

SONS OF  NORWAY

Fraternal Benefit Society with Life Insurance

DISTRICT LODGE No. 3

*Connecticut, District of Columbia, Florida, Georgia, Maine, Maryland, Massachusetts,
New Jersey, New York, Pennsylvania, Rhode Island, North Carolina, South Carolina and Virginia*

**District 3 Reports Book
61st District Lodge Meeting
June 9 – 13, 2010
Holiday Inn Hotel and
Conference Center
Harrisburg, PA**

**Hosted by
Restauration and Fredriksten Lodges**

Reports Book Compiled by
Marci Larson, District 3 Secretary

Delegates

Alternates

Atlanta Vennekretsen Lodge 3-678

Bernt Balchen Lodge 3-566

Christine Vehstedt
Doris Bright
Millie Diefenbach

Joan Nilsen

Blåfjell Lodge 3-646

None

Bondelandet Lodge 3-612

Nalda Olson
Roger Cormeliussen
Kenneth Fagerheim

Gene Olson

Brooklyn Lodge 3-243

Alice Svege
Njal Svege

None

Dovre Lodge 3-232

None

Drammen Lodge 3-682

None

Færder Lodge 3-109

Per Sagaard
Else Liebermann
Edith Rasmussen

Carol Silva

Fram Lodge 3-564

Solfrid Kugler
Björg Dunlop

David Dunlop

Fredheim Lodge 3-242

None

Fredriksten Lodge 3-125

Randi Nilsen
Ronald Bjørnseth
Carol Goral
Eric Bjørseth

Doris Beck
Frank Tepper
E. James Vaughn

Garborg Lodge 3-265

Sandy Ginsberg
Roy Berntsen
Gil Deninger

Gateway to Florida Lodge 3-541

Kent Larson
Rita Tweed
Jan Hilyard
Eric Nord

Sharon White
Cheryl Drabek
Stewart Svendsen
George Teigland

Gulf Coast Vikings Lodge 3-683

None

Gulfstream Lodge 3-514

Ingrid Hammen
George Iliff
Sigrun Opgaard
Charles Nilsen

Sally Bergquist
Richard Deninger
Shirley Vincent
Sig-Britt Nilsen

Hampton Roads Lodge 3-522

Edward T McCarthy
Deanna E Rumney
Donald P Ohnemus
Gail Stenberg

Annegrete Peterson
Carol McCarthy

Hartford Lodge 3-474

Rosemary Donnestad
Anne Hoff-Laliberte
Nancy Thorsen

Al Donnestad
Pete Laliberte
Art Thorsen

Henrik Ibsen Lodge 3-393

Asbjørn Lageraaen
Kenneth Johnson
Bette Stahl

Marjorie Duckles

Hudson Valley Lodge 3-432

Randi K. Tolfsen
Julia Nilsen
Ann-Marie Seddon

Ragnhild Johnsen
Mel Seddon
Vivian Nilsen

Lauderdale Lodge 3-475

Gladys "Chickie" Olsen
Jane Rubinov

Lillehammer Lodge 3-636

None

Loyal Lodge 3-252

Turin Reduto
Barbara Wikoren
Edd Fleming
Judy Fleming

Rolf Ekloff
Karin Ryan
Don Reinertsen

Maine Nordmenn Lodge 3-664

Charles Abrahamson
William (Bill) Kirk
William (Bill) Browne

Diane Eiker
Bruce Johnson
Mary Johnson

Morgensolen Lodge 3-545

Deborah Jackson
Linda Christianson
June W Guidara

Nansen Lodge 3-410

Brian Peder Olsen
Paul M Kornbrekke
Harry Kuell
Leonard P Dahl
Kenneth G Gundersen
Sally A Lorentzen
Astrid Petersen

James F Mc Killop
Katrina L Winslow

No. Carolina Vikings Lodge 3-675

Michael Tilder

Nor-Bu Lodge 3-427

Jim Baadshaug
Peggy Gerding
Richie Olsen
Kari Brescher
Judith Durkin
Irma Lafko

Judith Eriksson
Joan Cosgrove

Norden Lodge 3-407

Eugene Okray
Dorothy Okray

Nordkap Lodge 3-215

David Tønnessen
Arvida C. Cash
Shirley Knutsen
Marjorie Ebbesen Havens

Rebecca Cash

Noreg Lodge 3-466

Robert Stetz
Carl Johnson
Robert Bensen
Barbara Bensen
Ellen Hansen

Millie Johnson

Norge Lodge 3-337

None

Norrøna Lodge 3-467

Solveig Hellstrom
Alice Boyle

Norsemen Lodge 3-572

Roy Bjercke
Karin Petrovsky

Delia Bjercke

Norsemen Harbour Lodge 3-643

Roger Sean

Norsk Carolina Lodge 3-679

Carol King
Mary Kay Horn
Romaine (Bill) Horn

Mette Andersen

Norumbega Lodge 3-506

Andrew Paul Holman
Peter Vatne
Karen Hanson
Luana Marie Jøsvold
Peter Hanson

Willis Lund
Chris Loken-Kim
Hans Christensen
Vera Ryen Gregg
Majorie Lund

Oslo Lodge 3-438

Bjørn Solli
Karin McCadam

Michael McCadam

Peconic Lodge 3-485

None

Pleasant Point Lodge 3-439

None

Port Orange Lodge 3-551

None

Restauration Lodge 3-555

Greta D Kenny
Gladys M Johnson

Sarasota Lodge 3-539

Mary Larsen
Arlene Mavilia

Iris Loevilie
Fred Lopez

Scand. Herit. Soc. Lodge 3-433

Susan Maybeck

Scandia Lodge 3-617

Donald Rush
Shirley M Banach

Skaugum Lodge 3-468

None

Southern Star Lodge 3-630

Dirk Hansen
Ruth Jacoby
Gladys Hyland

Space Coast Lodge 3-615

None

Sun Viking Lodge 3-607

Gail Martinsen
Jan Link
Gladys Balzarano

Ron Martinsen
Nellie M Larson

Suncoast Lodge 3–562

Peggy Brown
David Hollowell

Mark Berg

Tampa Bay Lodge 3–515

Edward J Neugaard
John F Hlivyak
Turid Centineo

Hannah Neugaard

Troll Lodge 3–476

Kari Williams
Phil Fiederlein
Jann Dickson

Susan Mikalsen
Arleen Scapoli

Vikingworld Orlando Lodge 3–501

Keith Lavin
Lillian Bolstad

Washington Lodge 3–428

Kristin Stone
Verlin Morton
Debra Fosaaen
Karon Plasha
Burt Koske
Caitlyn Howell

Welcome

District President Ralph Peterson

I am very thrilled and honored to welcome all the delegates, members and friends to our 61st convention.

The convention will be even more exciting and meaningful this year as we will have several lodges being represented by delegates for the first time. And as we experienced in our 2008 convention, we will have a significant number of first-time delegates. This is great for our Order as we need new ideas and we need to develop new leaders for the future. The conventions are a great place to exchange ideas, formulate new plans and grow leaders.

We are trying new ideas during this convention such as increasing the number of breakout sessions. We will also increase the number of speakers by having more written reports. We will recognize first-time delegates with a ribbon on their name tag and a special welcome hour Wednesday afternoon. Be sure to let your Zone Director or one of the District Officers know what you liked and didn't like.

Our Convention Committee has done a great job planning our time together. Many thanks go to them for a great job. I would highly encourage you to bring your family and enjoy the diverse entertainment and attractions that are near by because there is so much to see and enjoy. I hope that you come early and stay late.

I am looking forward to working with you as we conduct our business and lay out a path for an even more successful biennium. I am also looking forward to making new friends and renewing old acquaintances.

**Program
Third District 61st Convention
June 2010**

Tuesday, 08 June 2010

<u>EVENT</u>	<u>LOCATION</u>	<u>SCHEDULED TIME</u>
Registration	Susquehanna Room	1 - 6 p.m.

Wednesday, 09 June 2010

<u>EVENT</u>	<u>LOCATION</u>	<u>SCHEDULED TIME</u>
Breakfast	*on your own	
Golfers Leave	Hotel Lobby	7:15 a.m.
Golf Tournament	Valley Green Golf Club	8 a.m. Start
Registration	Susquehanna Room	9 a.m. - 3:30 p.m.
Committee Meetings	Fairview, State, Board Keystone B Rooms	9 a.m. - 3:30 p.m.
Lunch	*on your own	
District Board Meeting	Ambassador Room	noon – 1:45 p.m.
Folk Art/ Cultural Skills Registration	Harrisburg East	11 a.m. - 3 p.m.
Vendors	Harrisburg West	1 - 5 p.m.
Breakout Sessions –Communication	TBA	2 - 2:50 p.m.
Lodge Operations; Membership	TBA	3 - 3:50 p.m.
Meet the First-Time Delegates	Atrium	4 - 4:30 p.m.
Memorial Service	Keystone A & B	5 - 6 p.m.
President's Reception	Atrium / Courtyard	6 - 9 p.m.

Thursday, 10 June 2010

<u>EVENT</u>	<u>LOCATION</u>	<u>SCHEDULED TIME</u>
Breakfast	*on your own	
Walk-a-Thon	Hotel Lobby	6:30 a.m.
Registration	Susquehanna Room	9 a.m. - Noon
Delegate Session	Pennsylvania Ballroom	8:30 a.m. - Noon
Folk Art/ Cultural Skills Registration	Harrisburg East	7:30 - 8:30 a.m.
Vendors	Harrisburg West	9 a.m. – 5 p.m.
Folk Art Judging	Harrisburg East	9 a.m. - Noon
Folk Art Exhibit	Harrisburg East	Noon- 8 p.m.
Lunch	Courtyard	Noon – 1 p.m.
Delegate Session	Pennsylvania Ballroom	1 - 4:30 p.m.
Dinner	*on your own	

Fifteen minute coffee breaks located in the Atrium Thursday and Friday at 10 a.m. and 3 p.m. Coffee break Saturday at 10 a.m. only. Visit Sale Butiker in Harrisburg West Wednesday, Thursday, Friday and Saturday.

