

# THE SONS OF NORWAY VIKING RESOURCE

**Attention All Officers**

## Change to International Director Nominating Process

In 2014 the delegates to the International Convention voted to approve a resolution that called for the creation of an International Board of Directors Nominating Committee. While the implementation of this resolution and the creation of the committee will definitely make the process more efficient, it is a major change to the process of nominating International Delegates to the Board of Directors.

With the new process there are a few steps a candidate will need to complete, some will be familiar to past convention attendees, but some will be new. In order to be considered for a position on the International Board the following needs to be completed by a candidate:

1. Be elected as a delegate to the District Convention as well as the International Convention.
2. Submit your name/declare your intention to the Nominating Committee as early as possible.
3. Be a benefit member.
4. Complete a Candidate Application Form
5. Submit a completed Candidate Application Form to the International Nominating Committee within two weeks of the end of the District Convention to which the candidate was a delegate

Upon completion of these steps, the Nominating Committee will review all applications that were submitted prior to the deadline. The committee members will then consider what skill sets are needed to round out the board and complement the existing members as well as whether or not a candidate is able to commit to the amount of time and flexibility required to fulfill the responsibilities of service on the International Board. This part of the process will conclude with the Nominating Committee forwarding eligible candidates to the International Convention delegates for a vote.

If you have further questions about Nominating Committee, or the new process, please contact **James K. Olson** at (952) 933-0429. To obtain a Candidate Application Form in advance of your District Convention, contact **Liz Reque** at [lreque@sofn.com](mailto:lreque@sofn.com).

**ATTENTION ALL OFFICERS**

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International Convention 2016

# Leading the Way

The [International Convention](#) is coming up this summer—will you be one of the dedicated members in attendance? This year's event, which includes an [Innovative Leadership Conference](#), exciting day tours and world class entertainment, is sure to have something of interest for everyone. To help you decide, here's some information about the great opportunities available at the 2016 convention:



## ILC

This year's convention kicks off with the return of the Innovative Leadership Conference (ILC)! This day-long seminar is being held on August 24th and brings a top notch leadership expert to share his expertise and teach Sons of Norway members how to be stronger leaders in their own right. Most importantly, and this is what differentiates the ILC from all the other training programs out there, attendees go home with tangible tools and resources to immediately help their lodge succeed. This year's speaker, [Kit Welchlin](#), brings a wealth of knowledge and expertise that everyone will benefit from. What's more, there won't be a ton of jargon and buzzwords thrown at you during this premier leadership event. Instead, Mr. Welchlin approaches everything from a very down-to-earth and realistic approach that everyone can understand.

This seminar is open to all members, regardless of whether you are a delegate or attending other convention events. [Registration is only \\$100](#), which covers all event materials, lunch and coffee breaks. Space is limited, so don't wait to sign up for this year's most important leadership training event!

## Be an International Delegate

Have you ever wanted to play a larger role in Sons of Norway? Do your fellow lodge members look to you as a voice of reason and consensus? Do you want to feel a greater sense of ownership in this 121 year old organization? If you answered yes to any of these questions, then you should definitely consider being an International Delegate for your district.

Each district gets to send multiple delegates to the International Convention (the number depends on membership within the district), who will represent the district in all matters presented at the convention. They will discuss and debate a variety of topics, before voting for their passage or defeat, which can long lasting effects on the whole of the organization.

That's why it's such an important job and the convention needs dedicated men and women to fill this role. If it's something you think you'd like to do, or want to learn more about, talk to your district president to find out the qualifications.

## Excursions

The Host Committee for this year's convention has put together some extremely fun excursions for delegates and guests to enjoy. On Wednesday the 24th there is an optional cruise along the south Puget Sound. Then on the morning of the 25th there is an excursion to Crystal Mountain Resort for some the most spectacular views of Mt. Rainier! Last, but not least, the Host Committee is inviting everyone to sign up for a special event at Normanna Hall on the evening of the 26th that brings together the finest pairing of local wines and talented folk dancers. It's a definite can't-miss event!

There's definitely going to be a lot going on in Tacoma this August and you won't want to miss a minute of it! Space is limited for many of these opportunities, so be sure to [register as soon as possible!](#) Also if you'd like to learn more, be sure to visit the [convention website](#) as it is updated frequently.

International Convention 2016

## Folk Art Competition & Exhibition

### *A Chance for Folk Artists to Shine*

Encourage your local lodge members to show off their artistry and celebrate Norwegian culture by participating in the International Folk Art Competition & Exhibition, part of the International Convention in Tacoma, Washington August 25th through the 27th.

