



BLN Retirees Board Meeting

Hosted by President: Ron VanHoy

Mission Statement:

As an association of retired Boeing leaders, we provide opportunities for interaction and fellowship through activities that enhance education and development, community volunteerism, social interaction, and our member's health and welfare.



Board Members

- Executive Liaison: Ron VanHoy
- Program & Activities Liaison: Dennis Honey
- Treasurer: Guy McCarney
- Secretary: DeeAngela Thomas
- Webmaster: Judy Roe
- Membership & Communication: Curtis Benner
- Mentoring: Quentin Sisco

Program activities leaders

- Program & Activities Liaison: Dennis Honey
- Community Outreach: Open
- Education & Finance: Pete Bailey
- Health & Welfare: Dr George Gey
- Recreation Activities: Open
- Social & Family: Open
- Travel & Tours: Ann Woodard

BLN Board Meeting Agenda

Agenda Item	Presenter	Duration
I. Call to Order	Ron VanHoy	
II. Roll Call	DeeAngela Thomas	
III. Approval of Minutes from Last Meeting	Ron VanHoy	10 min
IV. Liaison Report	Ron VanHoy	10 min
V. Programs & Activity Report	Dennis Honey	15 min
VI. Finance Report	Guy McCarney	10 min
VII. Web Update	Judy Roe	10 min
VIII. Executive Board Realignment	Tom Ritzert	15 min
IX. Communication	Curtis Benner	10 min
X. Mentorship	Quinten Sisco	10 min
XI. New Business		
XII. Upcoming Topics Next Meeting: April 13th & May 11th		
XIII. Adjournment	Ron VanHoy	

Program Activity & Liaison Report



By: Dennis Honey

Programs & Activities Liaison's Report



Boeing Leadership Network Retirees

- **Some of the Upcoming Events – 2017 [Newsletter](#)**

- **March**

- Everett Silvertips Hockey, Mar 18
 - Ski Trip Steamboat, CO, March 12-18
 - Cannon Beach Wine & Culinary Festival, March 9-12, 2017
 - Whole Foods Market Tour and Tasting, March 11
 - Financial Seminar – Generational Wealth, March 30

Seth Gadberry
George Burmeister
Ann Woodard
Cathy LaBerta
Pete Bailey

- **April**

- Williams-Sonoma Cooking Class, Apr 5
 - Ski Trip Whistler World Ski & Snowboard Festival, April 7-9
 - Central Market Day Mill Creek, April 8
 - Golf, about 10 tournament events planned for this season
 - Retirement Homes, in planning

Cathy LaBerta
George Burmeister
Cathy LaBerta
Karen Ekrem
Dr. George Gey MD

Programs & Activities Liaison's Report



Boeing Leadership Network Retirees

- Changes are planned for the Golf Tournament schedule and resolution of events. Karen Ekrim and Dennis Honey met in February to discuss streamlined reporting and ease of sponsorship for the 10 golf tournaments. This is still in work.
 - No advance funds should be required
 - Reduced forms for reporting the tournament season
 - BLN Retiree members may have GHIN Golf Handicap service
- Merv Shetler of Bluebills shared with the Board possibilities for BLN-R/Bluebills synergies. There are possibilities to benefit STEM and add charitable support in north Puget Sound. Dennis met with Merv in February and they will meet again in April to explore ideas for a north region golf tournament. All current Retiree golf tournaments are in south Puget Sound.

