

Friendly Fifth Friday News October 30, 2020

Send all web posting info and calendar dates/events directly to our webmaster at inputd5@sonsofnorway5.com

Zone Alignment Committee Update

We had sixteen members call in for the Zone Alignment information call last Saturday. There was great discussion and also great concern over the option the committee/board had selected to put forth to the delegates. We spent about 90 minutes discussing many different topics related to the zone alignment, lodge's needs, and logistics.

Those on the call recommended the committee revisit the options that we had offered in the second survey and to consider using Option 1 instead. The committee is meeting this week and then conferring with the full board on Saturday to discuss this.

More to come!

Darlene Arneson, chair

Masse Moro Assistant Camp Administrator Applicants Wanted

Sons of Norway District 5 is seeking a Masse Moro "Assistant Camp Administrator" for 2021. That person would work with our Youth Director, Sandy Olson, who has served as the 2019 Camp Administrator, to learn the position, and would then become the Masse Moro Camp Administrator after the conclusion of camp.

Masse Moro (meaning "lots of fun" in Norwegian) will hopefully operate on July 18-31, 2021 at Beaver Creek Reserve in Eau Claire county, Wisconsin. If COVID restricts us from operating camp, the assistant camp administrator will be in charge of operating a virtual Masse Moro on Zoom.

To learn more about Masse Moro, visit <https://www.massemoro.org/>

For further information or to send a resume, contact: Tom Boudreau @ sjbergh4364@gmail.com

Application deadline is December 4, 2020. Tusen takk,



Camp Administrator

Masse Moro – Sons of Norway District 5 Norwegian Heritage Camp

Qualifications:

- Bachelor's degree or equivalent experience
- Sons of Norway Fifth District Norwegian Heritage Camp Masse Moro experience preferred
- Strong personnel and program management skills
- Conversational and written language proficiency in Norwegian recommended
- Skills in Norwegian cultural and recreational activities preferred
- Ability to communicate effectively and enthusiastically
- Skills in public relations and problem solving
- Proficient in grant writing, computer skills and record keeping

Compensation: Negotiable based on experience

Hired by: Sons of Norway District 5 Heritage and Grants Committee

Report to: Sons of Norway District 5 Youth Director

Administrative Responsibilities:

- Responsible to and report directly to Sons of Norway District 5 Youth Director.
- Responsible for the administrative aspects of Masse Moro Norwegian Language & Heritage Camp:
 - Submit projected budget to Youth Director for approval by the District Lodge Five Board
 - Recommendation to Youth Director to authorize staff salary and payments per approved budget
 - Assist the Youth Director in hiring and supervising the Camp Director(s)
 - Assist the Youth Director and camp directors in the hiring and supervising staff
 - Coordinate interviews of staff, background screening, applications and sending materials to staff.
 - Work with staff to oversee the planning and purchase of camp supplies, including food for camp
 - Assist the Youth Director with external issues as requested as it pertains to:
 - Beaver Creek rental
 - Background checks of staff and volunteers
 - Insurance for duration of camp
- Oversee all duties of Camp Director(s) as they pertain to Masse Moro Norwegian Language Camp
- Coordinate schedule with Youth Director to have one or both on-site during the duration of camp.
- Be a leader and mentor to Masse Moro directors, staff and campers

General Responsibilities:

- Supervise general responsibilities and administration of Masse Moro (further referred to as Camp)
- Responsible for but not limited to the following general duties of Camp
 - **Marketing:**

