

NORTH STAR



NEWS

Vol 2018 Issue 9
November 2018

Celebrating and Invigorating your Lodge

SON Resource Blog

In 1961, the SON International Board initiated a program called Lodge of the Year (LOY), which was to be administrated by the District Presidents. This program was introduced so that district officers would be more aware of lodge activities, and to help find both weaknesses and strengths in fraternal programs. Using this program, each district board would determine their district's candidate for Lodge of the Year. The Lodge of the Year was chosen from these candidates by the International Board. Initially, only one lodge was honored at each biennial international convention. The original award was a very large, traveling trophy. In 2012 the name was changed to "Lodge Achievement," to emphasize that the program celebrates many different levels of success, not just Lodge of the Year awards. By this time, the honors had expanded to include: Small Lodge of the Year and Large Lodge of the Year at the District and International levels; Gold, Silver and Bronze Merit Award Certificates for lodges which score 80%, 65% and 50% on the Lodge Achievement Form.

Over the years, the form to evaluate lodges was modified by the district presidents several times based on what each considered indicators of lodge success. With these modifications, the form began to lose focus and its connection to organizational goals became almost nonexistent. The result caused significant confusion, as lodges were unclear what was being evaluated each year—the criteria kept changing. Due to its ever-changing evaluation criteria, the form could not be used by lodges as a planning tool.

In 2015 the International Board directed the District Presidents to work with the Fraternal Department to draft a new Lodge Achievement Program that supports Sons of Norway's strategic goals and rewards lodges for efforts that encompass all three business areas of Financial, Fraternal and Foundation.

With consistency in evaluation criteria, the Lodge Achievement Form serves as a way for lodges to record their achievements and vie for awards. The form can also be used as a healthy lodge checklist. Not only can a lodge increase its point total toward achieving a merit recognition award by utilizing the form for planning, the quality of lodge programming may be improved. Better programming can help attract potential members, as well as contribute to member retention.

North Star Lodge won the 2017 Large Lodge of the Year award for District 7. This is because we have been working hard to be a "healthy lodge" – the result is that we have been able to secure more members, and thus also met 2018 membership recruitment goals set by headquarters.

Well done members! All your achievements make North Star Lodge better and better. Remember new members are the future of our lodge and will allow us to keep having fun events and supporting our community as best possible. We need to continue to work together to maintain and improve the appeal of our lodge to new members. Keep up the good work everyone.

NEXT MEETINGS!

- CRAFT HOUR AT 6PM (1800HRS), FOLLOWED BY THE REGULAR MEETING THURSDAY NOVEMBER 1 AT 7:00PM (1900HRS) AT BOWEN PARK (ACTIVITY ROOM #1).
- 50/50 DRAW FOR THOSE WHO WISH TO PARTICIPATE AT A COST OF \$1 PER PERSON, PROCEEDS TO CHARITY.

SOCIALIZING

- REFRESHMENTS WILL BE PROVIDED BY ELISABETH AND ROSIE

PRESIDENT'S MESSAGE

Greetings Brothers & Sisters.

The Leif Erikson's Day on October 9th was celebrated with freshly baked waffles right off the iron, whipping cream and strawberries. Members enjoyed bløtkake for dessert and coffee. Thanks to the members that came out and helped.

We will also have a lutefisk dinner sometime in November, if you are interested please let me know (Ida 250-758-2306). There will be about 26 tickets available at \$20 each.

Next meeting will be our Elections of 2019 board members. Thank you to the members that have agreed to hold a job again. I had hoped that some of our new members would like to sit on committees. It's a great way to get to know other Lodge members.

Next meeting is November 1st. At 6pm we will do Jule crafts, regular meeting at 7pm and coffee social 8pm. See you there.

Fraternally
Ida Pedersen
President



Spread the Word: Invite a Friend

Before our next meeting, please consider asking a neighbor, friend or family member to join you as a first-time guest. Even if they are not ready to join as a member, they can help us spread a positive message about our friendly gatherings and welcoming Nordic spirit.