Finance Report

										\$ 2,183.77			
Category	Board Member	Revenue	Expenditures	Funded (\$1,000.00)		Jan	Feb	Mar	1Q17 (Forecast)	2Q17 (Forecast)	3Q17 (Forecast)	4Q17 (Forecast)	Total
Total Forecast		\$ 2,033.40	\$ 2,183.77	\$ 150.37		\$ 9.90	\$ 132.17	\$ 24.17	\$ 166.24	\$ 792.51	\$ 792.51	\$ 432.51	\$ 2,183.77
Gold Card Liaison	Ron VanHoy	\$ -	\$ 275.77	\$ 275.77		\$ 9.90	\$ 24.17	\$ 24.17	\$ 58.24	\$ 72.51	\$ 72.51	\$ 72.51	\$ 275.77
Board	Ron VanHoy	\$ -	\$ 156.97	\$ 156.97		\$ -	\$ 14.27	\$ 14.27	\$ 28.54	\$ 42.81	\$ 42.81	\$ 42.81	\$ 156.97
Luncheons	Ron VanHoy	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
JoinMe	Dennis Honey	\$ -	\$ 156.97	\$ 156.97		\$ -	\$ 14.27	\$ 14.27	\$ 28.54	\$ 42.81	\$ 42.81	\$ 42.81	\$ 156.97
		\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Webmaster	Judy Roe	\$ -	\$ 118.80	\$ 118.80		\$ 9.90	\$ 9.90	\$ 9.90	\$ 29.70	\$ 29.70	\$ 29.70	\$ 29.70	\$ 118.80
IPOWER - Website		\$ -	\$ 118.80	\$ 118.80		\$ 9.90	\$ 9.90	\$ 9.90	\$ 29.70	\$ 29.70	\$ 29.70	\$ 29.70	\$ 118.80
		\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Program & Activities	Dennis Honey	\$ 2,033.40	\$ 1,908.00	\$ (125.40)		\$ -	\$ 108.00	\$ -	\$ 108.00	\$ 720.00	\$ 720.00	\$ 360.00	\$ 1,908.00
Luncheons	Dennis Honey	\$ -	\$ 108.00	\$ 108.00		\$ -	\$ 108.00	\$ -	\$ 108.00	\$ -	\$ -	\$ -	\$ 108.00
Tour of Luke AFB	Ron Robinson	\$ 53.40	\$ -	\$ (53.40)		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Community Outreach	Open	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Education & Financial Seminars	Pete Bailey	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Health & Welfare	Dr. George Gey	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Travel & Tours	Ann Woodard	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Social & Family	Open	\$ -	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Recreation Activities	Open	\$ 1,980.00	\$ 1,800.00	\$ (180.00)		\$ -	\$ -	\$ -	\$ -	\$ 720.00	\$ 720.00	\$ 360.00	\$ 1,800.00

Revenue	Expense	Net Budget
\$2,033	\$3,033	\$1,000

By: Guy McCarney

Web Update

- Member records updated (since November 1st): 163
- Number of new members (since November 1st): 21
- Total number of members: 2,646
- Most often downloaded (March): newsletter, Cannon Beach announcement, 2016 golf schedule, secretary position
- Most often viewed (March and separate from Home page): Boeing News Snippets, Social and Family, Membership
- Number of web page updates (since November 1st): 16
- Pending/what's needed: golf schedule for 2017 and announcements for other BLNR events
- 2017 statistics for the web site:

Month	Unique visitors	Number of visits
Jan 2017	2,944	3,856
Feb 2017	3,795	5,771
Mar 2017	802	909



Relaunch Executive Board Restructure

By: Tom Ritzert

Amendment to the Articles Redefining The Titles and RAA of Executive Board Positions

Amendment to the Articles Redefining the Titles and RAA of Executive Board Positions

To best serve our membership, the Executive Board has aligned the purpose and focus of our organization to five foundational “pillars” of Professional Development, Business Networks, Social Connection, Personal Well Being, and Community Outreach. In support of this alignment, the Executive Board is proposing a restructuring of the Board and the respective summary level RAAs of the Board members. (Detailed descriptions are available in the Articles via the link below)

The current Executive Board structure includes the following positions with the associated RAAs:

President (Elected): The principal executive officer of the Association and represent the Association with the company and other organizations

Executive Vice President – Programs (Elected): Responsible for the oversight of the execution of all programs undertaken by the Association, and act for the President in his or her absence

Regional Vice President – North, Central, and South (Elected): Responsible for the advocacy of the Association in their region and for the administration of regional programs and activities

Vice President – Membership (Elected): Responsible to encourage a high level of membership in the Association. Also responsible for all liaison between Branches and the Executive Board.

Vice President – Health & Welfare (Elected): Responsible to initiate, sponsor, and implement activities and services that continue to improve the morale, health, and welfare of the Association members and their families.

Treasurer (Elected): Responsible to oversee financial matters of the Association, receive all monies taken in by the Association, and deposit same to the credit of the Association

Education Chair (Appointed): Responsible for sponsoring programs appropriate for the educational development of Association members.