- Responsible for marketing Camp (including brochures, flyers, promotions, ad, websites)
- Website management (update website information on websites; District 5 and Masse Moro)
- Work with Youth Director and Lodges for grant research, writing and other fundraising activities
- Work with Youth Director to coordinate visits to Lodges to promote Camp.
- **Staff and Camp Recruitment:**
 - Oversee and supervise Camp Director(s), Health Aide, Cook, Volunteers, and other staff
 - Coordinate with Youth Director and Camp Directors to recruit campers, staff and volunteers
 - Review applications of staff applicants and submit hiring recommendations to Youth Director
 - Review camper applications and review with Camp Director. Note that tuition payments from campers will go directly to the Youth Director and District 5 Treasurer.
- **Purchases**
 - Coordinate with District 5 Youth Director for purchases required for Camp programs and activities
- **Programming and Orientation**
 - Oversee staff development, planning, preparation & implementation of Camp programs
 - Assist Camp Director(s) with programming ideas and provide program support
 - Oversee and assist Camp Directors to plan and implement on-site orientation & training of staff
 - Oversee and confirm the completion of program & staff performance reviews
 - Assist and oversee staff orientation, during camp and camp closing weekend
 - Required to be on-site either by District 5 Youth Director or Camp Administrator throughout camp
- **Nutritional Meals**
 - Assist and work with the head cook to provide safe and nutritional meals
 - Oversee and assist head cook in the purchase of food and supplies for meal preparation

Other Responsibilities:

- Oversee coordination of staff, public relations (i.e. parent calls, photo documentation, etc.)
- Oversee the supervision, evaluate and assist director(s) and all camp staff
- Oversee general responsibilities of Camp, including staff development, supervision, and planning
- Demonstrate leadership and mentorship to directors, staff and campers
- Oversee camp directors concerning program decisions, activities & staff performance reviews
- Oversee the leadership for counseling staff & foster safe environment for staff and campers
- Oversee and require the completion of camper evaluations; upgrade as seen necessary
- Attend daily staff meetings for staff and be prepared to provide coaching/peer coaching
- Oversee inventory of camp items, kitchen items and health center items, including at the beginning and end of camp
- Responsible for Camp Director's report to be submitted to Youth Director, as required
- Prepare a final report including, but not restricted to the following topics:
 - Staffing/Volunteer outline and job duties
 - Overview of all language classes, cultural activities and evening programs
 - Details of any health related issues
 - Suggested changes or additions to any staff job descriptions or camp manual or policies
 - Comment on positive and any problems encountered
 - Comment on improvements suggested for next year
- Responsible for the final inspection of camp for cleanliness and Beaver Creek final approval.
- Following approval of final inspection, distribute final payment to camp staff
- Note: Youth Director will send final payment to Youth Director(s) and Administrator after receiving the final Camp report.

Responsibility as a Staff Member:

- Email copies Masse Moro Personnel Policies to all hired staff, prior to camp.
- Read and be familiar with specific policies set forth in the “Personnel Policies”, which are designated by Sons of Norway Fifth District Board Policies and Procedures.
- Oversee Camp Director(s) in the supervision and management of camp staff and programs.
- Work together with the Camp Director in retaining authority and responsibility for the Camp.
- Oversee the setting up, maintaining and takedown of Camp.
- Model standards for behavior and be sensitive to the health and welfare of the campers.

Essential Functions:

- Emotional resiliency and cognitive abilities to carry out job responsibilities
- Ability to establish and maintain appropriate professional relationships
- Interpersonal skills to interact effectively with individuals and groups respecting social and cultural diversity and to maintain appropriate boundaries.
- Ability to assist staff and campers in an emergency (fire, evacuation, illness, injury) or hazard
- Possess strength, physical ability, and endurance to maintain constant supervision of Camp
- Possess visual and auditory ability to identify and respond to hazards related to the Camp
- Ability to apply behavior-management techniques as it pertains to camper or staff behavior
- Ability to enhance and provide training to staff and recommendation of staff trainers
- Ability to work effectively with various age and skill levels
- Assist Camp Directors to observe, assess, and coach the work efforts of staff being supervised
- Complete all other duties as requested by District Lodge #5 Youth Director or Board.

Equal Opportunity Employer Statement:

Sons of Norway Fifth District Heritage Camp Masse Moro is an equal opportunity employer and equal opportunity educator. Masse Moro is fully committed to equal opportunity in employment decisions and educational programs/activities, in compliance with all applicable federal and state laws, for all individuals without regard to race, color, national origin, religion, sex, disability, age, sexual orientation, marital status or status with regard to public assistance.

From Vice President Cheryl Wille-Schlesser

In response to questions from members at the District 5 Zone Alignment meeting on Saturday, I have been able to obtain the latest listing of District 5 lodge members who currently hold a benefit from the Sons of Norway.

