Society for Creative Anachronism Ltd (Australia)
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SCA Ltd Board Meeting: PUBLIC Minutes. Meeting held on: 22nd October 2026 7:30pm AEDT

Category	Description	Action Required
Attending:	Catherine Connor (Chair), Nicole Hellessey (Secretary), Rhys Howitt (Treasurer), Craig Hutchinson, Amanda L'Estelle, Jo McKaskill, Simon Miller (Deputy Chair), David Potter	
Observers:	Tegan Hunter (Kingdom Seneschal), Megan Watts (DEIB Officer)	
Acknowledgement and Welcome to Country/ Meeting Start:	7:38pm AEDT	
Apologies:		
1 Conflict of interest disclosures:	No conflicts of interest were identified	
2 Minutes of the previous meeting and actions arising	**MOTION:** Minutes from meeting held September 24th 2026, be approved. Moved: Simon Seconded: Nicole All for. None against. No abstains. **Motion Passed.**	Secretary to upload to website
	Digital Authorisation Cards – No update this month	
	Siege/Legal Weapons – No updates for at least another month at the moment	Craig to continue progressing
	Information Management Policy – Feedback received from Nicole, to be sent onto Rhys from David. Rhys would also like the Board to go through key points.	Rhys to send to Chair and David
	Financial Policy – No updates until Info Mang Policy finalised.	Rhys to send to Rebecca Garney for comments once back
	Warranted Officer Policy – to be inline with SCANZ, needs someone to take this on. Need to contact SCANZ and see if they are okay with us Cut and Pasting it.	Secretary to contact SCANZ for their policy and see if happy with us Cut and Pasting it
	Health and Safety Officer – This is going ahead at KS insistence. KS has stated Chirurgeon and Constable will be rolled into this one role together. KS has offered current Chirurgeon and Constable to be first H&S Officer to help fill it out and flesh it out together as first ones in that role. Rhys - This is likely to put more workload on local reeves, may be an issue regarding constable forms and the like. Should also consult populace. Milly – only being removed at Kingdom level not Barony/group level. Can still have for large event, but not needed at national level. Local level can report to H&S Officer and local Seneschal or relevant event steward. Jo – A lot of legislative requirements for WHS type stuff, but do people need to be qualified for something like this? Simon – requirement for first aid qual, but WHS is a bit different	Will need to add to Constitution, create role description and outline and advertise when time Need to check if we would be under WHS legislation

	Bullying and Harassment Policy - Simon has had a look over it	Ongoing
	Constitution Definitions – "SCA Ltd will not release a list of members/shareholders to the public under any circumstances and will only release it to Paid Members on reasonable request." To be added next week.	To be added to Constitution by Secretary.
	Food Safety Policy – David currently setting up meeting for end of month to start real progress. Most agree that feasts are not exempt from legislation around sale of food.	David has started discussions with members of Cooks Guild.
	NOTE: other actions arising are listed in position reports	
3 In camera	**REDACTED**	
4 Speaking as a Board Member/Environmental Scanning	None	
5 Chair's report	This past couple of months I have been unable to chair two meetings and attend another due to ill health. I'd like to thank Simon most sincerely for stepping in and for taking lead in the unfortunate events of Spring War. Thank you all for your measured consideration. I'd like to officially welcome Jo to the Board. I look forward to working with you. I have become quite concerned with various instances of poor behaviour, ranging from serious to minor rudeness. I'd like to take this opportunity to remind everyone in our fair Kingdom that we have a code of conduct. I would encourage folks to read it and live your SCA life in the finest traditions of Chivalry and Courtesy that our Founders envisaged. The Code of Conduct can be found here. I'd also like to welcome Rhys back to our shores. Lest I turn green do not tell me how wonderful the Greek Isles are. As you know, we have received the results of the Investigation into Sun of Attica. I would welcome your opinions on where to go now. We have also held a meeting to discuss the bad behaviour at Spring War. Alan Cheetham has replied to Simon's email, claiming that he has a form of Tourette's that means he is an oversharer. I have consulted with our DEIB Officer to ask if Tourette's is a valid defence on the charges he is facing. Her opinion is that Tourette's does not normally manifest in this way, and anyway, Child Safety trumps any disability. If he is over sharing these things, then the thoughts are there, and he is a hazard. Also, the way he was looking for the child in question after being told to leave does not speak of good intentions. He made my niece and another lady that I know of feel very uncomfortable and "creeped out". I am very grateful to those working to address the Marshalling issues. Following the Investigator's report, I feel this is of major concern. I asked Bart Beswick (Sir Ysambart Courtain) if he could work with Yevan and his team. Bart is a very experienced Marshall and has long been concerned with the standard of reporting. He	Secretary to put something into Announce about Code of Conduct

