



# Måken

THE NEWSLETTER OF THE POULSBO SONS OF NORWAY LODGE

info@poulsbosonsofnorway.com poulsbosonsofnorway.com

## Helmets Ahoy: Our Poulsbo Vikings by Sherry White

In 1912, even before the Poulsbo Sons of Norway Lodge was formed, there were Vikings in Poulsbo. On the wall by the downstairs kitchen at the Lodge, you'll see a picture of several men dressed just like those of lore. They were businessmen and other prominent men of Poulsbo who dressed up as Vikings and rowed to Seattle to be part of Norway Day at the World's Fair. From that early time, Vikings would pop up in Poulsbo at the drop of a pin.

In 1916 our Lodge was formed. Men only, of course. One of the first major changes to the Sons occurred shortly after Women's Rights became the law of the land in 1922. Women were allowed to become members and things began to hop!

When the first nine women were voted into the Poulsbo Lodge on January 9, 1923, the note made by the Secretary (male) into the minutes of that meeting was, "So this is the end of an era and the beginning of a new!" And that was quite a prediction as our Lodge quickly became a leader of the community.

As women will, they picked up the slack and became very involved in planning dances, carnivals, picnics, *Syttende Mai* celebrations, potlucks, and other events for both members and the public. Soon after, the surrounding community was entrenched in all things Norwegian. *continued on page 3* ▶▶▶



### INSIDE:

- We ♥ Vikings
- Viking Volunteerism
- Viking Lore
- Tuesday Night Dinners





I remember the first Viking Fest parade I participated in many years ago. I was with my daughter as she held hands with other young dancers, dressed up in her *bunad*, so proud to be walking and waving to the crowd along the street. I have

repeated this process over the years, lining up and representing the Lodge in this colorful way. Showing the national pride of Norway, dressed in the colors, wearing the costumes, waving the flag. It will always be a fond memory for me.

This month, we are gearing up for Viking Fest. The Sons of Norway will be front and center: The choir will sing the Norway national anthem at opening ceremonies; the youth dancers will perform at various times throughout the weekend; the Vikings will parade along with the *Leikarringen* group; and the always successful beer garden will be open down on the patio. We will also be cooking the *lutefisk* for the eating contest Sunday. It will be a great weekend. Members are encouraged to wear Norwegian costumes or flag designs to participate with the Lodge in the parade. We line up at 1pm near Lions Park.

But it wouldn't be Viking Fest without our Vikings. They continue to shine in our Lodge and the little community we live in. Creating a presence here and there, whether for downtown businesses or the local schools, they have an impact – as they have for decades.

Enjoy the Måken and we will see you down at the Lodge!

*Paul*



# Måken

is the monthly newsletter of the  
Poulsbo Sons of Norway Lodge 2-004

18991 Front Street | PO Box 653  
Poulsbo, Washington 98370  
360.779.5209

info@poulsbosonsofnorway.com  
poulsbosonsofnorway.com



# Calendar

## Coming Events

### May 2024

- 3 Cinco de Mayo Dinner
- 3 Kentucky Derby Party
- 14 Member Memorial
- 14 Lodge Meeting
- 17-19 55th Annual Viking Fest
- 17 Settende Mai (Norwegian Independence Day)
- 14 Lion's Club Pancake Breakfast
- 24 Cod Fish Dinner

### June 2024

- 11 Smögåstårta Contest
- 11 Lodge Meeting
- 19-21 Heritage Camp
- 22 Midtsommer & Nordic Market
- 24 Book Club Revamp
- 25 Tuesday Night Dinner

## Continuing Events

### Mondays

- 4:30pm Adult Folk Dancing (various rooms)
- 6:30pm Informal Scandinavian Music (Marine Room)

### Tuesdays

- 8:00am Yoga (Marine Room)
- 9:00am Old Guys' Kaffe Klatch (Trolls' Den)

### Thursdays

- 9:00am Old Guys' Kaffe Klatch (Trolls' Den)
- 6:00pm Wood Carvers (Norse Room)
- 6:00pm Trivia (Trolls' Den)
- 7:30pm Vestre Sund Norskekor Mixed Chorus (Marine Room)

### Fridays

- 7:00am Rotary Breakfast (Marine Room)
- 10:00am Needle Workers (Viking Room)

### First Tuesday

- 6:00pm Lodge Board Meeting (Norse Room)

### Second Tuesday

- 7:00pm Lodge Meeting (Marine Room)

### Second Wednesday

- 6:00pm Building Association (Viking Room)

### Third Tuesday

- 6:30pm Vikings (Viking Room)

### Fourth Tuesday

- 1:00pm Ladies' Nordic Book Club (Liberty Bay Books)
- 6:00pm Ingeborg Society (Viking Room)

### Third Saturday

- 3:00pm Genealogy Meeting (Norse Room)

