

District 5 Spring Board Meeting Highlights

April 4, 2020 via conference call due to COVID 19

Summary provided by District Secretary Darlene Arneson

Auditing Report

The committee audited the checking account and the Nordic Legacy Foundation account from October 1, 2019 to March 15, 2020 through scanned reports to our emails from the Treasurer Mike Palecek.

The Regular Checking account was verified with the bank statements and expense vouchers for that period of time. The accounts were found in good order.

We thank Mike Palecek for his service as treasurer and the committee for their work.

New Lodge Starts Committee

The committee reviewed the minutes from the fall meeting. Darlene indicated that she has not had time to inventory what is out in the garage. Without a District Convention or Board Meeting, she is hoping to get the inventory done in early April, send the list of items out to the board to review, and then advertise items via the FFFN.

The committee was updated on Shawnee Skogen: Sherry Gorse was preparing the charter. Darlene reached out to President Bonnie Juul and Wendy Winkelmann to see what we could have done better in assisting their lodge formation. They have not received the charter yet and had planned to present it in April.

Darlene had run the Central Lodge and Spirit of the New Century membership lists and sorted them by state and city. There are nearly 900 members in the Central Lodge and about 80 in the Spirit of the New Century.

The committee discussed putting together a handout on the benefits of being a member of a local lodge vs being on the Central or Spirit of the New Century Lodge. This could be shared via email to those on the two membership lists and also used in recruitment.

The committee feels that a joint effort of the Membership Committee and Zone Alignment Committee would help to address encouraging members to transfer out of the Central Lodge, identify places to start lodges, and to help clean up the Central Lodge list as we're not sure who maintains that list.

D5 Treasurer's report – Mike Palecek

Our strong cash position is due to steady membership dues and donations to D5 and the Nordic Legacy Foundation.

Budget and Finance Committee

We received two large donations in December of a little more than \$5,000 each from Samhold lodge, when it disbanded, earmarked for the Barnebirke and Masse Moro.

This is the most positive cash position that District 5 has been in, since I started on the board in June 2016. Our improved cash position has been due to some large donations from disbanding lodges, fund raising, but most importantly, from the increased dues structure.

With skipping the 2020 district and international convention, District 5 finance is in an extraordinary state. District convention expenses are typically \$15,000 or more; and we spend \$15,000 for delegates attending the 2018 International Convention, and would probably have spent a higher amount in 2020, with delegates slated to go to Norway.

The budget and finance committee is proposing that the District 5 board use \$10,000 of these one-time cost savings to invest in membership engagement activities. Other committees will be making proposals at the district board meeting for using these "engagement" funds.

If, during the spring district board meeting, the entire \$10,000 is not earmarked for "engagement" projects, other projects can then be submitted to the D5 executive committee, which can then convene via audioconference to review and approve projects.

Projects need to have detailed costs breakdowns and execution plans, submitted to, and approved by the budget and finance committee, before funds will be released. The treasurer will work with leaders of individual projects to arrange payments.

Discussion and Action: There was a motion to approve \$10,000 for membership engagement activities by a 13-0 vote. 2nd. Motion passed.

District 5 Fundraising Committee

The current fundraising options were reviewed. All current options will remain for the next biennium. District 5 will offer the two heritage books *Hidden Heroes WWII in Norway* and *The First Norwegian Settlements in America*. In addition, the Nordic-inspired clothing items will be for sale: hats, aprons, and Nordic-inspired sweatshirts. The Committee also considered some additional items that could be offered in the future. These items would have a Sons of Norway logo and include: a canvas bag, a pedometer, and Marius-styled t-shirts.

The Committee recommends that the District 5 Board authorize production of Nordic scene playing cards, with payment being made in August 2020. We are currently researching other vendors for better pricing.

The first phase of the project will involve obtaining photos from our members for the cards. A District-wide contest will be held asking any member who wishes to contribute to the project to submit two photos of Nordic scenes. Accompanying the photos will be a one-paragraph description of each photo. Entrants must attest that they have taken the photos themselves, and they also will need to sign a copyright release form.

The photo submission deadline is Norway's Midsummer, June 24. The 26 winners will receive a deck of these playing cards and publication of their photos and their descriptions may be published in the Friendly Friday Fifth News and posted to the District 5 website. Our committee will develop a list of contest rules and will appoint judges selected from lodges throughout the District, who are not contest entrants. We will specify a date when the judging will be finalized, and the winners will be announced.

This project should be of high interest to many and will serve as a membership engagement activity. Our members who have traveled to the Nordic countries will be encouraged to share their photos and participate in the contest.

Discussion and Action: There was a lot of discussion about the playing cards, profit point, who judges the photo entries, distribution, involving youth, and other details. The group discussed having two styles of cards with the second one for Masse Moro and camper submitted photos.

There was a motion to proceed with the card fundraiser project and photo contest and allow the fundraising committee to work out the details. The motion passed.

Darlene will work with Mike on promoting existing inventory items and advertise them in the FFFN for Mother's Day and Father's Day gifts. There was also a request to get a profit/loss for each fundraising project.

Heritage and Grants Committee

Administrator's Masse Moro Sons of Norway Norwegian Heritage Camp Report

Following a very successful 2019 Masse Moro Camp, myself and our Masse Moro staff were looking forward to 2020. Some of the accomplishment that I and others completed toward Masse Moro 2020:

- Negotiated with Beaver Creek keeping the best interest of District 5 in mind (10% deposit rather 25%)
- Revision of application to reflect "where the applicants heard about Masse Moro"; to improve marketing
- Worked closely with Sarah Barnes and Richard Fairchild to update Masse Moro & District 5 websites.
- Masse Moro ad placed in the Viking Magazine
- Confirmation of co-directors positions for Masse Moro 2020
- Emails were sent to all 2019 campers to encourage enrollment and camper graduates to promote camp
- Communication to all Lodge leaders to promote and encourage Masse Moro participation
- Communication with all former campers and on website as to important dates to register, deadlines, etc.
- Promotion of Masse Moro at Lodge meetings and materials available for Leadership Conference
- Recruitment and verbal confirmation of health aide, cook and assistant for Masse Moro 2020
- Promotional materials sent to District 1 Youth Director and District 5 Leaders for their dissemination
- Attended Birkebeiner for 3 days; spoke to hundreds of people during this time promoting Masse Moro to
- Spoke with and recruited the "Warriors, Prince Haakon and Mother, Inga" to make presentation at camp
- Recruited and confirmed Interest Group instructors for rosemåling, wood carving and folk dancing
- Recruited and discussions with cook and assistant as we prepared for 2020 Masse Moro Camp
- Contacted directors as to the planning and preparation for camp and hiring of staff
- Discussion with Beaver Creek Reserve concerning our contract obligations due to the virus
- Contact with directors and other staff concerning the coronavirus and how it may effect camp

- Teleconference with District 5 Board – discussion based on staff input and situation at Beaver Creek
- District 5 voted to cancel the 2019 Masse Moro Camp due to the coronavirus
- Sandy had developed a PowerPoint that was to be used at Barnebirkie
- One of the campers also did a video that has been shared

At the time of the cancelation; there were 11 campers who had paid toward our 2020 camp. The campers and/or supporting Lodges will be contacted to return their deposits/payments or apply them to Masse Moro 2021.