Membership Secretary's Message

Membership retention strategies are particularly important in an age where there are so many options for social activities and entertainment. New members will not stay on if they feel out of place or unwelcome in any way. This message will focus on one of many retention strategies we have talked about before: bridging generational gaps. It is an important one to keep in mind in all conversations. Here are just a few of the many suggestions on how to push past generational gaps and make organizations combining different generations have a happy, respectful, productive atmosphere:

How to approach cross-generational differences:

- *Approach with interest* – you can learn fascinating things about other people if you choose to do so with positivity.
- *Take a learning orientation* – set up a skill exchange (e.g. cooking lesson for an email lesson).
- *Be mindful* – of how your assumptions influence your interactions.
- *Narrow your categories* – get to know people as individuals, not just "that old guy" or "that young guy".
- *Put yourself in their shoes* – get familiar with the traditions and pastimes of another generation; empathize with their situation, needs and values.
- *Listen to and respect their opinions* – New voices come with new views and ideas. Be open to them.

Things to do during a conversation to improve your communication:

- *Be flexible* – in your means of communication.
- *Avoid generational jargon* – speak in plain terms.
- *Practice active listening* – seek to understand them better.
- *Show respect* – for generational differences.

2018 LODGE OFFICERS

PRESIDENT	Ida Pedersen	250-758-2306
VICE PRESIDENT	Gabriel Gabrielsen	250-753-5256
MEMBERSHIP SECRETARY	Jim Tore Breivik	250-758-7576
SECRETARY	Rosie Barlak	250-758-7576
ASSIST. SECRETARY	Elisabeth Vikran	778-441-2740
TREASURER	Rosie Barlak	250-758-7576
SOCIAL DIRECTOR	Linda Harvey	250-751-1435
CULTURAL DIRECTOR	Linda Harvey	250-751-1435
COUNSELOR	Arvo Paivarinta	250-758-5816
EDITOR	vacant	
ASSIST. EDITOR	Rosie Barlak	250-758-7576
FOUNDATION DIRECTOR	Arvo Paivarinta	250-758-5816
SPORTS DIRECTOR	Arvo Paivarinta	250-758-5816
MARSHAL	Irene Thomassen	250-585-3372
1 YR TRUSTEE	Gabriel Gabrielsen	250-753-5256
2 YR TRUSTEE	Kjell Garteig	250-756-4934
3 YR TRUSTEE	Lillian Hope	250-758-1095



OCTOBER MEETING HIGHLIGHTS

The October 4, 2018 North Star Lodge (NSL) regular business meeting started at 7:00 pm with 9 members present. Minutes were read and approved as read. Regular meeting business took place.

Updates were given:

- NSL received a grant from the SON Foundation in Canada for \$150 towards the purchase of two New Amigos language board games for our language club.
- Treasurer to set up for November meeting a lodge budget regarding our donations; financial committee also needs to meet to discuss 2019 budget.
- Nominating committee presented 2019 officer nominees. Note that North Star News Editor position is still vacant if there are any interested members. Secretary is also open to other interested members who wish to try something new.
- There will be a future announcement regarding a lutefisk dinner in November.
- Members putting time into lodge work, please submit Lodge of the Year hours to Rosie Barlak for 2018.
- NSL received an invite from Crimson Coast Dance to help host a Norwegian Dance group, discussed briefly, tabled until November meeting once more information is known.

Motions were carried that:

- Linda Harvey receives a float of \$150 for social/cultural items.
- NSL donates \$43 to Branch #10 Legion for Remembrance Day wreath.

Adjourned at 8:17 pm.



SOCIAL REPORT

Fall has officially arrived! We are diving into our fall schedule with enthusiasm.