### First Sunday

- 9:00am Pancake Breakfast (Norse Room)

**On the cover:** Poulsbo Sons of Norway Vikings in Waterfront Park, 1993.



## WHAT'S HAPPENING IN THE TROLLS' DEN

### May 3: Cinco de Mayo Dinner

Chips and queso, chicken enchilada, Mexican rice, street corn, and ice cream and churros for dessert! **6:00PM. \$18.**

### May 4: Kentucky Derby Party

Horse lottery drawing, best hat contest, best outfit contest and more! **Doors open at 2:00PM.**

### May 24: Cod Fish Friday

Cod, roasted potatoes, cole slaw, and dessert. Delicious! **6:00PM. \$18.**

### Tuesday Night Dinners Are Back!

We sure have missed this special dinner series but starting Tuesday, June 25, the Lodge and its members will have something more to celebrate in the good ol' summertime.

On the evening of our relaunch, we're offering a menu of: A hamburger, chicken strip, or shrimp basket served with a side of onion rings or fries.

Each following Tuesday throughout the rest of June, July, and into August, you can choose from a special sandwich or salad. We will have a weekly flyer in the Troll's Den to promote the upcoming specials.

"Music on the Bay" will accompany every Tuesday Night Dinner, and we will be posting the live music line-up once it's received from our Parks and Recreation Department.

Bon appetit!

**MEMBERS  
ONLY**

## Helmets Ahoy (continued)

In the early 1970s, shortly after the current lodge was completed, six of the members officially started the Vikings as an auxiliary arm of the membership. The numbers of the Viking organization have gone up and down over the years and at one point, there was talk of disbanding. But a plucky group of culture lovers took it upon themselves to save the Vikings. The membership began to grow, and today there is a wonderful group of men and women at the Poulsbo Sons who belong to the Vikings.

They are very supportive of the Lodge, are involved in Viking Fest and other parades, sponsor Easter egg hunts, are a part of *Jule Fest* and the coming of the St. Lucia Bride. Our Vikings visit shut-ins, raise funds and spearhead drives for those in need, and spread goodwill and charity wherever they go, in Kitsap and beyond. Not only are they an energetic, fun-loving group but they are also very welcoming.

So, if you like to dress up in funky clothes, enjoy marching in parades while sharing candy and fun, and are dedicated to serving your community, come on down to the Lodge the third Tuesday of the month and join the Vikings for their next meeting. 🇳🇴



# CINCO De Mayo

**FRIDAY 03 MAY 2024**

Join us at the Trolls' Den for an evening of festive dining featuring delicious South-of-the-Border treats! Enjoy Chicken enchiladas, Mexican rice and street corn, with chips and queso! Ice cream and Churros for dessert!

Doors open at 3, Dinner is served at 6PM

**\$18**

POULSBOSONSOFNORWAY.COM  
MEMBERS AND GUESTS ONLY

# KENTUCKY Derby Party

Join us for an afternoon filled with excitement, entertainment and the best in sports.

- Horse Lottery Drawing
- Best Hat Contest
- Best Outfit Contest

In the Trolls' Den  
May 4th, 2024  
Opening at 2pm



# THE VIKINGS ARE COMING!

55TH ANNUAL

# VIKING FEST

VIKINGFEST.ORG

MAY 17-19TH  
POULSBO, WA



# Viking Fest PANCAKES

SAT. MAY 18 ONLY

Poulsbo Lions Pancake Breakfast  
At The Sons of Norway, 7-1 pm



\$12 ADULTS  
\$6 KIDS  
CASH & CREDIT ACCEPTED

# VIKING FEST BEER GARDEN

MIM CIDER BEER WINE MOSAS SELTZER



MAY 17-19, 11AM - 9PM  
SONS OF NORWAY LODGE  
DOWNSTAIRS PATIO

**\$18**

# Cod Fish FRIDAY

MAY 24TH 6PM

COD, ROASTED POTATOES, COLE SLAW, AND DESSERT. DELICIOUS!

WWW.POULSBOSONSOFNORWAY.COM




The Jewel Box Theater presents:

# WITNESS for the Prosecution

by Agatha Christie

May 31 - June 16


A theater classic that will keep you guessing right up to the last act!

Starring Sons of Norway members Deborah O'Meara MacDonnell, Cliff Despeaux, and Curtis Vincent!

Friday and Saturday Shows at 7:30 PM  
Sunday Matinee Show at 2:00 PM


Tickets are \$20.00

Check [www.jewelboxpoulsbo.com](http://www.jewelboxpoulsbo.com) or call 306-697-8183 for more details.



