

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

BLN Executive Board Minutes Tuesday, December 17, 2019

BLN Executive Board								
Voting Members		Present	Absent	Alternate/Notes				
* President tie breaker	Melissa Fleener	✓						
* Exec VP Professional Development	Craig Trewet	✓						
* Vice President Community Outreach	Kevin Rork		✓					
* 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 December 17, 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. David Eddy, Colorado BLN and Elaine Banks, Dallas/Ft Worth Region BLN were in attendance this month.

REPORT OF OFFICERS

President's Report

Melissa Fleener, BLN President, started the meeting noting that we do not normally have a meeting in December and thanked everyone for attending during this busy time. She went on to share that Jo Taylor-Thibert will be stepping down from her board position due to job challenges. Melissa thanked her for all she has done and then shared that she will be considering backfills or this position in the next month.

Secretary Report

Kay Hovde, BLN Secretary, presented the November minutes with no changes. It was moved by Craig Trewet and seconded by Alisoun Lamb to accept the minutes as presented.

DECISION | The motion passed unanimously to approve the November minutes.

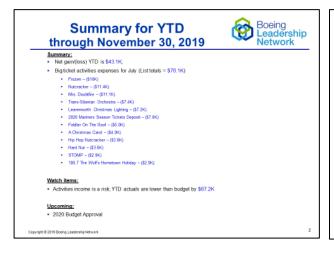
Treasurer Report

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

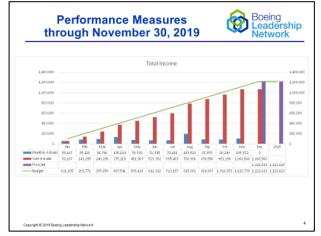
- YTD gain is \$43K
- Focus is going to be 2020 budget and we need to finalize that today
 - Need to generate an operating plan that breaks even with contingency
 - Dues estimated at current membership levels ~4500
 - o 2020 Social Connection/Activities Income estimated at 2019 levels
 - Labor costs based on last six months data
 - Regions admin budgets increased by \$500/Texas given \$1500
 - Re-allocated to strategic focus areas: membership (\$5.5K) and professional development (+\$3.5K)
 - Allocated \$19K for an All Member event
 - ~\$47K of contingency for 2020
 - Ronan recommends approval
 - Dennis did ask about the BMA allocation line
 - Melissa reminded the group about the BLN-R subsidy topic that still needs further discussion at a future meeting

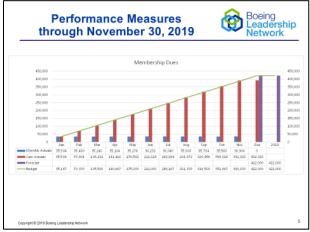
It was moved by Dennis Honey and seconded by Pati Mosier to accept the 2020 BLN budget as presented by Ronan Antone.

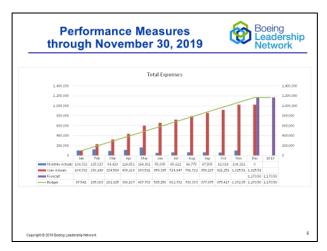
DECISION | The motion passed unanimously to approve the 2020 BLN budget