Amateur and professional artists can compete or exhibit work in various Norwegian folk art categories. All participants will receive a certificate of recognition and have the option to compete for 1st, 2nd and 3rd place ribbons; the Best in Show award for the judges' overall favorite item; the People's Choice Award selected by popular vote; and the Sons of Norway Foundation's Golden Jubilee Award.

#### **Folk Art Categories Include:**

- Rosemaling
- Norwegian weaving
- Hardanger embroidery (by hand only)
- Norwegian themed needlework
- Hand knitting (Norwegian design)
- Crocheting and tatting
- Figure carving (Norwegian theme using hand tools only)
- Relief carving (Norwegian theme using hand tools only)
- Chip carving (using hand tools)
- Bentwood (using hand tools)
- Photography
- Painting
- Other Norwegian themed (e.g. Knife-making, stained glass, kolrosing)

**Pre-registration is the only way to guarantee a spot in the International Folk Art Competition & Exhibition.**

Please encourage artists to pre-register by August 5th. Pre-registration details can be found online at [www.sonsofnorway.com/convention](http://www.sonsofnorway.com/convention)

#### **Please Remember:**

- All participants must be Sons of Norway members.
- All items must have been completed within the last two years.
- Members do not have to compete in the district level in order to compete in the international level.
- Members must bring their own items to the convention or ask an attending delegate to drop items off.
- Items mailed to Sons of Norway Headquarters or the convention location will not be accepted.

#### **Questions? Need More Information?**

Contact **Ashley Perron**, (800) 945-8851 ext. 640, (612) 821-4640 or [aperron@sofn.com](mailto:aperron@sofn.com)

## Membership Recruitment and Retention

**2015 Recruitment Challenge Winners**

At the end of December, the Sons of Norway Headquarters was excited to announce the winners of the 2015 Recruitment Challenge. If you recall, the contest was a year-long event to find the lodges with the highest net growth in the organization. The contest split lodges in two categories: large and small lodges. At the end of the year, Fritjov 2-17 claimed the large lodge prize and Nordic 7-76 won the small lodge category.

In addition to being featured in an upcoming issue of *Viking*, both lodges will receive a \$250 award from Sons of Norway Headquarters. Along with the Fritjov and Nordic lodges, each of the top scoring small and large lodges in each district that finished with positive growth will be receiving a \$250 prize. If you're interested in the winners be sure to check out the [January R&R](#).

## Membership Recruitment and Retention

**Recruitment Challenge 2016**

Where do we go from here? Keep moving forward! We're already two months into the 2016 Recruitment Challenge, meaning your lodge's work to create the best place for fellow members and guests to celebrate their Norwegian heritage is already well underway.

The rules will remain the same: 10 points for every 1% growth in membership, plus a bonus point for every member 24 to 55 years old that joins your lodge and 10 bonus points for hosting a member dinner with your Financial Benefits Counselor and sending us a photo. You can find a complete list of the rules and keep up with the monthly standings on the [contest's page](#) on the Sons of Norway website or by keeping up with the monthly R&R newsletter.

Don't forget – the 2016 Recruitment Challenge puts an equal emphasis on recruitment and retention, so it's a good idea to not prioritize one over the other. For questions and help with your lodge's recruitment and retention efforts, contact **Joe Eggers, Membership Coordinator** at [membership@sofn.com](mailto:membership@sofn.com) or (800) 945-8851.

## Membership Recruitment and Retention

**2015 Norwegian Experience Winners Announced**

Sons of Norway is pleased to announce the winners of the 2015 Norwegian Experience Recruitment Contest. As you may remember, this year's program was modified from previous years to acknowledge the strongest recruiting efforts throughout the organization.

The following members were the top recruiters in their respective districts, and as such received airline tickets to Norway courtesy of our Official Travel Partner Borton Overseas:

<b>District 1</b>	Ralph J.	Terje Viken	<b>District 5</b>	Darlene A.	Mandt
<b>District 2</b>	Andrea T.	Leif Erikson	<b>District 6</b>	Cheryle K.	Vesterheim
	Patricia L.	Fritjov	<b>District 7</b>	Ole K.	Nordic
<b>District 3</b>	Patricia R.	Scandia	<b>District 8</b>	Helge S.	Terje Vigen
<b>District 4</b>	Doreen G.	Kringen			

## Lodge Administration

## Activity Tracking with *FraternalGive.org*

Track your lodges activities and volunteer hours with *FraternalGive.org*.

