



**BOEING LEADERSHIP NETWORK (BLN)**  
P. O. Box 3707 – MC 35-103  
Seattle, WA 98124

**BLN Executive Board Minutes**  
**Tuesday, February 19, 2019**

BLN Executive Board				
Voting Members		Present	Absent	Alternate/Notes
* President -- <i>tie breaker</i>	Melissa Fleener	✓		
* Exec VP   Professional Development	Christi King		✓	
* Vice President   Community Outreach	Kevin Rork	✓		
* Vice President   Personal Well Being	Anh Linh Le	✓		
* Vice President   Social Connections	Lisa Slagle		✓	
* Regional Vice President   North	Lindsey Douglas	✓		
* Regional Vice President   Central	Jeffrey Thompson		✓	Traci Fuller
* Regional Vice President   South	Patricia Mosier	✓		

*\*Voting members*

President Appointed		Present	Absent	Alternate/Notes
Treasurer   Budgets	Samantha Bingham		✓	
Secretary   Records, Property, Election	Kay Hovde	✓		
Business Manager	Shannon Russell	✓		
Retirees Liaison	Dennis Honey	✓		
Membership/Branch Liaison	Katie Michlitsch	✓		

**CALL TO ORDER**

Melissa Fleener, BLN President, called to order the February 19, 2019, BLN Executive Board meeting at 5:03 PM. Five of the eight elected Executive Board voting members were in attendance, meeting the requirement for a quorum. Four of the five appointed functions were in attendance. Traci Fuller was in attendance for Jeff Thompson.

**REPORT OF OFFICERS**

**President's Report**

Melissa Fleener, BLN President, welcomed the team and thanked them for coming. She specifically welcomed Pati Mosier who is replacing Mark Rodriguez as the Regional Vice President for the South Region. Mark has left for a new position in Portland and we wish him the best and thank him for his service to BLN.

Melissa then put forward the motion to install Pati as the new Regional Vice President for the South Region. Anh Linh Le seconded the motion.

**DECISION** | The motion passed unanimously to approve Patricia Mosier as the new Regional Vice President for South Region replacing Mark Rodriguez who has transitioned to a new position in Portland.

Melissa also shared that she reached out to Leadership Next for help on the website. She provided Lisa's name as a point of contact.

### **Secretary Report**

Kay Hovde, BLN Secretary, presented the January minutes with no changes. A motion to approve the minutes as presented was made by Dennis Honey and seconded by Lindsey Douglas.

**DECISION |** The motion passed unanimously to approve the January minutes as presented.

### **Treasurer Report**

Samantha Bingham, BLN Treasurer, was not in attendance so Melissa Fleener shared the monthly report:

- We have our new contractor joining the Business Office. We will meet her at the next meeting.
- Melissa shared with the team that she did hold her three cross-talks across the three regions. None of the three were highly attended but the input was good. (there are notes below in italic). Some of the feedback included that our constituents appreciate the Speed Networking events, the Live to Lead events, recommended links to pod casts, TED talks, recommended additions to our newsletter, on-site guest speakers and there was an appreciation for the Seahawks lottery. Melissa did note that at two of the sessions she did directly ask the question about raising the dues and the response was not negative.
- There was discussion about the fact that our population is not resonating with BLN, how do we get the brand out there? Need more thought and discussion.
- Shannon showed the newly updated "Join Page" on the BLN website, which allows someone to join the organization by clicking through a pop-up menu that confirms that they meet the qualifications for membership. This new tool eliminates the need to send in a paper copy and relies on the honor system of the individual joining.
- The team agreed to table the dues increase at this time

A motion to approve the subsidy increase to 12% or \$8.50, whichever is less, effective immediately was made by Dennis Honey and seconded by Anh Lin Le

**DECISION |** The motion passed unanimously to increase the subsidy to 12% or \$8.50, whichever is less, effective immediately.

A motion to approve a \$500 increase to each of the regions and the retiree group (line items totals \$1000) was made by Melissa Fleener and seconded by Dennis Honey.

**DECISION |** The motion passed unanimously to increase the regions and retiree group budget lines by \$500 each.

A motion to add a \$2000 line item for Membership to include a new member gift and member recruitment event was made by Dennis Honey and seconded by Lindsey Douglas.

**DECISION |** The motion passed unanimously to establish a \$2000 line item for Membership to include a new member gift and a member recruitment event.

### BLN Income Statement through January 31, 2019



BLN Income Statement January					
	MONTHLY ACTUALS	ACTUALS CUM YTD	BUDGET CUM YTD	VARIANCE (2)-18	YEAR END TARGET
<b>INCOME</b>					
Over	35,504	35,504	35,197	307	422,000
Interest	0	0	0	0	1,000
Social Connections/Activities	29,195	29,195	72,300	(43,105)	354,000
Fees	875	875	135	740	1,823
Misc. Income Subsidy	4,000	4,000	0	4,000	0
<b>TOTAL INCOME</b>	<b>57,500</b>	<b>57,500</b>	<b>107,732</b>	<b>(50,232)</b>	<b>1,226,923</b>
<b>EXPENSES</b>					
Administration	0	0	583	(583)	7,000
Community Outreach	0	0	42	(42)	500
Over (People to Branches)	0	0	620	(620)	7,000
Exec. Board Activities	0	0	1,250	(1,250)	75,000
Prof Development/Rec. Materials	0	0	0	0	0
Social Connections/Activities	71,700	71,700	98,055	(26,355)	817,000
Health & Welfare	0	0	667	(667)	6,000
<b>Sub-Totals</b>	<b>71,700</b>	<b>71,700</b>	<b>100,525</b>	<b>(28,825)</b>	<b>905,000</b>
Regions (Admin & Regn)	0	0	42	(42)	300
Cont'g	0	0	42	(42)	300
Health	0	0	42	(42)	300
Staff	1,600	1,600	42	1,558	500
BLNR	1,000	1,000	297	703	3,000
<b>Sub-Totals</b>	<b>1,000</b>	<b>1,000</b>	<b>417</b>	<b>583</b>	<b>3,000</b>
Launch/Event	0	0	0	0	0
Boeing Billing	0	0	0	0	0
Boeing Labor	30,241	30,241	21,250	8,991	225,000
Boeing Allocation	2,032	2,032	2,275	(243)	30,000
<b>Sub-Totals Boeing Billing</b>	<b>32,273</b>	<b>32,273</b>	<b>23,525</b>	<b>8,748</b>	<b>255,000</b>
<b>TOTAL EXPENSES</b>	<b>104,973</b>	<b>104,973</b>	<b>124,042</b>	<b>(19,069)</b>	<b>1,171,923</b>
<b>NET CASH (2)18</b>	<b>(47,473)</b>	<b>(47,473)</b>	<b>(16,310)</b>	<b>(31,163)</b>	<b>(141,923)</b>