Beaver Creek Reserve has confirmed the dates of renting the camp from July 16 – 31, 2021. Masse Moro camp dates for next year are **July 18 – 31, 2021**. Beaver Creek has moved our deposit of \$1352 which was paid in January 2020 by District 5 and will apply it to 2021 Masse Moro Camp. The contract will be the same as what we had for this year. They stated that they really appreciate our ongoing support and look forward to seeing us in 2021! They have been terrific to work with and very understanding during this coronavirus pandemic. The board had approved that any 16 year olds in 2022, who have attended Masse Moro in the past, will be able to attend camp in 2022.

Our 2020 Masse Moro Directors, Zach Garner and Keir Kristiansen are looking forward to returning in their roles at Masse Moro next year. They are going to be working with me, along with our treasurer, health aide and past administrators to come up with ideas to keep our campers and staff engaged and connected with Masse Moro. I would appreciate ideas, as well, from the District 5 Board and especially the Heritage and Grants Committee. Due to being isolated because of the coronavirus our focus will be on utilizing our website and Facebook technology for outreach to keep our past and future campers enthused about Masse Moro.

I had a very productive conference call with Masse Moro directors, Zach Garner, Keir Kristiansen and Treasurer, Mike Palecek. The directors will be meeting with me to pursue the best methods and share ideas as to keeping the magic of Masse Moro alive.

A \$1500 Culture & Heritage Grant from the Sons of Norway Foundation was awarded to purchase walkie talkies for Masse Moro. A sincere thank you to members of Løven Lodge, Eau Claire for thinking of Masse Moro as they applied for this grant. When the Lodge approached me for what we needed most at Masse Moro, the need for walkie talkies came to mind immediately. This need was evident, as I observed the Masse Moro staff last year struggling to find a walkie talkie that worked; sharing walkie talkies and trying to keep them charged. This \$1500 Grant will allow us to provide workable, much needed walkie talkies for our entire staff at Masse Moro. We sincerely thank the Løven Lodge and the Sons of Norway Foundation for this grant and for supporting Masse Moro. In addition to the excellent work of Løven Lodges' Grant Committee, I would also like to thank our treasurer, Mike Palecek, and Masse Moro Directors, Zach Garner and Kris Christensen for their contributions to this grant application.

A \$1000 matching grant from the Sons of Norway Foundation was awarded for a generator for use at Masse Moro. Thanks to Mike for all of his work to obtain this grant. This generator is needed as a backup for our Masse Moro freezer in case of loss of electrical power. We request that \$1000 from the Samhold lodge's donation to Nordic Legacy Foundation, be earmarked to Masse Moro be used to fulfill the matching portion of this Sons of Norway Foundation grant.

I will continue to work with our members of the Heritage & Grant Committee and Masse Moro staff to promote and keep our Masse Moro family intact, excited, enthused and engaged in our mission of promoting our Norwegian Heritage and participating next year at Masse Moro.

As District 5 Youth Director, I would like to encourage all our Board members to actively search for someone to serve as the Masse Moro Administrator. I believe that it is important to have someone in this role to better serve and expand Masse Moro.

District Scholarship Selection: We will withhold this part until applicants are notified!

Cultural Committee

The Cultural Committee discussed mainly the Viking Chest project and the Cultural Skills Program. Following are recommendations to direct the Viking Chest project as its collection grows and to promote cultural skills.

Viking Chest

The committee will continue to support the Viking Chest project. The collection will be divided between the Viking chest and an immigrant trunk replica which is being planned. There will then be two containers to circulate. Donations to the collection will continue for lodges which have not yet placed something in the chest. Lodges which have made a donation do not need to donate again at this time. **NOTHING SHOULD BE REMOVED FROM THE COLLECTION.** Some items have been lost. An effort will be made to identify them and search for them.

The committee suggests the following to help local lodges understand and appreciate the collections and will follow through with the action described.

- Survey lodges to share methods used in presenting the Viking chest and contents.
- Develop a brochure with brief descriptions of the contents of the chest/trunk and a statement of the purpose of having a cultural collection. The brochure is to be available to members as they explore the collection.
- Organize a catalog similar to the brochure but with more detail to help social/cultural directors present a program to their lodge using the Viking chest or immigrant trunk.
- Maintain contact with Owen Christensen to keep the direction of the project in line with his initial vision.

Promoting Cultural Skills Medal Program

- Work with Barb Johnson to make a video available to lodges explaining how her lodge works together on cultural medals.
 - *Offer non typical modern Norwegian influenced recipes by seeking permission from specific cookbook authors to share a few of their recipes possibly using the FFFN and web site locations to spread the word. Inject a bit of modern Norwegian culture through pizza. Check with the new Norwegian pizza company just opening up in the U.S. to find out how to make Norwegian pizza if they are able to share some information.
 - Offer a baking or cooking workshop at the 2022 convention. The range could be from a simple demonstration of one recipe to an off-site commercial kitchen setting at which participants could earn a medal.
 - Seek artisans who can give presentations and/or teach classes in the cultural arts including rosemaling, styles of carving, Hardanger embroidery, genealogy, stamp collecting, and other areas in the medal program.
- *Action on these suggestions is dependent on obtaining author permission on copyright material.

Publicity Committee

After review of the October 18, 2019 District 5 Publicity Committee report, the committee will keep the following items for the June 2022 convention.

Lodge Newsletters

- At Convention have the lodges display a sample of their Lodge Newsletter. The lodges will attach their newsletter onto a foam-core poster board for exhibit in a meeting room. Committee members will help set-up and facilitate this display.
- The location of the lodge newsletter display at Convention will be determined by the 2022 convention committee in a separate committee/display room.
- This display/room will host one or two break-out session's discussions about lodge newsletters and a sharing of ideas.
- During the next two years encourage lodges to post on the D5 website their lodge newsletter and on their own lodge website for public review. Here is where members and the public can read about each lodge's activities.