Once again we ignited our series "Getting to Know Norway" at our monthly meeting in October. In this series, members volunteer to speak on various parts of Norway, Norwegian customs, industry, people or topics of Norwegian interest. This instruction can take any form. We have viewed maps, pictures, books and artifacts. Our members are storehouses of Norwegian knowledge and in this activity, we release all the stored up knowledge and learn from the experts right in our own lodge! In October, Elisabeth Vikran spoke on a small village she holidayed in during her childhood in Oslo. This village was on the Oslo fjord.

On every first and third Tuesdays, interested members are meeting at a local library meeting room to play the Norwegian game, New Amigos. We have a great time learning Norwegian words and phrases. What is great about this game is that all skill levels are included. Members who are fluent in Norwegian can play with those wanting to learn the language. A night of learning, visiting and laughing! Oh, yes, we drink coffee and eat cake too!

On October 9th, we met in the afternoon to celebrate Leif Erikson Day. Our lodge President, Ida Pedersen invited us for vaffler, krem, bløtkake og kaffe. It was a wonderful event full of visiting, eating, laughing and learning too! We heard all about Leif Erikson's life and travels.

Our Christmas Jul Fest dinner on Dec. 2 at the South side Ricky's that is attached to the Days Inn. Please note that it is easier to access Ricky's from Needham St to Haliburton rather than turning into the Days Inn from the highway 19A. This will bring you to the back of the Day's Inn and Restaurant. Come by 5:30 as the dinner begins at 6:00. Please buy your tickets from me at the next meeting Nov 1 or phone (250-751-1435), purchase and pick up tickets at my home no later than November 22. Only 50 tickets will be sold. \$25 For members, \$35 for non-members. You will be billed separately for your alcohol purchases.

We are having a silent auction at the Christmas dinner. Please look at the articles and support the club in this endeavour. Also, we will be collecting money for the food bank. I have found out that the Food Bank can get more benefit out of a money donation than a food donation. The Loaves & Fishes can turn a \$1.00 donation into \$5.89 worth of food. Elisabeth will be passing the donation box around.

Please remember that several of you have committed to make Christmas centrepieces for the Christmas party. These people are: Rosie, Ida, Sonja, Kirsty, Elisabeth, Lillian and myself. Please make one or buy one if you cannot make one. Bring them to the Christmas dinner and then take them home afterwards. I am still looking for entertainment for the party. Has anyone thought of anything?

At our November 1st meeting we will be making a Christmas craft. You will need to bring with you a piece of driftwood and a pine cone. The driftwood can be 12" long and a couple of inches deep and about 4 inches wide with one smooth side. Come at 6:00 so we have an hour to work on it before the meeting starts. You will love the finished product.

Thank you to Lillian and Sonja for the October lunch.
The lunch people for November are Elisabeth and Rosie. Thank you.

Linda Harvey

a little in English...

Allowed to Belong to Two Countries

From SON newsletter files

The government wants to let Norwegians belong to two countries. They want to give people the chance to have dual citizenship. Norwegians must be allowed to have passports from two countries. This is what the government wants. That is to say, people who live in a country outside Norway can have dual citizenship.

"It will be possible for Norwegians to keep their Norwegian passports. They can do that even if they become nationals of another country. The same will apply to foreign citizens who wish to become Norwegian. We are open to dual citizenship. This ensures that Norwegian law follows developments around the world. Connections to other countries are ever-increasing." So says Jan Tore Sanner in a message to the press. He is the Minister of Knowledge and Integration.

All of the other Nordic countries have opened up for double citizenship. So have most of the countries in Europe. The rule today is that only Norwegians can have citizenship. But there are several exceptions to the rule. Many foreigners seeking to become Norwegians have received dual citizenship, while Norwegians who become citizens of another country have not had the same opportunity. The government's proposal makes it so people are treated more equally, says Sanner. Norwegian citizens can regain their citizenship with this proposal. That is, if they lost their Norwegian citizenship when they became citizens of another country.

The government says that security is also an intention of the proposal. People convicted of terrorism may be deprived of their Norwegian citizenship. However, if they do not have dual citizenship, they cannot be sent out of Norway.

litt på Norsk...

