**Sons of Norway**

**International Candidate For Leadership Position**

**International Officer or Director**

**(please specify\*)**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**\* Please fill in the blank specifying the district**

**office for which you are a candidate.**

# International Candidate Leadership Application -2022

***(Please feel free to provide information on***

***a separate sheet and/or attach a resume)***

Name \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_State \_\_\_\_\_\_ Zip \_\_\_\_\_\_

Phone (\_\_\_\_\_\_\_\_)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Email address \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

## 1. Required Qualifications

The following are mandatory candidate requirements:

* Eighteen (18) years of age or older
* Sons of Norway Benefit Member

## 2. Yes \_\_\_\_\_ No \_\_\_\_\_ I understand the job description, expectations of performance, and the time commitment necessary to carry out the duties of this office.

## Instructions: Complete this application online and send to the chair of your district nominating committee within 30 days of the District Lodge meeting. Please provide the specific information and detail requested below.

## 3. Education

|  |  |  |  |
| --- | --- | --- | --- |
| High School |  | Diploma/Degree |  |
| Community College |  | Diploma/Degree |  |
| University/College |  | Diploma/Degree |  |
| Other |  |  |  |

## 4. General Knowledge Levels

Please indicate your level of skills, experiences, competencies and background for each of the following areas. Note that this is a general assessment and that each Board Officer is not required to have all of these skills:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| None Some Substantial  A. Accounting/Audit \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  B. Actuarial \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  C. Legal \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  D. Investment \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  E. Insurance Management \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  F. Corporate Management/Governance \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  G. Marketing and Communications \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  H. Strategic Planning \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  I. Technology Skills (Internet/Social Media) \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  J. Human Resources \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  K. Community service/volunteering \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_  L. Fraternal Benefit System \_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_ |  |  |  |  | |
| A. Accounting  B. Investment  C. Marketing  D. Communications  E. Technical Skills (Internet/Social Media  F. Human Resource  G. Strategic Planning  H. Fraternal Benefit System  I. Cultural Skills | | | | |

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**5. Employment History**

Employed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Retired \_\_\_\_\_\_\_\_\_\_\_ (please select one)

Please provide details of your current or former employment:

A. Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_ Position \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_ Position \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_ Position \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Employer: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_ Position \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

B. Please describe any of the following from your work experience:

Leadership \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Travel \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Written communications \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Verbal communications (speaking, training) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**6. Licensing**

List all professional, occupational or vocational licenses (including whether you are a licensed insurance agent)

License \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ License \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

License \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ License \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**7. Organizational Membership and Leadership**

List all community and professional organizations with which you are currently or were a member and list leadership any roles:

Organization \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Leadership role/s \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organization \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Leadership role/s \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organization \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Leadership role/s \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Organization \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Leadership role/s \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**8. Sons of Norway Lodge Membership and Leadership**

Lodge \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ City \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State\_\_\_\_\_\_\_\_\_\_\_\_ form \_\_\_\_\_ to \_\_\_\_\_

Lodge \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ City \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State\_\_\_\_\_\_\_\_\_\_\_\_ form \_\_\_\_\_ to \_\_\_\_\_

What lodge leadership positions have you held?

A. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ B. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ C. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ D. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**9. Sons of Norway District Leadership**

What district leadership positions have you held?

A. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ B. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ C. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ D. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**10. Sons of Norway International Leadership**

What international leadership positions have you held?

A. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ B. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ C. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ D. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**11.** **Reasons for Your Interest in this International Leadership Position**

What skills, experiences, education, expertise and background do you bring as a candidate for this position on the International Board? Regarding #4. General Knowledge Levels, for any of the knowledge levels you identified as 'substantial', please provide details:

We are making an addition to the Application:

Please provide a one-page cover letter in which you describe how your background will be an asset to the governance of a fraternal life insurance company.

If you are a candidate for International President, Vice President, Secretary, or Treasurer, also briefly describe your competencies for that office.

Your letter will be attached to the front of your candidate application that is provided to the District and International delegates. Let's be uniform: use Times New Roman - font 11.

You are likely aware of the Minnesota audit and the feedback we received concerning "enhancement of the quality of its [SON] board" members with financial, accounting, business ownership/management, executive leadership, etc., experience/backgrounds. This is now a key issue that state insurance departments look at as they regulate insurance companies and financial institutions such as Sons of Norway.

The state of California, along with numerous other states, is now requiring a Corporate Governance Annual Disclosure (CGAD) of board qualifications, how the board is organized (committees), and how the board governs. This annual filing is soon expected to be a requirement in our domiciled state of Minnesota.

This cover letter is about your education and professional experience that qualifies you for this position.

If you have any questions, please contact a member of the International Nominating Committee.

Gloria Benazic - gloriabenazic@shaw.ca

Ken Johnson - ken.johnson@sofnboard.com

Jon Tehven - tehven@msn.com

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