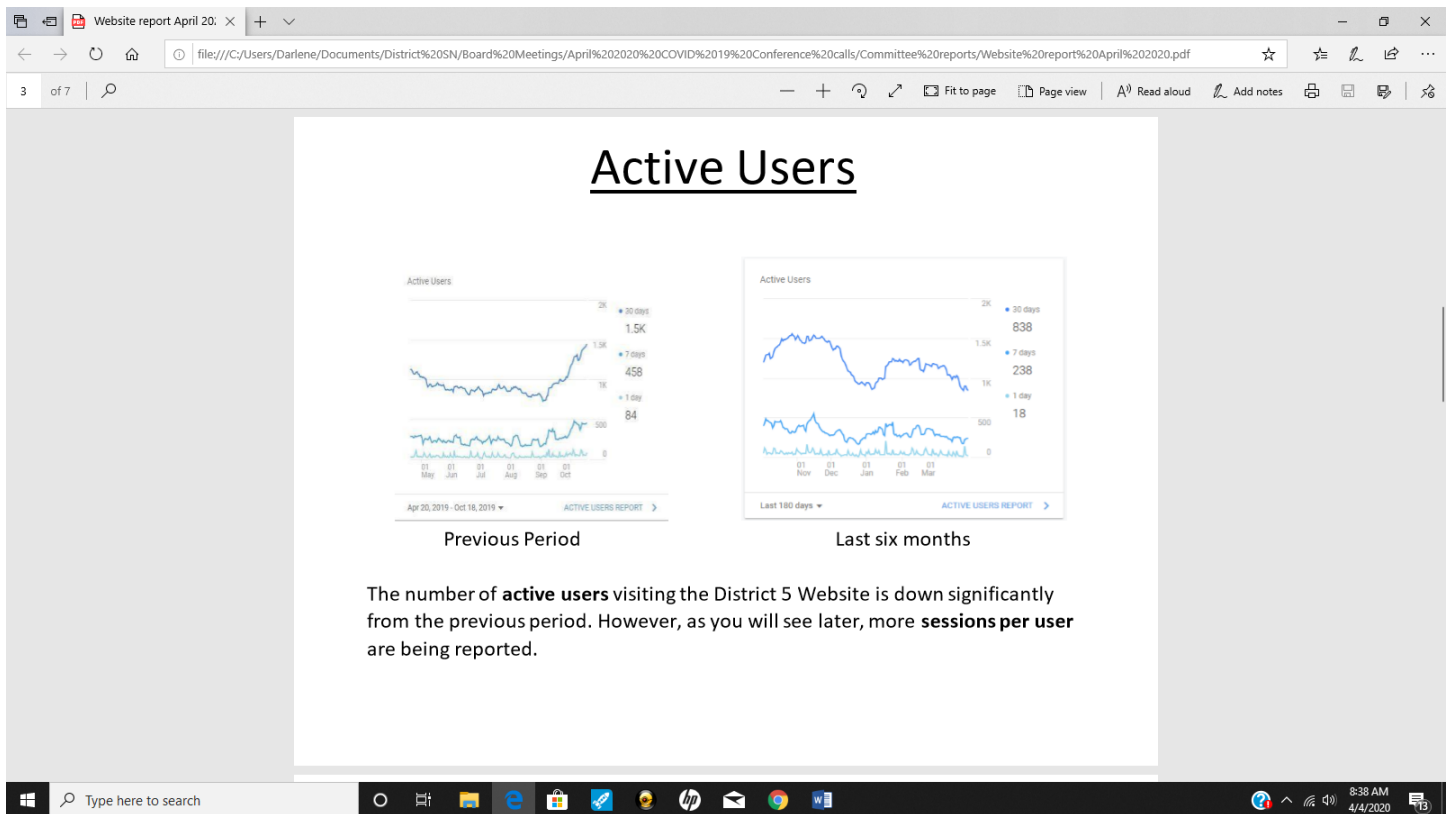
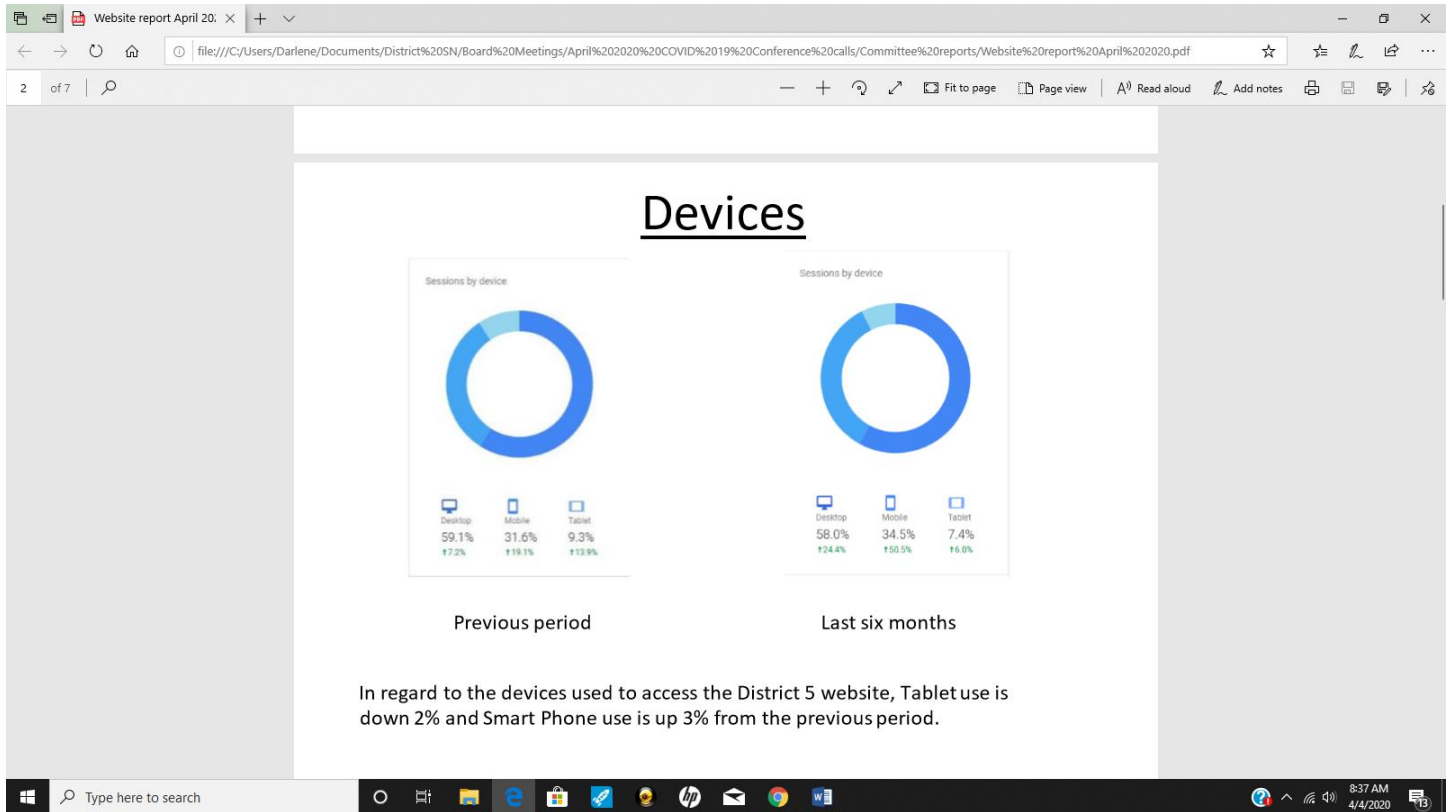
Digital Scrapbook