I was told that the insurance division is looking to expand into other markets, but those plans are on-going, and no additional news is available at this time. We have two active lodge states in our district where insurance sales are restricted, Michigan and Tennessee.

Another thing that our members requested on Saturday was a list of products. They were also interested in having available more entry level products, such as *Viking Voyager* for children. Annuities in smaller dollar amounts would be welcomed. I will be sharing your thoughts with Chris Pinkerton, the CEO at Sons of Norway. Should you have more requests, please forward them to me.

Please know that the number of insurance professionals (IPs) has drastically increased to over 1,300. Some Sons of Norway products sold include a membership. Individuals make the decision as to whether they wish to become active in a local lodge.

There is a review of our agents in progress, accessing their contacts, looking at their sales, and ultimately providing support to encourage additional sales.

Please remind families of the name of your lodge's agent so an easy contact can be made. Invite your insurance professional to a virtual meeting soon and ask them to provide an update on new product offerings. Lodges may wish to make that request now, as some agents are booking meetings into 2021 at this time.

Attached is a document listing those members with benefits with a monthly summary for each district. For your assistance, the current organization of the District 5 Zones is as follows:

Zone	Lodge
1	Dovre 353
1	Løven 029
1	Trygvasson 220
1	Ulseth 670
1	Valkyrien 53
1	Viking 625
2	Elvedal 556
2	Fagernes 616
2	Fossen 534
2	Jotunheimen 286
2	Myrmarken 609
2	Norskeland 580
2	Rib Fjell 496
2	Solvang 457
2	Vennligfolk 627
2	Wergeland 28
3	Idun 74
3	Mandt 314
3	Nordland 544
3	Norseman of the Lakes 650
3	Østestaden 642
3	Vakkertland 570
3	Vennelag 513
4	Fosselyngen 82
4	Grønnavik 632
4	H.R. Holand 549
4	Nordlyset 183
4	Norse Valley 491
5	Cleng Peerson 525
5	Elvesund 593
5	Polar Star 472
5	Skjold 100
5	Trollhaugen 417
5	Valhall 168
6	Arctic Circle 662

6	Askeladden 610
6	Christian Radich 568
6	Circle City 614
6	Edvard Grieg 657
6	Music City Vikings 681
6	Nordkap 378
6	Scandiana 600
6	Sognefjord 523
6	Sonja Henje 490
6	Vikings of the Smokies 677
6	Shawnee Skogen 689

Lodge & Name		Ins Mbrs	Social Mbrs	Total Adult Mbrs **	Juv Mbrs	Total Adult + Juv	ActIns NonMbr	Total Mbrship	Hrtg Mbrs
5-000	Central	626	453	1,079	63	1,142	711	1,853	50
5-028	Wergeland	65	169	234	16	250		250	17
5-029	Løven	16	65	81	9	90		90	5
5-053	Valkyrrien	10	42	52	3	55		55	4
5-074	Idun	17	87	104	6	110		110	9
5-082	Fosselyngen	24	165	189	9	198		198	6
5-100	Skjold	19	118	137	15	152		152	4
5-168	Valhall	20	48	68	4	72		72	13
5-183	Nordlyset	20	83	103	12	115		115	9
5-220	Trygvason	6	18	24	6	30		30	4
5-286	Jotunheimen	1	17	18		18		18	
5-314	Mandt	22	194	216	2	218		218	16
5-353	Dovre	13	61	74	13	87		87	10
5-378	Nordkap	9	160	169		169		169	18
5-417	Trollhaugen	2	12	14		14		14	
5-457	Solvang	7	92	99	3	102		102	9
5-472	Polar Star	13	53	66	3	69		69	15
5-490	Sonja Henje	2	20	22	1	23		23	2
5-491	Norse Valley	9	52	61	6	67		67	7
5-496	Rib Fjell	2	40	42	1	43		43	1
5-513	Vennelag	13	158	171	16	187		187	22
5-523	Sognefjord	5	46	51	1	52		52	1
5-525	Clengpeerson Sonsofnorway	12	59	71	6	77		77	3
5-534	Fossen	11	26	37	6	43		43	2
5-544	Nordland	7	33	40	3	43		43	1
5-549	H R Holand	7	50	57	5	62		62	2
5-556	Elvedal	10	30	40	2	42		42	2
5-568	Christian Radich	1	29	30		30		30	1
5-570	Vakkertland	9	30	39	5	44		44	3
5-580	Norskland	1	31	32		32		32	1
5-593	Elvesund	4	31	35		35		35	1
5-600	Scandiana	9	46	55		55		55	3
5-609	Myrmarken	7	19	26	8	34		34	
5-610	Askeladden	7	68	75	3	78		78	6
5-614	Circle City	13	93	106	2	108		108	23
5-616	Fagernes	6	37	43	1	44		44	19
5-625	Viking	10	12	22	1	23		23	4
5-627	Vennligfolk	3	60	63		63		63	3
5-632	Grønnavik	4	66	70	2	72		72	10
5-642	Ostestaden	12	24	36	1	37		37	15
5-650	Norsemen Of Lakes	11	29	40	9	49		49	
5-657	Edvard Grieg	3	78	81		81		81	13
5-662	Arctic Circle		42	42		42		42	2
5-670	Ulseth	1	19	20		20		20	3
5-677	Vikings Of The Smokies	4	58	62		62		62	22
5-681	Music City Vikings	2	58	60		60		60	6
5-689	Shawnee Skogen	2	44	46		46		46	9
5-999	Spirit New Century		100	100		100		100	10
Dist 5 Total		1,077	3,325	4,402	243	4,645	711	5,356	386

