



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

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

BLN Executive Board				
Voting Members		Present	Absent	Alternate/Notes
* President -- <i>tie breaker</i>	Melissa Fleener	✓		
* Exec VP   Professional Development	Craig Trewet	✓		
* Vice President   Community Outreach	Kevin Rork	✓		Nikki Marino
* Vice President   Personal Well Being	Anh Linh Le	✓		
* Vice President   Social Connections	Jo Taylor-Thibert		✓	
* Regional Vice President   North	Alisoun Lamb	✓		
* Regional Vice President   Central	David Baker	✓		
* Regional Vice President   South	Patricia Mosier	✓		

*\*Voting members*

President Appointed		Present	Absent	Alternate/Notes
Treasurer   Budgets	Ronan Antone	✓		
Secretary   Records, Property, Election	Kay Hovde	✓		
Business Manager	Shannon Russell	✓		
Retirees Liaison	Dennis Honey	✓		
Membership/Branch Liaison	Katie Michlitsch	✓		
Other Attendees		Present	Absent	Alternate/Notes
Colorado	David Eddy	✓		
Dallas/Ft Worth	Elaine Banks	✓		
Portland	Cate Milburn		✓	
Utah	Andy Beck	✓		

**CALL TO ORDER**

Melissa Fleener, BLN President, called to order the November 19, 2019, BLN Executive Board meeting at 5:02 PM. Seven of the eight elected Executive Board voting members were in attendance meeting the requirements for a quorum. Five of the five appointed functions were in attendance. Andy Beck, Utah BLN, David Eddy, Colorado BLN and Elaine Banks, Dallas/Ft Worth Region BLN were in attendance this month. Nikki Marino attended for Kevin Rork.

**REPORT OF OFFICERS**

**President's Report**

Melissa Fleener, BLN President, started the meeting indicating she is excited to hear from Katie on membership as she would like to end the year with an increase in membership and it appears we are heading in that direction. With that she opened the meeting.

## Secretary Report

Kay Hovde, BLN Secretary, presented the October minutes with no changes. It was moved by Craig Trewet and seconded by Patti Mosier to accept the minutes as presented.

**DECISION** | The motion passed unanimously to approve the October minutes.

## Treasurer Report

Ronan Antone, BLN Treasurer, presented the monthly Treasurer's report and a summary is below:

- Currently in the black, net profit due to significant underruns
- Activities income is lower than anticipated
- Cash balance is very healthy \$350K in reserves and we are at \$700K. Need to look at this.
- Expenses | underruns include admin, health & welfare but overrunning in Prof Dev/Bus Networking
- May want to adjust region budgets for 2020 due to number of volunteers
- Moving to the 2020 budget
  - Assuming that we would break-even
  - Key driver is membership and assumed the same levels; need to include the Texas Region
  - Increased Region Admin budgets by \$500 and added \$1500 for Texas Region
  - Should we account for the 2019 underruns? Adjust these?
  - Should we re-allocate towards BLN strategic focus areas
  - Included All Member Reception for \$19K
- Overall assumed decrease in Social Connection income; decrease to exec board activities and Professional Dev, and Health and Welfare. Increased regions by \$500. BLN Labor escalation and BLN allocation was also reviewed.

Regions are struggling how to recognize their teams on a smaller budget and with an increased number of volunteers. They appreciate the proposed increase in their budgets to \$1500. The North Region talked about whether you only recognize the coordinators who do more and their board agreed that you recognize all. There was discussion about whether you differentiate between the regions dependent on size. That starts to complicate the issue.

Ronan asked if the regions could provide a per person fee? Could they estimate that? Dennis said he could estimate but he felt his \$1500 was appropriate for BLN-R. Alisoun suggested that we try the \$1500 and see how it works.

In summary, Ronan will update membership dues assumption pending input from the Texas Region VP and Membership Chair and increase Health and Welfare budget to \$5K