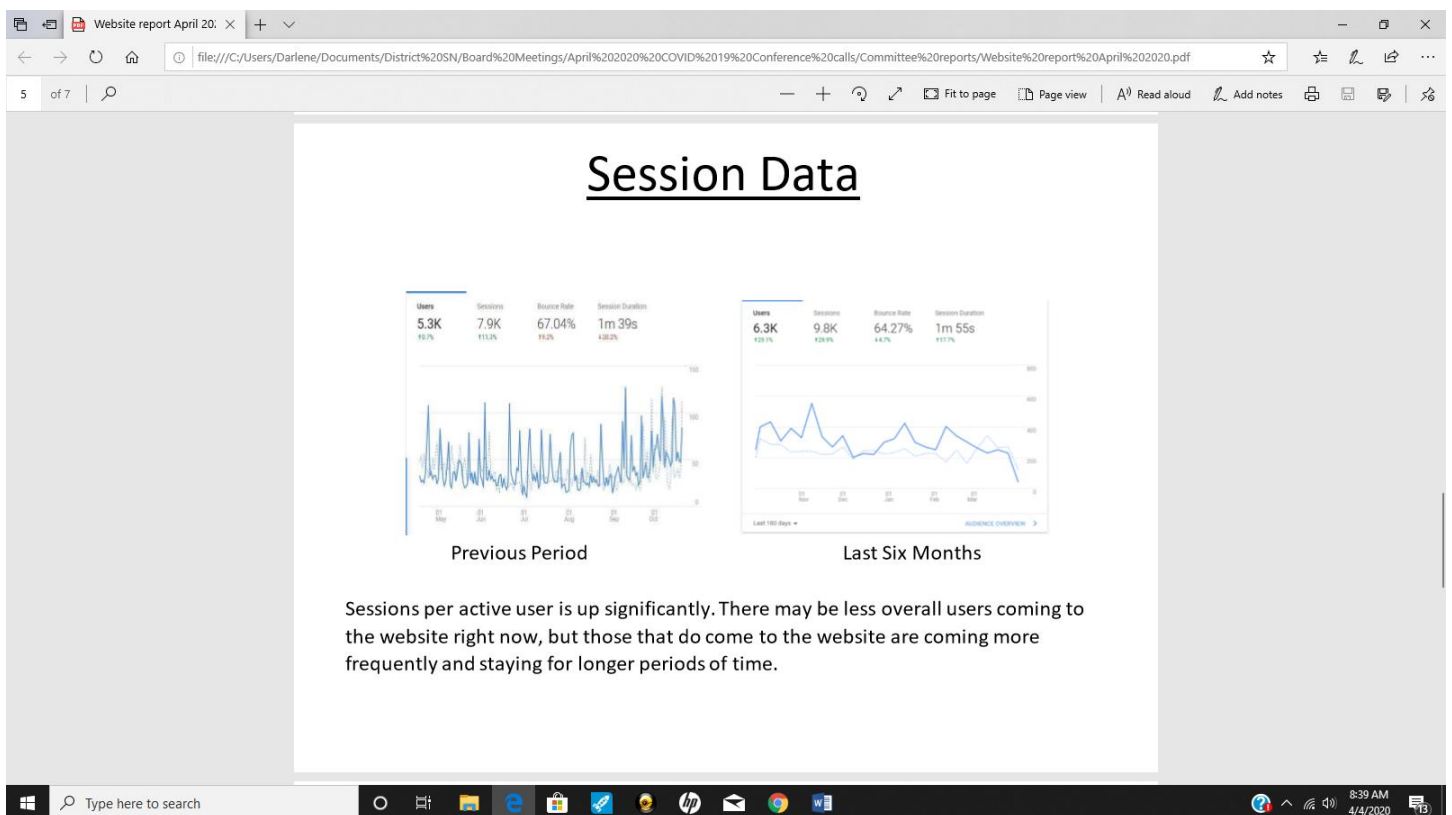
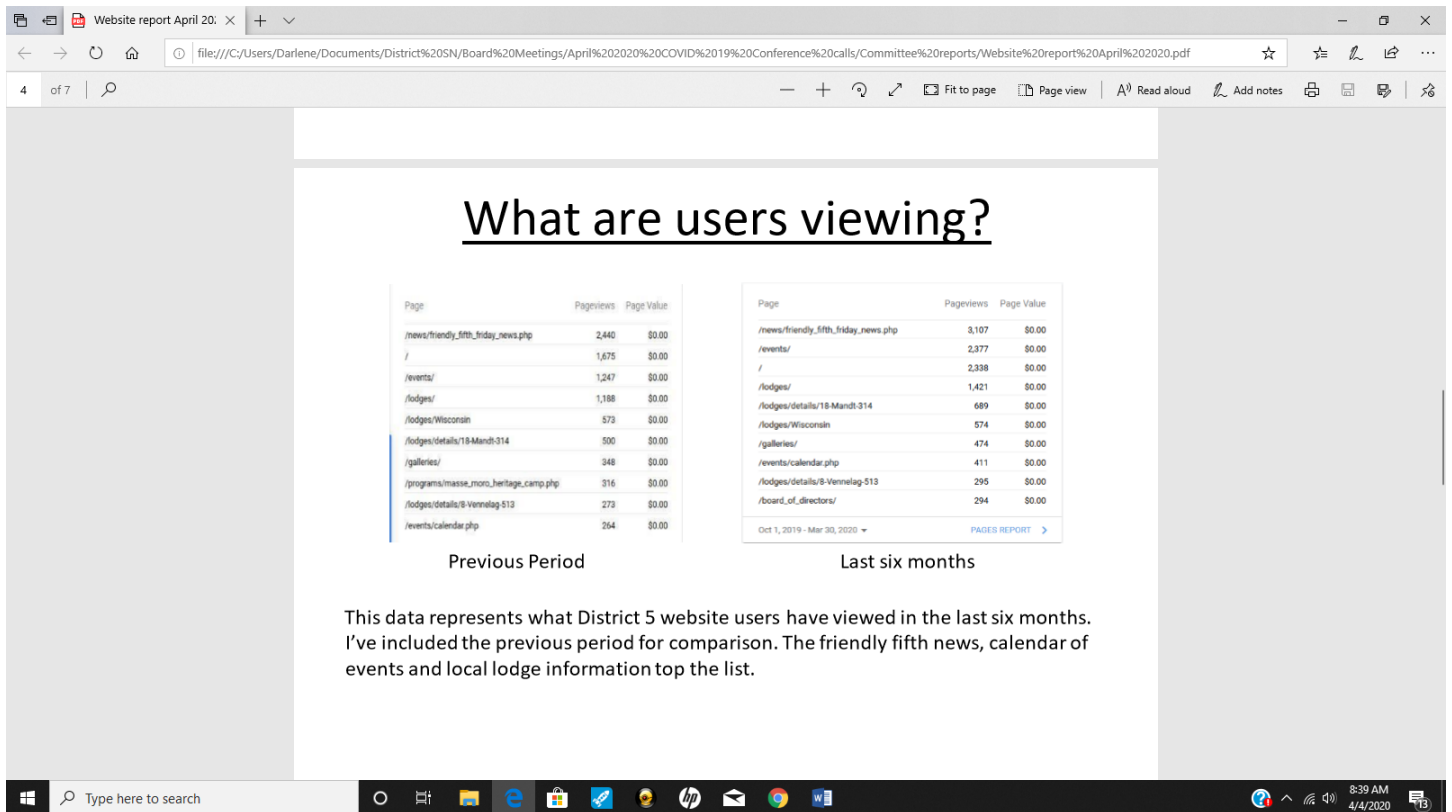
- The Publicity director will work in 2020-2022 on a digital scrapbook for the Convention. This collection will come from the monthly lodge photo submissions for the 'Viking' Magazine. A hotel wall mounted TV would be perfect for display of photos from a pre-loaded flash-drive.
- Publicity Director will send to D5 webmaster lodge photos from the July 2018 – July 2020 time to post on the D5 website.

