



**Getting to Know Your
Sons of Norway 2017
*District Six***

Who are we?

What do we do?

How do we work together?

How can we grow?

PART ONE

1. *For what reason(s) do people join Sons of Norway? For what reason did you join?*

2. *What is the reason that Sons of Norway was founded?*

18 Norwegian immigrants in Minneapolis, Minnesota, organized Sons of Norway as a fraternal benefit society on Jan 16, 1895. The purposes and goals of the Founding Fathers were to protect members of Sons of Norway and their families from the financial hardships experienced during times of sickness or death in the family. Over time, the mission of Sons of Norway was expanded to include the preservation of Norwegian heritage and culture in our Society. We have grown since our beginning and are now the largest Norwegian organization outside Norway. This type of organization is a non-.-profit 501(c) (8).

3. *What is the purpose of Sons of Norway today?*

The Mission Statement of Sons of Norway is: “ to promote and to preserve the heritage and culture of Norway, to celebrate our relationship with other Nordic Countries, and provide quality insurance and financial products to our members”.

4. *How do you pursue these interests?*

The advantage of being a Sons of Norway member is the opportunity to learn about culture and traditions in depth. Most people will go to the public library, encyclopedias or to the web to look up various subjects and Nordic organizations. Members of Sons of Norway have access to their lodge library and too programs presented by the lodge monthly events and activities.

5. *How does a person and/or a lodge promote and preserve our heritage and culture?*

Today, Sons of Norway members promote Norwegian and Scandinavian traditions and fellowship through the cultural and social opportunities offered in local lodge and district lodge activities. These ‘fraternal’ activities include language camps and classes, scholarships, handicrafts, cooking and heritage classes, heritage programs, sports programs, travel opportunities, Viking Magazine and outreach programs sponsored by the Sons of Norway Foundation. Families continue the traditions passed down as well as integrating the skills learned in Sons of Norway classes into the family.

6. *How does Sons of Norway continue to care for its members?*

Through our Sons of Norway Financial Benefits Counselors, we offer financial protection to Sons of Norway members and their families against the hardships of sickness and death with a variety of quality financial programs. The Local Lodges have individual ways of caring through cards, plants, visits, funding scholarships, attending funerals dressed in their Norwegian sweaters and singing as a group. We need to be sure we are personal in our caring. The District Secretary will also send sympathy cards when asked to do so by a District Board Member.

7. *The question you may have been asked about who can join a LOCAL LODGE?*

ANYONE who is interested in Norway and the Nordic countries may join Sons of Norway. There is no need to be Norwegian, married to a Norwegian or have Norwegian ‘blood’. Since 1945ish, women are included as members.

8. Membership: How do people join Sons of Norway and what does it cost?

Fill out the Membership Form (it is no longer an *application*) and pay the dues by check to Sons of Norway. The Local Lodge Membership Secretary will submit the paperwork to Headquarters. People join a Local Lodge to participate with others in mutual interests and to be able to buy any of the financial products of Sons of Norway. Other benefits include travel discounts, hotel discounts, reduced car rental costs and they are all listed on the back of your Membership Card.

You can join online. You can find your lodge dues total on the Sons of Norway Website. Go to www.sonsofnorway.com. Then, hover your mouse over “Join Us” and choose lodge directory or place a nearby City or zip code in the box and lodges that are nearby will appear. Pick the lodge you wish to join.

Your dues have several components. The amount you pay is divided up three ways. The following are breakdowns of International and District dues, currently in effect. In addition, each lodge adds an additional amount for local lodge dues. (This amount is approved in your lodge bylaws.)

International All Members pay International dues, but the amount varies by membership category. **As of 01/01/2013 these are the amounts:**

Primary: \$32 Spouse: \$25.00 Golden: \$16

Dues Paying Unge Venner” \$16.00

District 6

Dues at \$10.50, \$11.50 or \$12.50 depending on proximity to Camp Norge
(Unge Venner: \$5.75, \$6.75 or \$7.75)

Local Lodge

Each Lodge decides how much to charge in addition to what is charged by International and the District. This is the amount each lodge receives from Sons of Norway Headquarters monthly, when a member joins the lodge or renews his/her membership. Local Lodge dues rates vary from \$0 to \$20.00. A lodge may charge all members the same or the amount based on membership category. Changing the lodges dues rate(s) require(s) a change in lodge bylaws.

Affiliate membership:

This membership provides for a “Lodge Pollination of Ideas”. A member belongs to a primary lodge and may join additional lodges as an affiliate member paying only the local lodge portion. These members have the same rights as other members with the exception of voting or becoming a Convention delegate. However, a lodge may have other restrictions but they should be outlined in the local bylaws, such as restrictions on holding office.

