

## Q&A of Candidates for Baron and Baroness

Initial three questions turned in before meeting:

1. What do you see as the primary role of the Baron and Baroness of the group and how would you fulfil that role?
2. What is your vision of what the Barony can and should be?
3. How would you work to achieve that and grow the Barony?
  - a. Syr Christian Darmody and Mistress Lisette La Roux
    - i. Primary role: We are representing to the Kingdom our group as a whole. We are there to encourage, triumph, assist, and be the voice when others cannot, and make sure the rest of the Kingdom knows how awesome the Barony of Lochmere is (Lisette). Also we are supposed to represent to each other to the individual members in the Barony. It is not our job to be court and jury but it is our jobs to be mediators and try to keep the peace. You're supposed to be unbiased and treat people as individuals. No matter how much experience you have with the individuals, you need to be able to mediate between the two unbiased and fairly. So not just between us and the Kingdom but also to ourselves (Christian).
    - ii. Vision: We did try to talk about this in our LOI, but as a whole the vision is to be bigger and better, grander and fabulous, and continue on the path we are currently on. Talking a big nut shell here, hard to put into one answer. It's just to keep the path we're on and continue to learn and grow as a Barony. Continue to educate and be a successful contributor to the Kingdom (Lisette).
    - iii. Grow: Large question, have many ideas. Looking into Balticon as an option and have a table there (believe we have done this in the past before). Have a more consistent presence in some of these options (Lisette). It may not be that we need to do something new but rehash what we have done before. Perhaps put new breath into it, a little more energy into it. Our Barony doesn't need to explode, but continue its course. I believe the Barony as a whole has been healthy with the exception of wanting more help (that is something that needs to be nurtured from inside). We don't need to go into a big campaign to get more people, we just need to make sure what we do continues down the right path and steady the course instead of derailing (Christian).
  - b. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
    - i. Primary role: We are the representatives of the Barony. We are here to uplift you all and to promote our Barony with all the Arts and Sciences, the fighting, on the field, wherever (Sarra). I think that being Baron definitely is a big responsibility. I don't think any of us here would enter into that lightly. I think that we're here to make sure that people are properly represented, Kingdom wide. And that we're also there to help and assist those that need help within the Barony. We do our best to go to Scriptoriums, help people with armor, do service to the Barony as well. We try to have a presence in those types of activities. These definitely help to build the Barony by leading by example (Cormacc).

- ii. Vision: I love the Barony, I love Lochmere, and I think we are awesome. We have great artisans, great people who provide awesome services to the Kingdom, and to the Barony. I want to continue to nurture that and I would also like to grow that primarily by ensuring that people have what they need for support and being there to help early and often (Cormacc).
  - iii. Grow: I would like to engage with examples like Balticon, or things like that. I'd also like to reach out to the local colleges and try and coordinate at least, not necessarily a fighting demo, maybe arts and sciences demo, things like that, so we can at least try and reach to a younger generation and try to get more people interested in this as well. We don't do enough to reach out to military people, I understand that they are here and gone but on Fort Meade there is a rather large contingent of people who live in the barracks who don't have a whole lot to do. I am an ID holder and can get on Fort Meade. I would like to try and have demonstrations there, not necessarily fighting, but get out and engaged with something on post and have a booth there and people can come and ask questions (Cormacc). I think if we talk to our newcomers that have joined within the last year, ask them what would have brought them in earlier, how you found out about us, we could use that information (Sarra).
- c. Griffin Warwick (not present) and Cassair Warwick
  - i. Primary role: One of the primary roles is to make sure you guys are having a good time playing this game, make sure you're enjoying it, as well as making sure the Kingdom recognizes people and knows what the people in our Barony are doing, how they are supporting the Barony and the Kingdom.
  - ii. Vision: We'd like to see more heavy fighting (close to Griffin's heart) and arts and sciences, and being recognized by the Kingdom. We'd like to see us doing more Kingdom things so we are more recognized by the Kingdom.
  - iii. Grow: Everyone has said everything already. Griffin and I talked at breakfast this morning and we know that Anne Arundel County has a history club, or something like that we could look into. We can look into the community college and doing a demo for them. Everybody has had great ideas already, Balticon, etc.
- d. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
  - i. Primary role: For those who don't know me I am originally from Dun Carraig and for some reason I have been hanging around Lochmere a lot for the past several years. It's hard to add to what people have said before because everyone realizes what a Baron and Baroness' responsibilities are. We are the focal point of the Barony. The intent is to represent the Barony to the Kingdom and also to support the people within the Barony in an even handed way. There cannot be sides or factions within the Barony, you are supporting the entire group (Phillip). One of the things I see the Baron and Baroness is that they are not just figure heads, we are leaders. We are here to inspire and to lead people into making the Barony a warm welcoming place. We have all heard this before, we are all Chatelaines for the SCA and we need to promote that idea within ourselves. We need to lead the people by example. I'm going to show you that I am going to be working my butt off to show you I want to be doing something good too. We are doers, not just liaisons. My primary

focus is to listen, and to be the shoulder that you need to lean on, to be a guiding voice when you need it. We're are going to be there to help you (Genevieve).