### BLN Income Statement through October 31, 2019



	MONTHLY ACTUALS	ACTUALS CUM YTD	BUDGET CUM YTD	VARIANCE (Z) - (C)	YEAR-END TARGET
<b>INCOME</b>					
Dues	30,568	306,024	301,667	4,357	432,000
Interest	0	20	633	(613)	1,000
Social Connection/Activities	50,827	591,782	661,667	(69,885)	784,000
Fees	0	1,840	1,393	448	1,023
BLNAR	0	6,965	0	6,965	0
Misc. Income Sub-Total	45	6,965	3,333	3,222	4,000
<b>TOTAL INCOME</b>	<b>86,240</b>	<b>963,198</b>	<b>1,018,653</b>	<b>(55,655)</b>	<b>1,222,023</b>
<b>EXPENSES</b>					
Administration	176	3,963	7,500	(3,537)	9,000
Community Outreach	0	0	417	(417)	500
Dues (Retaka to Branches)	0	2,844	6,333	(3,489)	7,400
Exec. Board Activities	0	33,725	26,667	7,058	32,000
Prod Development/Bus. Networking	2,041	8,757	5,417	3,340	8,500
Social Connection/Activities	38,239	596,750	680,833	(84,084)	817,000
Health & Wellness	0	614	6,667	(6,053)	8,000
Sub-Totals	<b>40,454</b>	<b>646,652</b>	<b>733,833</b>	<b>(87,180)</b>	<b>880,400</b>
Regions (Admin & Recpt)	0	69	833	(765)	1,000
Central	0	0	833	(833)	1,000
North	0	0	833	(833)	1,000
South	0	0	833	(833)	1,000
BLNARS	0	5,903	833	5,160	1,000
Sub-Totals	0	<b>6,062</b>	<b>3,333</b>	<b>2,728</b>	<b>4,000</b>
Unallocated	0	802	0	802	0
Boeing Billing	0	0	0	0	0
Boeing Labor	20,831	200,117	212,500	(12,383)	205,500
Boeing Education	924	17,614	25,750	(8,136)	30,000
Sub-Total Boeing Billing	<b>21,755</b>	<b>217,731</b>	<b>238,250</b>	<b>(20,519)</b>	<b>235,500</b>
<b>TOTAL EXPENSE</b>	<b>62,191</b>	<b>821,246</b>	<b>873,419</b>	<b>(52,173)</b>	<b>1,116,000</b>
<b>NET GAIN/LOSS</b>	<b>24,049</b>	<b>141,952</b>	<b>145,234</b>	<b>(3,282)</b>	<b>106,023</b>

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2

### Summary for YTD through October 31, 2019



**Summary:**

- Net gain/loss YTD is \$42.0K;
- Big ticket activities expenses for July (List totals = \$24.9K)
  - Disney On Ice Mickey Search Party 11-8-19 - (\$5.2K)
  - Hall & Oates - WA State Fair - (\$5.0K)
  - Miss Saigon - (\$4.8K)
  - Glassblowing Classes - (\$2.7K)
  - Disney on Ice 11-1-19 - (\$2.7K)
  - Boyz II Men - WA State Fair - (\$2.5K)
  - Cirque Dreams - Holdize - (\$2.0K)

**Watch Items:**

- BLN Labor / Allocation beginning to stabilize at ~\$26K/month
- Activities income is a risk, YTD actuals are lower than budget by \$69.9K

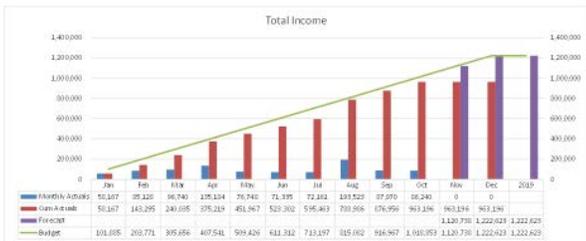
**Upcoming:**

- 2020 Budget Planning

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3

### Performance Measures through October 31, 2019



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4

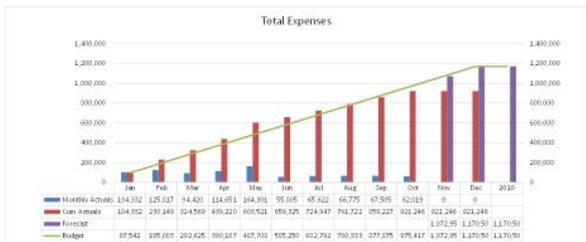
### Performance Measures through October 31, 2019



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5

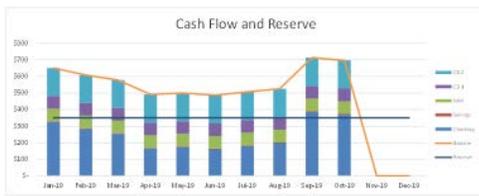
### Performance Measures through October 31, 2019



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### Performance Measures through October 31, 2019



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## 2020 Draft Budget November 2019



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## FY20 Budget Preliminary Assumptions

- FY 2020 budget at break even
- **Membership Dues estimated at current levels (4,478) and at \$8/mo**
  - Need estimate of members for Texas Region
- FY 2020 Social Connection / Activities Income estimated at 2019 Y/E Fcst
- FY 2020 Labor Cost and allocations projected based on last 6 months data and adjusted for escalation
- **Increased Region Administrative budgets by \$500/region**
  - Added \$1500 administrative budget for Texas Region
- **Significant under-runs across major expense elements**
  - Admin (\$4.2K), Community Outreach (\$0.4K), Health & Welfare (\$5.4K), and Regions operating at \$10K lower than FY 2019 budget
- **Opportunity to re-allocate towards BLN strategic focus areas**
  - Membership (+\$5.4K)
  - Professional Development (+\$2K)
- Included annual All-Member Reception (\$19K) as part of Exec Board Activities

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## FY20 Budget November Draft