Coming January 2018

There will be **one membership amount**. The amount will not vary from lodge to lodge. The new membership fee will be \$60 across the United States This was voted into effect at the International Convention in Tacoma, Washington in August 2016. The fee is made up of International dues of \$32.00, District dues of \$14.00 and Local Lodge dues of \$14.00. There is also a Family Membership and those dues will be \$95. The dues will be allocated as follows: International \$42, District \$25 and Local Lodge \$28.



So, you've joined Sons of Norway—here's an overview of the organization

Each of us is an individual member of the local organization which is called a LODGE' - meaning, a fraternal benefit organization. What are three levels in the Sons of Norway and most fraternal organizations? Local - District - International.

9. What is a local Lodge?

A local lodge has its own by-laws fitting into the larger organization's structure. While Sons of Norway has a Mission Statement, a local lodge can write its own local mission statement - and some lodges have. A lodge is a 'subsidiary' of Sons of Norway International and is independent financially with its own set of officers and the lodge determines its own calendar as well as Programs within the purposes and bylaws of the District and International Lodges with individuals paying dues to support the International and District lodges.

10. What is a District Lodge?

Sons of Norway as a whole is divided into eight Districts with six in the United States, one in Canada and one in Norway. The Board of Directors for the District Lodge are elected every two years at the District Convention/Lodge Meeting by the delegates from within that District. A Nominating Committee works for two years between Lodge Meetings to bring forth a slate of Officers to the Convention body.

Each lodge has a resource person (Zone Director) who is an elected member of the District Lodge Board who acts as both a liaison communicator between the two and as a resource to the local lodge officers. While this Zone Director acts as an advisor, he/she has no direct authority over the lodges of his/her zone. The Zone Director is elected by the delegates from that Zone at the District Lodge Convention. The Zone Directors are mentored and aided in their work by the District Six Vice President.

11. What is the International Lodge?

The International Lodge carries on the business of the organization. The officers are elected by the delegates from each District at the Biennial International Lodge Meeting. The International Lodge hires the CEO who oversees the business of the Sons of Norway International Board.

International and District Conventions/Lodge Meetings are held every two years (biennially) in the same year. In 2016, District Six held its meeting in Loveland, Colorado with the Zone 8 Lodges as the Hosts. The International Convention was held in Tacoma, Washington in 2016 and will be held in Bloomington, Minnesota in 2018.

The term of office for District and International Officers is two years. They may be re-elected one time, serving a total of four years. The Secretary and Treasurer do NOT have a term limit. The International Directors are elected for ONE four-year term and cannot be re-elected.

As you are familiar with the District's Zone Director, the International has a similar liaison officer, International Director who attends International Board Meetings and sits in on our District Six Board Meetings as the Representative and Communicator between the District and International Lodges. The International Director has both voice and vote on the District Six Board of Directors.

The Corporate Office of Sons of Norway is in Minneapolis, MN. The International President has an office there though he/she may live elsewhere.

FINANCIAL

1-800-945-8851

Sales of Products

New Member Seminars/Lunches

Free Financial Assessments

Financial Benefits Counselors

FOUNDATION

1-800-945-8851

Scholarships

Disaster Fund for Members

District/Local Lodge Grants

Workshops—Estate Planning

FRATERNAL

1-800-945-8851

Membership: New/Heritage/Dues

New Lodges and Closing of Lodges

Viking Magazine, Cultural Skills

Webmaster, statistics on the web

Lodge Supplies

Materials, pens, tablets

Legal Matters

Check out who the International Officers are for 2016-2018

- President---Jon Tehven (District One)—Iowa
- Vice President—Ron Stubbings (District Seven)—British Columbia, Canada
- Secretary—Marci Larson (District Three)—Florida
- Treasurer—Elaine Nelson (District Four)—North Dakota
- International Director District Six—Roger Espeland --Arizona

THE FOUNDATION

Mission Statement

The Sons of Norway Foundation awards scholarships and grants to promote the heritage and culture of Norway, and provide assistance to our members, lodges and their communities.

- Creates cross-cultural exchanges between Norway and the USA thru scholarships and grants.
- Collaborates with Sons of Norway lodges in their community efforts, the Foundation expands the horizons of our members, lodges and communities
- By financially supporting Project Framtid (Adopt A School), Barnas Norsk Klubb and children's heritage programming for your lodge, it is introducing Nordic heritage to our next generation.
- Welcomes members to view a Foundation video from scholarship and grant recipients, telling in their own words how the Foundation has given them the opportunities to celebrate their culture and follow their educational dreams.
- Donating to The FOUNDATION is tax deductible - the Foundation is a 501(c) (3) non-profit organization
- The Foundation partners with the Red Cross in giving free workshops that can be organized by a lodge(s) to help persons with financial planning and estate planning.
- The Sons of Norway Foundation celebrates culture.
- By funding five separate scholarship opportunities, Foundation is enabling our students to follow their dreams through education.
- Check out the following Grants on www.sonsofnorway.com
 - “Helping Hands to Children Grants”-- grants for lodges (check the website for deadline date)
 - “Local Lodge Partnership Grants”--grants for lodges interested in bringing quality programming and communitywide events
 - “Local Lodge Partnership Grants”-- grants for lodges interested in Norwegian arts and culture presentations
- Humanitarian aid to members, lodges and their communities following natural disasters.
- FOUNDATION benefits for Members, Lodges . . .
- Members go to sofn.com, log in and then click on FOUNDATION to check for grants deadlines, scholarship deadlines etc.