- ii. Vision: Any group is going to have to evolve and grow over time. We need to not get stagnant in certain areas because we always do things the same way. We need to expand on that and it's already been mentioned with the fighting and art and sciences, etc. We need to take what we're doing and move forward with it as much as possible (Phillip).
  - iii. Grow: Making things bigger and better is something we'd like to see for the Barony. To get more involved at Kingdom level events and to put our name out there. Word of mouth is our biggest advertisement and not just for Baronial growth. My focus is not just making the Barony grow with newcomers but getting some of the old members back. Membership retainment is as important as getting someone off the street. We need to say hey, come back to the SCA, we're bigger, better, and different. We're the new and improved Lochmere (Genevieve).
- e. Master Kryss Kostarev and Dame Dealla Cohen
- i. Primary role: All that and... As the Seneschal is the administrative leader of the group, the Baron and Baroness are the ceremonial leaders of the group. Some people are in it for one aspect of the SCA and don't care about the ceremony but some people are in it for the ceremonial aspect, for the pomp and circumstance, for the glory, or for just the beauty of the ceremonial aspects of the SCA. I think that is a very important part of the Baron and Baroness' role (Kryss).
  - ii. Vision: She covered our last point! Like to see more demos, whether through one of the cons. We started out as an educational organization. I know it's hard for some people to make it to day time demos during the week but there are times when we have done stuff in the evenings for Boy Scout troops and things like that. We need to look towards things like that to help us keep everything going (Dealla). We both want to make the SCA more fun, no matter who is elected, we want more fun in Lochmere. We have both been in the SCA a long time, and that is something we really miss from the early days, some silliness, some fun (Kryss).
  - iii. Grow: Bringing back and retaining those that have left, not just for disillusionment, but also for burnout. Try to encourage the people to try something different. Try something new, we have these A&S days, and multipurpose days, keep that going, and encourage not only newcomers but potential returnees to participate in those too (Dealla).
4. Why do you think that you are the best person for the job?
- a. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
    - i. We would like to do it because we like to serve, however with that said I think any of us would be good at the job. We enjoy the pomp and circumstance of being here, being in the SCA and representing the Barony. I think I can do it (Sarra). I know she can! I know because I have known her for some time and I know she is capable. I promise you that if we are selected we will do the best job that we can (Cormacc).

- b. Griffin Warwick (not present) and Cassair Warwick
  - i. I think any of us are great candidates. I was ready to do this the last time we put our names in and we are ready to do it again. We want to do this for the Barony.
- c. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
  - i. I've done this for a different Barony and I enjoyed it. I think that Lochmere is an awesome place and I always enjoy myself when I am here. It would be an honor to represent this group and I think I can do a very good job, I think we could do a very good job at it (Phillip). We can do a good job because of experience (Genevieve). Yes, I have experience, gray hair (Phillip). During the last polling we were gunning for this position. We knew we could make big improvements to how the Barony was in the past. Obviously Gabe and Avice got the polling, and they have done a fantastic job. They have really brought the Barony up several steps in esteem, not just in the Barony's eyes, but the Kingdom's as well. They really haven't left a lot of room for improvement but I believe we would be the best to keep the momentum and spirit going and keep Lochmere moving forward (Genevieve).
- d. Master Kryss Kostarev and Dame Dealla Cohen
  - i. We agree that the job of Baron and Baroness is very difficult, we do have great candidates here but Dealla and I are the best candidates. We have a depth and breadth of experience that none of the other sets of candidates have. I have been in the SCA since 1983 and Dealla since 1988. Dealla has been dedicated to Atlantia and Lochmere for her entire SCA career so she has a depth her in Atlantia, knows the area well. I have a breadth of experience across four Kingdoms. I have done almost every position there is to be done in the SCA, almost every officer in the SCA (Kryss). We have both tried just about everything out there from fighting, to cooking, to armoring, singing, making clothes, heralding. We've got a wide breadth of knowledge in all the different areas. Not saying we have been good at all of them, but we've tried and have at least experienced them (Dealla).
- e. Syr Christian Darmody and Mistress Lisette La Roux
  - i. I think we would be an excellent choice, mainly because we have a varied set of skills. We have a varied audience of friends and acquaintances that we have made up. Christian has obviously has been in it significantly longer than I have. I have been in the Barony since 2000 but I have a newer experience and he has an older experience, so the breadth of people within our circle, and the breadth of activities that we cover is a variety. Hopefully what this would do is represent each one of you in some way or another (Lisette). All the people who are founding members, and I count that the year before and after, raise your hand. So I can ask each one of you why are you still here? Because you love this Barony, the people you are sitting next to, because you enjoy spending time with each and every one of them. I've spent time with each of you at certain times, I enjoy our conversations, our time together. I can say that for our Barony, I can say that for almost any Barony. I have an established relationship with peers that goes back 30 years and I have established relationships with people that have done it for four. Whether it's