BLN 2019 Budget Plan	2019 YTD Actuals	2019 STG Fcst	2019 YE Fcst	2019 Budget	2020 Budget	Delta YR/YR	Assumptions
<b>INCOME</b>							
Dues	329,277	187,472	427,749	422,000	422,000	7,888	4470 Average Members Per Month
Interest	20	980	1,000	1,000	1,000	0	
Social Connection/Activities	536,248	178,747	714,907	794,000	715,000	(79,000)	Adjusted for activity increase 12% or \$8.50
Fees	1,705	2,201	1,823	1,823	1,823	0	(1,823) Adjusted zero for \$14K fees
BLN R	6,965	6,965	6,965	6,965	6,965	0	
BLN R Subtotal	6,965	6,965	6,965	6,965	6,965	0	
<b>TOTAL INCOME</b>	<b>874,455</b>	<b>207,665</b>	<b>1,160,509</b>	<b>1,222,822</b>	<b>1,146,950</b>	<b>(75,872)</b>	
<b>EXPENSES</b>							
Administration	3,773	875	4,540	4,500	4,500	0	Supports varying fee structure. Size of Board service team
Community Outreach	0	125	125	500	500	0	\$1000 membership gifts plus \$400 for member recruitment event
Dues (Relative to Branches)	2,844	1,900	4,744	7,800	7,800	0	
Exec. Board Activities	26,525	3,750	33,276	32,000	32,000	0	
Professional Development/Events	6,549	1,625	8,274	6,500	6,500	0	Adjusts another All Member Reception (\$17K)
Social Connection/Activities	565,213	204,250	709,963	817,000	770,000	47,000	
Health and Welfare	614	2,800	2,814	6,000	6,000	0	
Sub-Totals	<b>690,718</b>	<b>216,999</b>	<b>824,918</b>	<b>889,800</b>	<b>833,000</b>	<b>47,800</b>	
Regions (Admin & Region)							
Central	89	250	319	1,000	500	(500)	Reduce budget back to \$500
North	0	250	250	1,000	500	(500)	Reduce budget back to \$500
South	0	250	250	1,000	500	(500)	Reduce budget back to \$500
BLN R	6,243	6,243	6,243	1,000	500	(500)	Reduce budget back to \$500
Sub-Totals	<b>6,243</b>	<b>750</b>	<b>762</b>	<b>2,000</b>	<b>1,000</b>	<b>(1,000)</b>	
Unallocated							
Boeing Billing	229,488	70,882	300,367	255,889	252,002	(3,887)	Approx \$21.9M/mo + 3% inc
BLN Allocation	16,000	4,438	21,117	30,000	18,283	(11,717)	Approx \$1.5M/mo + 3% inc
Sub-Total Boeing Billing	<b>245,488</b>	<b>75,320</b>	<b>321,484</b>	<b>285,889</b>	<b>270,285</b>	<b>(15,604)</b>	
<b>TOTAL EXPENSE</b>	<b>874,455</b>	<b>227,665</b>	<b>1,160,509</b>	<b>1,170,000</b>	<b>1,146,950</b>	<b>23,050</b>	
<b>NET GAIN/(LOSS)</b>	<b>0</b>	<b>(20,000)</b>	<b>0</b>	<b>52,822</b>	<b>1,972</b>	<b>48,851</b>	



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Administration	3,773	875	4,540	4,500	4,500	0	Includes \$2K for new member materials
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## FY20 Budget October Draft Scenario 1

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<b>TOTAL INCOME</b>	<b>874,455</b>	<b>207,665</b>	<b>1,160,509</b>	<b>1,122,822</b>	<b>1,100,120</b>	<b>(22,702)</b>	
<b>EXPENSES</b>							
Administration	3,773	875	4,540	4,500	4,500	0	Includes \$2K for new member materials
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<b>NET GAIN/(LOSS)</b>	<b>0</b>	<b>(20,000)</b>	<b>0</b>	<b>52,822</b>	<b>(20,000)</b>	<b>72,822</b>	

## Membership Report

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

- No change to the team
- Membership declined in Oct from Sept by 27 | 68% managers; 32% non-mgrs
- Dallas/Ft Worth Region is a focus | Met with Elaine Banks to define next steps, not sure how to get the mgr list | Katie also needs the committee delegates

- BLN recruiting letter sent to all Puget Sound non-member mgrs. Nov 6<sup>th</sup> highlighting the Scott Stocker event resulting in 100 new members. These membership numbers will be reflected in the November numbers to be reported in December.
- Dennis confirmed that retiree information was added to the tri-fold
- Shelby Dobbs event rescheduled for March

**BLN Membership Committee Team Members**



- **Regional Board Positions**
  - Leland Adams North Region 
  - Konrad Rillos Central Region 
  - Erika McClosky South Region 
- **Member at Large Position**
  - Shelby Dobbs (GEM/REACH) 
- **Membership Chair** Katie Michitsch

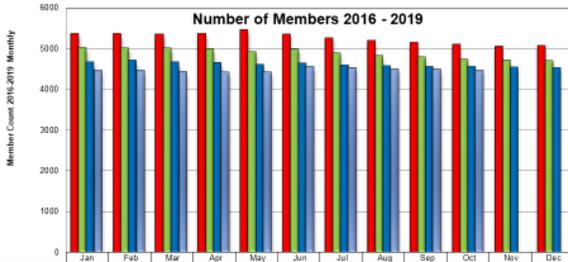
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**BLN Membership Status October Data**  
Based off the dues collected on the 2nd pay period of October