# POULSBO FARMERS MARKET

Every Saturday thru December 19  
10 am to 2 pm



1890I 8th Ave NE, Poulsbo, WA  
(located in the parking lot at Gateway Fellowship)

[www.poulsbofarmersmarket.org](http://www.poulsbofarmersmarket.org)

# Smörgåstårta Contest!



June 11th  
At the Lodge Meeting

# The Timeless Lure of Viking Lore

## Alan Talmadge Takes Us Back in Time

There's a special spark that comes alive in the Trolls' Den when the Vikings are around in force, just as they are for their Tuesday night meetings. And Alan Talmadge – wickedly funny with contagious energy and a scholarly sensibility – was there last night, a fountain of lively knowledge when it comes to all the myth and magic surrounding the Vikings of yesterday and today.

"As the cultural advisor for our Vikings, a new position added last year, I advise the King and the Jarel (captain) as well as any other officers," Alan enthuses. "I also answer all kinds of questions for our members, like how to dress for events, what weapons and armor and clothing to get and where to find them, even jewelry to wear.

"I'm a certified minister, too, so a lot of these guys and gals who are really close to me in the Lodge and the Vikings especially," he continues, "come to me for religious purposes around Norse religion and Viking history, culture, legends, and spirituality."

### **Måken: Share a bit about your fascination with the Viking Age.**

**Alan:** There are a lot of great things about the culture of the Vikings back in the day. They were way ahead in the medieval realm, big into hygiene, brushing their teeth and hair, taking good care of themselves. Women actually had equal rights and power. They could divorce, meet with leaders of the community, make decisions, and propose new ideas. One funny note is that Vikings did not wear horns on their helmets back then because Christians thought they looked like devils!

### **Måken: What does "To go a-Viking" mean?**

It meant to go away, be out in the world. Being a Viking was a job and everybody, from farmers and leaders to politicians, did it. They raided neighboring communities and all the Scandinavian countries at the time, riding as far as Russia and the Middle East. Their battle prowess was unmatched. Such great fighters. Many rulers actually hired Vikings to be bodyguards and mercenaries.

*Per Alan, runes had names that hinted at the philosophical and magical significance of their visual form and the sound for which they stand. For example, the rune Fehu = fee/cost/wealth which could be considered a person's wealth or the cost to purchase something from another person. The rune Uruz = strength/stamina/will is used to describe the mighty Auroch, which was a wild ox.*

### **Måken: Who do you feel you are as a Viking?**

I would say a Viking warrior-priest. I've been a warrior all my life, starting in martial arts and tournaments. But I'm a warrior who is religious. The word heathen actually means from the heart, particular to cultures who hung around their homes and believed that the heart of their home was the hearth. There weren't kitchens in those days, so everybody gathered around the fireplace where food was cooked, so that's how heathen, heart, and hearth all belong to the Viking ages.

### **And P.S.:**

I'm like 70% Norwegian. This rune tattoo that I have here on my arm, the square with a diamond and an X through it, that's *Gungnir*. It symbolizes the spirit of Odin, the chief god of the Norwegians, and it's also my family crest. 🇳🇴



# What Does *Syttende Mai* Mean?

by Andrew Belschner

*Syttende Mai*, or “The 17th of May,” is Norwegian Constitution Day. For many of us who are keen on celebrating this important statement of Norway as an independent

country within Scandinavia, we observe many different things. We see things like *bunads*, cakes, hot dogs, and a lot of Norwegian flags.

While it may seem to us like a Norwegian Fourth of July, *Syttende Mai* takes on a much bigger meaning to Norwegians. It incorporates all the aforementioned, but it is more than that. Promoting a sense of Norwegian belonging, this “May Day” celebrates all things Norwegian, such as singing, dancing, parades, and enjoying the company of those around you.

Even more than that, it is a day to give thanks to Norway and all it has to offer.

Through speeches and toasts, it is clear to see the pride and the gratefulness surrounding being Norwegian. From the fjords around Oslo to the snowy, ice-capped mountains in Svalbard, you truly can feel the love that these people have for their country. Norway is a beautiful country with much to offer and I, as an American with Norwegian roots, am thankful to take part in celebrating this part of my culture.

*Skål og Gud velsigne Norge!* (Cheers and God Bless Norway!) 🇳🇴

## New Members



Accepted in March as members of the Lodge are:

Front Row: Karlyn Petterson

Second Row: Mari Schielke, Amy Zinkhon, Cricket Guerrero

Third Row: Annalise Schielke, Aaron Schielke, Jon Beebe, Andy Lennette, Dave Zinkhon, Dan Holt, Sue Holt, Duane Brown.

# Viking Volunteers = Community Connection

Our vivacious Vikings and the Lodge recently raised over \$3,600 for school kids in Little Norway and beyond. In fact, the North Kitsap School District recently recognized the Poulsbo Sons with the “Community Leadership Award.”

“We do it for the children,” says dedicated Viking volunteer **Julia Weston**. Here she shines a light on other support efforts from this very special group of members.



