Email conversation start. Email count: 4. Started: Dec 22, 2020 10:56:00 AM

Subject: Fwd: Building update
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Monday, December 8, 2025 1:27:53 PM GMT-08:00
Attachments: IMG_2643.jpg

Attachment: IMG_2643.jpg



Subject: Re: Building update
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Friday, May 9, 2025 1:17:54 PM GMT-07:00

Subject: Fwd: Building update
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Saturday, January 14, 2023 5:44:04 AM GMT-08:00
Date Received: Saturday, January 14, 2023 5:44:05 AM GMT-08:00
Attachments: IMG_2643.jpg

Jeff Reference

Attachment: IMG_2643.jpg



Subject: Building update
From: Kristine Leander <kristine@swedishclubnw.org>
To: "swedefinn@msn.com" <swedefinn@msn.com>,"neilsnyder@outlook.com" <neilsnyder@outlook.com>,"garysund@ymail.com" <garysund@ymail.com>,"kim.myran@salasobrien.com" <kim.myran@salasobrien.com>,"joerwall@hotmail.com" <joerwall@hotmail.com>,Eugene Brown <efbrown74@gmail.com>,Malin Jonsson <malin@swedishclubnw.org>,"sullivan4299@juno.com" <sullivan4299@juno.com>,dale roberts <ddrconstruction@gmail.com>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, December 22, 2020 10:56:57 AM GMT-08:00
Date Received: Tuesday, December 22, 2020 10:57:02 AM GMT-08:00

Hello everyone,

I'm sorry we just didn't have the bandwidth to get our heads into a Building Committee meeting last evening. Nonetheless, here is a report on where we are with everything.

Contractor Eric Johnson (husband of former bookkeeper Sue Johnson) is moving ahead with the transformation of the former coat room/storage area into the Swede Finns' library. See the photo below. He says that the construction method is "ancient" with steal rods in the walls. They are having to be inventive to add the window and doors, etc. that will make it a pleasant place for the Swede Finns and their books. The carpet man was here today and we'll add blue carpet squares identical to the upstairs dining room carpet in my former offices, the Swede Finn former office, the Swede Finn library and perhaps the existing Club library. The Club library carpet is 10 years old and looking dingy. After the new Swede Finn library is in place, the contractors will move the door of the present Swede Finn office. At some point, when the work requires it, I will move into the library and the Swede Finns will move into the lobby, as a transition.

Our upstairs caterer, Arista, who gave notice that they'd be out by the end of December, plans to stay one more month. We are looking at what to do with the office they used to rent. It's near the bar. I think it should be turned into something that makes money for us, such as renting out as an office, or eventually expanding the bar. Arista says that they will clean their kitchen when they leave.

Jeff is making progress on swapping out the women's bathroom sinks upstairs and changing the counters' height to ADA specs.

Please ask me if you have questions about anything else!

Thanks,

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Email conversation start. Email count: 5. Started: Sep 24, 2021 5:02:00 PM

Subject: Fwd: Thank you, Volunteers at ABBA Night!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Friday, May 9, 2025 1:17:45 PM GMT-07:00

Subject: Re: Thank you, Volunteers at ABBA Night!
From: Wendy Clark <wendylundin@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, January 16, 2023 5:40:32 PM GMT-08:00
Date Received: Monday, January 16, 2023 5:40:44 PM GMT-08:00

Awe! Seems like forever ago!!!

Subject: Fwd: Thank you, Volunteers at ABBA Night!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Wendy Clark <wendylundin@gmail.com>
Date Sent: Monday, January 16, 2023 2:45:08 PM GMT-08:00

Hi Wendy, I was going through some old info - I ran across this, it reminded me of your making those Abba masks = it made me laugh the crunch to get them made and set out and then people snapping them up! I think things were more fun back then generally speaking.

Subject: Fwd: Thank you, Volunteers at ABBA Night!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Candy aaCampbell <candy2100@comcast.net>
Date Sent: Saturday, September 25, 2021 10:05:39 AM GMT-07:00

Subject: Thank you, Volunteers at ABBA Night!
From: Kristine Leander <kristine@swedishclubnw.org>
To: Kristine Leander <leif@leiferikson.org>
Date Sent: Friday, September 24, 2021 5:02:01 PM GMT-07:00
Date Received: Friday, September 24, 2021 5:02:06 PM GMT-07:00

I will have this as a handout for you tomorrow. In case you want to bone up, here are the details. Malin, if you see corrections, please let me know.

ABBA Night Sept 25, 2021

Doors open at 5:30.

Dinner in the Three Crowns Dining Room (top floor) starts at 6 pm. No extra dinners. If folks are hungry, we are selling "meatballs in a cup."

DJ will start playing in the bar at 6 pm.

Music in the tent starts at 6 pm.

Music and bar all close at 10 pm.

Volunteers are given vouchers for a free drink and free "meatballs in a cup". See Kristine for your vouchers.

Valet parking consists of people parking their own cars, then calling Kristine for a ride (206-778-1081)

Registration volunteers:

Your tasks will be to:

- check people in and give them a wristband. Please put it on their right hands (easier for Security to check for wristbands if they are always looking at the right hand.)
- Orange for ABBA Party
- Yellow for Dinner & ABBA Party
- Red, white, and blue anyone younger than 21
- sell tickets to newcomers $50 each
- sell items such as ABBA Night shirts and masks
- sell tickets for meatballs to be redeemed at the bar in the downstairs lobby.

If anyone says they bought a ticket, but they are not on your list, take down their name, tell them you'll check on it, and let them in anyway.

- 5:30 to 7:30 Ellen Duernberger; Elizabeth Campbell
- 7:30 to 9:30 Zile Dzenitis & Joan Montgomery

Security volunteers

Your task is to:

- stand on either side of the tent opening check for wrist bands (on the guests' right hands)
- If no wrist band, turn them away and tell them to go to Registration and buy a ticket.

After one hour at the tent entrance, check with Malin or Kristine about whether you are needed to do bar security, which is basically doing the same thing at the entrance to the bar.

- 5:30 to 6:30: BJ Bergvinsson and Judith Dern
- 6:30 to 7:30: Andi Pihl and Aina Swartz
- 7:30 to 8:30: Barbara and Gustaf Karlholm
- 8:30 to 9:30: Ty Bergstrom and Wendy Lundin Clark

Cell phones: Kristine: 206-778-1081; Malin 425-241-4482

Again, many, many thanks!!

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 11. Started: Mar 18, 2022 2:15:00 PM

Subject: Fwd: menu for Friday, March 25
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Sunday, February 26, 2023 11:45:50 AM GMT-08:00

Subject: Re: menu for Friday, March 25
From: Eva Larson <evalarson33@gmail.com>
To: Tess McMillan <tessmcm@gmail.com>
Cc: Kristine Leander <kristine@swedishclubnw.org>, Martin Stillion <martin.stillion@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, snocofo@gmail.com
Date Sent: Monday, March 21, 2022 1:39:14 PM GMT-07:00
Date Received: Monday, March 21, 2022 1:39:17 PM GMT-07:00

Me too! I had already posted in 2 places and got interest 😂 Thanks for clarifying!!

Eva Larson
206-719-5561

Subject: Re: menu for Friday, March 25
From: Tess McMillan <tessmcm@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Eva Larson <evalarson33@gmail.com>, Martin Stillion <martin.stillion@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Monday, March 21, 2022 11:21:44 AM GMT-07:00
Date Received: Monday, March 21, 2022 11:21:45 AM GMT-07:00

whew! my heart flipped when I read the first email -- I have a post up

with image for Våffeldagen (did not want to have to re-do &:-))

On 3/21/22, Kristine Leander <kristine@swedishclubnw.org> wrote:

> Oh good grief. The first email of the morning and my brain is not in gear.

> Yes, waffles

>

> From: Kristine Leander

> Sent: Monday, March 21, 2022 10:41 AM

> To: Eva Larson <evalarson33@gmail.com>

> Cc: Martin Stillion <martin.stillion@gmail.com>; Tess MCM

> <tessmcm@gmail.com>; Wendy Lundin-Clark <wendy@swedishclubnw.org>; Elizabeth

> Campbell, MPA <neighborhoodwarrior@gmail.com>; snocofo@gmail.com

> Subject: RE: menu for Friday, March 25

>

> Yes, we are going to do “pancakes made on the spot” for Våffeldagen! It’s

> always been a fun thing in the past.

>

> Kristine

>

> From: Eva Larson <evalarson33@gmail.com<mailto:evalarson33@gmail.com>>

> Sent: Sunday, March 20, 2022 9:33 PM

> To: Kristine Leander

> <kristine@swedishclubnw.org<mailto:kristine@swedishclubnw.org>>

> Cc: Martin Stillion

> <martin.stillion@gmail.com<mailto:martin.stillion@gmail.com>>; Tess MCM

> <tessmcm@gmail.com<mailto:tessmcm@gmail.com>>; Wendy Lundin-Clark

> <wendy@swedishclubnw.org<mailto:wendy@swedishclubnw.org>>; Elizabeth

> Campbell, MPA

> <neighborhoodwarrior@gmail.com<mailto:neighborhoodwarrior@gmail.com>>;

> snocofo@gmail.com<mailto:snocofo@gmail.com>

> Subject: Re: menu for Friday, March 25

>

> Was it decided if Våfflor will be a dessert option this week?

>

> Eva Larson

> 206-719-5561

>

>

> On Fri, Mar 18, 2022 at 2:15 PM Kristine Leander

> <kristine@swedishclubnw.org<mailto:kristine@swedishclubnw.org>> wrote:

> Meatballs

> Salmon with lemon butter sauce

> Entrée salad with nuts

> Side salad

> Semlor

> Våfflor (in celebration of the Swedish celebration of Våffeldagen or the

> Feast of the Annunciation)

>

> Elizabeth, I think that Våfflor can be the dessert that day. Do you agree?

>

>

> Kristine Leander

> Executive Director

> Swedish Club

> 206-283-1090

> Swedishclubnw.org

>

> The Swedish Club acknowledges that we are on the traditional land of the

> first people of Seattle, the Duwamish people, and we honor with gratitude

> the land and the Duwamish.

Subject: RE: menu for Friday, March 25
From: Kristine Leander <kristine@swedishclubnw.org>
To: Eva Larson <evalarson33@gmail.com>
Cc: Martin Stillion <martin.stillion@gmail.com>, Tess MCM <tessmcm@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Monday, March 21, 2022 10:57:23 AM GMT-07:00
Date Received: Monday, March 21, 2022 10:57:26 AM GMT-07:00

Oh good grief. The first email of the morning and my brain is not in gear. Yes, waffles

---

Subject: Re: menu for Friday, March 25
From: Eva Larson <evalarson33@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Martin Stillion <martin.stillion@gmail.com>, Tess MCM <tessmcm@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, snocofo@gmail.com
Date Sent: Monday, March 21, 2022 10:56:24 AM GMT-07:00
Date Received: Monday, March 21, 2022 10:56:27 AM GMT-07:00

Great! But pancakes, not waffles?

Eva Larson
206-719-5561

Subject: RE: menu for Friday, March 25
From: Kristine Leander <kristine@swedishclubnw.org>
To: Eva Larson <evalarson33@gmail.com>
Cc: Martin Stillion <martin.stillion@gmail.com>, Tess MCM <tessmcm@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Monday, March 21, 2022 10:40:58 AM GMT-07:00
Date Received: Monday, March 21, 2022 10:41:01 AM GMT-07:00

Yes, we are going to do “pancakes made on the spot” for Våffeldagen! It’s always been a fun thing in the past.

Kristine

Subject: Re: menu for Friday, March 25
From: Eva Larson <evalarson33@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Martin Stillion <martin.stillion@gmail.com>, Tess MCM <tessmcm@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Sunday, March 20, 2022 9:32:32 PM GMT-07:00
Date Received: Sunday, March 20, 2022 9:32:43 PM GMT-07:00

Was it decided if Våfflor will be a dessert option this week?

Subject: Re: menu for Friday, March 25
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Saturday, March 19, 2022 10:00:33 PM GMT-07:00
Date Received: Saturday, March 19, 2022 10:00:37 PM GMT-07:00

Tess is our Facebook manager and Eva is our instagram manager. Eva worked in the office for many years in Wendy’s role.

I want Tess and Eva, as well as Martin to promote our food.

Regarding waffles, I'm sorry you don't have the benefit of having seen how we have done it in previous years. Someone makes them on the spot and the customer gets a hot waffle and their choice of lingonberries and whipped cream or raspberry jam and whipped cream. It smells heavenly. A woman named Zoe has made them for us as a volunteer or you could. Zoe is pretty practiced at it but we haven't asked her yet. We have had the waffle making set up in a corner of the bar and where our cashier sits. I think our waffle maker could be in the northwest corner of the dining room for this coming Friday.

I hope I've answered your questions.

Kristine

Sent from my iPad

Subject: Re: menu for Friday, March 25
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Saturday, March 19, 2022 8:20:44 AM GMT-07:00

Kristine,
Question, who is Tess MCM? And Eva, I know who that is - How do Tess and Eva relate to this thread?
--

Subject: RE: menu for Friday, March 25
From: Kristine Leander <kristine@swedishclubnw.org>
To: Martin Stillion <martin.stillion@gmail.com>,Tess MCM <tessmcm@gmail.com>,Eva Larson <evalarson33@gmail.com>,Wendy Lundin-Clark <wendy@swedishclubnw.org>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Friday, March 18, 2022 2:28:58 PM GMT-07:00
Date Received: Friday, March 18, 2022 2:29:02 PM GMT-07:00

Although I had wanted to raise all the prices by now, but I don't feel that we have the food organized well enough with Arista yet. So general prices will be what they have been, more or less.

Subject: menu for Friday, March 25
From: Kristine Leander <kristine@swedishclubnw.org>
To: Martin Stillion <martin.stillion@gmail.com>,Tess MCM <tessmcm@gmail.com>,Eva Larson <evalarson33@gmail.com>,Wendy Lundin-Clark <wendy@swedishclubnw.org>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,"snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Friday, March 18, 2022 2:15:13 PM GMT-07:00
Date Received: Friday, March 18, 2022 2:15:31 PM GMT-07:00

Meatballs

Salmon with lemon butter sauce

Entrée salad with nuts

Side salad

Semlor

Våfflor (in celebration of the Swedish celebration of Våffeldagen or the Feast of the Annunciation)

Elizabeth, I think that Våfflor can be the dessert that day. Do you agree?

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 3. Started: Mar 30, 2022 8:19:00 AM

Subject: Re: Email and Printer Access
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Wendy Lundin-Clark <wendy@swedishclubnw.org>
Date Sent: Wednesday, February 22, 2023 9:16:18 PM GMT-08:00

That's interesting - you or Wendy at screen each employee's emails before sending them out? Anis and Toene? The practice and tone of this email don't strike me as old fashioned at all, it sounds like you do not have trust in me; which I feel has been an ongoing issue for quite a few months.

I was just reflecting this morning on the successive hires that you have made, Lily, the Tacoma woman, and then your two pancake people, I feel a great deal of effort is made to ensure that they are given far more access to resources and enthusiasm than I am, that the effort is made to let them know they are far more valued than I am.

Subject: RE: Email and Printer Access
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Wendy Lundin-Clark <wendy@swedishclubnw.org>
Date Sent: Wednesday, March 30, 2022 11:15:20 AM GMT-07:00
Date Received: Wednesday, March 30, 2022 11:15:23 AM GMT-07:00

Hi there,

Attached is the PO for this project.

Subject: Email and Printer Access
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Wednesday, March 30, 2022 8:19:10 AM GMT-07:00

Gentle reminder, I'd like to be able to send things to the printer and keep email threads as "Swedish Club" business - email address request. Thanks--

Email conversation start. Email count: 5. Started: Apr 14, 2022 9:22:00 AM

Subject: Fwd: What's New in the Food Department - Building SC's Recipe Portfolio, Food Dept. Financial Information
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Saturday, October 28, 2023 10:20:37 PM GMT-07:00

? You asked me last Monday to cost the dishes we make starting with the yellow split pea soup we made for the Bazaar, and you also asked me to put together and give the recipes and instructions for the meatballs, gravy, and potatoes to Arista.

As I noted, this kind of record keeping and accounting goes towards establishing SC's recipe catalog, and “controlling foodservice costs, and being departmentally organized and financially informed.” Which the latter is something you brought up to RC and I several weeks ago, that the Club foodservice was hemorrhaging money, hence the impetus for going in this direction, the need to get a handle on food and labor costs which in turn could be factored into and used to create budgets as we move forward. Budgets are part of the planning for each of the food events that occur, Friday dinners, M&F’s dinners, special events w/ food.

Subject: Fwd: What's New in the Food Department - Building SC's Recipe Portfolio, Food Dept. Financial Information
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: chefcross45@yahoo.com
Date Sent: Saturday, October 1, 2022 3:28:23 PM GMT-07:00

KL’s response to costing - and she has said this numerous times before and since - before March 2021 to August 2022

Subject: Fwd: What's New in the Food Department - Building SC's Recipe Portfolio, Food Dept. Financial Information
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: chefcross45@yahoo.com
Date Sent: Saturday, October 1, 2022 3:25:54 PM GMT-07:00
Attachments: First Costed Dinner - Ingredients Only 04-15-22.pdf

Another step I tried along the way

Subject: RE: What's New in the Food Department - Building SC's Recipe Portfolio, Food Dept. Financial Information
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,Judith Dern <jhsdern@gmail.com>,RC Charles <snocofo@gmail.com>,Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>,Wendy Lundin-Clark <wendy@swedishclubnw.org>
Date Sent: Thursday, April 14, 2022 4:41:05 PM GMT-07:00
Date Received: Thursday, April 14, 2022 4:41:08 PM GMT-07:00

It looks like you spent a lot of time on this Elizabeth. Thanks for your dedication to the food at the Club. This is many jumps ahead of where we are right now, so we’ll file it with in the “futures” file.

Subject: What's New in the Food Department - Building SC's Recipe Portfolio, Food Dept. Financial Information
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Judith Dern <jhsdern@gmail.com>,Kristine Leander <kristine@swedishclubnw.org>,RC Charles <snocofo@gmail.com>,Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>,Wendy Lundin-Clark <wendy@swedishclubnw.org>
Date Sent: Thursday, April 14, 2022 9:22:02 AM GMT-07:00
Attachments: First Costed Dinner - Ingredients Only 04-15-22.pdf

Hi Guys,
I've been working on putting together a program to cost our food, each dish that we prepare is part of a base recipe that can be scaled up or down to meet what our orders are. It does a multiple of iterations, like the recipe itself with directions, the costed recipe with ingredients and overhead and the like, and it will even create a nutrition label for the dish. We can also get a shopping list to go by.

Attached are the docs I created for this week, yes, it includes an old fashioned list for our bakery order this week, but that will get streamlined as we go along the process for organizing.

Anyway, just wanted to share this with you, it took a lot to set it up, mainly entering the ingredients we use and then the prices for everything, as well as for inputting each recipe and establishing what size a serving is for each dish/occasion.

It's my contribution to and a first step on the journey toward creating the SC's recipe catalog, controlling foodservice costs, and being departmentally organized and financially informed.

--
Elizabeth Campbell, MPA

--

Swedish Club
Costed Recipes/Formulas

Bergen Fish Soup

30 servings

Ingredients	Quantity	Unit Cost	Cost
Bay Leaf, Whole	1.5 g	1.9500 per oz	0.1032
Brandy, Liquor	15 oz	0.8273 per oz	12.4090
Carrots, Raw	899.98 g	0.8950 per lb	1.7758
Cream, Heavy Whipping	4.69 lbs	0.1608 per oz	12.0583
Fish Stock, Wild Salmon Mkt 1 Qt	23.91 lbs	0.2809 per oz	107.4564
Fish, True Cod, Wild Salmon Mkt	3.75 lbs	13.9900 per lb	52.4614
Fish/shellfish Salmon, Coho, Wild Salmon Mkt	2.62 lbs	18.9900 per lb	49.8477
Fish/shellfish, Clam, Manila, Raw	3 lbs	6.9900 per lb	20.9696
Fish/shellfish, Mussel, Blue, Raw	3 lbs	4.9900 per lb	14.9697
Fish/shellfish, Scallop, Bay,	2.62 lbs	11.9900 per lb	31.4731
Fish/shellfish, Shrimp, Bay, Bornstein	5.82 oz	4.7980 per lb	1.7452
Leeks, (bulb & Lower Leaf-portion), Raw, Sliced	1.22 kg	2.7900 per lb	7.5193
Parsley, Italian, Raw	115.2 g	0.0235 per g	2.7019
Pepper, Black, Regular Grind	6.57 g	0.7082 per oz	0.1641
Wine, Table, White	1.87 lbs	0.0060 per ml	5.1028
Total Materials cost to make 30 servings of this recipe			320.7575

Overhead

Allocated Overhead Cost for 30 servings			0.0000
Total Overhead cost to make 30 servings of this recipe			0.0000

Labor

Labor Cost for Labor Class B1000		0.0000 hrs.	0.0000
Total Labor cost to make 30 servings of this recipe			0.0000

Summary

Total cost to make 30 servings of this recipe	320.7575
Average cost of 1 serving of this recipe (when you make 30 servings)	10.6919

Swedish Club
Costed Recipes/Formulas

Swedish Club Coleslaw

30 servings

Ingredients	Quantity	Unit Cost	Cost
Cabbage, Green, Raw	2.48 lbs	0.2243 per oz	8.8844
Cabbage, Red, Raw	3.32 lbs	0.2590 per oz	13.7662
Carrots, Shredded, Raw	1 lb	0.1990 per oz	3.1927
Cornstarch, Argo	1.01 floz	5.8900 per lb	0.2090
Mustard, Dried Powder	0.67 g	2.5450 per oz	0.0602
Oil, Vegetable Chef Store	7.38 oz	0.1394 per oz	1.0280
Paprika, Regular	0.39 g	0.7139 per oz	0.0097
Salt, Iodized, Table, Morton Salt	0.34 teaspoons	0.0227 per oz	0.0014
Seeds, Poppy	2.82 g	0.2964 per oz	0.0294
Sugar, Granulated, Smidge Spoon, White	33.53 g	0.6225 per lb	0.0460
Vinegar, Cider	5.36 oz	5.8500 per gal	0.2317
Water, Cold	1.34 oz	0.0000 per lb	0.0000
Water, Hot	4.02 oz	0.0000 per lb	0.0000
Total Materials cost to make 30 servings of this recipe			27.4587

Overhead

Allocated Overhead Cost for 30 servings			0.0000
Total Overhead cost to make 30 servings of this recipe			0.0000

Labor

Labor Cost for Labor Class blank	0.0000	hrs.	0.0000
Total Labor cost to make 30 servings of this recipe			0.0000

Summary

Total cost to make 30 servings of this recipe	27.4587
Average cost of 1 serving of this recipe (when you make 30 servings)	0.9153

Swedish Club
Costed Recipes/Formulas

Salad, Side, Small, Swedish

30 sm side salads

Ingredients	Quantity	Unit Cost	Cost
Cucumber, Raw, English	1.69 lbs	0.0038 per g	2.9275
Greens, Spring Mix, True Leaf	1.88 lbs	2.6167 per lb	4.9076
Peppers, Sweet, Mini	6 oz	3.1944 per lb	1.1982
Tomatoes, Grape - Chef Shop	1.5 lbs	2.3800 per lb	3.5710
Total Materials cost to make 30 sm side salads of this recipe			12.6043

Overhead

Allocated Overhead Cost for 30 sm side salads			0.0000
Total Overhead cost to make 30 sm side salads of this recipe			0.0000

Labor

Labor Cost for Labor Class blank	0.0000 hrs.		0.0000
Total Labor cost to make 30 sm side salads of this recipe			0.0000

Summary

Total cost to make 30 sm side salads of this recipe	12.6043
Average cost of 1 sm side salad of this recipe (when you make 30 sm side salads)	0.4201

Bakery Order 4.15.22
Dinner

Baguette
3 oz per person x 30 = 90 oz.
1.33 multiplier
.90 x 14 oz.s
3 5 servings
4 servings

30 lb.

8 Baguettes	3.79	= 30.32
15 Cardamom	1.19	17.85
8 Soft Roll	.79	6.32
		$ 54.49
Marzipan		+ 9.98
		$ 64.47

Swedish Club
Costed Recipes/Formulas

Lemon Tarts, Nordic Heritage

12 tarts 4" nh

Ingredients	Quantity		Unit Cost	Cost
Butter, Salted, Kroger	1.25	lbs	3.0000 per lb	3.7503
Cornstarch, Argo	1	floz	5.8900 per lb	0.2078
Eggs, Chicken, Yolks, Raw, Fresh, Large	8.53	oz	0.1658 per ea	2.4150
Extract, Vanilla, Imitation	2	tsp	14.4000 per gal	0.0375
Flour, All Purpose Kroger	480.03	g	0.3980 per lb	0.4212
Juice, Lemon, Raw	8	oz	0.1193 per oz	0.9547
Salt, Iodized, Table, Morton Salt	0.5	teaspoons	0.0227 per oz	0.0022
Sugar, Granulated, Smidge Spoon, White	800.05	g	0.6225 per lb	1.0980
Total Materials cost to make 12 tarts 4" nh of this recipe				8.8867

Overhead

Allocated Overhead Cost for 12 tarts 4" nh	0.0000
Total Overhead cost to make 12 tarts 4" nh of this recipe	0.0000

Labor

Labor Cost for Labor Class blank	0.0000	hrs.	0.0000
Total Labor cost to make 12 tarts 4" nh of this recipe			0.0000

Summary

Total cost to make 12 tarts 4" nh of this recipe	8.8867
Average cost of 1 tart 4" nh of this recipe (when you make 12 tarts 4" nh)	0.7406

Swedish Club Meatballs

Magnus Nilsson Meatball Recipe

30 5 meatball servings

Ingredients

Milk Cow, Whole, Fluid	15.22	oz
Cream, Heavy Whipping	15.22	oz
Eggs, Chicken, Large, White, Raw, Fresh Or Frozen	8.7	ea
Bread Crumbs, Dry, Plain	517.41	g
Meat, Beef/pork 50/50 Ground	8 lbs. 11.14	oz
Potatoes, Boiled, Cooked W/o skin, Flesh, W/o salt	1 kg 317.45	g
Onions, Raw	578.29	g
Flour, All Purpose Kroger	91.31	g
Allspice, Ground	8.7	g
Salt, Iodized, Table, Morton Salt	34.78	g
Pepper, Black, Regular Grind	8.7	g

11 ingredients

Production Yield:	100.0%
Processing Yield:	100.0%
Setup Time(h:m:s):	00:00:00
Assembly Time:	00:00:00
2X Time Scaler:	2.0

Swedish Club
Costed Recipes/Formulas

Gravy, Beef Swedish Style

2.5 quarts

Ingredients	Quantity	Unit Cost	Cost
Allspice, Ground	0.28 tsp	3.8000 per lb	0.0044
Bouillon, Roast Beef, Classic Gourmet	5.47 tablespoons	0.5556 per oz	1.9183
Cornstarch, Argo	82.01 g	5.8900 per lb	1.0649
Cream, Heavy Whipping	2.73 cups	0.1608 per oz	3.7207
Juice, Currant, Concentrate, Ribena	3.36 oz	0.4173 per oz	1.4040
Ketchup, Tomato, Any Brand	3.36 oz	0.0625 per oz	0.2103
Pepper, Black, Regular Grind	0.28 teaspoons	0.7082 per oz	0.0215
Water, Cold	3.36 oz	0.0000 per lb	0.0000
Water, Warm	1.26 qts	0.0000 per lb	0.0000
Total Materials cost to make 2.5 quarts of this recipe			8.3441

Overhead

Allocated Overhead Cost for 2.5 quarts			0.0000
Total Overhead cost to make 2.5 quarts of this recipe			0.0000

Labor

Labor Cost for Labor Class blank	0.0000	hrs.	0.0000
Total Labor cost to make 2.5 quarts of this recipe			0.0000

Summary

Total cost to make 2.5 quarts of this recipe	8.3441
Average cost of 1 quart of this recipe (when you make 2.5 quarts)	3.3376

Swedish Club
Detail Recipe Report

Swedish Club Mashed Potatoes

30 servings (8 oz.)

Ingredients

Instructions

* ONLY USE RUSSET POTATOES *

Potatoes, Boiled, Cooked Wo/skin, Flesh, Wo/salt	10	lbs	15.51	oz
Butter, Salted, Kroger	8.78	oz		
Cream, Heavy Whipping	6	cups	4.65	fl oz

Production Yield:	100.0%
Processing Yield:	100.0%
Setup Time(h:m:s):	00:00:00
Assembly Time:	00:00:00
2X Time Scaler:	2.0
Number of Workers:	0
Labor Class:	

3 ingredients

Email conversation start. Email count: 3. Started: May 5, 2022 1:01:00 PM

Subject: Fwd: Hold Letter Email Transmittal
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Shama Albright <shamaalbright@msn.com>
Cc: Elizabeth@swedishclubnw.org, Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Gary Sund <garysund@ymail.com>, Kris Johansson <fiddlerkris@hotmail.com>, Martin Johansson <mkj011779@msn.com>, Mary Emerson <maryemerson115@gmail.com>, Neil Snyder <neilsnyder@outlook.com>, Olson Smith Molly <maosmith@msn.com>, "Petersen, Chelsea D. (SEA)" <cdpetersen@perkinscoie.com>, Sarah Alaimo <Sarah@swedishclubnw.org>, ibodderson@hotmail.com, langdonlmiller@gmail.com, peterickj122@msn.com
Date Sent: Monday, April 17, 2023 12:07:23 PM GMT-07:00
Attachments: Ltr SC Litigation Hold 05-05-22.pdf

With the advent of the new executive director and the HR agent for Great American Insurance filling key positions now at the Swedish Club I feel it might be a good time to send this reminder to ensure the integrity of the records held by the Swedish Club.

Please find attached a copy of the Litigation hold letter from May 5, 2022 - it is still in effect. The reminders and implications of abiding by the imperatives of the letter have never ceased to exist. They continue to today and into the future.

Subject: Fwd: Hold Letter Email Transmittal
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Monday, April 17, 2023 11:54:48 AM GMT-07:00
Attachments: Ltr SC Litigation Hold 05-05-22.pdf

Subject: Hold Letter Email Transmittal
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: shamaalbright@msn.com
Date Sent: Thursday, May 5, 2022 1:01:36 PM GMT-07:00
Attachments: Ltr SC Litigation Hold 05-05-22.pdf

Please find attached a copy of

--

SENT VIA EMAIL AND CERTIFIED MAIL #7109 0160 0001 0161 9741

Elizabeth Campbell
Author Chef Entrepreneur

May 5, 2022

Swedish Club
Shaama Albright, President Board of Directors
Kristine Leander, Executive Director
Swedish Cultural Center
1920 Dexter Avenue N.
Seattle, WA 98109

Re: Request for Retention and Preservation of Swedish Club Administration, Board, and Membership Records

Dear Ms. Albright and Ms. Leander,

This is a notice and request to the Swedish Cultural Center d/b/a the Swedish Club ("Club") to preserve all electronically stored information, copies and backup, as defined by Rule 34 of the Federal Rules of Civil Procedure and CR 34 of the Washington State Court Rules, along with any paper files which the Club retains, relevant to the administrative proceedings for complaints I have made to the Seattle Office of Civil Rights, the Washington Human Rights Commission, and the U.S. EEOC about employment and membership related discrimination against me by the Swedish Club related to disability, age, and national origin; as well as relevant to pending litigation related to breach of contract, invasion of privacy, consumer protection, defamation, false light, intentional infliction of emotional distress, and sexual harassment.

I consider this electronic data and paper files to be valuable and irreplaceable sources of reviewable and discoverable information in these matters. In the future I will be seeking to review the books of the corporation, the books of the Club's administrative business operations, and the books of the board, its and membership business related materials, and if and when it comes to it, seeking discovery of electronic data in the Club's and its employees' or in the Board and its members' custody and control that is relevant to these matters - including without limitation emails, text and chat messages of every kind, and other information contained on any of the Club's computer systems, any of its electronic devices, and any electronic storage systems, including but not limited to its account on OneDrive, or Google Drive, and Dropbox.

By way of further explanation, a party's obligation to preserve evidence is generally held to arise when the party knows or has reason to know that evidence may be relevant to future litigation. This "reasonable anticipation of litigation" standard means that any person or corporation who should see a claim or lawsuit on the horizon must act, even before a preservation letter or lawsuit has materialized, to cease activities likely to destroy electronic or tangible evidence and must take affirmative steps to preserve such evidence. I'm just sharing with you a portion of the reasons behind this letter.

I am placing the Board and the Club on notice to preserve all documents, including but not limited to those regarding myself, and/or any members or employees of the Club, past, present, or future, any Board member held information, documents of every kind related to the Club's business.

3826 24th Avenue West Seattle, WA 98199 206-769-8459
neighborhoodwarrior@gmail.com

I am confident that the Board and the Club administration already has taken steps to preserve this data since it had an obligation to preserve relevant documents in general related to its governance of the corporation, and by extension the Club's operation. Thus, no actions should have been taken or procedures should have been implemented to alter any active, deleted or fragmented data. Moreover, no electronic data should have been disposed of or destroyed.

I further trust that the Board, the Club will continue to preserve such electronic data and paper files throughout this matter.

Of further note, pursuant to the Federal Rules of Civil Procedure and the Washington State Court Rules every party to a lawsuit has a duty to preserve all evidence which could be relevant to the suit. This includes the duty to preserve all electronic evidence, such as emails discussing people, incidents, or matters at issue in an administrative complaint or a lawsuit.

This duty to preserve evidence is broad and extends to all documents, regardless of whether the document is stored electronically (such as email) or in hard-copy and regardless of the type of document. For example, reports, spreadsheets, photographs, electronic recordings of board meetings or other online meetings, text messages, and videotapes are all considered documents that must be preserved. Furthermore, the duty to preserve this documentary evidence extends to all documents in existence as of the time you reasonably anticipate an administrative proceeding against you or litigation.

