



# **BLNR Board Meeting Report December 19, 2025**

Sharon Lucas and BLNR Board

# Agenda



- **Welcome**
- **Approval of October Board Minutes**
- **Special topics –**
  - **BLN October Board Summary (Dave)**
    - ✓ **BLN November Board Minutes (Sharon - sent via email)**
  - **Community Outreach Survey Update (Laura)**
    - **Additional Board input**
  - **Budget Discussion Outcome update (Sharon)**
  - **Content of website (All)**
- **Leaders Report Out**
- **Action Item Review**
- **Around the Phone/Topics for next meeting**
- **Meeting Adjourned**

# BLNR 2025 Goals

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- ✓ **Increase retiree membership by 25 for the year (~ 2 per month)**
- **Partner with 6 financial firms/financial webinars on various pre & post retirement topics**
- ✓ **Support 2 Habitat for Humanity events/build projects**

# October BLN Board Meeting Summary



- Membership drive underway. 48 net new members in September. 68 new in Oct through 10/28 (WA participation 14,374 – 2771). Discussion on growing membership which is key source of BLN revenue
- 11/19 membership event scheduled for Everett on 11/19
- 2025 forecast \$12K overspend of \$900K budget
- BLNR prelim 2026 budget is \$6K
- May 2026 will be the 80 yr celebration for BLN. Committee formed to plan

### Business Elements

01

#### Mission

By building a dynamic, integrated network of Boeing leaders, we empower bold growth and collaboration at every stage of the leadership journey—continuing through retirement.

02

#### Vision

We aim to unlock unique opportunities and transformative experiences that drive personal and professional excellence.

03

#### Values

Connection  
Integrity  
Excellence  
Personal Growth  
Professional Development  
Legacy

04

#### Operating Principles

Say What You Mean & Mean What You Say  
Show Up and Be Present  
Support Each Other  
Have Fun  
Be Curious

### LOOK AHEAD

04

#### TIMELINE

Looking ahead, our business roadmap unfolds in a strategic timeline, marked by milestones and achievements that propel us toward our overarching goals.

Oct

- Finalize Business Elements
  - Share with all volunteers
- 2025 All Member Survey Closes
  - Review summary in board meeting
- 2026 Budget Draft Built and Reviewed by VP's
- 2026 80<sup>th</sup> Anniversary Celebration
  - Build committee members

Nov

- Refine the 2026 Draft Committee Budgets
  - By region
- Continue working on 2025 goals
  - Review Goals by Committee in board meeting
- 80<sup>th</sup> anniversary - finalize committee members
- Solidify 2026 Goals based on Survey Feedback

Dec

- Vote on 2026 Budget
- 80<sup>th</sup> anniversary committee report out on options and ideas collected so far
- YE Appreciation Efforts
- 1/9/2026 - 2025 YE Appreciation Event

Jan

- 80<sup>th</sup> anniversary report out
- 2026 goals and results report out
- Review the 2026 goals progress by Committee
- Build Election Committee or Process

Feb

- Have fun
- 80<sup>th</sup> Anniversary Team Report Out
- Election nominees reviewed

Boeing Leadership Network  
EXECUTIVE ENGAGEMENT

**KIM PASTEGA**  
Vice President  
MANUFACTURING AND SAFETY  
BOEING COMMERCIAL AIRPLANE

**TAPPED publichouse**  
WEDNESDAY  
November 19  
5 pm - 8 pm

FREE APPETIZERS & 1 DRINK  
TICKET PROVIDED

JOIN US TO LEARN HOW BLN CAN  
HELP YOU FURTHER YOUR CAREER  
GUEST SPONSOR: KIM PASTEGA

Location:  
10500 Mulliken Parkway, Mukilteo, WA 98276

Sign up for this event [here](#) For more info on BLN [here](#)

## Events & Announcements

- I have met with my BLN team leader counterparts and look forward to collaborating and supporting coordinated goals in 2026.
- Special Thanks to Judy for sending out the Community Outreach Survey and providing me with the results! I plan to analyze the data more closely to understand if there are ways that we can work with our BLNR members to support their goals.
- Dave, Sharon and I worked together on timelines for a budget proposal supporting BLN expectations for 2026. Thank you Dave and Sharon meeting to support this exercise. Thank you Dave for hearing all the words and creating a spreadsheet that supported the requirement.
- Thank you Dave for getting all the checks in the mail to support our community outreach goals. Our communities were super excited to receive these funds.