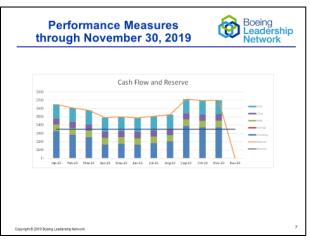


	N Income Statement gh November 30, 2019			Boei Lead Netv		
	MONTHLY	ACTUALS CUM	BUDGET CUM	VARIANCE	YEAR-END	
	ACTUALS	YTD	YTD	(2) - (3)	TARGET	
INCOME						
Dues	36,304	392,328	386,833	5,495	422,000	
Interest	0	20	917	(897)	1,000	
Social Connection/Activities	68,873	660,665	727,833	(67,168)	794,000	
Fees	0	1,840	1,488	352	1,623	
BLNR	D	6,965				
Misc. Income Sub-total	195	6,750	3,667	3,083	4,000	
TOTAL INCOME	105,372	1,068,568	1,120,738	(52,169)	1,222,623	
EXPENSES						
Administration	5	3 973	8 250	(4.277)	9 000	
Community Outreach	265	265	458	(193)	500	
Dues (Rebate to Branches)	0	2 844	6.967	(4,123)	7.600	
Exec Board Activities	0	33.725	29.333	4.391	32 000	
Prof Development/Bus Networking	78	8.835	5.958	2.877	6.500	
Social Connection/Activities	83.590	680.340	748 917	(68.577)	817.000	
Health & Welfare	884	1,498	7.333	(5.836)	8,000	
Sub-Totals	84,822	731,478	807,217	(75,738)	880,600	
Regions (Admin & Recort)						
Central	20	89	917	(828)	1,000	
North	D	D	917	(917)	1,000	
South	0	0	917	(917)	1,000	
BLNR	0	5,993	917	5,076	1,000	
Sub-Totals	20	6,082	3,667	2,415	4,000	
Uncategorized	0	802	0	802	0	
Boeing Billing						
Boeing Labor	18,094	268,210	233,750	34,460	255,000	
Boeing Allocation	1,326	18,940	28.325	(9.385)	30,900	
Sub-Total Boeing Billing	19,419	287,952	255,672	32,280	285,900	
TOTAL EXPENSE	104,261	1,025,512	1,066,555	(41,043)	1,170,500	
NET GAINVLOSS)	1,111	43,056	54.182	(11.126)	52.123	









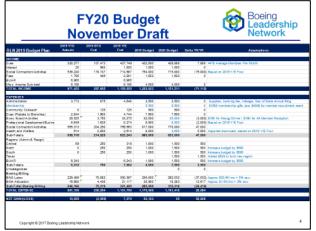
FY20 Budget Preliminary Assumptions

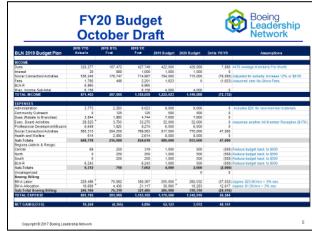


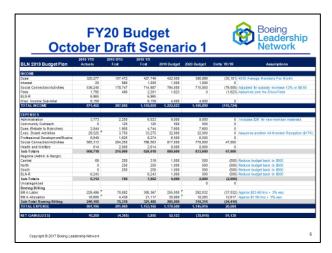
- FY 2020 budget at break even (with reserves)
- Membership Dues estimated at current levels (4,478) and at \$8/mo
- FY 2020 Social Connection / Activities Income estimated at 2019 Y/E Fcst
- FY 2020 Labor Cost and allocations projected based on last 6 months data and
- Increased Region Administrative budgets by \$500/region

 * Added \$1500 administrative budget for Texas Region
- · Significant under-runs across major expense elements
 - Admin (\$4.7K), Community Outreach (\$0.2K), Health & Welfare (\$6.4K), and Regions operating at over \$10K lower than FY 2019 budget
 - · Adjusted Health & Welfare budget to \$5K
- Opportunity to re-allocate towards BLN strategic focus areas
 Membership (\$5.5K)
 Professional Development (+\$3.5K)
- Included annual All-Member Reception (\$19K) as part of Exec Board Activities

Boeing Leadership Network FY20 Budget **December Draft** 505 629 229 1,000





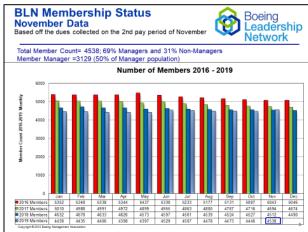


Membership Report

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

- No change to the team
- November was a great month due to the second membership letter that went out. 4538 members ending the year higher than where we started. Melissa asked that we pause and acknowledge this accomplishment!
- The tri-fold brochure is published and posted on the server and available for all to use.
 - Dennis noted that BLN-R likes the brochure as well.
- The New Manager list is now available and has been provided to the regional membership committee reps
 - South region did connect with new managers, Katie did not have status of the other regions yet



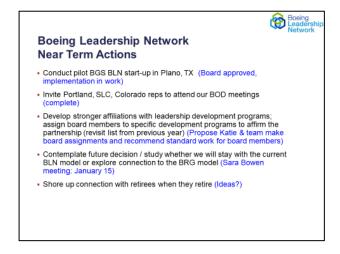


BLN Membership Committee Highlights 92 net new members for this month over last month and 100 up from start of year Tri-fold brochure published and posted on BLN server Handed out close to 50 at Scott Stocker event New Manager Promotions List resurrected November list and May thru October provided to Regional membership committee reps.