** This column used to determine delegate information

Nordic News this week...

EARLY NAMING



✗ Vikings believed a child would achieve qualities and protection from what they were named after, e.g. animals or weapons.

✗ After Christianity took hold, saints and biblical names were used.

✗ **Patronymics** became the rule in several areas of the world, including Scandinavia.

Last week's "Nordic News" featured Carmen Collins in Norwegian Naming Conventions. Collins is a Sons of Norway member in Nordkap lodge in Detroit MI. This is a must-watch presentation for anyone wanting to study Scandinavian naming conventions. It is great background information for genealogy or Nordic-American history studies.

Watch the recording (26:44) at: <https://www.screencast.com/t/rrpm14WXcr>

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Tune in at 6:20 PM (Central); 7:20 PM (Eastern) every Tuesday.

By computer: <https://gotomeet.me/SofN-D5>

By phone: 646-749-3112 (access code: 509-077-557)

By iPhone, iPad, or Android tablet/phone: download the GoToMeeting app from the Apple or Google Play Store. Launch the app and enter the meeting code: SofN-D5

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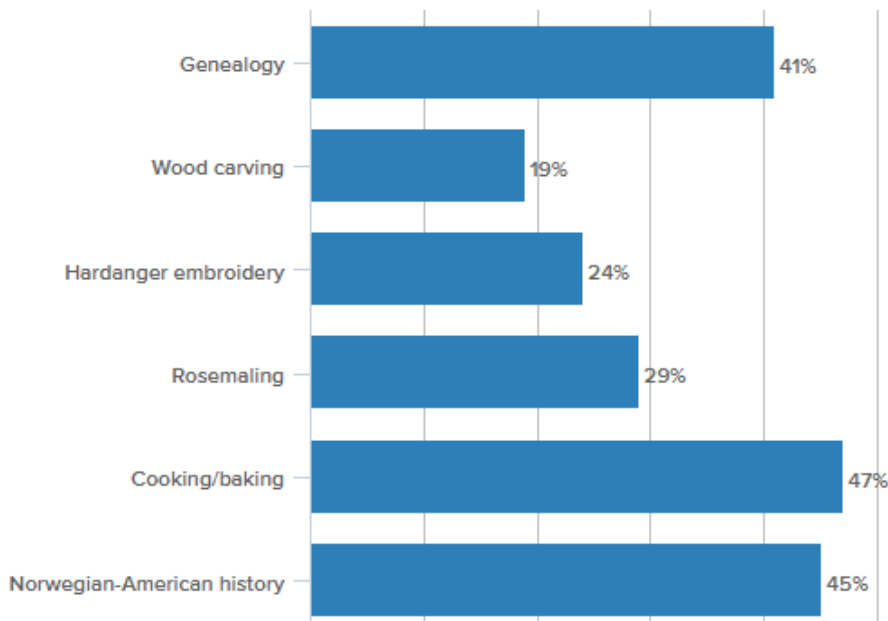
You can watch past episodes of Nordic News at:

http://www.sonsofnorway5.com/programs/speakers_bureau.php

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D5 Cultural Committee survey...