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### Summary for YTD through January 31, 2019



**Summary:**

- January net loss \$47K
  - Activities income significantly lower than plan
  - Expenses higher than plan, Typical for January/year-end

**Budget Considerations:**

- Beginning 2019 with solid cash position
- New labor estimate is rough, Need several months of actuals before this item can be reliably forecast
- Activities income is a risk; Need to better understand planned number of events

**Decisions Needed:**

- Motion to increase subsidies
  - Subsidy rate in 2015 was 12% or \$6.50 whichever was less, 2016 changed to 6% or \$4.25 whichever was less
  - Subsidy forecast difficult to predict; Dependent on number of events and how frequently subsidized
  - \$70K impact to plan to increase total subsidy allocation for 2019 to 12%

- Motion to increase regional and retiree budget by \$1000 each (\$1500 total)

- Approving both motions ends 2019 at -\$5K Net gain

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### BLN Budget Current



BLN 2019 Budget Plan	2018 Actuals	2018 Budget	2019 Budget	Delta 2019	Assumptions
<b>INCOME</b>					
Over	438,750	440,000	422,000	(18,000)	Based on 2019 Plan, approx 10 members per month
Interest	1,500	1,500	1,500	0	
Social Connections/Activities	85,872	32,000	89,000	14,000	
Fees	1,500	0	1,823	1,823	
Misc. Income Subsidy	4,000	0	4,000	4,000	11,000 lower than budgeted from Social Connections/Activities - BLN included
<b>TOTAL INCOME</b>	<b>1,380,622</b>	<b>1,382,500</b>	<b>1,397,323</b>	<b>14,823</b>	
<b>EXPENSES</b>					
Administration	2,500	4,000	7,000	(1,500)	Increased by 100%
Community Outreach	0	0	500	500	
Over (People to Branches)	0	0	7,500	(7,500)	20% approx charge to branches
Exec. Board Activities	14,487	15,000	15,000	(513)	Annual recognition event and boarding up costs. Remove other cost? - Sherman?
Prof Development/Rec. Materials	0	0	0	0	100% budget lower than previous years. See BLN income above
Social Connections/Activities	31,175	99,000	97,000	13,000	Increased 20% from 2018. Increase 10% for 2019
Health and Welfare	2,800	0	6,000	6,000	
<b>Sub-Totals</b>	<b>48,862</b>	<b>126,000</b>	<b>149,000</b>	<b>(144,838)</b>	
Regions (Admin & Regn)	500	500	500	0	
Cont'g	500	500	500	0	
Health	500	500	500	0	
Staff	1,500	1,500	4,000	1,000	Reduction from 2018 to 2019 + 1000 increase in BLN contractor include BLN Contractor
<b>Sub-Totals</b>	<b>3,500</b>	<b>3,500</b>	<b>9,500</b>	<b>6,000</b>	
Launch/Event	0	0	0	0	
Boeing Billing	0	0	0	0	
Boeing Labor	30,241	30,000	30,000	12,000	Reduction from 2018 to 2019 + 1000 increase in BLN contractor include 20% salary increase
Boeing Allocation	2,032	0	2,032	2,032	
<b>Sub-Totals Boeing Billing</b>	<b>32,273</b>	<b>30,000</b>	<b>32,032</b>	<b>2,032</b>	
<b>TOTAL EXPENSES</b>	<b>84,635</b>	<b>143,500</b>	<b>190,532</b>	<b>(45,932)</b>	
<b>NET CASH (2)18</b>	<b>1,295,987</b>	<b>1,239,000</b>	<b>1,206,791</b>	<b>(32,209)</b>	Opportunity to apply funds to enhance membership benefits

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### BLN Budget Subsidy & region/retiree increases



BLN 2019 Budget Plan	2018 Actuals	2018 Budget	2019 Budget	Delta 2019	Assumptions
<b>INCOME</b>					
Over	438,750	440,000	422,000	(18,000)	Based on 2019 Plan, approx 10 members per month
Interest	1,500	1,500	1,500	0	
Social Connections/Activities	85,872	32,000	89,000	14,000	
Fees	1,500	0	1,823	1,823	
Misc. Income Subsidy	4,000	0	4,000	4,000	11,000 lower than budgeted from Social Connections/Activities - BLN included
<b>TOTAL INCOME</b>	<b>1,380,622</b>	<b>1,382,500</b>	<b>1,397,323</b>	<b>14,823</b>	
<b>EXPENSES</b>					
Administration	2,500	4,000	7,000	(1,500)	Increased by 100%
Community Outreach	0	0	500	500	
Over (People to Branches)	0	0	7,500	(7,500)	20% approx charge to branches
Exec. Board Activities	14,487	15,000	15,000	(513)	Annual recognition event and boarding up costs. Remove other cost? - Sherman?
Professional Development/Rec. Materials	0	0	0	0	100% budget lower than previous years. See BLN income above
Social Connections/Activities	31,175	99,000	97,000	13,000	Increased 20% from 2018. Increase 10% for 2019
Health and Welfare	2,800	0	6,000	6,000	
<b>Sub-Totals</b>	<b>48,862</b>	<b>126,000</b>	<b>149,000</b>	<b>(144,838)</b>	
Regions (Admin & Regn)	500	500	1,500	1,000	Include \$1000 increase
Cont'g	500	500	1,500	1,000	Include \$1000 increase
Health	500	500	1,500	1,000	Include \$1000 increase
Staff	1,500	1,500	4,000	1,000	Include \$1000 increase. Net Budget is \$1500. Income reduced in BLN. Income above
<b>Sub-Totals</b>	<b>4,500</b>	<b>4,000</b>	<b>12,500</b>	<b>8,000</b>	
Launch/Event	0	0	0	0	
Boeing Billing	0	0	0	0	
Boeing Labor	30,241	30,000	29,000	12,000	Reduction from 2018 to 2019 + 1000 increase in BLN contractor include 20% salary increase
Boeing Allocation	2,032	0	2,032	2,032	
<b>Sub-Totals Boeing Billing</b>	<b>32,273</b>	<b>30,000</b>	<b>31,032</b>	<b>2,032</b>	
<b>TOTAL EXPENSES</b>	<b>84,635</b>	<b>143,500</b>	<b>180,532</b>	<b>(38,867)</b>	Opportunity to apply funds to enhance membership benefits