**Måken:** Tell us more.

**Julia:** This fundraiser started with a connection to school kids. I work at the North Kitsap School District in administration. About two years ago, I became aware that this education resource has been advocating for students who are experiencing homelessness. The goal: to remove obstacles that keep them from coming to school, like transportation.

**Måken:** How did you all make things happen?

**Julia:** I brought the issue up at a Viking meeting and to our membership in 2022, and everyone was so caring and thoughtful. They said, “We can do more.” And those who joined us on this crusade started passing the hat. People donated hundreds of dollars on the spot. On top of that, the Vikings made a contribution out of their general fund. So neat and so moving.

What’s more, the Lodge launched the “Winter Care Drive,” collecting everything from hats and gloves to hoodies. It exceeded all expectations, and we were able to put together 63 care kits for homeless students in the area. And at Frosty Fest, the Vikings managed all activities, donating the proceeds of approximately \$3,600 to meet ongoing needs.

**Måken:** What would you say is the Viking vision?

**Julia:** I think that it’s growing and evolving. We’re becoming more vibrant. Yes, we always celebrate Norwegian culture, but now this tribe is moving forward to be more community-facing. More than ever, we are a representation of the Lodge and the City of Poulsbo. It’s an amazing collaboration. We are enthusiastic ambassadors, no doubt about it. 🇳🇴



But the Vikings and the Lodge realized that there were more tangible and everyday needs these kids just weren’t getting. Basic necessities, such as clothing and toiletries. They didn’t have shampoo, soap, shoes, or socks, you name it.



"I think the Vikings' major draw is that they just seem like they're always having such a good time. It's such a fun representation of our Lodge. A really good energy. In my costume, I lean towards a slightly more shield-maiden warrior than goddess in my look, trying to represent the common woman during the Viking Age."  
– Julia Weston

"Kind, humble, and approachable, that's our Viking community. One of my favorite things is the dressing up. I love seeing the variations in hair, make-up, and costumes. Although the Viking ladies have always been beautifully dressed in their feminine Viking attire, I wanted to have more of a *Lagertha* look so I was one of the first females (with Koleen) to buy the leather corsets and go the Shield Maiden route, which is exactly why there is now a drink in the bar called that. It was my drink of choice in those days, and Koleen is gracious enough to name it for us 'weapon-wielding' ladies."  
– Christina Webster

"Freya, a preeminent goddess in Norse mythology, said, 'The most beautiful things in life are often fleeting, but the memory of them lasts forever.' Our times and experiences with our fellow Vikings provide wonderful moments in our lives and, with them, memories that last forever."  
– Karen & Jason Scott

"We have approximately 120 Vikings now. And at the end of the day despite the attire, make-up, hairstyle or shoes, the most important thing to remember is that the Vikings are representing our Lodge and community, and we can and should have so much fun doing it! Also, drink a Shield Maiden!"  
– Scott Kankovsky

"I would say my favorite part of being a Viking is the amazing support system that comes with the title. For example, when Julia bought a house that needed some work which was beyond her capabilities, she put out the call for help and for the next few months she bought supplies while various our Vikings showed up on various days, nights or weekends to help with whatever project their particular skills could match. It was incredible!"  
– Koleen Baker

*continued on next page* ▶▶▶





“Becoming a Viking means everything to me. It has helped me in learning more of the spiritual side of it and most importantly, it has giving me a new family who has changed my life for the better.”

– **Josh Washburn**

“All the Viking fundraising has been incredibly exciting and rewarding as a result of the Lodge and downtown activities where our presence is strongly felt. We even got a special invitation from Mayor Becky and the City Council to thank us for our participation and volunteerism in such events as the Fancy Family Formal and Frosty Fest. The Vikings have also donated funds to the SEA Discovery Center and the Northwest School of Wooden Boatbuilding. And, of course, there’s Viking Fest this month, an all-out celebration that brings people from everywhere together. We really love talking to visitors and families and locals, sharing the fun of what it means to be a Poulsbo Viking – and throwing candy to the little ones during the parade!”

– **Kira Prostatius**

“As a member of the Sons Vikings, another bonus is that helps you to work on your public speaking. Because you can’t go out and be a Viking if you’re afraid to talk to people!”

– **Keri Kankovsky**

“There’s a certain charisma and creativity around the Vikings that truly builds community wherever we go.”

– **May Mathiesen**

“We are ambassadors of the Sons and also of Poulsbo. I love it when people get excited about seeing Vikings. It’s so cool walk down the street, and everyone points and says, ‘There’s one! There’s one!’ I think residents and visitors really appreciate our efforts.”

– **Susan Wytco**

“I really like being part of a cultural group that does good in the community. It means a lot when we mix in with friends and families and neighbors, like the big Viking Fest parade. Sharing such experiences, especially with the

kids whose faces just light up when they see one of us.”