Total Member Count= 4446; 68% Managers and 32% Non-Managers  
Member Manager =3040 (49% of Manager population)

**Number of Members 2016 - 2019**



Month	2016 Members	2017 Members	2018 Members	2019 Members
Jan	5352	5010	4632	4438
Feb	5348	4988	4678	4435
Mar	5338	4991	4633	4406
Apr	5344	4972	4626	4398
May	5437	4999	4573	4397
Jun	5330	4956	4597	4529
Jul	5233	4863	4561	4507
Aug	5177	4800	4539	4478
Sep	5131	4767	4524	4473
Oct	5087	4716	4527	4446
Nov	5043	4694	4512	
Dec	5046	4674	4490	

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



- ❑ **Dallas/Ft Worth BLN Region— Region approved 11/1**
  - Met with Elaine Banks 11/7 to outline next steps
    - Need Mgr list for Dallas/Ft. Worth Region
    - Need Committee delegates for the Region
- ❑ **BLN Recruitment Letter sent to all Puget Sound Non-Member Managers— 11/6/19**
  - Highlighted Scott Stocker event for 11/21
  - Positive results above 90 new member signups
- ❑ **Develop Recruiting Event— Shelby Dobbs (postponed) rescheduling for March**
  - Targeted Audience of Early Career Leadership
    - Invite all New Managers in last 12 months and Affiliated Program Members
    - Panel Discussion focused on Transitioning to Leadership/Management—securing Panel Members
      - Will include mentoring tables and also a social networking after event
    - ✓ Booked T-Wilson at Long Acres and scheduled event for 1/9/20— will rebok for March
- ❑ **Updating the BLN tri-fold brochure— Draft completed—previewed at October BLN board Mtg**
- ❑ **Website web address change from BMA to BLN – Konrad Rillos**
- ❑ **Making InSite more interactive to connect to members—Adam Leland ongoing**

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## Old Business

### Dallas/Ft Worth Region Update

Elaine Banks reported on behalf of Joan Robinson-Berry that she is getting her Exec Board together. She is busy with BGS churn but is excited about this opportunity. She is focused on the membership numbers. Looking at San Antonio. Joan is delegating to Elaine and has several people involved to get things started. They all are very excited to be a part of BLN.

### BLN Global Horizon Update

Melissa Fleener, BLN President, noted that it has been two meetings since we did the brainstorming session. Melissa shared her list. Elaine already shared the Texas progress. We have invited the Portland, SLC, and Colorado reps to attend our meetings.

Discussed establishing stronger relationships with our leadership development programs and assigning board members. Could Katie look at the board and think about assignments and recommend standard work for the board members.

**ACTION** | Katie to review our board and assess the team for assignments and also recommend standard work.

Melissa has met with Michael Cox about the BRG connection and model. Craig also mentioned that the first lines all go through the leadership center and could we make a connection there? Michael proposed that Melissa and Craig meet with Sara Bowen and is willing to make that introduction.

The final item on the near term list was shoring up connections with retirees when they retire. Engaging the retirees with BLN-R. Jesse used to comb the retiree list but we do not have that any more.

Melissa asked for clarification on what Jesse used to do. Per Shannon, he used to get a report monthly of current BLN members who retired, which included their home address. He would then send them a personalized letter inviting them to going the retiree group. As this is PII, the Business Office cannot release these addresses outside the Boeing firewall. This is SOW that was eliminated when his position was reduced by 50%. Melissa would like to re-address this at the next tag-up with Shannon.



**Boeing Leadership Network**  
**Near Term Actions**

- Conduct pilot BGS BLN start-up in Plano, TX (Board approved, implementation in work)
- Invite Portland, SLC, Colorado reps to attend our BOD meetings (complete)
- Develop stronger affiliations with leadership development programs; assign board members to specific development programs to affirm the partnership (revisit list from previous year) (Propose Katie & team make board assignments and recommend standard work for board members)
- Contemplate future decision / study whether we will stay with the current BLN model or explore connection to the BRG model (Propose Melissa & Craig meet with Sara Bowen)
- Shore up connection with retirees when they retire (Ideas?)

## Website Upgrade

Shannon Russell, BLN Business Manager, met with a designer and communications from Chicago. We would use a simple template. As Ronan mentioned we would not have to pay. We would begin in early 2020 with an implementation in 1Q or 2Q 2020. Eventually we would like to have an app that members could access from their phones. That will take more time.

## New Business

Shannon mentioned Dennis' request that BLN consider subsidizing events for our retirees. Shannon reviewed the events offered to retirees from November 2018 through October 2019. If retiree participate was similar this coming year, BLN would need to budget around \$2000 to subsidize the BLN-R .which Dennis feels will simplify the SOW for the coordinators. A larger challenge is processing checks from the retirees. Dennis made another plug for Event Brite or Brown Paper Bag. Melissa acknowledged that she has asked for an event coordinator to try this process. Dennis feels this would go to the root of the problem and make it far less complicated. It compares to Ticketmaster. Have not authorized in budget but Ronan indicated he would protect, but not include a \$2K reserve in the event we decide to subsidize BLN-R members that attend BLN events going forward.