Lodge secretaries should be tracking their lodge's activities and volunteer hours throughout 2016. Paper forms were sent in in the mail in March along with instructions for utilizing *FraternalGives.org*, which has proved a useful tool in accomplishing this necessary task.

Last year, 65 lodges used *FraternalGive* to report 2,500 activities, during which lodge members clocked 94,000 volunteer hours. Of these activities, 450 were community focused activities with 27,000 hours, while 2,050 were membership focused with 67,000 hours.

In March, Sons of Norway Headquarters compiled the rest of the activity and hour data from the Lodge Achievement forms, along with financial data from the Financial Statement D17 which were completed by the lodge treasurers. Look for the final activity, volunteer hour and money totals in a future copy of the Viking Resource and in the annual report published in the May issue of the *Viking* magazine.

### *Have questions about using FraternalGive.org or the paper forms?*

Contact **Sherry Gorse, Membership Services**, (800) 945-8851 ext. 643 or [fraternal@sofn.com](mailto:fraternal@sofn.com).

## Lodge Administration

## In the Footsteps of Emigrants from Voss to The Mid-West

Vossestrand Sogelag, a local historical association in Voss, Norway will be undertaking a tour to the Mid-West in September/October 2016. Their goal is to experience "today's America" and try to locate some of the settlements where people from Voss found their homesteads and livelihood while learning more about what this bold adventure must have been like.

They would also like to meet Americans who have historical ties to Vossestrand and Voss area. They therefore would be very happy if anyone wants to contact them before or during their two week tour through Minnesota, Iowa, Wisconsin and North Dakota. To learn more, contact **Arne Gilbakken** at [arne.gilbakken@gmail.com](mailto:arne.gilbakken@gmail.com).

## Lodge Administration

## Printable Online Lodge Directory

In order to provide the most current information on lodge meeting times and locations, as well as the officer contact for inquiries, a new online printable lodge directory is now available. This directory will replace the version that appeared in the April issue of *Viking* magazine. Check out the new directory at [www.sonsofnorway.com/directory](http://www.sonsofnorway.com/directory).

# Fraternalsgive.org: An easy tool to record events

Last year, Sons of Norway introduced [www.fraternalsgive.org](http://www.fraternalsgive.org): a website offered by the American Fraternal Alliance as a tool to track lodge events, hours and funds devoted to membership and community activities.

Here are some common questions we've had about [www.fraternalsgive.org](http://www.fraternalsgive.org).

**Q. What is my lodge's user name and password?**

A. The user name is the name of your lodge followed by the lodge number (the district number is not included.) Any place holding zeros are also not included. Some examples are: Oslo2, Draxten464 and Synove-Nordkap8. The password was originally set as Password1. Contact the previous secretary to see if they changed the password for the site if Password1 doesn't work.

**Q. I don't remember the password I changed it to. When I press the 'forgot my password' link and enter my user name, I don't receive an email with a new password. What do I do?**

A. The site was originally set with [fraternal@sofn.com](mailto:fraternal@sofn.com) as the email address for all users. If you haven't changed the email settings, your new password will come to [fraternal@sofn.com](mailto:fraternal@sofn.com) here at Sons of Norway Headquarters. In this case, send an email to [fraternal@sofn.com](mailto:fraternal@sofn.com) and we will provide you with your new password the next business day. You can also email the AFA for technical help: Terry Whipple at [twhipple@fraternalalliance.org](mailto:twhipple@fraternalalliance.org).

**Q. Can I change the email address on the account for my lodge?**

A. Yes. Once you are signed on, click on 'Edit Profile' and change the email address listed. You will have to create a new password at the same time.

**Q. What if our lodge secretary doesn't have internet access?**

A. Another officer or an assistant can access the site and enter data on their behalf. If your lodge has a Volunteer Coordinator, this can be a part of their regular duties.

**Q. If my lodge uses [www.fraternalsgive.org](http://www.fraternalsgive.org), do we still need to fill out the 2016 Lodge Achievement Form**

A. Yes, but not all of it. You will be able to skip the AFA report, which is on page 2.

**Q. I tracked my lodge's activities and hours last year, but didn't use FraternalsGive.org. Do I need to enter them all online now?**

A. If you have the total numbers of membership related and community related activities and hours, you can just enter those totals on page 2 of the Lodge Achievement Form. You don't need to go back and fill them all in on [FraternalsGives.org](http://FraternalsGives.org) unless you want to.