Community Outreach Chair (Appointed): Responsible to provide opportunities for members, employees, and their families to be involved in community projects or activities

Secretary (Appointed): Responsible for maintaining all Association historical records, maintaining records of all Executive Board meetings, and the conduct of Association elections supervise

Business Manager (Appointed): Provides administrative liaison to the Executive Board and manage the affairs of the Association Business Office

The proposed Board structure and RAA:

President (Elected): No change

Executive Vice President – Professional Development (Elected): Responsible for sponsoring programs appropriate for the professional development of Association members (*formerly Education Chair RAA*) and to act for the President in his or her absence (*formerly Exec VP RAA*)

Regional Vice President – North, Central, and South (Elected): No change

Vice President – Business Networks (Elected): Responsible to encourage a high level of membership in the Association (*formerly Membership VP RAA*). Also for sponsoring programs appropriate for broadening the business networks of Association members. Also responsible for all liaison between Branches and the Executive Board.

Vice President – Personal Well Being (Elected): (*Assumes duties of Health & Welfare. Also now an elected position*) Responsible to initiate, sponsor, and implement activities and services that continue to improve the morale, health, and welfare of the Association members and their families.

Treasurer (Elected): No change

Social Connection Chair (Elected): Responsible for the oversight of the execution of all programs and activities that promote social interaction of the members and their families i.e. theater, sports, leisure based events (*assumes some of the former Exec VP RAA*)

Community Outreach Chair (Elected): **Now an elected position.** Responsible to provide opportunities for members, employees, and their families to be involved in community projects or activities

Secretary (Appointed): No change

Business Manager (Appointed): No change

The BMA Executive Board recommends approval of this amendment.

Pillar Definitions

Professional Development

Development/ enhancement of the leadership skills and practices.

Offerings in this pillars could include, Executive speaker, external subject matter expert presentations, facilitation of mentoring relationships, lunch & learn.

Business Networks

Creating opportunities for members to establish and strengthen relationships/connections with other professionals to further business accomplishments and personal success.

Offerings in this pillars could include Executive “speed-dating”, executive breakfast series, community service events, and BMA all member events.

Social Connection

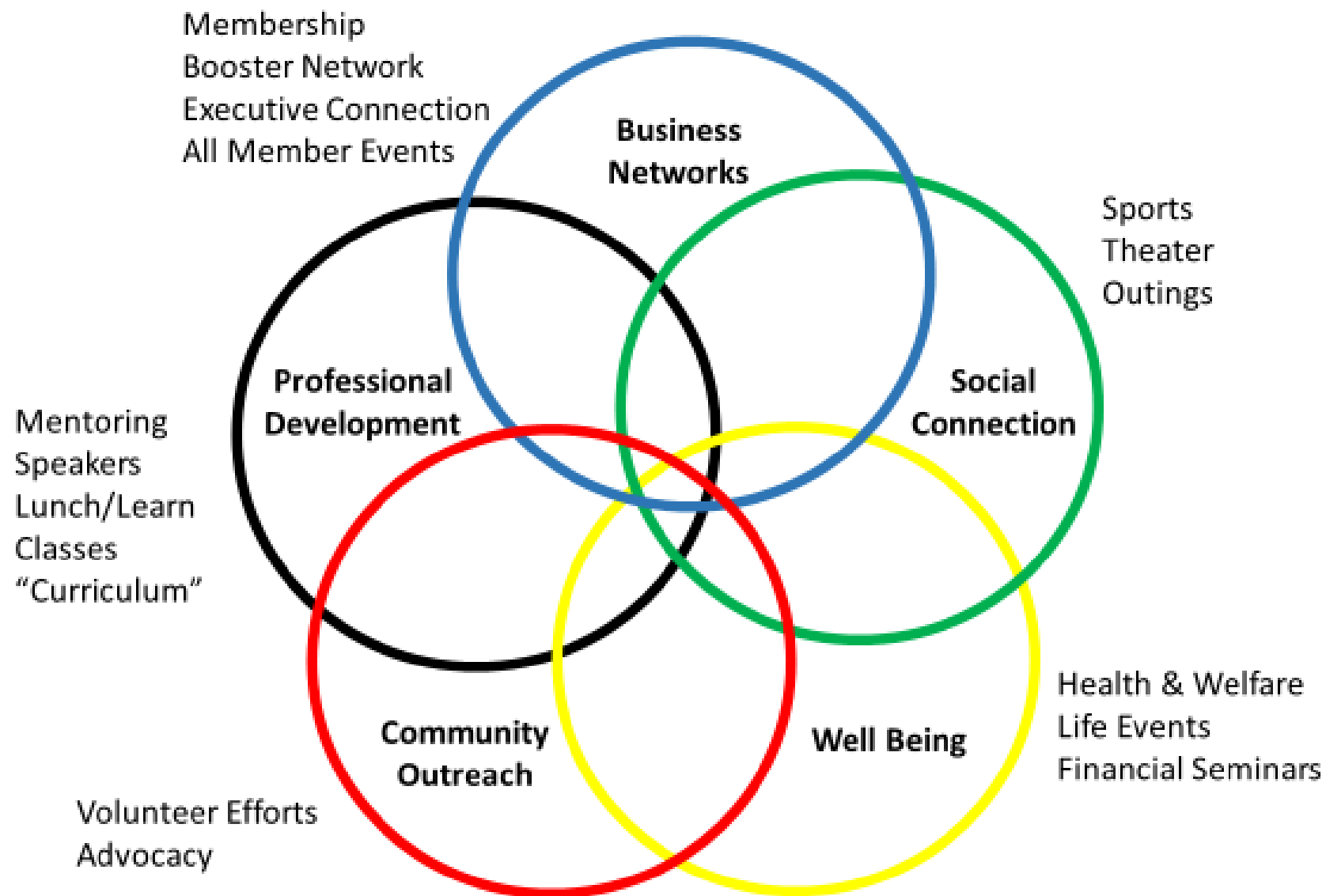
Creating opportunities for members to establish relationships/connections on a social/personal level. Similar to the Business Network pillar. The offerings here are of a community and/or personal/familial emphasis. This aligns well with the Personal Well Being pillar -emphasizes a holistic view of a healthy, well rounded individual. Offerings in this pillars are numerous including performing arts and sporting events, wine tastings & travel.

