

## FAQ: Governance Change for Sons of Norway at Lodge Level

### Will we still vote for lodge officers?

Yes, you will need to continue to have officers in place to conduct district and local lodge business. Please continue to update the fraternal department of any changes in lodge leadership.

### Who will attend the 2022 International Convention? Will they be the current delegates?

Delegate selection for the 2022 convention will be conducted exactly as it has been done in the past. Delegates will be elected by their districts in the manner as described in the 2018-2020 edition of the CC/PP.

### How will the Members of the Board of Directors be nominated and elected at the 2022 Convention?

The referendum that was passed states that 2022 elections will be held per existing guidelines in the 2018-2020 CC/PP. Therefore, in addition to board members, the districts will elect alternates for the biennium commencing in 2022. All candidates will, of course, need to meet all requirements as set forth in the International Candidate Application Agreement and the CC/PP and pass vetting by the International Nominating Committee.

### How will the Members of the Board of Directors be nominated and elected after the 2022 convention?

- Nominations to the International Board may be made by any member subject to the necessary qualifications and completion of the application. Nominations must be made in full accordance with all procedures outlined in the revised version of the CC/PP.
- The International Board to be elected in 2024 by all benefit members will be comprised of six (6) fraternal directors active in the lodge system and six (6) directors that come from the business disciplines important to running an insurance company, including finance, accounting, legal, actuarial, information technology, insurance sales and operations, some of whom may already be members active in the lodge system. All directors must be benefit members who own a Sons of Norway financial product.
- Four of the fraternal Directors will represent the eight (8) Districts of Sons of Norway, with the remaining two fraternal Directors representing the membership at large.
- International Board candidates must meet all requirements as set forth in the International Candidate Application Agreement and the CC/PP and pass vetting by the International Nominating Committee of Sons of Norway.

### What will happen to conventions and voting?

- The international conventions will continue and will be focused on culture and heritage, but not include the bylaw submissions and resolutions to the floor for voting. We will conduct a business meeting to ensure all the members in attendance have an opportunity to learn about the current state of Sons of Norway's business and understand plans for the coming years.
- The goal is for future conventions to become a "member experience" with the focus on celebrating Norwegian culture and heritage. These events will include vendors, breakout sessions and provide a collective cultural experience for all. We will include sessions for ideation and collaboration as relates to the fraternal efforts of the organization. We will allow time for district updates and for lodge leadership development. Notably, the conventions will now be open to any benefit member, not just a small pool of delegates. This will give greater opportunity for folks to attend and provide greater energy to our fraternal endeavors.

### Will there be a process or form for submitting suggestions for CC/PP updates and corporate matters?

Over the years, many excellent proposals have come from our membership and we expect the same going forward. We will be defining this new process in the coming months and communicating it to all members.

### What happens to the Charter and Constitution we currently use?

Following passage of the referendum, a Special Governance Committee has been established to determine appropriate Charter and Constitution and Policy and Procedure changes arising from the referendum:

- The committee is comprised of the Corporate Matters and Governance Committee of the International Board of Directors and two District Presidents.
- The committee will submit their recommendations to the International Board of Directors for their consideration at the May 2022 Board meeting or sooner if possible.

### How will the District Presidents Council operate after the referendum is passed?

The District Presidents will continue to meet in person and/or virtually as needed. As leaders of our eight districts, it is important that they support one another, learn from each other, and prepare for future leadership roles within the organization.

### What will happen at future conventions?

Per the passing of the Referendum, future conventions will focus on celebrating culture and heritage, providing district updates, receiving a business update, having lodge leadership development sessions, and the usual fellowship and entertainment.

Do I need to own a financial product after this change if I want to be on the District Board?

Yes.

When will the membership be informed of the Governance change?

Sons of Norway's membership as a whole will be informed of the Referendum to change the governance structure of Sons of Norway by official publication in Viking magazine upon approval by our Regulators. We anticipate an announcement in Viking magazine in the early months of 2022.

What if we are currently updating our Lodge Bylaws or have already submitted our Lodge Bylaws for approval?

The Corporate Matters and Governance Committee has decided to place the Local Lodge Bylaw approval process on HOLD while the Charter, Constitution, Policy, and Procedures for Sons of Norway are revised per the passage of the Governance Referendum.