the 35 or the four, or one year relationship, it's about the relationships, having fun. It's about being a family and enjoying your common interests. That's why I know I can do the best job, I want to be and continue to be friends with everyone in this room, if not a family member. I have that here and the Kingdom. I'm not as active as some of the people sitting here, but it's like going home and feeling warmth with people you know and have a common bond with. And that is why I know I have a connection with the majority of you and if I don't I will certainly establish that. That goes back to being around awhile and that is why I keep coming back to the SCA because of the friendships and relationships you establish. I believe that is the core to representing and growing what we've got here (Christian).

5. Can you give us an example of how you have in the past built consensus that are needed to work towards a goal, either at work or the SCA? Or, if you can't do that how would you build a consensus?
  - a. Griffin Warwick (not present) and Cassair Warwick
    - i. At work, I work with a team, generally it's through email or instant messaging to say hey this is how I think it should work, until we come to our face to face weekly meetings. I might use that method. I would think as the figure head you have to work with your Seneschal, the Baron and Baroness need to be able to say this is the decision. Between the Seneschal, the Baron, and Baroness, somebody has to say here's what we're doing. Somebody has to take charge occasionally. There will be times when you have to give a little, and say ok we understand your point. But there are also times when you just have to say we're in charge and this is how we're doing it. It may be tough, but that is how you try to keep things fun without it getting out of control. Griffin is a supervisor at work and works with teams all the time. So he may have more control over that than I do.
  - b. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
    - i. I don't have that kind of experience, I'm an instructor and run a classroom and pretty much what I say goes. She is the manager type so I will defer to her on that. But in the past in the SCA when I had a position of authority, being an autocrat, head cook, being the Baron you work for a consensus. You do have to work with the Seneschal as a Baron because there are things going on that we have to take into account. Try to take opinions of people, listen to diverse opinions as well. We have to make a decision and it will be made by the people in charge (Phillip). At work in the real life I am a supervisor with a small staff of four people. I would never ask my team to do anything that I personally wouldn't do. In order to gain consensus among the people that I work with, you know we sit around and we pow-wow. I'm an engineering geologist for the state highway, so there is always more than one way to skin the proverbial rabbit. We will sit around and we will pow-wow on how a certain job should be approached. I have two geotechnical engineers and two geologists that work for me. The geotechs might have one idea where the geologists have a totally different opinion. We approach different problems in a multitude of ways. We come down to what amounts to be the fastest and cheapest, most expedient manner to get something done. That is how I would

approach problems in the SCA, problems or projects. It all comes down to a communication, are you a good communicator? b. do you know how to negotiate? It's all about compromise. So you have to be able to know how to give, but also be a taker because that is what compromise is about.

c. Master Kryss Kostarev and Dame Dealla Cohen

i. It starts with good communication but as you said the devil is into details. You communicate with the various entities or groups you're trying to gain consensus with and you keep your goal in mind. You find out from each of these groups what's in it for them. How will this goal benefit them? That's how you approach it to them. How you get them to approach your goal, is to convince them that your goal is beneficial to them they will approach your goal because they are onboard with them (Kryss). I have always been known, at least as far as I know, people come to me as a good middle man. I will look at all the sides and be the first one to say I am not the decision maker. I have the capability of looking at all sides and pulling them all together and being a devil's advocate when needed. Maybe that is a good idea, just not in this situation, maybe next time around (Dealla).

d. Syr Christian Darmody and Mistress Lisette La Roux

i. So yes and yes. Some of the key points I want to reiterate that are specific to me is compromise. This is a volunteer organization. People are bringing to it what they can when they can. But what they are also bringing is information. Information is absolutely key. Gathering the information from varied sources was also brought up, is also important because with diversity we'll come up with the best answer. But specifics, as the University Chancellor, I've been put into the position to review bids at Kingdom level. Often sometimes we will get multiple bids and part of that is having to tell someone no. It's going to have to tell someone no who put in a lot of effort and it's not necessarily easy to do. So as long as I am honestly doing it from the best position possible with the overall goal, I can honestly say I am making the best decision. And to Dee's point in that situation it's always, not that this time, however, University is always going to be around, we have more sessions, this sounds like a great bid for this particular one, have you thought about winter? So, specific examples in that (Lisette). So like it's been said before, the thing is communication, information. You and I both want an orange. I want it because I want the peel, you want it for the fruit, somebody else might want it for the seeds. The key in making that fruit go and serve different purposes is communication. So you need to sit down, talk, come to conclusions, and compromise. Like what was said, with a realistic goal in mind. You can't necessarily go into it with, well yeah, this is what I want, only 10%. In all fairness this is a volunteer organization and we all have very different needs and wants. There needs to be compromise, this time, ok, we want to have this event with this focus and the side focus will be these two. We have to share, and in order to share we have to have open communication channels. We need to be able to talk to the group and play fair and play nice. That is sometimes difficult and it needs to be considered each time you approach a project. Whether it's your project or someone else's (Christian).