To ensure that all relevant documents are preserved, you should communicate directly with all board members, committee members, employees or agents of every kind who have possession or control of potentially relevant evidence, including but not limited to outside contractors, volunteer or not, volunteers, personnel who handle the corporation's and the Club's documents stored online, such as those held by a storage service (OneDrive, Google Drive, Dropbox et al), the corporation's web pages, email retention, deletion, and archiving.

You should advise each of these persons or company/companies to preserve any relevant documents in their custody. Furthermore, you should advise all such persons that any regularly scheduled and/or automatic deletion of email or other electronic documents must be discontinued with respect to any relevant data. In addition, any document destruction (such as shredding of documents) must cease with respect to any relevant documents. All relevant documents, both electronic and paper, must be preserved for the duration of the administrative proceedings or litigation.

Relevant documents include but are not limited to the following:

1. a. All electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) sent or received by including but not limited to Kristine Leander, Anis Rahman, Toene Hayes, to all from January 1, 2019 through May, 2022 Board members, to all Club volunteers and employees since January 1, 2015.
b. All other electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) containing information including about but not limited to Club board members, board elections, board procedure, board meetings (executive and non-executive sessions), employees, employment, jobs, hiring, firing, discipline, and retirement; and all electronic recordings, visual or audio, of Club business meeting or Club board meetings via Zoom, online, or in-person.
c. All databases (including all records and fields and structural information in such databases);
d. All logs of activity on computer systems, which may have been used to process or store electronic data containing information;

2. Replacement of Data Storage Devices: Do not dispose of any electronic data storage devices and/or media which may be replaced due to failure and/or upgrade and/or other reasons that may contain electronic data meeting the criteria listed in paragraph 1 above;

3. Fixed Drives on stand alone Personal Computers and Network Workstations: The electronic data meeting the criteria listed in paragraph 1 above, which existed on fixed drives attached to stand alone desktop computers or laptops and/or network workstations or other electronic devices at the time of this letter's delivery: do not alter or erase such electronic data, and do not perform other procedures (such as data compression and disk de-fragmentation or optimization routines) which may impact such data, unless a bit-stream copy has been made of such hard drive. Such copies shall be preserved for the duration of the administrative proceedings and litigation.

4. Programs and Utilities: Preserve copies of all application programs and utilities which may be used to process electronic data covered by this letter.

5. Log of System Modifications: Maintain an activity log to document modifications made to any electronic data processing system that may affect the system's capability to process any electronic data meeting the criteria listed in paragraph 1 above, regardless of whether such modifications were made by employees, contractors, vendors and/or any other third-parties.

6. Personal Computers Used by Kristine Leander, Anis Rahman, Toene Hayes, Chris Sisco, Wendy Lundin, Jan Sullivan, and/or their Assistants: The following steps should immediately be taken in regard to all personal computers used by them and/or their assistants:

a. As to fixed drivers attached to such computers, a bit-stream copy should be made of all electronic data on such fixed drivers relating to the criteria listed in paragraph 1 above; This bit-stream copy will include all active files and the unallocated space of the hard drive. Such copies should be preserved until this matter reaches its final resolution.

b. All floppy disks, CDs, DVDs, USB drives, magnetic tapes and cartridges, and other media used in connection with such computers prior to the date of delivery of this letter containing any electronic data relating to the criteria listed in paragraph 1 above; should be collected, copied and put into storage for the duration of the legal matters herein.

c. All data on any handheld electronic devices (e.g., wireless phones, tablets) shall be preserved by creating a bit-stream copy of the device, which copy shall be preserved for the duration of this lawsuit.

7. Evidence Created Subsequent to this Letter: With regard to electronic data created subsequent to the date of delivery of this letter, relevant evidence should not be destroyed and defendants should take whatever steps are appropriate to avoid destruction of evidence.

Please do not hesitate to contact me if you have any questions.

Sincerely Yours,

E. A Campbell

Elizabeth Campbell

3826 24th Avenue West Seattle, WA 98199 206-769-8459
neighborhoodwarrior@gmail.com

PROOF OF MAILING

I declare:

1. On May 5, 2022 I mailed the *Hold Letter SC Board - Club* dated May 5, 2022 to the Swedish Club by depositing it in the U.S. Post Office mail, postage prepaid, first class, certified to address, etc. to the address below:

Swedish Club
1920 Dexter Ave N
Seattle, WA 98109

1. I emailed a copy of the above letter also to Shama Albright and Kristine Leander to their email addresses below:

sjamaalbright@msn.com and to kristine@swedishclubnw.org

I declare under penalty of perjury under the laws of the state of Washington that the statements on this form are true.

Dated May 5, 2022, at Seattle, Washington.

E.A Campbell

ELIZABETH A. CAMPBELL
3826 24th Avenue West
Seattle, WA. 98199

Ph: (206) 769-8459
Fax: (206) 283-6300
E-mail: neighborhoodwarrior@gmail.com

Email conversation start. Email count: 2. Started: May 10, 2022 3:35:00 PM

Subject: Fwd: Hours and tasks going forward
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Wednesday, January 24, 2024 11:07:28 PM GMT-08:00

05-11-22 Drafted

I've read through your May 10th email below - some distinctions and clarifications -

1. We went from Malin to RC? As I recall we went from Malin to Elizabeth, then to Lilly, then to RC, then to Arista, and back to Elizabeth. And in between somewhere you had the hire from Tacoma that went nowhere.
2. On April 27th at the last building committee meeting, the one you refused to let me attend because you stated that there was no foodservice related business taking place at building committee meetings and therefore it would be inappropriate for me to attend. You wrote, "It gets a bit fuzzy for staff members to dip in committee meetings that are not directly related to their jobs."
3. At that committee meeting you and Anis almost exclusively discussed foodservice related topics with the attendees; including you reported to the attendees that you were interviewing Jocelynn the next day, and the next day after that, 4/28, she got her food handler's card from Snohomish County. Presumably, you hired her the day before, at that point prompting her to get a food handler's card.
    a. And to that latter note - the person who claims prior to clear to now, to have been actively working as a chef and/or as a caterer did not have a valid food handler's card.
4. If you will recall on Tuesday, May 3rd, when we had our regularly scheduled food team meeting I specifically brought up your interview with Jocelynn and asked you how it went. You were non-committal and told RC, Wendy, and I that you had not made any decisions, that you were still working through your process. I asked her when she was starting and she told me that on not because you had been transparent and honest with me about what you were doing. You said zer
5. Sure I talked Jocelynn on May 5th, but it was barely even a conversation, it was a function of my reaching out to her when I saw her in the lobby before the meeting with Peppe on Thursday, May 5th. I figured it while I was sitting waiting for you and Peppe that the woman standing around must be the person possibly hired by you, and so I asked her before I even knew her name, are you the new chef and when will you be starting? Jocelynn replied both, that she was the new chef and she was starting work the following Monday, May 9th.
6. Before the start of the May 5th meeting with Peppe I stopped by your office to let you know Peppe had arrived. You were talking to Jocelynn, a prime opportunity for you to introduce her to me but you did not. During the meeting with Peppe she said to you she had heard you had hired someone to be the chef. You responded that it wasn't exactly like that, that you *maybe* were going to hire two people. You told her no decisions had been made, and reiterated that you might hire a second person. This was at least in part not true - Jocelynn had been hired. But I also believe you had already hired Tom, to at least work as Pancake Breakfast Coordinator, you alluded to that in the March x email to jsh lar and myself - "
7. At the same April 27th building committee meeting that you refused to let me attend because you stated that there was no foodservice related business taking place at building committee meetings and therefore it would be inappropriate for me to attend - "It gets a bit fuzzy for staff members to dip into committee meetings that are not directly related to their jobs." You reported at length that you were interviewing Jocelynn the next day, the same day she got her food handler's card from Snohomish County. Presumably you hired her at that point prompting her to get a food handler's card.

a. And to that latter note - the person who claims clear to when you hired her to have been actively working for years as a chef and/or as a caterer did not have a valid food handler's card.

If you will recall on Tuesday, May 3rd, when we had our food team meeting I specifically brought up your interview with Jocelynn and asked you how it went. You were non-committal and told RC, Wendy, and I that you had not made any decisions, that you were still working through your process. I asked her when she was starting and she told me that on not because you had been transparent and honest with me about what you were doing. You said zer

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Subject: Hours and tasks going forward
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,"snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Tuesday, May 10, 2022 3:35:43 PM GMT-07:00
Date Received: Tuesday, May 10, 2022 3:35:53 PM GMT-07:00

Hello, I'm writing to the two of you to discuss upcoming tasks and hours.

First, a comment about your text. Elizabeth, I noticed you introduced yourself to Jocelynn at one point in the lobby, and you also chatted on Friday evening, so I didn't know that a more formal introduction was needed.

Going forward, Elizabeth will continue to make a featured dessert every Friday evening.

RC will continue to help with the dinner, both preparation and serving. Jocelynn will be your supervisor. I'll introduce you by email so she can tell you when she'd like to have you come in. At least for now, she'd like a side salad to be available and she'd appreciate your making it. Of course, she'll need you to help her serve on Friday evening.

RC, in addition, Jocelynn will make the Donors' Dinner on Saturday evening. She'll need your help in the kitchen for that too. We probably have fewer than 40 coming, so I hope it can be a served dinner.

Eventually, we hope to open for Friday lunches, which Jocelynn will prepare.

The other chef, Tom, will open with Wednesday evening soup, homemade bread, and a salad. He will also supervise the pancake breakfast.

I hope I haven't forgotten anything. We look forward to the yummy desert on Friday, Elizabeth. It sounds delicious.

Thanks for your help during this long transition, first from Malin to RC, then to Arista, and now to Jocelyn! I appreciate your willingness along every step.

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 18. Started: May 16, 2022 12:52:00 PM

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Tuesday, February 28, 2023 10:13:52 PM GMT-08:00

On Mon, May 16, 2022 at 2:13 PM la <lsam2424@aol.com> wrote:
How did we get an 8 oz. weight then from Saturday's fish portion?

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Cc: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Wednesday, May 18, 2022 10:46:26 AM GMT-07:00

Hi Christine thanks for your call letting me know that Tom was not clear about the purpose of my email which was to ask him in fact I did say that I asked him what his expectations were.

My understanding was that he was going to be here most likely all of today and that he was going to see the approach to doing things. I didn't realize he just was coming apparently to watch a service which I'm still not clear if that's even it after our call.

I am sorry His expectations whatever they were because he still hasn't shared that with me are not being met.
--

Subject: Re: How's doing what making food at the Swedish Club!
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: la <lsam2424@aol.com>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Wednesday, May 18, 2022 7:15:49 AM GMT-07:00
Date Received: Wednesday, May 18, 2022 7:15:50 AM GMT-07:00

? What, you're coming to watch dinner being served? How food is plated and handed to guests? I don't understand what the purpose of this exercise is Tom - Maybe if you could give me a clear picture of what the purpose and need of your presence for this particular time of day is, and what the expectations you have for interacting with RC and I today are.

My understanding is that you are currently employed as somebody in a restaurant and familiar with the service process.

I've tried your phone, goes straight to voicemail.

Subject: Re: How's doing what making food at the Swedish Club!
From: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Wednesday, May 18, 2022 7:08:04 AM GMT-07:00

Subject: Re: How's doing what making food at the Swedish Club!
From: la <lsam2424@aol.com>
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, May 18, 2022 7:05:21 AM GMT-07:00
Date Received: Wednesday, May 18, 2022 7:05:23 AM GMT-07:00

Depends on the 520 log jam but I'm shooting for 4-ish.
I'll leave my house at 3.
Let me know if you need me to shop for any last minute items.

My phone is:206-963-2225-text me

-----Original Message-----
From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: Jocelynn Lillis <jocelynn@chefjocelynn.com>; Kristine Leander <kristine@swedishclubnw.org>; LAURIE CHESLEY <lsam2424@aol.com>; RC Charles <snocofo@gmail.com>; Wendy Lundin-Clark <wendy@swedishclubnw.org>
Sent: Wed, May 18, 2022 6:19 am
Subject: Re: How's doing what making food at the Swedish Club!

What a lovely story Tom. Sounds quaint and old fashioned. What time will you be visiting with us today to absorb how it all works?

On Tue, May 17, 2022 at 5:01 AM la <lsam2424@aol.com> wrote:
--

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Jocelynn Lillis <jocelynn@chefjocelynn.com>,Kristine Leander <kristine@swedishclubnw.org>,LAURIE CHESLEY <lsam2424@aol.com>,RC Charles <snocofo@gmail.com>,Wendy Lundin-Clark <wendy@swedishclubnw.org>
Date Sent: Wednesday, May 18, 2022 6:19:23 AM GMT-07:00

What a lovely story Tom. Sounds quaint and old fashioned. What time will you be visiting with us today to absorb how it all works?
--

Subject: Re: How's doing what making food at the Swedish Club!
From: la <lsam2424@aol.com>
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, May 17, 2022 5:01:22 AM GMT-07:00
Date Received: Tuesday, May 17, 2022 5:01:25 AM GMT-07:00

That's our email address, la is Laurie Chesley my beautiful wife.
It never occurred to me until now that I do not have my own email address, always hooked up my cart to hers!
Plus we still use aol which makes people giggle.

-----Original Message-----
From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: la <lsam2424@aol.com>
Cc: anis@swedishclubnw.org <anis@swedishclubnw.org>; jocelynn@chefjocelynn.com <jocelynn@chefjocelynn.com>; kristine@swedishclubnw.org <kristine@swedishclubnw.org>; snocofo@gmail.com <snocofo@gmail.com>; wendy@swedishclubnw.org <wendy@swedishclubnw.org>
Sent: Mon, May 16, 2022 7:29 pm
Subject: Re: How's doing what making food at the Swedish Club!

By the way - who is “la” “Laurie Chesley”?

--

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Monday, May 16, 2022 9:10:49 PM GMT-07:00

If it is Tom's email why would there be this woman's name. I thought it was
--

Subject: RE: How's doing what making food at the Swedish Club!
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,la <lsam2424@aol.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, "jocelynn@chefjocelynn.com" <jocelynn@chefjocelynn.com>, "snocofo@gmail.com" <snocofo@gmail.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>
Date Sent: Monday, May 16, 2022 8:50:27 PM GMT-07:00
Date Received: Monday, May 16, 2022 8:50:31 PM GMT-07:00

Some name attached to Tom's email. Ignore.

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: la <lsam2424@aol.com>
Cc: "anis@swedishclubnw.org" <anis@swedishclubnw.org>, "jocelynn@chefjocelynn.com" <jocelynn@chefjocelynn.com>, "kristine@swedishclubnw.org" <kristine@swedishclubnw.org>, "snocofo@gmail.com" <snocofo@gmail.com>, "wendy@swedishclubnw.org" <wendy@swedishclubnw.org>
Date Sent: Monday, May 16, 2022 7:29:06 PM GMT-07:00

By the way - who is "la" "Laurie Chesley"?
--

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: la <lsam2424@aol.com>
Cc: "anis@swedishclubnw.org" <anis@swedishclubnw.org>, "jocelynn@chefjocelynn.com" <jocelynn@chefjocelynn.com>, "kristine@swedishclubnw.org" <kristine@swedishclubnw.org>, "snocofo@gmail.com" <snocofo@gmail.com>, "wendy@swedishclubnw.org" <wendy@swedishclubnw.org>
Date Sent: Monday, May 16, 2022 4:03:11 PM GMT-07:00

Thanks for the info.
--

Subject: Re: How's doing what making food at the Swedish Club!
From: la <lsam2424@aol.com>
To: "kristine@swedishclubnw.org" <kristine@swedishclubnw.org>,"neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Cc: "anis@swedishclubnw.org" <anis@swedishclubnw.org>, "jocelynn@chefjocelynn.com" <jocelynn@chefjocelynn.com>, "wendy@swedishclubnw.org" <wendy@swedishclubnw.org>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Monday, May 16, 2022 2:13:13 PM GMT-07:00
Date Received: Monday, May 16, 2022 2:13:16 PM GMT-07:00

Hi All-

I'd say a 6oz. portion is adequate if the sides are adequate as well.
So for 50 diners it's 19 pounds.
But...since there is no second entree allow another 10 portions in case something goes wrong.
So altogether it's 22 pounds.
Ask them to remove the skin.
I would not encourage offering seconds, portion control goes out the window.
Any leftover salmon could easily go into a soup or salad further down the road...or *maybe* handed out in to go containers at the end of the meal first come first served.
A this point you'd probably want to buy fresh as there's not a lot of time to properly thaw frozen product.
Whole Foods seems like a good choice but QFC or Safeway would probably be ok too (although theirs is typically previously frozen so freshness could be an issue).
Now. Conundrum. Since this is a special event we might want to go to Pike Place Market and purchase there to get the really good stuff, the real deal.
I have no idea what the cost would be but I'll guesstimate $12/lb.
Call ahead to hedge your bets.
That's $4.40/portion which is reasonable.

-----Original Message-----
From: Kristine Leander <kristine@swedishclubnw.org>
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Cc: Anis Rahman <anis@swedishclubnw.org>; Jocelynn Lillis <jocelynn@chefjocelynn.com>; LAURIE CHESLEY <lsam2424@aol.com>; Wendy Lundin-Clark <wendy@swedishclubnw.org>; snocofo@gmail.com <snocofo@gmail.com>
Sent: Mon, May 16, 2022 1:08 pm
Subject: RE: How's doing what making food at the Swedish Club!

FYI, RC just weighed one of the left-over pieces from Saturday's dinner and it was 8 ounces. It was lovely salmon.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Monday, May 16, 2022 1:06 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Anis Rahman <anis@swedishclubnw.org>; Jocelynn Lillis <jocelynn@chefjocelynn.com>; LAURIE CHESLEY <lsam2424@aol.com>; Wendy Lundin-Clark <wendy@swedishclubnw.org>; snocofo@gmail.com
Subject: Re: How's doing what making food at the Swedish Club!

Hey Tom and Jocelyn, We're having salmon for the Members dinner 5/18. Please advise how much I should buy, where I should buy it; what size portions for 50 people? Thanks. Elizabeth

On Mon, May 16, 2022 at 12:52 PM Kristine Leander <kristine@swedishclubnw.org> wrote:
--
EACampbell

Subject: Re: How's doing what making food at the Swedish Club!
From: Jocelynn Lillis <jocelynn@chefjocelynn.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, May 16, 2022 1:42:58 PM GMT-07:00
Date Received: Monday, May 16, 2022 1:43:10 PM GMT-07:00

Also I got it from wild salmon in fisherman's termnial

Subject: Re: How's doing what making food at the Swedish Club!
From: Jocelynn Lillis <jocelynn@chefjocelynn.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, May 16, 2022 1:42:11 PM GMT-07:00
Date Received: Monday, May 16, 2022 1:42:23 PM GMT-07:00

For the members dinner I got 55 6 ounce portions

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Anis Rahman <anis@swedishclubnw.org>, Jocelynn Lillis <jocelynn@chefjocelynn.com>, LAURIE CHESLEY <lsam2424@aol.com>, Toene Hayes <Toene@swedishclubnw.org>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Monday, May 16, 2022 1:19:13 PM GMT-07:00

If it's eight now it was something before that. Will wait to hear directions before I purchase tomorrow. Would like to know cost also so Toene can provide the funds to purchase salmon.
--

Subject: RE: How's doing what making food at the Swedish Club!
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, Jocelynn Lillis <jocelynn@chefjocelynn.com>, LAURIE CHESLEY <lsam2424@aol.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Monday, May 16, 2022 1:08:02 PM GMT-07:00
Date Received: Monday, May 16, 2022 1:08:05 PM GMT-07:00

FYI, RC just weighed one of the left-over pieces from Saturday's dinner and it was 8 ounces. It was lovely salmon.

Subject: Re: How's doing what making food at the Swedish Club!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Anis Rahman <anis@swedishclubnw.org>, Jocelynn Lillis <jocelynn@chefjocelynn.com>, LAURIE CHESLEY <lsam2424@aol.com>, Wendy Lundin-Clark <wendy@swedishclubnw.org>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Monday, May 16, 2022 1:05:32 PM GMT-07:00

Hey Tom and Jocelyn, We're having salmon for the Members dinner 5/18. Please advise how much I should buy, where I should buy it; what size portions for 50 people? Thanks. Elizabeth
--

Subject: How's doing what making food at the Swedish Club!
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,"snocofo@gmail.com" <snocofo@gmail.com>,Jocelynn Lillis <jocelynn@chefjocelynn.com>,LAURIE CHESLEY <lsam2424@aol.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, Wendy Lundin-Clark <wendy@swedishclubnw.org>
Date Sent: Monday, May 16, 2022 12:52:33 PM GMT-07:00
Date Received: Monday, May 16, 2022 12:52:36 PM GMT-07:00

This email is to clarify who is doing what with Swedish Club dinners and other meals.

Elizabeth Campbell will continue with desserts every Friday evening and for the monthly Members' Dinner. It is yet to be decided whether that also means Friday lunches. We won't have desserts with Wednesday "light suppers," but we will need to have desserts on the monthly Member's dinner. Our members appreciate her desserts and look forward to them and so I've been clear with Elizabeth and with our new chefs that she will continue to make desserts. For now, that's Friday evening and the monthly members dinner.

RC Charles will continue to be a kitchen worker and support the chefs with both meal preparation and serving. (I'm sorry, I don't know the title of such a person in a kitchen. Other than awesome person!)

Jocelyn Lillis will make Friday dinners (except for desserts.) At some point (maybe around the first of June) we'll add Friday lunches. No concrete plans for lunches yet. She will also do one-offs, that is the occasional special dinner. Jocelyn has the title of Food Services Manager/Chef.

Tom Perricone will be our Wednesday Chef and Pancake Breakfast Coordinator. He will officially start on May 25 with the first Wednesday supper. We call it "Lilla Fredag", which means "Little Friday". It will be soup, bread, and salad. Starting with the Members Dinner on June 15, Tom will also do the Members' Dinner every month. Tom will also oversee the Swedish Pancake Breakfast. He will work with Anis on making sure that adequate supplies are ordered, and he will be onsite on Sundays to make sure the Breakfast goes off without a hitch. He does not get involved in recruiting volunteers, only how they work once they show up in the kitchen on Sunday morning. Tom will get his training about the Members' Dinner and how it proceeds by coming on Wednesday, May 18. OK to ask for his help, but he's mainly absorbing how it all works.

Jocelyn and Tom will support one another and fill in for one another.

Please ask me if you have questions about any of this. It takes a team effort, folks!

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 11. Started: May 18, 2022 11:04:00 AM

Subject: Fwd: Health Department
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Sunday, February 25, 2024 4:58:07 PM GMT-08:00

Subject: Re: Health Department
From: Christine Lea <christineandco1@aol.com>
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, May 26, 2022 4:07:16 PM GMT-07:00
Date Received: Thursday, May 26, 2022 4:07:19 PM GMT-07:00

I hope you are taking covid precautions as well...don't want anything to happen to our neighborhood warrior!! :)

-----Original Message-----
From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: Christine Lea <christineandco1@aol.com>
Sent: Thu, May 26, 2022 1:35 pm
Subject: Re: Health Department

I dictated it on the spot so had some rough edges. It is all fluid at this point. To cook came to work sick and had COVID. end of dinner last week.

--

Subject: Re: Health Department
From: Christine Lea <christineandco1@aol.com>
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, May 26, 2022 4:04:09 PM GMT-07:00
Date Received: Thursday, May 26, 2022 4:04:11 PM GMT-07:00

The new chef Joslynn had covid?

-----Original Message-----
From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: Christine Lea <christineandco1@aol.com>
Sent: Thu, May 26, 2022 1:35 pm
Subject: Re: Health Department

I dictated it on the spot so had some rough edges. It is all fluid at this point. To cook came to work sick and had COVID. end of dinner last week.

--

Subject: Re: Health Department
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christine Lea <christineandco1@aol.com>
Date Sent: Thursday, May 26, 2022 1:35:25 PM GMT-07:00

I dictated it on the spot so had some rough edges. It is all fluid at this point. To cook came to work sick and had COVID. end of dinner last week.
--

Subject: Re: Health Department
From: Christine Lea <christineandco1@aol.com>
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, May 26, 2022 12:19:25 PM GMT-07:00
Date Received: Thursday, May 26, 2022 12:19:35 PM GMT-07:00

Hi Elizabeth

So sorry it's taken me so long to get back to you on this email, life got in the way, but thank you for sending me the draft. I agree 100% on all your points. The only changes I would offer are some grammatical and syntax errors.

How did KL respond and how is everything else going?

I understand "Chris has left the building" a few days ago. Good for him!

SC/ KL becoming more screwed by the minute...nothing new.

Best,
Christine

-----Original Message-----
From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: Christine Lea <christineandco1@aol.com>
Sent: Wed, May 18, 2022 11:58 am
Subject: Fwd: Health Department

Subject: Re: Health Department
From: Birgit Ages <birgitages@comcast.net>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Friday, May 20, 2022 4:48:29 PM GMT-07:00
Date Received: Friday, May 20, 2022 4:48:51 PM GMT-07:00

Wow

Subject: Fwd: Health Department
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Birgit Ages <birgitages@comcast.net>
Date Sent: Friday, May 20, 2022 4:41:46 PM GMT-07:00

Please excuse typos. I dictated this message and voice recognition garbled a few words and phrases but the message is clear. Sent on Wednesday.

This is what is so upsetting is that not only three days ago I had taken them to task about having somebody at work sick, and the practice continued.

And that whole attitude provides all of this including with the keeping the place clean and the food handling etc.

Re today, there are three layers in this Covid thing, an employee who couldn't police himself and thought he would privilege himself over his fellow workers and come to work sick, Tom, then you have his new boss the new food service manager Jocelyn she apparently was down with him working sick also and then Christine.

It's not like any of them didn't know what was going on.

He was sick enough on Monday that he took a Covid test that came back negative. But then he's still sick and shows up at work four days later and is sick enough that he takes a second Covid test but not before he has exposed multiple people to his illness.

And RC said that Tom wasn't even really wearing his mask right he just had on some cheap mask and was half ass doing it and then he was doing all of the dishes he handled all of the clean stuff that he had washed put it all away. it's like it's really bad.

Subject: Fwd: Health Department
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christine Lea <christineandco1@aol.com>
Date Sent: Wednesday, May 18, 2022 11:58:17 AM GMT-07:00

Subject: Fwd: Health Department
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Chris Sisco <chris@swedishclubnw.org>
Date Sent: Wednesday, May 18, 2022 11:58:03 AM GMT-07:00

Subject: Fwd: Health Department
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Wednesday, May 18, 2022 11:57:52 AM GMT-07:00

Subject: Health Department
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Anis Rahman <anis@swedishclubnw.org>, shamaalbright@msn.com
Date Sent: Wednesday, May 18, 2022 11:04:34 AM GMT-07:00

This is a follow up to our quick call today. I assured this was it is today that unless the kitchen is cleaned up that I have no other choice but to call the health department. The reality is this is been going on for months now, I brought the problems with the kitchen not being an order with the ingredients not being stored properly with the food being left out with the refrigerator is not being maintained properly including at the right temperatures I also have talked so many times and brought it to yours and Anisa said tension about the floors being dirty about the old food and trash being left around like for weeks it's just inconceivable at this point to be running a kitchen like this I don't think that it's healthy and safe.

I have sent pictures I've written about it we've discussed it in person and so I just feel forced to approach the situation that way. I don't want to have any government involvement with anything but at the same time the health and safety regulations are there to safeguard people and all of the people that are guess and the people that are workers. In addition you've had a worker that came in three days in a row who is visibly sick he has been allowed to serve food two days in a row Friday and Saturday he came in yesterday and was sick he's been handling all of the dishes ostensibly the ones that are clean but there's also things that he's left their pants that are from Friday and Saturday with his old food in them I mean this just isn't sustainable to do this I have cleaned the place myself multiple times and it says there's no going back on this that it needs to be something that is done for the safety and the health of the patrons of the club and for the employees that work here.

Yesterday when RC and I came to work at 3 PM the entire counter was covered with clean and dirty dishes we had to move everything out of there there was garbage and all of the garbage cans that had to be pushed out of the way the dishwasher was backed up with dirty dishes and everything from Saturday and all of the clutter on the counters is beyond belief. Those counters have been cluttered for at least two weeks dishes left out and there are some pest infestation's. They're supposed silverfish in the dish cupboards and then there's ants that come in when the floors are all dirty like this. I have written to you and I've written to Anaïs since January. That's when you intercepted my report to the building committee and insisted that I not give it to give them to them and keep it between you and I and Anis.

Much of the things in there which were all kitchen related remain unresolved as of even date. Including not only the cleanliness but also the repair of the equipment it's still in disrepair.

I came in today again the place is a mess the floors are dirty the counters are cluttered so that you can't really functionally use them for anything there's old food out there's crackers or butter there's food on the floor the recycles not been taken care of all of the garbage and recycle containers for food the compost containers none of that's been taken care of. And if you will recall it was just a week ago that I found the compost food compost recycle container in an alcove that was covered over with a piece of board that had rotting food in it!

I'm sorry if this hurt you to say this but I just don't know how else to present it other than in reality. Asas you know I have kept a photographic record for months now including to even date trying to share with you the challenges that are in the kitchen I try to clean as I go as I cook I clean my own dishes and utensils often I rearrange the refrigerator I don't know how many times and still I return when other people have used it including the pancake people and it's always in disarray. I've cleaned the pantry I don't know how many times also. Months and months out we can week out it ends up in a mess. I wrote you last week about the old food that was in the reef in the freezer is it failed , it took over three weeks for all of that old rotting food in there to be thrown away and it wasn't cleaned out until less than a few days ago and the thing is still filthy inside. I've told you about the old food that's in both of the other refrigerators including that somebody took a bunch of old pork and other old food out of the freezer that failed and put it into the other freezer after it has thawed!

I have spoken to you multiple times to about Gabe and his inability to do his job functionally. Not only have I talk to you about it but I've talk to Anaïs about it also. He has come in to work three days sick Friday and Saturday he was serving guess he could barely function and I thought that that was terrible to have allowed him to walk around mask free gloves free serving food and in the bargain he isn't even doing his main job.

I love the club and I love the members and the people that make it happen but I don't understand how we're supposed to do our jobs in the kitchen and have the old food the dirty floors the unwashed dishes the clutter all over the place and then supposed to do it all in a safe and healthy manner.

The Swedish club has had a food service operation for the better part of over 60 years at this location. So it comes as no surprise that they're running a food service operation near and that it's supposed to be done in accordances with the health and safety regulations for not only just the state but also for the city and the King County not to mention there's also OSHA and other like regulations.

And I'm going to have to add it seems to me that it's unfair to Anis to not support him and get good staff for him so that he has the ability to carry out his job and to keep the building in good repair, to keep the conditions healthy in terms of the food service facility, and whatever else he needs to make his department be successful.

I am sorry this is frustrating to you Kristine.

Elizabeth Campbell
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Email conversation start. Email count: 6. Started: Jun 15, 2022 12:15:00 PM

Subject: Re: Chef Jocelynn is still sick with COVID
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Friday, January 26, 2024 8:32:06 PM GMT-08:00

Kristine,

Did you ever thank me when I did each of these things that you are now gushing all over Jocelynn and Tom doing? Did you ever thank me when I saved the day and put on the NYE dinner? Did you even publicly let it be known even that I had even taken the lead and cooked the majority of that dinner in the first place?

Did you ever thank me when I did the shopping for the six months prior to Jocelynn and Tom showing up? No, you sat and complained when I wanted to be reimbursed in a timely fashion and you sat and complained about advancing funds to me for those purchases; and you sat and acted entitled, that I of course should be sustaining the foodservice department but

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Subject: Fwd: Chef Jocelynn is still sick with COVID
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Friday, January 26, 2024 8:27:57 PM GMT-08:00

Follow Up to 6/15 w/ Update

There was a time when we had a regular Tuesday morning meeting at 11:00 AM where we all got on the same food department page about upcoming events, whose responsibilities were what, talked about menus and food ideas, and had a forum for processing any challenges that were particular to the food operation.

Instead I feel it is now being run in a factional way with no common threads to bring together people and the assorted aspects of the food operations internally and in relation to the greater Club operations.

I feel decisions are being made in vacuums along with narratives being established that are not entirely accurate.

One way this is apparent is the month of Friday menu items listed in the last couple of What's Happening newsletters and no concomitant dessert; and often when dessert is listed, it is listed as just that, "dessert".

I feel this is a self defeating system, at least for the desserts, or is this by design? We've spoken a number of times about this. In the distant past an actual effort went towards ginning up food sales by having attractive send ups of the upcoming menu items.

The second part of it is re the regularly scheduled Tuesday meeting - well, surprise to me there is a month's worth of meals planned out but no desserts; the What's Happening newsletter was sent out last week and now this week - no dessert menu items mentioned. Would having had a team consultation would things have been different?

Subject: Re: Chef Jocelynn is still sick with COVID
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Jocelynn Lillis <jocelynn@chefjocelynn.com>, LAURIE CHESLEY <lsam2424@aol.com>, "snocofo@gmail.com" <snocofo@gmail.com>
Date Sent: Thursday, June 16, 2022 11:02:35 AM GMT-07:00

Yes, I'm making the budapest roll as agreed upon.

--

Subject: Fwd: Chef Jocelynn is still sick with COVID
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Thursday, June 16, 2022 11:02:21 AM GMT-07:00

Really - “Chef Tom” is saving the day when he does shopping. But I do the shopping and what? I’m not saving the day? More of the crap.

Subject: RE: Chef Jocelynn is still sick with COVID
From: Kristine Leander <kristine@swedishclubnw.org>
To: "snocofo@gmail.com" <snocofo@gmail.com>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Jocelynn Lillis <jocelynn@chefjocelynn.com>, LAURIE CHESLEY <lsam2424@aol.com>
Date Sent: Wednesday, June 15, 2022 1:34:53 PM GMT-07:00
Date Received: Wednesday, June 15, 2022 1:34:58 PM GMT-07:00

Yes, Chef Tom is buying the food for Friday's dinner. Thanks, Tom, for saving the day for us.