**ACTION** | Dennis to take a cut at a one pager | Situation, target, proposal. Region chairs to provide a volunteer to pilot an event with Event Brite to determine the feasibility/reasonability of using this tool in the future.

## Committee Reports

### Social Connection

Jo Taylor-Thibert, Vice President | Social Connections, was not in attendance, but the monthly report is here for reference:

#### Social Connections (SC) Updates

- Special idea generation workshop, Nov 7<sup>th</sup> 2019 with the SC event coordinators
  - Objective of the workshop: Establish events for 2020 (Next Slide)
  - Coordinator list: [\(see excel sheet\)](#)
  - Participants: Nancy Gianacopoulos, Tracy Oden, Shannon Russell, Jo Taylor-Thibert, Ken Hampton, Stephanie Stephens



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#### 2020 Draft Event List

Event Name	Event Type	Event Generator	Event Coordinator
2020 class	Sports	Shannon Russell	
XFL	Sports	Shannon Russell	
Hockey (OHL)	Sports	Shannon Russell	
Public Science Center	Social	Tracy Oden	
W&W Waves	Social	Tracy Oden	
T&E Golf League	Social	Tracy Oden	
Wine Tasting Shuttle/Tour	Social	Stephanie Stephens	
W&W Events	Social	Nancy Gianacopoulos	
Boehlers Practice Event	Sports	Nancy Gianacopoulos	
Southern	Sports	Stephanie Stephens	Already coordinated by Pete Wixson!
Southern Practice Event	Sports	Stephanie Stephens	
Meet and Greet with Stan	Leadership	Nancy Gianacopoulos	
Scotty Symphony	Social	Shannon Russell	
Bumbershoot	Community Outreach	Tracy Oden	
Elmer Fennell/Swedia Center	Community Outreach	Tracy Oden	
Space Needle star climb	Health and Wellness	Ken Hampton	
Big Dip	Health and Wellness	Ken Hampton	
Public Northwest Ballet/rock stage	Social	Ken Hampton	
Scotty Symphony back stage children	Social	Ken Hampton	
Top Hobbies Hall	Community Outreach	Ken Hampton	
Traxxas	Health and Wellness	Ken Hampton	
Survive 48 Hours charity	Community Outreach	Ken Hampton	
Boeing Seattle to Portland team	Health and Wellness	Ken Hampton	
Boeing Rock a Run marathon team	Health and Wellness	Nancy Gianacopoulos	
play dog football on 10th Ave	Health and Wellness	Ken Hampton	
play soccer on Century Link field	Health and Wellness	Ken Hampton	
Game nights	Social	Tracy Oden	
Drive and Builders	Social	Nancy Gianacopoulos	
Espera Room	Social	Nancy Gianacopoulos	
Play Ahead	Community Outreach	Stephanie Stephens	
Progamme Pass	Social	Ken Hampton	
Interview Skills	Professional Development	Stephanie Stephens	
Leadership Series with SPV Business School	Professional Development	Jovonia Taylor-Thibert	
Chocolate Making	Social	Tracy Oden	
Chocolate and Wine	Social	Tracy Oden	
Tree Chocobots	Social	Tracy Oden	San Theo Choc event (2/19/19) Cherry Kylene



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### Community Outreach

Nikki Marino presented for Kevin Rork, Vice President | Community Outreach, the monthly Community Outreach report and a summary is below:

- NW Harvest event, nice photos were shared
- Nov 16<sup>th</sup> had 38 employees support NW Harvest event
- North Region has King% Team Harvest Holiday Food Drive on 12/7 | Still room!
- Had a recognition event at Duke's
- Sat, Nov 23<sup>rd</sup> event still has openings!

**October, 19 2019 13 employees packed 5,050lbs of rice that equals to 3,884 Meals. NW Harvest giving the gift of food**

All are welcome at the Harvest Table





Central Region



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**Oct. 19<sup>th</sup> Volunteers @work**





Central Region

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In the spirit of Thanksgiving, being grateful for all that we have. 38 Boeing employees came to volunteer. Boeing had the entire room. The team had a spirit of gratefulness & pride. Thanks to Dave Thomas for having his management crew join us. Nov 16<sup>th</sup> NW Harvest

**Boeing Leadership Network**  
Central Region

Nov. 16, 2,752 lbs of oats were bagged that provided 2, 116 me:

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**Boeing Team working the assembly line together.**

**Boeing Leadership Network**  
Central Region

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**Grateful!!**

**Boeing Leadership Network**  
Central Region

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**We are always better together!! #1Team**

**Boeing Leadership Network**  
Central Region

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**North Region**  
**Nikki Marino – Community Outreach**