Breakfast on your Own - A breakfast buffet for \$8.95 is served in the Elephant and Castle Restaurant starting at 6:30 a.m. daily.

**Program
Third District Convention
June 2010**

Friday, 11 June 2010

<u>EVENT</u>	<u>LOCATION</u>	<u>SCHEDULED TIME</u>
Breakfast	*on your own	
Walk-A-Thon	Hotel Lobby	6:30 a.m.
Delegate Session	Pennsylvania Ballroom	8:30 a.m. - Noon
Folk Art Exhibit	Harrisburg East	9 a.m. - 5 p.m.
Vendors	Harrisburg West	9 a.m. - 5 p.m.
Lunch	Courtyard	Noon - 1 p.m.
Delegate Session	Pennsylvania Ballroom	1 - 4 p.m.
Breakout Sessions	Fairview, State, Board	4 - 5 p.m.
Dinner	*on your own	
Viking Auction	Keystone A & B	7 - 11 p.m.
Plus Live Auction		

Saturday, 12 June 2010

<u>EVENT</u>	<u>LOCATION</u>	<u>SCHEDULED TIME</u>
Breakfast	*on your own	
Delegate Session	Pennsylvania Ballroom	8:30 a.m. - Finish
Installation of Officers	Keystone A & B	5 - 6 p.m.
Cocktail Hour	Atrium	6 - 7 p.m.
Grand Banquet & Dance	Pennsylvania Ballroom	7 - 11 p.m.

Sunday, 13 June 2010

<u>EVENT</u>	<u>LOCATION</u>	<u>SCHEDULED TIME</u>
Breakfast	* on you own	
District Board Meeting	Susquehanna Room	9 a.m. - End

The Convention Planning Committee hopes that your convention week is enjoyable. Our committee members are available to assist with your questions and concerns.

SON District Lodge No. 3 Officers
2008 - 2010

President: Ralph Peterson* (Hampton Roads Lodge)

Vice President: Gail Ekloff* (Loyal Lodge)

Secretary: Marci Larson* (Gateway to Florida Lodge)

Treasurer: John T. Gregg* (Norumbega Lodge)

Counselor: Louis Olsen, MD* (Nordkap)

PR Director: Mary Andersen (Bondelandet Lodge)

Cultural Director: Karen Ladderud Doty (Washington Lodge)

Youth Director: Evelyn Karpack (Nor-Bu Lodge)

Sports/Recreation Director: Phil Nelsen (Suncoast Lodge)

Zone 1 Director: Kris Rasmussen (Loyal Lodge)

Zone 2 Director: Judi Mack (Morgensolen Lodge)

Zone 3 Director: Joan McKillop (Nansen Lodge)

Zone 4 Director: Arnold Johnsen (Hudson Valley Lodge)

Zone 5 Director: Carol Anderson (Suncoast Lodge)

Zone 6 Director: Kathy Dollymore (Restauration Lodge)

*Executive Committee

With a Big Thank You to the
2010 Third District Convention Committee

Chairman: Kathy Dollymore

Co-Chairman/ Registrar: George Beck

Treasurer/Financial Office: Randi Nilsen

Co-Treasurer: Marion Maurer

Secretary: Sonia Forrest

Ways and Means/Entertainment: Doris Beck

Cultural: Karen Doty

Journal: Mary Andersen

Reports Book: Marci Larson

Banquet/Cookies: Barbara and Jim Vaughn

Golf Tournament: Ken Gundersen

Souvenirs (box): Members of Restauration
and Fredriksten Lodges

December 2009

To: Candidates and Alternates for the office of International Board Director

From: David Ness, Legal Counsel and SON Corporate Matters Committee

RE: SON Board of Directors' Candidate Application

At the fall 2009 Sons of Norway International Board meeting a resolution was passed requiring all candidates and alternates for the office of Sons of Norway International Board Director to complete the attached Candidates' Application. Included in that resolution is the requirement that the application be completed, and a copy of the application distributed to the District Convention prior to the election to these offices.

The Sons of Norway is a \$300 million fraternal insurance company. Since the insurance side of the organization sells and administers insurance products, we must be mindful of corporate governance. Insurance regulators and auditors require that our International Board of Directors be selected in a manner consistent with good corporate governance principles. One of these principles is to ensure that delegates make an informed decision prior to voting for a candidate for Director. The attached Candidates' Application will assist in that objective.

Everyone elected as a Sons of Norway Board Director is required by law to complete the following:

- Fingerprinting and related background check
- Financial services disclosures
- Employment history
- Conflict of interest documentation

Besides the leadership and expertise a candidate brings to the office, there are personal characteristics that are desirable:

- Mission driven with a passion for the Sons of Norway
- Time and self management skills
- Results oriented
- Can be a leader or follower, as needed
- Interpersonal skills
- Willingness to learn
- Comfortable with conflict

If you have any questions, please contact us.

Fraternally,



Marit Kristiansen, Chair
Corporate Matters Committee



David Ness
Legal Counsel

Sons of Norway
Board of Directors' Candidate Application

(Please feel free to provide information on a separate sheet and/or attach a resume)

Name _____

City _____ State _____

Required Qualifications

The following are mandatory requirements for each director:

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

General Knowledge Levels

Please indicate your level of knowledge or each of the following areas:

	<u>None</u>	<u>Some</u>	<u>Substantial</u>
Accounting/Audit	_____	_____	_____
Actuarial	_____	_____	_____
Corporate Governance	_____	_____	_____
Fraternal Benefit System	_____	_____	_____
Human Resources	_____	_____	_____
Insurance Management	_____	_____	_____
Investment	_____	_____	_____
Legal	_____	_____	_____
Marketing or Communications	_____	_____	_____
Strategic Planning	_____	_____	_____
Volunteerism/Public Service	_____	_____	_____

Education

High School	_____	Diploma/Degree	_____
Community College	_____	Diploma/Degree	_____
University	_____	Diploma/Degree	_____
Other	_____		_____

1. Employment History

- Employed Retired *(please check one)*

Please provide details of your current and former employment with which may have relevance to your qualifications as a director, including the company/organization name, position, and description of work and responsibilities:

2. Organizational Membership

List all community and professional organizations with which you are (or were) a member:

3. **Licensing**

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

4. **Board of Directors Experience**

Please provide details of your current or former Board memberships, including committees on which you have served, the name(s) of the organizations and dates of appointment:

5. **Fraternal Experience**

Please provide details of your Sons of Norway membership and volunteer experience, including offices held and volunteer accomplishments:

6. **Reasons for Your Interest in the Director Position**

Please state why you are a good candidate to be a Director:

7. **Summarize what experience and expertise you bring to the Board of Directors:**

Sons of Norway
Background Information (Disclosure required by law)
Please answer *all* of the following questions:

Personal Data

Name _____

Address _____

Phone #s: Home _____ Office _____ Cell _____

Email address _____

Have you ever had your name changed? If yes, give the reason for the change and provide the full name(s).

_____ YES _____ NO

Are you a citizen of the United States? If no, please indicate what country you are a citizen of.

_____ YES _____ NO

Are you related to any other Sons of Norway International Board Member or employee of Sons of Norway? If yes, please give person's name and position.

_____ YES _____ NO

Are you a party to or have an interest in any pending legal proceedings involving Sons of Norway? If yes, please describe on a separate page.

_____ YES _____ NO

Are you currently charged with or have you pled guilty to or been convicted of a crime involving forgery, fraud or any other act of dishonesty? If yes, please describe on a separate page.

_____ YES _____ NO

Have you ever been convicted of a felony? If yes, please describe on a separate page.

_____ YES _____ NO

Are you now, or have you ever been, the subject of any lawsuit, claim, investigation or proceeding alleging breach of trust or fiduciary duty, forgery, fraud, or any other act of dishonesty? If yes, please describe on a separate page.

_____ YES _____ NO

Are you now the subject of any complaint, investigation or proceeding that could result in a "YES" answer to any of the above? If yes, please describe on a separate page.

_____ YES _____ NO

I certify that the information provided herein, and as attached, is a true and accurate reflection of my qualifications to serve as Director.

Signed _____ Date _____

Various Governmental regulations require that background checks or examinations, including but not limited to fingerprint submissions, be performed on those persons who may/will serve on the Board of Directors. Please review and complete the attached authorization form necessary for these examinations.

CONFIDENTIALITY OF INFORMATION – Sons of Norway will keep the information you submit confidential and, except as required by law, use it only for the purposes of evaluating your suitability as a candidate for director.

District President's Report

Ralph Peterson

First, I would like to thank the District Board for all their help and cooperation during the past two years. I can assure the District that our deliberations were conducted in a polite and business like manner with input from all the members.

There is no question that the addition of new lodges to the District was among the high points of the past two years when three new lodges were instituted. They followed the two lodges that were started in 2007 and 2008. Because of these new lodge starts, close to 300 new members have joined the Sons of Norway. In addition to the new members, many of our 999 and 000 members as well as several inactive members from other lodges both in and out of the District joined these new lodges.

Unfortunately we lost one Lodge during this time frame and several members, but the District is stronger because of the enthusiasm and strength found in the new lodges. It appears that at least one of our older lodges is on the road to recovery after Board intervention. Saving is as good as starting.

A significant effort was made to move 999 and 000 members into local lodge and we were successful. We transferred over sixty 999 and 000 members into local lodges so far this term (February 28, 2010) and perhaps more importantly, the number of 999 members leaving voluntarily has been reduced. Vice President Gail Ekloff and I have been sending a series of emails to these two groups including an email advising both groups when the District Newsletter was posted. We received several responses from members thanking us for making them feel more a part of the Sons of Norway.