The D5 Cultural committee's "Virtual Culture Classes" survey has been taken by 234 members so far. The results indicate that the Culture committee will soon be busy offering classes. Top choices: cooking/baking (94), Norwegian-American history (93), genealogy (69), rosmaling (61), hardanger embroidery (59), woodcarving (42). Take the survey at <https://survey.sogosurvey.com/r/dcMcZ6>



One of the benefits of being a Sons of Norway member is the cultural medals program. Most classes will be offered in the new year with one possibly starting in late fall.

Class costs will vary. Some classes have an instruction fee plus the cost of materials.

Please respond to the survey about cultural classes by November 6, to help plan meeting dates. Please share the survey link with all members in your lodge.

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Interesting survey facts:

12% of the members surveyed wanted to be contacted about giving a class as a gift to someone else.

86% said they have had experience using virtual (on-line) meetings, such as Zoom, GoToMeeting, Skype or Microsoft Teams.

7% said that although they have not had experience, they would like to learn how to do virtual meetings.

4% said they have participated using an analog telephone (voice only).

10% response rate of this survey is the highest for any D5 e-survey in the past four years.

Other class suggestions included: Norwegian language (16), Norwegian music (4), Norwegian literature (3), textiles (2), book club (2), knitting (2), Norwegian history (2), kolrosing, weaving, scrapbooking, writing a family history, straw ornament making, church building design and construction, WWII, bunad making, folk customs, Norwegian current events, Norwegian furniture design, Norwegian art/artists, Norwegian culture, Norwegian film

D63 Officer Updates for 2021

Even though not all lodges will be holding elections this November due to social distancing restrictions, all lodges should affirm or change their lodge officer rosters by 12/31/2020

Your lodge's Officer Roster for 2021 should be reported online via a current lodge officer's profile page on www.sofn.com. These changes are typically registered by the Lodge Secretary. Please indicate your 2021 officers even if there have been no changes.

To notify Sons of Norway Headquarters of your 2021 officers:

- Sign on with your username and password to www.sonsofnorway.com.
- As a lodge officer, you will immediately land on your Profile Page.
- Click 'Lodge Officer Updates' from the menu to the left of your name.

- Need to change your meeting place or times? Click the gray 'Change Meeting Information' button, enter your changes and then select 'Save'. Your changes will be recorded, but won't be reflected on the website until 1/15/2021.
- To register your 2021 Officer Roster, click on the light gray 'Officers' button.
 - No changes? Click the gray 'No Changes for Upcoming Year' button at the top of the page.
 - Adding a completely new officer position in 2021? Click 'Add a new position' and then enter the title and member number of the person filling the office. Hit Submit. Then hit 'Save the Changes'.
 - To indicate the change in officer, delete the member number of the 2020 officer in a position and type in the member number of the 2021 officer. The names will NOT change on the screen at this point.
 - If your lodge will no longer have a certain position in 2021, click the 'Remove this position' button for that entry.
 - Once you have made ALL your changes, click the 'SUBMIT CHANGES' button at the bottom of the page.
 - You will see a list of your changes. If they are correct, click 'Save the Changes'.
 - Your 2021 roster of offices has been recorded! Any changes will not be live on the website until 1/15/2021.

Even though not all lodges will be holding elections this November due to social distancing restrictions, all lodges should affirm or change their lodge officer rosters by 12/31/2020.

There will be no paper D63 Lodge Officer update forms mailed out this year.

Please contact Sherry Gorse at 612-821-4643 or Fraternal@sofn.com with any questions.

This might help:

District Secretary Darlene Arneson's YouTube how-to video is found at <https://youtu.be/G1zUTRpGtGc>

2020 District 5 and International Calendar and Deadlines

Changes in red!