Lodge Banners

- The lodge banner competition will continue for the 2022 convention. There will be two categories. One for home-made banners and the other commercially made banners. Convention attendees will participate in voting for the best banner in the two categories by ballot at the convention. Awards will be determined by attendee votes. The monetary amount of the gift card to be determined before convention.
- The banner competition purpose is to result in each lodge to have a banner to display at public and lodge events. Over the next two years all lodges will have time to either create-homemade or create-commercially made lodge banner.
- The three documents: 2020 Lodge Banner Contest announcement; Tips for Creating Hanging Banners and How to make a telescoping banner stand will remain on the D5 website for lodge reference.
- District 5 website will need to update the contest information to the 2022 Convention Contest.

Webmaster Report- submitted by Richard and Christina Fairchild





Website Status

Our programmer, Dori Fischer has left Usagnet. Due to this, website changes have slowed, but not entirely stopped. We are now working directly with Pat Sternitzky and Jeremy Chopp. These are very experienced people, but they will need a little time to understand what programs Dori has put in

place.

Currently, we are in the process of adding a District Five merchandise page for fund Raising. This will support Masse Moro and the Nordic Legacy Foundation. This is not an online ordering system, as the cost to the District would be prohibitive, but members will be able to see items online then print and mail a form to purchase.

We've added a tab for convention contests and up until recently loaded quite a bit of Convention related data. We continue to update Newsletters and Director Messages.

Summary The Analytical data is shifting for the website due to the impact of the Coronavirus, but remains fairly consistent with previous periods.

We will continue updating forms, adding Newsletters, making program changes, etc. to better support the membership and the Board.

We've updated some of the lodge histories, but we still need history from the following lodge's; Arctic Circle, Music City Vikings, Vikings of the Smokies, Norsemen of the lakes, Vennligfolk, and Viking. We are still looking for Youth programs to add to the website. We also need an update to the Cultural corner and would appreciate Director Messages from the new Board members. Please continue sending your Lodge events and anniversaries for our calendar...

It is important that you send Website information to the Website address inputd5@sonsofnorway5.com and not my personal E-mail. I don't always check my personal E-mail account and anything sent there may be lost.

Spring 2020 District 5 Sports and Recreation Report

The Committee discussed the Virtual Walk to Norway sports challenge and recommends an extension on the timeline to December 15, 2020. Members are encouraged to continue exercising and earning Sons of Norway sports medals. Lodges are encouraged to submit pictures of those who are exercising. Due to the cancellation of the 2020 Convention, a Power Point slide show of this activity will be posted to the District 5 webpage: www.sonsofnorway5.com at the end of December. Be thinking of a way to celebrate all members who participated in this activity. Lodges should submit the names of those who participated so that completion certificates can be sent. Please make the sports and recreation director aware of those members who completed the challenge. All "winner" names will be posted to the District 5 webpage.

In the meantime, District 5 Presidents are asked to share the number of miles their lodge has accomplished to date. The District 5 website will reflect the accomplishments of each lodge. Participating lodges should forward their check of support to District 5 Treasurer Mike Palecek by December 31, 2020. The \$50.00 fee per Lodge will be deposited in the Masse Moro account.

It would be great to know how many members have earned sports medals during this challenge, too. Please send that number to the sports and recreation director for sharing.

A total of 859 children registered for the **Barnebirkie**. Due to the chilly temperature of 15 degrees at race time, some children did not report. We greeted 627 young skiers on race day.

There were 232 youth who came as part of local school groups. Sixteen children registered in person on race day.

- 1) The **Prince Haakon Race**, the fastest growing race in numbers, had 665 participants.
- 2) **Barnebirkie** racers numbered 95. In this race, competitors are tied to their dogs who pull them along the Main Street course.
- 3) The **Junior Birkie** included 309 competitors. This course is quite challenging as the participants ski the International Bridge twice!
- 4) **American Birkebeiner**-6,249, people raced on Saturday, including our District President Andy Johnsen who came to the Finish Line after a grueling duration of 7.5 hours on the course. Forty-seven states were represented in this race.
- 5) The **Kortelopet** race had 2,824 skiers.
- 6) In the **Giant Ski**, 34 teams competed (6 persons per team) totaling 204 participants.

*No numbers were available from the **Adaptive Ski** race.