Vil la deg høre til to land

Regjeringen vil la nordmenn høre til i to land. De vil gi folk mulighet til å ha dobbelt statsborgerskap. Nordmenn må få lov til å ha pass fra to land. Det ønsker regjeringen. Det vil si at folk som hører til ett til land utenom Norge, kan ha dobbelt statsborgerskap.

– Det vil være mulig for nordmenn å beholde det norske passet sitt. Det kan de gjøre selv om de blir statsborgere i et annet land. Det samme vil gjelde utenlandske statsborgere som ønsker å bli norske. Vi åpner for dobbelt statsborgerskap. Slik sørger vi for at norsk lov følger utviklingen i verden. Der har stadig flere tilknytning til flere land. Det sier Jan Tore Sanner i en melding til pressen. Han er kunnskaps- og integrerings-minister.

Alle de andre landene i Norden har åpnet for dobbelt statsborgerskap. Det har også de fleste land i Europa. Regelen i dag er at nordmenn bare kan ha ett statsborgerskap. Men det er flere unntak fra regelen. Mange utlendinger som søker om å bli norske, har fått dobbelt statsborgerskap. Mens nordmenn som blir borgere av et annet land, ikke har fått samme mulighet. Regjeringens forslag gjør at folk behandles mer likt, sier Sanner. Norske borgere kan få tilbake statsborgerskapet sitt med dette forslaget. Det er hvis de mistet sitt norske statsborgerskap da de ble borgere i et annet land.

Regjeringen sier at sikkerhet også er en hensikt med forslaget. Folk som er dømt for terror, kan bli fratatt sitt norske statsborgerskap. Men har de ikke dobbelt statsborgerskap, kan de ikke sendes ut av Norge.



Nucleus rocket

Adapted from www.tnp.no

The first Norwegian rocket, produced, designed and developed in Norway, was launched from the Andøya Space Center recently. – The launch was successful, announced Andøya Space Center just after the missile left the island.

Engineers have been working continuously with the Nucleus project since 2010. The Nucleus missile has a hybrid engine. That means it uses a liquid substance, hydrogen peroxide, to get a solid fuel, a rubber mixture, to burn. Hybrid motors use a mix of liquid and solid fuel, which means that the motor can shut down in-flight and even adjust its speed. Another benefit is that the motors are only hazardous when fueled on the launch pad, simplifying storage and handling. This is the first time in Europe that such a rocket engine was used in such a rocket. The goal is for the rocket to reach 100 kilometers.

Maud Returns to Norway

From SON newsletter files

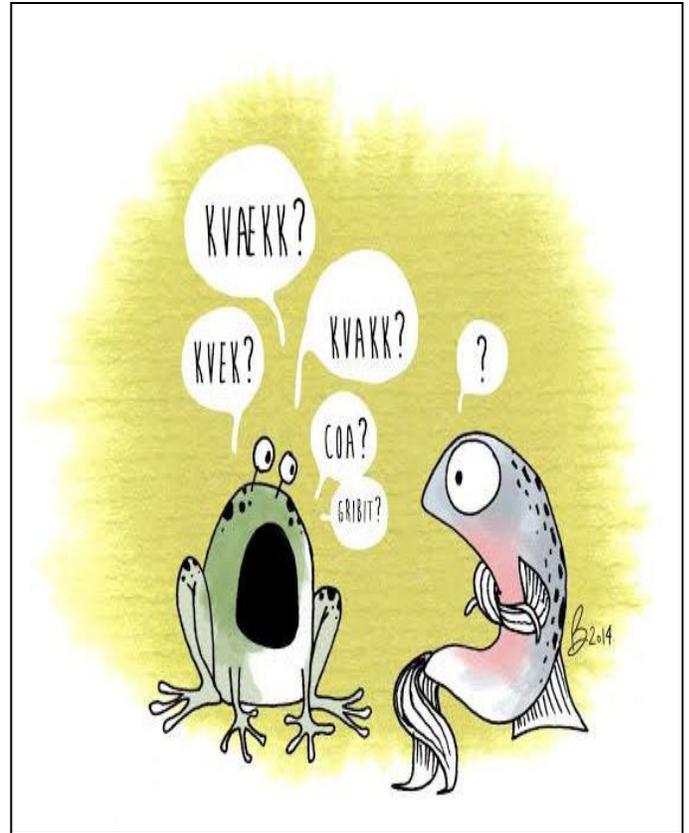
After more than a century abroad and 85 years at the bottom of the sea, Roald Amundsen's expedition ship Maud has finally returned to Norway.