	has ideas of tying the Marshall reports into the Chirurgeonate, which I think is a great idea.	
6 Kingdom Seneschal's report	All is well in the Kingdom other than the backlog from being away. 1st event insurance being waived – PDF link sent to KS about Insurance FAQ "SCA doesn't pay, but no one does. There is no $10, no one pays or collects it. Sign non-member waiver, but no money is exchanged other than flat event fee"	Secretary to check Minutes for motion end of last year/early this year
	New Kingdom Laws **MOTION:** The Board moves to approve the new Kingdom Laws as sent by Crown and Kingdom Seneschal September 2026. Moved: Milly Seconded: Simon All for, none against. Rhys abstains. **Motion Passed.**	
7 Secretary's report	Correspondence Report – Current Registrar and the successful candidate Belinda Ostwald (THL Dorothye Torr) have been put in contact with each other. Hand over is taking place now for a formal handover in early December. Announcement has been made to Lochac email list.	
	Jo McKaskill has been added to the Board email list, Dropbox and is getting up to speed. Everyone please welcome Jo in 😊 Jo has their Director ID and been added to ASIC, still need to add to/ATO/ABR. Have updated Board Contact Us page accordingly.	Secretary to continue updating all portals to have current Director list up to date
	Have contacted Ray Gleeson (Gomez) about Alt Royal List proposal to SCA Inc. He is happy to take this on and hopes to have something substantive by the end of the year.	Secretary to check in on Gomez's progress
	KSMO – AI policy needed for Australia specifically, will utilise SCA Inc policy and adapt to fit our needs	Secretary to contact KSMO about new policy needs
8 Treasurer's report	On 21 Oct 2026, there was $42,625 in the Corporate account and $2,491 in the Credit Card. Notable payments recently: * $428 annual ASIC fees	
	Rebecca Garnsey continues to operate as the organisation's volunteer accountant, and she's continuing to resolve longstanding anomalies in the accounts, most recently an open repayment from 2014. There are many of these, and I would have tackled them myself, but Rebecca is much more capable. Krae Glas and Ynys Fawr have joined the Westpac EFTPOS Air trial, but don't seem to have operated it yet, for (e.g. weekly activity payments on mobile phones). Westpac's procedures for these things have been causing Exchequer (Nico) some serious frustration, and they are now working with him to make things better for everybody. In general, EFTPOS Air is working well for the groups already using it. Max (Rowany Reeve) is interested in using the Westpac OnlinePay facility we are now using for memberships, to pay for events (non-Rowany Festival events). He is working with Exchequer to evaluate	

our options, including existing WordPress plugins. Currently Max has Treasurer's permission to trial the TryBooking system for Rowany Yule.
Booking and paying at same time, and including allergens and severity in booking as well – ongoing idea to work on
Innilgard was seeking Board approval to pay the annual fees for their storage locker, $3,761. If we haven't already done so, can we approve that please?

MOTION:

To approve the lease of the Innilgard storage locker as per the agreement they have arranged too, to the sum of $3,761 for the year.
Moved: Rhys Seconded: Craig
All for, none against. No abstains. **Motion Passed.**

9 General Business

DEIB Poll results that DEIB Officer sent to Board
No general agreement by Board members on answers to any questions raised. See attached document for slides.
Slide 2 – Training needs to improve on DEIB topics
Slide 4 – Volunteer accident insurance not covered, also no agreement on that, affordable for well under $12k and would cover us for anything we need. SCA would be liable if volunteer sued for injury while doing job. Rhys to investigate if we do in fact have it.

Rhys to look into details if we do.

Slide 10 – Range of answers – easy to put something up on websites
Add "SCA is an inclusive space that welcomes all people…" on all webpages as boilerplate statement, link to CoC and DEIB statement.

