successor -- your most recent report to Kingdom should be a good starting point for this

Keep an eye on your officers to ensure they are reporting appropriately.

The most important reporting you and your officers do will be *to your group* – both at Council meetings themselves, but also (via the minutes) to the rest of your group afterwards. Keep them in the loop, and you'll have a stronger group.

Delegate

Ensure that your officers and stewards know that they are expected to do their jobs. You can help by seeing that they have the resources they need to do so. Be ready to provide advice or suggest suitable people to assist, whether locals or officers up the line.

Make sure you file a copy of all your reports. And keep backups of electronic information!

Be Organised

Use a diary to keep track of events, practices, meetings, deadlines, officer appointment periods and reporting. Take note of important regional and Kingdom events too. If you have a computer or phone which you use all the time, have them remind you when important deadlines are due!

Use (or create if not already available) an email, address and phone list for your group, especially the officers.

Get a lever arch file or clear file to keep track of paperwork associated with events and activities.

Ensure that minutes of meetings are kept, noting decisions taken, people responsibly and relevant deadlines. Make sure these are freely available (such as by posting them on the group website or mailing list).

Join the College of Seneschals mailing list to keep in touch with other Seneschals. It provides a valuable source of information and ideas. See Check out the Resources, above.

Prioritise

Try to prioritise any issues that occur so that the greatest attention is paid to the more important issues; sort tasks into must do today, must do this week and must do this month (and keep to it!).

Regularly review your tasks list and upcoming deadlines.

Delegate tasks if need be, rather than putting them off. This provides a chance to evaluate and/or train possible successors. Monitor how issues progress to ensure they are dealt with.

Acclimatise

As Seneschal, you are responsible for ensuring that what is happening meets the various SCA requirements as laid out in the governing documents, Kingdom laws and any applicable mundane laws. Generally this means *things cannot go ahead in the group without your endorsement*.

As the group's authority figure you will need to get used to a certain amount of power (and conversely lack of power). The appropriate wielding of this perceived power is arguably the greatest challenge you will face as a Seneschal.

Support your officers in their endeavours, especially those that will have long term benefits to the group.

Make sure everybody gets the opportunity to express what they want/need/feel about what is going on, and look for outcomes that all can agree on – or at least those that do not leave people disgruntled. Find out what people want and also find out what they really need, it helps in finding the middle ground.

Always remember to ask nicely and ensure you give genuine and appropriate thanks or recognition where it is due. Make sure you note who is doing the work and achieving things and write people up for their good deeds in your reports. It's a very good idea to write award recommendations to the Crown too.

As group seneschal you represent the SCA and your actions should always be driven in the first instance by what is best outcome for the SCA. If you are not sure what this may be, discuss it with the other Seneschals or officers.

Be Positive and Courteous

As Seneschal, you are likely to be seen as a group leader and role model for others. Remember the one SCA rule that always applies is 'behave in a courteous manner'. It can be very hard at times, but give it a go.

Whether you like it or not, you are a representative of your group. Your actions reflect on the group, reflect on the flavour of the group and reflect on yourself. This also works in reverse where the actions of the group can reflect on you, so make sure you set a good example and you shouldn't have too many worries.

Always be courteous when you are talking about people, reinforce positives.

If you must correct somebody use a positive sandwich – say something positive, make your constructive critique and end with a positive. Think about what you have to say and be genuine.

Ensure there is a chance to learn from any problems. If you do screw up, here are some questions to ask yourself.

Did anyone die because of what you did or didn't do?

- Yes...ok, you might be in some trouble
- No...chalk it up to experience and ask yourself the following questions.
 - What happened?
 - Why?
 - Could it have been prevented?
 - What would you do differently next time?
 - Do you need to put some fires out?
 - Do you need to apologise to anyone?
 - Can you learn or teach from the experience?

Take from a negative and try to turn it into a positive and once you have finished reflecting and you've got your headspace back, *let it go!*

Notice good work, and say thank you publicly as well as privately – encourage and promote the writing of award recommendations. Not everyone likes awards per se, but *everyone* likes to be appreciated. Never underestimate the power of a timely, sincere thank you.