**Q. When can I start to enter the new years' activities FraternalsGive.org?**

A. You can start January 1. Headquarters can easily separate 2016 and 2017 activities when we download the information for the Lodge Achievement program.

**Q. If an officer is working on their duties; do we still track it if they are doing the work by themselves? It used to be you had to have a minimum number of members involved.**

A. Yes, now an officer can do the work by themselves and have those hours counted.

**Q. We have 10 lodge officers who are constantly doing work at home to support the lodge. Do I need to create a new activity on FraternalsGive.org for each of their separate activities?**

A. You don't need to create a separate activity for each individual officer activities. Have your officers track what they do and how many hours they spend each month. At the end of the month, you can create one activity on

Lodge Administration

## Sign on to [FraternalGive.Org](http://FraternalGive.Org) Today!

[FraternalGive.org](http://FraternalGive.org) called "Officer Duties - April". The number of volunteers will be the number of officers who reported. You add up their hours to get the total volunteer hours for the activity.

- Q. If our lodge organizes a larger activity that involves a large number of attendees (i.e. a cultural festival, barneløpet, etc.), is that a member activity or community outreach?**
- A. If the event is advertised/promoted as being open to the public, it is community outreach. Any time an activity benefits more than the membership, we should put the activities and hours in the community bucket.
- Q. What if our lodge members attend an event, but don't volunteer at all? For example, a nearby lodge hosted a Julebord and invited our lodge to attend. Several of our members went, but they did not work at the event. We were just there to enjoy the food and fellowship. How do we count this activity? Or what if a group of members gets together every week at a coffee hours to speak Norwegian, but there is really no one coordinating or teaching at the meeting?**
- A. You would log both of these as activities, but put 0 for number of volunteers and 0 for volunteer hours.
- Q. Does the lodge Treasurer still have to report the Fraternal and Community amounts on the D17 Financial Statement?**
- A. Yes. Though some money is tracked on [www.FraternalGive.org](http://www.FraternalGive.org), Sons of Norway still requires that information on the D17 Financial Statement.
- Q. Can individual members use the site to report their volunteer hours?**
- A. No. The website is to be used only by a lodge officer. There is a new paper form that lodge secretaries can give to members who want to record their volunteer hours outside of an event setting.
- Q. How do our lodge members record the time they serve as district or international delegates?**
- A. These activities and hours are recorded at a district level. Your lodge members do not need to track this time unless requested by the district.
- Q. Are there still paper forms available?**
- A. Yes. There are paper forms for the secretary to keep and paper forms to be handed out to individual members. Lodges that don't use [FraternalGive.org](http://FraternalGive.org) will still need to add up their totals at the end of the year to file on page 2 of their Lodge Achievement Forms. The forms can be found in the members area of [www.sonsofnorway.org](http://www.sonsofnorway.org).

### Questions?

### Need additional information?

Contact **Sherry Gorse**, Membership Services (800) 945-8851 ext. 643 or [fraternal@sofn.com](mailto:fraternal@sofn.com).

## Membership Recruitment and Retention

# Recruitment Pins and Certificates Coming in April

**Attention lodge vice presidents:** Watch your mailbox in April for the 2015 recruitment pins and certificates.

What are you going to be receiving?

Those members who recruited new members will receive a pin to recognize their efforts:

- Bronze for recruiting 1 to 4 new members
- Silver for recruiting 5 to 9 new members
- Gold for recruiting 10 or more

The accompanying certificates, one for each recruiter, will acknowledge the exact number of members recruited.

Paperwork detailing the names of recruiters and the new member(s) they recruited will be included in the mailing.

Congratulations! In 2015, 1,368 people recruited 2,298 new members. This compares to 1,332 people who recruited 2,250 new members in 2014.

Please join in congratulating these members who recruited 10 or more individuals last year.

Lodge	Recruiter	Number Recruited	
2-001	Leif Erikson	Andrea J Torland	24
2-017	Fritjov	Patricia Sandberg Lund	24
4-025	Kringen	Elaine M Nelson	20
2-044	Poulsbo	Mary J Gerstel	17
7-076	Nordic	Ole E Kristiansen	17
1-017	Terje Viken	Ralph Edward Jacobson	15
2-003	Normanna	Chris A Berg	14
4-025	Kringen	Doreen E Grobe	14
2-002	Norden	Randal J Kuchel	13
2-044	Poulsbo	Marlene E Mitchell	13
1-532	Borgund	Peggy R Nielson	11

Remember: To get credit for recruiting a new member, the recruiter's name and member number must be written on the "Membership Referred by" line on the paper application. If the new member applies through the website, the recruiter's member number needs to be entered on the online form.