Subject: Chef Jocelynn is still sick with COVID
From: Kristine Leander <kristine@swedishclubnw.org>
To: "snocofo@gmail.com" <snocofo@gmail.com>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Jocelynn Lillis <jocelynn@chefjocelynn.com>, LAURIE CHESLEY <lsam2424@aol.com>
Date Sent: Wednesday, June 15, 2022 12:15:49 PM GMT-07:00
Date Received: Wednesday, June 15, 2022 12:15:52 PM GMT-07:00

So, we've made another menu.

Chef Tom will come in and grill chicken and make meatballs tomorrow so the menu will now be a dinner-size grilled chicken salad or meatballs and potatoes.

The music group is Lushy, and they draw a crowd, so we may have people wanting to eat who didn't reserve food in advance. We think the grilled chicken salad can be expanded as needed.

Elizabeth, are you making the Budapest Roll?

Tom, are you buying all the ingredients for the salad too? I'll clarify this with him as he's cooking now for tonight's Members dinner, and he may not be reading emails.

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 4. Started: Aug 5, 2022 9:49:00 AM

Subject: Fwd: Meeting Today, 2:30 PM
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <Neighborhoodwarrior@gmail.com>
Date Sent: Friday, May 9, 2025 1:22:35 PM GMT-07:00
Attachments: IMG_7577.jpeg,SC Meeting 08-05-22.pdf

Email I drafted to send to Chelsea and Shama in August 2022 - never sent Started draft on Thursday 8-11-22 Chelsea, on August 5th I sent you, Shama, Kristine, Anis, Toene, and your colleague Shannon, a letter that set out some engagement parameters for a meeting that afternoon with Kristine, Anis, Toene, and I.* The letter is attached hereto. I feel that it set a conciliatory tone and clearly outlined my expectations for problem solving, “settling matters”, arriving at “resolutions”, and “solutions”, including an offer for settling, as part of the business that was going to be undertaken at the meeting.**

I feel my letter, I, couldn’t have been more clear with what I set forth in it. It was open, it was positive. I feel I sent a very obvious signal to the parties herein that I preferred working on an opportunity for resolving things out of court; including giving the Swedish Club and its administrators and leaders a positive message. Clearly my tone was my hope for a good future between us. I shared the goodwill I have had and tried to have towards the Swedish Club, often in spite of what has gone on.

Instead of treating me with respect at the meeting, instead of dealing with me in good faith, after learning what I did last night, I think you will agree the meeting was clearly a sham and a checkbox moment contrived by Kristine, Anis, and Toene.

Kristine I feel started out the whole meeting conversation with a prior gambit she has done to me not once but at least twice before, presenting a claim or situation wherein she states she had done something that later evidence has shown is untrue.**

The pretense this last week I feel was that the foodservice manager job was still open for consideration and that I was a true candidate for the position. After last night (8/10), I feel that is untrue. The job was not open, someone had already been hired to fill it, at that point and before I believe I was never a true candidate for the position.

Meeting with me last Friday (8/5) I believe was a checkbox effort, a sham put on to make it look like I had been interviewed; not to mention - my clear offer to work on a resolution was plain old ignored.

The other pretense was Kristine claimed in an email she sent to me on August 1, 2021 that she had sent a separate email to me through Indeed’s job candidate email system, she was inquiring about my availability to come into the Club for a job interview. I went and looked at my Indeed email account at the time, I looked even again today, 8/11. There is no evidence in my Indeed email account of an email from Kristine. See attached screen shot.

At the August 1st board meeting Kristine told the board that she had 25 applicants for the foodservice job posting, and she said she was interviewing a lot of people. According to my Indeed job search account it is true that there were *up to* 25 applicants for the foodservice job. However, from what I now gather, early on Kristine settled in on the woman she hired last week, engaged with her multiple times to work out the details of her employment, engaged about her with Anis, and with Tom. All of that was before meeting with me. According to what I have been told by Tom and others, Kristine as she was in the process of hiring this woman was asking him such things as should she hire her, what did he think, would he train her, did he think this woman was physically able to do the job, again, all before the meeting with me on the 5th.

This woman is scheduled to start working on August 26th. Tom gave his notice at least two weeks ago,*** and no one else, myself included was being considered for the recent foodservice job position once Kristine latched on to this woman.

When I arrived for the meeting on the 5th Kristine according to Anis just left 20 minutes before the meeting to go do errands. And think about that - she had to have known full well as would anyone at the Swedish Club, she would not be back in time for the meeting - short of getting a sandwich down the block, there is no place someone could in that area, from the Swedish Club to some destination that would get them back to the Swedish Club in 20 minutes.

I believe that she would never have done such a thing to a real interviewee. However, given that Kristine had already hired someone for the job, I believe that further informed Kristine’s ambivalence about showing up on time to meet with me. It wasn’t a “real meeting”, it was a checkbox. A show meeting so she could say she had interviewed me for the job.

This pretense worked as long as others didn’t piece together the story for me, telling me about what really had been going on, Kristine already had her new chef well in hand, hired. I wasn’t being considered for the job. And as well as like it I believe had been with her hiring of Tom before this woman, once again I believe Kristine thinks she was taking out insurance against my age discrimination claim - she now consistently hires the elderly apparently - my understanding is this woman is in her 80’s. And think about this, I was told Kristine again questioned at length the physical ability of this older person.****

Without knowing at the time (8/5) the background of Kristine hiring someone already, I felt some disrespect on Friday when she showed up 40 minutes late. But more so now knowing what really was going on, the premise of the meeting I feel was a fake, and even like my time was of no consequence to Kristine.

During the meeting I was peppered with questions for example about this hypothetical, about an employee not keeping the kitchen clean, what would I do if I came to work and the kitchen was a mess? This was belabored by Toene. Why I wasn’t at my old business from some 30 years ago if it was so profitable? Anis. What did I love to cook? What would my best manager be like? Kristine.

And then at the meeting Anis wanted to delve into the conception of “team work”. He said that team work was very important to him, what was my take on that? I said, based on my experience, who is on and off the team at the Swedish Club is rooted in the leaders of the team, not related to any conscious choice of someone other than them. Consequently my question to him, that it was the converse, what was Anis’s conception of being on a team?I have to say, there was push back by Anis and Toene, they did not want to talk about it and said I should stop talking about it. Not being considered to be on the team, Kristine’s direct statement to me earlier this year that I’m not being embraced as an employee, that was one of the hallmarks of my discrimination complaint. I think it was quite fair my suggestion that the team question was a two way dialog.

In fact, I think it is fair to interject this here about teams and team building things at the Swedish Club, just nine days prior to the meeting on the 5th, I had attempted once again to initiate a team building effort with Kristine. On July 27, 2022 I wrote Kristine***** and asked her to re-establish the regularly scheduled Tuesday meeting of the food team.

Up and until Jocelynn was hired at the end of April that weekly meeting had been a productive time where we could focus on Swedish Club food, a weekly time where all of the foodservice department related business was planned and discussed between the foodservice team members - Wendy, Kristine, RC, and myself.

Once Jocelynn was hired that practice ended; once Tom was hired the practice continued to be ended; from my perspective I have been intentionally kept in the dark, excluded from the majority of the foodservice planning and information. It was like I was placed on a need to know basis - certainly not consulted about anything, only finding out foodservice information from Kristine, not Jocelynn or Tom, often after the fact, even far after the fact, and then I feel minimal information is all I have received.

Be all that as it may be, At the meeting on the 5th I was pleasant, forthright, and conciliatory with Kristine, Toene, and Anis. I noticed they did not want to talk about resolving anything. At the closing of the meeting I shared with them for me a very emotional, sincere, and heartfelt moment - I said to them that whatever the circumstances that I always will be appreciative of the opportunities that I have been afforded at the Swedish Club, that regardless of how anything stood between us, that I had said it to Kristine before, and reiterated it to them, I have appreciated and enjoyed many of my times at the Swedish Club.

That was the end of the meeting on August 5th. After that as I have noted, I figured I would have to wait until Kristine returned from her trip to hear anything more.

Since the meeting on Friday **through to last night at 6:30 PM** I spent time wondering how things went at our meeting. What were the thoughts folks were going through? How long might things be under consideration? When might I hear back from Kristine about any decisions?

Given that Kristine was to be away from the Swedish Club for the next two weeks, August 8th through the 22nd, since I heard nothing before she left, I figured she had not made any decisions and was likely to get back with me upon her return. Despite the bad manners and rocky start, I was being positive.

Cue the record scratch noise here.

***** From: Elizabeth Campbell <bethatuw@live.com>
Date: Fri, Aug 5, 2022 at 9:49 AM
Subject: Meeting Today, 2:30 PM
To: Kristine Leander <kristine@swedishclubnw.org>, Anis Rahman <anis@swedishclubnw.org>, Toene Hayes <Toene@swedishclubnw.org>
CC: shamaalbright@msn.com <shamaalbright@msn.com>, cdpetersen@perkinscoie.com <cdpetersen@perkinscoie.com>, smcdermott@perkinscoie.com <

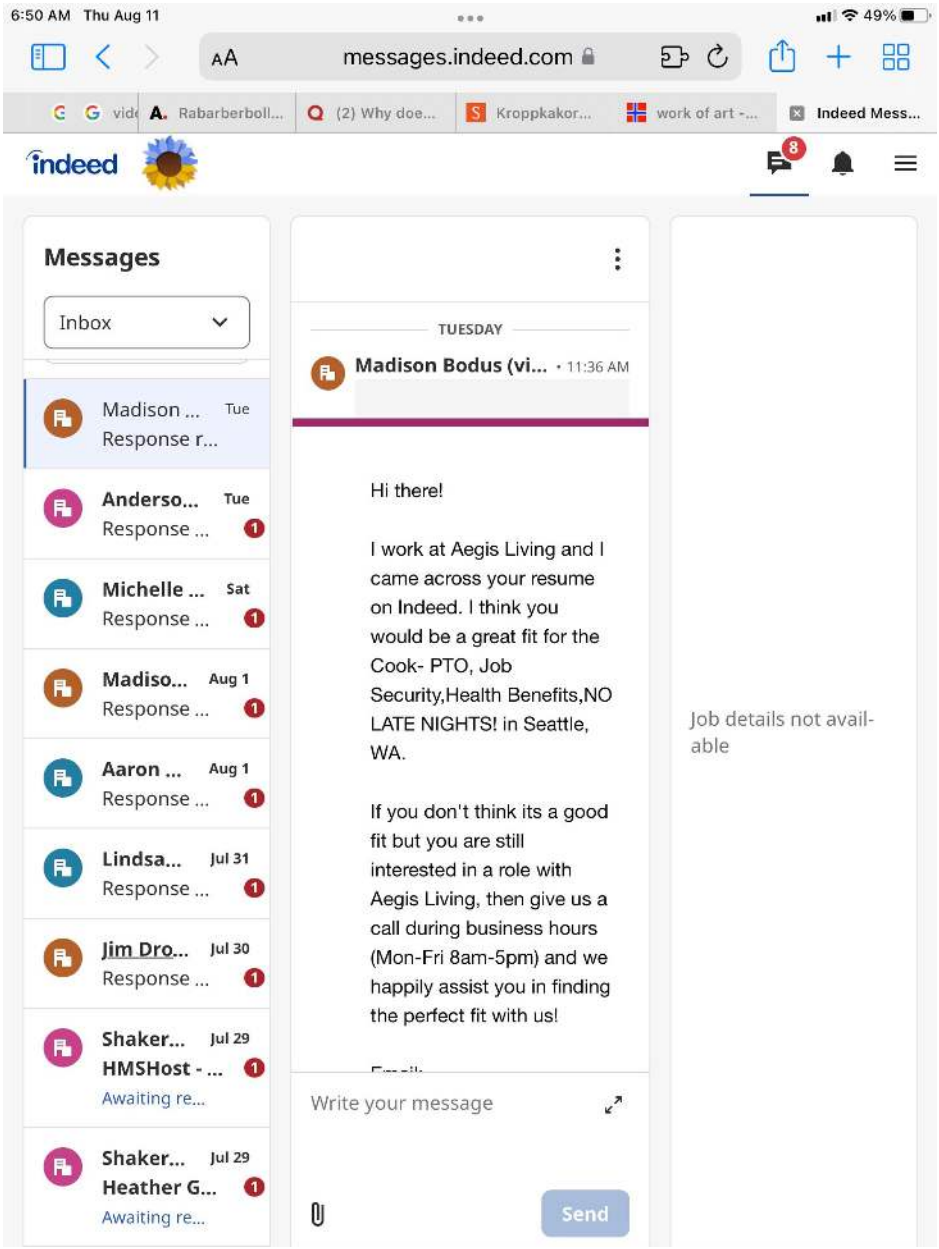
Please see attached [letter document attached to the 8/5 email are attached to this 8/11 email]

****** Pretense #1. On February 23, 2022 Kristine banned me from the Swedish Club Board's standing committee, the building committee. She prefaced her directive to me with the statements that "You probably don't remember discussing this…" that her and I had a discussion that employees could only attend committee meetings that were related to the employment position. I asked her if this was in the employee manual, she replied it was not. In fact, the opposite was true, the permission was that employees were encouraged to and could attend any of the Swedish Club's committees - as I also could as a member.

Pretense #2. In mid-March Kristine approached me just before a dinner service at the Swedish Club with a file folder in her hand. She said she had found the folder on her desk and said she had some papers for me to sign. The papers were the Club's Employee Manual and other employee onboarding documents that I had already signed in mid-November, 2021. I thought it was very odd, I felt it was a gambit to get me to sign something for no reason that was for my benefit. On April 20th, and April 29th, 2022, I wrote about this incident, "Astonishingly the Executive Director attempted to serve it on me a fourth time in the middle of a dinner service in mid-March– as in it is after the work day, it is in the middle of dinner service for the Club members. It was a totally out of context moment to be bringing up paperwork." *—City of Seattle Discrimination Complaint*,*—Washington State Department of Human Rights Commission Complaint*

******* Regarding Tom's notice that he was quitting his job with the Swedish Club, I had no idea that had happened, but based on my observations about Tom's work schedule, hearing about how Kristine had been begging him to take on Jocelynn's job after Jocelynn abruptly quit, I thought the writing was on the wall. On July 18th I wrote Kristine about the likelihood that Tom would not in the long run continue to work for the Swedish Club:

Attachment: IMG_7577.jpeg



Subject: Fwd: Meeting Today, 2:30 PM
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: "Neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Friday, December 2, 2022 11:23:25 AM GMT-08:00
Date Received: Friday, December 2, 2022 11:23:27 AM GMT-08:00
Attachments: SC Meeting 08-05-22.pdf

Subject: Fwd: Meeting Today, 2:30 PM
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: chefcross45@yahoo.com
Date Sent: Saturday, October 1, 2022 3:57:38 PM GMT-07:00
Attachments: SC Meeting 08-05-22.pdf

The thing I did not know is you had already been hired

Subject: Meeting Today, 2:30 PM
From: Elizabeth Campbell <bethatuw@live.com>
To: Kristine Leander <kristine@swedishclubnw.org>,Anis Rahman <anis@swedishclubnw.org>,Toene Hayes <Toene@swedishclubnw.org>
Cc: "shamaalbright@msn.com" <shamaalbright@msn.com>, "cdpetersen@perkinscoie.com" <cdpetersen@perkinscoie.com>, "smcdermott@perkinscoie.com" <smcdermott@perkinscoie.com>, "Neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Date Sent: Friday, August 5, 2022 9:49:15 AM GMT-07:00
Date Received: Friday, August 5, 2022 9:49:18 AM GMT-07:00
Attachments: SC Meeting 08-05-22.pdf

Please see attached

Friday *Kafé*

Back in the Swedish Club's heyday, our restaurant **was** one of the primary reasons people joined. Relive those days once a week with a visit to our Friday Kafé.

Chefs Ann-Margret Lightle, Malin Jonsson and Christine Lea serve open-face *smörgås* sandwiches starting at 12 noon, homemade pastries all afternoon, and a hot dinner that varies weekly, starting at 6 p.m.

For **a real Scandinavian dining experience**, there's no better place than the Swedish Club on a Friday.



Dear Kristine, Anis, and Toene,

I'd like the above to become true once more, smiling faces, and the Swedish Club regains its rightful title in Seattle as a go-to place to have a real Scandinavian dining experience. It has I believe the underlying foundation to be noted for its food offerings at its restaurant and events, including the Swedish Club's events or others it hosts.

More importantly though is that all of this intention and goal is for the benefit of the members. You, I, the board, and the rest, we are only the stewards of the Club's present and future. It is all or ours duty and responsibility to be just that.

I'm taking the time to visit with you this afternoon because I believe it can be a good opportunity to consider the future of the Club, including how to get the food department portion of it on a better footing and track in order that it becomes a credit to everyone and a blessing for the membership.

I'm visiting with you today also on the basis that I believe this can be an opportunity for settling some of the matters between us, you, I, and the Swedish Club.

Kristine, you asked Lorelei in May, "What does she want?"

On the pragmatic side and as it relates to the foodservice department, this is what I would prefer:

A six month contract to establish the foodservice and hospitality management portion of the kitchen department, a part time position with likely no more than 15 hours per week. I will set in place the framework for doing the things that I have advocated for for over a year and now a half, food costing, budgeting for meals and events, inventory system, food quality and control, purchasing program, and

food safety and staff support – including that the staff have a set aside space for administration and respite.

In addition, I will set in place a framework for establishing a catering component of the Club. I even feel that if things are done in that regard sooner rather than delayed some more, that the Club may be even able to avail itself of some holiday event opportunities this year; and if nothing else there is always the Desserts by Elizabeth opportunity.

I will set in place a baking program to produce breads, desserts, pastries, tarts, cookies, and the like, that may be used for the Club's meals but also that would be available for members to purchase.

I will re-establish the salad and soup program that I initially worked on this year so it is a credit to the Club and provides good value and experience for the members and their guests.

Hospitality, that to me is about the guest experience. Food quality – including ensuring the authenticity of the food served, as well as acknowledging the Nordic traditions related to the food the Swedish Club serves. To me hospitality also includes setting in place practices and even scheduling that is the basis for ensuring that members have an exceptional experience when they dine or socialize at the Club – are things on time, are they comfortable, are their food and drink needs and interests being met – as well as including the staff in setting up the hospitality standards that need to be met. Their buy-in, defining and supporting staff needs.

In general those are the basics I am seeking. As well as, I will contribute to what cooking needs to be done as long as necessary to pull things along, however, the original premise of this ongoing cycle of recruitment was not predicated on finding cooks – of which I already am one – designated and by virtue of my service at the Club – it was about putting in place a functional administrative function for the foodservice department – that is first and foremost the goal that I believe should be considered between us.

I am an excellent administrator and quite adept at setting goals and dedicating myself to meeting the goals established; that is a function of my wealth of knowledge, experience, and personal traits – including persistence.

At any rate, I will see you soon. I am visiting you with a positive attitude and am more interested in solutions and resolutions that benefit the Swedish Club.

Best Regards,
Elizabeth Campbell

8-5-22

P.S. I will be sending you some additional materials for your consideration also.

Email conversation start. Email count: 4. Started: Aug 26, 2022 11:03:00 AM

Subject: Re: FW: Food plans for now!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Friday, February 16, 2024 6:52:54 PM GMT-08:00

Thanks Kristine for this update. There is another email to follow, and that is my response to your original email in this thread. I wrote it right after receiving it; however, I chose to generously give you time to work through another round of your personal and unprofessional expression of this ongoing animosity you appear to hold towards me, where you take every opportunity to say or do some thing that might seem to the uninitiated, administrative or generally
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Subject: Re: Food plans for now!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Sunday, September 11, 2022 4:52:33 PM GMT-07:00

Sorry, that title neither reflects the reality or conveys any respect for my personal experience, skill, knowledge, and my contributions to the foodservice department. I will require a better title than that. Pastry Chef.

Last go round about duties and titles my title from November 24, 2021 was morphed to nothing, along with my job duties being parceled out to Tom. See email below. And, even RC's title was morphed to nothing also. But he did get an "Awesome" sticker. I'm presuming that RC was denoted as a "cook" when he was hired, now he is a Sous Chef, but I'm a cook still?

From my perspective this job description exercise that you are presenting here is in large part a continuation of the hostile work environment you have presided over, the title you have crafted for me for the uninitiated in how you operate is intentionally aimed to be provocative and belittling.

Subject: FW: Food plans for now!
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, September 11, 2022 9:27:00 AM GMT-07:00
Date Received: Sunday, September 11, 2022 9:27:03 AM GMT-07:00

Elizabeth, this is my email in which I asked you and RC to adhere to your job descriptions, that is: "stay in your lane."

Subject: Food plans for now!
From: Kristine Leander <kristine@swedishclubnw.org>
To: "snocofo@gmail.com" <snocofo@gmail.com>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, Shama Albright <shamaalbright@msn.com>
Date Sent: Friday, August 26, 2022 11:03:19 AM GMT-07:00
Date Received: Friday, August 26, 2022 11:03:22 AM GMT-07:00

Dear Elizabeth and RC,

In every workplace, the conditions, assignments, etc. are ever evolving. That's true as well at the Swedish Club. The following is our situation at the Club for the foreseeable future.

But let me say, first and foremost, we're thankful to have you: Elizabeth for her popular desserts and RC for making simple meals.

We plan that Wednesday soups and Friday dinners will be easy for RC to prepare and therefore successful for him to present to our members and guests.

We are expecting that Elizabeth's ever popular desserts will continue to please our members and guests.

I will continue to ask Ann-Margret to create menus for us for the next month.

I'm reaching out to some chefs to be our invited "guest chefs" on a random basis for the next few months. (We don't have a guest chef for Friday, Aug 26, but we do have a guest chef for Friday, Sept. 2.)

In addition, note that this email contains job descriptions. These staff assignments are roles you are already filling, and there are no surprises. I ask you to adhere to them. If you see additions or changes to them, please let me know.

Dessert Cook

The Dessert Cook will prepare a variety of desserts, such as cakes, pies, cookies, etc. for Friday evenings and the third Wednesday of every month following traditional and modern recipes.

The Dessert Cook:

- prepares desserts assigned for each event by Executive Director or propose a dessert for her approval
- checks with Executive Director about quantities to prepare
- prepares desserts to ensure that their presentation will be enticing to our members and guests
- purchases ingredients within budget
- prepares desserts and makes them available at the Club between 4 and 5 pm every Friday and the third Wednesday of every month (You may choose whether to remain and serve desserts or leave for other staff to serve.)
- turns in to the staff bookkeeper the expenses for ingredients and hours expended within one week of the preparation of each dessert

Sous Chef

The Sous Chef will assist in the preparation and production of food to be served at the Swedish Club, under the direction of the head chef. In the absence of a head chef, the sous chef will seek direction from the Club's Director of Operations (Anis) or Executive Director (Kristine).

In the absence of the head chef, the sous chef will:

- plan entrees and accompaniments according to the menu supplied by the Executive Director
- checks with Executive Director about quantities to prepare
- purchase ingredients according to menu and within budget
- serve plates per the menu description
- ensure that food products, preparation, presentation, and plating are of the highest quality and prepared to be served in a timely manner
- inspect all equipment on a regular basis to ensure that they are kept clean and in good working order.
- assure that all standards of food quality, preparation, recipes, and presentation are adhered to
- put away and preserve leftovers; monitor holding and storage operations to guarantee that food service sanitation standards are met
- monitor holding and storage operations, stocking, and food rotation
- leave the kitchen so that maintenance staff can do dishes and final cleanup

My hearty thanks for your help following these current plans.

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 7. Started: Sep 24, 2022 5:06:00 PM

Subject: Fwd: Desserts in October?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Candy aaCampbell <candy2100@comcast.net>
Date Sent: Thursday, April 11, 2024 7:42:52 PM GMT-07:00

Backstory

Just to be clear - I never said anything to Kristine that I thought Ann Margret's dessert choices were kind of simpleton type choices. I said nothing. I did think it, but said nothing. This must be what Kristine thought on her own, and used me as the vehicle to say something to Ann-Margret.

And the other part is Kristine's pigeon-holing of me, she's said I know you like to make luscious desserts. That's not anything I ever said also - and I don't think I like to make luscious desserts - I make all sorts of everything.

Subject: RE: Desserts in October?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, September 25, 2022 2:22:13 PM GMT-07:00
Date Received: Sunday, September 25, 2022 2:22:17 PM GMT-07:00

This is Ann-Margret's feedback. Yes to rulltårta (Oct 14), Silviakakka,(Oct 19), daimtårta (Oct. 21), and Napoleonbakelse (Oct 28).

No to anything that is made individually per person as it's too time consuming, which becomes too expensive for us to sell.

We have selected four, giving the Club a dessert for the Members' dinner on Oct 19. Let's use the Silviakakka for the Members' dinner on Oct. 19.

Thanks, Kristine

Subject: RE: Desserts in October?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, September 25, 2022 1:43:16 PM GMT-07:00
Date Received: Sunday, September 25, 2022 1:43:20 PM GMT-07:00

Thanks, Elizabeth,

I don't have the October menu items yet from Ann-Margret, so can't tell you what they'll be.

These seem too difficult (which translates to "too expensive to make and sell for a reasonable price") but I'll let Ann-Margret be the judge.

Thanks, Kristine

Subject: Re: Desserts in October?
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, September 25, 2022 11:09:39 AM GMT-07:00
Date Received: Sunday, September 25, 2022 11:09:42 AM GMT-07:00

Thise Princess torte cupcake things look adorable

Subject: Re: Desserts in October?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Bcc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Sunday, September 25, 2022 10:24:10 AM GMT-07:00

The links are not necessarily the recipe that I will use, but first suggestions for sites that had the best pictures and description, looked like functional recipes.

Here are some suggestions:

Silviakakka
https://www.mytaste.se/recept/silviakaka-963763656

https://blogg.loppi.se/alskaattbaka/2014/04/21/silviakaka/

https://zeinaskitchen.se/silviakaka/

http://saltosott.blogspot.com/2011/02/silviakaka.html

Rulltårta
https://www.odense-marcipan.se/recepter/roulade/rulltarta-med-mandelmarang-och-sommarbar?gclid=CjwKCAjw-L-ZBhB4EiwA76YzOSNF1DEjTX9cAfFSi3ZC1iPSq8pn_7mMj4Wj79bFxF0DAGbE00QTJxoCz78QAvD_BwE

https://www.ica.se/recept/rulltarta-715912/

https://www.koket.se/hela-sverige-bakar/birgitta-rasmusson/dromtarta-rulltarta-med-smorkram

https://true-north-kitchen.com/swedish-rulltarta-with-roasted-strawberries-and-vanilla-cream/

Individual Prinsesstårta
https://www.koket.se/hela-sverige-bakar/birgitta-rasmusson/dromtarta-rulltarta-med-smorkram

https://www.sprinklebakes.com/2019/01/swedish-princess-cake-prinsesstarta.html

https://www.callmecupcake.se/2016/05/mini-princess-cakes-miniprinsesstartor.html

Daimtårta
https://essenrezept.de/eiskalte-daimtarta/

https://mykitchenstories.se/daimtarta/

http://sweetandsweeter.se/recipes/daimtarta/

Dammsugare Arraksrulle
https://mykitchenstories.se/dammsugare/

https://www.expressen.se/alltommat/recept/dammsugare/

https://www.svt.se/recept/dammsugare-1

https://recept.se/recept/dammsugare-i-langpanna

Napoleonbakelse

https://www.google.com/search?q=napoleonbakelse+sweden&rlz=1C9BKJA_enUS731US732&hl=en-US&prmd=insv&sxsrf=ALiCzsagVdDjnit_-ZDkYeGcW469wpmsLQ:1664121573017&source=lnms&tbm=isch&sa=X&ved=2ahUKEwiK2-P5p7D6AhVtAjQIHaCOAhIQ_AUoAXoECAMQAQ&biw=1024&bih=649&dpr=2#imgrc=1PcFgq-ksJjPSM
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Subject: Re: Desserts in October?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Saturday, September 24, 2022 8:45:02 PM GMT-07:00

Thank you for the plug, I'm on it - will work on it tomorrow - Although - what are the meals - I know the meatballs, are the second entree choices set for those days? I can come up with some options independent of the meals - which would you prefer?
--

Subject: Desserts in October?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Saturday, September 24, 2022 5:06:58 PM GMT-07:00
Date Received: Saturday, September 24, 2022 5:07:00 PM GMT-07:00

Hello Elizabeth, I just talked to Ann-Margret about menus for October. I told her that you wanted more challenging recipes than apple pie a la mode, for example. She suggested and I agreed on the following. How about if you come up with dessert options for Oct 14, 21, and 28 (Not oct 7, as that's the Viking feast) and let her review them?

I need them by EOD Monday, as I'm working on the newsletter now. Thanks,

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 6. Started: Oct 5, 2022 10:54:00 AM

Subject: Re: Jansson's Temptation Honors
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Saturday, October 28, 2023 10:22:44 PM GMT-07:00

Draft 10-05-22
Frankly, this is the second topic within the last week plus where I will have to say "I am not surprised, I have been expecting this to come up."

I have been waiting for that commentary from you to be broached, about your having all these complaints about my food, that you just happened to not say anything about it to me at the time, for months, and that that in part explains why it is that you have been so unwilling to have me be a cook, "chef," or a foodservice manager, et al.

Of course, it doesn't explain one thing - how it is if this is true this deep sensitivity and concern of yours you are claiming to me that you have, that you cannot allow someone to be a cook in a leadership position or to guide the food preparation on the basis that you have received all these complaints about their cooking, but in the meantime, the documented, undeniable history is, you retained Arista for months cooking and providing the Swedish Club with substandard meals, including dishes that included spoiled ingredients, installed and elevated another of your cook hires, Tom, allowed him to run amuck with all his permutations of food and service, none of which you would have ever countenanced before, and lately retained RC as a cook, have continued to allow him to cook whole meals, and even promoted RC ahead of me, despite the well-documented 10 month record of RC's meals being of poor to questionable quality, the meatballs (burned, not according to recipe, raw), the fish (raw inside), the chicken (not according to recipe), his salads (poor quality, not according to recipe), and the like, and the late and oh so public terrible off and on cooking snafus throughout the year, clear into this last month (1/2 hour or more late meals, uncooked meat and seafood, poorly prepared dishes)?

And in addition, how it is that the same person, RC, with this poor track record was promoted to sous chef, is making $5 more dollars an hour than I, has health insurance for himself and his mother, is given almost 100% of the tips at meals when the tip jar is available, the tips I was told really were for the dishwasher and maintenance people, that he is given far more hours than I, even before you extinguished my job description as a cook - what he and I both were designated as.

My work for the Club has been exceptional, consistent, timely, and well planned, produced, and served. There has been no hint of disarray or turmoil associated with my work, unlike. what has gone on with your other hire.

And yet you continue to cut me out or not include me as a key kitchen employee.

I also find it hard to believe that you received the put-downs of the Jansson's Temptation I made as you claim in your response, "I didn’t make a big deal of it at the time" - you made no deal about anything related to that dinner, before, during, or afterward, as well as re this, "I took more than just a few complaints about it" - I would be utterly astonished if you had received even one complaint and not told me about it - and would be utterly flabbergasted if you took many complaints about any dish I prepared, let alone the many you contend you had over the Jansson's Temptation I put together.

I have never felt you have held back telling me what is amiss with any of the dishes I have served the members of the Club - I have heard the least little complaint, when there has been one - which fortunately would be a rare enough occurrence, which I feel is testament to the quality and consistency of my work.

One example of what I feel is your trivial pursuit of put downs is when you were meeting with RC and I, you brought up this criticism, that you had observed moisture leaking from the Skagen Shrimp mix on the Skagen sandwiches I made on April 29th. I have pictures of what you spoke about; when you said that RC said to me later that you were really reaching with that complaint, again of yours only. He said and I agree, that you were being petty, and that your dig about the moisture was absurd.

Another time you mentioned to me that you didn't like the sprinkle of slivered almonds I put on the rhubarb crisp on May 19th (as per the recipe), only your complaint is what I heard; you told me you did not like how big the strawberry shortcakes were at the June 4th car show event, you spoke only about your complaint again.

The day after the Jansson's Temptation dinner on the 20th of April I talked to Peppe Enfield, one of the go-to Swedish people you relied on to plan that dish with me. Shortly after that meal - she said she prefers Jansson's Temptation loaded to the gills with sardines, that she prefers a heavy fish taste; and then we talked - I shared with her our cooking challenge for such a dish, that there are a range of tastes and of course a slew of recipes for anyone dish. And she agreed and understood that, and acknowledged that her preferences were not necessarily everyone's taste.

The real feedback I received at the time was the next day, the shock expressed by Peppe and Berit that you had me serve the Jansson's Temptation with slices of cold ham - that's where the real sticking point was for the guests - the Swedish guests that I heard back from.

Peppe said to me that outside of her preferences she told me that it had been a very good version of Jansson's Temptation.

And, you have likely forgotten this also, the meal was hardly formulated and prepared by me in a vacuum. Not only did I formulate and prepare the dish in consultation with Peppe, but you also weighed in and approved of the ingredients I used, including that it was made using canned sardines as opposed to canned sprats, because sprats are difficult to find.

That sourcing difficulty was still in place as evidenced by the fact that you and Christine Ross, and Ann Margret had difficulty obtaining sprats yourselves to use in the preparation of the present Jansson's Temptation dish - In fact Ann Margret sent four cans of sprats she had had at home, of which two were past their pull date; not to mention, the Jansson's Temptation made by Christine had a very paltry two cans of the sardines, whereas the one I made had six cans of sprats w/ one small can of anchovies for the cross hatch garnish on top of the dish. Christine's version had no such refinement; not to mention it had so few sardines in it that it never came close to having any seafood taste to it.

For those and many other reasons, this is why I find it hard to give credibility to your narrative some six months later now, about how incorrect and bad my rendition of the Jansson's Temptation was in April, 2022. And for the latter reasons, given the poor rendition of this latest Jansson's Temptation that you commissioned and approved of, I find your commentary to me about the 3x recipe of Jansson's Temptation I engineered, cooked, and served not credible.

