



# BLNR Board Meeting Report November 13, 2025

Sharon Lucas

***NOTE:***

1. November 13, 2025 Meeting cancelled due to schedule conflicts.
2. Reference action item slide for items voted and approved upon by Board via email on 11/12 in lieu of meeting.

# Agenda



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- **Welcome**
  - **Approval of **October** Board Minutes**
  - **Special topics –**
    - **Dave – BLN October Board Summary**
    - **Laura – Community Outreach Survey Update**
  - **Leaders Report Out**
  - **Action Item Review**
  - **Around the Phone/Topics for next meeting**
  - **Meeting Adjourned**

# BLNR 2025 Goals

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- G ➤ Increase retiree membership by 25 for the year (~ 2 per month)**
- G ➤ Partner with 6 financial firms/financial webinars on various pre & post retirement topics**
- G ➤ 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 Soudway, Mukilteo, WA 98276

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

## Events & Announcements

- A survey will be sent out to the BLNR members on or around 11/17 regarding community outreach. Members will have one week to complete. The information provided from the survey will help us understand what our members are doing to support their communities with volunteer hours and financial support. This information will also help us with our 2026 Budget goals. We may also come up with other ways to help our members with their community outreach.
- I continue to get questions about Broadway shows at the Paramount Theater. I hope that by highlighting this in the monthly newsletter, our members will be able to obtain the information they need by accessing the link found on our web page.
- We have determined to change our goal for financial webinars from 8 back to 6. We are green for the 6 webinars. I am partnering with Matt from the BLN side to discuss how we can support each other in 2026.
- Tom Dodt reported out that he had a team of 7 retirees show up on Wednesday October 22 to support the Burien project. They painted the interior of a town home and built an outside deck.

# 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>	<b>\$ -</b>	<b>\$ -</b>	<b>\$1,075.98</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 250.00</b>	<b>\$ 1,325.34</b>	<b>\$ 641.01</b>	<b>\$ 220.16</b>	<b>\$ -</b>		<b>\$2,050.00</b>	<b>\$ 437.51</b>
<b>BLN-R Liaison total</b>	<b>Sharon Lucas</b>	<b>\$3,000.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 825.98</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 325.34</b>	<b>\$ 641.01</b>	<b>\$ 220.16</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 600.00</b>	<b>\$ 387.51</b>
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>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 250.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 250.00</b>	<b>\$ 1,000.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$1,450.00</b>	<b>\$ 50.00</b>
Webinar Financial Seminars	Robert Reichle		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Salvation Army	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Lions Club for Kids	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 500.00	\$ -
Jubilee Reach	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250.00	\$ -
Humane Society	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 250.00	\$ -
Adopt a Family	Laura Somers		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 450.00	\$ -
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	Donation	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	\$ 450	
Lions Club for Kids	\$ 500	\$ 250
Jubilee Reach	\$ 250	\$ 125
Humane Society	\$ 250	\$ 125
<b>Total</b>	<b>\$ 2,950</b>	<b>\$ 2,250</b>

# Membership & Communication

## Curtis Benner

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- Total Membership is 2257 which is unchanged from the October report.
  - We added 1 person since the October report.
  - Therefore, we have lost 1 member since the October report.
- There have been 24 new members in 2025
  - ◆ This includes one person who is still in the review process, to be completed on November 20.



# Membership & Communication

## Curtis Benner

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- 768 Facebook Page Members
- Facebook activity since October meeting:
  - ◆ 14 requests for access
  - ◆ 9 requests were accepted
  - ◆ 4 - Current BLN-R members
  - ◆ 4 - Boeing retirees that are not currently BLN-R members
  - ◆ 1 - Current Boeing Employee
  - ◆ 0 - Past Employees that are not a BLN-R member
  - ◆ **Total increased by 7 from October report** (2 people left the group)
- Posted link to information on October 22 Habitat for Humanity Boeing Build day.
- Reviewed and approved 4 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	Total
BLNR Member	12	55	2	12	20	20	1	2	0	4	4	0	1	2	2	3	1	141
Non-BLNR Retiree	36	121	13	7	44	45	0	0	0	0	5	0	1	1	3	3	1	280
Current Boeing	8	66	2	13	7	20	0	1	0	0	2	0	0	0	0	1	0	120
Non-BLNR Past Boeing Employee	3	15	4	7	13	8	0	1	0	0	2	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	2	353
Total Requests	73	328	33	50	127	222	10	12	6	9	36	6	5	7	9	10	4	947
Requests Accepted	59	257	21	39	84	93	1	4	0	4	13	0	2	3	5	7	2	594