**Boeing Leadership Network**  
North Region  
Updated 11/5/19

- 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
  - 3/29/19 - Chocolate & Vino Volunteer Event for Snohomish Domestic Violence
    - Networked with REACH and BWIL for Volunteers
    - Event made \$280K – A definite success!
  - 6/29/19 - Clothing and Household drive for Snohomish County Domestic Violence
  - 9/28/19 - Clothing and Household drive for Snohomish County Domestic Violence
- Upcoming Activities:
  - King5 Home Team Harvest Holiday Food Drive – Everett Safeway 12/7

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**Personal Well Being**

Anh Linh Le, Vice President | Personal Well Being, presented the monthly Personal Well Being report and a summary is below:

- Karen Rogers joined the team for Central Region; Stephanie Stephens is Member at Large for North Region
- Lots of Williams and Sonoma events and all have been full
- Partnership with EAP on the horizon
- Survey in the Central region with future surveys North/South

- Self Defense Class is awesome
- Board offsite is being planned

### Personal Well Being Team



VP Personal Well Being  
North Region  
Central Region  
South Region  
Gold Gate  
Members-at-large (Central & South)  
Members-at-large (Central & South)  
Members-at-large (North)

Anh Linh Le  
Cathy LaBerta  
Karen Rogers  
Jami Smith  
Dr. George Gey  
Rebecca Tortuguen  
Jenny Lynn Mizner  
Stephanie Stephens





Anh Linh      Cathy      Dr. George Gey




Karen      Jami





Stephanie      Rebecca      Jenny

Welcome Karen Rogers!

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### Personal Well Being – Events



Event Name	Event Date	Seats	City	Coordinator
Cocktails & Great Company! Seasonal Flavors at Williams Sonoma	10/17/2019	Full	Lynnwood	Stephens, Stephanie
Cocktails & Great Company! Seasonal Flavors at Williams Sonoma	10/24/2019	Full	Lynnwood	Stephens, Stephanie
Happy Hour at Home! Seasonal Flavors at Williams Sonoma	11/13/2019	Full	Lynnwood	Stephens, Stephanie
Happy Hour at Home! Seasonal Flavors at Williams Sonoma	11/14/2019	Full	Lynnwood	Stephens, Stephanie
Paint and Cupcakes	12/3/2019	14	Summer	Smith, Jami

**Key Messages**

- North Region:
  - Multiple Williams Sonoma Cooking Classes!
- Central Region:
  - Putting the Happy in Happy Holidays – partnership with EAP – 12/2019
  - Self Defense class – TBD
  - Survey to find out what members want for Personal Well Being – TBD
- South Region:
  - Paint and Cupcakes class – 12/3
  - Weight Management Class – TBD Jan 2020

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### Personal Well Being – Events



Event Name	Event Date	Seats	City	Coordinator
Cocktails & Great Company! Seasonal Flavors at Williams Sonoma	10/17/2019	Full	Lynnwood	Stephens, Stephanie
Cocktails & Great Company! Seasonal Flavors at Williams Sonoma	10/24/2019	Full	Lynnwood	Stephens, Stephanie
Happy Hour at Home! Seasonal Flavors at Williams Sonoma	11/13/2019	Full	Lynnwood	Stephens, Stephanie
Happy Hour at Home! Seasonal Flavors at Williams Sonoma	11/14/2019	Full	Lynnwood	Stephens, Stephanie
Paint and Cupcakes	12/3/2019	14	Summer	Smith, Jami

**Key Messages**

- North Region:
  - Multiple Williams Sonoma Cooking Classes!
- Central Region:
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  - Survey to find out what members want for Personal Well Being – TBD
- South Region:
  - Paint and Cupcakes class – 12/3
  - Weight Management Class – TBD Jan 2020

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### Central Region Karen Rogers – Personal Well Being



Updated 11/18/19

- **Vision/Goal**
  - To coordinate and integrate activities aimed at promoting health and well-being for employees, their families and the community.
- **Accomplishments**
  - Seoul Food – Danielle Premo Gluten Free Cooking Class      5/2019
  - Appointed new Central Region Personal Well Being Chair      10/2019
- **Upcoming Activities**
  - Putting the Happy in Happy Holidays – partnership with EAP      12/2019
  - Self Defense class      TBD
  - Survey to find out what members want for Personal Well Being      TBD

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### South Region Jami Smith - Health & Welfare



**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 like-minded offerings.

**Events in work**

- Paint and Cupcakes class – 12/3
- Weight Management Class – TBD Jan 2020
- Self Defense Classes
- 5K Runs \*potential partnership with Community Outreach
- Financial Wellness – how to prepare for the future
- Emotional Well Being – dealing with stress, work-life balance, goal setting, etc)

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## Professional Development/Networking

Craig Trewet, Vice President | Professional Development/Networking, presented the monthly Professional Development/Networking report and a summary is below:

- October Live to Lead is coming together for Jan
- Michael Teal is being planned for Jan/Feb
- South | Scott Stocker is Nov 21<sup>st</sup> on production systems
- January | Fact finding event
- Central | Sara Bowen is in Renton so potentially doing more
- Oct 23<sup>rd</sup> Gender Pay Gap event was great
- Held 23 events YTD 2019