Secretary to add to DEIB page, and to contact Masonry

Slide 11 – Active recruitment on diverse backgrounds – something to be aware of
Slide 14 – Reporting demographics to be worked on with incoming Registrar, David strongly suggests we remain blind to demographics
Mandy - if we collect demographic information what would we do with it? Megan - We have baseline to look at and refer too for change over time.

Secretary to keep across this with Registrar and DEIB Officer

Slide 16 – Adapting training to people – be aware of
Slide 17 – Risk Management – Already on action item list, Disability Ombudsman would be tough place to find ourselves
Rhys - could you pls take as an action to provide a summary of *which* ombudsman applies, and what their responsibility for NFPs is?

DEIB Officer to investigate which ombudsman apply and how

Slide 18 – do we celebrate diversity? Range of answers – part of DEIB role, posting to Facebook for women's day, pride month, etc.

Diversity Council – Sent out on Sep 24th, no responses yet. Silence equals consent at this stage. Announcement to be made for people to join soon to Facebook and Announce List.

Acknowledgement of Country Position paper – Crux
Recommends to request sample before inclusion in Book in Ceremonies, and for B&B or Crown to be included in discussion of any non-standard wording.

MOTION:

	The Board requests to view the sample Acknowledgements of Country before they are included in the Book of Ceremonies. The Board requires an amendment to the Book of Ceremonies to ensure that the Crown and/or local Baronage have approved the wording of any Acknowledgement of Country that is not spoken by them in their Court. Moved: Megan Seconded: Craig 7 for, none against, Simon abstains. **Motion Passed.**	Secretary to contact Crux with recommendations
10 Motions out of Session	**MOTION:** The Board moves to appoint Belinda Ostwald (THL Dorothye Torr) as Registrar for SCA (Australia) Ltd. Moved: Nicole Seconded: Rhys All for, none against. No abstains. **Motion passed** (October 13th, 2026)	
Next Meeting:	Tuesday 7.30pm AEDT November 17th , 2026 (Australian Eastern Daylight Savings Time) (to be updated according to poll results)	
Meeting Close	9:21pm	

Actions to be completed	
All:	Look at SCANZ policy around Warranted Officers Health and Safety Officer – Need someone to take it on, must be functional role in 12 months' time (Will need to add to Constitution, create role description and outline and advertise when time) Risk Policy/Management – need to contact David Hurst (Gib) willing to help with policy Need to check if SCA Ltd falls under most corporate WHS legislation or not (quals required?)
Chair:	Chair to continue progressing SCANZ Affiliation Agreement update
Secretary:	Secretary to continue updating all portals (ATO/ABR) to have current Director list up to date Secretary to contact Crux about updating Ceremonies Book Secretary to contact Gomez about progressing Alt Royal List proposal Secretary to contact KSMO about new policy needs regarding AI usage Secretary to upload September minutes to website Secretary to contact SCANZ and take their policy around Warranted Officers for updating to AUS Secretary to add member/shareholder statement to Constitution Secretary to put something into Announce about Code of Conduct Secretary to check Minutes for motion end of last year/early this year about 1st event waiver being free Secretary to add flags and statement to DEIB Board page, and to contact Masonry/Webwright regarding adding blanket statement with 2 hyperlinks (CoC and DEIB statement) to all websites
Treasurer:	Look into amount to increase membership fees in the next 12-18 months Treasurer to send most up-to-date version of Info Management Policy to Chair and David Contact Rebecca Garnsey for Financial Policy feedback Treasurer to look into details if we have Volunteer Accident Insurance or not.
Kingdom seneschal:	KS to confirm with Judith about summary report
Other	Simon to discuss digital authorisation cards with Jeremy Gregson and Alex West. David and Simon need to enter fighters chat to bring UI and database together. Craig to continue following up siege weapons with KEM and Society Marshalate David to continue working with Cook's Guild to go over Food Safety Policy updates Simon to continue updating Bullying and Harassment Policy (Almost Done!) Simon to continue collecting evidence from Barony officers and reach out to Simon Gerrard directly DEIB Officer to work with Board and Registrar on adding optional data collection questions to membership forms to generate demography data as baseline DEIB Officer to investigate which ombudsman's we fall under regarding Disability Act and Discrimination Act.