- e. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
  - i. I think that, for myself, when I usually have to do a group project I take my time, and I listen to other people. Because I think that getting other people's input, I mean for instance Crown Tournament, I had to listen to a lot of different people. And take my time, making decisions, because that is just the way I am. I think that is most important and also learn from other people. Learn from your own mistakes as well (Sarra). I can only amplify when answering this question on what everyone else said. Professionally I do Project Management so I have some experience on team building and consensus, and gaining consensus with people. Generally it's a tradeoff between ensuring that if it's not the decision that everyone wants, at least someone walks away with something. Spend a lot of time talking, it's very important. Like I said this has been overstated by this point (Cormacc).
- 6. Say you're asked by some young person I have played Live Action Role Playing for the past ten years, I've got all the clothes to get into the SCA, I love the art, I can do calligraphy, I'm interested, but it seems like you guys just hand out awards and I'm used to there being a point system. Why is the SCA better?
  - a. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
    - i. It's not better, it's different. A point system is obviously laid out but awards can seem arbitrary but very often someone receives an award, you can feel it in the room, everyone in the populace feels that they deserve that. Basically it is a different way of doing things (Phillip). In Live Action Role Playing positions you don't get the depth and the breadth of the history behind what you are doing. And that is what sets the SCA apart from the other organizations. We learn what we're doing and why we are doing it. Anything you can find in a modern setting, with the exception for electronics, which may not appeal to a millennial. You can pretty much take any parallel today and draw it back 100 or 1000 years or more due to activities that people did then. You don't get that in LARPing, you don't get that in Balticon (Genevieve).
  - b. Master Kryss Kostarev and Dame Dealla Cohen
    - i. Again, it's different, not necessarily different. Maybe a point system would be better, you get people that know what their goal is, you can build to it, and they know when they're going to get it. On the other hand the SCA awards are expected, sometimes unexpected. You don't often get awarded things and the rest of the room goes no he didn't deserve that. Occasionally that does happen. It's a different type of thing (Kryss). Sometimes it's the surprise of getting it, even if you haven't crossed every i or crossed every t, you've been there and doing it. It can make it more fun (Dealla).
  - c. Syr Christian Darmody and Mistress Lisette La Roux
    - i. My thing is that we're different, we're an educational organization. Whatever that means to whoever you are, it's making you grow as a person. Whether it is as a person, whether it is in an art, whether it is in a martial situation, it is the overall goal of the SCA to grow as a person. And that is where I think it is different (Lisette). I've been involved in different LARP groups, different interests, whether it be medieval, fantasy, steampunk, each has its own

benefits. So what makes it different is irrelevant. What makes it enjoyable to you? If its points, and that's your thing, the SCA may not appeal to you. The educational part, we are teaching you real world skills that are lost. What other groups have structured ways to learn card weaving? Spinning? Wood carving? Cooking from period sources using period materials? Knowing the archaeology, knowing the history, knowing the process. So if you're more of an intellectual, and I'm not trying to condescend to one's playing LARP, it's a heck of a lot of fun. It appeals to you in a different sense. More of a historian, more of an academic because there is a little more meat and potatoes to it. A little bit more reality. When friends ask me about the SCA, I tell them you're learning real world skills that aren't taught anymore and if they are you're paying an arm and a leg, 100's of 1000's of dollars to go to these workshops, but we're doing them out of the kindness of our hearts because we love it and enjoy it. And that's why, not necessarily better, but what the appeal is to me and what the SCA has held for me for so long (Christian).