2020 Barnebirkie District 5 volunteers

Barnebirkie Registration:

Arlene Watrud-Krueger-Vennelag Lodge
Cheryl Wille-Schlessler-Vennelag Lodge

Masse Moro Representative

Sandy Olson-Valkyrien Lodge

Celebration (cookie) Tent Volunteers

Carol Anderson-Dovre Lodge
Bill Bosak-Dovre Lodge
Robert Fossum-Dovre Lodge
Robin Fossum-Dovre Lodge
Judy Herrman-Dovre Lodge
Judy Kielholtz-Dovre Lodge
Grace Neilsen-Dovre Lodge
Gene Nelson-Dovre Lodge
Audrey Severson-Valkyrien Lodge
Clair Severson-Valkyrien Lodge
Andy Johnsen-Scandiana Lodge
Eugene Johnson-Wergeland Lodge
Montaya Harter-Wergeland Lodge
David Hermundson-Løven Lodge

Expo Center Volunteers

Mary Bennett-Idun Lodge
Asta Blanchar-Idun Lodge

Volunteer Lunch and Prep

Sharon Anderson-Idun Lodge
Lucy Ghastin-Idun Lodge
Hild Petre-Idun Lodge
Judith Ghastin-Norse Valley Lodge

Others

Rolf Grönroos from Sweden (friend of President Andrew Johnsen)
John Gierke-former Norse Valley Lodge member

Lodges that provided cookies, totaling 1,181.1 dozen

Dovre 5-353

Elvedal5-556

Idun 5-074

Løven 5-029

| | | | |
|--------------------------|-------------------------|---------------------------|-------------------------|
| Mandt 5-314 | Nordlyset 5-183 | Norse Valley 5-491 | Norskeland 5-580 |
| Ostestaden 5-642 | Polar Star 5-472 | Skjold 5-100 | Solvang 5-457 |
| Vakkertland 5-570 | Valhall 5-168 | Valkyrien 5-053 | Vennelag 5-513 |
| Wergeland 5-028 | Scandiana 5-600 | | |

It was suggested that the District consider providing a small token of appreciation for Barnebirkie volunteers. A \$25.00 gas card could be given to acknowledge member service. Also mentioned was sending a survey these volunteers asking for their input on the event. A special thank you is extended to those lodges and individual who made monetary donations this year.

Further discussed was the distribution of a token that District 5 could give to the children at the registration table. Some options: a jacket pull, a Frisbee®, or a miniature deck of playing cards. A triangular ice scraper was also considered which would have enough space for the District's logo and could be used by anyone in a family. This would be an additional way to share the Sons of Norway name with the general public, and this could translate to future memberships. It is the goal of the Sports and Recreation Committee to move this item for approval at the fall District 5 Board meeting. Funding for these items could be taken from Lodge donations that have been given for the Barnebirkie.

Due to the uncertainty of these times, lodges may wish to offer their members virtual summer options that allow for social distancing and provide an outlet for fun. A virtual kubb contest can be found on-line: www.kubbon.com. Board and card games for adults and families are accessible through www.lifehacker.com. If you are a euchre player, www.vipeuchre.com offers play on-line against others. Sports directors may send updates on what their lodge has decided to do so these ideas can be shared with others.

Several lodge members have asked for birdwatching to add to our line-up. A space will be created on the District 5 webpage where members can post photos of birds. If one so chooses, the Sports and Recreation Director can take care of this task. Send your photos to: rogcher@mhtc.net. Through this activity, one can enjoy the migrating fowl that is returning to the Midwest, and birdwatching will provide members with the opportunity for additional photograph. Members will have the option of entering one of their photos in the 2022 Convention's photography exhibit.

Furthermore, our members can be sorting through their accumulated photos from Norway or Norwegian-themed events. Interested members can select one photo to be entered in the 2022 canvas print display. Directions for doing so and options for printing have been posted to the District 5 webpage.

Should social distancing restrictions be lifted, summer provides a great time for Zone or Lodge picnics and other gatherings. Many communities hold walks or runs for a variety of causes and lodge members could participate together. If you have an axe-throwing venue near you, assemble to have a night of fun with your members! Bowling would also provide another avenue for members to gather. Organize a game of traveling Bingo, Bunco, or a card tournament locally; invite another lodge or community group to join you.

2020 Convention Planning Committee Report

Convention chairs Lucy Ghastin and Jane Grinde joined the call.

We took a survey of our core Convention committee from Idun Lodge 5-074. A majority were in favor of continuing planning the District 5 Convention which is postponed to 2022. Idun lodge will also continue to support the convention committee. We are in the process of cancelling for 2020 with the Radisson Hotel and getting our deposit returned. We agreed to move forward with a single committee chair. Lucy will be that chair and Jane will work on the programs/activities committee. When our group can meet in person again, we will continue working on the plans for 2022. We have a good start on speakers, classes and potential activities. They were contacted by the hotel that they wouldn't get their deposit back unless they hosted the event in 2022 there.

Discussion and Action: There was discussion about the venue and the staff involved. We should also provide the convention committee with Board Meeting minutes so they know what all the committees are planning. The Board was encouraged to send possible instructor's names to Judy Ghastin and the convention committee.

District Convention summary:

1. Idun Lodge has agreed to host the 2022 District Convention and Lodge Meeting.
2. Idun was able to work with the hotel on getting out of contract obligations but is responsible for the \$1,000 deposit unless they keep the convention at that hotel. That decision has not been made.
3. Delegates that lodges elected for the 2020 District Lodge meeting will NOT be carried over for 2022. Because your lodge's total adult membership numbers may change and the number of delegates you are eligible may go up/down, we will start over in January 2021.
4. The work of the Nominating Committee will be kept for reference but a new District Nominating Committee must be elected by the Board at the spring 2021 Board meeting. They can use the members who have contacted as a starting point- but those who were planning to run for the board must be elected from their lodges as a delegate to the 2022 meeting.
5. We only had one resolution turned in. The board will forward the resolution as an FYI to the International Office and Board for their reference. Darlene will contact the lodge as to the status as well. The resolution dealt with a suggestion on the SN Foundation's investment policy and not District issues.
6. A reminder that delegates who served at the 2018 District Lodge Meeting will continue to serve as District 5 Lodge members until 2022. If we need to go back to the delegates with any business (bylaw, resolution or filling a vacancy), that is the group who will be contacted.
7. The District 5 Board members also will continue in their roles until 2022. If a Board member who had planned on retiring from the board does not want to complete the next two years, we will follow the Charter and Constitution in using their alternate and other District Officer Vacancy Guidelines in the Charter and Constitution and District Bylaws. We have asked any board member not wishing to continue to contact the Executive Committee by June 1.

Resolutions and bylaws proposals

From Askeladden 5-610

To change the investment policy of the Endowment funds of the Sons of Norway Foundation.

Whereas the current investment policy of the Sons of Norway Foundation is aimed at safety, not growth, by holding investment grade bonds (government and commercial) in the investment portfolio; and,

WHEREAS, the Sons of Norway Foundation Endowment Fund has not increased over the past 50 years compared to the endowment funds of other organizations, where growth funds are part of the investment portfolio.

THEREFORE BE IT RESOLVED that the District 5 recommends to the International Board of Directors of the Sons of Norway that they consider a change in the investment policy for the Sons of Norway Foundation, whereby the investment portfolio for the Foundation will consist of growth or equity funds (stocks) as well as bonds

Darlene will send the resolution to the International Board and staff for their information and will let Askeladden know that it had been forwarded on. Robin Fossum explained how the investment policy is done.

Bids for 2022 convention and Idun has agreed to continue hosting for 2022. But in the next year, we should review the bidding guidelines and see if any updates should be made.