Local Lodge Partnership Grants

The Sons of Norway Foundation invites applications from lodges that wish to promote Norwegian heritage in their communities. These are matching fund grants, with a maximum award of \$1,000.

Examples of activities include cultural fairs, hosting visiting groups, cultural skills classes, books for lodge libraries and more. To apply online go to Sons of Norway website to Foundation - Application due by **JANUARY 15, 2017**.

General Heritage and Culture Grants

The Sons of Norway Foundation invites applications from individuals, groups or organizations that promote the heritage and culture of traditional or modern Norway with a maximum award of \$3,000.

The General Heritage and Culture Grants are awarded to promote the heritage and culture of Norway

Examples of activities include community festivals, cultural exchange programs, research projects, instructional videos and books, etc. To apply online go to Sons of Norway website to Foundation. Application due by **FEBRUARY 1, 2017**

Helping Hands to Children Grants

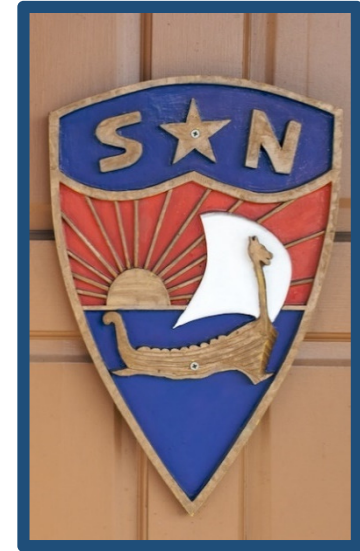
The Sons of Norway Foundation invites applications from lodges that are interested in programming for youth with a maximum award of \$500.

Helping Hands to Children Grant is a matching funds grant for lodges that helps establish educational/heritage programming for youth Eligible programming includes Adopt a School, Barnas Norsk Klubb, Children's Folk Dancing Groups, Junior Lodges, Heritage Camps and special programming for youth. To apply online go to Sons of Norway website to Foundation - application due by **FEBRUARY 15, 2017**



On-line you are able to see the grants already awarded so you can get ideas that will inspire your lodge to apply for grants.

Resources: Sons of Norway Web site



Profile left side of page has officer access documents

- ☐ Sons of Norway website→ Members Log-in→ Membership List
- ☐ Sons of Norway website→ Members Log-in→ Lodge Officer Updates
- ☐ Sons of Norway website→ Members Log-in→ Lodge Activity
- ☐ Sons of Norway website→ Members Log-in→ Lodge Achievement Form
- ☐ Sons of Norway website→ Members Log-in→ Member Resources (red box) → Lodge Leadership Resources→ Administrative Resources → Leadership Guidelines
- ☐ Sons of Norway website→ Members Log-in→ Member Resources→ Governing Documents→ Charter and Constitutions
- ☐ Lodge Bylaws
- ☐ Sons of Norway website→ Members Log-in→ Member Resources→ Governing Documents→ Policies and Procedures
- ☐ Sons of Norway website→ Members Log-in→ Member Resources→ Lodge Forms→ Financial Forms

Financial Statement Form D-17

- Sons of Norway website→ Members Log-in→ Member Resources→ Lodge Forms→ Culture Forms
- Sons of Norway website→ Members Log-in→ Member Resources→ Lodge Forms→ Membership Forms
- Sons of Norway website→ Members Log-in→ Member Resources→ Lodge Forms→ Lodge Forms
 - Change of address form
 - Lodge Achievement Form (LAF)
 - Lodge Supply Catalog

- Sons of Norway website→ Members Log-in → Member Resources→ Cultural Programming →Cultural Skills
- Sons of Norway website→ Members Log-in → Member Resources→ Culture Programming→Sports Medal
- Sons of Norway website→ Members Log-in → Member Resources→Foundation
- Sons of Norway website→ Members Log-in → Member Resources→ Financial



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MEMBERS

Welcome to the Sons of Norway Membership Portal!

[Log In](#)

Note: User Name and Password are case sensitive.