- d. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
    - i. I think that whatever your geek happens to be is the thing that you should feed. I've never LARPed, it's never showed any interest to me personally but I don't hold anything against people who do enjoy LARPing. I think that the SCA is a place where you can show up and people will embrace you from the beginning and help you find whatever it is your passion is. My zeal for what the Society can offer to me is often tempered by my Lady because I see something, this is the thing that I can tell you for me that is the most awesome thing about it is when you're going to somebody and they are just so passionate about what they do and want to tell you about it, and want to teach you about it, and then all of a sudden you want to be involved in that too. It's infectious. For me I think the Society, if you let it, it becomes all consuming. All of your free time is spent thinking about things, if that's what you want to do, you can spend a lot of your free time doing whatever you love. That is why I think this Society is great. I love it (Cormacc).
  - e. Griffin Warwick (not present) and Cassair Warwick
    - i. I don't think I would tell them that the LARP and SCA are different. I would try to convince them to come experience it for themselves and have them figure out what is different. I can't tell them how they're going to experience it. Everybody gets a different take from the SCA. Everybody will experience it differently. I can't say this is what is different, it's different because we do this, or xyz. It's ---- come try it is what I would say. Don't try it, come experience it and then you'll know.
7. Our youth programs seems to be more tailored towards our gentle children. I see that our teenagers are wondering around with nothing to do. What would you do to embrace those teenagers and have things for them that make them want to continue on with the SCA as adults?
- a. Master Kryss Kostarev and Dame Dealla Cohen
    - i. Basically if you look at the last question, there is so much in the SCA that they can do (Dealla). Perhaps it just needs to be organized better so that we can have some kind of handbook, or something to talk to them to bring this all

together because it's not in such a way that they can access it easily so they know what to do. They can do so much stuff, perhaps we just need to communicate better. There are martial activities they can do, A&S (Kryss). There has been lots of talk at various events for things like scavenger hunts where they have to go and find the different activities, and things, and that's a good way for them to see what is going on in different areas. It has the opportunity to keep their interest as they look at what's going on around them rather than wondering around with their little crowd or hiding somewhere (Dealla).

- b. Syr Christian Darmody and Mistress Lisette La Roux
  - i. For me personally I think that we need to stop thinking about them as children. We need to start thinking of them as young adults. These are the people that we are giving these skills and tools to to be able to exist as adults in the SCA. I think that the activities are there, we need to help them find that niche. If they show an inkling we need to stoke that fire. They are young adults (Lisette). It is keystone for the SCA to involve its youth, to involve its young adults. We know we are all getting older and our membership isn't what it used to be. In order to engage the young adults we have amongst our populace now we need to include them as young adults and not children. We need to engage them, ask them what is appealing to them, maybe nothing and we can't change that. We need to explore what we could do. The mentorship that we do, we typically do it for each other, which is great, we should continue that. Encourage them to autocrat an event, tell them you can do it, I'll be there to catch you if you fall, I'll be there to hold you up and help you. Most importantly I will be there at the end to be proud of you. So we need to treat them as young adults, give them responsibility, give them a challenge, because they are going to be bored very easily. We have the skill set, regardless of who is selected, that is something we need to pick up, and maybe push forward and try to see if they are even interested. If they are, don't let them down, promote it (Christian).
- c. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
  - i. I know firsthand with this issue, you have to treat them like an adult. I think the best way to do that is to have peers and or mentors. Because I know for Gabe, he loved it when he was recognized by knights. He thought that was the greatest thing on Earth because he normally doesn't get that. We have another son who just isn't interested in the SCA. We all love it, he doesn't. So I think on a lot of aspects, some people just need to accept that. I think the mentorship is a great idea. I think asking them what they want to do. I know our Gabe likes playing games, and he likes not being with mom and dad. I know what you were saying about the youth thing, with the background checks and what not, that's going to be an issue. Some parents don't want to be there, taking care of their kids (Sarra).
- d. Griffin Warwick (not present) and Cassair Warwick
  - i. I have a different problem, mine is an adult, a young adult, and she is 21. She can go off on her own but wants to hang out with mommy and daddy when

she is at events. I honestly don't know what the best thing is to do. We do need to do something, mentors, but we don't know what the best thing is.