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### Performance Measures through January 31, 2019



Cash Flow and Reserve



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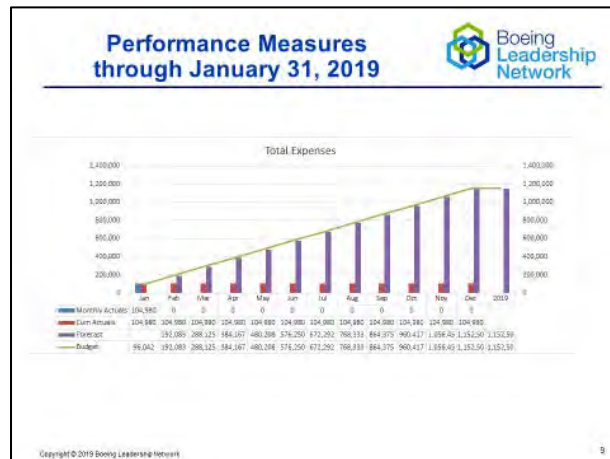
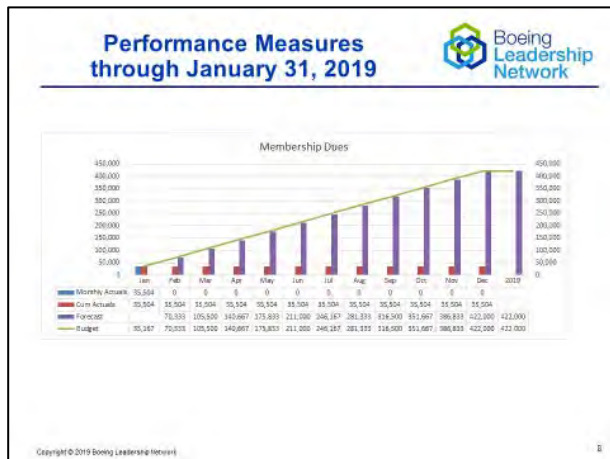
### Performance Measures through January 31, 2019



Total Income



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**BLN Round table – Open house Notes – January 2019**

1. Liked – speed networking, event at the Parlor
2. South doing live to Lead, Lunch and learns for new managers (non BLN) – these have been successful if we could do something similar
3. Consider networking events between south and Portland or Utah/SLC – even with VTC
4. One attendee is a member through 6 step mentoring. His background is technical and he looks to BLN for opportunities to develop more leadership/people skills
5. Like activities that help develop other parts of the brain from what we do on the job
6. Ease of location of the event, or ability to join by webex is important
7. REACH group did a dinner networking event at Newcastle including different levels of management that was a format that was liked
8. Looking for connections with like-minded professionals
9. Like the chance to connect with people at other companies
10. One person asked for the opportunity to gather together with other BLN attendees before social events, or at least be notified ahead of time what BLN people would be in attendance so they make arrangements on their own
11. Would value events on Digital Analytics – a big company focus. Could we link to “demo days” that are designed into agile sprints?
12. Could we have a space to recommend pod casts, TED talks, professional books
13. Harvard Business Review every once in a while has a really good article that could be added to the monthly newsletter.
14. Would like a user session in Tableau
15. An event on agile project management 101 would be appealing
16. Have BLN provide some more on-site guest speakers, possibly having something like a book talk, and more opportunity for members to network. Guest speakers could talk about relevant topics like:
  - a. Management best practices
  - b. How super-star managers get high ratings from their employees and others from the Kenexa surveys
  - c. The Digital thread and how it has transformed someone’s business (as a thought provoking topic that can be replicated or built upon).
  - d. Root Cause, Corrective Action (Jennifer MacKay is an ATF which teaches it)
17. Love the Seahawk ticket lottery!
18. Asked directly about dues increases in Auburn and Seattle and members (small sample size) seemed indifferent if it were to increase a few dollars. They did value event subsidies and they type of programming mentioned above.

**Membership Report**

Katie Michlitsch, Membership/Branch Liaison, presented the monthly Membership report and a summary is below:

- She shared her current board membership, noting no changes
- Shared process for personal outreach efforts for new members

- Summarized request of BLN board to include REACH in approved affiliated leadership programs. This poses a great opportunity to see how we are viewed.
- The team is planning to re-institute the new member welcome package and is also developing a new member questionnaire.
- There was also discussion about updating the President's letter and timing of rollout.
- We do need to understand Christi and Lisa's team's offsites, the impacts to dues increases and potential impact to communications.
- Note that there is an All Member Event in work.

A motion was made to approve REACH as an approved affiliated leadership program to qualify individuals for membership in BLN by Dennis Honey and seconded by Anh Linh Le.

**DECISION |** The motion passed unanimously to approve REACH as an approved affiliated leadership program.

**BLN Membership Committee Team Members**

Boeing Leadership Network

- **Regional Board Positions**
  - Leland Adams North Region 
  - Konrad Rillos Central Region 
  - Erika McClosky South Region 
  - Open (Emerging Leader) Member at Large
- **Membership Chair** Katie Michlitsch

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**BLN Membership Committee Current Areas of Focus/Next Steps**

Boeing Leadership Network

- **Current Areas of Focus**
  - ✓ Robust process and action ownership by the committee—meeting mostly regular cadence
  - Coverage of all opportunities to gain membership
    - ✓ BLN Affiliated Leadership Program members & Alumni
    - ✓ New Managers
      - ✓ Monthly newly promoted Manager list is divided by region for a personal e-mail by each committee representative and each Region's membership committee member provides to Region's VP for personal outreach
  - Request BLN Board approval to include REACH in approved affiliated leadership programs
    - Confirm new emerging leader member at large: Jenny Lai 2/8
- **Next Steps**
  - Reinstigate the New-Member welcome packet
    - Include a token welcome gift (notebook, or sticky notes)—new members in 2018 was 341
  - Develop New-Member Interest Questionnaire (draft complete)
    - To be included in New Member Welcome packet along with the President letter
  - Develop Recruiting Event—Targeted Audience of Early Career Leadership
    - Panel Discussion focused on Transitioning to Leadership/Management
    - Invite all New Managers in 2018 and Affiliated Emerging Leader Program Members
    - Need Event Coordinator—Jenny Lai is providing 2 names very capable to help

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## Old Business

### **Nominating Committee Update**

Shannon Russell noted that Beth Anderson agreed to chair the Nominations Committee again this year and that we have only the north and central participants identified. Pati is new to the board so can approach her board to identify two participants to the committee. The schedule is a little tight but the team will get kicked off shortly.