This is what I have come to expect from you, part of the months of either sly little put downs, acerbic comments, back handed remarks, an entire micro-aggression campaign.

Considering how I have never seen you exhibit any kind of reticence when it came to criticisms of food or people, myself, or anyone else, it is the rule as opposed to the exception for me or anyone else that has been cooking to not hear about a complaint or criticism, more often than not yours. It would be exceptional for you to have all these months kept from me or anyone else for that matter complaints about the food.

I have absolutely been waiting for you to make that claim as a defense for why you have been insisting on this ongoing campaign of put-downs, marginalization, and slights towards me, as well as the now almost nine months of literal and very active obstructions that you have been engaged in with Anis and Toene related to making any reasonable accommodation for me or appropriate placement of me on the food staff, appointing me first as a chef, then promoting me to Food Service Manager.
--
Elizabeth Campbell, MPA

Subject: Re: Jansson's Temptation Honors
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, October 6, 2022 1:11:29 PM GMT-07:00
Date Received: Thursday, October 6, 2022 1:11:32 PM GMT-07:00

I don't see how any Janssen's temptation would taste good no matter who cooks it.

Subject: Fwd: Jansson's Temptation Honors
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Thursday, October 6, 2022 10:37:45 AM GMT-07:00

This was her response, to rain down the claim that it was disliked and that at the time - she fielded complaints, like more than a few - "the Swedish members". And she just happened to not tell me - like when has Kristine ever been shy about not telling people, members and employees, of her displeasure, criticism - she even tells parties not associated with something about the complaints she receives.

And shades of her perpetual tactic, faux humility, or humbleness, "Oh dear, forgive me, I didn't do "X", followed by the faux apology.

And think about what she says about my desserts - she never hears any complaints about them - so what does that logic look like, she never hears any good about them?

Subject: Re: Jansson's Temptation Honors
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, October 5, 2022 8:47:08 PM GMT-07:00
Date Received: Wednesday, October 5, 2022 8:47:10 PM GMT-07:00

What did she answer?

Subject: RE: Jansson's Temptation Honors
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, October 5, 2022 11:14:10 AM GMT-07:00
Date Received: Wednesday, October 5, 2022 11:14:13 AM GMT-07:00

Thanks for the offer, but we already have conversed with Christine on this, regarding the recipe and other instructions. Christine has her own staff and in addition, Ann-Margret intends to supervise the preparation of this specialty dish.

I didn't make a big deal of it at the time, but you made a substitution in the Jansson's Temptation which Swedish members could taste and didn't like. I don't recall what you used instead of the Swedish anchovies, but it rendered the dish nearly "saltless." I took more than just a few complaints about it. I'm sorry for not bringing them forward to you at the time.

Again, thank you for asking. By the way, I never hear any complaints about your desserts, so I'm glad you continue making them!

--Kristine

Subject: Jansson's Temptation Honors
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Bcc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Wednesday, October 5, 2022 10:54:22 AM GMT-07:00

Hi Kristine,

I was planning on writing you this morning also - I see in the What's Coming Up? that the Jansson's Temptation is scheduled later in October. I'd like to participate in the preparation and cooking of that. As you know that was one of the dishes I prepared for the April 20th M&F dinner. I put together the recipe for it, did all the shopping, peeled at least 25 of the 50 pounds of potatoes, did much of the prep work for it as well as assembled and baked it. May I share in the cooking of this with Christine when the time comes?

Thanks,
Elizabeth

--

Email conversation start. Email count: 14. Started: Feb 20, 2023 2:18:00 PM

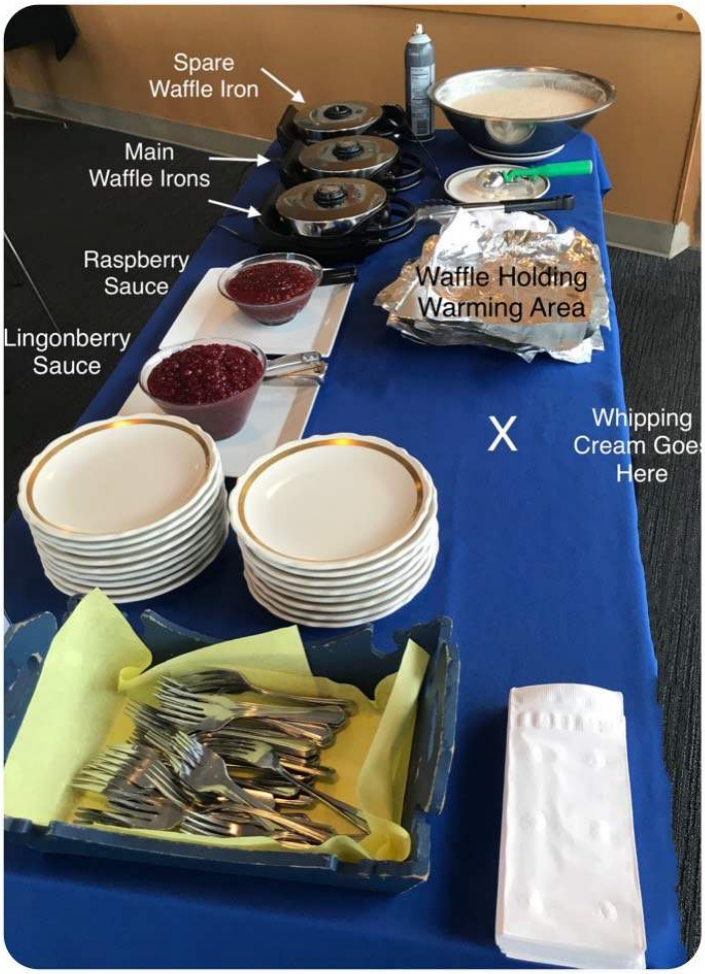
Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Monday, July 10, 2023 6:07:47 PM GMT-07:00

Re the waffle dessert for the March 24, 2023 lunch and dinner, the last waffle desserts were ones I did, on March 25, 2022, and on April 3rd and 4th for the Great Finds Sale 2022. There was no usual volunteer involved.

Last year I organized, put together the ingredients and waffle service components, figured out and set up the waffle stations on my own, because no one had the institutional knowledge about how it was done, and I was the person who made the waffles at each event. It is a dessert that we are serving, it is a dessert I single-handedly took care of each time it was put on last year. And the money was not a volunteer donation. It was charged as a regularly priced dessert.









As you may or may not recall, the usual volunteer had quite a bit of difficulty putting together and manning their station for the November 6th and 7th, 2021 Holiday Bazaar.

The rest of the history is I feel you cut me out of any further participation with the waffles late last year.

Subject: FW: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, February 27, 2023 5:34:39 PM GMT-08:00
Date Received: Monday, February 27, 2023 5:34:45 PM GMT-08:00

Here's a Swedish cheesecake:

Swedish cheesecake with strawberries (ostkaka) - Caroline's Cooking (carolinescooking.com)

This one looks good too.

Swedish Almond Cake (Mumma) - Food and Journeys®

Kvjaefjord cake is better known as "Verden's Beste Kake" or "world's best cake" and it is a winner.

I will look in my recipe books at home but these are ideas to consider.

Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 26, 2023 10:22:50 AM GMT-08:00
Date Received: Sunday, February 26, 2023 10:22:54 AM GMT-08:00

I need to concentrate to answer some of your questions (so I will respond tomorrow) but will respond quickly to waffle day. In the past we have served waffles for a donation during lunch time. A volunteer will cook them in the bar. I've already alerted Cristo and have discussed with staff about reaching out to our usual waffle volunteer.

There will be simple food served in the lobby bar on Saturday, March 4. Mashed potatoes with meatballs on top, in a cup.

Thanks, more tomorrow.

Kristine

Subject: Fwd: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Saturday, February 25, 2023 9:43:42 AM GMT-08:00

Here is a suggested update to the dessert schedule - I added the Våffeldagen for March 24 (25th is Saturday).

Another suggestion is to make a nod to a dessert or two from other countries - you spent all that time in Norway - what desserts did they have?

I've made that Kvjaefjord cake, it's not that hard to make. Denmark has that Drommekage, Dream Cake, it's a pretty old classic and popular cake, I've made that several times.

We've done the ganache filled tarts, the lemon meringue ones, I did nut tarts for the bazaar - we could do any of those for a Friday dinner. If you fill in the waffle dessert there are three dessert slots left for March.

What do you think?

Also - I was planning on asking you about the upcoming bazaar - any food offerings for that one?

****

This Friday we had agreed to do the Budapest Roll, so you will have the roll - we can send the rolled sponge cake to the next Friday. Let me know.

Apple Crisp is fine

Basic Schedule

2/24 Friday Budapest Roll Note, last Fri Lunch 24 semla, 9 leftover 15 sold

3/3 Friday tentative - sponge cream roll

3/10 Friday

3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday Heart Waffles - Waffle Day
--

Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Wednesday, February 22, 2023 4:31:05 PM GMT-08:00

Everything taken care of. Thank you so much.
--

Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 22, 2023 3:03:01 PM GMT-08:00
Date Received: Wednesday, February 22, 2023 3:03:06 PM GMT-08:00

I'm about to leave. Your check is in Anis's room and I'll ask him if he can make his credit card available to you.

Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Wednesday, February 22, 2023 2:56:47 PM GMT-08:00

Yes, the perennial mystery 🔮
--

Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 22, 2023 2:48:10 PM GMT-08:00
Date Received: Wednesday, February 22, 2023 2:48:13 PM GMT-08:00

Last Friday lunch was light, and I don't know why.

Make 24 semlor for this Friday and one Budapest cake.

Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 21, 2023 11:32:10 AM GMT-08:00
Date Received: Tuesday, February 21, 2023 11:32:14 AM GMT-08:00

Ok, very good.

Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Tuesday, February 21, 2023 11:31:03 AM GMT-08:00

This Friday we had agreed to do the Budapest Roll, so you will have the roll - we can send the rolled sponge cake to the next Friday. Let me know.

Apple Crisp is fine

Basic Schedule

2/24 Friday Budapest Roll Note, last Fri Lunch 24 semla, 9 leftover 15 sold

3/3 Friday tentative - sponge cream roll

3/10 Friday

3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday

3/26 Easter Feathers Semla Buns

3/31 Friday
--

Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 21, 2023 10:58:14 AM GMT-08:00
Date Received: Tuesday, February 21, 2023 10:58:17 AM GMT-08:00

I now have the menu for this coming Friday, but not for any other Fridays. This Friday it's lemon butter cod with roasted beets. How about a rolled sponge cake with jam or cream inside?

How about apple crisp for Members Dinner? It’s the least expensive, I assume? They don’t pay extra for dessert.

The citron fromage is supposed to be a really special dessert.

Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Monday, February 20, 2023 7:26:51 PM GMT-08:00

Do you have menus then for the rest of the month? Outside of Wednesday the 15, that leaves dessert for 3, 10, 17, 24, and the 31.
When do you want those identified?
--

Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Monday, February 20, 2023 7:17:59 PM GMT-08:00

We could do the citronfromage, we have apples left, apple crisp, kladdkaka. Which do you prefer?
--

Subject: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, February 20, 2023 2:18:22 PM GMT-08:00
Date Received: Monday, February 20, 2023 2:18:29 PM GMT-08:00

Christo is making salmon confit and beet salad. If you can say now (by tomorrow) what the dessert is, I can add it. Thanks

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 4. Started: Feb 22, 2023 4:50:00 PM

Subject: Fwd: Question, Desserts?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Thursday, February 23, 2023 11:35:30 AM GMT-08:00

Subject: Re: Question, Desserts?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Sarah Alaimo <Sarah@swedishclubnw.org>, Shama Albright <shamaalbright@msn.com>
Date Sent: Thursday, February 23, 2023 9:59:15 AM GMT-08:00
Date Received: Thursday, February 23, 2023 9:59:20 AM GMT-08:00

I'm sorry you are concerned about Christo's activities. I foresee no changes to the routine of your making desserts for swedish Club meals such as friday meals and if we ever added desserts for wednesdays or if we added meals another day if the week.

Thank you, Kristine

Subject: Fwd: Question, Desserts?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christine Ross <chefcross45@yahoo.com>
Date Sent: Thursday, February 23, 2023 2:27:48 AM GMT-08:00

Really

Subject: Question, Desserts?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Sarah Alaimo <Sarah@swedishclubnw.org>, Shama Albright <shamaalbright@msn.com>
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Wednesday, February 22, 2023 4:50:59 PM GMT-08:00

4:20 PM I'm here at the Swedish Club picking up a check for ingredients, waiting for Anis to return from a building tour so I can place the Larsen's order using the Club's credit card

Christo just brought up to Emily a plate of freshly baked individual spice cakes for her to try. And they had fresh orange peel on them for garnish. Are we serving desserts now for the Wednesday supper?

In addition as I mentioned earlier today in an. Email to Kristine, "While I'm on this topic too - when I come in may I use your credit card and call in the Larsen's cardamom roll order for Friday while I am at the club? Then we won't have any other bigger ticket items hanging out, I won't have to turn around and use some of what you give me for that.

"Please note, I also did a first order going through Christo - my comments are - three out of three items he changed what I asked for.

"One item, vanilla flavoring - that's "okay" he said there is vanilla in SC stock, just not sure if it is the clear I ordered. But I ordered 1 can of canned mandarin oranges, $4.89 per can, he ordered fresh mandarin oranges and said we could supreme them. So, spend what, $15 supreming them? CY said if I preferred he would order the canned. I said that I preferred the canned.

“Chocolate - well I ordered basic Ghiradelli that is in stock at the local store but gave the online order for that to CY. What I ordered was unavailable online ordering, now some other chocolate, “a dark colombian” is on special order. So - it’s all a work in progress - we’ll see how this system filters out. “

I feel given some other interactions and conversations I have had with Christo, and observing some of his with others, he’s already mentioned his designs to jerk up short and replace RC, to me, he appears quite aggressive and interested in spreading his influence shall we say.

Personally, I feel given his continued late meals and piecemeal service, the ones where he absents himself in the middle of meals to go and retrieve the rest of the meal, or to eat or smoke, and the faux Swedish food, I’m not sure that there is adequate time and work bandwidth for Christo to be whipping up special batches of spice cake for the staff’s consumption.

Moreover, I believe desserts are my specialty and responsibility. I did not know if so, that I needed to provide the additional dessert offering. Perhaps that explains the special chocolate order that was made and the changes to my ingredient order requests.

Have I missed something? Is there additional light that can be shed on what all is going on here?

Elizabeth

--

Email conversation start. Email count: 3. Started: Feb 23, 2023 1:03:00 PM

Subject: RE: IKEA Lingonberry Sauce - Guild's?
From: sullivan4299 <sullivan4299@juno.com>
To: Kristine Leander <kristine@swedishclubnw.org>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, February 23, 2023 3:25:23 PM GMT-08:00
Date Received: Thursday, February 23, 2023 3:25:41 PM GMT-08:00

I am sure it is the Guild's. I will get it tomorrow. Thanks for letting me know.

Sent from my Verizon, Samsung Galaxy smartphone

-------- Original message --------
From: Kristine Leander <kristine@swedishclubnw.org>
Date: 2/23/23 1:05 PM (GMT-08:00)
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, sullivan4299 <sullivan4299@juno.com>
Subject: RE: IKEA Lingonberry Sauce - Guild's?

I'm sure it's the Guild's as the Club doesn't buy it in jars. Take it away, Jan, before we use it!

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, February 23, 2023 1:04 PM
To: Kristine Leander <kristine@swedishclubnw.org>; sullivan4299 <sullivan4299@juno.com>
Subject: IKEA Lingonberry Sauce - Guild's?

I've been meaning to send you a note about this - There are two flats of jars of IKEA lingonberry sauce in the kitchen - I think that is part of the Guild's stash that was leftover from one of the bazaars or sales table they did a couple of times ago, when it was being sold by them. It has been floating around in the kitchen since then in different locations - but it is front and center in the pantry right now.

When I've seen it I kind of shepherded it so it didn't get "lost" or used.

I thought I should let you know in case you want to secure it with the Guild's other items upstairs.

That's it - just an FYI

--

EACampbell

Subject: RE: IKEA Lingonberry Sauce - Guild's?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,sullivan4299 <sullivan4299@juno.com>
Date Sent: Thursday, February 23, 2023 1:05:33 PM GMT-08:00
Date Received: Thursday, February 23, 2023 1:05:36 PM GMT-08:00

I'm sure it's the Guild's as the Club doesn't buy it in jars. Take it away, Jan, before we use it!

Subject: IKEA Lingonberry Sauce - Guild's?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>,sullivan4299 <sullivan4299@juno.com>
Date Sent: Thursday, February 23, 2023 1:03:44 PM GMT-08:00

I've been meaning to send you a note about this - There are two flats of jars of IKEA lingonberry sauce in the kitchen - I think that is part of the Guild's stash that was leftover from one of the bazaars or sales table they did a couple of times ago, when it was being sold by them. It has been floating around in the kitchen since then in different locations - but it is front and center in the pantry right now.

When I've seen it I kind of shepherded it so it didn't get "lost" or used.

I thought I should let you know in case you want to secure it with the Guild's other items upstairs.

That's it - just an FYI
--

Email conversation start. Email count: 1. Started: Feb 26, 2023 7:57:00 PM

Subject: Re: Dessert for Members' dinner? Draft Email 06-13-22
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 26, 2023 7:57:26 PM GMT-08:00

Below is a draft email that I wrote on June 13, 2022 in response to comments Kristine had made in an email that same day. In the email she was doing something that he has done to me throughout 2022, pigeonholing me, like she knew me, she was setting up a false premise, like I was dreaming up spendy desserts, and by extension, I felt her comments about her being concerned about food/meal costs had the subtext that she needed to to keep this close watch on me and even rein me in.

This latter claim of hers about her concern with Swedish Club food costs was in vast contravention to the reality. The public appearances, the six months during 2022 to then June, the wasted food, the inefficiencies in the kitchen she would not address with me, the lack of costing or budgeting for food, menus - and the massive amounts of food that had been thrown away for months - that all belied her claims in the June 13th email how she had this heavy duty and concern about food costs.

The other reason I had planned on responding to her email is I thought her June 13, 2022 email was a pretense, pretextual, something she had put out there to box me in, define me, and then might use in the future to discredit me, or worse. - “Kristine’s worried about costs/I’m being a spend thrift.”

In addition, the other challenge to me was Kristine’s aside about the dessert I proposed didn’t “sound Swedish”. Something not sounding Swedish, being Swedish, or not being offered at the right time of year, event, or day, this is a standard she has held me to but not the other people she hires to do cooking.

The distinction about all of this is, I have supported and abide by that standard, as well as my own high standards, as part of my commitment to the Swedish Club tradition of serving Swedish food, not to mention I have literally educated myself in traditions and techniques, ingredients used in Swedish/Nordic cooking, sought the advice of Kristine and Swedish CLub members in order to ensure that what I provide is “Swedish” when it is called for, but the incredibly disappointing and frankly offensive practice of Kristine’s - is she literally takes umbrage with me if I’m proposing a dessert or dish, or not cooking in a way that she considers “Swedish” - but that the Swedish standard has been dropped since she hired Jocelynn Lillis and Tom Perricone.

Kristine’s practices in this regard, the no standard, no Swedish standard for others, it would continue on through to Christine Ross (8/22 to 01/23) and even more so to Christo Yaranoff (1/23 to 2/23). I have yet to see any evidence that Kristine ever held any of these four people to this Swedish cooking, Swedish recipes, Swedish appearance in any of the food those four people cooked; much less that she held them even to a standard that even if the food wasn’t Swedish that it should be well done and a credit to the Swedish Club foodservice department. I would hazard an estimate that up to 60% of the food she has presided over that they serve - is certainly not Swedish and of dubious provenance and quality.

Instead Kristine has consistently lowered her standards for Jocelynn, Tom, Christine, and Christo, while castigating me for the least thing she can come up with - most if not all of which in my regard are provably contrarian and even made up.

Furthermore - Speaking of double standards - Kristine has brooked no expense when it has come to each of her favored hires - Jocelynn, Tom, Christine, and Christo. There is not even a pretense that she has any concern over the money they spend for the dinners and events they have presided, preside over. On the other hand there is a perverse side to the spendthrift spending - and that is each has introduced cheap and highly processed food items when it comes to something they don’t want to spend time or effort on. Starting with Jocelynn it has included the introduction of a butter substitute, Phase, a

relatively toxic mix of chemicals that give the impression butter has been used, the prolific use of fillers, and even “fake” mashed and scalloped potatoes, courtesy of Ore-Ida, the cheapest meatballs on the planet - for the last nine months.

Kristine in her 6/13 email to me sought to give the impression I’m breaking the bank; I’ve been the recipient of enough of her digs at me that the point of her comments were there.

However, there are no sharp admonishments from Kristine directed at these other hires of her, the favored ones, that Kristine has the least concern with any bottom line, that she has any concern about costs “skyrocketing”. A look through the purchases and purchasing patterns of each of these successive chefs she has hired, as well as with Malin and Carina before me - it is clear to me a kitchen department insider, Kristine has allowed each the latitude to purchase premium, specialty foods, custom cuts of meats and seafood purchases, as well as zero accountability for any of it.

And it should be added - with the partial exception of Christine Ross - Kristine herself has encouraged the profligate spending. Because they are things she wants to eat herself!

From the beginning in December 2021 I just did what I did with my own business, shopped for sales, looked for best prices, best quality/value, budgeted and costed dishes and menus, and I willingly shared all that with Kristine.

And I have to say - one notable incident that illustrates my point, in December 2021 I shopped prices and even got quotes from the local specialty food suppliers (not the Chicago based vendor that the other chefs have purchased from) for the meats and cheeses for the NYE dinner.

I submitted to Kristine for her review the best quote I had gotten from Pacific Specialty Foods in Kent. She gave her approval for the purchase. But shortly afterward for the next month she made some remarks to me about how she felt that the purchase was too expensive, including that I had even gone and picked it up - that too much money was spent on my picking the order up. (Note: I had to go pick it up because of the short notice/time we were on to get things for the NYE dinner).*

In contrast - I know for a fact that Malin and Carina, Jocelynn, and Christo regularly shop for the most expensive products, special cuts or prepared beef and pork, seafood, specialty items, that they purchased/purchase from vendors who were out of town - and Kristine raises nary an objection to these high binders - I know it because the spendthrift practices never ceased during any of these individual’s tenures at the Swedish Club.

The most recent example is Christo, he purchases premium produce, grade A salad ingredients, high end dry goods, meats ($90 dry cured hams from Kentucky), cheeses, seafood, and other kitchen supplies - given the pace and the ongoing appearance of these purchases - neither Kristine, and now with the advent of Anis as Christo’s supervisor - it is clear to me that neither has any concern with the bottom line, skyrocketing costs, or whether a food thing is Swedish sounding, or authentically Swedish.

And it must be added - Kristine’s 6/13 comment that the dessert I proposed was a “time sink” - all of Christo’s existence at the Swedish Club at this point is a time sink: Kristine and Anis now have a chef that is getting a premium wage doing cleaning, dishwashing, maintenance department level cleanup and organizing, aggregating complete control over every aspect of foodservice at the Club, spending over 40 hours a week since he first started, for a job that was advertised as part time. In super stark contrast - the one time last year in March 27th the one time that I inadvertently racked up 2.38 hours of overtime - I was threatened with termination - the Swedish Club handbook establishes that.

Likewise - throughout Christine Ross’s tenure also - overtime was a standard feature of her tenure.

Given what is going on on all of these fronts alone - I feel Kristine’s 6/13 comments to me were petty and pretextual.

The other exception I took to Kristine's June 13th commentary in her responses to my dessert proposals - is it was an opportunity for me to bring up something that I honestly felt was occurring - that Kristine was literally trying to drive down sales of my desserts, as another way of if not extinguishing my existence at the Swedish Club, at least marginalizing it.

That may seem like an extraordinary thing to do, but the reality is the level of tricks, disparaging comments, strategies that Kristine had used on my by that point - it was not an outlandish thing to believe.** Kristine's treatment of me has been that intense, and I feel that within reason, if it plausibly can be covered up by her - she is absolutely down with engaging with me accordingly.

Why I thought that was because by June 13th the desserts were not put up for sale online, not mentioned in many of the promotional materials she produced - but by the same token she was promoting Jocelynn's menus.

Accordingly - this is the draft, June 13th email that I composed - but in the interest of trying to maintain good relations with Kristine never sent:

Draft 6-13-22 Email:
"This is a follow up to yesterday's email (see copy below), and some others you have written, and to our discussion at the Club yesterday, 6/13, about the desserts.

"Re Your statement 'I realize you enjoy making luscious, complex desserts,' based on my experience I feel the purpose of your email yesterday is to create another negative narrative around which you can castigate and criticize my existence as an employee, that it is an attempt to create a pretext for eliminating my position, and move me out the door, as part of that declaration you made to me on March 21st and March 30th, "We're not embracing you as an employee."

"I feel what is going on with the desserts is another part of what I feel has been an ongoing and concerted effort by you and a multiple of people to marginalize my existence as both a member and as an employee of the Club, and in the end push me one way or another out of the Club.

"These efforts have included demoting me, denying me a promotion, circumscribing my duties, eliminating most of my prior position, farming my job out to someone else; and then for the last month I feel you have gone on to a more direct approach, to gut the sales of my desserts by not promoting the desserts as a standalone item, which would include what they specifically are, much less describing them on the website, and then not even having them listed as items for purchase along with the meals. And even more inexplicable - for the last two weeks, this week included, the listing and portal for purchasing the Friday dinner itself is not available."
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Email conversation start. Email count: 1. Started: Feb 27, 2023 1:38:00 PM

Subject: Request, Zoom Link to 2/27 Committee Meeting
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Shama Albright <shamaalbright@msn.com>
Date Sent: Monday, February 27, 2023 1:38:36 PM GMT-08:00

Thanks.

Elizabeth
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Email conversation start. Email count: 2. Started: Feb 27, 2023 1:51:00 PM

Subject: Fwd: FW: 2022-12 Fin Comm Report 20230120.xlsx, Swedish CLub; Zoom meeting at 6 pm.
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Monday, March 13, 2023 3:39:07 PM GMT-07:00
Date Received: Monday, March 13, 2023 3:39:22 PM GMT-07:00
Attachments: 2022-12 Fin Comm Report 20230120.xlsx,202301 Fin Comm Report 20230209.xlsx

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Subject: FW: 2022-12 Fin Comm Report 20230120.xlsx, Swedish CLub; Zoom meeting at 6 pm.
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, February 27, 2023 1:51:36 PM GMT-08:00
Date Received: Monday, February 27, 2023 1:51:44 PM GMT-08:00
Attachments: 2022-12 Fin Comm Report 20230120.xlsx,202301 Fin Comm Report 20230209.xlsx

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Administrative and General	Beer Club (Bar)	Friday Bar (Bar)
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	6.53	0.00	0.00
4100 · Dues Summary	0.00	0.00	65.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	0.00	1,352.38	20,637.23
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4800 · Advertising Income	150.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	6.61	0.00	-1,472.00
Total Income	163.14	1,352.38	19,230.23
Gross Profit	163.14	1,352.38	19,230.23
Expense			
6000 · Payroll Expenses General	249,951.59	0.00	0.00
6100 · Professional Fees General	94,396.61	0.00	0.00
6200 · Fundraising Expenses	342.13	13.38	0.00
6250 · Music & Cultural Expenses	1,414.67	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	0.00	12.59	387.80
6650 · Food, Kitchen Equip & Supplies	94.67	0.00	27.21
6700 · Occupancy Expenses General	89,116.83	0.00	0.00
6750 · Office Expenses General	40,686.78	0.00	0.00
6800 · Taxes, Licenses, Fees General	63,870.82	0.00	0.00
6900 · Other Operating Expense General	128,413.26	0.00	-96.72
Total Expense	668,287.36	25.97	318.29
Net Ordinary Income	-668,124.22	1,326.41	18,911.94
Other Income/Expense			
Other Income			
7010 · Dividend Income	14,929.96	0.00	0.00
7015 · Interest Income	36.57	0.00	0.00
7025 · Realized Gain/Loss on Investmen	3,914.30	0.00	0.00
7350 · Unrealized Gains/Losses	-173,527.12	0.00	0.00
8095 · Release from Restrict (contra)	6,135.86	0.00	0.00
Total Other Income	-148,510.43	0.00	0.00
Other Expense			
9999 · Suspense Items Clearing	1,031.23	0.00	0.00
Total Other Expense	1,031.23	0.00	0.00
Net Other Income	-149,541.66	0.00	0.00
Net Income	**-817,665.88**	**1,326.41**	**18,911.94**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Bar - Other (Bar)	Total Bar	Language Classes (Education (no B&O))
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	0.00	0.00
4100 · Dues Summary	0.00	65.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	49,862.00
4500 · Rental Income General	225.00	225.00	0.00
4600 · Bar Income	11,058.16	33,047.77	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4800 · Advertising Income	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	-10.00	-1,482.00	0.00
Total Income	11,273.16	31,855.77	49,862.00
Gross Profit	11,273.16	31,855.77	49,862.00
Expense			
6000 · Payroll Expenses General	37,963.21	37,963.21	38,450.31
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	13.38	0.00
6250 · Music & Cultural Expenses	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	22.74
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	24,093.26	24,493.65	0.00
6650 · Food, Kitchen Equip & Supplies	0.00	27.21	0.00
6700 · Occupancy Expenses General	50.79	50.79	0.00
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	4,695.79	4,695.79	1,157.04
6900 · Other Operating Expense General	49.59	-47.13	0.00
Total Expense	66,852.64	67,196.90	39,630.09
Net Ordinary Income	-55,579.48	-35,341.13	10,231.91
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**-55,579.48**	**-35,341.13**	**10,231.91**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Weaving (Education (no B&O))	Education (no B&O) - Other (Education (no B&O))
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	0.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	4,446.00	0.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	0.00	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4800 · Advertising Income	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	0.00	0.00
Total Income	4,446.00	0.00
Gross Profit	4,446.00	0.00
Expense		
6000 · Payroll Expenses General	0.00	116.87
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6400 · Education Programs Expenses	4,543.20	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	0.00
6650 · Food, Kitchen Equip & Supplies	0.00	0.00
6700 · Occupancy Expenses General	0.00	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00
6900 · Other Operating Expense General	75.00	0.00
Total Expense	4,618.20	116.87
Net Ordinary Income	-172.20	-116.87
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**-172.20**	**-116.87**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Total Education (no B&O)	Fri Dinners (Food & Kitchen)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	46.00
4100 · Dues Summary	0.00	425.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	54,308.00	0.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	0.00	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	30,822.84
4800 · Advertising Income	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	0.00	-993.00
Total Income	54,308.00	30,300.84
Gross Profit	54,308.00	30,300.84
Expense		
6000 · Payroll Expenses General	38,567.18	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	0.00	25.00
6250 · Music & Cultural Expenses	0.00	7,049.98
6400 · Education Programs Expenses	4,565.94	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	12.98
6650 · Food, Kitchen Equip & Supplies	0.00	26,480.14
6700 · Occupancy Expenses General	0.00	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	1,157.04	0.00
6900 · Other Operating Expense General	75.00	47.17
Total Expense	44,365.16	33,615.27
Net Ordinary Income	9,942.84	-3,314.43
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**9,942.84**	**-3,314.43**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Pancake Breakfast (Food & Kitchen)	Food & Kitchen - Other (Food & Kitchen)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	917.00	0.00
4100 · Dues Summary	230.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	2,912.47	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	35,862.67	0.00
4800 · Advertising Income	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	-1,647.50	0.00
Total Income	38,274.64	0.00
Gross Profit	38,274.64	0.00
Expense		
6000 · Payroll Expenses General	24.74	48,032.62
6100 · Professional Fees General	0.00	208.00
6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	6,515.00	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	0.00
6650 · Food, Kitchen Equip & Supplies	20,031.66	3,134.57
6700 · Occupancy Expenses General	0.00	7,305.84
6750 · Office Expenses General	289.93	0.00
6800 · Taxes, Licenses, Fees General	0.00	9,789.53
6900 · Other Operating Expense General	680.23	0.00
Total Expense	27,541.56	68,470.56
Net Ordinary Income	10,733.08	-68,470.56
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	126.24
Total Other Income	0.00	126.24
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	126.24
Net Income	**10,733.08**	**-68,344.32**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Total Food & Kitchen	4th, Viking,Special Events (Fundraising & Dues (no B&O))
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	963.00	40.00
4100 · Dues Summary	655.00	35.00
4200 · Fundraising Events	0.00	7,128.00
4300 · Social Event Income	0.00	-70.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General	0.00	40.00
4600 · Bar Income	2,912.47	1,580.04
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	66,685.51	3,863.95
4800 · Advertising Income	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	-2,640.50	-156.00
Total Income	68,575.48	12,460.99
Gross Profit	68,575.48	12,460.99
Expense		
6000 · Payroll Expenses General	48,057.36	0.00
6100 · Professional Fees General	208.00	0.00
6200 · Fundraising Expenses	25.00	192.68
6250 · Music & Cultural Expenses	13,564.98	300.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	12.98	419.36
6650 · Food, Kitchen Equip & Supplies	49,646.37	4,931.56
6700 · Occupancy Expenses General	7,305.84	0.00
6750 · Office Expenses General	289.93	0.00
6800 · Taxes, Licenses, Fees General	9,789.53	0.00
6900 · Other Operating Expense General	727.40	277.22
Total Expense	129,627.39	6,120.82
Net Ordinary Income	-61,051.91	6,340.17
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	126.24	0.00
Total Other Income	126.24	0.00
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	126.24	0.00
Net Income	**-60,925.67**	**6,340.17**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	ABBA (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	14,135.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,094.74
4610 · Tips	0.00
4700 · Food & Kitchen	2,160.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	120.00
4900 · Promotions & comps	-5.00
Total Income	18,504.74
Gross Profit	18,504.74
Expense	
6000 · Payroll Expenses General	11.05
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	814.04
6250 · Music & Cultural Expenses	2,300.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	143.00
6650 · Food, Kitchen Equip & Supplies	942.21
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	167.87
6900 · Other Operating Expense General	1,052.82
Total Expense	5,430.99
Net Ordinary Income	13,073.75
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-5,870.00
Total Other Expense	-5,870.00
Net Other Income	5,870.00
Net Income	**18,943.75**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Auction & GALA (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	9,449.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	23,510.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	171.42
4610 · Tips	0.00
4700 · Food & Kitchen	7,875.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-19.00
Total Income	40,986.42
Gross Profit	40,986.42
Expense	
6000 · Payroll Expenses General	180.00
6100 · Professional Fees General	4,824.38
6200 · Fundraising Expenses	4,862.42
6250 · Music & Cultural Expenses	100.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	2,620.70
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	350.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	2,941.14
Total Expense	15,878.64
Net Ordinary Income	25,107.78
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**25,107.78**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Bazaar/Loppis/Flea Mkts (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	13,389.20
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	946.95
4610 · Tips	0.00
4700 · Food & Kitchen	8,160.11
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-5.00
Total Income	22,491.26
Gross Profit	22,491.26
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	1,673.77
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	3,256.64
6700 · Occupancy Expenses General	245.99
6750 · Office Expenses General	20.94
6800 · Taxes, Licenses, Fees General	500.00
6900 · Other Operating Expense General	2,098.52
Total Expense	7,795.86
Net Ordinary Income	14,695.40
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**14,695.40**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Bingo (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	80.00
4200 · Fundraising Events	990.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	1,070.00
Gross Profit	1,070.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	1,221.36
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	65.00
6900 · Other Operating Expense General	0.00
Total Expense	1,286.36
Net Ordinary Income	-216.36
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-216.36**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Donations at events (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	503.49
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	503.49
Gross Profit	503.49
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	15.00
Total Expense	15.00
Net Ordinary Income	488.49
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**488.49**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Film (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	15.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	658.25
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	673.25
Gross Profit	673.25
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	31.40
6250 · Music & Cultural Expenses	100.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	131.40
Net Ordinary Income	541.85
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**541.85**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Kafferep (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	19.46
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	12.18
Total Expense	31.64
Net Ordinary Income	-31.64
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-31.64**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Member/Donor/Volunteers (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	668.49
4610 · Tips	0.00
4700 · Food & Kitchen	-370.08
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-649.01
Total Income	-350.60
Gross Profit	-350.60
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	5,634.67
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	15.10
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	1,671.38
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	595.45
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	5,203.67
Total Expense	13,120.27
Net Ordinary Income	-13,470.87
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-13,470.87**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Raffle (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	245.50
4300 · Social Event Income	10.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	255.50
Gross Profit	255.50
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	255.50
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**255.50**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Trivia (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	246.53
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	246.53
Net Ordinary Income	-246.53
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-246.53**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Wine Club (glass/1 yr discount) (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	500.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	500.00
Gross Profit	500.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	95.48
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	12.60
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	108.08
Net Ordinary Income	391.92
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**391.92**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Fundraising & Dues (no B&O) - Other (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	223,856.47
4100 · Dues Summary	136,088.40
4200 · Fundraising Events	760.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-13.00
Total Income	360,691.87
Gross Profit	360,691.87
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	22.03
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	1,202.48
Total Expense	1,224.51
Net Ordinary Income	359,467.36
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**359,467.36**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class