## Questions?

## Need additional information?

Contact **Sherry Gorse, Membership Services**, (800) 945-8851 ext. 643 or [fraternal@sofn.com](mailto:fraternal@sofn.com).

## Lodge Administration

## Celebrate Lodge Anniversaries January/February/March

6-082	Olav	San Rafael, CA	1/29/1966	50 years
2-044	Poulsbo	Poulsbo, WA	2/22/1916	100 years



## Lodge Administration

# Retention Guidelines: What to Keep and What to Toss

Have you inherited boxes of lodge paperwork from your predecessor? Or, have you retained all of the paperwork for your position because you are uncertain whether it needs to be kept? If so, even though Sons of Norway does not currently have official rules regarding the retention of lodge paperwork, here are some suggested guidelines to help you decide what to keep and what to toss.

### Perpetuity

- Charter
- Lodge Seal Embosser (if you have one)
- Secretary's Minute Book
- Lodge Scrapbooks
- Membership Roster
- Membership Record Book(s) (3-ring binder(s) with complete, current individual membership record sheets for current members)
- Lodge or District Building Association's financial and original records (such as articles of incorporation and charter) if applicable

### Ten Years

- D17 Annual Financial Statement

### Seven Years

- Treasurer's Cash Book
- Financial Secretary's Cash Book
- Canceled checks, bank account statements
- Data filed with state/provincial taxation agencies

### Two Years

- Treasurer's Record of Bills
- Individual Membership Records of individuals who left the society (suspended or canceled) two years ago (to be removed from Membership Record Book)

### One Year to Two Years

- Treasurer's copy of the Financial Secretary's Report to Treasurer
- Financial Secretary's copy of above report
- Lodge copy of Membership Application (make sure name and information is recorded in the Membership Record Book and name entered in Membership Roster before disposing of application (see "Perpetuity" above).

## Retention of Membership Applications

### *Sons of Norway Headquarters*

As a reminder, Sons of Norway Headquarters will retain completed membership application forms for two years from the date of submission. Forms that were submitted more than two years ago have been removed from the files and shredded. The Sons of Norway database will be the official record of an individual's membership with the organization.

## Lodge Administration

# Founders Awards

Founders Awards are presented to lodges experiencing a 3% or more growth during the calendar year. Winning lodges receive a certificate and a prize check. Lodges growing a healthy 3% to 19% receive \$50. Lodges which have generated a remarkable growth of 20% or more are gifted \$100.

In 2015, we had 66 winners with 11 lodges hitting 20% growth or greater. This exceeds our totals for 2014, when we had 62 winners with 6 lodges marking 20% growth or greater.

### Congratulations on an impressive year of recruitment and retention for the following lodges:

7-076	Nordic	BC	47%	2-042	Thor	OR	7%
4-078	Mjosen	ND	40%	3-683	Gulf Coast Vikings	FL	7%
2-017	Fritjov	WA	37%	5-053	Valkyrien	WI	7%
6-159	Vinland	CA	35%	6-112	Aasgaarden	CA	7%
5-490	Sonja Henie	MI	32%	6-162	Fjelldalen	CO	7%
2-145	Island Viking	AK	27%	2-002	Norden	WA	6%
3-432	Hudson Valley	NY	27%	2-044	Poulsbo	WA	6%
5-627	Vennligfolk	WI	22%	3-252	Loyal	NY	6%
1-644	Palmedal	TX	21%	4-586	Nordstjernen	MT	6%
3-243	Brooklyn	NY	21%	5-314	Mandt	WI	6%
4-565	Henrik Ibsen	ND	20%	5-610	Askeladden	MI	6%
				1-482	Kong Sverre	IA	5%
1-500	Bemidji	MN	19%	1-546	Vennelag	MN	5%
6-118	Vesterheim	CO	18%	2-087	Cascade	WA	5%
2-032	Midnatsol	AK	17%	4-140	Fedraheimen	MT	5%
4-507	Normont	MT	15%	5-513	Vennelag	WI	5%
5-457	Solvang	WI	15%	5-568	Christian Radich	MI	5%
4-480	Ueland	ND	14%	6-045	Ivar Aasen	CA	5%
8-021	Leiv Eiriksson	NOR	14%	1-041	Nornen	MN	4%
2-119	Norske Venner	AK	11%	1-458	Morgensol	MN	4%
2-143	Roguedalen	OR	11%	1-464	Draxten	MN	4%
6-009	Fridtjof Nansen	CA	11%	1-548	Restauration	IA	4%
6-062	Freya	CA	11%	1-585	Nordmarka	MN	4%
6-078	Snowshoe Thompson	CA	11%	6-107	Fjellheim	CO	4%
1-509	Elvidal	MN	10%	8-015	Terje Vigen	NOR	4%
3-617	Scandia	FL	10%	8-017	Hamar	NOR	4%
6-061	Snorre	CA	10%	1-065	Gjoa	SD	3%
1-495	Vikingland	MN	9%	1-505	Nor-Win	MN	3%
1-058	Midnatsolen	MN	8%	1-685	Rumelva	MN	3%
1-578	Grieg	SD	8%	2-080	Columbia Basin	WA	3%
1-594	Nordtex	TX	8%	3-407	Norden	NY	3%
2-106	Bothell	WA	8%	3-522	Hampton Roads	VA	3%
1-676	Kråkeelva	MN	7%	4-542	Nordmanns Vis	MT	3%
				6-153	Overtro Fjell	AZ	3%