# Treasurer Finance Report

## Dave Hyem – 2025 Budget



2025 Budget & Expenditures															
		Budget \$6,000	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Funds Remaining
<b>Total Forecast</b>		<b>\$6,000.00</b>	\$ -	\$ -	\$1,075.98	\$ -	\$ -	\$ 250.00	\$ 1,325.34	\$ 641.01	\$ 220.16	\$ -	\$1,300.00	\$1,100.00	\$ 87.51
<b>BLN-R Liaison total</b>	<b>Sharon Lucas</b>	<b>\$3,000.00</b>	\$ -	\$ -	\$ 825.98	\$ -	\$ -	\$ -	\$ 325.34	\$ 641.01	\$ 220.16	\$ -	\$ -	\$ 600.00	\$ 387.51
Executive Luncheon	Sharon Lucas		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 641.01	\$ -	\$ -	\$ -	\$ 600.00	\$ -
Recognition	Sharon Lucas		\$ -	\$ -	\$ 800.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79.99	\$ -	\$ -	\$ -	\$ -
Miscellaneous	Sharon Lucas		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 140.17	\$ -	\$ -	\$ -	\$ -
Mentoring Program	Susan Ireland		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Zoom Jan to Dec 2024	Sharon Lucas		\$ -	\$ -	\$ 25.98	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Webmaster	Judy Roe		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 325.34	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
<b>Social Connections total</b>	<b>Laura Sommers</b>	<b>\$3,000.00</b>	\$ -	\$ -	\$ 250.00	\$ -	\$ -	\$ 250.00	\$ 1,000.00	\$ -	\$ -	\$ -	\$1,300.00	\$ 500.00	\$ (300.00)
Webinar Financial Seminars	Robert Reichle		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salvation Army	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lions Club for Kids	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ -	\$ -
Jubilee Reach	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250.00	\$ -	\$ -	\$ -	\$ -	\$ 400.00	\$ -	\$ -
Humane Society	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 400.00	\$ -	\$ -
Adopt a Family	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ -
Habitat for Humanity	Tom Dodt		\$ -	\$ -	\$ 250.00	\$ -	\$ -	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

# Treasurer Finance Report

## Dave Hyem – 2025 Budget



Boeing Leadership Network - Retirees		
2025 Community Outreach - Gift Matching		
Community Outreach	Contribution	Matching Funds
<b>2Q 2025</b>		
Habitat for Humanity - Women	\$ 250	\$ 125
Habitat for Humanity	\$ 1,000	\$ 1,500
Jubilee Reach	\$ 250	\$ 125
<b>3Q 2025</b>		
<b>4Q 2025</b>		
Adopt a Family	\$ 500	
Lions Club for Kids	\$ 500	\$ 250
Jubilee Reach	\$ 400	\$ 200
Humane Society	\$ 400	\$ 200
<b>Total</b>	<b>\$ 3,300</b>	<b>\$ 2,400</b>

# Membership & Communication

## Curtis Benner

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- Total Membership is 2255 which is a decrease of 2 from the November report.
  - We added 1 person since the November report.
  - Therefore, we have lost 3 members since the November report.
- There have been 25 new members in 2025
  - ◆ We reached our 2025 goal.
- I will proceed with updating the membership review process with the Membership and Communications Board member being the main approver and a flow of 5 days for approval.
  - ◆ I would still recommend that all Board members receive the email when a new person applies so that they can provide feedback if something jumps out to them.



# Membership & Communication

## Curtis Benner

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- 772 Facebook Page Members
- Facebook activity since November meeting:
  - ◆ 6 requests for access
  - ◆ 4 requests were accepted
  - ◆ 3 - Current BLN-R members
  - ◆ 1 - Boeing retirees that are not currently BLN-R members
  - ◆ 0 - Current Boeing Employee
  - ◆ 0 - Past Employees that are not a BLN-R member
  - ◆ **Total increased by 4 from November report** (Nobody left the group)
- Reviewed and approved 3 posts