Build Group Cohesion

New and established groups alike work best when there's good buy-in from the populace. And this is even more important when you have lots of newcomers to assimilate, or an older, fairly exclusive culture to improve on. The difference between a group which is just getting by (and along) and one which is really humming is both obvious and lasting.

Here are some tips and strategies for increasing buy-in – making your group run better, officers and stewarding teams easier to find, and much more besides.

Transparency

Are you taking and publishing meeting minutes so that non-meeting-attendees can follow what is going on – and also so there is enough institutional memory from meeting to meeting?

And, do you ask for agenda suggestions, then email out a meeting agenda a day or two beforehand, so that those interested in any specific issue can attend and/or send in comments ahead of time?

As you grow – and particularly if you have or head for Barony status – these mechanical-but-transparency-related things assume more importance. It's your job to pioneer them if they're not in place already.

No need to turn into a paperwork mavin - the inspirational stuff you're already doing is *just* as important. But with group governance issues, getting the culture right fairly early on is a Good Thing.

Involving newcomers

Talk to all your experienced people and ask them to make a point of giving small-but-doable tasks to newcomers, and building them up (which also means backing off, of course). If they are aware it's an issue, they can act on it. If you're the only one thinking about it, the effect is too narrow.

Best of all is to give newcomers tasks at their very first event (“hey, would you like to help set up these tables?”, “you're tall/nimble, can you please hang a few of these decorations?”, “we need extra hands in the kitchen, are you busy?”) Train your stewards and their helpers to do this as a matter of course!

If your existing folk understand that this actually generates buy-in and ownership and hence *increases* the chances of people sticking around, they'll act on it. Most people think the opposite, so don't.

Small and quick interventions are just as important as long-term ones. That is, noticing the quiet/lonely/idle body in the corner and drawing them in on one occasion can have a very profound effect - it doesn't need formal mentoring relationships, though they have their places too, especially with deputy Offices and the like...

Accessible events

A good partial solution to getting newcomers involved in leadership roles like stewarding, cooking and so on: Make it clear that lower-end events and a variety of approaches are ok. Feasts with tightly capped numbers, revels etc. – things that lower the bar for less-experienced folk to consider running them. And be very sure that your calls for events and discussion of events at Councils and so on are quite clear that such folk are “in the frame” – i.e. not just invited but basically expected to give their visions a go.

Leaving space

Any of us who occupy too much of the spotlight – in terms of venue, activity, bandwidth, rule-making, agenda-setting, you name it – is in danger of eclipsing the best of what others have to offer.

At any given time, it could be me, could be you, and it could well be some of your shinier folk at present doing the eclipsing in your group. It's a hard ask to alter things away from that pattern, but it's definitely worth a go.

Use the techniques above, and encourage the relatively newer, fresher people to have their says. Their visions deserve air-time too.

Handle Disputes Carefully

One of the more difficult tasks that any Seneschal may have to undertake is handling disputes. Read the relevant sections of Kingdom Law and the Lochac Procedure Manual (See Check out the Resources above). Apply them!

Some basic points to bear in mind:

- Don't let people drag you into personal stuff.
- Put water on fires, do not add fuel.
- Remember that the rumour mill is just that and should never be respected – you have to hear as many sides to a story as you can
- Talk directly to those involved; do not rely on second or third-hand reports.
- Know who you can and can't work with; and be sure that the latter get justice too, even if it means delegating the task to someone else.

Also: if you see a problem brewing – especially if you directly witness problematic behaviour – you *don't* have to wait for someone else to raise a complaint. You can do it yourself, as you have both the power and the responsibility if it is damaging the group. But do make sure your intervention is timely, fair, and private.

Example: if someone is behaving very badly at a meeting, suspend it briefly and ask to speak to them in a private room or outside. Quietly explain the ill effects of their behaviour on the group and ask them to moderate it. Give them the choice of leaving if they prefer. Then resume the meeting.

You can't please everyone. You can't solve everyone's problems. But if you give it a genuinely good effort, then that is a good start. If things do prove intractable, or are costing you sleep, seek advice from the Kingdom Seneschal.

Mailing Lists

Behaviour on mailing lists is fundamentally a Seneschallate responsibility -- just like behaviour at events. Of course you can delegate that responsibility to a moderator or to your Webwright, just as at-event responsibility is delegated to stewards, constables etc.