- e. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
  - i. I don't have children myself so I don't have as much experience as some of you. It seems that we have the Pages Academy and that seems to take the child up far enough to a certain age, but after that when they are in the awkward tween years, teenage years, there's basically been a disconnect. As it has been said, there are several things we can try. Try to expose the young people, children, to different types of activities in the SCA and try to encourage them. The mentor program is a great idea, but apart from that we have to let people find their own way, people's opinions change over time. I think the biggest thing is try to expose them to what is potentially available. There is a very broad area of knowledge and experience and expertise that we have in this group. Hopefully the child is, the young adult is mature enough to be able to make a decision, with some help, some direction (Phillip).
- 8. What is your time commitment as far as how many events you're going to average, plan to attend? Do you have a restriction on how far you are willing to go? There has been a lot of emphasis on the Baronial Pavilion going and hospitality at different events. Are you transporting it, what are you doing, keeping that? What are your thoughts about that?
  - a. Syr Christian Darmody and Mistress Lisette La Roux
    - i. Given the fact that we don't take this lightly, obviously as I don't think anyone up here does, these are topics that we have put to mind and are prepared to do all of those things in order to be serious about doing this. We'd be committed to two, at least two a month. The good thing about being two of us, we believe in dividing and conquering if we should have conflicts in certain areas. We do not have issues with travel. Europe looks nice this time of year, no problems with travel. We would maintain all the stuff because obviously we are not expecting those that have it now to continue to house it. I know she's pretty much, kick it out the door. Taking it, yes, obviously we'd want to take it because it is important that the group would have a place to be no matter where we are (Lisette).
  - b. Lord Cormacc us Rigan and Lady Sarra de Vicenza
    - i. In the last two years my Lady and I have attended, two years ago, I think we hit 19 events which is crazy. We did 14 events last year which was a little less crazy but we still did it. We have no problem traveling. We have no problem carrying the Baronial Day Shade at all and setting it up because we believe in having a place for our Barony to at least throw their armor down, or have a place to get a break from the sun. I think the only one I kind of winch at is the one in Augusta, which to me is a little painful. It only has a painful association because that is where Heather and I were married. Painful in a good way, right? I have no problem transporting the Baronial stuff to an event and setting it up and being there to provide refreshments, and other things like that, coordination, all that. We have no problem doing that (Cormacc).
  - c. Griffin Warwick (not present) and Cassair Warrick
    - i. Mistress Aryana had sent me a private message asking me about Lyle's work schedule. As you know he does work weekends but they are in the middle of

contact negotiations and he will have leave if the new contract goes through. This will help with him being able to attend events. If he can't go to an event I am always willing to go, because I have been going to a lot of events and that's by myself. So, at least I will travel if he cannot. And yes we are willing to take the Baronial tent and whatever needs to go and support the Barony outside the Barony. As far as local events, he may not be able to make it but again, if it's a night he is not working I will do my best to be there. I know that is a concern because of his job because he does work nights and weekends.

- d. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
    - i. My work schedule has changed and I am not traveling as much as I was. We both have SUVs and I picked up a trailer for Pensic last year, so transporting the Baronial equipment will not be an issue. I believe it is the Baron and Baroness' responsibility to go to as many nearby local events as possible to foster relationships with the other Baronies and other groups in the area and it goes without saying, any Kingdom event that comes up we should attend (Phillip).
  - e. Master Kryss Kostarev and Dame Dealla Cohen
    - i. I have almost no restrictions on travel and Dealla has only the puppy for restrictive travel and she does have people that can dog sit for her if she needs to travel. I believe we should go to all the local events we possibly can and all Kingdom events we possibly can. A few local events, other than that are known to us, and far away. I actually have no problem going to Georgia once in a while because I have family there that would be delighted to see me (Kryss).
9. For those of you who have active interests that occupy your time at events you go to currently, variety of interests, cooking, fighting, thrown weapons, you name it. How would you handle that time as B&B?
- a. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
    - i. I think as an active fighter, I think that as Baron I can represent the Barony as well. I really want to make others know, especially southern fighters, know who we are, and being on the field helps. I also understand that I have to split time with the thing that I like doing and the thing I will love doing by being the Baron. We would definitely make sure that time was allowed for, making sure we are covering down and supporting other Baronial members the best we can while at events doing the things that we like to do (Cormacc).
  - b. Griffin Warwick and Cassair Warwick
    - i. Griffin feels the same way about the fighting. He would really like to see a fighting Baron out there fighting for Lochmere. As far as my interests, I don't think I will be retaining, I can still retain for their Majesties, I've seen Avice doing it at events occasionally. (Avice: not so much). But you probably won't see as many court pictures from me, but I can still take pictures of arts and sciences when our Barony puts things out. I can take pictures of the fighting, I can still do it, and still enjoy being Baron and Baroness.
  - c. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche



we would do anything different. I don't know what we would do new. I'd have to look at it and think about that. I'd definitely want to keep it.

- b. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
  - i. The treaties that were done by the previous Baron and Baroness should stand until at least reviewed until they are renegotiated again and make a better deal for Lochmere. Possibly make treaties with other groups as well, I don't know, let's see what happens. I don't see changing the Baronage would cause any difference in the treaties at least immediately, needs to be reviewed and evaluated, initially carry on (Phillip).
- c. Master Kryss Kostarev and Dame Dealla Cohen
  - i. I would keep the treaty with Bright Hills and possibly expand on it a little. It's great for the Crown and we should do more with that. I think we should do more Kingdom events with them. The two Baronies together have formidable talent and workforce. We should build on it (Kryss).
- d. Syr Christian Darmody and Mistress Lissette La Roux
  - i. I think what you and Gabe did is exemplary, and I'm not saying that because you're my dear friends. I think that you took something that was sour and made it sweet. I think that both Baronies have grown greatly from that treaty. I've known Kollack for many years and because of your efforts I know him a lot better. I like him, I like what the Baronies do together, I like Becca, they are always available to help and offer up advice on different projects. Of course they are not going to be Baron and Baroness for another three years, perhaps one but the established relationship is of great value to both Baronies and not to continue it, not to build upon it would be a folly. How to build upon it? We need to do a joint event that would be fun for both Baronies and to the Kingdom, maybe something new. Between the two groups I think we can come up with a new concept, or rehash an old one that hasn't been done for a while. It might draw some people to the northern part of the Kingdom that hasn't been drawn before. Some kind of really cool event, not necessarily one specific thing but a multi discipline kind of event, like a triathlon (Christian).
- e. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
  - i. I agree with everyone else, I absolutely think it is a good thing. I can only speak personally for myself that because of it I was able to get to know all of the people of Bright Hills a lot better. I also think it is going to be up to the Baronage or to the Baronies if they want to keep it as a Barony. We would absolutely support it.