## Lodge Administration

# Staff Updates



Sons of Norway is pleased to announce that Lindsey Rasmussen has joined the Sons of Norway Finance Department as a Staff Accountant reporting into Dean Nelson, Sons of Norway Controller. Lindsey will be responsible of Accounts Receivable and Accounts Payable, Annual and Quarterly Statements.

Prior to joining Sons of Norway, Lindsey worked as a Financial Analyst at Interplastic Corporation. She was employed by United Health Care as a Sr. Accountant and then spent a two years in San Diego working in accounting at Mental Health Systems.

Lindsey holds a Bachelor of Arts Degree in Accounting and International Relations from the University of Jamestown in Jamestown, North Dakota. She loves to read, engage in outdoor activities and is a big fan of Roller Derby Games.

Lindsey resides in St. Paul. Please congratulate Lindsey on her new position and welcome her to Sons of Norway.

## Celebrate a Promotion



Sons of Norway is pleased to announce that Rich Cermak has been promoted to the position of Senior New Business Representative.

Cermak has dutifully served Sons of Norway, its FBCs and, by extension, the members of the organization, for more than 20 years; most recently under the title of New Business Representative. In that role he was responsible for resolving challenging issues within new business processing, as well as playing a role in commission processing and vendor services.

In his new position, Cermak will be taking on additional leadership responsibilities that include identifying opportunities for process improvements, supporting the ongoing pursuit of providing quality, customer focused experiences for Sons of Norway's life and annuity clients. The leadership responsibilities will include ongoing mentoring and training of less experienced new business staff. As a Senior New Business representative Rich will also play a more active role in vendor services management.

"This is definitely a well-deserved promotion for a valued team member," said Cermak's supervisor, Diane Gill. "Having worked with Rich since I started at Sons of Norway in 2013 it's been a pleasure to watch him grow into this new position."

If you would like to congratulate Cermak on his new promotion, or to learn more about his new role at Sons of Norway, you can reach him directly at 612-821-4657.

## Lodge Administration

## Tubfrim Winner Announced

Thursday, January 14, 2016 was a lucky day for Vegas Viking Lodge 6-152. The lodge was the winner of the Tubfrim drawing to give away a ticket to Norway, worth up to \$1,000. Their postcard was drawn from among 1,331 other cards. With one card for every pound sent to Norway that means that Sons of Norway sent at least 1,332 pounds of stamps to Tubfrim in 2015. Vegas Vikings contributed 220 pounds to that total.

For the past 30 years, our members have been clipping canceled postage stamps and sending them to Tubfrim, who then sells them to dealers and collectors.

Originally the money raised went to help children afflicted by tuberculosis. Since tuberculosis is no longer the threat to health that it once was, today the proceeds from the resale of stamps helps improve the quality of life for children and youth with disabilities and special needs. Sons of Norway members are the largest contributor outside of Norway to Tubfrim's efforts, sending nearly 30% of all stamps collected.

While helping children is a great motivation for our members to participate, there is a special incentive to say "thank you". For every pound of stamps collected, the member or lodge can enter a drawing, held in mid-January every year, to win a round trip ticket to Norway, worth up to \$1,000. The official postcard to enter the drawing can be ordered from the **Sons of Norway Supply Department**, (800) 945-8851 ext 645 or [supply@sofn.com](mailto:supply@sofn.com).

If you would like to participate in the Tubfrim contest and get a chance to win a free ticket to Norway, visit the Tubfrim page on the Sons of Norway website.