Well Being

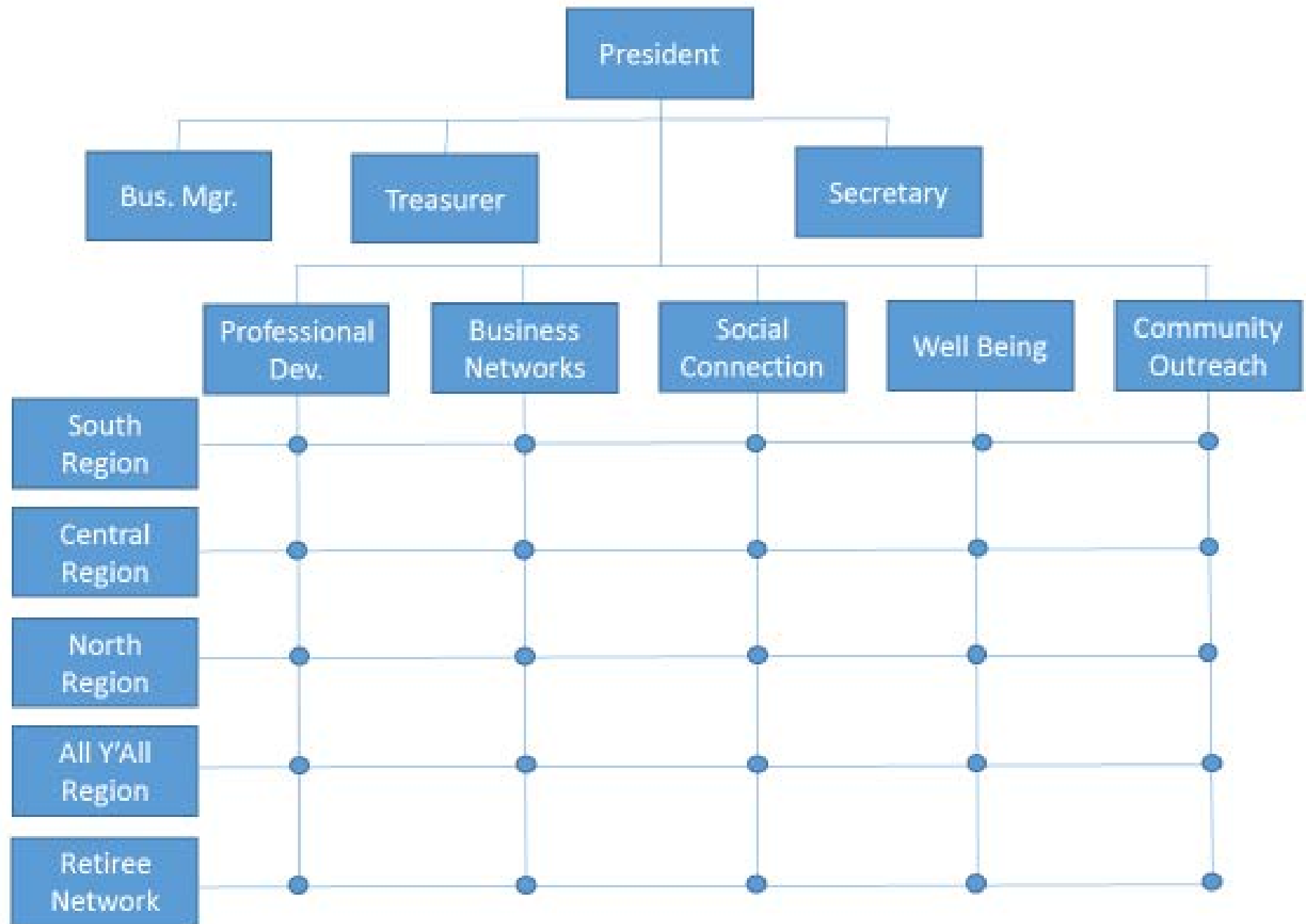
Emphasizes the individual as a whole person, not just the professional component. This pillar focuses on the physical, mental, spiritual, and even financial well-being of the members. Offerings in this pillars could include, financial counseling, healthy eating and cooking, retirement planning, and family care counseling.