### **All Member Event**

Melissa held several conversations with board members over the past few weeks with the result of Christi King reaching out to Jenette Ramos as a possible speaker. The desire is to host an event in the April/May timeframe.

## Reports of Regions

### **North Region**

Lindsey Douglas, Regional Vice President | North, presented the monthly North Region report and a summary is below:

- Filled her two Member at large so her team is complete
- Several good Social events with several on the horizon; Silvertips continue to be a favorite
- Currently at their lowest level of event activity
- January was the recognition event for 2018; low attendance, hoping for better attendance next time with more advance notice
- Held Kidstock Feb 2 and Chocolate and Vino is upcoming Mar 29

- North Region membership totals 1959; had 11 new members with 12 cancellations, net -1
- Personal Well Being has upcoming classes on proper footwear and cooking
- Business and Professional Network continues to plan the Executive Breakfast Series

### BLN North Region Board Membership

Boeing Leadership Network  
North Region  
Updated 01/02/2019

**Regional Board Positions**

- VP North Lindsey Douglas
- Secretary Susan Howard
- Activities Andie White
- Recognition Alisoun McCloughen
- Community Outreach Nikki Marino
- Membership Leland Adams
- Education Mary Haugen
- Personal Well Being Cathy LaBerta
- Publicity Sean Peters
- Member @ Large Amy Keene
- Member @ Large Gary McDonagh

### North Region Andie White – Social Connection

Boeing Leadership Network  
North Region  
Updated 2/12/2019

- **Vision/Goal**
  - Provide activities, programs and education that benefit the professional and personal development of our members
- **Focus this year**
  - Continue popular Financial Planning events to meet our members needs.
- **Good News**
  - Seattle Opera II Trovatore – 44 participants
  - Everett Silvertips – Portland and Lethbridge
- **Upcoming Event Spotlight**
  - Everett Silvertips – 3/2 and 3/16 available
  - Mariners – multiple dates available
  - Driftwood Players Theater –The Addams Family 4/19
- **Exec Board Programs Committee Meeting**

### North Region 2019 Alisoun McCloughen - Recognition

Boeing Leadership Network  
North Region  
Updated 2/1/2019

- **Vision/Goal**
  - We want to continually honor the volunteers, who put incredible effort into hosting events, in such a way that they feel appreciated and want to continue to be engaged in future events. There will be a mid year & year-end North Region recognition events in addition to the end-of-year All BMA Recognition event.
- **Completed events:**
  - We held a Board member only recognition event in January 2019 in conjunction with our monthly business meeting.
- **Planned events:**
  - 2019 North Region Recognition event for North Region Board Members and their guests.

### North Region Nikki Marino – Community Outreach

Boeing Leadership Network  
North Region  
Updated 2/11/19

- **Vision and Goals:**
  - Provide members and guests the opportunity to be of service and represent Boeing in their communities with a variety of new and existing civic events
- **Accomplishments:**
  - 2/2/19 – Kid Stock – Edmonds Center for the Arts Volunteer Event
    - Networked with REACH to increase Volunteers
    - Very Successful Event
- **Upcoming Activities:**
  - 3/29/19 - Chocolate & Vino Volunteer Event for Snohomish Domestic Violence
    - Networking with REACH and BWIL for Volunteers

### North Region Leland Adams - Membership

Boeing Leadership Network  
North Region  
Updated 02/01/19

- **Vision:**
  - A community where all members feel valued, involved, engaged and a belief they are making a difference
- **Goals:**
  - Focus on the membership core values of enhancing leadership through education, interaction and mutual understanding.
  - To mutually support one another in advancing our leadership capabilities and effectiveness to the benefit of ourselves, Boeing, and our community.
- **Current Activities:**
  - Membership total for North 1959; -1 for Jan 19.
  - Outreach to all newly promoted managers
  - Outreach to qualifying membership programs
- **Future Focus:**
  - Membership packet standard work and content for new members

### North Membership Statistics Through Feb 1, 2019

Boeing Leadership Network  
North Region  
Updated 02/19/19

Members: 1948 (99%)  
Eligible Non-Members: 11 (0.56%)

**New Members 11      Cancellations 12**

**North Region**  
**Cathy LaBerta – Personal Well Being**  
Boeing Leadership Network  
North Region  
Updated: 2/12/19

- **Vision/Goal:**
  - To coordinate and integrate activities aimed at promoting health and well-being for employees, their families and the community.
- **Accomplishments:**
- **Upcoming Activities:**
  - Proper Footwear Shoe Clinic at Run26 Store – 2/25, 5/5
  - Upcoming Cooking Classes - TBD

**North Region**  
**Mary Haugen – Professional Development & Business Network**  
Boeing Leadership Network  
North Region  
Updated: 02/07/19

- **Vision / Goal**
  - Professional Development:** Develop and enhance the skills, practices, abilities, and knowledge that further one's professional career journey. Provide resources and experiences, which inspire growth and enable members to become more effective leaders and business professionals.
  - Business Networks:** Opportunities for members to establish relationships/connections with other professionals, internal and external to Boeing. Strong connections further business accomplishments and success as well as personal professional advancement and growth.
- **Future Focus**
  - Feb 28 – Flo Groberg - Executive Breakfast Series
  - TBD – Terry Beezhold – Executive Breakfast Series
  - TBD – Michael Teal – Executive Breakfast Series
  - TBD – Live 2 Lead – Bomarc Building
- **Recent Events**

## Central Region

Jeffrey Thompson, Regional Vice President | Central, was not in attendance so Traci Fuller presented the monthly Central Region report and a summary is below:

- Filled his Member at large so her team is complete
- Shared that they are considering changing their approach for recognition this year, 2-3 local events
- The team is doing targeted, personalized e-mail to new managers in Central region and also working with qualified programs to increase membership
- Social team held Winterfest on Feb 5<sup>th</sup>, 31<sup>st</sup> annual which results in \$14K profit; along with several entertainment type events
- The team is planning an event planning kick off Mar 13<sup>th</sup>
- Professional Dev Team is focused on planning a panel discussion event as well as a variety of Exec Series events
- Health and Welfare hopes to survey the members to determine what they would like
- Traci shared the Northwest Harvest volunteer opportunity and how rewarding it is along with some photos from recent visits

**Board Members**  
Boeing Leadership Network  
Central Region  
Updated: 2/19/19

- **Regional Board Positions**
  - VP Central: Jeff Thompson
  - Secretary/Recognition: Tracy Oden
  - Membership: Konrad Rillos
  - Social Connections: Taffee Cardenas-Scherer
  - Development: Tarun Bhatia
  - Community Outreach: Traci Fuller
  - Health & Welfare: Nancy Phipps
  - Member at Large: Krystal Manalo
  - Member at Large: Trina Wagenblast
  - Member at Large: Andrey Zalkin

**Executive Summary**  
**January 2019**  
Boeing Leadership Network  
Central Region  
Updated: 3/19/19

- **Board Positions – All positions filled.**
- **Membership**
  - Goal at least 10 new members each month in 2019
    - Averaged 11.3 new members per month in 2018
    - 12 new members in January 2019
- **Special Attention**
  - Event Coordinator recruitment ongoing
  - Member recruitment ongoing

### Board Support

**Secretary/Recognition: Tracy Oden**

Boeing Leadership Network  
Central Region  
Updated: 1/29/19

- Vision/Goal**
  - To effectively support the Central Region Board Members through ensuring an efficient management system and timely support of Executive Board meetings
- Focus this year**
  - Ensure Board Members are effectively supported
  - Support Event Coordinator training as needed
- Recognition**
  - Consider 2-3 recognition events – local networking, light refreshments



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### Membership

**Chair: Konrad Rillos**

Boeing Leadership Network  
Central Region  
Updated: 1/19/19

- Target Marketing:**
  - Personalized email directed at new managers (reported by Katie) in Central region (ongoing)
  - Work with qualifying programs BCFP, ITCFP, IT&DA Tech Leadership Institute, JumpStart (ongoing)
  - Working with Boeing University to establish support opportunities (will be joining the BLN 1/27/19) (M-orientation) (R&D)
- New Central Memberships:**
  - 136 - YTD: 7 members joined in Dec18 (May18 is best month YTD with 23 new members)
- Central Membership Cancellations:**
  - 88 - YTD: Cancellations currently at 76% of 2017YE total (115)

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### Social Connections

**Chair: Taffee Cardenas-Scherer**

Boeing Leadership Network  
Central Region  
Updated: 1/14/19

- Vision/Goal**
  - Provide social activities, programs and entertainment events for our members to enjoy and to also further enhance their network
- Focus this year**
  - Social Connections events planning
  - Recruit & engage social event coordinators
  - Support communications projects: event coordinator playbook updates, website
- Event spotlights:**
  - Signature Event: 31th Annual BLN Winterfest Night on the Slopes February 5, 2019
  - Entertainment: National Geographic Live (various), Dear Evan Hansen SOLD OUT, Rock of Ages 5th Ave SOLD OUT Jan / Feb 2019
  - Performing Arts: Il Trovatore Seattle Opera SOLD OUT Jan 2019
- Events In Work / Info / Issues**
  - 2019 Focus:
    - 2019-2020 event planning kick off scheduled for March 13th

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### Professional Development & Business Networks

**Chair: Tarun Bhatia**

Boeing Leadership Network  
Central Region  
Updated: 2/12/19

- Vision / Goal**

**Professional Development:** Develop and enhance the skills, practices, abilities, and knowledge that further one's professional career journey. Provide resources and experiences, which inspire growth and enable members to become more effective leaders and business professionals.

**Business Networks:** Opportunities for members to establish relationships/connections with other professionals, internal and external to Boeing. Strong connections further business accomplishments and successes as well as personal professional advancement and growth.
- Future Focus**
  - Panel Discussion: How We Drive Growth in Commercial Services** (Bret Bolkcom, Melissa Fleener, Debra Santos, Daniel Harper and Andrew Price) March, 25, 2019
  - Washington Business Week** Summer, 2019
  - Executive Series:** Kim Smith, Kendall Nolan, Lace Ball, Pam Valdez, Paul Sim, Doug French TBD 2019
  - More events being scheduled
- Recent Events**
  - Fostering a Culture for Innovation with Mitch Ditkoff (IMS speaker) 13 Jul 2018
  - Jackson Nickerson
- Note - Executive Breakfast Informational Deck created.**

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### Health & Welfare

**Chair: Nancy Phipps**

Boeing Leadership Network  
Central Region  
Updated: 2/19/19

- Vision/Goal**
  - To coordinate and integrate activities aimed at promoting health and well-being for employees, their families and the community.
- Focus Last Month**
  - 2019 event planning
- Future Focus**
  - Self Defense class TBD
  - Survey to find out what members want for Personal Well Being TBD

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### Volunteer Opportunity

**Northwest Harvest**

22220 68th Ave S, Kent, WA  
Saturday, Jan 19-11AM

*"It's like you are wrapping a gift, because you are. The gift of food." ~Northwest Harvest*

- Pack food feeding the hungry in Washington
- Provide a community service and networking

If you are interested in this volunteer opportunity please **Please join us! Everyone is welcomed!!!**

For questions please contact:  
**Traci Fuller** [Traci.Fuller@boeing.com](mailto:Traci.Fuller@boeing.com) | (253) 244-8074



**Hunger Stops Here**

Northwest Harvest is Washington's own statewide hunger relief agency. Our mission is to provide nutritious food to hungry people statewide in a manner that respects their dignity, while fighting to eliminate hunger. Our vision is that ample nutritious food is available to everyone in Washington State. <http://www.northwestharvest.org/#sthash.Hq4TCeCh.dpuf>