Another significant move was the business decision to invest money in the restructuring our web site. Several studies conducted by Headquarters revealed the need for extended and timely communications with our members. Since the majority of our members have internet access, the web site has greatly expanded our ability to do just that, communicate 3D news consistently and timely. Statistics have revealed that the younger the member the higher the chance the member will have an email address. Close to 80% of the 999 members list an email address. Website analytics reveal that the number of daily visitors to the site has increased from 50 visitors a day to close to 150 visitors a day, a 300% increase! The number of pages read on each visit has more than doubled. The daily visitors increase significantly when we notify the 999 and 000 members that the monthly newsletter has been posted. The Public Relations Director and web master are continually updating and upgrading the site. One goal has been to increase lodge visitations and the events page assists by advertising the various lodge, Zone and District events. We do need the lodges and Zones to continue to list their events with the web master; sharing information helps us all.

We believe in that old saying that knowledge is power and to paraphrase a popular commercial, an informed member is our best member. To that end, District Bylaws are on the site. The convention committee is using the site to publish convention news and the reports book will be on the site. More District and Local Lodge historical information is being posted as it becomes available. The events pages are growing and District officers are posting information for all to read.

Membership growth is also a prime goal of the site. In 2009, **TWENTY PERCENT** of District Three's new members joined the Sons of Norway on-line. While our site can't take all the

credit for this, we can be confident that the D3 site contributed to the number; our investment is paying dividends!

We also had many potential members request information on how to join lodges that require a vote to join. One of the most visited section's of the site is the Land of the Vikings (LOV) section. The LOV board's marketing manager was a key member of the website design group. The LOV events page is one of the leading entry pages to the web site. We feel confident that the site will help enhance the visibility of LOV and increase the occupancy rate.

We had a great fund raiser in 2009 with our raffle of Hurtigruten tickets generating over \$5,700. One reason the tickets were donated was because we offered to publicize Hurtigruten on our web site. We are planning on increasing our efforts to offer advertising on the site. District 3 has much to offer Norwegian vendors with our close to 8,000 Norwegian members who frequently travel to Norway.

Another benefit of our web site is the ability to host local lodge web sites on our server. The \$5 monthly fee we ask provides the local lodge access to technical assistance and help in setting up the local lodge web site.

One of the District's major economic resources is Land of the Vikings. A significant challenge is that the net income has not been sufficient to make the lease payments even though the payments have been reduced. This means that 3D LTD has to find other funds to pay the insurance and tax bills. In my mind it is very simple. We have to increase our business, reduce our costs or both if we intend to continue business as we know it today (unless we hit gas). One cause of the negative income is that our historical customer bases (SON members/lodges that are close enough to LOV to routinely use the facilities) have steadily decreased. In addition, we have seen a decrease in the number of rooms booked by Lodges that would typically come to LOV for a lodge weekend. We have also had a comparable reduction of members who would have probably visited LOV. Our five new lodges with their new SON members are several hundred miles from LOV and probably will never be frequent visitors to LOV because of the distance. While our managers have been successful in attracting additional local business, we still need additional business outside our SON base if we are to become profitable, which the LOV Board is working on. We have to be comfortable with the fact that we will have to share our facilities with non-members if we are to become financially sound.

The one area that showed a potential area for significant savings was the energy bill. In 2009 we spent over \$18,000 on fuel. The previous heating system was near the end of its run and we had some safety issues with potential flooding in the basement; options were investigated including geothermal. The 3D LTD board directed the LOV board to obtain bids to replace the equipment. Three bids were obtained and while all three bidders proposed the same equipment, the local bidder came in about 25% below the other two bidders. The total cost of the new installation, which included \$1,560 for repairs on the original piping and distribution system, was \$33,600. We are hoping to save \$4-6,000 a year plus we have a safe reliable system.

Another positive move for LOV was made when a committee was named to conduct a long range study. Our Public Relations Director, Mary Andersen, accepted the position as Chairperson. She and her committee have covered significant ground and they have more to do but they hope to have the report ready year end. One interesting aspect of the study is that they have obtained the services of several students and a Professor from the Hotel

Management section of the State University of New York (SUNY) at Delhi. I want to thank the many members involved with the study for their hard work, which will have important findings for the District.

Much discussion has evolved concerning the gas lease we entered into with Chesapeake Gas. We signed a seven-year lease March 9, 2008 and received \$227,910 for this lease. We also signed a two- year lease May 11, 2009 also with Chesapeake that would allow them to put a pipe line across our property. We received a check for \$1,000 but we would receive \$10 a linear foot if the pipe line is laid. If Chesapeake takes no action during the life of either lease we can re-lease the rights to another company.

This lease money is not controlled by the LOV board but rather the 3D LTD board. The majority of the money is on deposit with Headquarters. There has been no word on when or if drilling in Scott Township will start. The same goes for installing the pipeline. We have been told that our land is located in an area where they have high hopes to find gas. Because of the importance to the District, we have retained counsel with regard to the leases. Our attorney represents several other landowners in the Scott Township area and is very familiar with our situation.

Without the lease money the LOV situation would be stark. While the money will not last forever it has given us a window of opportunity to continue operations while we make operating changes and await the long range study report to see what other changes are needed.

In closing, I want to note that from the beginning of our term, we decided to look at our jobs from a business perspective. We realized that we were operating with a limited budget and limited amount of volunteer time. As we evaluated our options and were not sure whether our rate of return on investment was significant enough, we looked for other areas to concentrate on. We looked at several potential new lodge starts but we focused on two as it appeared they would make it and we succeeded. Interestingly, one of these lodges was looked at three years ago but it didn't work then. But it did this year. As previously noted, we had two significant expenditures in the District: restructuring the web site and the purchase of the new LOV heating system. These two projects were put out for bid and resulted in significant savings for the District. In addition, we negotiated a new fuel contract for LOV. All three projects will continue to be financially beneficial to the District. We have consolidated the majority of the important legal documents of the District. We made substantial updates to the District Procedures Manual and are continuing the project. We have proposed several changes to the Bylaws, and while more changes can be made, the proposed changes will make an immediate significant improvement.

I would like to thank the District Three members for the privilege of serving as your President for the past two years. It has been challenging, exciting and rewarding and I look forward to continuing to assist in the growth of the order.

Vice President's Report

Gail Ekloff

The past two years have been busy and productive. Most of the incentives implemented are producing results. The Vice Presidents of the local lodges and I have worked to get information and invitations to 999-000 members in hopes that they will join a local lodge. Each year we find a better way to improve the communication from the District level to the local level and then to the members. It's not perfect yet, but I feel it has improved during this two-year period. One vital way we have improved communication is with the new District web site. It has gotten information to the lodges and about the lodges quickly. All the lodges in the District should take advantage of this site. It is free advertising for your lodge events. And, since 20% of the new members signed up through the website, you can see how useful it is to recruit new members while encouraging absent members into attending and enjoying their lodge and roots.

We all must continue to help reach our goals to retain members who voluntarily leave our order; this will only be done through cooperation within the District, Zone and most importantly the lodge itself. This responsibility lies solely with you for you are the people who represent Sons of Norway to a current, new or prospective member. Programs of cultural interest will bring a new member to the lodge. But once there, how they are received will determine if they want to return to your lodge.

During my time as Vice President, we instituted three new lodges. Regrettably, one of our time-honored lodges could not be revived and disbanded. I had the privilege of starting two of them and, as Brother Ralph Peterson commented, "this new energy and enthusiasm is quite invigorating ...infectious throughout the District." The trend of new lodge growth seems to be moving south, with the last four new lodges in our District being in Atlanta, GA; Estero, FL; and both Charlotte and New Bern, NC. But I am happy to report that the northern lodges are getting reinvigorated and getting new members by revising how the lodges run their meetings and programs. I hope that this trend continues and we not only see new growth in current lodges but new lodges in the north as well.

During my term I have visited many lodges throughout the District and installed officers at six lodges. I enjoyed celebrations at Land of the Vikings and participated in work weeks/ends. I had membership information at Owl Park and Leif Erikson Park along with members from a few lodges. I was honored to be guest speaker at Zone Three's memorial service and Oslo's 60th Anniversary. I feasted at Loyal and Fram Lodges lobster parties and co-chaired the 30th Anniversary at Land of the Vikings. I attempted to play golf at the District tournaments- Bob Morton's Memorial Golf tournament in Myrtle Beach, S.C. and the Third District tournament in May hosted at LOV.

I would like to take this opportunity to thank the Third District Membership Committee for their dedication to Sons of Norway and the lodges that make up our district. Their input and insight on ideas for membership growth has made the last two year such a success.

As we all know, one cannot be a District Officer without the support of one's family — for the many miles and discussions we shared —Thank you, Rolf.

The Charitable Trust Report

Louis Olsen, Counselor/Trustee

Little did we know at the June, 2008, convention that challenging financial times were looming. Nor would any of us know the impact on us, our fellow lodge members or those who rely on us for their well being. In June 2008, the Charitable Trust had a consolidated value of \$298,914.56. By January 2009, the value was \$198,970.14, a considerable drop. In January 2010, it had rebounded to \$220,176.54 and today it stands at \$224,504.37.

The team that oversees the trust fund from Scott Tonnessen, our financial adviser, to Ken Gundersen, our administrator and our Executive Board who serve as trustees, all were called upon to reassess our portfolio and its capabilities. We found that it was possible to make changes that were positive overall and still stay within the diversified portfolio as defined at the Charitable Trust's inception in 1971. We always kept foremost in our minds the need for \$26,400 annually to pay to the beneficiaries.

Our beneficiaries stayed at the same number of eight for the term. It was a pleasure to visit with them to assess their well being and need. They are wonderful people who still value their Norwegian heritage and their lodge membership. They are grateful for the help they receive from the Charitable Trust.

But, the overarching, stabilizing factor in our ability to fund our needs month after month is found through your donations. It is hard to overstate your importance as members of District Lodge No. 3 and the responsibility you feel for the welfare of your Charitable Trust. This was evident for those of you who gave \$7,928.38 in response to the personal appeal letter of February, 2009. This was also evident by the 28 lodges and the total membership who, over the two-year term, donated an additional \$12,536.19 with gifts ranging from \$15 to \$2500 in value. Then add to this the exceptional fraternal gesture the members of Roald Lodge made. When closing after 84 years, the outgoing officers and members voted to donate the remaining funds to the Charitable Trust with a check that totaled \$12,000. From these examples, one can readily come away with a greater appreciation for the loyal spirit and sense of welfare that exists between our members.