Community Outreach

This pillar supports our desire to be part of and serve the community. In addition to the other pillars that focus primarily on the members themselves, this pillars emphasizes our concern for others and our desire and willingness to serve. Offerings in this pillars could include, food bank support, charitable events, service provider support, environmental clean up, and education advocacy and support.



Notional and non-comprehensive....

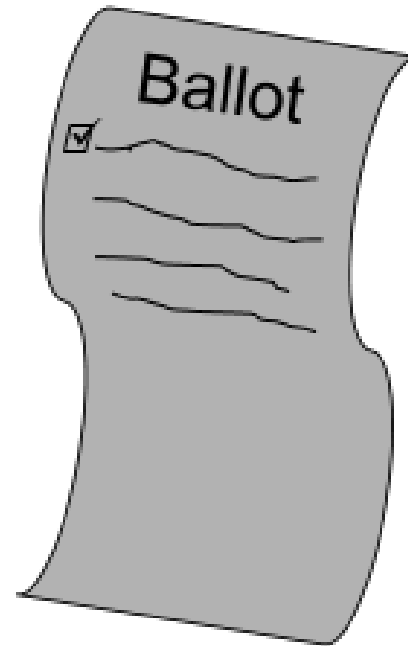


Board Structure Transformation

Current	Elect/Appoint	Proposed	Next Cycle
President	Elect	President	May 2018
Exec. V.P. Programs	Elect	Social Connection Chair	May 2017
Regional V.P.	Elect	Regional V.P.	May 2017 N/C
Regional V.P.	Elect	Regional V.P.	May 2018 S/ New
Retiree Liaison	Appoint	Retiree Liaison	May 2017
Membership V.P.	Elect	V.P. Business Networks	May 2018
H & W V.P.	Elect	V.P. Personal Well Being	May 2018
Treasurer	Elect	Treasurer	May 2017
Education Chair	Elect	Exec V.P. Prof. Dev.	May 2017
Comm. Outreach	Elect	Comm. Outreach	May 2018
Secretary	Appoint	Secretary	May 2018
Business Mgr.	Appoint	Business Mgr.	May 2017

Executive Board Restructure

Proposed Ballot Language



Membership & Communication's Report



By: Curtis Brenner

Membership & Communication's Report



Boeing Leadership Network Retirees

	2015	1Q16	2Q16	3Q16	4Q16	1Q17	Total
Members	148	56	35	23	16	9	287
Travel	127	48	32	20	12	7	246
Tours	106	35	28	13	11	7	200
Golf	44	20	8	9	3	4	88
Bowling	21	8	5	1	1	0	36
Coordinators	5	5	5	1	0	1	17
Social	88	36	20	14	11	7	176
Board Member	3	2	1	0	1	0	7
Board Support	3	6	1	0	1	1	12