Change my username? [Click Here.](#)

Change my password? [Click Here.](#)

First-time Portal User? [Click Here.](#)



Ap1 - Microsoft Internet Explorer provided by Eisenhower Medical Center

https://members.sofn.com/ap1/memberProfile/show

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Member Profile

Welcome to your profile page. Please use it to keep your information current and to navigate to the resources you need. If you don't find what your looking for here you can

[click here](#)

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https://www.sofn.com/member_resources/

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MEMBER RESOURCES

About Us

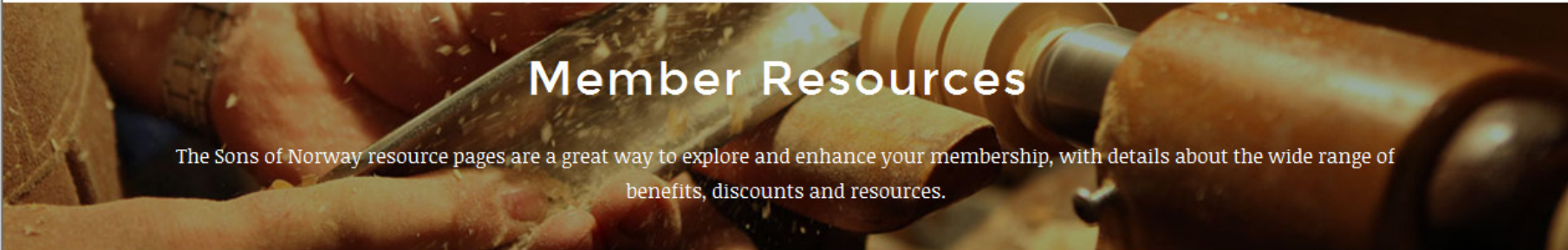
Financial Products

Member Benefits

Norwegian Culture

Foundation

Blog



Member Resources

The Sons of Norway resource pages are a great way to explore and enhance your membership, with details about the wide range of benefits, discounts and resources.

Home > Member Resources

The value of membership

As a member of Sons of Norway, you're invited to enjoy the numerous benefits we have. Whether your interests lie in financial products, travel, culture or heritage, Sons of Norway has a lot to offer, including the assistance of Financial Benefits Counselors and the fellowship and philanthropy opportunities of your local lodge.


Discover all that's here for you at Sons of Norway:

Lodge Leadership Resources

All of the resources you needed for lodge management, programming and successful recruitment and retention initiatives.

Scholarship Programs

The Sons of Norway Foundation awards approximately 25 scholarships to promising students each year. These programs promote cultural exchange and



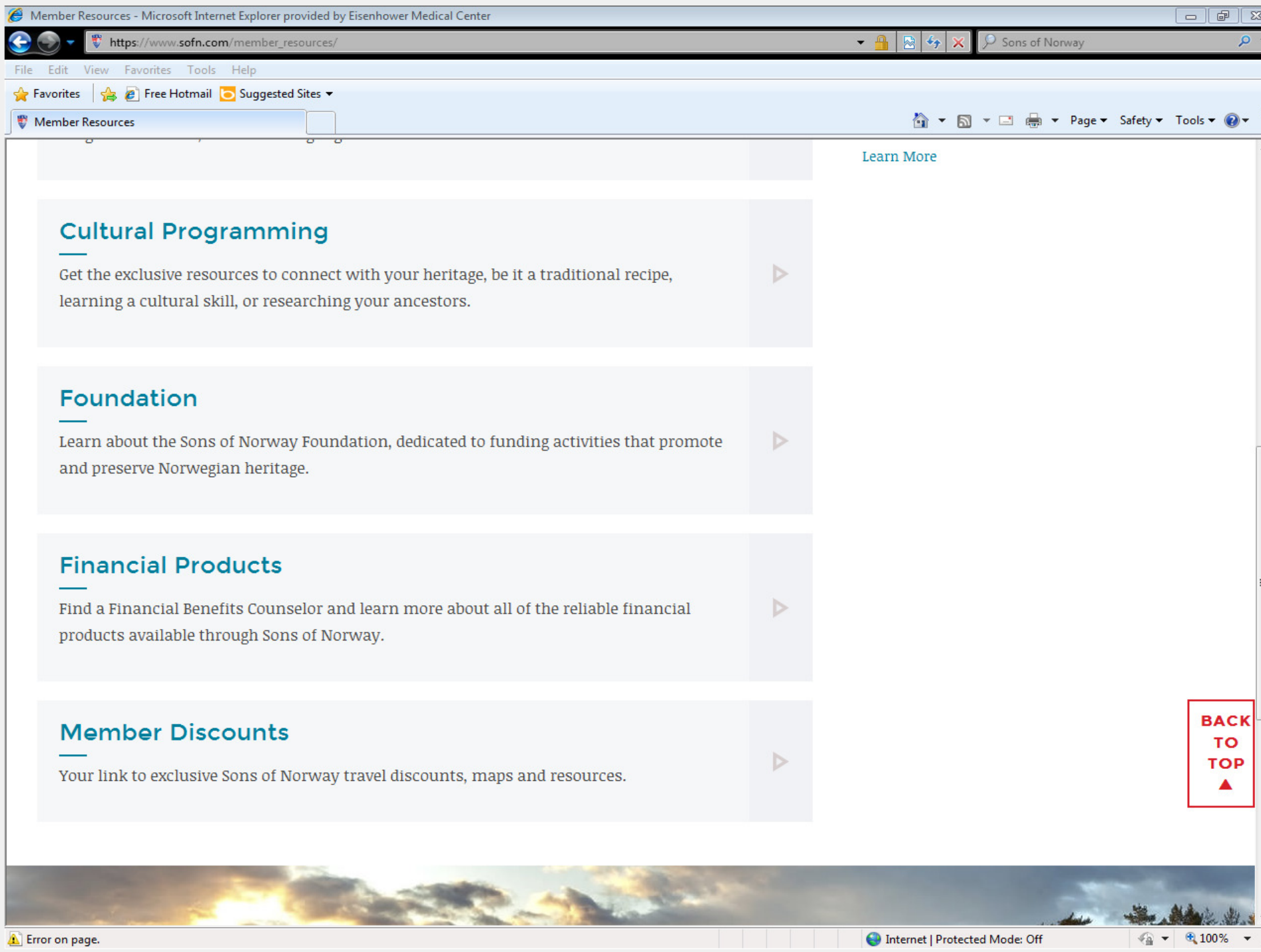
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Part Two—Being part of the TEAM