For this, we who manage the Charitable Trust are most grateful. Tusen Takk, one and all.


**SONS OF NORWAY
DISTRICT 3
CHARITABLE TRUST**


**BALANCE SHEET
31-Dec-08**


	12/31/2008	12/31/2007
CASH /MONEY MARKET FUNDS		
Standard	\$11,716.45	\$13,332.15
Aggressive	2,284.17	4,214.21
SECURITIES (AT COST)		
Standard	\$154,130.13	\$170,610.20
Aggressive	85,718.84	81,379.19
UNREALIZED CAPITAL GAIN (LOSS)		
Standard	\$ (23,373.57)	\$ 29,868.77
Aggressive	(23,512.72)	10,476.66
TOTAL ASSETS	\$206,963.30	\$309,881.18
 WACHOVIA STATEMENT		
	(current value)	(Current Value)
Cash & Money Market	\$ 14,900.62	\$ 17,846.36
Equities	136,266.54	195,162.51
Equity Defined Portfolio	7,614.88	16,676.75
Taxable Bonds	28,648.64	52,448.62
Mutual Funds	20,432.62	28,046.94
Total Fund	\$ 207,863.30	\$ 310,181.18
Less: Outstanding Cks	(900.00)	(300.00)
Total Net Fund	\$ 206,963.30	\$ 309,881.18
 FUND BREAKDOWN		
Standard	\$ 142,473.01	\$ 213,811.12
Aggressive	64,490.29	96,070.06
TOTAL FUNDS	\$ 206,963.30	\$ 309,881.18

Date: 3/7/09

To the best of our knowledge and belief, using standard accounting methods and auditing procedures, we find these records to be correctly stated.

Peter Vatne 

Verlin Morton 

Bill Lund 

INCOME & EXPENSE

January 01-December 31, 2008

INCOME


Dividends	\$	9,870.17	
Interest		2,767.58	
Money Fund		186.39	
Donations		5,928.74	
Total Income			\$ 18,752.88

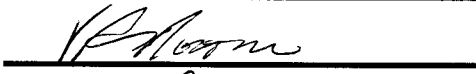
EXPENSES


Benefits Paid	\$	26,400.00	
Administrative Expense		1,241.63	
Wachovia Fees		2,055.08	
Total Expense			<u>\$ 29,696.71</u>
Operating Income/ (loss)			<u><u>\$ (10,943.83)</u></u>

Date: 3/8/09

To the best of our knowledge and belief, using standard accounting methods and auditing procedures, we find these records to be correctly stated.

Peter Vatne 

Verlin Morton 

Bill Lund 

**SONS OF NORWAY
DISTRICT 3
CHARITABLE TRUST
BALANCE SHEET
December 31, 2009**

	<u>12/31/2009</u>	<u>12/31/2008</u>
CASH/ MONEY MARKET FUNDS		
Standard	\$ 8,368.67	\$ 11,716.45
Aggressive	2,432.45	2,284.17
 SECURITIES (AT COST)		
Standard	\$ 133,301.46	\$ 154,130.13
Aggressive	68,224.39	85,718.84
 UNREALIZED CAPITAL GAIN (LOSS)		
Standard	\$ 1,711.41	\$ (23,373.57)
Aggressive	6,138.16	(23,512.72)
 TOTAL ASSETS	 <u>\$ 220,176.54</u>	 <u>\$ 206,963.30</u>
 MORGAN STANLEY STATEMENT		
Cash & Money Mkt	\$ 10,801.12	\$ 14,900.62
Equities & Equity Defined	121,000.16	143,881.42
Bonds	14,672.35	28,648.64
Mutual Funds	24,618.76	20,432.62
Common Stock	47,054.23	
Certificate of Deposit	2,029.92	
Total Funds	<u>\$ 220,176.54</u>	<u>\$ 207,863.30</u>
Less: Outstanding Checks	<u>\$ -</u>	<u>\$ (900.00)</u>
Total Net Fund	<u>\$ 220,176.54</u>	<u>\$ 206,963.30</u>
 FUND BREAKDOWN		
Standard	\$ 143,381.54	\$ 142,473.01
Aggressive	76,795.00	64,490.29
 TOTAL FUNDS	 <u>\$ 220,176.54</u>	 <u>\$ 206,963.30</u>

Date MAR. 6 2010

To the best of our knowledge and belief, using standard accounting methods and auditing procedures, we find these records to be correctly stated

Peter Vatne 

Verlin Morton 

Bill Lund 

Public Relations Report

Mary Andersen, Director

Third District Today

The Third District Today (TDT) was reintroduced as a monthly newsletter (with the exception of July and August)! The look of the newsletter changed and will continue to change to make it the best that it can be. In addition, two special editions were prepared – the [2008 Convention Issue](#) and the [Syttende Mai Issue](#).

The newsletter is posted on our revamped Third District website on the [District Newsletter page](#). Back issues can be found on the [Newsletter archive page](#).

An announcement that the TDT has been posted to the website is sent to Lodge Presidents, Lodge Publicity Directors and Lodge Newsletter editors. In addition, announcements are sent to Past 3D Presidents, the current 3D Board, the International Board and to the other District Presidents. A very limited number of TDTs are mailed via the US Post Office.

Likewise, announcement of the TDTs availability is posted on Southern Star's Facebook page, Nansen's Facebook page, Hartford's Facebook page and the Sons of Norway facebook page.

The President and Vice-President's letters are sent to the Lodges in advance of TDT publication to enable the lodges to include the letters in their Lodge newsletters.

The Viking

Upon taking office, I prepared an excel spreadsheet of Viking lodge photos for previous 18 months. The goal was and still is to submit pictures that represent the 3D, i.e., from each geographical area. In the [December 2009](#) TDT, I reported on some of the issues with the pictures that were submitted and although you may find it hard to believe, the scarcity of pictures! [Guidelines](#) for submitting pictures were posted on our website.

2009 Newsletter Contest

Rules were distributed to the lodges, judges selected and the process began!

Website

Whether you like it or not, the internet is among the first places many people turn to get information. In the business world, websites are used to attract new customers and retain existing customers. For organizations such as ours, websites are utilized to attract new members, retain and engage existing members and share information.

The Executive Committee decided that the 3D website needed to be refreshed. A committee (Mary Andersen, District Public Relations Director, Marci Larson, District Secretary and Luana Jøsvold, LOV Marketing Director) was formed to revisit our existing website. Research and numerous discussions were held to gain a better understanding of who is our audience and what is the message we wanted to convey.

Based on the agreed upon criteria, the Committee developed a Request for Proposal (RFP) and a rigorous evaluation process was developed. The RFP was mailed to six

website/brand developers for support with the continued evolution of our website; one declined to bid and one failed to submit a bid.

Objective criteria were developed to be used in reviewing the proposals. Based on the initial review one of the respondents was eliminated. Each of the remaining respondents was contacted with requests for either more information or clarification of submitted information. Two respondents were eliminated during the second review.

The Committee reached out to the International's Director of Technology for advice and guidance in reviewing the remaining vendors' responses. The three remaining respondents were asked pointed questions regarding their proposals; a finalist evaluation matrix (attached) was prepared and utilized to select the vendor.

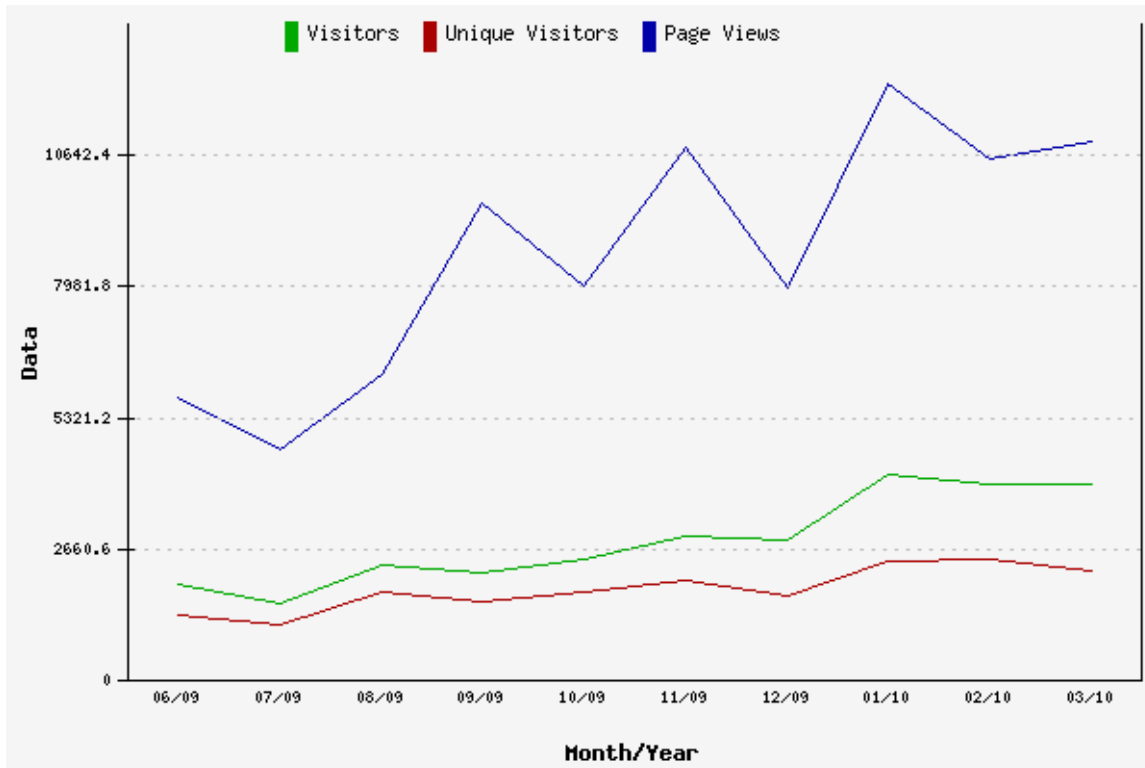
The website Committee

- Developed criteria for the new website
- Communicated that criteria to the vendor
- Held multiple conference calls with the vendor
- Reviewed initial website mock-ups
- Solicited input from the Executive Committee
- Reviewed second set of mock-ups
- selected pictures
- developed content
- recruited volunteers to test the website
- launched the website

The website continues to be tweaked, refined and enhanced; since its initial launch, we have

- Added Adopt A School page
- Added a blog
- Added District Goals page
- Added International District Goals
- Added forms to Forms page
- Added "What's the buzz" page with late breaking news
- Added a convention page
- Added a page with 3D local lodge websites
- Enhanced directions to LOV
- Provided local area attractions on the LOV website
- Appealed many times to lodges to add events to the website
- Appealed many times to lodges to provide lodge histories
- Began reviewing website analytics

Our efforts have been paying off as evidenced by our website analytics (see below); the trend line for the most part is generally headed in the right direction!!