October 2020

- Lodge Officer Update/D63 form and instructions is mailed to lodge secretaries.
- The Sons of Norway Foundation portal is available for lodges and individuals to apply for grants and scholarships.
- Lodge Achievement, Family Lodge of the Year and AFA Year-end report forms and instructions is mailed to lodge secretaries.
- Lodge Baneløpet Coordinators are encouraged to contact Sons of Norway Headquarters to discuss plans for anticipated events.

October is Foundation Month

- Help support our grant and scholarship recipients and share your Nordic values by celebrating Foundation month! Please consider a donation directly to the Foundation or plan a fundraising event through your lodge.
- October 1 Grant applications open – Our lodge grants award amounts go up to \$500-\$1,500 depending on a lodge's project.
- October 1 Scholarship applications open – Scholarship opportunities start at \$1,000 with an average scholarship of \$3,000.

November 10, 2020

- Lodge photos are due to the District Publicity Director by the 10th of the month for the 'Viking' Magazine consideration in the edition three months out.

December 2020

- D17 and D18 forms, instructions and timeline sent to lodge treasurers.

December 10, 2020

- Lodge photos are due to the District Publicity Director by the 10th of the month for the 'Viking' Magazine consideration in the edition three months out.

December 15, 2020

- District 5 Sports Challenge ends

December 16, 2020

- Application deadline for:
 - Community Partnership Grant applications are due to Sons of Norway Foundation.
- Date that new member applications (paper forms) must be **received** at HQ to ensure processing in time for end-of-year delegate calculation and recruitment challenge recognition. (Online applications may be submitted through December 31.)

December 31, 2020

- Lodge Officer Update/D63 information is due to Membership Services at Sons of Norway Headquarters.
- Last day to enter new membership applications into the database for delegate calculations and 2019 recruitment challenge recognition. (**Paper applications should be received at headquarters by December 15** to ensure adequate time for processing.)

- Application deadline for:
 - - Lodge Helping Hands to Children Grant*
 - Lodge Culture and Heritage Grant*
 - Lodge Vitality Grant*
- Deadline to order Barneløpet supplies.

April 16-17, 2021

- **District 5 Board Meeting- Nashville, TN**

DISTRICT FIVE LODGE MEETING

Idun Lodge will host the meeting in 2022 in Madison, Wisconsin. Hotel and dates to be determined.

INTERNATIONAL LODGE MEETING

The International Lodge Meeting will be held in 2022 in Minneapolis, MN.

Viking Chest Rotation

The Viking Chest has not traveled since the health emergency began, and the new schedule cannot be announced until it is safe to hold in-person meetings. Therefore, the rotation schedule is suspended until further notice.

Note:

- Check correspondence from the International and District and the International (www.sofn.com) and District (www.sonsofnorway5.com) websites for any updates and changes.
- Additional deadlines for the District 5 and International Conventions/Lodge Meetings will be added as those dates are established. Watch for future mailings and the District 5 website.

Compiled by Darlene Arneson, SN District 5 Secretary (arnesonfamily5@gmail.com or 608-873-7209)

FFFN Basics

In an attempt to help our lodge leaders become more familiar with resources, changes, deadlines and other information, I will compile a weekly “Friendly Fifth Friday News” email to our leadership. Some of the information you might already have, but hopefully it will be a good reminder for all of us (me included) of all the great resources that Sons of Norway has to offer. **Please feel free to cut and paste any of this information for your lodge’s use!**

Send all web posting info and calendar dates/events directly to our webmaster at inputd5@sonsofnorway5.com With our new arrangement, I actually send the FFFN pdf to our webmaster on Thursday morning before I go to work. So if you have anything you’d like me to consider putting in, please send it by Wednesday night. Please do not send pdf’s as I have a hard time cutting and pasting them. The Word Document works best for me. Don’t forget that lodge events

should be submitted to inputd5@sonsofnorway.com as I have a hard time keeping track of all lodge activities. I'll put some in but that is more the role of the website event calendar.

If you would like to get the MS Word document, just shoot me an email and I'll add you to the list. I send it out right after I send the email to the large group.

Darlene Arneson – arnesonfamily5@gmail.com