# Membership & Communication

## Curtis Benner (continued)



### Facebook requests

Request Type	Jul-Dec 2019	Jan-Dec 2020	Jan-Dec 2021	Jan-Dec 2022	Jan-Dec 2023	Jan-Dec 2024	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25	Jul-25	Aug-25	Sep-25	Oct-25	Nov-25	Dec-25	Total
BLNR Member	12	55	2	12	20	20	1	2	0	4	4	0	1	2	2	3	2	1	143
Non-BLNR Retiree	36	121	13	7	44	45	0	0	0	0	5	0	1	1	3	3	2	0	281
Current Boeing	8	66	2	13	7	20	0	1	0	0	2	0	0	0	0	1	0	0	120
Non-BLNR Past Boeing Employee	3	15	4	7	13	8	0	1	0	0	2	0	0	0	0	0	0	0	53
Non-Boeing or Inconclusive	14	71	12	11	43	129	9	8	6	5	23	6	3	4	4	3	3	0	354
Total Requests	73	328	33	50	127	222	10	12	6	9	36	6	5	7	9	10	7	1	951
Requests Accepted	59	257	21	39	84	93	1	4	0	4	13	0	2	3	5	7	4	1	597

■ **772** Total Facebook Page Members

# Membership & Communication

## Curtis Benner (continued)



	Pre-2012	2012-2017	2018	2019	2020	2021	2022	2023	2024	1Q25	2Q25	3Q25	4Q25	Total
<b>Members</b>	<b>1359</b>	<b>566</b>	<b>70</b>	<b>51</b>	<b>94</b>	<b>24</b>	<b>15</b>	<b>23</b>	<b>28</b>	<b>8</b>	<b>11</b>	<b>4</b>	<b>2</b>	<b>2255</b>
Travel	539	484	63	43	88	22	15	16	22	8	9	4	2	1315
Tours	304	392	44	37	68	19	11	15	18	4	9	2	1	924
Golf	254	183	21	20	40	5	4	8	6	3	4	1	2	551
Bowling	52	63	9	10	18	6	2	5	5	2	2	2	1	177
Coordinators	17	36	3	5	11	3	0	3	1	1	2	0	0	82
Social	283	346	43	37	66	19	10	16	21	8	9	4	2	864
Tutoring/ Mentoring	85	104	21	14	40	4	3	7	10	2	2	1	1	294
Habitat for Humanity	12	14	0	1	24	3	6	5	8	1	5	0	0	79
Holiday Events	198	142	22	18	32	9	4	5	7	2	3	0	1	443
Board Member	47	11	3	6	6	1	1	3	2	0	3	0	0	83
Board Support	23	22	6	11	6	2	2	3	3	0	2	0	0	80

October 2025: 0  
 November 2025: 2  
 December 2025: 0



# Web Update

(Judy Roe December 19, 2025)



- Clarified annual cost of website is \$350 (somehow Jenny was told \$150 is annual cost/sent supporting documents)
- Published events and information to the website (after consolidation into pdf files) and updated various web pages.
- Designed and then sent the monthly email to the Retirees in two batches on November 10, 2025
  - Open rate for November email 52.3%
- Email failures from November were researched and 3 members deleted
- Advertised these events/information in the **November email** (*in order high to low by number of clicks*):
  - [BLN Events Open to Retirees](#)
  - [Travel News for November](#)
  - [Broadway Plays at the Paramount](#)
  - [Finance: Beacon Pointe Webinars - \(Nov. 20, Dec. 11\)](#)
  - [Boeing Leadership Network Apparel](#)
  - [AIAA Recordings of Past Presentations](#)
  - [Habitat for Humanity BLNR Build Day Report](#)
  - [AIAA: Development History of Helicopters \(Nov. 15\)](#)
  - [BLNR Board Meeting Deck for November 13](#)
- ***New content has diminished: notice the unsubscribes increased from 1 per month to 8 total Nov.-Dec.***
- Posted two travel tours ([click here](#)) provided by Vicky White for Dec. email
  - **Mackinac Island, the Grand Hotel, and Niagara Falls**
  - **A Culinary Journey Through Tuscany**
- Worked with Laura: survey emailed to Retirees on 11/17 (which charities do the Retirees support).
  - 76 responded and of the 76 about 40 provided personal contact information
  - Results sent to Laura and Sharon
- Forwarded the weekly *Jubilee Reach/Groceries for Families* email reports to Sharon.
  - **Increased volunteering: added monthly purchase and delivery of 12 gallons milk to JR/GFF**
- **Thanks** for input to email/website: Sharon Lucas, Jenny Kaminski, Laura Somers, Vicky White, Tom Dodt, AIAA
- Requests were sent to gather dynamic content for *website, Facebook, monthly email*:
  - Please remember to include Curtis in emails about events so they are also added to BLNR Facebook
  - ***Please provide information for the monthly email prior to second Monday of month:***  
***January 12th***