Maud was built in 1917 for Amundsen's second expedition to the Arctic and set sail from Vollen in Asker, Norway, the following year. The ship was intended to be a floating scientific research station to collect data across the North Pole.

Unfortunately, numerous conflicts complicated the mission, and the Norwegian explorer was forced to sell the ship in 1925 to the Canadian Hudson Bay Company. Maud was then docked in Cambridge Bay, Canada, and used as a radio station and storage unit until she sank in 1931.

Several plans to retrieve Maud from the Canadian seafloor were started, but all fell flat. It wasn't until 2011 when real estate company Tandberg Eiendom finally found success and was able to help Maud reach surface in 2016. The journey home then took an additional two years, being towed by tugboat around Greenland and through the Atlantic Ocean.

The journey was complete in August of 2018. Maud now sits almost exactly where she was launched more than 100 years ago in Vollen, Norway. A museum will feature the ship's remains and share her remarkable story while above and below sea level. Amundsen's two other ships, the Gjoa and Fram are currently housed at the Norwegian Maritime Museum in Oslo.



LANGUAGE CLUB UPDATE

Hello language interested members! We are learning a lot in our language game club. Thank you to those who have come out to participate so far. It really is a lot of fun. New participants are always welcome. The game allows people to start at the English or Norwegian level at which they feel comfortable, so it is easy for new participants to join at any time. We are also welcoming guests at these games, so if you know someone who might like to try it out with us, just give us a heads up so that we bring enough snacks.

Please email rbarlak@island.net or call 250-758-7576 if you are interested in joining our Language Game club. This will ensure we bring enough games and snacks for all who are interested in playing.

Where: Study Room 1, Vancouver Island Regional Library – Nanaimo North Branch, 6250 Hammond Bay Road.

When: 6:00-7:50pm, the first and third Tuesdays of every month.

Attractive Branding Nixed for Tobacco Products

From SON newsletter files

The Norwegian government is setting its sights on becoming a tobacco-free society by 2035. As of July 2018, some new tactics are being employed to make cigarettes and snus, (a powdered tobacco product related to snuff) less attractive.

Tobacco products have long been required to feature large print warnings with realistic color photos depicting the health repercussions of tobacco use. Now the Norwegian Directorate of Health is making moves to deter children and young adults from ever taking up smoking or snus.

The neutral packaging requirement went into effect on July 1, 2018, and makes Norway the fourth country to require plain packaging. Tobacco products may no longer have any design logos, and all are required to be the same color, Pantone 448 C. This drab greenish brown color was chosen for Australia's plain tobacco packaging campaign in 2016 after the hue was found to be the most visually offensive color to tobacco users. To further dampen interest, all tobacco products must have the identical stark font and health warnings.

Studies have shown that consumers perceive plain packaged products to be of lower quality and taste. The overall goal is not to make it illegal to buy or use tobacco, but to make the product as repellant as possible, especially to youth.



New to Netflix - 22 July

Adapted from Wikipedia

The movie *22 July* is a 2018 American drama film about the 2011 Norway attacks in Oslo and on Utøya, and the aftermath of it, based on the book *One of Us: The Story of a Massacre in Norway — and Its Aftermath* by Åsne Seierstad. The film was written, directed and produced by Paul Greengrass and features a Norwegian cast and crew. The film had its world premiere on September 5, 2018 in the main competition section of the 75th Venice International Film Festival. It was released online and in select theaters on October 10, 2018, by Netflix.