Membership Committee Report

First we discussed news from this past 6 months both International and in our district.

There is an increase in 000 and 999 lodge members due to changes in the FBC and insurance products. As of March 1, FBCs will now be called Insurance Professionals. International has been recruiting more IPs and are currently up to 559. They are investigating which NEW states it might be feasible to move in to. Some insurance members will no longer be able to keep their product and drop their membership. This should lead to better retention in 000, but we would like more details on how this will work. There has been a total increase in membership for 14 out of the last 17 months.

For local lodges: While we had a good number meet their recruitment goals, we continue to struggle with retention and aging out of our local members. Lodges are requesting ideas for lodges both in and not in ethnically Norwegian areas.

The committee will continue with its Monday Membership Tip on the D5 Facebook page. The persons responsible for the rest of the year are:

- April: Darlene
- May: Dee's ideas posted by Kathy
- June: Darlene
- July: Kathy
- August: Audrey's ideas posted by Sandy
- September: Darlene
- October: Kathy
- November: Sandy
- December: Karen

We remind you that International sends out E-Posts that often have suggestions on them. Along with this, I am reminded that not all our VPs use Facebook, so I need to be more conscientious about summarizing these tips and emailing the VPs.

Specifically for retention the committee requests the printing and distribution of "We Miss You" postcards. Our plan is to order a batch of 500 from Instaprint and have the Zone directors distribute a few to each lodge. Any lodge that feels they would like to have more than 50 could contact Mike Palecek or me to have a pack sent directly to them. We recommend that you use these cards 2 ways: (1) Send them to people who used to or usually come to meetings that you haven't seen in a while.

(2) Send them to people who are behind in paying their dues. Follow-up emails and phone calls are also recommended.

We had some discussion on lodges that are struggling. They need serious help. We feel that training, team-building, and a shot of inspiration will help.

Our plan:

Encourage all zones to have zone meetings. We realize distances are often a problem and are investigating the use of ZOOM or other media to help with this.

Form ad-hoc emergency intervention teams as needed to visit the lodges most in need and work with them directly. This requires the pre-approval of funds to cover mileage, lodging, and meals. (This was apparently quite successful when a few went up to the Green Bay area.) We propose to pre-approve expenses for up to 3 people for up to 2 nights to visit a lodge or an area, and work with the members there. This would begin as soon as our Covid 19 emergency is over. We would hope to have at least 2 of these before our October meeting.

Finally, with the large increases in 000 membership this is a prime ground for local lodge recruiting. I will be asking all lodges to send me their preferred zip codes and I will send them a list of 000 and 999 lodge members in their area. (If I don't get back to you soon enough, you can always ask International office directly.)

Discussion and Actions: There was a motion to approve purchase 500 membership postcards and to explore the need for the board and committees to work together on a focused effort to help struggling lodges. Motion passed.

NOMINATING COMMITTEE

The District 5 Nominating Committee is actively promoting our leadership roles to membership. Members of the Committee are:

| | | |
|---------------------|--------------|---------------------|
| Robin Fossum- chair | #353 Dovre | Chetek WI |
| Tom Boudreau | #556 Elvedal | Wisconsin Rapids WI |
| Louise Giles | #378 Nordkap | Farmington Hills MI |

Letters and Candidate Leadership Applications were mailed to all Lodge presidents. Phone calls and emails have been sent by the committee to District leadership along with confidential potential candidate lists. The Committee meets via email and phone due to distance. The most challenging position to fill is the Treasurer, however, we are close to securing the position with a highly qualified member.

In March, a letter titled, "Making a Difference!" was sent out to the District in the Friendly Fifth Friday News via email. Many applications have been received, all committee members are informed of all applications received. The Committee also shares a monthly status with the D5 Executive Committee.

The most significant challenge of the Committee is to have to wait until the Convention Delegate lists are available to see who will be elected to serve at the District Convention. Many compliments to our Secretary Darlene Arneson for responding quickly with available lists.

The Committee is grateful for all input from members, especially the current leadership who are planning ahead for strong succession for the growth of District 5.

Board intention timeline for serving the next biennium- Darlene reviewed the process, how vacancies are filled, who the eligible pool are, and other details. If anyone currently wants to go off of the board in June as they had indicated to the nominating committee, they should let the Executive Committee know by June 1.

The new nominating committee will need to be elected at the spring 2021 board meeting.

Zone Alignment Committee

The committee reviewed the committee report from the fall. There was discussion about the zone assignments and the process in which they are done. The advantages of being assigned your own lodge were discussed along with the disadvantages. The committee discussed developing a form that the incoming zone directors could complete between the caucus and re-organization meeting that would give their input to the District President as the zone assignments are being completed. There was a suggestion to add the city the lodge meets in to the zone assignment chart.

The committee reviewed the Zone Survey results in which sixteen people submitted surveys. The general comments were connecting to members and lodges using technology, the desire to connect with other lodges in the District, uncertainty of what the purpose of the zone is, appreciation of zone director's help, frustration in not having zone activities or meetings, suggestions to not have the executive committee have zone assignments, suggestions of having only 3-4 lodges per zone director, and a variety of other comments and suggestions.

The committee feels that this is an opportune time with an extended biennium to address this issue. They will work with membership and New Lodge Starts to focus on how to make changes in our zones and structure. This has a financial implication if additional board members are added. There had also been a suggestion for volunteers to also help and the possibility of sister lodges.

A timeline could be:

- Discussion of zone alignment changes during the April 4 board conference call
- The committees meeting via ZOOM in April – June to look at lodge membership totals, locations, and other factors.
- To send out a proposed zone alignment in a survey form to lodges and the board in July and get feedback through August.
- Develop a firm proposal for the fall board meeting. If approved, submit a Bylaw proposal that could be sent out to the District Lodge Members (the 2018 delegates) for approval.
- If approved, then the board would have 2021 to work with the newly aligned zones and the nominating committee elected in spring 2021 would know who and where they need to solicit applications from for elections at the 2022 District Lodge Meeting. Until then, the current board would still cover the zone assignments.

The committee also discussed the bylaw proposal to update the current list of lodges (by zone) in the bylaws which normally is handled at the District Lodge Meeting. Because of the cancellation, should this be delayed to 2022 or should it be sent out to the District Lodge Members (the 2018 delegates) for approval.

There was unanimous consent to have the committee move forward with the research and to move forward with their proposed plans.

District Foundation Director Report- Darlene Arneson

Our last District Foundation Director conference call was on March 17. We had the opportunity to meet Anne Olson, the new Sons of Norway Foundation Director. Anne is a UW- Madison graduate and most recently worked at a non-profit in Milwaukee.