Business Case for Teamwork

What are the Benefits for Me and the Lodge?

1. What are the benefits for being an effective Lodge member?

For Myself? _____

For Fellow Lodge members? _____

2. What are the benefits of properly preparing for and participating in Lodge/Committee meetings?

For Myself? _____

For the Fellow Lodge Members? _____

3. What are the benefits of learning more about management of a lodge and using Sons of Norway resources?

For Myself? _____

For the Fellow Lodge Members? _____



Together Everyone Achieves More

Functional Task Roles

Check the roles you normally play on a team

- ☐ Initiator/Contributor – contributes ideas and suggestions
- ☐ Information seeker – asks for information or facts
- ☐ Information Giver – offers facts or generalizations
- ☐ Opinion Seeker – asks for opinions
- ☐ Opinion Giver – states beliefs or opinions
- ☐ Elaborator/Clarifier – expands ideas and offers rationales
- ☐ Coordinator – integrates information and ideas
- ☐ Diagnostician – clarifies what the problems are
- ☐ Orienteer/Summarizer – keeps team on track
- ☐ Energizer – encourages team
- ☐ Procedure Developer – handles equipment, papers, seating
- ☐ Secretary – keeps notes and records progress
- ☐ Evaluator/critic – constructively analyzes ideas

Social/ Maintenance Roles

Check the roles you normally play on a team

- ☐ Supporter/encourager – praises and accepts ideas
- ☐ Harmonizer – mediates disagreements and differences
- ☐ Tension Reliever – jokes and relaxes the team
- ☐ Conciliator – willing to admit own errors in ideas
- ☐ Gatekeeper – encourages silent members
- ☐ Feeling Expresser – shares feelings and moods
- ☐ Follower – goes along with team ideas passively

Role of Team Members

Check the roles you most frequently play when stressed

- ☐ Blocker – interferes with progress by rejecting ideas
- ☐ Aggressor – struggles for status by deflating the status of others
- ☐ Deserter – withdraws in some ways; remains indifferent
- ☐ Dominator – interrupts and embarks on long monologues
- ☐ Recognition seeker – gains attention in an exaggerated manner
- ☐ Joker – displays inappropriate humor, horseplay, or cynicism
- ☐ Cynic – sneering disbelief about team members skill

Eight Factors of Building Cohesiveness

Cohesiveness provides a collective sense of identity. A team can be defined as any group within the lodge or district, including committees, officers, etc.

- 1. Shared or Compatible Goals** People draw closer when they share an aim or goal.
- 2. Progress toward these Goals** While a team is making progress, members feel highly cohesive. When progress stops, cohesiveness decreases.
- 3. Shared Norms** Norms are shared values, beliefs, behaviors and procedures.
- 4. Lack of Perceived Threat Between Members** Cohesive group members see no threat to their status, dignity or emotional well-being.
- 5. Interdependence of Members** Teams become cohesive when their needs can be satisfied only with the help of other members.
- 6. Threat from outside the team** When members perceive a threat to the teams existence or image they grow closer together. The team unites against its common enemy.
- 7. Mutual Perceived Attractiveness and Friendship** Teams often do become close simply because members like each other.
- 8. Shared Team Experiences** When members have been through some unusual or trying experience, they draw together.