In review aggregator Rotten Tomatoes, the film holds an approval rating of 78% based on 88 reviews, with an average rating of 7/10. The website's critical consensus reads, "22 July offers a hard-hitting close-up look at the aftereffects of terrorism, telling a story with a thriller's visceral impact and the lingering emotional resonance of a drama." On Metacritic, the film has a weighted average score of 69 out of 100, based on 27 critics, indicating "generally favorable reviews".

Sjokoladepudding med vaniljesaus

Chocolate pudding:

3 cups milk
1/3 cup potato flour
1/3 cup cocoa
3-4 tbsp sugar
1 egg
1-2 tsp vanilla sugar

Mix all ingredients in a pot, heat on medium heat until the mixture gets thick, stirring constantly. Pour thickened mixture into a bowl and chill. Serve with vanilla sauce.

Vanilla sauce

1 1/2 cups (3 1/2 dl) milk
1 1/2 tbsp. sugar
1 egg, large
1/2 tbsp. potato flour
1 1/2 tsp. vanilla sugar

In a heavy sauce pan combine milk, sugar, egg, and potato flour. While stirring, bring to the boiling point over medium heat. It must not boil. Remove from heat. Stir the sauce from time to time as it cools. Serve chilled.



- Please remember to submit any newsletter submissions by October 15 for the November issue.
- WANTED to buy: Lefse Grill. If you have one you no longer use, please contact rbarlak@island.net or call 250-758-7576.

SUNSHINE COMMITTEE

Arvo underwent elective surgery in Sept. A brief stay (1 night) in hospital and he is home and says he is doing well. You are one tough Viking Arvo.

Tyson Sutcliffe, one of our Heritage members, also had surgery. Grandma Ida reports he is back in school and rehabilitation is coming along. Sorry you were missed in our Sunshine page in the previous newsletter. We wish you well Tyson.

Ingrid Godfreyson: 97 years young on Sept 28, enjoyed a birthday visit from a few members with a most beautiful blætkake created by Ida. Her cheerful hospitality is ongoing and limited to afternoons because of shortness of breath and now on oxygen therapy as needed. Best to call the desk at Seniors Village for them to let her know if you wish to visit.

Please call Sonja (250-756-2406) or Irene (250-585-3372) if a member you know is ill or needing a visit.

Norwegian coffee break Do you like to go for coffee? Well so do a lot of other members! Let's meet up. Anyone can decide when and where to have the next "kaffe pause" - just let us know and we will make sure we let all those interested know the details. Call 250-758-7576 or email: j-t-brei@online.no with a location and date so we can let members know.

Knitting man from Norway goes viral

Adapted from www.tnp.no

Birger Berge is a 29 year-old Norwegian knitter from Bergen. He became famous on Instagram with his knitting pictures, and his fame reached out of Norway. Birger grew up in Naustdal, in the region of Sunnfjord. It is at home he learned the knitting basics as a child, with his mum and his grandma. It really became a passion for Birger when he began his studies in Bergen, to reduce stress.

According to a 2016 survey from SIFO (the National Institute for Consumer Research), 43% of Norwegian women knit, for only 4% of men. Even if Norwegians knit more in comparison with most other countries, the gender gap is similar. Birger's activity is a good way to show that men and women can do the same things. Indeed, Scandinavian countries seem more open on this. A recent example is the male Finnish snowboarding coach at the 2018 Winter Olympics, Antti Koskinen, who knitted very naturally during the competition. Birger was more bothered by people judgment when he was a teenager: If he never suffered so much from people's opinion, it was mostly thanks to the strong support of his family.

Birger can be inspired by everything, a color, architectures, a pattern. In Norway, the traditional elaborated patterns and clothes have been popular for a long time and are still very fashionable. He noticed that traditional knitted clothing and patterns were quite similar between men and women, in comparison to general clothing. This neutral style is nice for knitters who can find patterns suiting both men and women.