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**South Region**

Patricia Mosier, Regional Vice President | South, presented the monthly South Region report and a summary is below:

- Pati took over leadership of the South Region from Mark Rodriguez as he transitioned to Portland for a new position
- Social Connections held several successful events in January and has a nice cross-section of offerings in Feb/Mar
- Professional Development delayed the Unconscious Bias event from February due to weather; still have the help needed for a guest speaker
- Community Outreach continues to support the Toy Rescue Mission and the Memorial Day Flags at the Tahoma National Cemetery
- Lots of events in work for Health and Welfare
- South Region has 443 members with six new members in Jan and 6 cancellations; contacted focals from many leadership programs to provide info about BLN

**BLN South Region Board Membership**

Boeing Leadership Network  
South Region

- Regional Board Positions
  - VP South - Patricia Mosier
  - Secretary - Aiza Villarin
  - Social Connections - Nancy Gianacopulos
  - Professional Development - Julie Jordan-Walsh
  - Community Outreach - Mark Wyciskala
  - Health & Welfare - Jami Smith
  - Membership - Erika McClosky
  - Member at Large - Ronan Antone
  - Member at Large - John McMullen

Blue Text = Changes

**South Region Nancy Gianacopulos- Social Connections**

Boeing Leadership Network  
South Region

**Vision / Goal:**

- Creating opportunities for members to establish relationships/connections on a social/personal level.

**2019 Focus:**

- Increase South Region participation (2018 Ave Participation = 35%)

**January Past Events (% attendance):**

- Sports: Portland Blazers (% TBD)
- Social: Monster Jam Monster Truck Show Triple Threat (21%) / Sesame Street LIVE! Let's Party! (25%)
- Performing Arts: The Wizard of Oz (25%) / Bob Seger & the Silver Bullet Band (43%)

**Upcoming events Feb/Mar:**

- Sports (2): Portland Blazers / Professional Bull Riders
- Social (1): Monster Energy Super Cross
- Performing Arts (3): Steel Magnolias / Alley II / Legally Blonde

### South Region Julie Jordan-Walsh – Professional Development

Boeing Leadership Network South Region

**Vision:**

- To provide BLN members with the highest quality educational opportunities, ranging from award winning authors, to career coaches, to executive breakfasts and lunches. Our goal is to host over a dozen events with over 500 attendees.

**2019 Focus:**

- To provide valuable learning opportunities and well attended events focused on professional development. Recruit new coordinators for educational events.

**2018 Highlights**

- Survey sent to all BLN members. Workshop and action plan completed based upon 40 responses.
- Business Acumen Essentials for Effective Leadership – Dr Noah Barsky, October 26, 2018
- Speed Networking with Fab LT, October 29, 2018

**Events In-Work:**

- Unconscious Bias Deep Dive (February 19) Help Needed! Need a guest speaker
- 70-20-10 is So Yesterday: How Leaders REALLY Learn (March) – Lynda Silsbee, Performance Dimensions Group
- Prepare for Your Next Role: How to Use the Connect Plan
- Executive Breakfast Series – Program Leaders
- Senior Management Overview (Panel of existing hi-po senior leaders, Day in the life and Q&A). Geared toward first line management members
- Open Mic Night: 2nd and 3rd shift panel of Leaders: Open Q&A, etc.

### South Region Mark Wyciskala - Community Outreach

Boeing Leadership Network South Region

**2019 Vision/Goal:**

- Establish meaningful ties throughout our Community and within the Boeing Management Association by together serving and lifting others around us. Our goal is to create 8 events in 2019.

**Highlights:**

- Good news:
  - December 15 – BLN South Region members volunteered at Tacoma's Christmas Toy Rescue mission 8am-1pm. Team's efforts helped 68 families, 107 children in total.

**Upcoming Events:**

- Easter Basket Building at Toy Rescue Mission – April 8th, 2019 (5 of 12 spots remaining) Posting in early March
- Memorial Day Flags at Tahoma National Cemetery - Saturday May 25th 2019

**Events In-Work:**

- Goodwill - Collaborating with Mandy Walters for 2019 ideas
- Habitat for Humanity - Spring 2019
- Cross functional 5k charity runs with Jamie Smith from Health and Welfare

### South Region Jami Smith - Health & Welfare

Boeing Leadership Network South Region

**Vision/Goal**

- To coordinate and integrate activities aimed at promoting health and well-being for employees, their families and the community

**2019 Focus**

- Look into community partnerships with events focusing on health and well-being and explore potential collaboration with community outreach on likeminded offerings.

**Events in work**

- Self Defense Classes
- Gun Safety and Education Class
- 5K Runs - potential partnership with Community Outreach
- Diabetes Prevention and Education
- Healthy Eating Education – how to build a healthy and tasty menu
- Financial Wellness – how to prepare for the future
- Emotional Well Being – dealing with stress, work-life balance, goal setting, etc)
- Indoor Rock Climbing – partnership with REI
- Trail Clean Up Hike – partnership with REI \*Potential partnership with Community Outreach

### South Region Erika McClosky - Membership

Boeing Leadership Network South Region

**Vision**

- A community where all members feel valued, involved, engaged and believe they are making a difference

**2019 Focus**

- Establish a team which connects the membership to the organization and helps make it relevant and meaningful to the members
- Focus on the membership core values of enhancing leadership through education, interaction and mutual understanding
- Identify and implement strategies to communicate the BLN benefits to eligible team members.

**Highlights**

- Current Membership - As of 2/4/2019
  - 445 Active members
  - 6 new members signed up in the month of January
- Information about BLN has been added to the Auburn Manager Onboarding class and is presented monthly
- Contacted 65 new managers in the South Sound, 50+ new ATP's to provide information about BLN
- Contacted local's from Propulsion Leadership Dimensions Program, Engineering Career Foundation Program, Airplane Systems Management Development Program to identify distribution lists and other communication forums to reach out to members to provide information about BLN and assure they are aware that they are eligible to join.