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## Summary for December 2025

- BLNR Mentoring is supporting BLN's mentoring program
  - ♦ Mentoring survey delayed; Awaiting results for 2026
  
- Curtis Benner is next in line... or [maybe Laura??](#)
  - ♦ Tamsen Hale's interview moved to TBD
  
- Conversations with El Segundo Satellite Systems on potential for a leadership series focused on retired senior leader
  - ♦ [Email sent to retirees from SoCal and to people who have indicated interest in mentoring.](#)
  - ♦ [Awaiting feedback from Jumana Jalmiran regarding results.](#)
  
- DECA request posted on the BLNR website (thank you Jerry and Judy!)
  
- Last 2025 BLN Lunch & Learn completed (Seasons Leadership); 2026 schedule published

## 2025 BLN Seasons Leadership Lunch & Learn Schedule

- ✓ January 30 – Foundational Knowledge
- ✓ February 20 – Leadership Triad
- ✓ March 20 – Goal Setting
- ✓ April 17 – Networking and Relationships
- ✓ May 15 – Leadership and Management System
- ✓ June 19 – Leading Quality
- ✓ July 17 – Operationalizing Goals
- ✓ August 21 - Business Plan Review
- ✓ September 18 – Power and Influence
- ✓ October 16 – Prepare for the year/cycle end
- ✓ November 20 – Recognition and Legacy
- ✓ **December 18 – Career Strategy**

[www.seasonsleadership.com](http://www.seasonsleadership.com)

# Mentoring Susan Ireland



## 2026 BLN Seasons Leadership Lunch & Learn Schedule

### ❖ **February 25, 2026** - Becoming an Excellent Leader

This session helps you define what excellent leadership looks like in day-to-day moments at Boeing. You'll learn practical principles and practices that strengthen how you show up—bringing more intention, consistency, and clarity to your decisions and interactions.

### ❖ **July 8, 2026** - Mastering Difficult Conversations

We'll explore grounded, respectful approaches for navigating tough conversations—whether addressing misalignment, performance issues, or cross-functional conflict. You'll walk away with flexible, context-aware tools to prepare effectively, stay centered, and communicate with clarity and respect.

### ❖ **August 12, 2026** - Influence Without Authority

Influence is essential in a complex organization. This session introduces tools that help you build trust, create alignment, and move work forward—even when you don't have formal authority. You'll learn ways to communicate clearly, set shared expectations, and strengthen relationships that accelerate outcomes.

### ❖ **November 18, 2026** - Resilience for High Performers

Resilience enables leaders to maintain focus and effectiveness in demanding seasons. This session offers actionable strategies to protect your energy, adopt sustainable habits, and stay grounded so you can lead with excellence—especially when the work and pace intensify.



Seasons Leadership 2026

- Laura will contact her BLN Social Connections counterpart to identify any potential partnering opportunities. (Open)
- Seb will reach out to Dave Anderson to brainstorm potential partnering opportunities in 2026. (Open/Revised)
- ***Decisions by BLNR Board and have agreed upon to move forward with:***
  1. **Canceling** the 11/13 BLNR Board meeting due to schedule conflicts and not having a quorum.
  2. **Approved** posting of Vicky's 2026 Travel and Tours PDF brochures that she submitted for our review and consideration in ~~October~~ September.
  3. **Approved** changing our financial seminar/webinars 2025 count back to quantity of 6 versus 8.
  4. **Pending** delegating to Curtis (Membership and Communications Leader) approval decision of incoming membership applications. Board does not need to be part of the process. (Reference his Leadership report out slide, this would be bullet #4)





**UPDATE**

## **Membership Review Process**

- Do we continue to have all Board Members review each membership application?
- If no, do the Board members still want to see who has applied?
- If the Board continues to review applications, should we decrease the review window (e.g. from 10 days to 5 days)?
- Does the Board want to delegate the approval decision to the Membership and Communications Board member?