	Total Fundraising & Dues (no B&O)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	233,863.96
4100 · Dues Summary	136,203.40
4200 · Fundraising Events	61,315.95
4300 · Social Event Income	-60.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	40.00
4600 · Bar Income	5,461.64
4610 · Tips	0.00
4700 · Food & Kitchen	21,688.98
4800 · Advertising Income	0.00
4850 · Merchandise Sales	120.00
4900 · Promotions & comps	-847.01
Total Income	457,786.92
Gross Profit	457,786.92
Expense	
6000 · Payroll Expenses General	191.05
6100 · Professional Fees General	4,824.38
6200 · Fundraising Expenses	14,772.35
6250 · Music & Cultural Expenses	2,800.00
6400 · Education Programs Expenses	15.10
6500 · Rental Expenses	0.00
6600 · Bar Expenses	574.96
6650 · Food, Kitchen Equip & Supplies	13,441.95
6700 · Occupancy Expenses General	245.99
6750 · Office Expenses General	988.42
6800 · Taxes, Licenses, Fees General	732.87
6900 · Other Operating Expense General	12,803.03
Total Expense	51,390.10
Net Ordinary Income	406,396.82
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-5,870.00
Total Other Expense	-5,870.00
Net Other Income	5,870.00
Net Income	**412,266.82**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class

	Merchandise (most B&O taxed)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	17.23
4900 · Promotions & comps	0.00
Total Income	17.23
Gross Profit	17.23
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	17.23
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**17.23**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Equipment & Bartender Rental (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	12,473.50
4600 · Bar Income	2,689.32
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	15,162.82
Gross Profit	15,162.82
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	370.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	49.08
6600 · Bar Expenses	196.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	55.63
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	-1.03
Total Expense	669.68
Net Ordinary Income	14,493.14
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**14,493.14**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Hall and Room Rental (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	261.81
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	146,984.04
4600 · Bar Income	56.24
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	147,302.09
Gross Profit	147,302.09
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	14,919.00
6900 · Other Operating Expense General	31.66
Total Expense	14,950.66
Net Ordinary Income	132,351.43
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-7,769.75
Total Other Expense	-7,769.75
Net Other Income	7,769.75
Net Income	**140,121.18**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Main't,Cleaning, Misc (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	4,896.16
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	4,896.16
Gross Profit	4,896.16
Expense	
6000 · Payroll Expenses General	1,719.69
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	1,557.41
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	6,766.08
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	10,043.18
Net Ordinary Income	-5,147.02
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-5,147.02**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Parking (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	240.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	240.00
Gross Profit	240.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	240.00
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**240.00**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Rentals (most B&O taxed) - Other (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	1,538.82
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	1,538.82
Gross Profit	1,538.82
Expense	
6000 · Payroll Expenses General	278,397.35
6100 · Professional Fees General	175.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	278,572.35
Net Ordinary Income	-277,033.53
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-277,033.53**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class

	Total Rentals (most B&O taxed)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	261.81
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	166,132.52
4600 · Bar Income	2,745.56
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	169,139.89
Gross Profit	169,139.89
Expense	
6000 · Payroll Expenses General	280,117.04
6100 · Professional Fees General	175.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	370.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	1,606.49
6600 · Bar Expenses	196.00
6650 · Food, Kitchen Equip & Supplies	0.00
6700 · Occupancy Expenses General	6,821.71
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	14,919.00
6900 · Other Operating Expense General	30.63
Total Expense	304,235.87
Net Ordinary Income	-135,095.98
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-7,769.75
Total Other Expense	-7,769.75
Net Other Income	7,769.75
Net Income	**-127,326.23**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Julbord/Lutfisk/Car/Midsommer (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	723.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	614.00
4300 · Social Event Income	3,915.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,650.33
4610 · Tips	0.00
4700 · Food & Kitchen	14,932.68
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-816.00
Total Income	22,019.01
Gross Profit	22,019.01
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	675.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	169.93
6650 · Food, Kitchen Equip & Supplies	10,125.26
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	282.68
6900 · Other Operating Expense General	727.55
Total Expense	11,980.42
Net Ordinary Income	10,038.59
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**10,038.59**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Kvinnor Kan & Spec Events (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	3,664.40
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	40.00
4800 · Advertising Income	0.00
4850 · Merchandise Sales	95.24
4900 · Promotions & comps	-160.00
Total Income	3,639.64
Gross Profit	3,639.64
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	175.52
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	3,652.02
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	736.58
6900 · Other Operating Expense General	916.74
Total Expense	5,480.86
Net Ordinary Income	-1,841.22
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-1,841.22**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Member Events-Dinners & Bar (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	110.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	1,698.85
4610 · Tips	0.00
4700 · Food & Kitchen	9,239.58
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-853.00
Total Income	10,195.43
Gross Profit	10,195.43
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	100.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	46.53
6650 · Food, Kitchen Equip & Supplies	6,635.21
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	200.70
6900 · Other Operating Expense General	374.33
Total Expense	7,356.77
Net Ordinary Income	2,838.66
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**2,838.66**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	New Year's Eve Event (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	70.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	178.00
4300 · Social Event Income	372.50
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,221.32
4610 · Tips	-0.71
4700 · Food & Kitchen	3,069.37
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-181.00
Total Income	5,729.48
Gross Profit	5,729.48
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	2.19
6250 · Music & Cultural Expenses	3,200.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	125.50
6650 · Food, Kitchen Equip & Supplies	840.20
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	297.25
6900 · Other Operating Expense General	104.92
Total Expense	4,570.06
Net Ordinary Income	1,159.42
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**1,159.42**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class	Wed Lilla Fretag (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	385.00
4200 · Fundraising Events	65.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,198.07
4610 · Tips	0.00
4700 · Food & Kitchen	2,289.84
4800 · Advertising Income	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-206.00
Total Income	4,731.91
Gross Profit	4,731.91
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	2,292.04
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	69.00
Total Expense	2,361.04
Net Ordinary Income	2,370.87
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**2,370.87**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through December 2022

2022 Activities collapsed by Class

	Total Social Events (B&O taxed)	TOTAL
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	903.00	235,998.30
4100 · Dues Summary	385.00	137,308.40
4200 · Fundraising Events	857.00	62,172.95
4300 · Social Event Income	7,951.90	7,891.90
4400 · Education Programs Income	0.00	54,308.00
4500 · Rental Income General	0.00	166,397.52
4600 · Bar Income	8,768.57	52,936.01
4610 · Tips	-0.71	-0.71
4700 · Food & Kitchen	29,571.47	117,945.96
4800 · Advertising Income	0.00	150.00
4850 · Merchandise Sales	95.24	232.47
4900 · Promotions & comps	-2,216.00	-7,178.90
Total Income	46,315.47	828,161.90
Gross Profit	46,315.47	828,161.90
Expense		
6000 · Payroll Expenses General	0.00	654,847.43
6100 · Professional Fees General	0.00	99,603.99
6200 · Fundraising Expenses	2.19	15,155.05
6250 · Music & Cultural Expenses	4,150.52	22,300.17
6400 · Education Programs Expenses	0.00	4,581.04
6500 · Rental Expenses	0.00	1,606.49
6600 · Bar Expenses	341.96	25,619.55
6650 · Food, Kitchen Equip & Supplies	23,544.73	86,754.93
6700 · Occupancy Expenses General	0.00	103,541.16
6750 · Office Expenses General	0.00	41,965.13
6800 · Taxes, Licenses, Fees General	1,517.21	96,682.26
6900 · Other Operating Expense General	2,192.54	144,194.73
Total Expense	31,749.15	1,296,851.93
Net Ordinary Income	14,566.32	-468,690.03
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	14,929.96
7015 · Interest Income	0.00	36.57
7025 · Realized Gain/Loss on Investmen	0.00	3,914.30
7350 · Unrealized Gains/Losses	0.00	-173,527.12
8095 · Release from Restrict (contra)	0.00	6,262.10
Total Other Income	0.00	-148,384.19
Other Expense		
9999 · Suspense Items Clearing	0.00	-12,608.52
Total Other Expense	0.00	-12,608.52
Net Other Income	0.00	-135,775.67
Net Income	**14,566.32**	**-604,465.70**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	Dec 31, 22	Dec 31, 21	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary	165,501.67	632,595.63	(467,093.96)
Total Checking/Savings	165,501.67	632,595.63	(467,093.96)
Accounts Receivable			
1100 · Accounts Receivable	(5,087.00)	(11,092.88)	6,005.88
Total Accounts Receivable	(5,087.00)	(11,092.88)	6,005.88
Other Current Assets			
1200 · Inventory Summary	16,200.48	9,433.16	6,767.32
1250 · *Undeposited Funds	2,138.00	6,298.45	(4,160.45)
1270 · Payroll -Employee Advances	1,243.20	0.00	1,243.20
1275 · Payroll- Tips taken (advance)	598.00	36.00	562.00
1300 · Prepaid Summary	996.00	500.00	496.00
Total Other Current Assets	21,175.68	16,267.61	4,908.07
Total Current Assets	181,590.35	637,770.36	(456,180.01)
Fixed Assets			
1600 · Property & Equipment Summary	1,225,166.45	1,237,688.80	(12,522.35)
Total Fixed Assets	1,225,166.45	1,237,688.80	(12,522.35)
Other Assets			
1400 · Investments Summary	755,765.70	910,448.56	(154,682.86)
1705 · Deposits w/ Vendors	470.93	437.63	33.30
1900 · SC Properties LLC Investment	2,402,918.14	2,402,858.14	60.00
Total Other Assets	3,159,154.77	3,313,744.33	(154,589.56)
TOTAL ASSETS	**4,565,911.57**	**5,189,203.49**	**(623,291.92)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	25,730.68	32,222.88	(6,492.20)
Total Accounts Payable	25,730.68	32,222.88	(6,492.20)
Credit Cards			
2020 · Credit Card Summary	662.95	457.29	205.66
Total Credit Cards	662.95	457.29	205.66
Other Current Liabilities			
2100 · Accrued PR Expenses Summary	4,412.67	3,501.10	911.57
2130 · Accrued Business Taxes Summary	4,858.01	0.00	4,858.01
2200 · Deferred Prepaid Income Summary	17,900.01	42,284.26	(24,384.25)
Total Other Current Liabilities	27,170.69	45,785.36	(18,614.67)
Total Current Liabilities	53,564.32	78,465.53	(24,901.21)
Total Liabilities	53,564.32	78,465.53	(24,901.21)
Equity			
3001 · Unrestricted Net Assets	4,555,709.79	3,944,409.99	611,299.80
3011 · Property Development	171,559.07	171,559.07	0.00

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	Dec 31, 22	Dec 31, 21	$ Change
3012 · Building Refurbish	312,574.01	312,574.01	0.00
3050 · Donor Restricted	64,250.30	70,895.09	(6,644.79)
Net Income	(591,745.92)	611,299.80	(1,203,045.72)
Total Equity	4,512,347.25	5,110,737.96	(598,390.71)
TOTAL LIABILITIES & EQUITY	**4,565,911.57**	**5,189,203.49**	**(623,291.92)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	% Change
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash Summary	(73.84%)
Total Checking/Savings	(73.84%)
Accounts Receivable	
1100 · Accounts Receivable	54.14%
Total Accounts Receivable	54.14%
Other Current Assets	
1200 · Inventory Summary	71.74%
1250 · *Undeposited Funds	(66.06%)
1270 · Payroll -Employee Advances	100.0%
1275 · Payroll- Tips taken (advance)	1,561.11%
1300 · Prepaid Summary	99.2%
Total Other Current Assets	30.17%
Total Current Assets	(71.53%)
Fixed Assets	
1600 · Property & Equipment Summary	(1.01%)
Total Fixed Assets	(1.01%)
Other Assets	
1400 · Investments Summary	(16.99%)
1705 · Deposits w/ Vendors	7.61%
1900 · SC Properties LLC Investment	0.0%
Total Other Assets	(4.67%)
TOTAL ASSETS	**(12.01%)**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	(20.15%)
Total Accounts Payable	(20.15%)
Credit Cards	
2020 · Credit Card Summary	44.97%
Total Credit Cards	44.97%
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	26.04%
2130 · Accrued Business Taxes Summary	100.0%
2200 · Deferred Prepaid Income Summary	(57.67%)
Total Other Current Liabilities	(40.66%)
Total Current Liabilities	(31.74%)
Total Liabilities	(31.74%)
Equity	
3001 · Unrestricted Net Assets	15.5%
3011 · Property Development	0.0%

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	% Change
3012 · Building Refurbish	0.0%
3050 · Donor Restricted	(9.37%)
Net Income	(196.8%)
Total Equity	(11.71%)
TOTAL LIABILITIES & EQUITY	(12.01%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position

	Dec 31, 22	Dec 31, 21
ASSETS		
Current Assets		
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working	134,224.18	186,910.88
1010 · Savings-Columbia x5091	28,258.64	443,326.12
1015 · PayPal	1,743.85	787.63
1020 · Cash in Safe/Event Banks	1,275.00	1,571.00
Total 1000 · Cash Summary	165,501.67	632,595.63
Total Checking/Savings	165,501.67	632,595.63
Accounts Receivable		
1100 · Accounts Receivable	(5,087.00)	(11,092.88)
Total Accounts Receivable	(5,087.00)	(11,092.88)
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor	8,955.18	5,953.27
1210 · Wine	4,285.68	2,821.75
1215 · Beer	2,959.62	658.14
Total 1200 · Inventory Summary	16,200.48	9,433.16
1250 · *Undeposited Funds	2,138.00	6,298.45
1270 · Payroll -Employee Advances	1,243.20	0.00
1275 · Payroll- Tips taken (advance)	598.00	36.00
1300 · Prepaid Summary		
1310 · Prepaid Event Expenses	0.00	500.00
1315 · Prepaid Expenses	996.00	0.00
Total 1300 · Prepaid Summary	996.00	500.00
Total Other Current Assets	21,175.68	16,267.61
Total Current Assets	181,590.35	637,770.36
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building	465,316.00	465,316.00
1620 · Building Improvements	1,800,593.79	1,783,122.94
1640 · Equipment	206,644.04	206,643.74
1650 · Furniture & Fixtures	412,311.78	412,311.78
1680 · Land	190,827.30	190,827.30
1690 · Accum Depreciation	(1,850,526.46)	(1,820,532.96)
Total 1600 · Property & Equipment Summary	1,225,166.45	1,237,688.80
Total Fixed Assets	1,225,166.45	1,237,688.80
Other Assets		
1400 · Investments Summary		
1405 · Vanguard-Balanced Index	394,301.21	474,465.81
1410 · Vanguard-LS Growth Fund	361,464.49	435,982.75
Total 1400 · Investments Summary	755,765.70	910,448.56

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position	Dec 31, 22	Dec 31, 21
1705 · Deposits w/ Vendors	470.93	437.63
1900 · SC Properties LLC Investment	2,402,918.14	2,402,858.14
Total Other Assets	3,159,154.77	3,313,744.33
TOTAL ASSETS	**4,565,911.57**	**5,189,203.49**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	25,730.68	32,222.88
Total Accounts Payable	25,730.68	32,222.88
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x8169, x4442	(550.73)	457.29
2023 · CC-AR Columbia x7278	1,213.68	0.00
Total 2020 · Credit Card Summary	662.95	457.29
Total Credit Cards	662.95	457.29
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA	568.15	405.82
2115 · L&I Industrial Insurance	1,721.67	2,186.66
2117 · SUTA-State Unemployment Tax	1,175.36	653.98
2125 · Tips charged	950.61	258.87
2100 · Accrued PR Expenses Summary - Other	(3.12)	(4.23)
Total 2100 · Accrued PR Expenses Summary	4,412.67	3,501.10
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable	4,858.01	0.00
Total 2130 · Accrued Business Taxes Summary	4,858.01	0.00
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues	12,839.01	33,489.51
2210 · Unearned Event Income	795.00	0.00
2215 · Damage Deposit Refundable	3,600.00	0.00
2220 · Prepaid Hall Rentals	0.00	8,269.75
2225 · Rental Long Term Deposits	525.00	525.00
2250 · Viking Bucks purchase (GREEN)	141.00	0.00
Total 2200 · Deferred Prepaid Income Summary	17,900.01	42,284.26
Total Other Current Liabilities	27,170.69	45,785.36
Total Current Liabilities	53,564.32	78,465.53
Total Liabilities	53,564.32	78,465.53
Equity		
3001 · Unrestricted Net Assets	4,555,709.79	3,944,409.99
3011 · Property Development	171,559.07	171,559.07
3012 · Building Refurbish	312,574.01	312,574.01
3050 · Donor Restricted		
3051 · Donor Restricted Misc.	(5,750.00)	0.00

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position

	Dec 31, 22	Dec 31, 21
3052 · Executive Director's Fund	15,145.18	16,039.97
3053 · ERIC Fund	4,237.96	4,237.96
3054 · Renovation Fund	24,691.35	24,691.35
3055 · Operating Fund	23,603.59	23,603.59
3056 · ADA Improvements	2,322.22	2,322.22
Total 3050 · Donor Restricted	64,250.30	70,895.09
Net Income	(591,745.92)	611,299.80
Total Equity	4,512,347.25	5,110,737.96
TOTAL LIABILITIES & EQUITY	**4,565,911.57**	**5,189,203.49**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position	$ Change	% Change
ASSETS		
Current Assets		
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working	(52,686.70)	(28.19%)
1010 · Savings-Columbia x5091	(415,067.48)	(93.63%)
1015 · PayPal	956.22	121.41%
1020 · Cash in Safe/Event Banks	(296.00)	(18.84%)
Total 1000 · Cash Summary	(467,093.96)	(73.84%)
Total Checking/Savings	(467,093.96)	(73.84%)
Accounts Receivable		
1100 · Accounts Receivable	6,005.88	54.14%
Total Accounts Receivable	6,005.88	54.14%
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor	3,001.91	50.43%
1210 · Wine	1,463.93	51.88%
1215 · Beer	2,301.48	349.7%
Total 1200 · Inventory Summary	6,767.32	71.74%
1250 · *Undeposited Funds	(4,160.45)	(66.06%)
1270 · Payroll -Employee Advances	1,243.20	100.0%
1275 · Payroll- Tips taken (advance)	562.00	1,561.11%
1300 · Prepaid Summary		
1310 · Prepaid Event Expenses	(500.00)	(100.0%)
1315 · Prepaid Expenses	996.00	100.0%
Total 1300 · Prepaid Summary	496.00	99.2%
Total Other Current Assets	4,908.07	30.17%
Total Current Assets	(456,180.01)	(71.53%)
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building	0.00	0.0%
1620 · Building Improvements	17,470.85	0.98%
1640 · Equipment	0.30	0.0%
1650 · Furniture & Fixtures	0.00	0.0%
1680 · Land	0.00	0.0%
1690 · Accum Depreciation	(29,993.50)	(1.65%)
Total 1600 · Property & Equipment Summary	(12,522.35)	(1.01%)
Total Fixed Assets	(12,522.35)	(1.01%)
Other Assets		
1400 · Investments Summary		
1405 · Vanguard-Balanced Index	(80,164.60)	(16.9%)
1410 · Vanguard-LS Growth Fund	(74,518.26)	(17.09%)
Total 1400 · Investments Summary	(154,682.86)	(16.99%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position	$ Change	% Change
1705 · Deposits w/ Vendors	33.30	7.61%
1900 · SC Properties LLC Investment	60.00	0.0%
Total Other Assets	(154,589.56)	(4.67%)
TOTAL ASSETS	**(623,291.92)**	**(12.01%)**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	(6,492.20)	(20.15%)
Total Accounts Payable	(6,492.20)	(20.15%)
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x8169, x4442	(1,008.02)	(220.43%)
2023 · CC-AR Columbia x7278	1,213.68	100.0%
Total 2020 · Credit Card Summary	205.66	44.97%
Total Credit Cards	205.66	44.97%
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA	162.33	40.0%
2115 · L&I Industrial Insurance	(464.99)	(21.27%)
2117 · SUTA-State Unemployment Tax	521.38	79.72%
2125 · Tips charged	691.74	267.22%
2100 · Accrued PR Expenses Summary - Other	1.11	26.24%
Total 2100 · Accrued PR Expenses Summary	911.57	26.04%
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable	4,858.01	100.0%
Total 2130 · Accrued Business Taxes Summary	4,858.01	100.0%
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues	(20,650.50)	(61.66%)
2210 · Unearned Event Income	795.00	100.0%
2215 · Damage Deposit Refundable	3,600.00	100.0%
2220 · Prepaid Hall Rentals	(8,269.75)	(100.0%)
2225 · Rental Long Term Deposits	0.00	0.0%
2250 · Viking Bucks purchase (GREEN)	141.00	100.0%
Total 2200 · Deferred Prepaid Income Summary	(24,384.25)	(57.67%)
Total Other Current Liabilities	(18,614.67)	(40.66%)
Total Current Liabilities	(24,901.21)	(31.74%)
Total Liabilities	(24,901.21)	(31.74%)
Equity		
3001 · Unrestricted Net Assets	611,299.80	15.5%
3011 · Property Development	0.00	0.0%
3012 · Building Refurbish	0.00	0.0%
3050 · Donor Restricted		
3051 · Donor Restricted Misc.	(5,750.00)	(100.0%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position

	$ Change	% Change
3052 · Executive Director's Fund	(894.79)	(5.58%)
3053 · ERIC Fund	0.00	0.0%
3054 · Renovation Fund	0.00	0.0%
3055 · Operating Fund	0.00	0.0%
3056 · ADA Improvements	0.00	0.0%
Total 3050 · Donor Restricted	(6,644.79)	(9.37%)
Net Income	(1,203,045.72)	(196.8%)
Total Equity	(598,390.71)	(11.71%)
TOTAL LIABILITIES & EQUITY	**(623,291.92)**	**(12.01%)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position

ASSETS	The QuickBooks records have been forwarded to the CPA f
Current Assets	Form 990 filed 11/17/2022. Year end 2021 Adjusting Jo
Checking/Savings	FYI: In June 2022 Swedish Club Foundation rec'd from Jone
1000 · Cash Summary	Trans from savings to checking in Oct $125,000. Prop Tax
1005 · Checking-Columbia x0100 working	(in 2021- ave monthly transfers from savings for Ju
1010 · Savings-Columbia x5091	
1015 · PayPal	
1020 · Cash in Safe/Event Banks	
Total 1000 · Cash Summary	
Total Checking/Savings	
Accounts Receivable	
1100 · Accounts Receivable	Negative amounts are for internal tracking of Deposit/Ren
Total Accounts Receivable	
Other Current Assets	
1200 · Inventory Summary	
1205 · Liquor	
1210 · Wine	
1215 · Beer	
Total 1200 · Inventory Summary	
1250 · *Undeposited Funds	QuickBooks internal operation/timing function
1270 · Payroll -Employee Advances	
1275 · Payroll- Tips taken (advance)	
1300 · Prepaid Summary	
1310 · Prepaid Event Expenses	
1315 · Prepaid Expenses	Automatic monthly entry for Property Tax to amortize ove
Total 1300 · Prepaid Summary	
Total Other Current Assets	
Total Current Assets	
Fixed Assets	
1600 · Property & Equipment Summary	
1610 · Building	
1620 · Building Improvements	
1640 · Equipment	
1650 · Furniture & Fixtures	
1680 · Land	
1690 · Accum Depreciation	
Total 1600 · Property & Equipment Summary	
Total Fixed Assets	
Other Assets	Changes reflect fees & market fluctuations. 5/25 Finance C
1400 · Investments Summary	
1405 · Vanguard-Balanced Index	
1410 · Vanguard-LS Growth Fund	
Total 1400 · Investments Summary	

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position		
1705 · Deposits w/ Vendors		US Postoffice (no rent deposits are included)
1900 · SC Properties LLC Investment		
Total Other Assets		
TOTAL ASSETS		
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable		
Total Accounts Payable		
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x8169, x4442		
2023 · CC-AR Columbia x7278		
Total 2020 · Credit Card Summary		
Total Credit Cards		
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA		
2115 · L&I Industrial Insurance		
2117 · SUTA-State Unemployment Tax		
2125 · Tips charged		
2100 · Accrued PR Expenses Summary - Other		
Total 2100 · Accrued PR Expenses Summary		
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable		
Total 2130 · Accrued Business Taxes Summary		
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues		Lifetime, 2 and 3 year dues accrue -automatic JE to record
2210 · Unearned Event Income		
2215 · Damage Deposit Refundable		
2220 · Prepaid Hall Rentals		
2225 · Rental Long Term Deposits		
2250 · Viking Bucks purchase (GREEN)		
Total 2200 · Deferred Prepaid Income Summary		
Total Other Current Liabilities		
Total Current Liabilities		
Total Liabilities		
Equity		2021 Year end adjusting journal entries cleaned up equity
3001 · Unrestricted Net Assets		
3011 · Property Development		
3012 · Building Refurbish		
3050 · Donor Restricted		
3051 · Donor Restricted Misc.		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

	Statement of Position
3052 · Executive Director's Fund	
3053 · ERIC Fund	
3054 · Renovation Fund	
3055 · Operating Fund	
3056 · ADA Improvements	
Total 3050 · Donor Restricted	
Net Income	
Total Equity	
TOTAL LIABILITIES & EQUITY	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

Statement of Activities Collapsed

	Jan - Dec 22	Jan - Dec 21	$ Change
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	235,998.30	1,019,590.69	-783,592.39
4100 · Dues Summary	137,308.40	143,548.43	-6,240.03
4200 · Fundraising Events	66,202.95	24,513.13	41,689.82
4300 · Social Event Income	7,891.90	3,950.88	3,941.02
4400 · Education Programs Income	54,308.00	56,590.00	-2,282.00
4500 · Rental Income General	166,397.52	104,668.57	61,728.95
4600 · Bar Income	51,141.91	80,986.84	-29,844.93
4610 · Tips	-0.71	1,872.51	-1,873.22
4700 · Food & Kitchen	117,945.96	45,223.75	72,722.21
4800 · Advertising Income	150.00	2,600.00	-2,450.00
4850 · Merchandise Sales	232.47	307.31	-74.84
4900 · Promotions & comps	-7,096.90	-4,868.81	-2,228.09
Total Income	830,479.80	1,478,983.30	-648,503.50
Gross Profit	830,479.80	1,478,983.30	-648,503.50
Expense			
6000 · Payroll Expenses General	654,288.46	581,208.65	73,079.81
6100 · Professional Fees General	99,603.99	27,438.75	72,165.24
6200 · Fundraising Expenses	15,036.72	10,536.50	4,500.22
6250 · Music & Cultural Expenses	22,300.17	14,962.88	7,337.29
6300 · Social Events & Program Expense	0.00	7,973.00	-7,973.00
6400 · Education Programs Expenses	4,581.04	2,767.50	1,813.54
6500 · Rental Expenses	1,606.49	7,373.72	-5,767.23
6600 · Bar Expenses	22,146.36	48,610.85	-26,464.49
6650 · Food, Kitchen, & catering Exp	86,754.93	2,534.29	84,220.64
6700 · Occupancy Expenses General	103,425.66	281,092.79	-177,667.13
6750 · Office Expenses General	41,824.03	39,648.94	2,175.09
6800 · Taxes, Licenses, Fees General	96,682.26	83,559.36	13,122.90
6900 · Other Operating Expense General	138,199.43	137,641.10	558.33
Total Expense	1,286,449.54	1,245,348.33	41,101.21
Net Ordinary Income	-455,969.74	233,634.97	-689,604.71
Other Income/Expense			
Other Income			
7000 · Other Income	0.00	233,030.00	-233,030.00
7010 · Dividend Income	14,929.96	14,312.73	617.23
7015 · Interest Income	36.06	28.96	7.10
7020 · Miscellaneous Income	0.00	663.74	-663.74
7025 · Realized Gain/Loss on Investmen	3,914.30	15,497.00	-11,582.70
7350 · Unrealized Gains/Losses	-173,527.12	83,963.50	-257,490.62
8090 · Restricted Donations	0.00	75,648.00	-75,648.00
8095 · Release from Restrict (contra)	6,262.10	0.00	6,262.10
Total Other Income	-148,384.70	423,143.93	-571,528.63
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

Statement of Activities Collapsed

	Jan - Dec 22	Jan - Dec 21	$ Change
9000 · Gain/Loss on Fixed Assets	0.00	-300.00	300.00
9950 · Credit Card Clearing see GL1025	0.00	-4.00	4.00
9999 · Suspense Items Clearing	-12,608.52	45,783.10	-58,391.62
Total Other Expense	-12,608.52	45,479.10	-58,087.62
Net Other Income	-135,776.18	377,664.83	-513,441.01
Net Income	**-591,745.92**	**611,299.80**	**-1,203,045.72**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

Statement of Activities Collapsed	% Change
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	-76.85%
4100 · Dues Summary	-4.35%
4200 · Fundraising Events	170.07%
4300 · Social Event Income	99.75%
4400 · Education Programs Income	-4.03%
4500 · Rental Income General	58.98%
4600 · Bar Income	-36.85%
4610 · Tips	-100.04%
4700 · Food & Kitchen	160.81%
4800 · Advertising Income	-94.23%
4850 · Merchandise Sales	-24.35%
4900 · Promotions & comps	-45.76%
Total Income	-43.85%
Gross Profit	-43.85%
Expense	
6000 · Payroll Expenses General	12.57%
6100 · Professional Fees General	263.01%
6200 · Fundraising Expenses	42.71%
6250 · Music & Cultural Expenses	49.04%
6300 · Social Events & Program Expense	-100.0%
6400 · Education Programs Expenses	65.53%
6500 · Rental Expenses	-78.21%
6600 · Bar Expenses	-54.44%
6650 · Food, Kitchen, & catering Exp	3,323.24%
6700 · Occupancy Expenses General	-63.21%
6750 · Office Expenses General	5.49%
6800 · Taxes, Licenses, Fees General	15.71%
6900 · Other Operating Expense General	0.41%
Total Expense	3.3%
Net Ordinary Income	-295.16%
Other Income/Expense	
Other Income	
7000 · Other Income	-100.0%
7010 · Dividend Income	4.31%
7015 · Interest Income	24.52%
7020 · Miscellaneous Income	-100.0%
7025 · Realized Gain/Loss on Investmen	-74.74%
7350 · Unrealized Gains/Losses	-306.67%
8090 · Restricted Donations	-100.0%
8095 · Release from Restrict (contra)	100.0%
Total Other Income	-135.07%
Other Expense	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