11. I have a question about fealty. If you are in fealty to a peer as a student what are your plans if chosen to either release or maintain that?

- a. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
  - i. I guess this is up to us then. We would absolutely, don't want to say break, end our fealty to our peers and recognize fealty to the Crown. They absolutely support us.
- b. Griffin Warwick (not present) and Cassair Warwick
  - i. Griffin and I discussed this over breakfast this morning. He would return his belt, hopefully they would be able to find someone else to replace him. Fealty is to the Crown.

12. What is the most serious problem you see facing Lochmere right now? How would you fix it?

- a. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
  - i. I think the biggest concern is not just Lochmere, but SCA wide, it's been mentioned before, we are aging as a group. We must bring in newer people, younger people. The same people who do everything at each event are getting burned out. The pool of people who do the work is getting smaller and smaller. I've mention a few things already, today about trying to recover old members who were here and after disillusion left. Trying to drum up new support, demos, going to cons, and things like that and trying to get more, new fresh blood into the group. Also encouraging people who are already here, who aren't a part of the standard pool who do everything, to volunteer and join in as well, many hands, light work. Like I said, the same pool of people is getting burned out and that's what drives our numbers down (Phillip).
- b. Master Kryss Kostarev and Dame Dealla Cohen
  - i. He covered a lot of what we already discussed. As much as the Barony has grown under Gabe and Avice, there are still some areas that have stagnated to some extent. We just want to continue to bring the fun, I don't want to say the fun back, there has been lots of fun in this Barony lately but there's still some things from years back when we were young that have disappeared. Bring back ??? (poster ovens???)- not sure), something for people to do afterwards, I know we have bardic and end events, dancing at the end of events, but that's when people are splitting up and you have something that people can just gather at afterwards and blow off steam from having worked the whole event all day. Where they can just feel comfortable hanging out (Dealla).
- c. Syr Christian Darmody and Mistress Lissette La Roux
  - i. I am going to go along a similar route but instead of stagnant, I was thinking stale. In the last couple of years we've made strides towards correcting that in the events, we're starting to carry the themes more through with the events, we're starting to incorporate new and unique novel ideas into it, and we're starting to break that mold. I think more strides, continue to do that. Hear the ideas people have, sometimes I think people are afraid to say their ideas because we do have a path that Lochmere follows and it may make them nervous. Going back to the very first question, that's our role, whoever gets this, this is our role to listen to these ideas and make sure that if someone is not comfortable saying it that we are the voice for these people (Lissette).
- d. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
  - i. I think burn out is a big one and addressing that would be great. I also think that being open to trying new things at events would also be cool too instead of, or potentially having new events, our relationships with other baronies would be well served I believe. Coming up with new events and new ideas to try and energize the populace that are currently active. Maybe we can pull in a couple more who would have stayed at home that Saturday and do something else (Cormacc).
- e. Griffin Warwick and Cassair Warwick

