

TL;DR Please consider signing this petition to the SCA Board of Directors, calling on them to restructure the organization such that it's able to meaningfully serve its members and to continue to survive as a now multi-million-dollar, multinational tax-exempt organization.

We've recently seen a series of missteps taken and doubled-down on by the SCA's BOD and corporate officers - some of which are embarrassing, some hurtful, and some that open the organization to severe legal liability and that may even jeopardize our ability to carry insurance. It's clear to me that the board of such a wide-ranging organization needs to be supported by corporate officers with professional backgrounds in nonprofit management, who can advise directors on how to write, parse, and correctly and objectively apply the organization's rules and governing documents, and on how to stay on the right side of the law (*real* law). It's not a matter of whether people are hard-working or well-meaning - a multinational, multi-million-dollar organization needs to be run by professionals. We have grown out of the "all-volunteer" model.

The SCA is no longer serving its constituents well, there are indications that it's not managing its money well, other indications that it's lost significant membership since 2020, and the degree to which it's fulfilling its tax-exempt purpose is questionable. I don't want to see us lose any more members OR our tax-exempt status, OR our insurance, so I'm calling on the BOD to undertake direly-needed reforms. Please read the petition, and if you agree, please sign (scroll to the bottom of this post to see how). I will leave this petition open for signatures through the end of August (2023).

You can read in the attached petition what exactly is being called for (don't worry, it's not long, and not overly specific). In the rest of this post, I'll try to address some questions I anticipate people might have, but feel free to ask questions in the comments if you have one that isn't addressed here! Scroll to the bottom for "How do I sign?"

"A while ago, people were talking about a BOD recall petition. Is that what this is?"

NO, it is not. I actually don't think that the individuals on the BOD are the problem. Those who I know there are good people who I respect and trust. They're the types of people I'd vote for if I had a vote. Rather, I think this issue is systemic. The SCA lacks the corporate infrastructure, training, and corporate expertise that a non-profit of this size needs to support the BOD in accomplishing its mission. I don't think that flushing the BOD and replacing it with all new members would accomplish anything. Rather, this petition targets the systemic issue that prevents the BOD from adequately serving the organization. It lays out the expectations of the organization's donors and stakeholders (ie - us) to the Board of Directors - to establish the infrastructure needed to run this tax exempt organization in a responsible manner.

"Do you really think the BOD will do this if we get enough signatures?"

I have no idea! I mean it's possible. But I don't have a great deal of confidence that this petition will be *the thing* that makes the BOD run this organization in a professional manner, because I don't think there is *a* thing that will definitively accomplish that. Rather, this is one powerful

way of communicating a message that, to be effective, needs to come from many people, in many ways, to many audiences. Those many audiences include:

- 1) The Board of Directors, as a body
- 2) Any individual directors or officers who are open to change and might be in a position to influence the rest of the board
- 3) Incoming directors and director nominees
- 4) Courts or the IRS in the event of a lawsuit or an audit

So please sign and share this, but also keep talking about this. Keep writing the BOD. And keep reminding them that they can and really need to act before that last audience comes along.

“Who should sign?”

Anyone who is involved with the SCA in any capacity, and who agrees with the message in this petition, should sign. You do NOT have to be a member to sign. If you participate in SCA activities (even just local ones), you’re a stakeholder - you’re still a recipient of services, and you may still be a donor (or a potential future donor). Your voice and your opinion matters.

“I agree with the message, but I’m a peer/officer/volunteer/royalty. Wouldn't my signing be unseemly?”

Officers and volunteers can and SHOULD sign, if this petition aligns with your thinking and values. You are a key stakeholder, and your service should never strip you of having a voice in this organization, *especially* as mistreatment of volunteers is a key issue. And I hope it goes without saying, but rank plays NO role in who should sign this. Even the newest Scadian deserves to have a voice. And if a peer is concerned about the weight their voice might carry, then I say use that in the service of what you believe is right.

“How do I sign?”

You have two options:

- 1) Print the form out, sign it, and mail it to:
P.O. Box 212
10125 Colesville Rd.
Silver Spring, MD 20901

Feel free to gather signatures before you send it in! Please print and mail the *entire* form, not just the signature page, so it’s clear that signatories read the petition. If you’re gathering signatures, feel free to print out as many of the signature forms as you need!

- 2) Fill out this handy-dandy online form: <https://forms.gle/Lcy65n8GXUDpSjF86> You will need a Google account to complete the form. (This does *not* have to be the email you

list in the petition.) You will need to upload an image of your signature. You can do this either by printing and signing and then uploading a scan or an image to the form, or by signing on a touch screen and uploading that image. You **must** submit the signature through the form; I cannot accept signatures through email. This is so that your signature is linked to your responses in the form. If you can't get this to work, you can still print and mail the petition linked above in the mail-in option.

Follow up question: "Why are you asking for the info you're asking for on the form?"

The BOD will only accept petitions that contain "verifiable signatures." This is why we need actual signatures and contact info, and not just names. The Society Seneschal has indicated that this will cut it, whereas something from a site like change.org won't.

The BOD also needs to know that signatories are the stakeholders who the SCA serves, and upon which it depends for financial support. This is why we ask if you participate in SCA activities and for your member number, if you have one. **THIS INFORMATION WILL BE SHARED** so please don't put your home address in there unless you're cool with that for some reason (actually just please don't). Your email is **fine.**

Thanks for reading,
Iselda de Narbonne, OL
mka Alexandra Evans