Statement of Activities Collapsed	% Change
9000 · Gain/Loss on Fixed Assets	100.0%
9950 · Credit Card Clearing see GL1025	100.0%
9999 · Suspense Items Clearing	-127.54%
Total Other Expense	-127.72%
Net Other Income	-135.95%
Net Income	**-196.8%**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	Jan - Dec 22	Jan - Dec 21	$ Change
Ordinary Income/Expense			
Income			
4000 · Contributions Summary			
4010 · Donations- General	59,348.70	164,943.37	-105,594.67
4025 · Foundations	112,656.60	928,348.00	-815,691.40
4030 · Bequest, Memorial & Restricted	63,993.00	1,947.32	62,045.68
4095 · Release from Restriction	0.00	-75,648.00	75,648.00
Total 4000 · Contributions Summary	235,998.30	1,019,590.69	-783,592.39
4100 · Dues Summary			
4105 · Dues - Temporary	1,310.00	0.00	1,310.00
4110 · Dues - One Year	72,192.90	66,469.52	5,723.38
4120 · Dues - 2 Years	7,870.00	10,983.00	-3,113.00
4130 · Dues - 3 Years	2,511.00	5,338.00	-2,827.00
4140 · Dues - Lifetime	1,900.00	18,275.00	-16,375.00
4150 · Dues - Subject to Deferral	30,874.00	16,897.00	13,977.00
4160 · Amort.-Deferred Income-Dues	20,650.50	20,650.56	-0.06
4100 · Dues Summary - Other	0.00	4,935.35	-4,935.35
Total 4100 · Dues Summary	137,308.40	143,548.43	-6,240.03
4200 · Fundraising Events	66,202.95	24,513.13	41,689.82
4300 · Social Event Income	7,891.90	3,950.88	3,941.02
4400 · Education Programs Income	54,308.00	56,590.00	-2,282.00
4500 · Rental Income General			
4510 · Long term rental (no Sales Tax)	11,141.00	6,108.00	5,033.00
4525 · Corkage (no Sales Tax)	425.00	1,000.00	-575.00
4530 · Parking (not designated areas)	280.00	140.00	140.00
4500 · Rental Income General - Other	154,551.52	97,420.57	57,130.95
Total 4500 · Rental Income General	166,397.52	104,668.57	61,728.95
4600 · Bar Income	51,141.91	80,986.84	-29,844.93
4610 · Tips	-0.71	1,872.51	-1,873.22
4700 · Food & Kitchen	117,945.96	45,223.75	72,722.21
4800 · Advertising Income	150.00	2,600.00	-2,450.00
4850 · Merchandise Sales	232.47	307.31	-74.84
4900 · Promotions & comps	-7,096.90	-4,868.81	-2,228.09
Total Income	830,479.80	1,478,983.30	-648,503.50
Gross Profit	830,479.80	1,478,983.30	-648,503.50
Expense			
6000 · Payroll Expenses General			
6005 · Salaries & Wages	568,289.16	510,911.33	57,377.83
6010 · Medical Insurance-Employees	18,676.78	16,115.60	2,561.18
6015 · Other EE Benefits/Costs-Misc	5,116.79	4,019.48	1,097.31
6025 · Payroll Taxes	53,857.18	49,862.24	3,994.94
6035 · Staff Recruitment	8,348.55	300.00	8,048.55
Total 6000 · Payroll Expenses General	654,288.46	581,208.65	73,079.81
6100 · Professional Fees General			

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	Jan - Dec 22	Jan - Dec 21	$ Change
6105 · Accounting	15,625.00	27,920.00	-12,295.00
6110 · Consultants	5,819.88	1,113.75	4,706.13
6115 · Legal	78,159.11	-1,595.00	79,754.11
Total 6100 · Professional Fees General	99,603.99	27,438.75	72,165.24
6200 · Fundraising Expenses			
6210 · Bingo Prizes	730.00	0.00	730.00
6200 · Fundraising Expenses - Other	14,306.72	10,536.50	3,770.22
Total 6200 · Fundraising Expenses	15,036.72	10,536.50	4,500.22
6250 · Music & Cultural Expenses	22,300.17	14,962.88	7,337.29
6300 · Social Events & Program Expense	0.00	7,973.00	-7,973.00
6400 · Education Programs Expenses	4,581.04	2,767.50	1,813.54
6500 · Rental Expenses	1,606.49	7,373.72	-5,767.23
6600 · Bar Expenses	22,146.36	48,610.85	-26,464.49
6650 · Food, Kitchen, & catering Exp	86,754.93	2,534.29	84,220.64
6700 · Occupancy Expenses General			
6705 · Janitorial	15,117.07	5,814.73	9,302.34
6707 · Kitchen Equip & Repairs	2,231.22	2,793.14	-561.92
6710 · Miscellaneous Occupancy Expense	3,366.77	140.91	3,225.86
6715 · Repair & Maintenance	22,775.13	222,653.69	-199,878.56
6720 · Security	4,182.93	2,936.91	1,246.02
6725 · Utilities	55,752.54	46,753.41	8,999.13
Total 6700 · Occupancy Expenses General	103,425.66	281,092.79	-177,667.13
6750 · Office Expenses General			
6755 · Office Equipment	6,973.81	7,251.82	-278.01
6760 · Office Supplies	4,837.26	2,280.05	2,557.21
6765 · Phone,Internet/Communication	22,516.51	24,410.20	-1,893.69
6770 · Postage	7,496.45	5,706.87	1,789.58
Total 6750 · Office Expenses General	41,824.03	39,648.94	2,175.09
6800 · Taxes, Licenses, Fees General			
6805 · Business Taxes	3,599.55	-689.36	4,288.91
6810 · Licenses & fees	4,255.50	3,845.85	409.65
6815 · Property Taxes	88,827.21	80,305.30	8,521.91
6820 · Tax Penalties	0.00	97.57	-97.57
Total 6800 · Taxes, Licenses, Fees General	96,682.26	83,559.36	13,122.90
6900 · Other Operating Expense General			
6905 · Advertising & Promotion	33,743.03	25,860.84	7,882.19
6910 · Auto, Parking & Related Costs	717.44	671.33	46.11
6915 · Bad Debt/NSF	0.00	318.05	-318.05
6920 · Board	2,347.59	197.56	2,150.03
6925 · Cash Over/Short	1,249.82	135.81	1,114.01

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	Jan - Dec 22	Jan - Dec 21	$ Change
6930 · Credit Card/Bank Fees	20,075.80	12,656.15	7,419.65
6932 · Decorations	1,988.00	1,999.26	-11.26
6935 · Depreciation/Amort-Non Cash	29,993.50	47,347.44	-17,353.94
6940 · Community,Donations&Scholarship	607.77	5,203.92	-4,596.15
6945 · Subscriptions/memberships	1,233.88	593.29	640.59
6950 · Insurance	27,265.00	23,834.42	3,430.58
6955 · Interest Exp/Bank Loan Fees-Ops	1.10	5.94	-4.84
6965 · Miscellaneous	505.93	-4,669.87	5,175.80
6970 · Newsletters	16,964.07	22,881.86	-5,917.79
6973 · Reconciliation Discrepancies	0.00	-20.98	20.98
6975 · Safety & Sanitary Supplies	830.73	106.52	724.21
6985 · Volunteer	675.77	519.56	156.21
Total 6900 · Other Operating Expense General	138,199.43	137,641.10	558.33
Total Expense	1,286,449.54	1,245,348.33	41,101.21
Net Ordinary Income	-455,969.74	233,634.97	-689,604.71
Other Income/Expense			
Other Income			
7000 · Other Income	0.00	233,030.00	-233,030.00
7010 · Dividend Income	14,929.96	14,312.73	617.23
7015 · Interest Income	36.06	28.96	7.10
7020 · Miscellaneous Income	0.00	663.74	-663.74
7025 · Realized Gain/Loss on Investmen	3,914.30	15,497.00	-11,582.70
7350 · Unrealized Gains/Losses	-173,527.12	83,963.50	-257,490.62
8090 · Restricted Donations	0.00	75,648.00	-75,648.00
8095 · Release from Restrict (contra)	6,262.10	0.00	6,262.10
Total Other Income	-148,384.70	423,143.93	-571,528.63
Other Expense			
9000 · Gain/Loss on Fixed Assets	0.00	-300.00	300.00
9950 · Credit Card Clearing see GL1025	0.00	-4.00	4.00
9999 · Suspense Items Clearing	-12,608.52	45,783.10	-58,391.62
Total Other Expense	-12,608.52	45,479.10	-58,087.62
Net Other Income	-135,776.18	377,664.83	-513,441.01
Net Income	**-591,745.92**	**611,299.80**	**-1,203,045.72**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	% Change
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	-64.02%
4025 · Foundations	-87.87%
4030 · Bequest, Memorial & Restricted	3,186.21%
4095 · Release from Restriction	100.0%
Total 4000 · Contributions Summary	-76.85%
4100 · Dues Summary	
4105 · Dues - Temporary	100.0%
4110 · Dues - One Year	8.61%
4120 · Dues - 2 Years	-28.34%
4130 · Dues - 3 Years	-52.96%
4140 · Dues - Lifetime	-89.6%
4150 · Dues - Subject to Deferral	82.72%
4160 · Amort.-Deferred Income-Dues	0.0%
4100 · Dues Summary - Other	-100.0%
Total 4100 · Dues Summary	-4.35%
4200 · Fundraising Events	170.07%
4300 · Social Event Income	99.75%
4400 · Education Programs Income	-4.03%
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	82.4%
4525 · Corkage (no Sales Tax)	-57.5%
4530 · Parking (not designated areas)	100.0%
4500 · Rental Income General - Other	58.64%
Total 4500 · Rental Income General	58.98%
4600 · Bar Income	-36.85%
4610 · Tips	-100.04%
4700 · Food & Kitchen	160.81%
4800 · Advertising Income	-94.23%
4850 · Merchandise Sales	-24.35%
4900 · Promotions & comps	-45.76%
Total Income	-43.85%
Gross Profit	-43.85%
Expense	
6000 · Payroll Expenses General	
6005 · Salaries & Wages	11.23%
6010 · Medical Insurance-Employees	15.89%
6015 · Other EE Benefits/Costs-Misc	27.3%
6025 · Payroll Taxes	8.01%
6035 · Staff Recruitment	2,682.85%
Total 6000 · Payroll Expenses General	12.57%
6100 · Professional Fees General	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	% Change
6105 · Accounting	-44.04%
6110 · Consultants	422.55%
6115 · Legal	5,000.26%
Total 6100 · Professional Fees General	263.01%
6200 · Fundraising Expenses	
6210 · Bingo Prizes	100.0%
6200 · Fundraising Expenses - Other	35.78%
Total 6200 · Fundraising Expenses	42.71%
6250 · Music & Cultural Expenses	49.04%
6300 · Social Events & Program Expense	-100.0%
6400 · Education Programs Expenses	65.53%
6500 · Rental Expenses	-78.21%
6600 · Bar Expenses	-54.44%
6650 · Food, Kitchen, & catering Exp	3,323.24%
6700 · Occupancy Expenses General	
6705 · Janitorial	159.98%
6707 · Kitchen Equip & Repairs	-20.12%
6710 · Miscellaneous Occupancy Expense	2,289.31%
6715 · Repair & Maintenance	-89.77%
6720 · Security	42.43%
6725 · Utilities	19.25%
Total 6700 · Occupancy Expenses General	-63.21%
6750 · Office Expenses General	
6755 · Office Equipment	-3.83%
6760 · Office Supplies	112.16%
6765 · Phone,Internet/Communication	-7.76%
6770 · Postage	31.36%
Total 6750 · Office Expenses General	5.49%
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	622.16%
6810 · Licenses & fees	10.65%
6815 · Property Taxes	10.61%
6820 · Tax Penalties	-100.0%
Total 6800 · Taxes, Licenses, Fees General	15.71%
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	30.48%
6910 · Auto, Parking & Related Costs	6.87%
6915 · Bad Debt/NSF	-100.0%
6920 · Board	1,088.29%
6925 · Cash Over/Short	820.27%

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	% Change
6930 · Credit Card/Bank Fees	58.63%
6932 · Decorations	-0.56%
6935 · Depreciation/Amort-Non Cash	-36.65%
6940 · Community,Donations&Scholarship	-88.32%
6945 · Subscriptions/memberships	107.97%
6950 · Insurance	14.39%
6955 · Interest Exp/Bank Loan Fees-Ops	-81.48%
6965 · Miscellaneous	110.83%
6970 · Newsletters	-25.86%
6973 · Reconciliation Discrepancies	100.0%
6975 · Safety & Sanitary Supplies	679.88%
6985 · Volunteer	30.07%
Total 6900 · Other Operating Expense General	0.41%
Total Expense	3.3%
Net Ordinary Income	-295.16%
Other Income/Expense	
Other Income	
7000 · Other Income	-100.0%
7010 · Dividend Income	4.31%
7015 · Interest Income	24.52%
7020 · Miscellaneous Income	-100.0%
7025 · Realized Gain/Loss on Investmen	-74.74%
7350 · Unrealized Gains/Losses	-306.67%
8090 · Restricted Donations	-100.0%
8095 · Release from Restrict (contra)	100.0%
Total Other Income	-135.07%
Other Expense	
9000 · Gain/Loss on Fixed Assets	100.0%
9950 · Credit Card Clearing see GL1025	100.0%
9999 · Suspense Items Clearing	-127.54%
Total Other Expense	-127.72%
Net Other Income	-135.95%
Net Income	**-196.8%**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	Notes
Ordinary Income/Expense	Form 990 has been completed by the CPA and the 2021 adjus
Income	EOY Concern re AJE re GL 9999 suspense items balance
4000 · Contributions Summary	EOY Concern re GL 6715 Repair & Maintenance construction
4010 · Donations- General	
4025 · Foundations	We anticipate a donation of $175,000 from Swedish Club Fdn
4030 · Bequest, Memorial & Restricted	
4095 · Release from Restriction	
Total 4000 · Contributions Summary	
4100 · Dues Summary	
4105 · Dues - Temporary	
4110 · Dues - One Year	
4120 · Dues - 2 Years	
4130 · Dues - 3 Years	
4140 · Dues - Lifetime	
4150 · Dues - Subject to Deferral	
4160 · Amort.-Deferred Income-Dues	
4100 · Dues Summary - Other	
Total 4100 · Dues Summary	
4200 · Fundraising Events	Bazaar tables Oct, 4th of July,Grt Finds & ABBA happened June
4300 · Social Event Income	Usual registrations quarterly.
4400 · Education Programs Income	
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	Arista $175 (Nov cut by half to accomadate HR office) & Swed
4525 · Corkage (no Sales Tax)	
4530 · Parking (not designated areas)	
4500 · Rental Income General - Other	Room rentals (member & nonprofit discounts included)
Total 4500 · Rental Income General	
4600 · Bar Income	
4610 · Tips	2022 Tips are now posted as liability (Stmt of Position GL 2125
4700 · Food & Kitchen	This is a new acct, separate from 'bar' as of March 2021
4800 · Advertising Income	
4850 · Merchandise Sales	
4900 · Promotions & comps	Drink & meal comps
Total Income	
Gross Profit	
Expense	Payroll difference can be a timing thing. We processed 2 payr
6000 · Payroll Expenses General	We are still short staffed, but basic wages have increased.
6005 · Salaries & Wages	Recent new hires are for Event Planner/KL assistant, new posi
6010 · Medical Insurance-Employees	
6015 · Other EE Benefits/Costs-Misc	
6025 · Payroll Taxes	
6035 · Staff Recruitment	
Total 6000 · Payroll Expenses General	
6100 · Professional Fees General	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	Notes
6105 · Accounting	Greenwood acctg pd $3300 in Feb. for Oct-Dec 2021, QuickBo
6110 · Consultants	
6115 · Legal	Perkins Coie
Total 6100 · Professional Fees General	
6200 · Fundraising Expenses	
6210 · Bingo Prizes	
6200 · Fundraising Expenses - Other	Bingo caller fees & cards, Swede of Yr framing, Donor dinner i
Total 6200 · Fundraising Expenses	
6250 · Music & Cultural Expenses	ABBA music in June
6300 · Social Events & Program Expense	Still low attendance
6400 · Education Programs Expenses	Teacher PR included
6500 · Rental Expenses	
6600 · Bar Expenses	Bar & Food now separate.
6650 · Food, Kitchen, & catering Exp	Catering & chef costs high until we can get regular staff, Bar se
6700 · Occupancy Expenses General	
6705 · Janitorial	Uplift' service
6707 · Kitchen Equip & Repairs	
6710 · Miscellaneous Occupancy Expense	
6715 · Repair & Maintenance	Repair, maintainance - Johnson Lyric $10,740 in Jan & Feb win Improvements, Aug $2018 fire door replacement capitalized a replacement not yet capitalized). Also new landscaping.
6720 · Security	
6725 · Utilities	Utility costs increased
Total 6700 · Occupancy Expenses General	
6750 · Office Expenses General	
6755 · Office Equipment	
6760 · Office Supplies	envelopes, hanging folders, & checks
6765 · Phone,Internet/Communication	IT Source
6770 · Postage	
Total 6750 · Office Expenses General	
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	
6810 · Licenses & fees	
6815 · Property Taxes	The Real estate taxes are amortized over the year, total for the Properties building taxes are paid by AVM, the renter.
6820 · Tax Penalties	
Total 6800 · Taxes, Licenses, Fees General	
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	Van den Berg Design for ABBA, car show, Swede of Year
6910 · Auto, Parking & Related Costs	
6915 · Bad Debt/NSF	
6920 · Board	
6925 · Cash Over/Short	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

	Notes
6930 · Credit Card/Bank Fees	We pay for PayPal and merchant services/Swipe Simple. We v multiple merchant services into one a couple years ago. Anis is the Toast program soon, hopefully with better charge devices.
6932 · Decorations	
6935 · Depreciation/Amort-Non Cash	
6940 · Community,Donations&Scholarship	
6945 · Subscriptions/memberships	
6950 · Insurance	We have three policies through our Agent, Parker Smith Fee Great American Ins. acct #262426643: PAC556352716, UME $8854 paid in Feb. with a monthly premium of $2272. Per o
6955 · Interest Exp/Bank Loan Fees-Ops	
6965 · Miscellaneous	
6970 · Newsletters	
6973 · Reconciliation Discrepancies	
6975 · Safety & Sanitary Supplies	
6985 · Volunteer	
Total 6900 · Other Operating Expense General	
Total Expense	
Net Ordinary Income	
Other Income/Expense	
Other Income	
7000 · Other Income	
7010 · Dividend Income	
7015 · Interest Income	
7020 · Miscellaneous Income	
7025 · Realized Gain/Loss on Investmen	
7350 · Unrealized Gains/Losses	Vanguard Market fluctuations
8090 · Restricted Donations	
8095 · Release from Restrict (contra)	
Total Other Income	
Other Expense	
9000 · Gain/Loss on Fixed Assets	
9950 · Credit Card Clearing see GL1025	
9999 · Suspense Items Clearing	2/2022 Brown Paper Tickets refunded $5870 from prior perio
Total Other Expense	
Net Other Income	
Net Income	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

Ordinary Income/Expense
- **Income**
  - **4000 · Contributions Summary**
    - **4010 · Donations- General**
    - **4025 · Foundations**
    - **4030 · Bequest, Memorial & Restricted**
    - **4095 · Release from Restriction**
  - **Total 4000 · Contributions Summary**
  - **4100 · Dues Summary**
    - **4105 · Dues - Temporary**
    - **4110 · Dues - One Year**
    - **4120 · Dues - 2 Years**
    - **4130 · Dues - 3 Years**
    - **4140 · Dues - Lifetime**
    - **4150 · Dues - Subject to Deferral**
    - **4160 · Amort.-Deferred Income-Dues**
    - **4100 · Dues Summary - Other**
  - **Total 4100 · Dues Summary**
  - **4200 · Fundraising Events**
  - **4300 · Social Event Income**
  - **4400 · Education Programs Income**
  - **4500 · Rental Income General**
    - **4510 · Long term rental (no Sales Tax)**
    - **4525 · Corkage (no Sales Tax)**
    - **4530 · Parking (not designated areas)**
    - **4500 · Rental Income General - Other**
  - **Total 4500 · Rental Income General**
  - **4600 · Bar Income**
  - **4610 · Tips**
  - **4700 · Food & Kitchen**
  - **4800 · Advertising Income**
  - **4850 · Merchandise Sales**
  - **4900 · Promotions & comps**
- **Total Income**

Gross Profit
- **Expense**
  - **6000 · Payroll Expenses General**
    - **6005 · Salaries & Wages**
    - **6010 · Medical Insurance-Employees**
    - **6015 · Other EE Benefits/Costs-Misc**
    - **6025 · Payroll Taxes**
    - **6035 · Staff Recruitment**
  - **Total 6000 · Payroll Expenses General**
  - **6100 · Professional Fees General**

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Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

6105 · Accounting	2
6110 · Consultants	
6115 · Legal	
Total 6100 · Professional Fees General	
6200 · Fundraising Expenses	
6210 · Bingo Prizes	
6200 · Fundraising Expenses - Other	
Total 6200 · Fundraising Expenses	
6250 · Music & Cultural Expenses	
6300 · Social Events & Program Expense	
6400 · Education Programs Expenses	
6500 · Rental Expenses	
6600 · Bar Expenses	
6650 · Food, Kitchen, & catering Exp	
6700 · Occupancy Expenses General	
6705 · Janitorial	
6707 · Kitchen Equip & Repairs	
6710 · Miscellaneous Occupancy Expense	
6715 · Repair & Maintenance	
6720 · Security	
6725 · Utilities	
Total 6700 · Occupancy Expenses General	
6750 · Office Expenses General	
6755 · Office Equipment	
6760 · Office Supplies	
6765 · Phone,Internet/Communication	
6770 · Postage	
Total 6750 · Office Expenses General	
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	
6810 · Licenses & fees	
6815 · Property Taxes	
6820 · Tax Penalties	
Total 6800 · Taxes, Licenses, Fees General	
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	
6910 · Auto, Parking & Related Costs	
6915 · Bad Debt/NSF	
6920 · Board	
6925 · Cash Over/Short	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through December 2022

- 6930 · Credit Card/Bank Fees
- 6932 · Decorations
- 6935 · Depreciation/Amort-Non Cash
- 6940 · Community,Donations&Scholarship
- 6945 · Subscriptions/memberships
- 6950 · Insurance
- 6955 · Interest Exp/Bank Loan Fees-Ops
- 6965 · Miscellaneous
- 6970 · Newsletters
- 6973 · Reconciliation Discrepancies
- 6975 · Safety & Sanitary Supplies
- 6985 · Volunteer

Total 6900 · Other Operating Expense General

Total Expense

Net Ordinary Income

Other Income/Expense

Other Income

- 7000 · Other Income
- 7010 · Dividend Income
- 7015 · Interest Income
- 7020 · Miscellaneous Income
- 7025 · Realized Gain/Loss on Investmen
- 7350 · Unrealized Gains/Losses
- 8090 · Restricted Donations
- 8095 · Release from Restrict (contra)

Total Other Income

Other Expense

- 9000 · Gain/Loss on Fixed Assets
- 9950 · Credit Card Clearing see GL1025
- 9999 · Suspense Items Clearing

Total Other Expense

Net Other Income

Net Income

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023

Position Jan 31, 2023 Collapsed v Prior Year End

	Jan 31, 23	Dec 31, 22	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary	126,627.20	157,773.99	(31,146.79)
Total Checking/Savings	126,627.20	157,773.99	(31,146.79)
Accounts Receivable			
1100 · Accounts Receivable	(17,230.40)	(5,087.00)	(12,143.40)
Total Accounts Receivable	(17,230.40)	(5,087.00)	(12,143.40)
Other Current Assets			
1200 · Inventory Summary	13,359.86	12,727.29	632.57
1250 · *Undeposited Funds	5,544.59	3,573.00	1,971.59
1270 · Payroll -Employee Advances	0.00	1,243.20	(1,243.20)
1275 · Payroll- Tips taken (advance)	637.00	833.00	(196.00)
1300 · Prepaid Summary	667.00	996.00	(329.00)
Total Other Current Assets	20,208.45	19,372.49	835.96
Total Current Assets	129,605.25	172,059.48	(42,454.23)
Fixed Assets			
1600 · Property & Equipment Summary	1,216,168.40	1,219,167.75	(2,999.35)
Total Fixed Assets	1,216,168.40	1,219,167.75	(2,999.35)
Other Assets			
1400 · Investments Summary	800,923.07	755,765.70	45,157.37
1705 · Deposits w/ Vendors	464.03	470.93	(6.90)
1900 · SC Properties LLC Investment	2,402,918.14	2,402,918.14	0.00
Total Other Assets	3,204,305.24	3,159,154.77	45,150.47
TOTAL ASSETS	**4,550,078.89**	**4,550,382.00**	**(303.11)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	27,020.66	25,980.66	1,040.00
Total Accounts Payable	27,020.66	25,980.66	1,040.00
Credit Cards			
2020 · Credit Card Summary	1,804.93	1,222.49	582.44
Total Credit Cards	1,804.93	1,222.49	582.44
Other Current Liabilities			
2100 · Accrued PR Expenses Summary	2,530.05	4,649.00	(2,118.95)
2130 · Accrued Business Taxes Summary	2,326.30	1,002.37	1,323.93
2200 · Deferred Prepaid Income Summary	17,678.14	17,900.01	(221.87)
Total Other Current Liabilities	22,534.49	23,551.38	(1,016.89)
Total Current Liabilities	51,360.08	50,754.53	605.55
Total Liabilities	51,360.08	50,754.53	605.55
Equity			
3001 · Unrestricted Net Assets	3,951,244.09	4,555,709.79	(604,465.70)
3011 · Property Development	171,559.07	171,559.07	0.00

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023

Position Jan 31, 2023 Collapsed v Prior Year End

	Jan 31, 23	Dec 31, 22	$ Change
3012 · Building Refurbish	312,574.01	312,574.01	0.00
3050 · Donor Restricted	64,250.30	64,250.30	0.00
Net Income	(908.66)	(604,465.70)	603,557.04
Total Equity	4,498,718.81	4,499,627.47	(908.66)
TOTAL LIABILITIES & EQUITY	**4,550,078.89**	**4,550,382.00**	**(303.11)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023

Position Jan 31, 2023 Collapsed v Prior Year End	% Change
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash Summary	(19.74%)
Total Checking/Savings	(19.74%)
Accounts Receivable	
1100 · Accounts Receivable	(238.71%)
Total Accounts Receivable	(238.71%)
Other Current Assets	
1200 · Inventory Summary	4.97%
1250 · *Undeposited Funds	55.18%
1270 · Payroll -Employee Advances	(100.0%)
1275 · Payroll- Tips taken (advance)	(23.53%)
1300 · Prepaid Summary	(33.03%)
Total Other Current Assets	4.32%
Total Current Assets	(24.67%)
Fixed Assets	
1600 · Property & Equipment Summary	(0.25%)
Total Fixed Assets	(0.25%)
Other Assets	
1400 · Investments Summary	5.98%
1705 · Deposits w/ Vendors	(1.47%)
1900 · SC Properties LLC Investment	0.0%
Total Other Assets	1.43%
TOTAL ASSETS	**(0.01%)**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	4.0%
Total Accounts Payable	4.0%
Credit Cards	
2020 · Credit Card Summary	47.64%
Total Credit Cards	47.64%
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	(45.58%)
2130 · Accrued Business Taxes Summary	132.08%
2200 · Deferred Prepaid Income Summary	(1.24%)
Total Other Current Liabilities	(4.32%)
Total Current Liabilities	1.19%
Total Liabilities	1.19%
Equity	
3001 · Unrestricted Net Assets	(13.27%)
3011 · Property Development	0.0%

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023

Position Jan 31, 2023 Collapsed v Prior Year End	% Change
3012 · Building Refurbish	0.0%
3050 · Donor Restricted	0.0%
Net Income	99.85%
Total Equity	(0.02%)
TOTAL LIABILITIES & EQUITY	(0.01%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior year end

	Jan 31, 23	Dec 31, 22	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary			
1005 · Checking-Columbia x0100 working	97,731.79	126,884.17	(29,152.38)
1010 · Savings-Columbia x5091	28,258.64	28,258.64	0.00
1015 · PayPal	461.77	1,743.85	(1,282.08)
1020 · Cash in Safe/Event Banks	175.00	(725.00)	900.00
1025 · Credit Card Clearing	0.00	1,612.33	(1,612.33)
Total 1000 · Cash Summary	126,627.20	157,773.99	(31,146.79)
Total Checking/Savings	126,627.20	157,773.99	(31,146.79)
Accounts Receivable			
1100 · Accounts Receivable	(17,230.40)	(5,087.00)	(12,143.40)
Total Accounts Receivable	(17,230.40)	(5,087.00)	(12,143.40)
Other Current Assets			
1200 · Inventory Summary			
1205 · Liquor	7,663.18	7,142.52	520.66
1210 · Wine	3,105.12	3,342.73	(237.61)
1215 · Beer	2,591.56	2,242.04	349.52
Total 1200 · Inventory Summary	13,359.86	12,727.29	632.57
1250 · *Undeposited Funds	5,544.59	3,573.00	1,971.59
1270 · Payroll -Employee Advances	0.00	1,243.20	(1,243.20)
1275 · Payroll- Tips taken (advance)	637.00	833.00	(196.00)
1300 · Prepaid Summary			
1315 · Prepaid Expenses	667.00	996.00	(329.00)
Total 1300 · Prepaid Summary	667.00	996.00	(329.00)
Total Other Current Assets	20,208.45	19,372.49	835.96
Total Current Assets	129,605.25	172,059.48	(42,454.23)
Fixed Assets			
1600 · Property & Equipment Summary			
1610 · Building	465,316.00	465,316.00	0.00
1620 · Building Improvements	1,800,593.79	1,800,593.79	0.00
1640 · Equipment	206,644.04	206,644.04	0.00
1650 · Furniture & Fixtures	412,311.78	412,311.78	0.00
1680 · Land	190,827.30	190,827.30	0.00
1690 · Accum Depreciation	(1,859,524.51)	(1,856,525.16)	(2,999.35)
Total 1600 · Property & Equipment Summary	1,216,168.40	1,219,167.75	(2,999.35)
Total Fixed Assets	1,216,168.40	1,219,167.75	(2,999.35)
Other Assets			
1400 · Investments Summary			
1405 · Vanguard-Balanced Index	415,681.98	394,301.21	21,380.77
1410 · Vanguard-LS Growth Fund	385,241.09	361,464.49	23,776.60
Total 1400 · Investments Summary	800,923.07	755,765.70	45,157.37
1705 · Deposits w/ Vendors	464.03	470.93	(6.90)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior year end

	Jan 31, 23	Dec 31, 22	$ Change
1900 · SC Properties LLC Investment	2,402,918.14	2,402,918.14	0.00
Total Other Assets	3,204,305.24	3,159,154.77	45,150.47
TOTAL ASSETS	**4,550,078.89**	**4,550,382.00**	**(303.11)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	27,020.66	25,980.66	1,040.00
Total Accounts Payable	27,020.66	25,980.66	1,040.00
Credit Cards			
2020 · Credit Card Summary			
2022 · CC-KL Columbia x8169, x4442	245.09	567.78	(322.69)
2023 · CC-AR Columbia x7278	1,559.84	654.71	905.13
Total 2020 · Credit Card Summary	1,804.93	1,222.49	582.44
Total Credit Cards	1,804.93	1,222.49	582.44
Other Current Liabilities			
2100 · Accrued PR Expenses Summary			
2111 · Family Med Leave Payable-SUTA	452.20	568.15	(115.95)
2113 · Fed W/H & FICA	(170.00)	0.00	(170.00)
2115 · L&I Industrial Insurance	492.72	1,721.67	(1,228.95)
2117 · SUTA-State Unemployment Tax	899.89	1,175.36	(275.47)
2125 · Tips charged	859.47	1,186.94	(327.47)
2100 · Accrued PR Expenses Summary - Other	(4.23)	(3.12)	(1.11)
Total 2100 · Accrued PR Expenses Summary	2,530.05	4,649.00	(2,118.95)
2130 · Accrued Business Taxes Summary			
2140 · Sales Tax Payable	2,326.30	1,002.37	1,323.93
Total 2130 · Accrued Business Taxes Summary	2,326.30	1,002.37	1,323.93
2200 · Deferred Prepaid Income Summary			
2205 · Deferred Income from Dues	11,118.14	12,839.01	(1,720.87)
2210 · Unearned Event Income	795.00	795.00	0.00
2215 · Damage Deposit Refundable	5,200.00	3,600.00	1,600.00
2225 · Rental Long Term Deposits	525.00	525.00	0.00
2250 · Viking Bucks purchase (GREEN)	40.00	141.00	(101.00)
Total 2200 · Deferred Prepaid Income Summary	17,678.14	17,900.01	(221.87)
Total Other Current Liabilities	22,534.49	23,551.38	(1,016.89)
Total Current Liabilities	51,360.08	50,754.53	605.55
Total Liabilities	51,360.08	50,754.53	605.55
Equity			
3001 · Unrestricted Net Assets	3,951,244.09	4,555,709.79	(604,465.70)
3011 · Property Development	171,559.07	171,559.07	0.00
3012 · Building Refurbish	312,574.01	312,574.01	0.00
3050 · Donor Restricted			
3051 · Donor Restricted Misc.	(5,750.00)	(5,750.00)	0.00
3052 · Executive Director's Fund	15,145.18	15,145.18	0.00

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior year end

	Jan 31, 23	Dec 31, 22	$ Change
3053 · ERIC Fund	4,237.96	4,237.96	0.00
3054 · Renovation Fund	24,691.35	24,691.35	0.00
3055 · Operating Fund	23,603.59	23,603.59	0.00
3056 · ADA Improvements	2,322.22	2,322.22	0.00
Total 3050 · Donor Restricted	64,250.30	64,250.30	0.00
Net Income	(908.66)	(604,465.70)	603,557.04
Total Equity	4,498,718.81	4,499,627.47	(908.66)
TOTAL LIABILITIES & EQUITY	**4,550,078.89**	**4,550,382.00**	**(303.11)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior

	% Change
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash Summary	
1005 · Checking-Columbia x0100 working	(22.98%)
1010 · Savings-Columbia x5091	0.0%
1015 · PayPal	(73.52%)
1020 · Cash in Safe/Event Banks	124.14%
1025 · Credit Card Clearing	(100.0%)
Total 1000 · Cash Summary	(19.74%)
Total Checking/Savings	(19.74%)
Accounts Receivable	
1100 · Accounts Receivable	(238.71%)
Total Accounts Receivable	(238.71%)
Other Current Assets	
1200 · Inventory Summary	
1205 · Liquor	7.29%
1210 · Wine	(7.11%)
1215 · Beer	15.59%
Total 1200 · Inventory Summary	4.97%
1250 · *Undeposited Funds	55.18%
1270 · Payroll -Employee Advances	(100.0%)
1275 · Payroll- Tips taken (advance)	(23.53%)
1300 · Prepaid Summary	
1315 · Prepaid Expenses	(33.03%)
Total 1300 · Prepaid Summary	(33.03%)
Total Other Current Assets	4.32%
Total Current Assets	(24.67%)
Fixed Assets	
1600 · Property & Equipment Summary	
1610 · Building	0.0%
1620 · Building Improvements	0.0%
1640 · Equipment	0.0%
1650 · Furniture & Fixtures	0.0%
1680 · Land	0.0%
1690 · Accum Depreciation	(0.16%)
Total 1600 · Property & Equipment Summary	(0.25%)
Total Fixed Assets	(0.25%)
Other Assets	
1400 · Investments Summary	
1405 · Vanguard-Balanced Index	5.42%
1410 · Vanguard-LS Growth Fund	6.58%
Total 1400 · Investments Summary	5.98%
1705 · Deposits w/ Vendors	(1.47%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior

	% Change
1900 · SC Properties LLC Investment	0.0%
Total Other Assets	1.43%
TOTAL ASSETS	(0.01%)
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	4.0%
Total Accounts Payable	4.0%
Credit Cards	
2020 · Credit Card Summary	
2022 · CC-KL Columbia x8169, x4442	(56.83%)
2023 · CC-AR Columbia x7278	138.25%
Total 2020 · Credit Card Summary	47.64%
Total Credit Cards	47.64%
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	
2111 · Family Med Leave Payable-SUTA	(20.41%)
2113 · Fed W/H & FICA	(100.0%)
2115 · L&I Industrial Insurance	(71.38%)
2117 · SUTA-State Unemployment Tax	(23.44%)
2125 · Tips charged	(27.59%)
2100 · Accrued PR Expenses Summary - Other	(35.58%)
Total 2100 · Accrued PR Expenses Summary	(45.58%)
2130 · Accrued Business Taxes Summary	
2140 · Sales Tax Payable	132.08%
Total 2130 · Accrued Business Taxes Summary	132.08%
2200 · Deferred Prepaid Income Summary	
2205 · Deferred Income from Dues	(13.4%)
2210 · Unearned Event Income	0.0%
2215 · Damage Deposit Refundable	44.44%
2225 · Rental Long Term Deposits	0.0%
2250 · Viking Bucks purchase (GREEN)	(71.63%)
Total 2200 · Deferred Prepaid Income Summary	(1.24%)
Total Other Current Liabilities	(4.32%)
Total Current Liabilities	1.19%
Total Liabilities	1.19%
Equity	
3001 · Unrestricted Net Assets	(13.27%)
3011 · Property Development	0.0%
3012 · Building Refurbish	0.0%
3050 · Donor Restricted	
3051 · Donor Restricted Misc.	0.0%
3052 · Executive Director's Fund	0.0%

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior

	% Change
3053 · ERIC Fund	0.0%
3054 · Renovation Fund	0.0%
3055 · Operating Fund	0.0%
3056 · ADA Improvements	0.0%
Total 3050 · Donor Restricted	0.0%
Net Income	99.85%
Total Equity	(0.02%)
TOTAL LIABILITIES & EQUITY	**(0.01%)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior

ASSETS	2021 Tax Return Form 990 filed 11/17/2022. Year end 202
Current Assets	FYI: In June 2022 Swedish Club Foundation rec'd from Jone
Checking/Savings	
1000 · Cash Summary	Trans from savings to checking in Oct, 2022 $125,000. Pro
1005 · Checking-Columbia x0100 working	(in 2021- ave monthly transfers from savings for op
1010 · Savings-Columbia x5091	
1015 · PayPal	
1020 · Cash in Safe/Event Banks	
1025 · Credit Card Clearing	
Total 1000 · Cash Summary	
Total Checking/Savings	
Accounts Receivable	
1100 · Accounts Receivable	Negative amounts are for internal tracking of Deposit/Ren
Total Accounts Receivable	
Other Current Assets	
1200 · Inventory Summary	
1205 · Liquor	
1210 · Wine	
1215 · Beer	
Total 1200 · Inventory Summary	
1250 · *Undeposited Funds	QuickBooks internal operation/timing function
1270 · Payroll -Employee Advances	
1275 · Payroll- Tips taken (advance)	
1300 · Prepaid Summary	
1315 · Prepaid Expenses	
Total 1300 · Prepaid Summary	
Total Other Current Assets	
Total Current Assets	
Fixed Assets	
1600 · Property & Equipment Summary	
1610 · Building	
1620 · Building Improvements	
1640 · Equipment	
1650 · Furniture & Fixtures	
1680 · Land	
1690 · Accum Depreciation	
Total 1600 · Property & Equipment Summary	
Total Fixed Assets	
Other Assets	
1400 · Investments Summary	Changes reflect fees & market fluctuations. 5/25/22 Finan
1405 · Vanguard-Balanced Index	
1410 · Vanguard-LS Growth Fund	
Total 1400 · Investments Summary	
1705 · Deposits w/ Vendors	US Postoffice (no rent deposits are included)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior

1900 · SC Properties LLC Investment	
Total Other Assets	
TOTAL ASSETS	
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	Property tax have not yet been received or posted
Total Accounts Payable	
Credit Cards	
2020 · Credit Card Summary	
2022 · CC-KL Columbia x8169, x4442	
2023 · CC-AR Columbia x7278	
Total 2020 · Credit Card Summary	
Total Credit Cards	
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	
2111 · Family Med Leave Payable-SUTA	
2113 · Fed W/H & FICA	
2115 · L&I Industrial Insurance	
2117 · SUTA-State Unemployment Tax	
2125 · Tips charged	
2100 · Accrued PR Expenses Summary - Other	
Total 2100 · Accrued PR Expenses Summary	
2130 · Accrued Business Taxes Summary	
2140 · Sales Tax Payable	
Total 2130 · Accrued Business Taxes Summary	
2200 · Deferred Prepaid Income Summary	
2205 · Deferred Income from Dues	Lifetime, 2 and 3 year dues accrue -automatic JE to record
2210 · Unearned Event Income	
2215 · Damage Deposit Refundable	
2225 · Rental Long Term Deposits	
2250 · Viking Bucks purchase (GREEN)	
Total 2200 · Deferred Prepaid Income Summary	
Total Other Current Liabilities	
Total Current Liabilities	
Total Liabilities	
Equity	2021 Year end adjusting journal entries cleaned up equity
3001 · Unrestricted Net Assets	
3011 · Property Development	
3012 · Building Refurbish	
3050 · Donor Restricted	
3051 · Donor Restricted Misc.	
3052 · Executive Director's Fund	

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of January 31, 2023
Stmt of Position Jan 31, 2023 v prior

3053 · ERIC Fund	
3054 · Renovation Fund	
3055 · Operating Fund	
3056 · ADA Improvements	
Total 3050 · Donor Restricted	
Net Income	
Total Equity	
TOTAL LIABILITIES & EQUITY	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January 2023
Stmt of Activities Jan 2023

	Jan 23	Jan 22	$ Change
Ordinary Income/Expense			
Income			
4000 · Contributions Summary			
4010 · Donations- General	7,672.00	28,745.00	-21,073.00
4030 · Bequest, Memorial & Restricted	1,950.00	1,520.00	430.00
Total 4000 · Contributions Summary	9,622.00	30,265.00	-20,643.00
4100 · Dues Summary			
4105 · Dues - Temporary	200.00	0.00	200.00
4110 · Dues - One Year	9,151.67	10,909.90	-1,758.23
4120 · Dues - 2 Years	345.00	755.00	-410.00
4130 · Dues - 3 Years	94.00	0.00	94.00
4140 · Dues - Lifetime	250.00	150.00	100.00
4150 · Dues - Subject to Deferral	2,781.00	2,105.00	676.00
4160 · Amort.-Deferred Income-Dues	1,720.87	1,720.93	-0.06
Total 4100 · Dues Summary	14,542.54	15,640.83	-1,098.29
4200 · Fundraising Events	798.00	5,488.50	-4,690.50
4300 · Social Event Income	5,730.00	372.50	5,357.50
4400 · Education Programs Income	7,000.00	10,433.00	-3,433.00
4500 · Rental Income General			
4510 · Long term rental (no Sales Tax)	855.50	943.00	-87.50
4530 · Parking (not designated areas)	20.00	240.00	-220.00
4500 · Rental Income General - Other	8,437.82	13,195.82	-4,758.00
Total 4500 · Rental Income General	9,313.32	14,378.82	-5,065.50
4600 · Bar Income	3,896.11	1,858.74	2,037.37
4610 · Tips	0.00	-0.71	0.71
4700 · Food & Kitchen	9,079.26	2,924.81	6,154.45
4900 · Promotions & comps	-584.00	-256.39	-327.61
Total Income	59,397.23	81,105.10	-21,707.87
Gross Profit	59,397.23	81,105.10	-21,707.87
Expense			
6000 · Payroll Expenses General			
6005 · Salaries & Wages	52,687.94	35,353.63	17,334.31
6010 · Medical Insurance-Employees	1,577.69	2,291.48	-713.79
6015 · Other EE Benefits/Costs-Misc	2,085.46	1,681.90	403.56
6025 · Payroll Taxes	5,193.08	2,586.99	2,606.09
6035 · Staff Recruitment	2,269.34	49.00	2,220.34
Total 6000 · Payroll Expenses General	63,813.51	41,963.00	21,850.51
6200 · Fundraising Expenses			
6210 · Bingo Prizes	408.00	0.00	408.00
6200 · Fundraising Expenses - Other	394.20	45.50	348.70
Total 6200 · Fundraising Expenses	802.20	45.50	756.70
6250 · Music & Cultural Expenses	1,280.02	1,000.00	280.02
6400 · Education Programs Expenses	594.00	1,109.70	-515.70
6500 · Rental Expenses	642.70	0.00	642.70

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January 2023

Stmt of Activities Jan 2023

	Jan 23	Jan 22	$ Change
6600 · Bar Expenses	1,261.16	1,881.51	-620.35
6650 · Food, Kitchen Equip & Supplies	8,055.42	1,502.95	6,552.47
6652 · Food Kitchen catering & consult	3,143.00	0.00	3,143.00
6700 · Occupancy Expenses General			
6705 · Janitorial	265.67	721.14	-455.47
6710 · Miscellaneous Occupancy Expense	117.97	942.97	-825.00
6715 · Repair & Maintenance	3,330.30	707.78	2,622.52
6720 · Security	318.99	318.99	0.00
6725 · Utilities	5,407.82	5,291.86	115.96
Total 6700 · Occupancy Expenses General	9,440.75	7,982.74	1,458.01
6750 · Office Expenses General			
6755 · Office Equipment	749.96	356.48	393.48
6760 · Office Supplies	128.38	697.55	-569.17
6765 · Phone,Internet/Communication	3,381.91	1,977.06	1,404.85
6770 · Postage	497.32	419.60	77.72
Total 6750 · Office Expenses General	4,757.57	3,450.69	1,306.88
6800 · Taxes, Licenses, Fees General			
6805 · Business Taxes	-549.99	730.89	-1,280.88
6815 · Property Taxes	0.00	7,403.01	-7,403.01
Total 6800 · Taxes, Licenses, Fees General	-549.99	8,133.90	-8,683.89
6900 · Other Operating Expense General			
6905 · Advertising & Promotion	4,976.26	5,750.83	-774.57
6910 · Auto, Parking & Related Costs	59.32	0.00	59.32
6920 · Board	0.00	203.27	-203.27
6925 · Cash Over/Short	121.45	-13.75	135.20
6930 · Credit Card/Bank Fees	2,128.05	1,119.59	1,008.46
6932 · Decorations	106.59	238.85	-132.26
6935 · Depreciation/Amort-Non Cash	2,999.35	2,999.35	0.00
6940 · Community,Donations&Scholarship	40.00	20.00	20.00
6945 · Subscriptions/memberships	59.00	178.00	-119.00
6970 · Newsletters	1,642.89	600.00	1,042.89
6973 · Reconciliation Discrepancies	50.00	0.00	50.00
6985 · Volunteer	41.09	34.71	6.38
Total 6900 · Other Operating Expense General	12,224.00	11,130.85	1,093.15
Total Expense	105,464.34	78,200.84	27,263.50
Net Ordinary Income	-46,067.11	2,904.26	-48,971.37
Other Income/Expense			
Other Income			
7015 · Interest Income	1.08	5.01	-3.93

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January 2023

Stmt of Activities Jan 2023

	Jan 23	Jan 22	$ Change
7350 · Unrealized Gains/Losses	45,157.37	-39,838.72	84,996.09
Total Other Income	45,158.45	-39,833.71	84,992.16
Other Expense			
9999 · Suspense Items Clearing	0.00	-6,644.75	6,644.75
Total Other Expense	0.00	-6,644.75	6,644.75
Net Other Income	45,158.45	-33,188.96	78,347.41
Net Income	**-908.66**	**-30,284.70**	**29,376.04**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January 2023

Stmt of Activities Jan 2023

	% Change
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	-73.31%
4030 · Bequest, Memorial & Restricted	28.29%
Total 4000 · Contributions Summary	-68.21%
4100 · Dues Summary	
4105 · Dues - Temporary	100.0%
4110 · Dues - One Year	-16.12%
4120 · Dues - 2 Years	-54.31%
4130 · Dues - 3 Years	100.0%
4140 · Dues - Lifetime	66.67%
4150 · Dues - Subject to Deferral	32.11%
4160 · Amort.-Deferred Income-Dues	-0.0%
Total 4100 · Dues Summary	-7.02%
4200 · Fundraising Events	-85.46%
4300 · Social Event Income	1,438.26%
4400 · Education Programs Income	-32.91%
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	-9.28%
4530 · Parking (not designated areas)	-91.67%
4500 · Rental Income General - Other	-36.06%
Total 4500 · Rental Income General	-35.23%
4600 · Bar Income	109.61%
4610 · Tips	100.0%
4700 · Food & Kitchen	210.42%
4900 · Promotions & comps	-127.78%
Total Income	-26.77%
Gross Profit	-26.77%
Expense	
6000 · Payroll Expenses General	
6005 · Salaries & Wages	49.03%
6010 · Medical Insurance-Employees	-31.15%
6015 · Other EE Benefits/Costs-Misc	23.99%
6025 · Payroll Taxes	100.74%
6035 · Staff Recruitment	4,531.31%
Total 6000 · Payroll Expenses General	52.07%
6200 · Fundraising Expenses	
6210 · Bingo Prizes	100.0%
6200 · Fundraising Expenses - Other	766.37%
Total 6200 · Fundraising Expenses	1,663.08%
6250 · Music & Cultural Expenses	28.0%
6400 · Education Programs Expenses	-46.47%
6500 · Rental Expenses	100.0%

Swedish Cultural Center dba Swedish Club
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Stmt of Activities Jan 2023

	% Change
6600 · Bar Expenses	-32.97%
6650 · Food, Kitchen Equip & Supplies	435.97%
6652 · Food Kitchen catering & consult	100.0%
6700 · Occupancy Expenses General	
6705 · Janitorial	-63.16%
6710 · Miscellaneous Occupancy Expense	-87.49%
6715 · Repair & Maintenance	370.53%
6720 · Security	0.0%
6725 · Utilities	2.19%
Total 6700 · Occupancy Expenses General	18.27%
6750 · Office Expenses General	
6755 · Office Equipment	110.38%
6760 · Office Supplies	-81.6%
6765 · Phone,Internet/Communication	71.06%
6770 · Postage	18.52%
Total 6750 · Office Expenses General	37.87%
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	-175.25%
6815 · Property Taxes	-100.0%
Total 6800 · Taxes, Licenses, Fees General	-106.76%
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	-13.47%
6910 · Auto, Parking & Related Costs	100.0%
6920 · Board	-100.0%
6925 · Cash Over/Short	983.27%
6930 · Credit Card/Bank Fees	90.07%
6932 · Decorations	-55.37%
6935 · Depreciation/Amort-Non Cash	0.0%
6940 · Community,Donations&Scholarship	100.0%
6945 · Subscriptions/memberships	-66.85%
6970 · Newsletters	173.82%
6973 · Reconciliation Discrepancies	100.0%
6985 · Volunteer	18.38%
Total 6900 · Other Operating Expense General	9.82%
Total Expense	34.86%
Net Ordinary Income	-1,686.19%
Other Income/Expense	
Other Income	
7015 · Interest Income	-78.44%

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
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Stmt of Activities Jan 2023

	% Change
7350 · Unrealized Gains/Losses	213.35%
Total Other Income	213.37%
Other Expense	
9999 · Suspense Items Clearing	100.0%
Total Other Expense	100.0%
Net Other Income	236.07%
Net Income	**97.0%**

Swedish Cultural Center dba Swedish Club
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Stmt of Activities Jan 2023

	Notes
Ordinary Income/Expense	2021 Tax Return Form 990 filed 11/17/2022. Year end 2021 A
Income	EOY 2021 Concern re GL 9999 suspense items balance $1260
4000 · Contributions Summary	EOY 2021 Concern re GL 6715 Repair & Maintenance constru
4010 · Donations- General	
4030 · Bequest, Memorial & Restricted	We anticipate a donation of $175,000 from Swedish Club Fdn
Total 4000 · Contributions Summary	
4100 · Dues Summary	
4105 · Dues - Temporary	
4110 · Dues - One Year	
4120 · Dues - 2 Years	
4130 · Dues - 3 Years	
4140 · Dues - Lifetime	
4150 · Dues - Subject to Deferral	
4160 · Amort.-Deferred Income-Dues	
Total 4100 · Dues Summary	
4200 · Fundraising Events	
4300 · Social Event Income	
4400 · Education Programs Income	Usual registrations quarterly.
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	Arista $87.50/mo & Swedish Finn $768,= $943/mo (Swedish S
4530 · Parking (not designated areas)	
4500 · Rental Income General - Other	Room rentals (member & nonprofit discounts included)
Total 4500 · Rental Income General	
4600 · Bar Income	
4610 · Tips	2022 Tips are now posted as liability (Stmt of Position GL 212
4700 · Food & Kitchen	This is a new acct, separate from 'bar' as of March 2021
4900 · Promotions & comps	Drink & meal comps
Total Income	
Gross Profit	
Expense	
6000 · Payroll Expenses General	Payroll difference can be a timing thing. We processed 2 payr
6005 · Salaries & Wages	We are still short staffed, but basic wages have all increased.
6010 · Medical Insurance-Employees	Recent new hires: Event Planner/KL assistant, HR Manager an
6015 · Other EE Benefits/Costs-Misc	
6025 · Payroll Taxes	
6035 · Staff Recruitment	
Total 6000 · Payroll Expenses General	No new bills for accounting or legal.
6200 · Fundraising Expenses	
6210 · Bingo Prizes	
6200 · Fundraising Expenses - Other	
Total 6200 · Fundraising Expenses	
6250 · Music & Cultural Expenses	
6400 · Education Programs Expenses	
6500 · Rental Expenses	

Swedish Cultural Center dba Swedish Club
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Stmt of Activities Jan 2023

		Notes
6600 · Bar Expenses		Bar & Food now separate.
6650 · Food, Kitchen Equip & Supplies		We just hired a Food & Bar Mgr which will be included in PR
6652 · Food Kitchen catering & consult		
6700 · Occupancy Expenses General		
6705 · Janitorial		Uplift' service, new staff being added.
6710 · Miscellaneous Occupancy Expense		
6715 · Repair & Maintenance		Jan Mark Finke $1520 & landscapers $920 (Feb 2023 Beacon F
6720 · Security		
6725 · Utilities		
Total 6700 · Occupancy Expenses General		
6750 · Office Expenses General		
6755 · Office Equipment		
6760 · Office Supplies		
6765 · Phone,Internet/Communication		IT Source
6770 · Postage		
Total 6750 · Office Expenses General		
6800 · Taxes, Licenses, Fees General		
6805 · Business Taxes		
6815 · Property Taxes		Property taxes haven't come in yet, will be amortized over yea $88,866. SC Properties building taxes are paid by AVM, the re
Total 6800 · Taxes, Licenses, Fees General		
6900 · Other Operating Expense General		
6905 · Advertising & Promotion		Van den Berg Design, Renton Printery Holiday ltr & Disco mail
6910 · Auto, Parking & Related Costs		
6920 · Board		
6925 · Cash Over/Short		
6930 · Credit Card/Bank Fees		We pay for PayPal and merchant services/Swipe Simple. We v multiple merchant services into one a couple years ago. Anis is the Toast program soon, hopefully with better charge devices.
6932 · Decorations		
6935 · Depreciation/Amort-Non Cash		
6940 · Community,Donations&Scholarship		
6945 · Subscriptions/memberships		GL 6950 Ins: three policies through our Agent, Parker Smith with Great American Ins. acct #262426643: PAC556352716, $8854 paid in Feb. with a monthly premium of $2272. Per o
6970 · Newsletters		Martin Stillion & Sea Print Works
6973 · Reconciliation Discrepancies		
6985 · Volunteer		
Total 6900 · Other Operating Expense General		
Total Expense		
Net Ordinary Income		
Other Income/Expense		
Other Income		
7015 · Interest Income		

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Stmt of Activities Jan 2023

		Notes
7350 · Unrealized Gains/Losses	Vanguard Market fluctuations	
Total Other Income		
Other Expense		
9999 · Suspense Items Clearing		
Total Other Expense		
Net Other Income		
Net Income		

Swedish Cultural Center dba Swedish Club
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Stmt of Activities Jan 2023

Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	
4030 · Bequest, Memorial & Restricted	ticipated.
Total 4000 · Contributions Summary	
4100 · Dues Summary	
4105 · Dues - Temporary	
4110 · Dues - One Year	
4120 · Dues - 2 Years	
4130 · Dues - 3 Years	
4140 · Dues - Lifetime	
4150 · Dues - Subject to Deferral	
4160 · Amort.-Deferred Income-Dues	
Total 4100 · Dues Summary	
4200 · Fundraising Events	
4300 · Social Event Income	
4400 · Education Programs Income	
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	
4530 · Parking (not designated areas)	
4500 · Rental Income General - Other	
Total 4500 · Rental Income General	
4600 · Bar Income	
4610 · Tips	
4700 · Food & Kitchen	
4900 · Promotions & comps	
Total Income	
Gross Profit	
Expense	
6000 · Payroll Expenses General	
6005 · Salaries & Wages	
6010 · Medical Insurance-Employees	nsive also.
6015 · Other EE Benefits/Costs-Misc	
6025 · Payroll Taxes	
6035 · Staff Recruitment	
Total 6000 · Payroll Expenses General	
6200 · Fundraising Expenses	
6210 · Bingo Prizes	
6200 · Fundraising Expenses - Other	
Total 6200 · Fundraising Expenses	
6250 · Music & Cultural Expenses	
6400 · Education Programs Expenses	
6500 · Rental Expenses	

Swedish Cultural Center dba Swedish Club
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January 2023
Stmt of Activities Jan 2023

- 6600 · Bar Expenses
- 6650 · Food, Kitchen Equip & Supplies
- 6652 · Food Kitchen catering & consult
- 6700 · Occupancy Expenses General
  - 6705 · Janitorial
  - 6710 · Miscellaneous Occupancy Expense
  - 6715 · Repair & Maintenance
  - 6720 · Security
  - 6725 · Utilities
- Total 6700 · Occupancy Expenses General
- 6750 · Office Expenses General
  - 6755 · Office Equipment
  - 6760 · Office Supplies
  - 6765 · Phone,Internet/Communication
  - 6770 · Postage
- Total 6750 · Office Expenses General
- 6800 · Taxes, Licenses, Fees General
  - 6805 · Business Taxes
  - 6815 · Property Taxes
- Total 6800 · Taxes, Licenses, Fees General
- 6900 · Other Operating Expense General
  - 6905 · Advertising & Promotion
  - 6910 · Auto, Parking & Related Costs
  - 6920 · Board
  - 6925 · Cash Over/Short
  - 6930 · Credit Card/Bank Fees
  - 6932 · Decorations
  - 6935 · Depreciation/Amort-Non Cash
  - 6940 · Community,Donations&Scholarship
  - 6945 · Subscriptions/memberships
  - 6970 · Newsletters
  - 6973 · Reconciliation Discrepancies
  - 6985 · Volunteer
- Total 6900 · Other Operating Expense General

Total Expense

Net Ordinary Income

Other Income/Expense

Other Income

- 7015 · Interest Income

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January 2023
Stmt of Activities Jan 2023

7350 · Unrealized Gains/Losses	
Total Other Income	
Other Expense	
9999 · Suspense Items Clearing	
Total Other Expense	
Net Other Income	
Net Income	

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January 2023

	Jan 23	Jan 22	$ Change	% Change
Ordinary Income/Expense				
Income				
4000 · Contributions Summary	9,622.00	30,265.00	-20,643.00	-68.21%
4100 · Dues Summary	14,542.54	15,640.83	-1,098.29	-7.02%
4200 · Fundraising Events	798.00	5,488.50	-4,690.50	-85.46%
4300 · Social Event Income	5,730.00	372.50	5,357.50	1,438.26%
4400 · Education Programs Income	7,000.00	10,433.00	-3,433.00	-32.91%
4500 · Rental Income General	9,313.32	14,378.82	-5,065.50	-35.23%
4600 · Bar Income	3,896.11	1,858.74	2,037.37	109.61%
4610 · Tips	0.00	-0.71	0.71	100.0%
4700 · Food & Kitchen	9,079.26	2,924.81	6,154.45	210.42%
4900 · Promotions & comps	-584.00	-256.39	-327.61	-127.78%
Total Income	59,397.23	81,105.10	-21,707.87	-26.77%
Gross Profit	59,397.23	81,105.10	-21,707.87	-26.77%
Expense				
6000 · Payroll Expenses General	63,813.51	41,963.00	21,850.51	52.07%
6200 · Fundraising Expenses	802.20	45.50	756.70	1,663.08%
6250 · Music & Cultural Expenses	1,280.02	1,000.00	280.02	28.0%
6400 · Education Programs Expenses	594.00	1,109.70	-515.70	-46.47%
6500 · Rental Expenses	642.70	0.00	642.70	100.0%
6600 · Bar Expenses	1,261.16	1,881.51	-620.35	-32.97%
6650 · Food, Kitchen Equip & Supplies	8,055.42	1,502.95	6,552.47	435.97%
6652 · Food Kitchen catering & consult	3,143.00	0.00	3,143.00	100.0%
6700 · Occupancy Expenses General	9,440.75	7,982.74	1,458.01	18.27%
6750 · Office Expenses General	4,757.57	3,450.69	1,306.88	37.87%
6800 · Taxes, Licenses, Fees General	-549.99	8,133.90	-8,683.89	-106.76%
6900 · Other Operating Expense General	12,224.00	11,130.85	1,093.15	9.82%
Total Expense	105,464.34	78,200.84	27,263.50	34.86%
Net Ordinary Income	-46,067.11	2,904.26	-48,971.37	-1,686.19%
Other Income/Expense				
Other Income				
7015 · Interest Income	1.08	5.01	-3.93	-78.44%
7350 · Unrealized Gains/Losses	45,157.37	-39,838.72	84,996.09	213.35%
Total Other Income	45,158.45	-39,833.71	84,992.16	213.37%
Other Expense				
9999 · Suspense Items Clearing	0.00	-6,644.75	6,644.75	100.0%
Total Other Expense	0.00	-6,644.75	6,644.75	100.0%
Net Other Income	45,158.45	-33,188.96	78,347.41	236.07%
Net Income	**-908.66**	**-30,284.70**	**29,376.04**	**97.0%**

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Statement of Activities by class
January 2023

Activities by Class collapsed Jan 2023	Administrative and General	Bar
Ordinary Income/Expense		
Income		
4000 · Contributions Summary		
4010 · Donations- General	0.00	0.00
4030 · Bequest, Memorial & Restricted	0.00	0.00
Total 4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary		
4105 · Dues - Temporary	0.00	0.00
4110 · Dues - One Year	0.00	0.00
4120 · Dues - 2 Years	0.00	0.00
4130 · Dues - 3 Years	0.00	0.00
4140 · Dues - Lifetime	0.00	0.00
4150 · Dues - Subject to Deferral	0.00	0.00
4160 · Amort.-Deferred Income-Dues	0.00	0.00
Total 4100 · Dues Summary	0.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General		
4510 · Long term rental (no Sales Tax)	0.00	0.00
4530 · Parking (not designated areas)	0.00	0.00
4500 · Rental Income General - Other	0.00	0.00
Total 4500 · Rental Income General	0.00	0.00
4600 · Bar Income	0.00	3,098.40
4700 · Food & Kitchen	0.00	0.00
4900 · Promotions & comps	0.00	-146.00
Total Income	0.00	2,952.40
Gross Profit	0.00	2,952.40
Expense		
6000 · Payroll Expenses General		
6005 · Salaries & Wages	24,514.40	3,503.94
6010 · Medical Insurance-Employees	745.20	0.00
6015 · Other EE Benefits/Costs-Misc	2,011.80	0.00
6025 · Payroll Taxes	2,219.94	435.70
6035 · Staff Recruitment	1,738.78	0.00
Total 6000 · Payroll Expenses General	31,230.12	3,939.64
6200 · Fundraising Expenses		
6210 · Bingo Prizes	0.00	0.00
6200 · Fundraising Expenses - Other	0.00	0.00
Total 6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	1,261.07
6650 · Food, Kitchen Equip & Supplies	0.00	0.00

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
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Activities by Class collapsed Jan 2023	Administrative and General	Bar
6652 · Food Kitchen catering & consult	0.00	0.00
6700 · Occupancy Expenses General		
6705 · Janitorial	265.67	0.00
6710 · Miscellaneous Occupancy Expense	117.97	0.00
6715 · Repair & Maintenance	3,077.55	0.00
6720 · Security	318.99	0.00
6725 · Utilities	5,407.82	0.00
Total 6700 · Occupancy Expenses General	9,188.00	0.00
6750 · Office Expenses General		
6755 · Office Equipment	749.96	0.00
6760 · Office Supplies	112.25	0.00
6765 · Phone,Internet/Communication	2,737.16	0.00
6770 · Postage	477.83	0.00
Total 6750 · Office Expenses General	4,077.20	0.00
6800 · Taxes, Licenses, Fees General		
6805 · Business Taxes	-813.47	30.47
Total 6800 · Taxes, Licenses, Fees General	-813.47	30.47
6900 · Other Operating Expense General		
6905 · Advertising & Promotion	1,410.00	0.00
6910 · Auto, Parking & Related Costs	0.00	0.00
6925 · Cash Over/Short	25.00	92.98
6930 · Credit Card/Bank Fees	2,126.87	0.00
6932 · Decorations	3.00	0.00
6935 · Depreciation/Amort-Non Cash	2,999.35	0.00
6940 · Community,Donations&Scholarship	40.00	0.00
6945 · Subscriptions/memberships	0.00	0.00
6970 · Newsletters	1,642.89	0.00
6973 · Reconciliation Discrepancies	50.00	0.00
6985 · Volunteer	0.00	0.00
Total 6900 · Other Operating Expense General	8,297.11	92.98
Total Expense	51,978.96	5,324.16
Net Ordinary Income	-51,978.96	-2,371.76
Other Income/Expense		
Other Income		
7015 · Interest Income	1.08	0.00
7350 · Unrealized Gains/Losses	45,157.37	0.00
Total Other Income	45,158.45	0.00
Net Other Income	45,158.45	0.00
Net Income	**-6,820.51**	**-2,371.76**

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Statement of Activities by class
January 2023

Activities by Class collapsed Jan 2023	Education (no B&O)	Food & Kitchen
Ordinary Income/Expense		
Income		
4000 · Contributions Summary		
4010 · Donations- General	0.00	162.00
4030 · Bequest, Memorial & Restricted	0.00	0.00
Total 4000 · Contributions Summary	0.00	162.00
4100 · Dues Summary		
4105 · Dues - Temporary	0.00	50.00
4110 · Dues - One Year	0.00	0.00
4120 · Dues - 2 Years	0.00	0.00
4130 · Dues - 3 Years	0.00	0.00
4140 · Dues - Lifetime	0.00	0.00
4150 · Dues - Subject to Deferral	0.00	0.00
4160 · Amort.-Deferred Income-Dues	0.00	0.00
Total 4100 · Dues Summary	0.00	50.00
4200 · Fundraising Events	0.00	40.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	7,000.00	0.00
4500 · Rental Income General		
4510 · Long term rental (no Sales Tax)	0.00	0.00
4530 · Parking (not designated areas)	0.00	0.00
4500 · Rental Income General - Other	0.00	0.00
Total 4500 · Rental Income General	0.00	0.00
4600 · Bar Income	0.00	81.17
4700 · Food & Kitchen	0.00	7,896.69
4900 · Promotions & comps	0.00	-218.00
Total Income	7,000.00	8,011.86
Gross Profit	7,000.00	8,011.86
Expense		
6000 · Payroll Expenses General		
6005 · Salaries & Wages	1,070.50	3,231.84
6010 · Medical Insurance-Employees	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	0.00	25.00
6025 · Payroll Taxes	100.11	360.98
6035 · Staff Recruitment	0.00	530.56
Total 6000 · Payroll Expenses General	1,170.61	4,148.38
6200 · Fundraising Expenses		
6210 · Bingo Prizes	0.00	0.00
6200 · Fundraising Expenses - Other	0.00	0.00
Total 6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	0.00	1,180.02
6400 · Education Programs Expenses	594.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	0.00
6650 · Food, Kitchen Equip & Supplies	0.00	5,086.08