Webmaster

Finally, we have been extremely fortunate to obtain the services of Jim Dunagan, Oslo Lodge, as the 3D webmaster. Through Jim's efforts, the website continues to be refined and refreshed.

Initial Evaluation Matrix

Services to be provided: The website must provide for high-speed upload/download response times for both low and high speed computers used by the average member.					
The site should consider the 3D's desire to include e-capabilities such as maintaining mailing lists and sending announcements					
The site must be compatible with current versions of commonly used Internet browsers. Please identify proposed compatibility with your response					
The site must be designed to function effectively with common versions of software and hardware, which must be identified in your proposal					
Include links for members to download any browser plug-in products, such as Acrobat Reader, that are necessary to view information on the site.					
All documents, including maps and tables should provide ease of viewing, printing and downloading, and in alternate ADA acceptable download formats					
The site should be developed to minimize loading times for analog dial-up customers. Secured self-service database for member info changes					
Email capabilities so Board members could send emails to all members from website that will not be considered spam (secured)					
Report generation					
Site map/search capabilities					
Metrics/accounting spreadsheets (secured, shared access)					
Photo gallery for lodges/events (http://www.sonsofnorway5.com/content/)					
Ability to email our newsletter to all members and prospective members via web					
Headline section on front page to current SofN-related news articles					
Single calendar of events that links to the descriptions separately (http://www.sofn-district6.com/events/) and (http://www.sonsofnorway5.com/content/index.php?option=com_events&Itemid=57)					
Enhanced description of Land of the Vikings and its activities (http://www.sofn3d.org/Lov/LOV_Home.html)					
Ability to list all 52 lodges and lodge officers with links to email addresses (http://www.sofn-district6.com/)					
Training for selected 3D members					
Respondent should list the software that would be used to create the site including all graphics software and recommend software and licenses that 3D will need to purchase for the continued maintenance of the website					
If required by the Americans with Disabilities Act, the 3D must provide the same level of service to individuals with visual, hearing, motor or cognitive disability that we do to the general public. The 3D expects respondents to offer suggestions regarding accessibility					
Fees					

FINALIST EVALUATION MATRIX

CATEGORY	IMPORTANCE WEIGHT (MUST ADD UP TO 100)	PROVIDER VALUE (0-5)	TOTAL
Column 1	Column 2	Column 3	Column 4
Did the response clearly address all items in the proposal?	15		
Were the following critical areas addressed: <ul style="list-style-type: none"> • Work for hire contract • Easily updatable • Calendar of events • Email capability 	15		
Was the proposal: <ul style="list-style-type: none"> • Easy to understand • Minimal use of jargon • Timely response • Professional appearance 	10		
Did the proposal adhere to a structured web development methodology? See attached	10		
Is there a detailed scope of services? http://www.webdevroadmap.com/	10		
Clear understandable disclosure of fee structure and value of services provided i.e., can you easily explain fees the Board and membership, if asked	10		
Training of SofN volunteers as needed (posting, updating)	10		
References (see attached)	20		
	100	500	

Cultural Skills Report

Karen Doty, Director

Like so many years in the past, cultural skills are alive and well and even growing in popularity in 3D. Many lodges sponsor lessons in language, literature, rosemaling, knitting, and woodcarving. Some have ventured into Nordic dancing and music. Many participate in community events where these skills can be displayed and demonstrated.

Sons of Norway lists program materials on its web site. The Embassy and consulates have staff ready and willing to provide suggestions, material, and sometimes even speakers for programs on Norwegian culture, both traditional and contemporary. The Embassy puts notices of interesting events on the calendar and cultural tabs of its web site www.norway.org. They also provide information via Facebook and Twitter. Sign up instructions are on the web site.

2009 was also a year of growth for the Cultural Skills Medals Program with the largest number of lodges ever earning medals in a single year. That number was only seven (7), but nevertheless, the year showed a continually increasing interest in the Cultural Skills Program since 2005. (The single medal winner that year was President Ralph, earning his first medal in genealogy.) We also had the largest number of medals earned in a single year and in the broadest number of areas. This is of interest because it shows that the year's numbers weren't noticeably skewed by a single lodge organizing a concerted medals effort.

Medals Earned	2009	2008	2007	2006	2005
Medal Winners	8	5	4	7	1
Medal Categories	15	12	6	7	1
Skill Areas	10	12	4	5	1
Lodges	7	3	3	4	1

Some members have said there is too much paperwork involved in the medal process. Sons of Norway re-evaluates the cultural skills program periodically, but will continue to invite members to demonstrate a total skill rather than provide a single item for evaluation. This means writing (very brief) notes on reading, photographing your artistic works, demonstrating your abilities at basic traditional stitches, patterns, etc., demonstrating your language skills through a brief recorded skills test, etc.

There are definitely indicators that we can expect to see more medals being earned in 2010 and moving forward. Among these are:

- The active rosemaling, language, genealogy, reading, and other cultural skills groups in various lodges that frequently combine fun and learning.
- The many knowledgeable and capable persons who share their skills with others informally. (I encourage you to apply for a "mentor" medal; only one 3D member has submitted and been approved for this medal category.)
- The broadening interest base. Twenty-three (23) lodges have members who have earned medals since the program began in 1991. (Many of you knew Helen Sjursen was the only person earning medals in the first years, 1991 and 1992.)
- The many members who have indicated that they are currently working on medals.
- President Ralph Peterson's challenge to the District officers to provide leadership to earn a Cultural Skills medal.

Youth Director's Report

Evelyn Karpack

The Third District Youth Camp is held at Land of the Vikings in Sherman, PA, for two weeks in July. The first week is for children ages 12 to 15 and the second week for children ages 8 thru 11. This is a very rewarding experience for the campers. They are put in touch with their Norwegian background by learning about the language and the history and they also try their hand at rosemaling, hardanger and wood carving. By the time the younger group have finished their first week at camp they know the Norwegian table prayer and also the Norwegian national anthem.

Camp could not be the wonderful experience it is for these children if it was not for the help of the many people who volunteer their time to be counselors. It is getting more difficult to find people willing to give up a week of their time for no pay to work with the children. The reward comes when you see how happy the children are. Besides having classes in the morning, the counselors help in the kitchen, preparing food and cleaning up after meals. They also take the campers on hikes, teach them crafts, act as a lifeguard at the pool, transport the campers to the movies, canoe and organize activities in the afternoons. It is very important to keep the campers occupied and all these activities require supervision. It is so worthwhile when you see how eager the children are to return to camp the next year.

With no paid staff on the premises, all the work to maintain the camp falls to the counselors. Rick and Bev Budrick take their vacation at this time but thanks to their getting the lodge in order and ordering all the food for us, our job is made much easier.

I strongly encourage all the lodges and members to support and encourage their children and/or grandchildren to attend the camp as they are the future of Sons of Norway.

Sports and Recreation Report

Phil Nelsen, Director

Over the last two years we have become energized. The bowling is back in full swing and is growing again with many bowlers receiving team and individual trophies. Remember, you don't need to be good; you just need to be part of the fun and friendly competition.

The Third District Golf Tournament continues to grow, not only with golfers, but with members and families coming to Myrtle Beach just for the fun in the sun, recreation and vast variety of entertainment for all ages. Thanks to Keith Lavin for getting it started and continuing it for the last ten years. 2010 is the 10th anniversary.

Perhaps, however, the most extraordinary story is about the Sons of Norway Sports Medal Program. In the last two years our district members have embraced the challenge of the zones and brought it to the level of the individual lodge and also the personal level.

Not only did we compete within our zones but I noticed that families and friends within the individual lodges were also competing for medals. It wasn't just the medals but the need to get fit and the fact that Sons of Norway was actually behind it that kept it on the upswing. Congratulations to everyone for the great job.

The results for the bowling and also the sports medals program will be announced at the convention. Thanks again for your participation!

Adopt A School Program

Gene and Nalda Olson, Encouragers

As one “blogger” said, “Getting into the schools is a win-win situation.”

Tusen Takk to those committed members who volunteer their time and talents, reading, teaching and telling stories to our youth. The schools and students are winners having gained knowledge about Norway and we are winners having had the opportunity to share our heritage. Besides, working with the young makes us feel young!!?

Bunads, trolls, Vikings, heart shaped waffles, goat cheese, dancing around the Christmas tree, mini language lessons – all great tools for communicating with youngsters and the teachers.

If your community does not have a Heritage Day, start one! How about the library? If you don't feel creative, look over the Adopt A School kit furnished by Sons of Norway. Check out the display table at the convention.

Coordinators – those who supervise, harmonize. Encouragers – those who cheer on, inspire, provide support, revitalize, enliven. Supervising the entire Third District is somewhat overwhelming. Gene and I like the title Encouragers better. We cheer you on as you revitalize and enliven the ADOPT A SCHOOL PROGRAM. You inspire us with your commitment.

Whether it is a once done deal with a Christmas program or reading to school children on a daily/weekly basis, your efforts are appreciated.

Abe Lincoln said, “One good thing about the future is that it comes one day at a time.” Take advantage of each day. Did you know that the Helping Hands Grants Program for children offered through the Sons of Norway Foundation will assist you in providing books or supplies for your school? Again, check out the Adopt A School display.