**Upcoming Activities/Events**

- Communicate to members of FLDP, ECFP, ASMDF about BLN and encourage them to join
- Finalize plans for welcome package and Identify 2019 recruiting opportunities

### South Membership Statistics Through February 4th, 2018

Boeing Leadership Network South Region

BLN South Region Membership

Category	Count
Eligible Non Members	471
Members	231

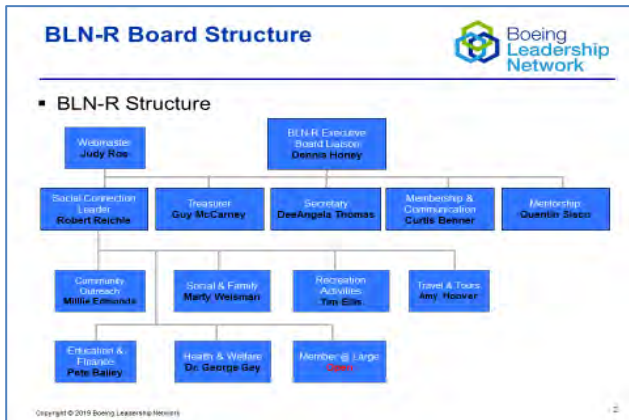
New Members 6 Cancellations 6 (January)

**BLN - Retirees**

Dennis Honey, Retirees Liaison, presented the monthly Retirees report and a summary is below:

- BLN-R board still has a Member-at-large position open
- Several strong events since November noting the Victorian Country Christmas sold 187 tickets. Dennis would really like to use EventBrite for this event next year. Could we partner with someone within Boeing and use it on a smaller event to see if it could work? Would someone be willing to work with Dennis on this?
- Dennis noted that the Tucson Pima Air and Space Museum event has already exceeded expectations
- BLN-R members total 2721 with 16 new members in January

- Quentin is working to develop a catalog of mentors to have available to BLN
- BLN-R has sent three e-mail notifications since Jan 10<sup>th</sup>; open rate is ~55%; the team revised their membership forms by removing the newsletter delivery options, their website continues to have high volume hits
- Dennis shared a proposed format for a newsletter replacement that is in a Word format
- He also talked about options for notifying retirees of events, suggested the BLN web site be moved to Total Access external Boeing Server, and on a final note suggested event hosting using EventBrite for both Active and Retiree BLN members.



### Social Connection Retirees: Robert Reichle

- Recent Events
  - Estate Planning & Tax Update: Getting Your Core Documents in Order, Pete Bailey, Nov 7, El Gaucho in Bellevue, 32 attendees
  - Retirees Member Leadership Briefing, Nov 26, Speaker Randy Tinseth provided a market outlook, Museum of Flight location in Seattle, sold out with over 350 members and guests. Donation to Treehouse for foster children of \$6K
  - Victorian Country Christmas, Nov 28-Dec 2, Robert Reichle sponsoring again this year. Sold 187 tickets between Active and Retirees
  - Friends of Youth event Jan 4, Millie Edmonds preparing meals for the teens
- Upcoming Events
  - Tucson Pima Air and Space Museum 777-100, WA001 tour, may include interior, Ron Robinson, March 6, 2019. Phil Condit hosting, invited are Ron Ostrowski, Alan Mulally and others. Tickets through EventBrite. 102 tickets sold so far
  - Medicare & Planning for Long-Term Care Mar. 9, Robert, free tickets moving well
  - Additional non-BLN events for 2019: Seahawks, Mariners, concerts, theater, many others

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### Treasurer Finance Report Guy McCarney

Category	Board Member	Revenue	Expenses	Net/Net (\$500.00)	2015 (Actual)	2016 (Actual)	2017 (Actual)	2018 (Actual)	2019 (Actual)	Total
<b>Total Revenue</b>		\$ 1,500.00	\$ -	\$ (1,500.00)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>BLNR Income</b>	Dennis Honey	\$ 500.00	\$ -	\$ (500.00)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Board Summary	Dennis Honey	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Join me Pro TBD to TBD	Dennis Honey	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Join me Pro TBD to TBD	Dennis Honey	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lunches	Dennis Honey	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Membership Program	Quentin Sisco	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Membership / Communication	Curtis Bonner	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Water cooler	Judy Roe	\$ 500.00	\$ -	\$ (500.00)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Web Hosting Hub - 15 Elements	Judy Roe	\$ 500.00	\$ -	\$ (500.00)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Social Connections</b>	Robert Reichle	\$ 1,000.00	\$ -	\$ (1,000.00)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lunches	Robert Reichle	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Always Showing Tour & Tasting	Dennis Honey	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Crabbe Brewery Tour	Robert Reichle	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Victorian Christmas Festival (104)	Robert Reichle	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Victorian Christmas Festival (83)	Mary Houghton - BLN	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Boeing Company - Corporate		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Chinopsis, SL 001	Rachel Peterson	\$ 1,000.00	\$ -	\$ (1,000.00)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Health & Wellness	Dr. George Gray	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Community Outreach	Millie Edmonds	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Education & Finance	Pete Bailey	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Travel & Tours	Amy Hoover	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Social & Family	Marty Weisman	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Recreation Activities	Open	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

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### Membership & Communication's Report

	2015	2016	2017	2018	1Q19	Total
<b>Members</b>	148	130	80	71	19	448
Travel	127	112	65	64	14	382
Tours	106	87	54	43	13	303
Golf	44	40	27	21	6	138
Bowling	21	15	4	9	3	52
Coordinators	5	11	9	4	2	31
<b>Social</b>	88	81	58	43	12	282
<b>Board Member</b>	3	4	2	4	2	15
<b>Board Support</b>	3	8	5	7	3	26

BLNR Members: 2,721

January 2019: 16  
February 2019: 3

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### Mentoring Program Report Quentin Sisco

- Beginning the process to create a "catalog" of mentors
- Solicit interested BLNR members for a background summary in order to populate the "Catalog"
- "Catalog" to include Work Experience, Mentoring Interests and other information that will help Mentee's select Mentor candidates
- Make available to current BLN members

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### Web Update

- Sent three email notifications to members since January 10<sup>th</sup> (MailChimp costs)
  - Emails designed and sent to over 1,620 recipients on January 25, February 2, and February 9
    - Email Open rate 55% to 58%
    - Advertised the financial advice event (February 11<sup>th</sup>), Medicare advice event (March 7<sup>th</sup>), the Pima Air & Space event (March 6<sup>th</sup>), BLN Night on the Slopes (February 5<sup>th</sup>), and February Newsletter
- Revised membership forms by removing the Newsletter delivery options
- Added /revised: non-BLN event links, Boeing newsletter, list of events in chronological order, Boeing news snippets, financial and Medicare presentations, BLN Night on the Slopes event (February 5<sup>th</sup>)
- Statistics for the website:
 