– **Ruby Patterson.**



## **FISKEBOLLER** (Norwegian Fish Balls)

- 1 lb white fish fillet (cod, haddock, tilapia, etc.)
- 2 tsp corn or potato starch
- ½ tsp salt
- ¼ tsp black pepper
- ¼ tsp nutmeg
- 2-1/2 c whole milk
- 2 tsp curry powder (optional)
- 2 Tbsp dill

Chop fish into chunks. Process fish into a thick paste in a food processor. Add cornstarch, salt, pepper, and nutmeg. Beat the ingredients until smooth, 5 to 10 minutes. Roll into equal size balls, large for a main course, half that size for an appetizer.

Heat milk and curry powder in a skillet over medium heat and bring to just below boiling. Reduce heat to low and spoon in fish balls, one at a time. Simmer until fish is cooked through, about 10 minutes. Transfer fish balls and sauce to a platter and scatter chopped dill on top. Serve with boiled potatoes in butter, carrots, and salad. 



*Serve Fiskeboller with boiled potatoes in butter and carrots.*

# Viking Queen

## Herstory Is History

I'm Johanna Wittenberg, author of the "Norsewomen Series," historical fiction set in the Viking Age and based on the life of Queen Åsa. I wanted to write about a woman who stood up for herself and others, who took risks and succeeded. A female hero like King Arthur or Robin Hood.

Åsa Haraldsdottir fit the bill. She was a real Norse queen who ruled alone for 18 years in the early ninth century. It was the dawn of the Viking Age, a tumultuous time when Norway was torn among 30 warring kingdoms.

I discovered her many years ago, when I was growing up in Minnesota. My mother, an artist of Norwegian descent, created a series of images that revived the ornamental style preserved in wood carvings and metalwork of the Viking Age. Mom's art was featured in several issues of the Sons of Norway's *Viking* magazine. These designs are now incorporated into the covers of all my books.

It was during our research that we learned about Queen Åsa. Mom introduced me to the museums of Oslo. I spent hours in them, especially the Viking Ship Museum, which housed the magnificent Oseberg burial ship. It's a 70-foot Viking longship loaded with artifacts, one of the greatest ship burials found in Norway – and one of the most important discoveries, demonstrating how people lived in the Viking Age. The burial contained the remains of two women, and many believe this is the grave of Queen Åsa.

Since then, I've spent many years and three trips to Norway researching the Viking Age. My dream has been to put together what may have been Åsa's life, featuring everything from the clothes she wore and what she ate, her household chores like spinning, weaving, and dyeing, family life, weapons and fighting techniques, shipbuilding, and customs and beliefs. To portray Vikings realistically, I had to include magic, because in those days everybody believed in it.

Most of what I have learned is based on archaeological finds and scholarly papers. I have an extensive library on Viking history and archaeology. Many of my female characters are trained as warriors. The sagas tell of shield-maidens, and recent evidence has proven that women did bear arms. Another author of Viking Age historical fiction, K.S. Barton, and I have a monthly podcast called "Shieldmaidens: Women of the Norse World," in which we share our years of research on Viking Age women.

To date, I have published six books in the "Norsewomen Series," and readers have responded with enthusiasm, keeping the books in the top of their categories on Amazon. These tales are available on Amazon in ebook, paperback, and audio format. They can be ordered through bookstores and libraries – and I will appear in person with signed paperbacks at the Poulsbo Sons of Norway *Midtsommer* Festival. 🇳🇴



# Volunteer Spotlight:

## Joanne Graves

Joanne is a beacon of volunteerism, a guiding light at the Sons since joining in 2004. What's more, she has served on the board continuously for 19 years. Joanne's versatile contributions have included everything from Youth Director and Membership Secretary to Foundation Director and Editor of the newsletter until 2023.

Joanne also created the position of Webmaster, revamping the site, establishing the Facebook page, and sending out the Maken in a digital format, saving the Sons hundreds of dollars in postage. Unstoppable, Joanne likes to add that "I teach crafts at the District 2 youth camp and at the adult heritage retreat at Trollhaugen, as well as demonstrating fiber arts at various Lodge heritage events on the Puget Sound." 🇳🇴



Being a Viking means I represent a really neat part of the Sons and Nordic culture. When I first joined the Vikings almost a decade ago, our numbers were small, but our spirit was large. Basically, we hit the parade circuit and got to talk to all sorts of wonderful people about our festivities along the way. Another aspect I love is how the Vikings give back to the community through public appearances and fundraising. Also, I joined to make my Nordic grandma proud. She always loved how we take pride in our culture and spread the good cheer of it throughout the land.

Brennan Webster

# Cocktail Corner



## Mint Julep Smash

In honor of the  
Kentucky Derby!

- 2 oz bourbon
- ½ oz simple syrup
- Half a lemon, cut into wedges
- 5 mint leaves
- Sprig of mint for garnish

Muddle lemon wedges, mint leaves, and syrup with a little ice in a cocktail shaker with ice. Add bourbon. Shake until fully chilled. Strain into an old fashioned glass and garnish with mint.