Cultivating Cohesiveness

Reducing Common Challenges



- **Share experiences when the factors of cohesiveness were apparent:**

- **How did it feel?**

- **How long did it last?**

Part THREE: My Lodge

Characteristics of Successful Lodges

1. Mission Oriented



"If you aim at
nothing, you will hit
it every time"
Author Unknown

2. Sets and Achieves Goals

3. Strong Leadership

4. Dynamic Programs and Social/Cultural Events

5. Recruits New Members and Retains Members

6. Always a Positive Attitude

7. Provides a Value Added Experience

8. Has Fun!

positive thoughts
generate
positive feelings
and attract
positive life
experiences



In the past couple of years, what, and how, has our Lodge been doing in the following areas?

1. **Membership:** _____
2. **Social Activities:** _____
3. **Cultural Activities:** _____
4. **Programming for Youth:** _____
5. **Sports and Recreation:** _____
6. **Sending Youth to camp:** _____
7. **Sons of Norway Foundation:** _____
8. **District Scholarship Fund:** _____
9. **Community involvement:** _____
10. **Framtid/Adopt-A-School Program:** _____
11. **Tubfrim:** _____
12. **Publicity:** _____
13. **Promoting SON financial products:** _____

What do we want to do in the next couple of years in these areas?

1. Membership: _____
2. Social Activities: _____
3. Cultural Activities: _____
4. Programming for Youth: _____
5. Sports and Recreation: _____
6. Sending Youth to camp: _____
7. Sons of Norway Foundation: _____
8. District Scholarship Fund: _____
9. Community involvement: _____
10. Framtid/Adopt-A-School Program: _____
11. Tubfrim: _____
12. Publicity: _____
13. Promoting SON financial products: _____

Mentor Leadership



Brainstorm three ways you can incorporate each component in your lodge.

Engage: If you do not engage with those you serve, you will never understand them or know enough about them to be able to have a positive effect in their lives. Being able to engage is a matter of attitude and approachability.

Educate: Education is an essential building block of mentor leadership. Mentor Leadership is built on a foundation of teaching helping and guiding. Train the next generation of leaders.

Equip: Show what to do and how to do it. Create an environment in which others can be productive and excel. Set the parameters and guidelines for the task, project and continually recast the vision and then provide the tools and equipment needed.

Encourage: Mentor leaders care. Mentor leaders lift up others. Mentor leaders encourage. Everyone needs encouragement, even when things are going well. It is better to be over-using encouragement than under-using it.

Empower: Once people are equipped and encouraged, it's time to turn them loose. True empowerment is preparation followed by appropriate freedom. Delegate responsibilities and empower them by letting them perform.

Energize: Mentor leaders energize and inspire those they lead. Energize them by believing in them. The energy to go forward and the inspiration to achieve will come from you. A single spark can set the organization ablaze. Energize. Inspire. Motivate.

Elevate: Raise people up. The ultimate goal of every mentor leader is to build other leaders. The regenerative idea that leaders produce leaders, who in turn produce leaders—is a powerful concept for mentor leaders and their organizations.

Adapted from “*The Mentor Leader*” written by Tony Dungy

NOTES:

How do we start?



Effective mentoring requires trust and respect of both parties.

Find out why talented members left in the past. Was a lack of mentorship or a lack of knowledge and information a factor?

Set lodge mentorship goals. What is it that you would like to accomplish through your mentorship program? What lodge roles would be good candidates for a mentorship program?

It is ideal if your lodge creates a clear strategy for mentor leadership opportunities. A thoughtful framework helps determine the guiding principles, clarifies reasons for the program, helps define the objectives and creates a plan for implementation.

The lodge must be clear about the purpose of the mentor leadership program. Short-term and long-term goals need to be discussed.

It is important to provide skill building training for both mentors and mentees. All of the soft skills become critical, including empowerment, listening, support, collaboration and assertiveness.

The training should also consider how strengths and weaknesses will be evaluated, how to identify developmental objectives and how to discuss and clarify the roles and responsibilities of participants in the mentorship program.

Signs of a successful mentoring relationship include: willingness of both mentor and mentee to ask questions, challenge ideas and suggestions, freely and openly discuss personal and professional goals, provide honest feedback and expression of appreciation for each others efforts.

**Given the positive impact,
Mentor Leadership is a strategic organizational imperative.**



Writing S.M.A.R.T. Goals

Developing sound goals is critical for Lodges in managing the year's events and their performance. Discuss openly what the Officers and Members recognize as the strengths of their Lodge, what they would like to add or change in their Lodge and their dreams for the future.