**Professional Development & Business Networks** Boeing Leadership Network  
North Region: Mary Haugen  
Updated 11/13/19

**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**

- Jan – Live 2 Lead
- Jan/Feb – Michael Teal – Executive Breakfast Series
- Jan – Dale Carnegie Leader Series

**Recent Events**

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**Professional Development & Business Networks** Boeing Leadership Network  
South Region: Julie Jordan-Walsh  
Updated 11/13/19

**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.

**2019 Accomplishments**

- April 3rd: Leveraging the **Connect Plan** for Performance and Development Progress: 33 Participants
- BLN Nominations Committee: Confirmed selections for Exec Board, including Professional Development
- External Speaker Events:
  - Terry Gurno: 30 participants
  - Lynda Silsbee: 28 participants

**Events In-Work**

- November 21st: Executive Breakfast with Scott Stocker
- January: Fact-Finding in the new HR Model: Overview and how to have critical conversations

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**Professional Development & Business Networks** Boeing Leadership Network  
Central Region: Tarun Bhatia  
Updated 11/11/19

**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**

- Panel Discussion: Airline Customer Expectations from Boeing
- Speed Networking
- Diversity and Inclusion Talk
- Panel Discussion: TED Talks
- Executive Series: Kendall Nolan, Lance Ball, Pam Valdez, Paul Sim, Doug French

**Recent Events**

- Gender Pay Gap with VP Sara Bowen
- Executive Panel: AOPA President & Boeing Pilots Cross-talk
- Dale Carnegie Workshop Phase 3: Developing Leadership Skills
- Live2Lead: Leadership Development
- Dale Carnegie Workshop Phase 2: Increasing your Communication Skills
- Boeing NEXT/HorizonX Deep Dive
- Live2Lead: Leadership Development

TBD, 2020  
TBD, 2020  
TBD, 2020  
TBD, 2020  
TBD, 2020

Oct 23, 2019  
Cancelled  
Sep 25, 2019  
Oct 11, 2019  
Aug 7, 2019  
July 23, 2019  
Feb 26, 2019

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**Professional Development & Business Networks** Boeing Leadership Network  
Central Region: Tarun Bhatia

September 25, 2019  
**Dale Carnegie Workshop #3**  
**'Increasing Your Communication Skills'**

**Focus area for the workshop:**

- Enhance our leadership skills by understanding our values and how that helps us connect with team members
- Enhance building rapport and trust through the "Interview"



Location	Number of Attendees
North	11
Central	34
Outpost	1
South	10
<b>Total</b>	<b>56</b>

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**Professional Development & Business Networks** Boeing Leadership Network  
Central Region: Tarun Bhatia

October 23, 2019  
**Gender Pay Gap with VP Sara Bowen**

Special Event Hosted by BWIL PSS and BLN

**Gender Pay Gap**  
with Special Guest Sara Bowen  
Wednesday, October 23<sup>rd</sup>, 2019  
10:00am - 12:00pm (PT)  
(Longitude: 25, 20) (Latitude: 48)  
BLN PSS Members: [RSVP HERE](#)  
BLN Members: [RSVP HERE](#)

Join BLN and BWIL event  
Attended by Melissa Fleener

Reveal Women in Leadership Panel Sound South (BLN, PSS) and Boeing Leadership Network (BLN) to help you to join Sara Bowen, Vice President of Boeing Global Diversity & Inclusion, for a conversation about the Gender Pay Gap. The event will feature a talk by Sara Bowen, speaker, and breakout into engaging small group discussions.

Waffle will be provided for the first half of the event with tea and the Q&A segment. The remainder of the event will be in-person only. Please send questions or comments to the [BLN PSS Sound Event/BLN](#).



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**Professional Development & Business Networks** Boeing Leadership Network  
Budget

**EDUCATION BUDGET ANALYSIS as of 10/28/19**

Category	Amount
Number of 2019 Events	23
2019 Budget	\$6,500.00
2019 YTD Expenses	\$20,078.90
\$2,121,018.14 Members Expenses	\$10,218.27
2019 YTD Expenses Less All Members Event	\$9,860.63
2019 YTD Income	\$4,465.98
BLN All Members Income	\$660.00
2019 YTD Income Less All Members Event	\$3,805.98
2019 Net YTD Budget	\$993.23
Forecasted 4th Qtr Events Expenses	\$3,354.00
Forecasted 4th Qtr Events Income	\$3,214.00
Projected Budget at yearend	\$143.93

2020 Plans for Education Provided by Chairman  
\*April Selection - Change in Plan, Board Action Approval

**Pillar Alignment - as of September 2019**

Category	Professional Development/Leadership Activities	Social Connections	Wellbeing	Community/Outreach
10/01/19	98	465	75	27
10/02/19	25	340	75	38
10/03/19	25	325	44	18
10/04/19	23	255	27	14