BLNR Members: **2,645**

January 2017: 7 New Members

February 2017: 2 New Members

Mentorship



Commercial Airplanes
Mentoring Program – BLN & BLN-R

Boeing Retirees as Mentors

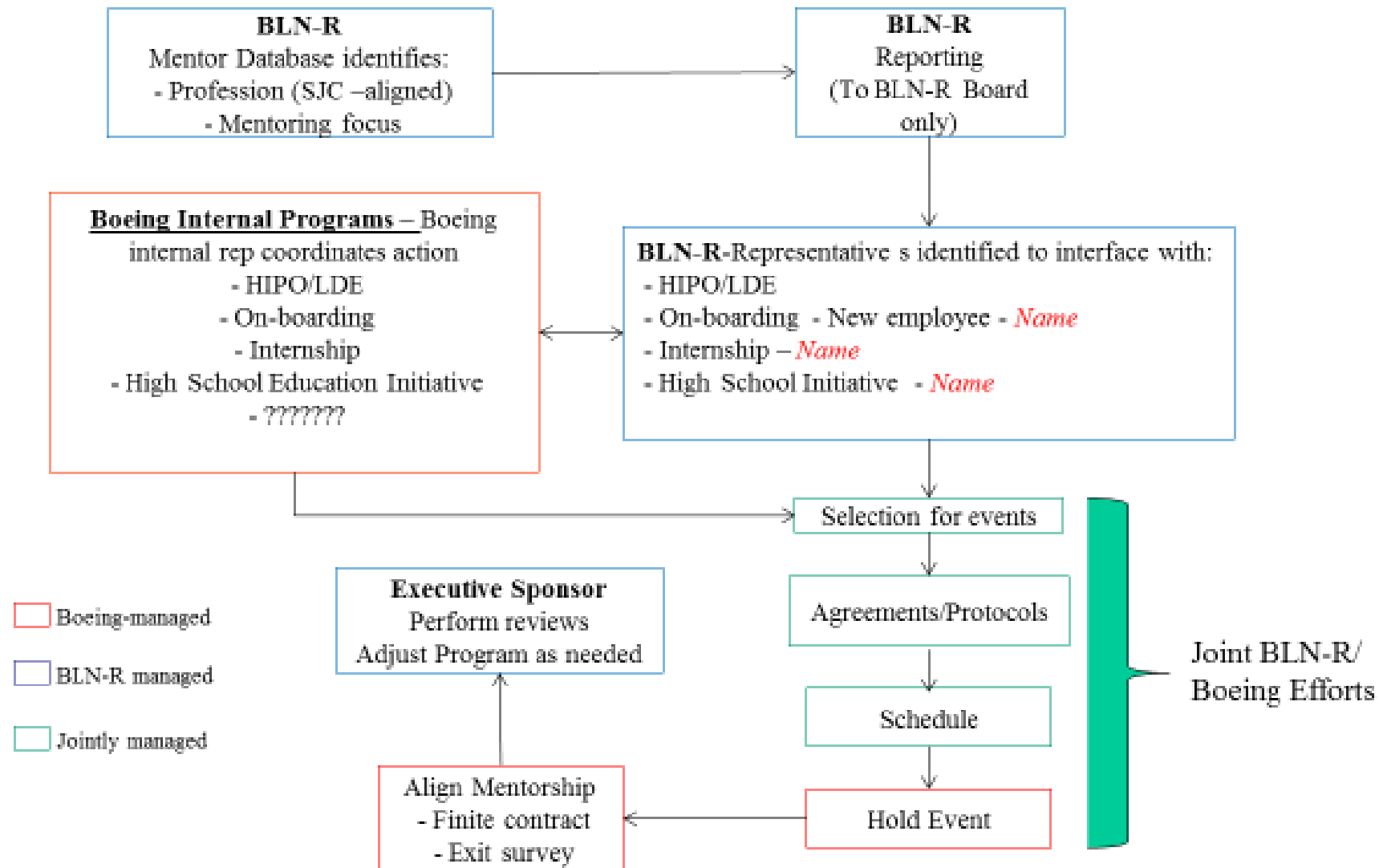
Quentin Sisco/Joe Avila
February 15, 2017