IS YOUR GOAL S.M.A.R.T? Here are the criteria-----

1. **Specific.** What will the goal accomplish? How and why will it be accomplished?
2. **Measurable.** How will you measure whether or not the goal has been reached (list at least two indicators)?
3. **Achievable.** Is it possible? Have others done it successfully? Do you have the necessary knowledge, skills, resources to accomplish the goal? Will meeting the goal challenge you without defeating you?
4. **Realistic and Results-focused.** What is the reason, purpose, or benefit of accomplishing the goal? What is the result (not activities leading up to the result) of the goal?
5. **Timely.** What is the established completion date and does that completion date create a practical sense of urgency.

Samples: A Prospective New Member Seminar Lunch will be hosted in April by the Membership Committee.
The Lodge will have four members awarded Cultural Skills Pins and Sports Medal Pins in 2017.
Our Lodge will host at least one musical, folk dancing or performing group in 2017.

If each of these goals can be answered by a YES or a NO! They are SMART!

Write at least ONE SMART Goal for your Lodge for 2017!

MAKING A YEAR'S PROGRAM CALENDAR

1. Have a committee collect ideas for the next year programs/socials starting in September or if your lodge works on a seasonal calendar in June.
2. Develop an interest questionnaire. Ask about what they would like to hear about. Think about meals or food offerings that support the program.
3. Next ask the Leadership Committee about more ideas and start putting dates and programs in order.
4. Confirm Speakers availability for the programs month's in advance
5. It is a good practice to write information about the program to confirm it in a letter with a copy to the presenter to sign and return. Include: date of program, time of arrival, title of program with a short synopsis that can be used for publicity, agreed upon honorarium, agreed upon mileage payment, and overnight lodging in member home or motel if necessary. What equipment is needed? Projector, screen, DVD player etc.
6. When each month is completed, publish a year's calendar so that members have a copy they may refer to when making plans. Some lodges have an annual directory that includes the events calendar



Interest Survey--Please help us plan for 2017

Types of meals:

Circle all that you are interested in:

Brunch Lunch Dinner

Food:

Circle all that you are interested in:

Pot luck Lutefisk Salmon dinner Shrimp Dinner

Traditional Norwegian Foods and Desserts

Soup and Salad Dinner Potato and Salad Dinner
Bar-b-que Spaghetti dinner

International Themes

Viking Dinner Christmas Pork Ribbe Dinner
Christmas meal: fill in entrée _____
Norwegian beer and Cheese tasting Danish Night Picnic
Swedish Night

Events/Culture Programs

Circle the types of programs in which you are interested

Music: entertainer

Movies: fiction history

Traditional crafts: Rosemaling Hardanger Wood carving

History: Norway today WWII Viking Art Literature

Interactive activities: Crafts Runes Story telling Food

Demonstrations Cooking classes

Your recommendations for programs or meals:

SPORTS MEDAL PROGRAM

Sons of Norway's Sports & Fitness Medal Program brings a bit of Norwegian tradition to its members by encouraging everyone to participate in activities that will improve their health and well-being in ways that suit each individual's physical capabilities.

The sports included in the Sons of Norway Sports Medal Program include:



GANGMERKE - “Gahng-merk-eh-“Gang” is the Norwegian word for walking, “merke” is the medal.

On average, it takes 2000 steps to walk a mile-log every mile you walk because each step brings you closer to earning a pin.

SKIMERKE - “Shee-merk-eh” The Skimerke is the Sports Medal Program's cross country skiing pin. Cross-country skiing, a sport introduced to North America by Nordic immigrants, is a way to enjoy the outdoors during cold winter months.

SYKKELMERKE -“Sick-el-merk-eh”: “Sykkel” means bicycle in Norwegian. If you cycle indoors or outdoors for recreation, transportation or competition, use that effort over a year to earn a pin.

IDRETTSMERKE - pronounced “Ee-dre`s-merk-eh”: The idrettsmerke is the Sports Medal Program's general sports and fitness pin that rewards a variety of activities. Any activity can count towards an idrettsmerke, so if you don't see your activity of choice on the card, contact your Sports Director to create a program that accommodates to your activity.

SVØMMEMERKE-”svum-meh-herk-eh” Flutter kick, freestyle, back crawl and breaststroke can all propel you through the water and towards a bronze, silver, gold or enamel pin.



Each sport pin has 4 levels of achievement: Bronze, Silver, Gold, and Enamel. Members must work through the series in sequence, beginning with the Bronze pin. Members must complete the requirements for each level within 365 days.