Monthly - Professional Development Bus Net: All  
\$1,320.4 through 10/31/2019

Date	Amount	Rate	Description	Balance	Category	CS	Amount
8/1/2019 - 8/31/2019							206.83
8/1/2019	888	9319	Board Energy Services	Support for 11/20/2019/2020: Dale Carnegie - R	Professional Dev.		-200.00
8/1/2019	888	9319	Business Network	Dr. David Gillen Tamm & Dr. J. Anderson - R	Professional Dev.		-60.00
8/1/2019	888	9318	Board Energy Services	Support for 10/28/2019/2020: Dale Carnegie - R	Professional Dev.		-217.15
8/1/2019	888	9318	Board Energy Services	Support for 10/28/2019/2020: Dale Carnegie - R	Professional Dev.		-217.15
8/1/2019	888	9318	Board Energy Services	Support for 10/28/2019/2020: Dale Carnegie - R	Professional Dev.		-217.15
8/1/2019 - 8/31/2019							206.83
8/1/2019	888	9319	Board Energy Services	Support for 10/28/2019/2020: Dale Carnegie - R	Professional Dev.		-200.00
8/1/2019	888	9319	Business Network	Chair Selection & Presentation - 11/27/19	Professional Dev.		-138.25
8/1/2019 - 10/31/2019							2,386.78
<b>Overall Total</b>							-434.19
<b>Total All Items</b>							4,248.59
<b>Total Expenses</b>							2,764.61
<b>Net Total</b>							-434.19

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## ACTION ITEM REVIEW

Kay Hovde, BLN Secretary, agreed to review the action log separately and ensure its accuracy so the meeting could adjourn on time. The current action log is below.

BLN Executive Board						Comments
Meeting Action Item Log (Open items)						
LOG #	ACTION ITEM / DECISION DESCRIPTION	ASSIGNED TO	DATE ASSIGNED	ECD	DATE CLOSED	
200	New BLN Members CHALLENGE	Board	4/24/2017	Ongoing		
233	Redevelop BLN website	Shannon Russell	9/17/2019	Ongoing		11/19   Will begin in early 2020 with a simple design. Shannon met with a designer and communicator from Chicago, should be able to implement in 1Q or 2Q 2020. Hope to have an app in the future. 9/17   Consider allocating budget next year for web redesign 5/21   Melissa connecting LX with Lisa   Dennis Honey plugged pulling the web in Wordfile web location for ease of access of releases. Alex Seiz pulled from project in March and moved to Melissa. Melissa will reach out to LX and REACH teams for support.
241	EventBrite   could an event coordinator partner with Dennis to see if EventBrite could be used for an internal event?	Dennis Honey and Region Chairs	2/19/2019	Ongoing		Dennis to develop a one pager on the subsidy issue. What is the STP? Region VPs are to seek event coordinators to volunteer to utilize Event Brite to pilot an event with this tool. Region is protecting for BLN/R subsidies in the budget until all the above is done and an agreement is achieved by the board on the topic of BLN/R subsidies.
245	"Globalization" of BLN, bring topic back to board meeting to specifically talk about how we can overcome the obstacles? How do we align with the company?	Shannon Russell	4/16/2019	Ongoing		11/19   The Dallas/Ft Worth Branch is now in place and is making progress. We are including the Region Reps in our meetings. Also discussed Leadership Development Program Assignments which is a separate action below. Also, Melissa met with Michael Cox about the BRG model and connection and he referred her to Sara Bowen, the final item was the connections with retirees when they retire. Melissa Fleener, BLN President, noted that when we were reaching out to Janelle Ramos, it was asked if we were just DCA or just Puydt Sound. Enterprise would like to see us as "One Boeing" BLN organization. Melissa asked the team if we should consider the branches/regional structure again. Christi Kay noted that in her opinion, from a diversity perspective, yes, but the challenge is the way we run our business. How would we do it? Satellites do not solve for this. Lindsey Douglas supports Melissa's thoughts on the branches/regions and said that people are always moving, not only geographically but across Business Units. She recommends that we think through the roadblocks and work through them. Lisa Staple noted that the logistics would be a challenge. Arb Lanh Le shared the example of her predecessor who has transitioned to Winnipeg.
249	Dallas/Ft Worth region next steps	Ebaine Banks/Katie Michlitsch	10/15/2019			11/19   Jean wanting to identify her Exec. Board. Focused on membership. Looking at Avial and San Antonio. Small team to get things back started. Ebaine and Katie are to spearhead a team to plan for next steps toward implementation of the region.
250	Leadership Development Program Assignments	Katie Michlitsch	11/19/2019			Katie to review board members and leadership development programs and develop potential "assignments". Develop template for "standard work" for board members to proceed with in partnering with leadership programs.

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 6:27 PM.

Upcoming Board Events:

- Executive Board Meeting: Tuesday, December 17, (One-Hour Virtual Only); 5:00-6:00 p.m.; Bellevue
- Executive Board Meeting: Tuesday, January 21, 2020; 5:00-7:00 p.m.; Bellevue

Respectfully Submitted,

Kay Hovde for



Kay Hovde  
BLN Secretary – Records & Elections