Keep us informed through the Sons of Norway website. Good Luck to the lodges who are involved and the lodges who will become involved in the ADOPT A SCHOOL PROGRAM.

Leadership Phase III

Kenneth Johnson, Phase II Coordinator

Bridging a number of conventions, the home office sponsored **LEADERSHIP PROGRAM** for all of Sons of Norway has been positive and productive within the Third District.

Presented at the last convention in Virginia Beach, were the accomplishments of Leadership Phase II. Please see the 2008 reports book and/or minutes for details.

Since that time Leadership Phase III was launched throughout the Order, the Third District responded with eleven instructors. Rollout took place right after the 2008 Spring Board Meeting with two options for sessions. The most effective format, a three hour session, suggested as a Saturday morning class was preferred; however, a condensed version was available and designed to be given as an agenda item at lodge business meetings. Most importantly, both allowed for the membership message to be given but again the three-hour session was encouraged so the flow of suggestions and ideas were not impeded by time constraints.

The District had basically a 2/1 ratio for conducting the more effective three-hour session.

In summary, with the District's recent accomplishments in increased membership and with new lodge institutions, the launching of Phase III which is targeted for improving the membership skills of every member, it was very appropriate to continue the trend. The thrust is that every member of the District, in reality, all of Sons of Norway members, are part of the membership effort and should receive this vital skill.

The District owes a special gratitude to the Leadership Trainers from all six zones who gave their time and effort to provide instruction to many lodges for Phases I, II and III. Their dedication and perseverance to the program has benefited us all.

Specifically to Phase III, the eleven trainers are:

- Barbara Berntsen, Kenneth Johnson from Zone 1, Long Island, NYC and parts of Zone 3.
- John Gregg from Zone 2, New England.
- Arnold Johnsen from Zone 4, Upstate NY.
- George Teigland, Carol Anderson, John and Aud-Helen Hliviak, all from Zone 5, Florida.
- Doris Beck, Ardis Morton and Karen Doty from Zone 6, Washington and parts of Zone 3.

Phase III Leadership Conclusion Report
Effective District Spring Board Meeting 3/6/2010

Although a few lodges are still *tentatively* scheduled for training, December 31, 2009 was the official conclusion of the Leadership Phase III program. To date the Third District has visited and trained twenty eight (28) lodges thereby educating the officers and members who attended the details of membership recruitment (attraction) and retention.

The Phase III message reached approximately 436 officers and members and hopefully this information will continually be passed down to many other lodge members.

A breakdown of the training by Zone is as follows;

Zone 1, (ten lodges, approximately 1,054 members)

three lodges visited; 19 members trained.

Zone 2, (six lodges, approximately 663 members)

four lodges visited; 121 members trained.

Zone 3, (six lodges, approximately 1,399 members)

one lodge visited; 25 members trained

Zone 4, (seven lodges, approximately 568 members)

three lodges visited; 52 members trained

Zone 5, (fourteen lodges, approximately 1,172 members)

ten lodges visited; 127 members trained

Zone 6, (ten lodges, approximately 1,315 members)

seven lodges visited; 92 members trained

Third District, (fifty three lodges, approximately 6,171 members)

Twenty-eight (28) lodges visited; 436 members trained

Phase III Overview

The bottom line stats are that 28 lodges have been trained, reaching 436 officers and members. This is 53.8 % of the lodges but only 7.1 % of the membership. The financial expenditure for reimbursement requests made through the undersigned was \$ 1,151.30.

Leadership Overview Overall

As a result of the three Leadership programs, Phase I gave us the know how to “Problem Solve”, and to understand how to work within the Sons of Norway Structure. Phase II, gave the members the “Structure” of Sons of Norway at all levels, International, District, Zone and at the local Lodge along with officer and member responsibilities. Phase III, tailored for “Membership Recruitment and Retention” gave us ideas to keep the order strong with interest and talent. We all now need to use these skills for the greater good of the order by keeping all the members we worked so hard to get and to grow within the individual Sons of Norway levels and to continue to seek out new members who appreciate the Norwegian people and it’s culture. They are out there, we all must work together to reach them.

Please keep in mind that the information contained in Phase II is so extremely important for new members to understand that repeat sessions can be arranged for new members and future leaders.

Personal Comment

It has been a my pleasure and a privilege to have had the opportunity to be part of the Sons of Norway Leadership initiative and too have been able to coordinate the Third District’s contribution to its success. Tusen takk.

Land of the Vikings Strategic Plan Report

Mary Andersen, Chair

As we all know, Land of the Vikings is a fabulous rustic get away with no distractions, beautiful atmosphere, and an awesome Viking ship bar. That said LOV is a business and should be viewed as a business. 3D President Ralph Peterson established a LOV Strategic Planning Committee to examine LOV from a business perspective.

The objective of the LOV Strategic planning committee is fairly straightforward:

- Develop a long term vision for LOV
- Develop a strategy
- Develop a work plan to implement the strategy

Team members with varying degrees of SON experience from disperse geographic areas within the District were recruited for this endeavor. Team members and their roles include:

Team member	Function
Mary Andersen	Chair
Barbara Berntsen	Co-chair
Luana Jøsvold	Co-Chair
Richard Tonnessen	Advisor
Arnie Johnsen	Advisor
Rolf Ekloff	Advisor
Audun Gythfeldt	Advisor
Roy Berntsen	Infrastructure Team leader
Jennifer Gardiner	Marketing Team leader
Helen Timoney	Financial Team leader
Carol King	Potential markets Team leader

The team held a kick off meeting in late May 2009 and began extensive planning for the project. The team began with the discovery phase. The discovery phase was further refined to address the major critical areas of Infrastructure, Financial, Marketing and Potential Markets.

Following is a brief summary of our initial findings to date:

Infrastructure:

Basic business issues:

A knowledge transfer process is critical in any business but more so in volunteer organizations like ours.

- We discovered that there are pockets of knowledge throughout the District as well as miscellaneous files maintained by members with past leadership positions.

- Two team members (Richard Tonnessen and Audun Gythfeldt) spent time going through the file room at LOV as well as conducting independent research to obtain basic organizational governance documents.
- Together with the organizational governance documents and simultaneously with Richard and Auden's efforts, other team members and the D3 President uncovered previous LOV studies!!!

Preliminary activities and goals: A three ring binder of critical information was compiled. After the binder is complete, we will begin the digitizing process. A knowledge transfer process will be developed and implemented for subsequent District officers.

Physical infrastructure

The infrastructure team focused on:

- Physical structure
- Electrical
- Heating

Preliminary activities and goals: The infrastructure team leader presented an assessment of the current infrastructure status. It was decided at this point of the study that the day-to-day operational issues be removed from the focus of the review. After the financial aspects are finalized, the physical infrastructure team will rejoin the strategic process.

Financial and marketing

Thanks to Vice President Gail Ekloff, the team was able to utilize business students from SUNY Delhi to assist in the financial and marketing aspects. The SUNY students' initial report was received in October 2009 and some of their suggestions have already been implemented. SUNY continues to assist us as we move forward with our efforts. The committee believes that while opportunity areas exist in many of the key areas identified for study, immediate attention is required in the financial area.

It is important to note that the SUNY professor was pleased with the financial forms created by the former LOV Chairman George Beck as well as the manner in which the LOV Treasurer Helen Timoney "keeps the books". That said, the professor identified several opportunity areas which require "drilling down" into the numbers.

It is imperative that the true costs of operating LOV be defined, budgeted and tracked on an ongoing basis. Only when a true financial understanding is obtained and a financial process implemented can a true strategic plan be developed to its fullest. We are engaged in this phase at the current time.

Opportunity areas also exist in the marketing and potential market areas. However, we must carefully evaluate the ideas gathered during the process and categorize, e.g. 1) can be implemented immediately 2) interested, is it practical at this time? 3) interested, what additional resources and/or personnel will be required? 4) creative and innovative, what funding will be required?. The strategy together with reality and the bottom line will dictate implementing the SMART recommendations.

Preliminary activities and goals: the efforts of the financial team lead are too numerous to list. In response to the SUNY professor, an extensive spreadsheet of additional information was compiled and presented to the professor for further review in the first quarter of 2010. Concurrently, a review of the current data capturing process is underway.

As noted previously the marketing team has implemented some of the SUNY students' recommendations and is carefully reviewing the remaining recommendations. Concurrently, the marketing team is identifying marketing opportunity areas.

Finally, we believe it is important to keep in mind that we are still in the data gathering stage. There will be no quick answers on this project. We want to manage your expectations appropriately. We will grasp the "low hanging fruit" but we will be deliberate in developing our LOV Strategic Plan.

Land of the Vikings Report

Rolf Ekloff, Chairman

In June 2008, Ken Fagerheim was elected Board Chairman of Land of the Vikings. During the Third District Board meeting in the spring of 2009, Mr. Fagerheim resigned for personal reasons. I was asked to fill the Chairman's position for the remaining term. To be on the LOV Board was not something new for me, having served as Building and Ground Chair four years. In March the Secretary, June Cooper, resigned and was replaced by Karin Petrovsky.

The biggest problem the Board saw was the need to address the heating system at LOV. Brother Roy Berntsen had informed the Board previously that one of the oil burners was ready to shut down at any time and something had to be done. There was also a concern about flooding at LOV, since all the equipment was in the basement and could sit in water. The District President asked Roy and me to get some estimates on new burners and to look into changing over to gas. We obtained three (3) bids, the highest being \$52,000, next \$38,500 and then \$29,000. They were all gas instead of oil and were to be installed in a new shed outside the building. They included two (2) new gas burners and a new 110-gallon hot water heater. The price also included removing the old burner and tank in the basement. At the fall Board Meeting we presented the bids to the Third District Board, which decided to proceed with the \$29,000 bid with a local company in Deposit. The installation went well and the new shed looks as if it has always been there. A few problems were discovered as they installed it and were all corrected - the system is up and running well. And, the system is connected to the generators so there should be no problem if the power were to go out.

The LOV Board felt the need to meet between the District Board Meetings, without interruptions, to discuss issues that need to be addressed and to speak "one-on-one" with the managers. With that in mind, we met in February and discussed the finances of LOV, which for the year 2009 were not good.