Ongoing Business

BLN Global Horizon Update

Melissa Fleener, BLN President, shared our list of near term actions.



Elaine Banks shared that there are five major buildings in Texas which she provided to Shannon and there are some satellite ones as well. Shannon is working to get the managers. 25% of that number is their initial goal. Elaine will work with the membership team on how to expand the numbers and start working a campaign. Melissa noted that Portland, SLC, Colorado would always be included in our meetings going forward. They will continue to be invited.

Wanted to have stronger affiliations with the leadership programs. Gave Katie the assignment to give assignments. Melissa will follow up with her.

BRG model | A Sara Bowen meeting is scheduled for January 15th. Alisoun indicated she will be meeting with Bethany Cornell in April and would be happy to talk about it with her then.

Shore up connection with retirees when they retire, open to suggestions/ideas. Dennis asked if there is there a way to determine who is retiring from the HR system and communicate in advance? Shannon is determining if we can get the extra permissions to have that information. Also, have to figure out how we send the letters out. Can't share personal addresses. Dennis noted the BLN-R numbers are getting smaller. Need help on making it easier for retirees to join as they transition into retirement. Need an "easy" button.

New Business

2020 BLN All Member Signature Event

Melissa Fleener, BLN President, shared that she wanted to spend time brainstorming this event for 2020. Remember that we did the Jenette Ramos event in 2019. Need good content, guest speaker, panel topic, webex, satellite capability, maybe 2nd quarter. Need to start planning in 1Q. Dennis shared that his population likes events where they can get together and suggested an event where each speaker gets an allotted amount of minutes with a moderator. 10 min each? Do 4-5 in an hour. Or alternately do a panel.

Alisoun proposed a speaker that is not a Boeing speaker (that we can afford). A local business, an airline, etc. Sara Bowen for diversity, Gary Hyslop, Michael Cox? Ray Conner? Pete Carroll? Kay suggested utilizing board connections from executive connections. Also, maybe government connections.

ACTION | If anyone has other ideas, send them to Melissa, Kay or Shannon.

BLN Business Office

Melissa Fleener, BLN President, shared that Shannon Russell is going to be *retiring* next quarter. Recommend that her manager post a req. Melissa will ask for help in the hiring process. Craig and Kay both offered to assist with interviews. Melissa is hoping to get the req out sooner than later.

Region Reports

North Region

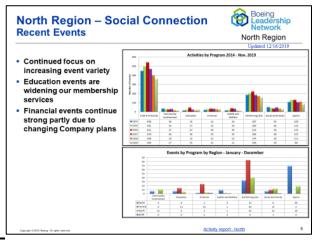
Alisoun Lamb, Vice President | North Region, shared the North Region report and a summary is below:

- Three new board members
- Trained several new coordinators
- 104 events through December with 3045 attendees
 - Focused on increasing event variety
- Held recognition event on December 11th, Alisoun transitioning out of this role
- Community Outreach held King 5 Harvest Food Drive
- Leland will be transitioning to Member at Large position on the board
- Personal Well Being continues to be active
- Dale Carnegie Leader Series scheduled for January 23
- Michael Teal has agreed to Breakfast series in Jan/Feb
- Alisoun brought the team together and they are going to have a F2F in January to set 2020 plans
 - Will hold qrtrly lunch F2F meetings
 - Hope to do "speed networking" again
 - Start an action item list again









North Region 2019 Alisoun Lamb - Recognition



North Region

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 8 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 (used 2018 budget).

Planned events:

- 2019 All BLN Recognition Event June
- 2019 North Region Recognition event for North Region Board Members and their guests TBD Have proposals for the Board to review on 11/5/19 but since the meeting was rescheduled it will have to wait until 11/11/19—that meeting didn't have a quorum
- Held event at Bob's Burger and Brew on December 111



North Region Nikki Marino - Community Outreach



North Region

- 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 12/7/19
- Chocolate Lovers Gala Volunteer Event for Snohomish Domestic Violence 4/3/20

North Region Leland Adams - Membership



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

- 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:

- 53 new members in November, welcome packets mailed
- Membership is at 56% up from 54% in April
- Focus on developing the inSite page to be a collaboration are of ideas and