Month	Unique Visitors	Member Logins
Jan 2019	1,817	2,947
Feb 2019	1,541	2,161
Mar 2019	2,202	3,626
Apr 2019	1,162	2,126
May 2019	1,259	2,190
Jun 2019	1,461	2,218
Jul 2019	1,417	1,318
Aug 2019	1,296	2,010
Sep 2019	1,354	2,188
Oct 2019	984	1,968
Nov 2019	1,157	1,798
Dec 2019	1,511	2,300
Jan 2020	1,557	2,608

By: Judy Roe (February, 2019)

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**Web Update**

Boeing Leadership Network Retirees

- Possible replacement Newsletter, Word format

Boeing Leadership Network Retirees, February Issue 2019  
https://blnretirees.org

Table of Contents

School of Rock (Paramount Theatre)	The Rehabilitation of Steve Jobs (Seattle Opera)
The Addams Family (Orchard Players)	The Lightning Thief (J. Rossen Theatre)

**SCHOOL OF ROCK**

Paramount Theatre  
**School of Rock**

Based on the hit film, this hilarious new musical follows a wannabe rock star posing as a substitute teacher who turns a class of straight-A students into a mind-blowing rock band. The smash features 34 new songs from Andrew Lloyd Webber, all the original songs from the movie, and musical theater's first kids rock band playing live instruments live on stage.

Date:	Time:	Cost:
Wednesday, May 15	7:30 p.m.	\$75 (main floor, rows H-U)
Sunday, May 19	3:00 p.m.	\$81-25 (main floor, rows H-U)
		\$73 (mezzanine, rows D-G)

Dates: Wednesday, May 15 or Sunday, May 19  
Tuesday, April 30

Location: Paramount Theatre, 913 Pine St., Seattle

Event Coordinator: Shannon Russell, 206-820-1666, [shannon@popsf@blytheand.com](mailto:shannon@popsf@blytheand.com)

Instructions: Send a check payable to BLN to Shannon Russell, 22401 NE 25th Way, Sammamish, WA 98074. Please include your e-mail address and phone number.

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**New Business**

Boeing Leadership Network

- Proposed work around for notifying Retirees of events, Shannon or contractor will send screen capture to Retirees Web Master and Liaison of events available to Retirees. Work toward auto notification of Active events available to Retirees
- Suggest BLN web site be moved to [Total Access](#) external Boeing Servers. All employees and Retirees have access to this via BEMS ID. Keep payroll deduction for membership internal
- Suggest event hosting using EventBrite for both Active and Retiree BLN. Snail mail is not timely, there is lag in event signups and selling out event. Members frustrated with sold out events.

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## ACTION ITEM REVIEW

Kay Hovde, Secretary, did not review the action log this month as the meeting was running over. She agreed to send the action log out to the board for updates and would include the updates in the minutes.

BLN Executive Board						Comments
Meeting Action Item Log (Open items)						Indicates Completion
						Indicates Past Due
LOG #	ACTION ITEM / DECISION DESCRIPTION	ASSIGNED TO	DATE ASSIGNED	ECD	DATE CLOSED	
200	New BLN Members CHALLENGE	Board	4/24/2017	Ongoing		
224	Overall need for event coordinators	All	2/13/2018	Ongoing		
225	Approach significant leader for BLN event (like Corvi or Bogue)	Lindsey Douglas	3/20/2018	Ongoing		Lindsey approaching Mullenburg and Christi approaching Ramos. It was also brought up that Kent Fisher would be another great option. Lindsey will reach out to Ross Bogue. Corvi has declined. Action passed to Lindsey after Alan Mulally formally declined.
229	Mesa/BSC BLN models	Lindsey Douglas	5/15/2018	Ongoing		Lindsey will reach out again, there was discussion about other regions as well. Mesa   Beth Schryer   Not interested. BSC   Ray Healey/Warren Helm/Michelle Bumson/Victor/Adam LeGere   Lindsey will reach out to Kristy Hilden   She did reach out to BSC... she will continue after first of the year... some progress more to do. Replicate model but also address development/mentorship opportunities.
230	Meet to outline a BLN All Member Event	Melissa/Christi	9/18/2018	Ongoing		Planning ongoing. Melissa will get team together in January. Conducted an initial meeting and are conducting a second planning meeting tomorrow, 10/16. Event to be occur in early 2019.
232	Update section 5.1 and 5.3 of Bylaws to align with current board structure	Christi/Lisa	9/18/2018	Ongoing		Christi and Lisa will set up a meeting to sit down and review together. Should go quickly. Christi rewriting, will sit with Shannon and will bring a proposal into the Jan or Feb meeting. 11/13   Shannon will resend to Christi. Shannon to forward bylaws to Christi and Lisa.
233	Send url/web location so that Exec Board can review the BLN website in development.	Alex Siez	9/18/2018	Ongoing		Hoping to see something in January. Melissa reaching out to LX for support.
235	Board to call new managers personally each month to invite them to join BLN   Katie to provide list of names to Exec Board members	Katie M.	10/16/2018	Ongoing		Board wants to continue monthly. List in work from Cognos system. Katie to assign new managers names to each Board Member.
239	Update Event Coordinator Handbook and train Event Coordinators	Lisa Slagle	11/13/2018	January		Lisa has event in work to work on the Event Coord Playbook the first part of March. Christi coordinating with Lisa Slagle, tied in with ACTION 224.
240	With cancellation of hardcopy newsletter, how do we get visibility of BLN out to non-members?	Katie M.	12/18/2019			Katie will take this topic to her committee for fundamental discussion.
241	EventBrite   could an event coordinator partner with Dennis to see if EventBrite could be used for an internal event?	Lisa Slagle	2/19/2019			

The most current version of the action item log is located on the BLN server:

[\\NW\data\BMA\BMA\Current Exec Board Meeting\BMA Executive Board Action Item Log.xlsx](#)

## **ADJOURNMENT**

The business meeting adjourned at 7:00 PM.

Upcoming Board Events:

- BLN Executive Board Meeting; Tuesday, March 19, 5:00-7:00 pm.; Bellevue 33-07.3; 31E2

Respectfully Submitted,



Kay Hovde  
BLN Secretary – Records & Elections