***Have questions?***

***Need additional information?***

Contact **Gene Brandvold**, Tubfrim Chairperson, at [genegbrand@aol.com](mailto:genegbrand@aol.com) or (952) 831-4361.

## Lodge Administration

## Who is Your Zone Director?

Sons of Norway is made up of eight districts. Because they span multiple states and provinces, most districts have been further divided into zones. District 8 (Norway) is the only Sons of Norway district that doesn't have zones.

Each zone is assigned a district officer called a zone director. Zone directors visit each local lodge in their region at least once a year. They can be a great resource for tips on lodge programming, recruitment and retention and Sons of Norway policies and procedures. If they don't have the answer to a question, they should be able to direct you to someone who can help. Need the name and contact information for your zone director? Contact your district vice president or Membership Services at Sons of Norway Headquarters, (800) 945-8851 ext. 643 or [fraternal@sofn.com](mailto:fraternal@sofn.com).

Foundation

# Thank You for 50 Years of Philanthropic Partnership!



anniversary  
SONS OF NORWAY  
FOUNDATION  
1966 • 2016

*Did you know  
we will surpass  
\$2 million in  
giving in 2016?*

**THANKS TO YOU!**

[www.sonsofnorway.com/foundation](http://www.sonsofnorway.com/foundation)

This year marks both the 50<sup>th</sup> anniversary of the Sons of Norway Foundation and surpassing \$2M in giving!

Did you know that because of members' support of the Foundation:

- Help has been given to fellow Sons of Norway members through the *Humanitarian Fund* when natural disasters strike and they are displaced?
- Sons of Norway youth have been able to enrich their lives and learn about their roots through attendance at attend our unique language and culture camps?

- Lodges across our organization have been able to share Norwegian culture in their communities through grants?

These opportunities and many more are only made possible because of the support of our members. Please relay a heartfelt "thank you" to your lodge members from the Foundation.

## Scholarship Time is Here

Scholarship season is upon us! Please remind the college students in your life to begin the Sons of Norway scholarship application process. They may view all scholarship applications by going to [www.sonsofnorway.com/foundation](http://www.sonsofnorway.com/foundation) and click on "Scholarships." There are several categories to choose from for support.

## Upcoming deadlines are:

### April 1:

Nancy Lorraine Jensen Memorial Scholarship Fund  
Warne-Eng Scholarship

### May 1:

Lund Fund Scholarship  
Orel and Marie Winjum Scholarship Fund

\* Please be sure to check with your local district and lodge for further scholarship opportunities

## Questions?

## Need additional information?

Contact **Corrie Maki Knudson, Foundation Director**, at [foundation@sonsofnorway.com](mailto:foundation@sonsofnorway.com).

Throughout this year the Sons of Norway Foundation will be sharing stories about the difference the Foundation has made in the lives of our members. Watch *Viking* magazine, *Viking Resource*, E-post and email blasts to learn about the good works of your Foundation.

Foundation

# Congratulations to Sons of Norway Foundation Board of Governors: New Members and Officers

The Sons of Norway Foundation is excited to announce the following new board members:

Allison Foreman  
Leslee Hoyum  
Jim Olson  
Marcia Sorenson

Along with these new officers:

Tom Heavey - President  
Dan Rude - Vice President  
Blaine Hedberg – Secretary

They join continuing board members:

Jon Tehven  
Elaine Nelson  
Doug Warne

Sons of Norway

# Financial Matters

## Important Bits of Information for Officers: Do you know?

### Tidbit #1

Sons of Norway was founded in 1895 as a fraternal insurance company that provided benefits to those immigrants that became sick as well as provide funds to loved ones upon death. This is still part of our mission today.

### Tidbit #2

Each year, over a million dollars from the insurance operation helps support fraternal programming and services. This is 50% of the funds needed to operate the fraternal aspect of our business. Without this support from insurance sales, dues would be at least double their current amount.

### Tidbit #3

Our mission statement includes a requirement to provide quality insurance and financial products to our members.

### Tidbit #4

Up to \$400 is available through the Marketing Department to each lodge that holds a new member recruitment breakfast, brunch, lunch or dinner. There are only a few requirements to qualify for these funds. Check with the **Financial Benefit Counselor** assigned to your lodge or call **Len Carlson, (800) 945-8851 ext 609** or [lcarlson@sofn.com](mailto:lcarlson@sofn.com).