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By: Quentin Sisco

<p>Owners: Joe Avila; Ron VanHoy (ret);GuyMcCarney (ret)</p> <p>Team Members: Julie Spencer, Rachel Merrifield, Andrew Stevens</p>	<h2 style="text-align: center;">Recapturing Retired Boeing Knowledge</h2>		<p>Created: 9/20/16</p> <p>Last updated: 2/1/17</p>
<div data-bbox="445 204 1319 239" data-label="Section-Header"> <h3>Link to Higher Level Strategies</h3> </div> <div data-bbox="445 239 1319 468" data-label="Complex-Block"> <p>BCA: Develop and engage our team</p> <p>FAB: Learning & Development</p> <p>BLN Strategy</p> <ul style="list-style-type: none"> • Differentiated products, features and services • Digital and connected airplane development • Low cost responsive production system • Improving supply chain performance • Expanding global market leadership • Enable and integrate services growth </div> <div data-bbox="445 468 1319 504" data-label="Section-Header"> <h3>Background / Current Condition</h3> </div> <div data-bbox="445 504 1319 868" data-label="Text"> <p><u>In the current environment, retirements are accelerating, taking with them, a significant knowledge and experience.</u></p> <p>A growing portion of the BCA workforce has less than 5 years with the company and that number will continue to grow in the immediate future.</p> <p>While new hires are well-educated and screened for aptitude, skills and knowledge unique to Boeing products and processes will require training, experience and mentorship to complete their knowledge base and prepare them for future leadership roles.</p> </div> <div data-bbox="445 868 1319 903" data-label="Section-Header"> <h3>Desired Outcome / Ultimate Goal</h3> </div> <div data-bbox="445 903 1319 1363" data-label="List-Group"> <ul style="list-style-type: none"> • Accelerated learning and particularly the <u>experiences</u> that employees need to effectively perform in the complex production and business environment • Enhance leadership potential of early career employees through a mentoring relationship between leadership development programs and The Boeing Leadership Network Retiree Chapter. </div>		<div data-bbox="1319 204 2204 239" data-label="Section-Header"> <h3>Approach</h3> </div> <div data-bbox="1319 239 2204 589" data-label="List-Group"> <ol style="list-style-type: none"> 1. Develop a database of retiree experience within the BLN network to provide visibility on potential mentor support (Currently 120+ people) 2. Provide a mentoring framework for mentors and mentees to be paired up based on the needs of mentees, resulting in significant increase and acceleration of employee development, knowledge transfer and retention. 3. Integrate activities with existing development programs – LDE, New Employee On-Boarding/Orientation, High School Programs and any other existing forum where appropriate – begin with On-Boarding 4. Leverage Quality Talent Management Sustainment plan </div> <div data-bbox="1319 589 2204 789" data-label="Diagram"> </div> <div data-bbox="1319 789 2204 825" data-label="Section-Header"> <h3>Boundaries, Deliverables, Objectives – Next Steps</h3> </div> <div data-bbox="1319 825 2204 1210" data-label="List-Group"> <ol style="list-style-type: none"> 1. Complete infrastructure (database of skills for retirees) Completed - Dec 2016 2. Meet with new BLN-R Mentoring Leader, Q. Sisco – Completed Jan 4, 2017 3. Obtain executive approvals/sponsorship – TBD 4. Establish first on-boarding event March 2017 Follow-on leadership in LTD? 5. Recruiting BLN members prior to retirement (Help Needed) </div> <div data-bbox="1319 1210 2204 1246" data-label="Section-Header"> <h3>Approval</h3> </div>	

Retirees as Mentors – Retain and Pass on Knowledge



BLN-R Mentoring

Quentin Sisco

Boeing Commercial Airplanes | Boeing South Carolina

Hometown: Berwyn, Illinois

Family: Wife and Three Kids, Two Grandkids

Work Experience / Education:

Fabrication:

Manufacturing Engineering, Factory Management in Auburn (Developmental Mfg. TDRC, Process Assembly). Spokane (Floor Panels & ECS Ducts), Fredrickson (777 Empennage). Quality Assurance

Propulsion Systems:

Manufacturing, Quality and Safety

BS in ED & MS Northern Illinois Univ.

MS Stanford Graduate School of Business

Mentoring Interests:

Workplace Safety Advocate, Organization Culture, Strategy, Workforce Relationships

Hobbies/Interests:

Time with family, Fishing, Traveling, Photography, Hiking

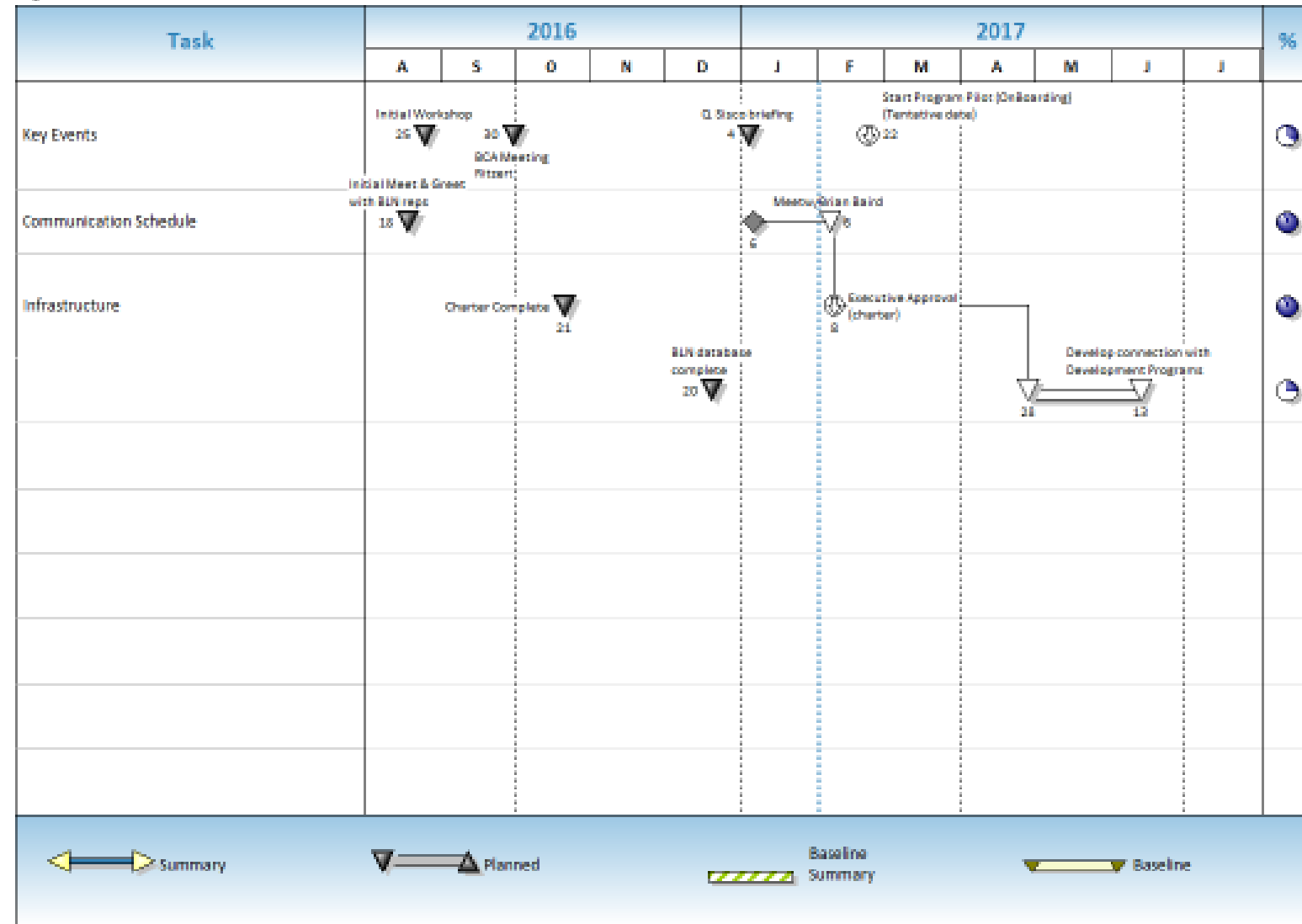
Volunteering:

President-Carly Stowell Foundation, Habitat for Humanity, King Conservation, King County Parks

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By: Quentin Sisco



BLN-R Mentoring Program




Boeing Leadership Network Retirees

Profession	1Q17	2Q17	3Q17	4Q17	Total
Business Scheduling and Control	3				3
Business Support Services	5				5
Communications	1				1
Environment, Health and Safety	1				1
Facilities	6				6
Finance	7				7
Flight and Flight Operations	4				4
Human Resources	2				2
Information Technology	13				13
Manufacturing	15				15
Marketing and Sales	4				4
Materials Management	3				3
Product Engineering and Technology	28				28
Product Support	3				3
Program Management	11				11
Quality	6				6
Supplier Management - Procurement	6				6
Total	118				118



New Business

By:



Upcoming Topics Next Meeting: April 13th &
May 11th



Adjournment

By: Roy VanHoy



THANK YOU