There is a concern about the lack of use by the membership so we are discussing ideas to attract lodges to "events" instead of just lodge weekends. We are also looking at ways to have the local residents use LOV on a regular basis. The need to curb overhead was discussed. The managers and LOV Board agreed to be frugal in the months ahead and see if we can turn the money situation around. The District website will be used to hopefully attract more members and non-members to use the facility. We are also investigating other forms of advertising.

Land of the Vikings needs improvement as does any facility, but hopefully the Lodges and members will enjoy it more. You cannot find a nicer place to come and relax, nestled in the quiet surroundings of mountains and woods.

SONS OF NORWAY LAND OF THE VIKINGS LTD
BALANCE SHEET
December 31, 2008

ASSETS

Current Assets

Bank Accounts			
Peoples National Bank		12,713.24	
NBT Bank		14,889.89	
Cash on hand (petty cash, Res-Bar)		413.20	
	Total Bank Accounts		28,016.33

Other current Assets

Inventories - Food and Bar		5,000.00	
A/R Improvement Fund		15,781.00	
	Total Other Current Assets		20,781.00

Total Current Assets **48,797.33**

Other Assets

		427.68	
	Total Other Assets		427.68

Total Assets **49,225.01**

LIABILITIES AND EQUITY

Other Current Liabilities

LOV Restoration		7,122.86	
Gratitudes		1,501.31	
PA Sales Tax-Collect & Pay		779.91	
Advance Reservation		577.74	
Leased owed to 3D 2004 - 2008		53,000.00	
Members Improvement Fund		23,548.03	

Total OTHER CURRENT LIABILITIES **86,529.85**

Long Term Liabilities

Lease Payable original long term		21,637.45	
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Total LONG TERM LIABILITIES **21,637.45**

TOTAL LIABILITIES **108,167.30**

Equity

Retained Earnings		(46,289.95)	
Net Income		(12,652.34)	

Total Equity **(58,942.29)**

TOTAL LIABILITIES AND EQUITY **49,225.01**

AUDITORS

Date 3/8/09 To the best of our knowledge and belief, using standard accounting methods and procedures, we find these records to be correctly stated. * Except for Equity statement

Peter Vatne



Verlin Morton



Bill Lund



LOV SPECIAL FUNDS

LOV Improvement Fund
LOV Restoration Fund
January 1 thru December 31, 2008

SN LOV MEMBER IMPROVEMENT FUND

Saving Account NBT Bank 6939

Beginning Balance 1/1/08	6,555.77
Deposits	1,230.00
Interest	23.26
Withdrawals	(42.00)
Ending Bank Balance 12/31/08	7,767.03

Cash on hand 12/31/08	7,767.03
Balance of loan to operatir	15,781.00
	23,548.03

SN LOV RESTORATION FUND

Checking account NBT Bank 1658

Beginning Balance 1/1/08	8,664.25
Deposits	2,951.00
Withdrawals	(4,492.39)
Ending Balance 12/31/08	7,122.86

Auditors

Date 3/7/09 To the best of our knowledge and belief, using standard accounting procedures methods and procedures, we find these records to be correctly stated.

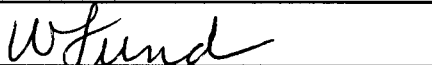
Peter Vatne



Verlin Morton



Bill Lund



DISTRICT AND LODGE RESOLUTIONS

RESOLUTION #1 Notification of Special Meetings Submitted by District Lodge No. 3

WHEREAS, the Constitution is very clear on how the International Board is to be notified of Special Meetings; and

WHEREAS, the Constitution is not as clear in its guidance to local lodges for calling Special Meetings thus requiring the application of Roberts Rules of Order to supplement the Constitution; and

WHEREAS, clarifying the procedure will speed up decision making and give clear guidance and increased protection to all members' rights;

THEREFORE, BE IT RESOLVED THAT Paragraph 4.2.4 be revised to read as follows:

4.2.4 NOTIFICATION OF SPECIAL MEETINGS

The President shall inform the Secretary of the time, place and purpose of such Special Meeting, and the Secretary shall inform the members of the same. No other matters than those mentioned in the notice shall be considered. Such notice shall be mailed to each member at least 5 days prior to the meeting or notice may be made by telegram, email, facsimile or any other electronic print medium that is available.

This resolution would cause minimal financial impact on Sons of Norway.

RESOLUTION #2 Removing Article VI, Duties of Officers, from District Bylaws Submitted by District Lodge No. 3

WHEREAS, the job descriptions for district officers are presented in the District Bylaws in Article VI, Duties of Officers; and

WHEREAS, the job descriptions are also in the District Policy Manual; and

WHEREAS, any changes to job descriptions presented in the District Bylaws can only be made during the District Lodge Convention in even-numbered years causing unnecessary delay in implementing necessary changes; and

WHEREAS, the Policy Manual may be changed as dictated by business needs and only with approval of the District Board;

THEREFORE, BE IT RESOLVED that Article VI, Duties of Officers be removed from the SON District Lodge No. 3 Bylaws and be maintained in the District Policy Manual, which is available to all District members.

This resolution has no financial impact on Sons of Norway.

RESOLUTION #3
District Three Bylaws Change Eliminating
Zone and Local Lodge information
Submitted by District Lodge No. 3

WHEREAS, the District Bylaws require a two-thirds vote in order to change the Bylaws; and

WHEREAS, the Bylaws give the District Board of Directors the authority to assign lodges to Zones; and

WHEREAS, such changes require approval by vote at the next District Lodge meeting effectively delaying such changes for up to two years often resulting in outdated information in the Directories;

THEREFORE, BE IT RESOLVED that paragraph two of Article X of the District 3 Bylaws be removed from the Bylaws and moved to the Policy Manual and the remaining paragraphs be renumbered.

This resolution has no financial impact on the Sons of Norway.

RESOLUTION #4
Calling Special Meetings by Local Lodges
Submitted by District Lodge No. 3

WHEREAS, the size of our lodges vary greatly so assigning the number of members required to ask for a Special Meeting should also vary; and

WHEREAS, the SON Constitution's current requirement of five (5) members to call for a special meeting seems to be very low for a local lodge of over 250 members even though it may be appropriate for a local lodge with a membership of 49;

THEREFORE, BE IT RESOLVED that the Constitution be revised to read as follows:

4.2.3 SPECIAL MEETINGS Special Meetings may be called by the Lodge President. It shall be the President's duty to call such Special Meetings if the Board of Directors so decides or if a written request, signed by the greater of 10 percent (10%) of the lodge members or five (5) lodge members (whichever is greater), is received by the President.

This resolution has no financial impact on Sons of Norway.

RESOLUTION #5
Zone Alignment
Submitted by District Lodge No. 3

WHEREAS, in the last few years we have established new lodges in the Mid-Atlantic states that previously had no Sons of Norway presence; and

WHEREAS, newer lodges that are instituted very seldom have members who previously belonged to and are familiar with the Sons of Norway organization; and

WHEREAS, it is most important to have a person within reasonable traveling distance with Sons of Norway procedural and background knowledge that can nurture the lodge officers and members in strengthening their lodge and be a catalyst in fostering lodge fraternalism among other lodges in a Zone; and

WHEREAS, without this guidance a new lodge may flounder and/or cease to exist; and

WHEREAS, a new Zone 7 could be established consisting of lodges in the States of Georgia, South Carolina, North Carolina, West Virginia and the southern area of Virginia which would enhance the chances of Sons of Norway growth in those States and develop greater fraternalism amongst the lodges in that Zone, and

WHEREAS, it is a goal of Sons of Norway to increase and maintain membership;

THEREFORE, BE IT RESOLVED that a new Zone 7 be established in the District 3 that would consist of the area from West Virginia and southern Virginia extending south to and including the State of Georgia, and from the Atlantic Ocean on the east to the eastern border of District 5;

BE IT FURTHER RESOLVED that a Zone Director and Assistant Zone Director be elected from one of the Lodges in new Zone 7 at this District Lodge Meeting. The term of the elected Directors would be until the next District Lodge Meeting as prescribed in the Third District Bylaws. The lodges that would be incorporated into Zone 7 would be Blåfjell Lodge #3-646, Hampton Roads Lodge #3-522, Southern Star Lodge #3-630, North Carolina Vikings Lodge #3-675, Norsk Carolina Lodge #3-679, Atlanta Vennekretsen Lodge #3-678, Drammen Lodge #3-683 and all other lodges within the Zone 7 geographic boundaries instituted before this 2010 District Convention.

Financial Impact – Although adding another Zone Director will increase the District expenses for District Board meetings and the biennial District Convention, the additional cost would be mostly offset by the lower travel costs that would result from shorter travel distances for lodge visitations by a Zone 7 Director including overnight motel stays that are required in many instances today because of the long distances from Zone 3 or 5, that the Zone Directors currently experience.

Presently the cost to the District for a Zone Director to stay at LOV for a board meeting is \$330 per meeting and the transportation cost is about \$220 per meeting from Hampton Roads (within new proposed Zone 7) to LOV. The most recent amount paid for the delegate expense to the last convention was \$650. Based on current costs, the approximate annual expense to maintain an additional Zone Director not counting lodge installations, visitations and training sessions would amount to \$660 (2 X \$330) for board meeting lodging, \$440 (2 X \$220) for transportation expense to board meeting and \$325 (1/2 of \$650) for biennial convention expense, for a **total basic annual expense of \$1425**.

Although it is not possible at this time to have a precise accounting of the savings, having a Zone 7 Director would reduce travel costs for the Zone Director because the geographic distance would be significantly reduced. Current distances are 620 miles each way from Naples, FL to Atlanta, GA; Miami, FL to Atlanta 670 miles; Philadelphia to Charlotte, NC 545 miles with other combinations within the present Zones 5 and 6 to the new Zone 7 being in the 500-mile area. It appears the furthest distance within a new designated Zone 7 would be from Virginia Beach, VA to Atlanta 585 miles. Excluding Atlanta, which is located at the furthest southern point in Zone 7, most other distance combinations between Zone 7 lodges would be 200 miles or less.