Fundamentally, the rule for an SCA-owned or managed mailing list is the same rule as for other situations - everyone should treat others with respect and courtesy. Slagging, back-biting, flaming or trolling should all be privately admonished and publicly discouraged (i.e. generically -- naming no names).

If bad behaviour persists, the next escalation is to again talk with the offender privately, and to set a moderation flag for them in the mailing list software for a defined period. If

there are further repeats, consider removing them from the mailing list, and possibly other sanctions for egregiously bad cases.

Of course you should exercise sensible discretion - everyone can have a bad hair day (or moment) from time to time which can be overlooked. But if a mailing list even *starts* to feel like an unsafe place, become increasingly firm with everyone who abuses it, whatever their rank or experience.

In such cases, also consider adding a footer to all list posts for a period of 3-6 months or so, saying "List rule: you must treat others with respect and courtesy", This sort of response usually works - problems subside rapidly once it's clear you are prepared to take action.

Avoid Burnout

The SCA tends to be a way of life, and as such can be very full-on. Watch for burnout in yourself and your officer corps.

A good way to do this is to build your group and strengthen its members so that the same small subset of people doesn't have to always be called on. Encourage a variety of activities and different scales of events to keep things fresh and give different people a chance to be involved.

For yourself: pace yourself. If you need to take a break, do so. Remember that you have just as much right to have fun as any other member of the populace.

Most importantly, *if you can't stand the heat, get out of the kitchen*. This may mean that if you cannot cope, you may need to stop. For many and varied reasons (both SCA and mundanely), you may find that there are factors contributing to you not coping with your office. Take a break and get your deputy to act for a while. Or quit while you are ahead.

Don't let the wheels fall off completely, it's not fair on yourself or the group. *It is acceptable to call it quits when you need to.*

And don't forget to laugh at yourself from time to time, it's easy to forget your sense of humour.

Golden Rules

Whatever you do should be reasonable.

Try to break goals down into achievable portions that can be shared out.

Decisions with long term-effects should be discussed with as many people as possible so that the whole group has ownership and understands why such moves are being made.

Always try to make it fun for as many people as possible – including yourself!

And once again:

“Never ascribe to malice that which is adequately explained by incompetence”

Web instructions for new Group Seneschals

1. College of Seneschals (CoS) mailing list

This email list is for all group Seneschals throughout Lochac, their deputies and hospitallers (if they wish) as well as the Kingdom Seneschal. It is a good first point of call when you have a question, carries announcements and commentary, and gives you access to a range of friendly advice and experience on issues relating to your role.

Point your web browser at this page: <http://lochac.sca.org/mailman/listinfo/cos>

Joining is fairly simple. You enter your email address, your name, and a password (twice). Your subscription has to be confirmed by the Kingdom Seneschal. Once that's done, send an email to the list at: cos@lochac.sca.org introducing yourself, saying who you are and what group you are from, and saying hello to your fellow Seneschals.

2. Kingdom Seneschal's Web site

Familiarise yourself with the Kingdom Seneschal's Web site, here:

<http://lochac.sca.org/seneschal/>

Bookmark this site and visit it at least once per month. This site contains the Book of Laws, links to things like Corpora, administration handbooks, this document, etc.

For recruitment resources, don't miss the Kingdom Hospitaller's site too!

3. Seneschal's Database and Reporting

Starting at the Kingdom Seneschal's web site, click on Quarterly Report. Or go here directly:

http://lochac.sca.org/seneschal/database/index.php/quarterly_report

As a group seneschal, log in to this site as *seneschal* with a password of *remnant* – both LOWER case! Then select your group name from the drop down list.

Do this as soon as you take office as Seneschal so you can update the Kingdom Roster. Basically, change the address details and file an otherwise-empty quarterly report. The details you enter here go directly into Pegasus, the Kingdom newsletter. You can't change your details in Pegasus without changing them here first.

Remember to update your details here when you move house, get a new phone number, etc. When you need to make a change, select your group from the drop-down list and

your details will be displayed. Correct them and press “Send Report” at the bottom of the page.