Please note our lodge member Sonya Jensen leads a club called Comox Valley Viking Suns (not a SON club), which holds Norwegian related events in the Courtenay area. If you are interested seeing what they offer, check out: <http://www.comoxvalleyvikingsuns.com/events/>

NOVEMBER BIRTHDAYS

- 01 Kirsty Furuness
- 03 Alma Ballard
- 04 Philip Davidson
- 06 Toryn Sutcliffe
- 12 Marguerite Fri



Suggestions for Sandwich types

From SON recipe box

Open faced sandwiches are a delicious treat, each one a little piece of artwork in itself. The flavours are carefully thought through, tried and tested. Here are a few suggestions for success:

1. Smoked salmon slices on a slice of white bread, with scrambled egg or hard-cooked egg wedges and dill.
2. Shelled shrimp or crabmeat on toast, with mayonnaise and lemon.
3. Sardines in tomato sauce on whole wheat bread, with hard-cooked egg slices and fresh dill.
4. Anchovy fillets on whole wheat bread with raw egg yolk placed in an onion ring sprinkled with chopped chives.
5. Roast reindeer meat on whole wheat bread with poached apple wedges and lingonberry preserves.
6. Sautéed minute steak on whole wheat bread with leek rings, tomato, and parsley.
7. Cured ham on whole wheat bread with scrambled eggs.
8. Headcheese on whole wheat bread with pickled beets and pickled cucumbers.
9. Gammalost on whole wheat bread with butter and parsley.
10. Ship's plank with shrimp, eggs, cheese, and boiled ham.

FACTS AND FUN:

Practice your conjugations! Try replacing the verb *å spise* (to eat) with *å vaske* (to wash) and replacing the word *eple* (apple) with your favourite article of clothing or body part. Have fun and don't forget to submit your exercise for a chance at a prize.

Tense	Present	English 1	English 2
Present	Jeg <u>spiser</u> epler.	I eat apples.	I am eating apples.
Infinitive	Jeg liker <u>å spise</u> epler.	I like to eat apples.	I like eating apples.
Simple Past	Jeg <u>spiste</u> epler.	I ate apples.	I was eating apples.
Present Perfect	Jeg <u>har spist</u> epler.	I have eaten apples.	I have been eating apples.
Past Perfect	Jeg <u>hadde spist</u> epler.	I had eaten apples.	I had been eating apples.
Future Perfect	Jeg <u>vil ha spist</u> epler.	I will have eaten apples.	I will have been eating apples.
Future 1	Jeg <u>vil spise</u> epler.	I will eat apples.	I will be eating apples.
Future 2	Jeg <u>skal spise</u> epler.	I will eat apples.	I will be eating apples.
Future 3	Jeg <u>kommer til å spise</u> epler.	I am going to eat apples.	I am going to be eating apples.
Imperative	<u>Spis</u> epler!	Eat apples!	
Passive 1	Epler <u>blir spist</u> av meg.	Apples are eaten by me.	Apples are being eaten by me.
Passive 2	Epler <u>spises</u> av meg.	Apples are eaten by me.	Apples are being eaten by me.
Conditional	Jeg <u>ville (ha) spist</u> epler.	I would eat apples.	I would have eaten apples.
Modal 1	Jeg <u>kan spise</u> epler.	I can eat apples.	I am able to eat apples.
Modal 2	Jeg <u>må spise</u> epler.	I must eat apples.	I have to eat apples.
Modal 3	Jeg <u>bør spise</u> epler.	I should eat apples.	I ought to eat apples.

To enter your name into the monthly prize draw, just give the Facts and Fun a try and bring your entry in to the next meeting. If you cannot come, give your entry to someone who can or mail it in to Rosie Barlak, 6194 Parkwood Drive, Nanaimo BC, V9T 6C8. For answers email: j-t-brei@online.no

Answers to October 2018 Facts and Fun: 1k, 2e, 3h, 4j, 5a, 6b, 7g, 8c, 9i, 10d, 11f