North Membership Statistics Through Dec 1, 2019



North Region

November New Members 53 Cancellations 6

North Region Cathy LaBerta - Personal Well Being



Vision/Goal:

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

Accomplishments:

- Proper Footwear Shoe Clinic at Run26 Store 2/25
- Trained New Event Sponsor
- Olympic Financial Seminar with Eric Cumley 4/30/19
- Proper Footwear Shoe Clinic at Run26 Store 5/5
- Collaborating with BLN Retirees for Upcoming Retirement Class 5/16-Cancelled due to low turn out
- Williams Sonoma Cooking Classes 9/25/19
- Williams Sonoma Cooking Classes 10/17/19

Upcoming Activities:

- Williams Sonoma Cooking Classes 11/13/19
- Proper Footwear Shoe Clinic at Run26 Store January

North Region Mary Haugen - Professional **Development & Business Network**



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

- 1/23/20 Dale Carnegie Leader Series
- TBD- Live 2 Lead
- Jan/Feb Michael Teal Executive Breakfast Series

Past Events

- 2/25/19- Live2Lead Leadership Development
- 2/28/19- Executive Breakfast with Florent "Flo" Groberg
- 4/26/19 Connect Plan/PM Document & How to Write Effective Priorities 6/12/19 Executive Breakfast with Terry Beezhold
- 6/26/19 Leading is Art: Drawing the greatness out of those you lead

ADJOURNMENT

The business meeting adjourned at 5:57 PM.

Upcoming Board Events:

- Executive Board Meeting: Tuesday, January 21, 2020; 5:00-7:00 p.m.; Bellevue
- Executive Board Meeting: Tuesday, February 18, 2020; 5:00-7:00 p.m.; Bellevue

Respectfully Submitted,

C Kay Hovde

Kay Hovde

Kay Hovde

BLN Secretary - Records & Elections

Although not reported, below is the South Region Report:







Auburn Site **Executive Roundtable**



Melissa Fleener

Fabrication Emergent & Manufacturing Services Director, Auburn Site Leader & BLN President



The Boeing Leadership Network South Region Board invites you to join us as we welcome Melissa Fleener to Auburn. Melissa will share her career and BLN journey, as well as answer any questions you may have for her. The last 30 minutes will be a networking opportunity to meet other members and potential members of the Boeing Leadership Network. We look forward to seeing you there!

South Region Mark Wyciskala - Community Outreach



South Region

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:

- Easter Basket Building at Toy Rescue Mission April 6th, 2019.

- EFN's Hunger Walk and 5K run May 4th at Fort Stellaccom Park.

 Memorial Day Flags at Tahoma National Cemetery-Saturday May 25th 2019

 Thanksgiving Break Bags Saturday, November 23th, 1150 break bags were filled.

Upcoming Events:

Christmas @ Toy Rescue Mission – December 21st, 2019 8:00AM - 1:00PM.

Events In-Work

Easter Basket Building @ Toy Rescue Mission- April 2020



Emergency Food Network (EFN) Break Bags Event

November 11, 2019



South Region



South Region Jami Smith - Health & Welfare



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.

Accomplishments

Paint and Cupcakes class [Dec 3-completed]

Events in work

- Weight Management Class—[In Work Jan]
 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)

South Region Jami Smith - Health & Welfare



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 Financial Wellness—how to prepare for the future
- Emotional Well Being dealing with stress, work-life balance, goal setting, etc)

South Region Erika McClosky - Membership



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

- 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.

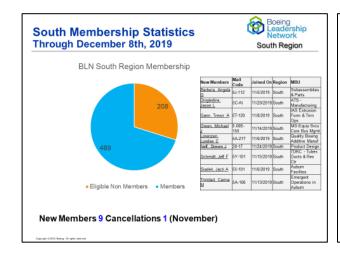
 Identify and implement strategies to communicate the BLN benefits to eligible team members.

Highlights

- Current Membership As of 12/8/2019
 489 Active members
 9 new member signed up in the month of November
 I members cancelled in the month of November (lack of benefits/don't participate in events cited as the reason for the cancellation).

Upcoming Activities/Events

Plan for next recruiting event • 1/31/2020 BLN Networking Opportunity after Melissa Fleener's Roundtable





Boeing Leadership Network South Region

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

2019 Focus

- Recognition Lunch. (11/15/19-completed)
 End of year Board members offsite (planning for mid-to late January 2020)