This is also where you will post your quarterly or six-monthly reports. For a schedule of when reports are due, see <http://lochac.sca.org/seneschal/incoming-reports.htm>

To submit your report, you’ll need to fill in all of the boxes before you press “Send Report”. Here’s a list of the main report categories:

**STATISTICS -- Members:
Active Non-Members (est.):
Total Funds:**

Summary of Regular Activities

**Special Achievements
and Ideas That Worked (please *do* share these on the CoS mailing list also)**

Summary of Events

Problems of Note (*feel free to share these on the CoS list, de-identified if necessary*)

Questions

Plans for the future, ideas etc.

General Comments

Officers -- summary of reports

Marshal

Herald

Arts and Sciences

Reeve

Constable

Chirurgeon

Chronicler and/or Webminister

Chatelaine/Hospitaller

Lists

Strong hint: It’s probably best to prepare your report initially as a Word or text document that you can file locally for future reference. Then cut and paste from that into appropriate categories of the report form. If you have any trouble using the Report form, email your report in instead, and mention the difficulties (with details, so the problem can be sorted out for you).

Very strong hint: Be thorough, but *be concise*. For example, brief event summaries are better than copies of full event reports! The Kingdom Seneschal’s reports to the Crown and Society Seneschal in 2010 were 60-90 pages long, mainly because of the length of the group reports it contains. Save paper (and tired eyes!) by sticking to the key information.

The database also provides information on other matters such as postcodes assigned to your group, the contact information for your B&B (if any) and the full roster of seneschals. For Australian groups, the Manage Group Email Aliases tool allows you to set or alter the destinations of email addresses like officetitle@yourgroup.lochac.sca.org, e.g. seneschal@stormhold.lochac.sca.org. (New Zealand groups use a different mechanism for that, managed by each group's webwright).

4. Registry and Membership information

Both the SCAA and SCANZ operate a local Registry system and, as a Seneschal, you have special access so you can find out:

- How many members does your group have (and its sub-groups, if any)?
- Who are they, and when does their membership expire?
- Are your officers members? (they need to be)
- What is their email address, postcode and telephone number?

The Kingdom Seneschal will arrange this access for you when you are appointed – *provided* you **first** update your details in the Seneschallate database per section 3 above. Once it has been set up, go to <http://lochac.sca.org/members.html> and log in with your normal SCA membership number and password. You should see a line like this just after the Welcome message:

Your membership is valid until **Jan 31, 2012**. You are the Seneschal of [Southron Gaard](#).

Click on your group's name to see its membership listing. People whose membership has expired will still be listed, with their expiry date shown in red. You will see their email address, and can hover your mouse over it to get still more contact information.

A link to the above report can also be found under the "Download SCA Reports and Documents" option on the main online menu, along with a link to a "Lochac Revocations and Denials" report.

Please use the group membership listing to:

- a) Verify that officers, stewards and subgroup officers etc. are members - insurance and SCA Inc. requirements are quite clear on this
- b) Check that your groups and subgroups are meeting membership count requirements, and find a way to resolve the issue if not
- c) Obtain the stats now being requested in the quarterly Seneschal's report

Another report that may interest you is a historic record of group membership numbers over time. In Membership Services, select "Download SCA Reports and Documents",

then right click and Save-as the MonthlyTotalsReport.csv document. This can be loaded and viewed in spreadsheet or database software such as Excel.

Finally, as Seneschal, you'll also get a reminder email whenever anyone who lives in your group's area either signs up or renews as a member. For newcomers in particular, *be sure to get in touch and make them feel welcome!*

Credits

This handbook is derived from the **New Group Guide** (see the Kingdom Seneschal's website) which was developed in Lochac over many years, and included work from:

Justin du Coeur (Mark Waks, East Kingdom – *much original content*)

Master Delbert von Strassburg (Del Elson)

Don Emrys Tudur (Matthew Mole)

Mistress Finnabhair an Einigh ui Binnech

and

Sir Peter du Gaunt Noir (Peter Fryer – *many revisions, 2009-10*)

Mistress Katherine Kerr (Vicki Hyde, *who extracted the content for the **New Seneschal's Handbook***)

Master Bartholomew Baskin (Peter Hyde – *final revisions and additions in 2010-2011*)

Finally, thanks to all those who have previously contributed but whose efforts remain unidentified.