### Tidbit #5

There should be no competitive advertising of other companies' life insurance products. Because a significant portion of the proceeds from the sale of our financial products helps support our fraternal operations, our International Board of Directors strongly encourages local lodges not to allow competitive advertising in lodge newsletters or other publications. This holds true even if those ads are to be placed by members.

### Tidbit #6

The Financial Benefit Counselor assigned to your lodge is a great resource and is part of the Sons of Norway family. Your lodge's Financial Benefits Counselor should be allowed to do periodic presentations to the membership and to place advertisements in newsletters. Also, remember to ask them to help out at lodge events and meetings.

### Tidbit #7

Your lodge can make money with no effort through lodge revenue sharing. Have your Financial Benefit Counselor explain the program to you.

### Tidbit #8

Your lodge can utilize the lodge deposit fund to get a higher interest rate than at the bank. Contribute between \$5,000 and \$200,000 and realize the following rates (as of 1/1/16, rates are subject to change):

\$5,000 to \$10,000 = 1.25%  
 \$10,000 to \$25,000 = 1.60%  
 \$25,000 to \$50,000 = 1.80%  
 \$50,000 to \$100,000 = 1.90%  
 Over \$100,000 = 2.00%

A statement will be sent out quarterly. There is a minimum withdrawal amount of \$1,000 with 2 free withdrawals per quarter. Additional withdrawals are subject to a \$25 fee.

### Tidbit #9

Financial Benefits Counselors offer a free financial review to members. This valuable member benefit helps members stay on track to reach their financial goals.

### Tidbit #10

Sons of Norway offers a variety of competitively priced life insurance products to meet members' needs and to help them achieve their financial goals.

## Questions?

## Need more information?

For more information, contact the Financial Benefits Counselor assigned to your lodge or **Len Carlson, (800) 945-8851 ext 609** or [lcarlson@sofn.com](mailto:lcarlson@sofn.com).

## New Product

Paid up Addition Rider is a new feature on our Whole Life Insurance product. Consider scheduling a minute during a lodge meeting for your FBC to explain this new product to your members.

At the same time, your FBC can announce that Universal Life policy holders can earn 4.7% interest.

# Contact Us

## Headquarters Staff

Eivind J. Heiberg,  
Chief Executive Officer  
[ehuiberg@sofn.com](mailto:ehuiberg@sofn.com)

Leonard Carlson,  
Director of Agencies  
[lcarslson@sofn.com](mailto:lcarslson@sofn.com)

Dean Nelson,  
Controller  
[dnelson@sofn.com](mailto:dnelson@sofn.com)

Linda Pederson  
Fraternal Director  
[lpederson@sofn.com](mailto:lpederson@sofn.com)

Rachele Hockert,  
Director of Information Technology  
[rachele@sofn.com](mailto:rachele@sofn.com)

Corrie Maki Knudson,  
Foundation Director  
[cknudson@sofn.com](mailto:cknudson@sofn.com)

Dean Stiller,  
Actuary  
[dstiller@sofn.com](mailto:dstiller@sofn.com)

Diane Gill,  
Director of Insurance Services  
[dgill@sofn.com](mailto:dgill@sofn.com)

## Contact Us By E-mail

Address Changes  
[address@sofn.com](mailto:address@sofn.com)

Adopt A School  
[adoptaschool@sofn.com](mailto:adoptaschool@sofn.com)

Billing  
[accounting@sofn.com](mailto:accounting@sofn.com)

Certificate Benefits  
[insurance@sofn.com](mailto:insurance@sofn.com)

Culture  
[culture@sofn.com](mailto:culture@sofn.com)

Cultural Skills  
[culturalskills@sofn.com](mailto:culturalskills@sofn.com)

Foundation  
[foundation@sofn.com](mailto:foundation@sofn.com)

Lodge Service  
[fraternal@sofn.com](mailto:fraternal@sofn.com)

Lodge Supplies  
[supply@sofn.com](mailto:supply@sofn.com)

Membership Growth &  
Retention  
[membership@sofn.com](mailto:membership@sofn.com)

Membership Services  
[fraternal@sofn.com](mailto:fraternal@sofn.com)

Sports Medal Program  
[sportsmedals@sofn.com](mailto:sportsmedals@sofn.com)

Viking Advertising  
[njohann@mshpcustomcontent.com](mailto:njohann@mshpcustomcontent.com)

Viking Editorial  
[abritzius@mshpc-c.com](mailto:abritzius@mshpc-c.com)

Viking Resource  
[vikingresource@sofn.com](mailto:vikingresource@sofn.com)

Website  
[webmaster@sofn.com](mailto:webmaster@sofn.com)