You can also smash up a Blackberry Mint Julep by exchanging the simple syrup for blackberry syrup.



# Angel & Royce's Wedding Day

by Angel Wunder

## Vikings Say "I Do"

Twenty years, I was having a reading done by a psychic and the card of Ishtar came up. The story is about two young lovers who were forbidden to be together by their fathers who were at war. In an attempt to keep them apart, one of the fathers banished his son to the Underworld. Ishtar would stop at nothing to be with her betrothed and would have to go through the Seven Gates of Hell in order to be with him. This meant losing everything in the material world that mattered to her – her land, family, cattle, gold, and her crown.

For Royce and me, this story was so fitting as we both felt that we had been through so much in our lives – trials and tribulations. We felt that we had already been through the Gates of Hell, and we were each other's reward. We chose to have a Viking wedding because this group means so much to us.

The Vikings are our source of support, camaraderie, and our way to give back and serve our community. We have made many meaningful friendships and are blessed to have them in our lives. We chose to blend our traditional ideas of a wedding with the story of Ishtar and felt that a Viking ceremony would be the best way to include our friends and reenact that legend. 🇳🇴



# Hooray!

## The Return of Tile Sales

Starting in May, the Sons resumes taking orders for our commemorative tiles. Ordered over the winter, volunteer Ray Jones will install them when the weather gives us a break. Fingers crossed that's soon!

You can purchase an engraved 4x8 or 8x8 inch tile in honor of your family, or a memory of a loved one, or to celebrate birthdays, weddings, anniversaries, or your company. You can also personalize them by adding clip art from the Sons website library, or upload your own favorite design to add a decorative element. You can even use this link to place your order today:

<http://polarengraving.com/poulsbosonsofnorway>

Get inspiration by viewing our members' tiles that have already been installed on the concrete wall of the Trolls' Den deck facing Liberty Bay. They all look amazing and tell a story about each donor.

Let's fill that wall! 🇳🇴



# Cornhole

## Tournament Triumph

The first Lodge sports event of the year, the Cornhole Tournament, was held in the Marine Room on Sunday, April 14. Fun and laughter were had by all the players. Teams even made special cornhole T-shirts to commemorate the excitement. Delicious burgers, hot dogs, and chili were served to fuel our contestants and their fans. Cheers! 🇳🇴



Players included first-place winners Mike Reynoso and Alan Talmadge, Brian Smith, and second-placers Paddy Wilson and Tom Francisco. Congrats!



**SAMMENDRA**  
SONS OF NORWAY  
POULSBO  
#24

**Sons of Norway 11**  
Poulso Lodge  
Freedom Fraternity Progress

# Rules of Conduct and Anti-Harassment Policy

The following revised Rules of Conduct and Anti-Harassment Policy is being submitted and read to the Lodge board and to the Lodge membership through the newsletter, The Måken, and at a Lodge meeting. This proposed new and revised policy will be voted on by the membership at a Lodge meeting in 2024. When approved, the revised Rules of Conduct and Anti-Harassment Policy will be incorporated into Policy 1.16 and become a part of the Lodge Policies and Procedures Manual.

## 1.16 Rules of Conduct and Anti-Harassment Policy

**1.16.1 Rules of Conduct:** These Rules of Conduct apply to all meetings and to individual behavior of members, visitors, and guests while present in the Poulsbo Lodge. The CBPPs of International and this policy describe how members and others are to behave not only in meetings but also in other situations when they might be representing the Lodge. The following conduct will result in admonishment. If such conduct is not acknowledged and corrected, the Lodge may temporarily suspend or permanently revoke membership. The chairman of any meeting during which prohibited behavior occurs shall have authority to enforce these rules initially, and then refer uncorrected conduct to the Lodge President for further action. The following conduct will not be tolerated and may result in the punishment described above:

- 1.16.1.1 Personal attacks, insults, offensive language, or other demeaning or abusive behavior;
- 1.16.1.2 Discourteous words or action that conflict with accepted standards of civility;
- 1.16.1.3 Failure to follow directions of the chairman conducting a meeting;
- 1.16.1.4 Failure to allow other members the opportunity to speak and comment, assuming that the meeting chairman has invited comment;
- 1.16.1.5 Unsigned correspondence sent to Lodge leadership;
- 1.16.1.6 Speaking on behalf of any group in the Lodge without prior agreement of the group;
- 1.16.1.7 Speaking while another member has the floor, except as allowed by Roberts Rules of Order;
- 1.16.1.8 Violation of any Lodge policies such as the smoking ban.
- 1.16.1.9 **Addition:** The following policies for respectful and efficient meeting behavior must be followed:
  - 1.16.1.9.1 Late arrivals should enter quietly and not disrupt meeting;
  - 1.16.1.9.2 Speakers should address the chairman only, identify themselves to the assembly, and keep to the subject under discussion;
  - 1.16.1.9.3 Mobile phones must be turned off;
  - 1.16.1.9.4 While meeting discussion is underway, all members should remain seated unless arriving or departing;
  - 1.16.1.9.5 While speaking during Lodge meetings, the speaker should limit their comments to two (2) minutes except when making an officer's or committee report;
  - 1.16.1.9.6 The procedure for the discipline of members violating the rules of conduct is detailed in the International Lodge Constitution Bylaws Policies & Procedures (CBPPs) and Poulsbo P&Ps Section 1.16.1 above.