Updates from Anne Olson:

- New donation envelopes will be done soon
- Foundation brochure is 95% complete
- Annual Report about 50% complete
- Grant awards are completed; need to issue checks. Some projects needed to be checked on to see if they can be done due to the COVID 19 epidemic.
- Scholarship applications are ready for evaluation
- Website additions
 - Fundraising ideas
 - Lodge Leadership Foundation training modules almost complete
- Foundation quarterly newsletter almost ready for publication (waiting for copy)

DFD status on District Boards

- Most DFDs do not have voice or vote at their District Board meetings
 - This is because they were appointed, not elected
 - Their expenses for attending District Board meetings are not reimbursed
- Ron Rolla, Dirk Hansen, and Darlene Arneson have other elected positions on their respective District Boards, so they have both voice and vote and their expenses are paid
- Discussed preparation of a resolution for all district conventions that DFD be elected, have voice, vote, and expenses paid. There was a strong consensus that District Foundation Directors be an elected member of the board.

How to work with Zone Directors/Lodge Foundation Directors discussion

- DFD need roster of Lodge Foundation Directors in their districts
- Things to do:
 - Review the job description of Lodge Foundation Directors
 - Provide information to Zone Directors to share with Lodge Foundation Directors
 - Foundation Facebook Page
 - Anne is working on a general Foundation power point presentation that can be used for anyone at the lodge level; should be done by May
 - Anne will work on a monthly email update to DFDs with monthly donation lists, Foundation deadlines and happenings

Zone Activities

- Zone 1- They had a zone meeting after Barnebirkie and had three of the six lodges attend. They have not visited Calumet yet. They have lodge meetings cancelled that they were going to attend in March and April. Some lodge visits had been made before the travel restrictions were in place.
- Zone 2- They have not had a zone meeting and hoped to do one in the fall. Karen has visited

lodges except for one. Tom had visited all the lodges before going to Alabama. The zone meeting was in the northern part of the zone last year so they hope to be in LaCrosse/Westby next. It could be combined if there is a District sponsored meeting in Tomah as suggested.

- Zone 3- The zone meeting was in January at Mandt Lodge in Stoughton. We hope to have a picnic at the Arnesons and they are planning an axe throwing/bowling event in June. They are working with lodges who have been struggling
- Zone 4- They hope to have a zone meeting in August or September. They have been contacting lodges by email and phone.
- Zone 5- Some lodge visits have been made and most have been cancelled. There was some correspondence to Kathy that Trollhaugen might be disbanding.
- Zone 6- Dee has installed Music City Vikings officers in March and has some lodge meeting cancellations. She has talked to Burt Bittner and received suggestions about reaching the struggling lodges with activities they enjoy. Andy visited the Detroit and Lansing for events.

International Director- Robin Fossum

During the past year and a half, I have presented International Director Reports at District 5 Zone meetings and leadership gatherings. It is unfortunate not to be able to present our current reports in person, but so many events have recently happened, we all hope for the safety of our District 5 leadership and fraternal members.

As the International Director representing District 5, I have had the opportunity to visit with many of our Lodges and give presentations where applicable. I have visited the following cities to meet with Lodges and/or attend SON meetings: Steven Point WI (twice); Madison, WI; Hayward, WI; Stevens Point WI (twice); Detroit MI (twice); Indianapolis IN; La Crosse WI; Marshfield WI; Green Bay WI; Cedar Lake IN.

As mentioned in previous reports, the International Board meets in the Minneapolis area twice a year, the first week in November and May. We also meet via teleconference several times a year for two hours meetings. I have been serving on the Corporate Matters & Governance Committee that also meets several times a year at board meetings and via teleconference. This committee oversees recommendations for compliance forms (i.e. D17), and any changes in the Constitution and Policies & Procedures Manual. I have been appointed to serve on the International Nominating Committee and recently became a Governor of the Sons of Norway Foundation, chair of the Development Committee.

The main purpose of an International Director is to serve the business portion of the International office. We have the responsibility as an insurance corporation of oversight and fiduciary responsibility for our order and benefit members. The insurance industry is now entering a phase of stronger oversight through a process called CGAD (Corporate Governance and Annual Disclosure) that is a model of regulation through NAIC (National Association of Insurance Commissioners), based in Washington DC. Our meetings consist of investment policy, financials, forecasts, audit reports, life insurance and annuities, legal discussions, along with many reports from the home office including IT updates, cyber security, followed by committee reports.

While preparing for elections this year, the International Nominating Committee has spent many hours reviewing and updating the Guidelines for Nominating Committees. I serve on this committee with Jon Tehven (chair and past board president) and Ken Johnson, District 3. And, as chair of our District 5 Nominating Committee, we hope that many of you would consider a leadership position to help grow our district and local lodges into the next 125 years.

On March 8, 2020, a Sons of Norway press release announced the naming of Christopher (Chris) Pinkerton as CEO of our organization. Chris served as COO of Sons of Norway since 2018. Under his COO leadership, he moved the business in a strong upward trajectory with significant growth in certificate sales, hiring of agent representatives and in the development of new products. Chris has more than 20 successful years in executive positions in the insurance and non-profit industry. He also led an independent consulting firm specializing in market strategy and implementation programs for the life insurance industry.

Due to the current national health emergency, the International Board met on March 20th, via tele-conference, and voted unanimously to postpone our upcoming August Convention in Hamar/Ringsaker.

In addition, the International Board, through its interim authority granted by the International Lodge, has voted to postpone all 2020 District Lodge meetings until 2022. These postponements serve to continue the 2018-2020 biennium into the year 2022. It is expected that all district and international delegates and those installed in leadership positions for the 2018-2020 biennium will continue in service until the regular session lodge meetings of 2022.

During these challenging months, the International Office has already re-grouped with many employees working remotely, allowing only 4-6 employees at any one time in the office in Minnetonka. New life, annuity, and membership applications continue to arrive at the office at a steady pace. Communications will remain open during the current crisis.

Our International Meeting scheduled for May will be via tele-conference. Committees are still 'meeting' and all board members actively communicate via email. We will continue to move forward! Personally, I would like to thank all members of District 5 for persevering during these next few months. I especially would like to recognize how much work went into planning for the Madison convention by the planning committee, and all the great organizational efforts by Andy, Kathy, Mike, and Darlene.

Nordic Legacy Foundation Meeting

There was discussion about the financial position and the \$5,000+ plus donation from Samhold before they merged into Nordkap. The funds will be used for Masse Moro. There is quite a bit of clothing inventory and the ability to sell it is limited right now due to lodges not meeting and no zone meetings scheduled.

Set a date and venue for the fall board meeting

The Executive committee discussed possible dates and locations for the fall board meeting. A possibility is the weekend of October 9-11 when there is a Slooper's event near Cleng Peerson and the Norsk Museum. We could offer a training event in conjunction with that weekend.

Another suggestion was Nashville and have a Zone Meeting for Shawnee Skogen, Vikings of the Smokies and Music City Vikings which could be in the spring too.