- i. I think one of the problems that the Barony has is clicks. We should be our own click, the Barony should be a click. Lochmere should be Lochmere, not this group, this group, and this group. How are we going to fix that? I don't know, but that's something, it's gotten better, it has definitely gotten better over the years but we do tend to make little groups and that's not how the Barony should work. The Barony should be the Barony, not this group, this group, and this group.
- 13. Would Cormacc fight in Crown?
  - a. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
    - i. No I will not fight in Crown because I believe my responsibilities are to the Barony. (It was requested by the Crown) Unless otherwise specified, I will not.
- 14. Pensic. Is it important for the Baron and Baroness to stay with the Barony?
  - a. Syr Christian Darmody and Mistress Lissette La Roux
    - i. Yes and yes (Lissette).
  - b. Lord Cormacc ua Regan and Lady Sarra de Vicenza
    - i. Yes, we feel it is important (Sarra).
  - c. Griffin Warwick (not present) and Cassair Warwick
    - i. Yes, if we were Baron and Baroness, yes.
  - d. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
    - i. Yes, I believe it is important for the Baron and Baroness to stay with the Barony. However I have issues with Lochmere's encampment. My biggest issue is there is no kitchen tent. I was shot down when I suggested a kitchen tent because people wouldn't clean it. Well, this is why you make a roster for people to do camp work. I have found people that cook under their dining flies that leave messes that make the camp look worse than a messy kitchen tent. With a kitchen tent at least the mess is contained. So, unless Lochmere gets a kitchen tent, and even considers food groups, people cooking, and doing dinners together, because I don't want to eat food at the food court every night. I want to have a common dinner, with common friends, and sit around camp and you know, share the work. So I cook, you do dishes, you cook, I do dishes. (so that's a yes and a no?) It's a conditional thing, maybe in the future, we'll have to see where it goes.
  - e. Master Kryss and Dame Dealla Cohen
    - i. Yes and yes (Kyrss).
- 15. Are you all willing to speak privately and take emails?
  - a. Everyone said yes.
- 16. Are you all in support of A&S, raise your hands.
  - a. Everyone raised their hands.
- 17. What are your thoughts on the On Target Event?
  - a. Syr Christian Darmody and Mistress Lissette La Roux
    - i. I have great ideas. The site is free, it's a traditional site. So you have to go back to that fruit or skin. Plenty of ideas. We could do Lochmere and Bright Hills against Stierbach and Storvik in combat archery. We could do siege weapons, bring your ballista, there's hula hoops 50 yards down, who's the first team that can put it in the hoop. You could do baronial competitions at

the target shoots. Lissette did something this year, which I thought was really cool with the competition, what was it a white box? Black boxes? From 200 yards away was a blast. So there are plenty of ideas but the site is limited. Do we compromise and find another site? That's a big if, if it does, we need to find another site which is another complexity because sites are expensive. Plenty of ideas it's just a matter of what you do with them.

- b. Lord Cormacc ua Rigan and Lady Sarra de Vicenza
  - i. I like the idea of the event, I'm not crazy, honestly about the site. For me there are a lot of challenges in my opinion with that site. But, don't get me wrong, I love the idea of the event. I really feel like, if to further our treaty with Bright Hills, I feel like maybe we could work with them and potentially use their site for the Bowman for On Target and make On Target, the site itself, make that a Baronial picnic. I think that would be great. Personally just to have a gathering where we don't necessarily have an event where everyone has to come and everyone has to work, its minimal, it's a potluck, we cook something big, normally it's a pig, and then someone brings side dishes, and we have an event where everyone can just enjoy themselves. I think, that is personally what I'd like to see but I am always in support of what the populace wants to do (Cormacc).
- c. Griffin Warwick (not present) and Cassair Warwick
  - i. Last year it ran against Royal Archer? (No, we lost our date to Royal Archer–Dealla) Why can't we do Royal Archer? (Because it is sponsored and run by who ever won the tournament-Dealla). Ah, ok, that was my biggest thing was trying to figure out why we didn't try to host Royal Archer since we have such a large archer community. (We have to win Royal Archer in order to host Royal Archer – Dealla) (So which way are you? Up, down, middle?) I like the event, laid back event where I get to sit and relax, usually I don't chase the archers up and down in the woods to take pictures so personally it's a laid back event. I could go with the picnic idea and be happy.
- d. Baron Master Phillip of Ghent and Lady Genevieve Dampier de la Marche
  - i. I like the idea of On Target. The site, it's been said, is free but limited as far as space and resources are concerned. We may have a handle, we have some friends in Dun Carraig who belong to an archery club and we may be able to get their much larger site, a site that needs some work. So basically finding another site for an On Target thing, working with another Barony, would be a good idea. The current On Target site is free, kind of limited as far as space, what other kinds of activities can we perform there (Phillip)?
- e. Master Kryss Kostarev and Dame Dealla Cohen
  - i. You know how I feel about it. I love the event, I have been doing it ever since we started it years ago. Only one year was it not held at that site and we gained some people by doing that and lost some people by doing that. We held it up at Baltimore Bowman and all things flung. We had siege, we had combat archery. Yes this site is limited, really can't do that much in the way of combat archery. When it was smaller, actually, we were able to do some combat archery things because we were able to sort the cars around that whole separate area and we were able to use that area that we now fill up with

parking. But yeah, it's hard work for those of us who have been doing it, but I love it. We put out so much for the other big events that we put in, this is one, yeah, for those that would just like to be able to come and sit and relax. Personally I don't like the idea of using that site for only a picnic. I like that it is an event and that we can just come and enjoy, hopefully a beautiful day, encouraging more people to shoot, atel-atels, talking about bringing thrown weapons back into it. Not this year, but the year before we were able to authorize some combat archers. We can't have too much in the way of combat battles, but we can still do authorizations for them (Dealla). I'd like to see some A&S displays and/or competition (Kryss).