**1.16.2 Anti-Harassment:** Sons of Norway Poulsbo Lodge (hereinafter referred to as the "Lodge") is committed to providing an environment for our members, directors, officers, employees, volunteers, and persons served by the Lodge (hereinafter referred to as "covered persons") that is comfortable, safe, and free from harassment of any kind. Any type of harassment is a violation of this policy and may also be illegal. Violations of this Anti-Harassment Policy, regardless of punishment or consequences within the Lodge, may be subject to further legal action taken by any victim of harassment.

### 1.16.2.1 Definition: Harassment can take many forms.

It may be but is not limited to the following: words, signs, jokes, pranks, verbal or physical intimidation, physical contact, false accusations, or violence with the perceived intention of harming a covered person's health, welfare, reputation, family, or livelihood. Harassment does not have to be sexual in nature and may occur outside the workplace. Regarding employees, Washington State defines workplace harassment or abusive conduct as "conduct in a work setting that qualifies as workplace aggression, workplace violence, aggravated workplace violence, physical sexual aggression, rape, attempted rape, sexual contact, sexual harassment, workplace physical aggression, workplace verbal aggression, or inappropriate sexual behavior". Sexual harassment may include unwelcome sexual advances, requests for sexual favors, or other verbal or physical contact of a sexual nature when such conduct creates an intimidating environment or prevents an individual from effectively performing the duties of his or her position, or when such conduct is made a condition of employment or compensation, either implicitly or explicitly. It is not the intent of the behavior by the offender that determines if harassment has occurred but whether the behavior is welcomed by the receiver or is perceived to be harassing. All covered persons should enjoy a comfortable and safe environment within the lodge.

**1.16.2.2 Responsibility:** All covered persons are responsible for helping keep our Lodge environment free of harassment, including the work environment of the Lodge's rental customers and affiliate businesses with whom the Lodge has contact. Anyone who becomes aware of an incident of harassment, whether by witnessing the incident or being told of it, must report the incident to the Office or Bar Manager, the Lodge President, or any Executive or House Committee Member (see list posted on the website, in the bar, and in the Lodge). When the leadership of the Lodge becomes aware of the harassment, it is obligated by law to take prompt and appropriate action, regardless of whether the victim wants to do so.