NOTE: *If the member completes the requirements in a shorter period, he/she can immediately begin working on the requirements for the next level in the sequence. The member may want to become more fit, continuing until the member has achieved gold and then the enamel level.*

Members will receive recognition from Headquarters for their hard work with a beautiful Sports Medal Pin!!



LODGE ACHIEVEMENT FORM

The Lodge Achievement Form (LAF) is sent to each lodge secretary in November. This document is meant to be a self-evaluation in which the individual lodge reflects its procedures, activities and events including community involvement with their volunteer hours and finances. This form is sent to *Sons of Norway Headquarters* upon completion.

After using the scoring system - which includes points for meeting deadlines for insurance payment, LAF, 990N, D17 etc. The lodges are placed by increments of points in the Bronze, Silver and Gold categories for awards. Headquarters will review the forms and apply the appropriate points. The District Presidents are sent the results and assist in selecting District Lodges of the Year. It is the International President who determines the LODGES OF THE YEAR at the International level - one for the top tier lodges (sizes 100 members and over) and the lower tier (under 100 members.) The awards for two years are announced and a plaque is presented at International Convention.

Yes, the Lodge Achievement Form is used for the LODGE of the YEAR, but it has a number of uses before that. It is great when Leadership Team Members work together, taking a few hours together to read the LAF as a group and make comments, check the monthly minutes and use the questions as a guide for planning lodge activities, procedures and volunteer ideas.

It is supposed to be the secretary's role in writing it up and sending it in to Headquarters by March 1st. In place of the Lodge Secretary. ANYONE may take the responsibility and it is recommended that this be a "team" effort, so nothing is left out. This is a time to BRAG about your activities and add details. It is much more informative to read all that a lodge does rather one word comments. Tell your story.

A word of caution - BEFORE sending your LAF to Headquarters make a copy for your use just in case it should be lost. Reports are to be sent to Headquarters as is -. ***No covers or binders.*** You may include samples of news releases, pictures etc. - just a few samples, not all of them. Submission should be neatly held together with a clippy or paper clip. Copy pictures on paper as nothing will be returned and it is best NOT to send in taped-on-pictures and news articles as these pages are read and reread plus mailed several times.

THANK YOU FOR MAKING THESE ACHIEVEMENT FORMS INTERESTING AND SENDING THEM IN ON TIME!!

Questions, problems, concerns???-- call your *Zone Director or the District President*

Lodge Fundraising Suggestions

Many Lodges charge a nominal fee for meals, others charge much more. The fees for regular meals vary from \$5.00 to \$20. Special events are more. Many will charge a lower fee if reservations are received so that food can be planned. Also, a higher fee for non-members is an incentive for joining. Also, some lodges charge for beverages other than water and coffee. Others, due to the nature of their lodge building Bylaws, ask for donations for beverages. Also, beer and wine are a good way to make extra money but that is based entirely on your location.

50/50's are an easy fundraiser. Just have tickets and whoever's ticket is drawn wins half the amount. Sometimes a theme basket with tickets for \$1 or 6 for \$5. Silent auctions are also good fundraisers.

Lefse or Norwegian baked goods. Norwegians are always calling lodges for lefse resources or Kransekake. These items can be sold. Three pieces of lefse can go for \$5-\$7. Cookies at Heritage Days go for \$1 for 3 cookies on a plate, almond cakes at 1 cake for \$10 or half a cake for \$5.

Sons of Norway Resources

Program ideas for earning extra money for your lodge, scholarship funds and more.

[#13](#) Viking On A Stick Fundraiser (Revised 10/2010) - selling batter dipped meatballs

[#38](#) Norskies - selling fried dough with cinnamon

[#56](#) Hand-Knit Watch Cap and Scarf - selling hand-knitted items

Brainstorming ideas....what ideas do you have to share?



TRADITION

In this world of change it is nice to maintain some tradition. Sons of Norway has long ceremonial traditions and protocols, most of which have been changed with the times. Some traditions that help with consistency and are just good communication, public relations and educational traditions are:



Flags All three flags should be displayed at each meeting: US on the left, Norway on the right and Canada in the center (audience view)

National Anthems All three national anthems should be played and sung at the opening of a meeting.

Norwegian Table Prayer This is a nice tradition and it is an experience in learning to sing/say the prayer in Norwegian.

Introduction of Dignitaries Often there are representatives from the International and/or District Boards present. These guests should be introduced so members may identify them and have an opportunity to interact with them.

Guests Guests should also be introduced so that everyone knows there are guests and, also, that makes people feel more welcome so maybe they will become a member. Visitors should also be introduced if they are members of other lodges who are present.

Recognition Always thank and recognize members who prepare the meal, set up, clean-up, volunteer for a program and, even better, send them a hand-written thank you note. Appreciation goes a long way to ensure continued lodge support.