No appreciable difference in costs can be seen as a result of adding a Zone. The reduced expenses incurred by shorter travel distances for visitations, etc. would help offset the additional expense of adding another Zone Director. The many positive benefits that the District will reap including potential increased membership and retention in the new Zone 7 will more than compensate for the actual expense, if any, to the District.

RESOLUTION #6
Unge Venner Membership
Submitted by Hudson Valley Lodge 3-542

Whereas, Sons of Norway has increased membership by adopting in August 2006 the resolution that an individual who is a lineal descendent of a member or resides in the same household as a Sons of Norway member and is between the ages of 16 and 23 inclusive may become an Unge Venner Member and be exempted from paying International, District and Local Lodge dues; and

Whereas, the intent of the original resolution was that an Unge Venner would remain in that Unge Venner non dues paying membership status until age 24 even if the sponsor died or was dropped from membership because of nonpayment of dues; and

Whereas, the Unge Venner member has no control of a sponsor's demise or monetary situation, especially in today's economic climate; and

Whereas, the Unge Venner member met the membership requirement when s/he became an Unge Venner member; and

Whereas, Sons of Norway is encouraging younger members to join to develop a younger vibrant organization and to increase the membership of Sons of Norway;

Therefore, be it resolved that Part 1, Chapter 6, Para 1.8 of the SON Constitutions be amended to include the sentence "This Unge Venner membership status will remain in effect until the member becomes 24 years of age regardless of whether the sponsoring member dies or drops their membership because of nonpayment of dues before the Unge Venner reaches age 24."

The new Para 1.8 would read as such: **Unge Venner Members.** Any individual, who is a lineal descendent of a member or resides in the same household as a Sons of Norway member and is between the ages of 16 and 23 inclusive, may become a member of Sons of Norway. Such members will be exempted from paying International, District and Local dues. Further, such members shall have all the rights and privileges as all other members of Sons of Norway. **"This Unge venner membership status will remain in effect until the member becomes 24 years of age regardless of whether the sponsoring member dies or drops their membership because of nonpayment of dues before the Unge Venner reaches age 24."** An Unge Venner member who desires a subscription to the Viking Magazine will be assessed the same amount that is allocated to the Viking Magazine subscription from a regular annual membership. Any other member of Sons of Norway between the ages of 16 and 23 will pay dues at a reduced rate.

This resolution has no financial impact on Sons of Norway.

RESOLUTION #7
International Director Term
Submitted by Hudson Valley Lodge 3-542 and Oslo Lodge 3-438

WHEREAS, the term of office for an International Director, as specified in Part 2, Chapter 11, Paragraph 6, the Sons of Norway Charter and Constitutions, is the only position on the International Board including the Alternate International Director to be of more than two years duration; and

WHEREAS, no District now has more than one International Director; and

WHEREAS, it could greatly benefit Sons of Norway for each District President to share his/her knowledge and have the opportunity of becoming an International Director immediately after having served as District President; and

WHEREAS, District Presidents are now serving two terms of two (2) years as District President so their terms expire at the time the International Directors term expires, thus stymieing the development of good capable people with fresh ideas to become District Presidents because of the extended amount of years it now takes to achieve the Presidency; and

WHEREAS, new people with fresh ideas are needed to keep our Organization vibrant in a time of declining membership and status quo development;

THEREFORE, BE IT RESOLVED that the term of office for an International Director henceforth shall be two years with no International Director being allowed to serve more than two consecutive two year terms.

AND, BE IT FURTHER RESOLVED that this resolution would amend Part 2, Chapter 11, paragraph 6 of the Constitution by removing from this paragraph the words "except that the term of Directors shall be four years, or until their successors are elected and installed." The amended paragraph will read:

The term of Officers shall be two years, or until their successors have been elected and installed. The term of Alternates shall be for two years. In the event of a vacancy in any office for which an alternate is elected, the Alternate shall succeed to such vacancy and shall serve until the next International Lodge meeting, when the unexpired term shall be filled by election in the usual manner. In the event of the absence or disability of any Director from any meeting of the Board of Directors, the Alternate may take the place at such meeting, with the same rights and privileges as the principal had as a member of the Board of Directors. If an alternate is unable to attend the International Board meeting, the vacancy may be filled by the Board of Directors of the District. No International Officer or Director can be elected to serve more than two consecutive terms in any one office.

This resolution would take effect starting with the 2010 International Convention for International Directors elected this year. For Directors in the middle of their four-year term, the resolution would take effect at the end of their current term.

This resolution has no financial impact on Sons of Norway.

RESOLUTION #8
Addition of "Counselor" to the
Local Board of Directors
Submitted by Nansen lodge 3-410

WHEREAS, paragraph 4.13.1.1 of the 2008-2010 SON Constitution does not include "Counselor," who is an elected officer; and

WHEREAS, Paragraph 3.1.3.1 of the 2008-2010 SON Constitution includes Counselor as a member of a District Lodge Board of Directors; and

WHEREAS, a Counselor usually has served as the President of the same Local Lodge and is knowledgeable of its affairs;

THEREFORE, BE IT RESOLVED that Paragraph 4.13.1.1 include "Counselor" as a member of a Local Lodge Board of Directors.

This resolution has no financial impact on Sons of Norway.

RESOLUTION #9
Special Meeting
Submitted by Nansen Lodge 3-410

WHEREAS, Section 4.2.3 of the 2008-2010 SON Constitution states that if the Lodge President receives a written demand for a Special Meeting signed by five Lodge members, it shall be the President's duty to call such Special Meeting,

WHEREAS, some members have used the call for a Special Meeting for purposes other than its intended use and for something that those members considered an urgent matter that must be addressed before the next scheduled meeting; and

WHEREAS, the number five is an arbitrary number and does not take into account the membership size of each individual lodge; and

WHEREAS, to ensure that the reason to call a special meeting is truly valid and a concern of a representative number of lodge members;

THEREFORE, BE IT RESOLVED that Section 4.2.3 be amended to read as follows:

SPECIAL MEETINGS. Special Meetings may be called by the President. It shall be the President's duty to call Special Meetings if the Board of Directors so desire or if a written demand, signed by a number of members equal to 10 percent (10%) or greater of the Lodge membership, is received by the President.

RESOLUTION #10
Approval of District Lodge Meeting (Convention) Minutes
Submitted by Norumbega Lodge 3-506

WHEREAS, the District Lodge Secretary must send a copy of the minutes of a District Lodge meeting (convention) to the Sons of Norway Headquarters within 45 days of such meeting; and

WHEREAS, it would seem beneficial to review and approve the District Lodge meeting (Convention) minutes before sending a copy to the Sons of Norway Headquarters and before sending a copy to members of the District Lodge; and

WHEREAS, the International Board reviews and approves the minutes of the International Lodge meeting (convention), in accordance with the recommendation of Robert's Rules of Order; and

WHEREAS, prompt review and approval would in no way prevent a subsequent District Lodge meeting from correcting the minutes via a motion to *Amend Something Previously Adopted*;

THEREFORE, BE IT RESOLVED that the following new section be added to Article III of the District Lodge No. 3 Bylaws: *"The District Board shall appoint a committee to review and approve the District Lodge Meeting (Convention) minutes before the Secretary sends a copy to the Sons of Norway Headquarters."*

Because review and approval of the minutes can be carried out via e-mail, the estimated financial impact is \$0.

RESOLUTION #11
Amending Financial Impact Statements
Submitted by Norumbega Lodge 3-506

WHEREAS, the District Lodge No. 3 Bylaws, Article IX, Section 3, state that "any resolution to be proposed at the District Lodge Meeting (Convention), which includes the explicit or implicit expenditure of funds, shall include (a) an estimated amount of the expenditure and (b) the means by which the necessary funds are to be obtained"; and

WHEREAS, it is the fundamental right of the District Lodge to debate any part of a resolution; and

WHEREAS, amending a resolution or a financial impact statement may cause an inadequate or missing financial impact statement to become adequate;

THEREFORE, BE IT RESOLVED that the following be appended to Article IX, section 3, of the District Lodge No. 3 Bylaws: "These statements (or their lack) may be debated and amended or the resolution may be amended to conform to the statements or both. The District Lodge shall have final say as to whether these statements are deemed adequate or required for any particular resolution."

Because this would only affect how the Lodge conducts its meeting, the estimated financial impact is \$0.

RESOLUTION #12
Short Form of Installation Ceremonies
Submitted by Norumbega Lodge 3-506

WHEREAS, the Sons of Norway Guide for Leadership recommends 10 to 20 minutes for a business meeting; and

WHEREAS, it may be necessary to install officers of a Local Lodge quickly in order that other pressing business or social or cultural programs may be attended to; and

WHEREAS, the Guide for Leadership has a long form and a revised form of the Installation Ceremonies, but no alternative short form; and

WHEREAS, the Guide for Leadership already has detailed job descriptions for each officer and the Guide for Leadership is available online;

THEREFORE, BE IT RESOLVED that the International Lodge develop an alternative short form of the Installation Ceremonies of approximately 10 minutes or less wherein all the Local Lodge officers may be installed at the same time.

Because the modified Guide for Leadership can be published online, the estimated financial impact is \$0.

RESOLUTION #13
District Funds
Submitted by Tampa Bay Lodge 3-515

WHEREAS, present economic conditions should encourage prudent and tactful use of District funds relating to board member expenses; and

WHEREAS, contrary practices appear to be in evidence; and

WHEREAS, International Convention Reports Books list the total expenses of each International Board member on a biennial basis, which may be used as tools for the purpose of revealing unusual or excessive expenses; and

WHEREAS, District guidelines exist for the control of board member requests regarding reimbursement pertaining to travel and other financial expenditures;

THEREFORE, BE IT RESOLVED that future District Convention Reports Books list the total biennial expenses of each District Officer; and

BE IT FURTHER RESOLVED that the District Board adhere to the guidelines in the Third District Bylaws and Policy Manual when making decisions regarding financial outlays to District officer requests.