# Rules of Conduct and Anti-Harassment Policy *(continued)*

- 1.16.2.3 Complaint Procedure:** Any covered person who believes that they, he, or she has suffered harassment in violation of the Anti-Harassment Policy should take the following action:
- 1.16.2.3.1: Step 1.** If possible, to do so without excessive conflict or danger, tell the harasser, as calmly and clearly as possible, that the behavior is unacceptable and/or unwelcome. If that action is not possible, report said behavior to the Office or Bar Manager or the Lodge President, and the harasser will be contacted regarding the complaint.
- 1.16.2.3.2: Step 2.** If the behavior continues, advise the Office or Bar Manager or the Lodge President of the continued harassing behavior, complete the Harassment Incident Report form available in the Lodge office, and submit the completed complaint form to the Lodge office or bar office.
- 1.16.2.4 Complaint Investigation Procedure:** Upon receipt of a complaint, the Office or Bar Manager will submit said complaint to the Lodge President. Upon receipt of any claim of harassment, the Lodge President will call for an emergency Executive meeting (or House Committee meeting if the perceived action took place in the Trolls' Den) within one (1) week's time. If it is determined, through committee discussion, that an investigation is warranted, the Lodge President will immediately appoint a 3-person investigatory committee, made up of Lodge members and/or board members, to look into the complaint, interview the complainant and the accused as well as any known witnesses, and report back to the Executive or House Committee within one (1) week. If, upon disclosure of the findings of the investigation and further committee discussion it is determined that the accused is guilty of harassment, the Executive or House Committee will then decide (by discussion, motion and vote) upon an appropriate punishment. If the Lodge President is involved in the initial complaint, either as reporter or accused, the Lodge Vice President will act in his/her Stead and follow the procedures as defined above.
- 1.16.2.5 Confidentiality:** The Lodge, including all persons to whom a violation of this Anti-Harassment Policy has been reported and persons who have become aware of a complaint, must maintain confidentiality to the extent possible given the need to investigate. All complaints shall be considered confidential to the maximum extent possible. Under this Anti-Harassment Policy, discussion of complaints or investigations outside the actual business of the complaint or investigation may result in punishment of the individuals inciting the discussion.
- 1.16.2.6 Retaliation:** The Lodge Office or Bar Manager, or any Executive or House Committee member, or board member, officer, member or employee may not retaliate against any victim or witness who reports a violation of this Anti-Harassment Policy. Any person who believes that he or she has been retaliated against for this reason should consult a neutral Lodge board member.
- 1.16.2.7 Punishment for Harassment:** Persons found in violation of this Anti-Harassment Policy will be subject to appropriate punishment as determined by the Executive or House Committee following completion of the investigation. Punishment may include, but is not limited to, the following:
- 1.16.2.7.1** Temporary expulsion from the Lodge and/or Trolls' Den
  - 1.16.2.7.2** Termination of employment
  - 1.16.2.7.3** Removal from any held board or committee position
  - 1.16.2.7.4** Revocation of membership
  - 1.16.2.7.5** Legal action
- 1.16.2.8 Declaration:** Annually no later than January 31st, a Declaration form shall be completed by every board member and employee and submitted to the Lodge President stating they have read, understand, and acknowledge receipt of the Anti-Harassment Policy and Harassment Incident Report form and will comply with the guidelines set out in the policy. The form will further state that they understand failure to do so might result in disciplinary action including termination of membership and/or employment and potential legal action. The form shall be signed and dated by the board member or employee and receipt of the signed form shall be signed and dated by the Lodge President. The acknowledgement forms shall be available in the Lodge office.
- 1.16.2.9 Posting of Policy:** The Lodge bears the responsibility to post this Anti-Harassment Policy (excluding the Declaration Section 1.16.2.8) in multiple conspicuous places within the building (to be determined by the Lodge President in conjunction with the Office and Bar Managers), to make the Harassment Incident Report forms available, and to make known to all members of the lodge the existence of the policy and the form.

(Approved at Lodge meeting July 2006)

(Approved at Lodge meeting of \_\_\_\_\_ 2024)

# One For The Road

## In Memoriam

On any given afternoon in the Trolls' Den, Jerry Imbiorski (June 16, 1941– March 30, 2024) could be found sipping his single Captain Morgan Rum, neat. If we were there before him, it was a resounding, "Hello, Jerry, how are you today?" And if we came in after him, we received a warm, teasing, sweet welcome in return.

As a super-skinny man with a long, hawkish nose and big ears, Jerry was nicknamed "Birdy" in his youth. He also played the tuba and the ukelele back in the day. But always and forever, this Navy veteran loved nothing more than taking to the road, mapping out the lay of the land and always finding his way home.

His daughter Marjorie remembers those car trips well. "As a kid, I'd be riding in the back seat, and Dad taught me how to read the street signs. He wanted us to know how to get from here to there. Where the sun was in the sky so we could tell direction. You thought you were just having fun, but you were actually learning something."

Whether driving a car on the backroads or riding in his infamous, decked-out red scooter around town, Jerry never got lost. He was just adventuring, taking in the world and his family and neighbors with curiosity, grace, and humor. He counted all of us as friends.

So, keep your eyes open. You just might spot Jerry's "King of the Road" spirit scootering around Poulsbo as we wave hello – and he waves farewell. A strong, kind, and lively soul we can carry on in our hearts. 🇳🇴



## SONS of NORWAY

### MISSION STATEMENT

The mission of Sons of Norway is to promote and preserve the heritage and culture of Norway, to celebrate our relationship with other Nordic countries, and to provide quality insurance and financial products to its members.

### 2024 POULSBO LODGE BOARD

President: Paul Anunson  
Vice President: Curtis Vincent  
Counselor: Rhonda Mitchusson  
Social Director: Ashley Singer  
Secretary: Jaymie Cizek  
Assistant Secretary: Helen Wytko  
Auditor 1: Tony Smallbeck  
Auditor 2: Amy Swenson  
Auditor 3: Laura McDonough  
Treasurer: Ingrid Simms  
Membership Secretary:  
Mary Gerstel  
Trustee 1: Tim Larson  
Trustee 2: Rob Kodalen  
Trustee 3: Laura Rotagard  
Marshal 1: Karen Zabinski  
Marshal 2: Robynn Collins  
Foundation Director:  
Joanne Graves  
Cultural Director:  
Andrew Belschner  
Youth Director: Alisha Anunson  
Sports Director: Ruby Patterson  
Publicity Director: Jason Scott  
Editor: Susan O'Meara  
Historian: Lorena Maxwell  
Musician: Kathy Haug  
Greeter 1: May Mathiesen  
Greeter 2: Keri Kankovsky