■ **768** 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>1360</b>	<b>566</b>	<b>70</b>	<b>51</b>	<b>96</b>	<b>24</b>	<b>15</b>	<b>23</b>	<b>28</b>	<b>8</b>	<b>11</b>	<b>4</b>	<b>1</b>	<b>2257</b>
Travel	538	484	63	43	90	22	15	16	22	8	9	4	1	1315
Tours	305	392	44	37	70	19	11	15	18	4	9	2	1	927
Golf	254	183	21	20	42	5	4	8	6	3	4	1	1	552
Bowling	52	63	9	10	19	6	2	5	5	2	2	2	1	178
Coordinators	15	36	3	5	12	3	0	3	1	1	2	0	0	81
Social	283	346	43	37	67	19	10	16	21	8	9	4	1	864
Tutoring/ Mentoring	63	104	21	14	42	4	3	7	10	2	2	1	0	273
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	0	442
Board Member	46	11	3	6	6	1	1	3	2	0	3	0	0	82
Board Support	22	22	6	11	6	2	2	3	3	0	2	0	0	79

October 2025: 0

November 2025: 1



## 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?

# Web Update (Judy Roe November 13, 2025)



- 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 October 13, 2025
  - Open rate for October email 55.3%
- Email failures from October were researched and 1 member deleted from database-no reply/can't contact/obit
- Advertised these events/information in the October email (*in order high to low by number of clicks*):
  - [Broadway Plays at the Paramount](#)
  - [BLN Events Open to Retirees](#)
  - [Travel News for October](#)
  - [BEWBC Ellensburg Wine Getaway Report \(Sept. 12-14\)](#)
  - [Boeing Leadership Network Apparel](#)
  - [AIAA: Development History of Helicopters \(Nov. 15\)](#)
  - [Habitat for Humanity BLNR Build Day \(Oct. 22\)](#)
  - [AIAA Recordings of Past Presentations](#)
  - [Seattle Symphony 2025-26 Season](#)
  - [BLNR Board Meeting Deck for October 9](#)
  - [Finance: Beacon Pointe Webinars - \(Nov. 20, Dec. 11\)](#)
  - [Seasons Leadership Final Episode \(Susan Ireland Mentoring Chair\)](#)
- Requested permission to post the travel tours provided by Vicky White (September 25 email)-**Pending**
  - **Mackinac Island, the Grand Hotel, and Niagara Falls** May 15, 2026 | 9 Days Includes Air | **\$4,449 pp double**
  - **A Culinary Journey Through Tuscany and Florence** April 21, 2026 | 9 Days Includes Air | **\$5,249 pp double**
  - **Treasures of Ireland** April 14, 2026 | 9 Days Includes Air | **\$4,949 pp double**
  - **Vienna and Christmas Markets of the Danube** December 10, 2026 Includes Air | 6 Categories | **\$4,795 – \$6,495 pp double**
- Worked with Laura: she requested a survey for week of 11/17 pertaining to which charities are supported by Retirees: Sharon going to present the survey questions to the Board for review-**Pending**
- Forwarded the weekly *Jubilee Reach/Groceries for Families* email report to Sharon.
- **Thanks for input to email/website:** Sharon Lucas, Jenny Kaminski, Laura Somers, Vicky White, Tom Dodt, Susan Ireland, 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
  - **Content is diminishing (unsubscribes increasing).**
  - **Please provide information for the monthly email prior to second Monday of month: December 8<sup>th</sup>**

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## Summary for November 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
  - ◆ Details are being worked out with follow through later
- DECA request posted on the BLNR website (thank you Jerry and Judy!)
- 2025 BLN Lunch & Learn Scheduled (Seasons Leadership)

## 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)

- 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)