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Statement of Activities by class
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Activities by Class collapsed Jan 2023	Education (no B&O)	Food & Kitchen
6652 · Food Kitchen catering & consult	0.00	2,289.00
6700 · Occupancy Expenses General		
6705 · Janitorial	0.00	0.00
6710 · Miscellaneous Occupancy Expense	0.00	0.00
6715 · Repair & Maintenance	0.00	252.75
6720 · Security	0.00	0.00
6725 · Utilities	0.00	0.00
Total 6700 · Occupancy Expenses General	0.00	252.75
6750 · Office Expenses General		
6755 · Office Equipment	0.00	0.00
6760 · Office Supplies	0.00	0.00
6765 · Phone,Internet/Communication	0.00	0.00
6770 · Postage	0.00	0.00
Total 6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General		
6805 · Business Taxes	36.36	104.84
Total 6800 · Taxes, Licenses, Fees General	36.36	104.84
6900 · Other Operating Expense General		
6905 · Advertising & Promotion	70.00	0.00
6910 · Auto, Parking & Related Costs	0.00	59.32
6925 · Cash Over/Short	0.00	5.82
6930 · Credit Card/Bank Fees	0.00	0.00
6932 · Decorations	0.00	84.87
6935 · Depreciation/Amort-Non Cash	0.00	0.00
6940 · Community,Donations&Scholarship	0.00	0.00
6945 · Subscriptions/memberships	0.00	0.00
6970 · Newsletters	0.00	0.00
6973 · Reconciliation Discrepancies	0.00	0.00
6985 · Volunteer	0.00	0.00
Total 6900 · Other Operating Expense General	70.00	150.01
Total Expense	1,870.97	13,211.08
Net Ordinary Income	5,129.03	-5,199.22
Other Income/Expense		
Other Income		
7015 · Interest Income	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
Total Other Income	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**5,129.03**	**-5,199.22**

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Statement of Activities by class
January 2023

Activities by Class collapsed Jan 2023	Fundraising & Dues (no B&O)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	7,510.00
4030 · Bequest, Memorial & Restricted	1,950.00
Total 4000 · Contributions Summary	9,460.00
4100 · Dues Summary	
4105 · Dues - Temporary	35.00
4110 · Dues - One Year	9,151.67
4120 · Dues - 2 Years	345.00
4130 · Dues - 3 Years	94.00
4140 · Dues - Lifetime	250.00
4150 · Dues - Subject to Deferral	2,781.00
4160 · Amort.-Deferred Income-Dues	1,720.87
Total 4100 · Dues Summary	14,377.54
4200 · Fundraising Events	732.00
4300 · Social Event Income	-70.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	0.00
4530 · Parking (not designated areas)	0.00
4500 · Rental Income General - Other	0.00
Total 4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4700 · Food & Kitchen	0.00
4900 · Promotions & comps	-72.00
Total Income	24,427.54
Gross Profit	24,427.54
Expense	
6000 · Payroll Expenses General	
6005 · Salaries & Wages	0.00
6010 · Medical Insurance-Employees	0.00
6015 · Other EE Benefits/Costs-Misc	0.00
6025 · Payroll Taxes	0.00
6035 · Staff Recruitment	0.00
Total 6000 · Payroll Expenses General	0.00
6200 · Fundraising Expenses	
6210 · Bingo Prizes	408.00
6200 · Fundraising Expenses - Other	388.15
Total 6200 · Fundraising Expenses	796.15
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.09
6650 · Food, Kitchen Equip & Supplies	0.00

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Statement of Activities by class
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Activities by Class collapsed Jan 2023	Fundraising & Dues (no B&O)
6652 · Food Kitchen catering & consult	0.00
6700 · Occupancy Expenses General	
6705 · Janitorial	0.00
6710 · Miscellaneous Occupancy Expense	0.00
6715 · Repair & Maintenance	0.00
6720 · Security	0.00
6725 · Utilities	0.00
Total 6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	
6755 · Office Equipment	0.00
6760 · Office Supplies	16.13
6765 · Phone,Internet/Communication	0.00
6770 · Postage	19.49
Total 6750 · Office Expenses General	35.62
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	0.00
Total 6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	2,173.59
6910 · Auto, Parking & Related Costs	0.00
6925 · Cash Over/Short	0.00
6930 · Credit Card/Bank Fees	1.18
6932 · Decorations	0.00
6935 · Depreciation/Amort-Non Cash	0.00
6940 · Community,Donations&Scholarship	0.00
6945 · Subscriptions/memberships	59.00
6970 · Newsletters	0.00
6973 · Reconciliation Discrepancies	0.00
6985 · Volunteer	41.09
Total 6900 · Other Operating Expense General	2,274.86
Total Expense	3,106.72
Net Ordinary Income	21,320.82
Other Income/Expense	
Other Income	
7015 · Interest Income	0.00
7350 · Unrealized Gains/Losses	0.00
Total Other Income	0.00
Net Other Income	0.00
Net Income	**21,320.82**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January 2023

Activities by Class collapsed Jan 2023	Rentals (most B&O taxed)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	0.00
4030 · Bequest, Memorial & Restricted	0.00
Total 4000 · Contributions Summary	0.00
4100 · Dues Summary	
4105 · Dues - Temporary	0.00
4110 · Dues - One Year	0.00
4120 · Dues - 2 Years	0.00
4130 · Dues - 3 Years	0.00
4140 · Dues - Lifetime	0.00
4150 · Dues - Subject to Deferral	0.00
4160 · Amort.-Deferred Income-Dues	0.00
Total 4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	855.50
4530 · Parking (not designated areas)	20.00
4500 · Rental Income General - Other	8,437.82
Total 4500 · Rental Income General	9,313.32
4600 · Bar Income	0.00
4700 · Food & Kitchen	0.00
4900 · Promotions & comps	0.00
Total Income	9,313.32
Gross Profit	9,313.32
Expense	
6000 · Payroll Expenses General	
6005 · Salaries & Wages	20,367.26
6010 · Medical Insurance-Employees	832.49
6015 · Other EE Benefits/Costs-Misc	48.66
6025 · Payroll Taxes	2,076.35
6035 · Staff Recruitment	0.00
Total 6000 · Payroll Expenses General	23,324.76
6200 · Fundraising Expenses	
6210 · Bingo Prizes	0.00
6200 · Fundraising Expenses - Other	0.00
Total 6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	642.70
6600 · Bar Expenses	0.00
6650 · Food, Kitchen Equip & Supplies	0.00

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January 2023

Activities by Class collapsed Jan 2023	Rentals (most B&O taxed)
6652 · Food Kitchen catering & consult	0.00
6700 · Occupancy Expenses General	
6705 · Janitorial	0.00
6710 · Miscellaneous Occupancy Expense	0.00
6715 · Repair & Maintenance	0.00
6720 · Security	0.00
6725 · Utilities	0.00
Total 6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	
6755 · Office Equipment	0.00
6760 · Office Supplies	0.00
6765 · Phone,Internet/Communication	644.75
6770 · Postage	0.00
Total 6750 · Office Expenses General	644.75
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	90.75
Total 6800 · Taxes, Licenses, Fees General	90.75
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	0.00
6910 · Auto, Parking & Related Costs	0.00
6925 · Cash Over/Short	0.03
6930 · Credit Card/Bank Fees	0.00
6932 · Decorations	0.00
6935 · Depreciation/Amort-Non Cash	0.00
6940 · Community,Donations&Scholarship	0.00
6945 · Subscriptions/memberships	0.00
6970 · Newsletters	0.00
6973 · Reconciliation Discrepancies	0.00
6985 · Volunteer	0.00
Total 6900 · Other Operating Expense General	0.03
Total Expense	24,702.99
Net Ordinary Income	-15,389.67
Other Income/Expense	
Other Income	
7015 · Interest Income	0.00
7350 · Unrealized Gains/Losses	0.00
Total Other Income	0.00
Net Other Income	0.00
Net Income	**-15,389.67**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January 2023

Activities by Class collapsed Jan 2023	Social Events (B&O taxed)	TOTAL
Ordinary Income/Expense		
Income		
4000 · Contributions Summary		
4010 · Donations- General	0.00	7,672.00
4030 · Bequest, Memorial & Restricted	0.00	1,950.00
Total 4000 · Contributions Summary	0.00	9,622.00
4100 · Dues Summary		
4105 · Dues - Temporary	115.00	200.00
4110 · Dues - One Year	0.00	9,151.67
4120 · Dues - 2 Years	0.00	345.00
4130 · Dues - 3 Years	0.00	94.00
4140 · Dues - Lifetime	0.00	250.00
4150 · Dues - Subject to Deferral	0.00	2,781.00
4160 · Amort.-Deferred Income-Dues	0.00	1,720.87
Total 4100 · Dues Summary	115.00	14,542.54
4200 · Fundraising Events	26.00	798.00
4300 · Social Event Income	5,800.00	5,730.00
4400 · Education Programs Income	0.00	7,000.00
4500 · Rental Income General		
4510 · Long term rental (no Sales Tax)	0.00	855.50
4530 · Parking (not designated areas)	0.00	20.00
4500 · Rental Income General - Other	0.00	8,437.82
Total 4500 · Rental Income General	0.00	9,313.32
4600 · Bar Income	716.54	3,896.11
4700 · Food & Kitchen	1,182.57	9,079.26
4900 · Promotions & comps	-148.00	-584.00
Total Income	7,692.11	59,397.23
Gross Profit	7,692.11	59,397.23
Expense		
6000 · Payroll Expenses General		
6005 · Salaries & Wages	0.00	52,687.94
6010 · Medical Insurance-Employees	0.00	1,577.69
6015 · Other EE Benefits/Costs-Misc	0.00	2,085.46
6025 · Payroll Taxes	0.00	5,193.08
6035 · Staff Recruitment	0.00	2,269.34
Total 6000 · Payroll Expenses General	0.00	63,813.51
6200 · Fundraising Expenses		
6210 · Bingo Prizes	0.00	408.00
6200 · Fundraising Expenses - Other	6.05	394.20
Total 6200 · Fundraising Expenses	6.05	802.20
6250 · Music & Cultural Expenses	100.00	1,280.02
6400 · Education Programs Expenses	0.00	594.00
6500 · Rental Expenses	0.00	642.70
6600 · Bar Expenses	0.00	1,261.16
6650 · Food, Kitchen Equip & Supplies	2,969.34	8,055.42

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January 2023

Activities by Class collapsed Jan 2023	Social Events (B&O taxed)	TOTAL
6652 · Food Kitchen catering & consult	854.00	3,143.00
6700 · Occupancy Expenses General		
6705 · Janitorial	0.00	265.67
6710 · Miscellaneous Occupancy Expense	0.00	117.97
6715 · Repair & Maintenance	0.00	3,330.30
6720 · Security	0.00	318.99
6725 · Utilities	0.00	5,407.82
Total 6700 · Occupancy Expenses General	0.00	9,440.75
6750 · Office Expenses General		
6755 · Office Equipment	0.00	749.96
6760 · Office Supplies	0.00	128.38
6765 · Phone,Internet/Communication	0.00	3,381.91
6770 · Postage	0.00	497.32
Total 6750 · Office Expenses General	0.00	4,757.57
6800 · Taxes, Licenses, Fees General		
6805 · Business Taxes	1.06	-549.99
Total 6800 · Taxes, Licenses, Fees General	1.06	-549.99
6900 · Other Operating Expense General		
6905 · Advertising & Promotion	1,322.67	4,976.26
6910 · Auto, Parking & Related Costs	0.00	59.32
6925 · Cash Over/Short	-2.38	121.45
6930 · Credit Card/Bank Fees	0.00	2,128.05
6932 · Decorations	18.72	106.59
6935 · Depreciation/Amort-Non Cash	0.00	2,999.35
6940 · Community,Donations&Scholarship	0.00	40.00
6945 · Subscriptions/memberships	0.00	59.00
6970 · Newsletters	0.00	1,642.89
6973 · Reconciliation Discrepancies	0.00	50.00
6985 · Volunteer	0.00	41.09
Total 6900 · Other Operating Expense General	1,339.01	12,224.00
Total Expense	5,269.46	105,464.34
Net Ordinary Income	2,422.65	-46,067.11
Other Income/Expense		
Other Income		
7015 · Interest Income	0.00	1.08
7350 · Unrealized Gains/Losses	0.00	45,157.37
Total Other Income	0.00	45,158.45
Net Other Income	0.00	45,158.45
Net Income	**2,422.65**	**-908.66**

Email conversation start. Email count: 1. Started: Feb 28, 2023 3:54:00 PM

Subject: What's Coming Up at the Swedish Club
From: Swedish Club <kristine@swedishclubnw.org>
To: neighborhoodwarrior@gmail.com
Date Sent: Tuesday, February 28, 2023 3:54:38 PM GMT-08:00
Date Received: Tuesday, February 28, 2023 3:54:39 PM GMT-08:00



Dear friends, read to the end for regular recurring events. This weekend will be our Women's Clothing Sale, *Loppis* (Flea Market) with a pop-up bar in the lobby, and our Swedish Pancake Breakfast!

Wednesday, Mar. 1. ABBA Night tickets go on sale for regular (blue card) members. ABBA Night is Friday, April 28 and March is our regular members' chance to buy ABBA Night tickets for a discount of $30 each, by calling our office at 206-283-1090. Call weekdays, 10 to 5 p.m. Individual members are limited to two tickets, and Household members may purchase four. On April 1, all tickets are only available online for $40.

Wednesday, Mar. 1. Finnish Film. *Mies vailla meneisyyttä* (*Man without a Past*). 2002. 75 minutes. An Aki Kaurismäki film in which the title character arrives homeless in Helsinki. The film for April 5 is *Tuntematon sotilas* (*The Unknown Soldier)*. Donation $5. 7:30 p.m.

Friday, March 3. Dinner & Lyle Schaefer! Lyle Schaefer plays old favorites. Our menu TBD. Check our website, then order and prepay in advance online or by calling the Club. Dining 6:30 to 8 p.m. Music starts around 6:00 p.m.

Saturday and Sunday, Mar. 4 & 5. Second Time Around Women's Clothing Sale and *Loppis* (Club Flea Market). At last! The women's clothing sale you've been waiting for! Female Club Members donate gently used clothes year around and once a year the Swedish Club Guild offers them for sale. Concurrently the Club will sell rummage sale items that get stashed in our cupboards. (Note! Next month is our annual "Great Finds Sale" where vendors offer used items.) The sale is from 9 am till 3 pm both days with a pop-up bar in our lobby from 11 to 3.

Sunday, Mar. 5. Hike First, Pancakes Later. Starting at 8:30 a.m., Elsie Spinning will lead a group for a 4-mile hike: over Fremont Bridge to explore Fremont Cut, then back across the bridge and over to SPU before returning to the Club for pancakes around 11:30. RSVP required! 206-283-1090.

Sunday, Mar. 5. Carving Classes begin. 9:30 to 1:30, carving classes taught by Emily Pfeifer. $30 per class or $120 for a one-month series. Advance registration required! 206-283-1090. Class meets in the Club's basement.

Sunday, Mar. 5. Swedish Pancake Breakfast! The usual great pancakes with lingonberries and whipped cream, ham, OJ, live music, etc. Enjoy live music by: Sølje Sisters, Hjarta Herring, and Sprida Ut. Bring items for the Ballard Food Bank and receive $1 in Viking money to be spent for future meals, drinks, memberships, etc. 8 a.m. till 1.

Wednesday, Mar. 8. *Kafferep.* A formal *fika* at the Swedish Club. Monthly Swedish-style coffee party with homemade goodies from our best baking members. Bring what you've baked and join us! Or, just come! Every second Wednesday. 2 p.m.

Wednesday, Mar. 8. Trivia! Led by Jaxon Ravens. Every second Wednesday. 7–9 p.m. Come and try it out! Soup, salad and meatballs for your light supper.

Wednesday, Mar. 8. Meatball Mixer. Learn and practice traditional dances performed at typical Swedish events. 6:30 p.m. dance lesson; 7 p.m. break for meatballs, 7:20 *gammaldans* (old-fashioned dance) lessons and practice. $20 covers lessons, live music and meatballs! RSVP to 206-283-1090 or e-mail *rsvp@swedishclubnw.org*. *Every second Wednesday*. 7–9 p.m. Come and try it out! Soup, salad and meatballs for your light supper.

Friday, Mar. 10. Dinner & Savoy Night Owls! Savoy Night Owls is a Seattle-based jazz quintet featuring vocal jazz standards. Menu is TBD. Please prepay in advance by calling the Club or visiting our website. Dining 6:30 to 8 p.m. Music starts around 7 p.m.

Wednesday, Mar. 15. Members' Dinner. The Swedish Club's scholarship winner from the UW, Maya Zigler, will be here to tell us about her studies in Sweden. The title of her talk is: "Learning in Sweden: A Student Reflection." The menu is salmon confit, beet salad with goat cheese and apple crisp for dessert. RSVP by Tuesday noon by calling 206-283-1090 or emailing *rsvp@swedishclubnw.org*. $22, late RSVPs and walk-ins $25. Social hour 5:30 p.m., dinner 6:30, program around 7:30.

Friday, Mar. 17. An Irish Pub at the Swedish Club! Put on your kilts and join us for a double-billed evening! Aren't the Irish just wayward Vikings p.m. Skandia Kapell from 5:30 to 7:30 and Haggis Brothers from 7:30 to 10. The menu, the music and the drinks will make for a night of high-spirited traditional Irish and Celtic fun. Dining 6:30 to 8 p.m. The music is free, but tips are welcome and encouraged.

Regular EVENTS:

Wednesdays & Fridays. Food & Bar at the Club. Our top-floor bar is open every Friday at noon for lunch and every Friday evening starting at 5 p.m. and Wednesday evening at 5:30 for dinners. Dinners start at 6:30 and are accompanied on some evenings by music or entertainment.

Fridays. The Vikings Are Back! Several years back, a member curated a series of Viking films for our members, and we ran them with much success on Friday evenings. We're starting the series again, every Friday at 5:30 p.m., in the small Board room on the top floor. Free.

Tuesdays. Swedish Singers Rehearse. The Swedish Singers have started rehearsing in person at the Club, and they welcome singers of all abilities. They sing a variety of music and sing in Swedish (there's help with pronunciation). If interested, contact Ben Knutson at *bkshazam@comcast.net*. 7 p.m. to 8:30.

Sincerely,

Kristine Leander
Executive Director
Swedish Club
1920 Dexter Ave N
Seattle, WA 98109
206-283-1090

Swedish CLub | 1920 Dexter ave north , seattle , WA 98109

Unsubscribe neighborhoodwarrior@gmail.com

Update Profile | Constant Contact Data Notice

Sent by kristine@swedishclubnw.org powered by

Constant Contact

Try email marketing for free today!

Email conversation start. Email count: 2. Started: Mar 1, 2023 1:45:00 PM

Subject: FW: Board meeting information for tonight's meeting, Mach 1, 2023
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 1, 2023 1:45:45 PM GMT-08:00
Date Received: Wednesday, March 1, 2023 1:45:49 PM GMT-08:00
Attachments: image00001.png

Kristine Leander has shared a OneDrive for Business file with you. To view it, click the link below.

[icon]

Board Meeting Minutes - February 1 2023.docx<https://swedishclubnw-my.sharepoint.com/:w:/g/personal/kristine_swedishclubnw_org/EYe055gXGE5BklmqYHjVoXIBqb85Nv99WtsA8jGQAW-GQg>

Attachment: image00001.png



Subject: FW: Board meeting information for tonight's meeting, Mach 1, 2023
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 1, 2023 1:45:26 PM GMT-08:00
Date Received: Wednesday, March 1, 2023 1:45:35 PM GMT-08:00
Attachments: ED's Board report March1_2023.docx,Agenda Board meeting March 1_2023.docx,Building Committe report_Feb_23.pptx

Executive Director's Report
SC Board Meeting
March 1, 2023

Donations

- The Swedish Club Foundation's anticipated donation of $175,000 came in and has been moved into our general fund.

Events

- These **Spring events** have been scheduled: Easter Feathers event, Great Finds Sale, Annual Meeting and the selection of Swedes of the Year, ABBA Night, and the Annual Gala & Auction. I have done whatever preliminary planning and poster creation was necessary at this time, but I'm sure the new ED will want to put his/her mark on these events.

Finances

- **2023 Budget.** With Toene on vacation for two weeks, there has been little time to refine the budget that several members of the Finance Committee developed last month. We are trying to have time this week to update it.

Property

- The results of the **Building Condition Survey** are expected this month.

Personnel

- **Director of Operations Anis Rahman**: Anis has to fly back to his home country to sign some papers dealing with property and inheritance. He will be gone from March 6 through March 10. He is making the trip as short as possible.
- **Food & Bar Services Manager**: We are very pleased with **Chef Christo** and our members are too. Chef Christo is our first chef to have gone to chef school and he's not only knowledgeable but also energetic and jolly to work with. The secret to getting him was to turn the position into a FT position with the addition of the bar to his responsibilities.
- **Maintenance men:** After repeatedly hiring people (with greater hourly salaries than previously) who simply didn't show up for work, we now have Ken Needle and Theo Arechiga Camacho on board. They are both dedicated and responsible. Anis and I have

been doing much of the opening and closing of the building, so we are hopeful that with Jeff Hubner on board as well, Anis and I won't have to be scheduled for early morning or late evening duties.

- **Rentals Coordinator Jenny Whitmer** put in her registration yesterday (which is why this Board report is late. I wanted to have time to talk to her before announcing it.) I think her reasons are justified. We advertised the position as full-time. She interviewed for it and it didn't come up until after we offered her the job that she didn't want a full-time position. By that time, we said, "we'll try to make it work." She has discovered that she can't do the job sufficiently in three-quarters' time. Additionally, she has educated us that the position needs to have either an adjunct assistant doing the bookkeeping to keep track of payments, or the person in the role needs to be skilled in accounting. Several weeks ago, I wrote to Amanda O'Rourke to ask her for her advice on hiring a consultant to help us set up an adjunct person to help and Amanda hasn't responded. I will ask again.

Programs

- **Classes:** We now have language classes, weaving classes, carving classes and dance classes on our schedules.

Future events

- **Wednesday, March 1. Review of UW scholarship applicants** by Board**.**
- **Saturday & Sunday, March 4 & 5: Women's Clothing Sale**
- **Friday, March 10: Savoy Night Owls** at Happy Hour
- **Wednesday, March 15. Members' Dinner** with scholarship winner, Maya Zigler.
- **Friday, March 17. Irish Night** with Skandia Kapell
- **Friday, March 24,** celebration at lunchtime of March 25, *Våffeldagen*.
- **Friday, March 24.** Casey Macgill and Del Rey
- **Saturday & Sunday, April 1 & 2: Great Finds Sale** (lobby floor only)
- **Friday, April 7. Tropical Itch,** with Jeffrey Cook.
- **Friday, April 14, Rat City Brass** playing Herb Albert style music.
- **Friday, April 21, BD Brass Band.**
- **Saturday, May 20, Annual Gala/Auction** with Nelson Jay, auctioneer
- **Saturday, June 3, Swedish Club Car Show.** Gary Ramstad contact

- **Sunday, June 25, Midsommar** at St. Edwards Park. (Swedish Club usually has a booth there for member recruitment.)
- **Friday, June 30. Concert by *manskören KÄRV*** Contact is Ulrik Wallin ulrik.wallin@yahoo.com who is based in Seattle.

Swedish Club Board Meeting Agenda
March 1, 2023

Meeting starts in person at 7 pm, following training at 6 pm.

Introduction of guests and opportunity for guests to comment.

Open Session
7:05 – Call the meeting to order.

Approval of minutes from Board meeting on Feb 1, 2023

Financial Report (Toene Hayes)

Building Report (Anis Rahman)

ED's report (Kristine Leander)

Old business

New business

- Selection of UW student to win Swedish Club scholarship.

Adjourn open meeting.

Meeting becomes an Executive Session

Adjourn meeting.

Please remember to notify Board President Shama Albright (*shamaalbright@msn.com* or 425-785-0578) before the meeting if you are unable to attend the meeting. In addition, please notify her, in writing, as soon as possible, if you want to add any items to this agenda.

If you have questions about any item in the reports sent prior to the meeting, please ask in advance. It will be easier to find the information you request if staff have time to research it.

Email conversation start. Email count: 1. Started: Mar 1, 2023 1:49:00 PM

Subject: FW: Spring 2023 Swedish Club Scholarship
From: Kristine Leander <kristine@swedishclubnw.org>
To: "shamaalbright@msn.com" <shamaalbright@msn.com>,"maryemerson115@gmail.com" <maryemerson115@gmail.com>,"fiddlerkris@hotmail.com" <fiddlerkris@hotmail.com>,"mkj011779@msn.com" <mkj011779@msn.com>,"langdonlmiller@gmail.com" <langdonlmiller@gmail.com>,"ibodderson@hotmail.com" <ibodderson@hotmail.com>,"peterickj122@msn.com" <peterickj122@msn.com>,"maosmith@msn.com" <maosmith@msn.com>,"neilsnyder@outlook.com" <neilsnyder@outlook.com>,"garysund@ymail.com" <garysund@ymail.com>,"avforssen@gmail.com" <avforssen@gmail.com>
Cc: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 1, 2023 1:49:09 PM GMT-08:00
Date Received: Wednesday, March 1, 2023 1:49:14 PM GMT-08:00
Attachments: 2023 Swedish Club Scholarship Applications.xlsx,httpssdb.admin.uw.edusisstudentsuwnetidtr_Kira Kledzik.pdf,Unofficial Transcript 2023_Charlie McLean.pdf,Hanna Cowan-UWUnofficialTranscript_Hanna Cowan.pdf

This is part of your new business for this evening. Elizabeth intends to attend and so she is copied on this email.

--Kristine

UNIVERSITY OF WASHINGTON
UNOFFICIAL ACADEMIC TRANSCRIPT

Prepared on 2/12/2023

Kira Ann Kledzik — Arts & Sciences PRE HUMANITIES
2260769 — 05/11/XX
SOPHOMORE — CURRENTLY ENROLLED (WINTER QUARTER, 2023)

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 ************************************************
 * ANY ALTERATION OR MODIFICATION OF THIS RECORD  *
 * OR ANY COPY THEREOF MAY CONSTITUTE A FELONY    *
 * AND/OR LEAD TO STUDENT DISCIPLINARY SANCTIONS. *
 ************************************************

HIGH SCHOOL FOREIGN LANGUAGE :FRENCH    LEVEL:3


DETAIL OF TRANSFER CREDIT:
 DE ANZA COLL, CA (2 YEAR SCHOOL)
 ATTENDED 2021-2022
 ANTH   202 PRIN SOCIOCUL ANTH        4.0   3.7
 ATM S  101 WEATHER                   5.0   4.0
 ENGL   131 COMPOSITN: EXPOSITN       5.0   3.7
 GWSS   1XX                           4.0   4.0
 KINPE  1XX                           5.0   4.0
 LING   200 INTRO LINGUISTICS         4.0   4.0
 PHIL   1XX                           4.0   4.0
 PHIL   100 INTRO TO PHILOSOPHY       4.0   4.0
 PSYCH  101 INTRO TO PSYCH            4.0   4.0
 STAT   220 STAT REASONING            5.0   4.0
 TOTAL CREDITS EARNED:               44.0 GPA:3.93

 SUMMARY OF TRANSFER CREDIT:    LD      UD    TOTAL
  TOTAL CREDITS EARNED:        44.0     0.0   44.0
  TOTAL TOWARD DEGREE:         44.0     0.0   44.0

EXTENSION/INDEPENDENT STDY/ADVANCE PLACEMENT CREDIT:

 ADVANCE PLACEMENT:
  HSTAA  101 AP US HISTORY          5.0
   (06/01/22)

 TOTAL EXTENSION/CORRESPONDENCE/AP CREDIT:   5.0
 TOTAL APPLIED TOWARD NEXT DEGREE:           5.0
-------------------------------------------------

             AUTUMN 2022                PREHUM  1
 EDUC   211  W-POLITICAL PHIL OF ED     5.0   4.0
 SCAND  330  SCAND MYTHOLOGY           5.0   3.9
 SWED   101  FIRST YEAR SWEDISH 1      5.0   4.0
        QTR  ATTEMPTED: 15.0 EARNED: 15.0 GPA:  3.97
        QTR  GRADED AT: 15.0     GRADE POINTS:  59.5
CUM ATTEMPTED: 15.0 UW EARNED: 15.0 TTL EARNED: 15.0
CUM GRADED AT: 15.0 GRADE PTS:  59.5  CUM GPA:  3.97

        SCHOLARSHIP STATUS: DEAN'S LIST

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

************************************************
CUMULATIVE CREDIT SUMMARY:
 UW CREDITS ATTEMPTED  15.0  UW CREDITS EARNED  15.0
 UW GRADED ATTEMPTED   15.0  EXTENSION CREDITS   5.0
 UW GRADED EARNED      15.0  TRANSFER CREDITS   44.0
 UW GRADE POINTS       59.5   ----------------------
 UW GRADE POINT AVG.   3.97  CREDITS EARNED     64.0
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ACADEMIC SATISFACTORY PROGRESS:
  NUMBER OF QUARTERS TRANSFERRED IN:  0
  TOTAL QUARTERS COMPLETED:  1 AS OF  1/24/2023
************************************************

***************** WORK IN PROGRESS *****************
             WINTER 2023               PREHUM  2
 ENGL   376  MIDDLE ENGLISH             5.0
 SWED   102  FIRST YEAR SWEDISH 2       5.0
 EDC&I  359  LANG LRNG IN COMM          5.0
        QTR  REGISTERED:               15.0
****************** END OF RECORD ******************
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UNOFFICIAL FOR INFORMATION AND ADVISING ONLY

Unofficial Transcript

Prepared for: Charlie Lucia Almida McLean
Date prepared: February 08, 2023
Time prepared: 16:41:50

Printer-Friendly Version

Student No	Birth Date	Class	College	Major
2232202	12/10/XX	FRESHMAN	Arts & Sciences	SCANDINAVIAN AREA ST
Status				
CURRENTLY ENROLLED (WINTER QUARTER, 2023)				

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HIGH SCHOOL FOREIGN LANGUAGE :SPANSH    LEVEL:2

PLACEMENT TESTS:    TYPE       SCORE        DATE
                    CHM142       03       08/19/22
```

Course	Title	Credits	Grade
AUTUMN 2022			**SCAN A 1**
GEN ST 199	UNIV COMMUNITY	2.0	NC
GEOG 271	GEOG FOOD & EATING	5.0	4.0
GWSS 200	INTRO WOMEN STUDIES	5.0	4.0
QTR	ATTEMPTED: 10.0 EARNED: 10.0 GPA:		4.00
QTR	GRADED AT: 10.0 GRADE POINTS:		40.0
CUM ATTEMPTED: 10.0 UW EARNED: 10.0 TTL EARNED: 10.0			
CUM GRADED AT: 10.0 GRADE PTS: 40.0 CUM GPA: 4.00			

Global Public Health Emergency Impacted Enrollment
- See Transcript legend

CUMULATIVE CREDIT SUMMARY

UW CREDITS ATTEMPTED	10.0	UW CREDITS EARNED	10.0
UW GRADED ATTEMPTED	10.0	EXTENSION CREDITS	0.0
UW GRADED EARNED	10.0	TRANSFER CREDITS	0.0
UW GRADE POINTS	40.0		
UW GRADE POINT AVG.	4.00	CREDITS EARNED	10.0

ACADEMIC SATISFACTORY PROGRESS

NUMBER OF QUARTERS TRANSFERRED IN: 0
TOTAL QUARTERS COMPLETED: 1 AS OF 1/24/2023

WORK IN PROGRESS

		WINTER 2023	SCAN A 1
COM	200	INTRO TO COM	5.0
SCAND	100	INTRO SCANDINAVIA	5.0
SWED	202	SECOND-YEAR SWEDISH	5.0
QTR		REGISTERED:	15.0

********** END OF RECORD **********

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UNIVERSITY OF WASHINGTON
UNOFFICIAL ACADEMIC TRANSCRIPT

Prepared on 2/8/2023

Hanna Birgitta Rose Cowan
2038404 06/20/XX
JUNIOR CURRENTLY ENROLLED (WINTER QUARTER, 2023)

Education EDUC, COMMUNITIES & ORG
SWEDISH

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HIGH SCHOOL SUBJECTS:
   SUBJECT      YRS COMPLETED/YRS DEFICIENT

HIGH SCHOOL FOREIGN LANGUAGE :SPANSH    LEVEL:4


EXTENSION/INDEPENDENT STDY/ADVANCE PLACEMENT CREDIT:

 CREDIT BY EXAMINATION:
  SWED   201 SECOND-YEAR SWEDISH    5.0   4.0
   (02/11/22-02/11/22)
  SWED   202 SECOND-YEAR SWEDISH    5.0   4.0
   (02/11/22-02/11/22)
  SWED   203 SECOND-YEAR SWEDISH    5.0   4.0
   (02/11/22-02/11/22)

 TOTAL EXTENSION/CORRESPONDENCE/AP CREDIT:  15.0
 TOTAL APPLIED TOWARD NEXT DEGREE:          15.0
--------------------------------------------------

             AUTUMN 2020              PREMAJ  1
 EDUC   225  INTRO LANG, ED & SOC      5.0   3.8
 ENGL   131  COMPOSITN: EXPOSITN       5.0   4.0
 GEN ST 199  UNIV COMMUNITY            2.0   CR
 NUTR   141  INTRO TO FOODS            5.0   3.8
        QTR  ATTEMPTED: 17.0 EARNED: 17.0 GPA:  3.87
        QTR  GRADED AT: 15.0     GRADE POINTS:  58.0
CUM ATTEMPTED: 17.0 UW EARNED: 17.0 TTL EARNED: 17.0
CUM GRADED AT: 15.0 GRADE PTS:  58.0  CUM GPA:  3.87

        SCHOLARSHIP STATUS: DEAN'S LIST

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

             WINTER 2021              PREMAJ  1
 DANCE  103  INTRO TO BALLET           2.0   4.0
 ECFS   200  INTRO TO ECFS             3.0   4.0
 ESS    101  GEOLOGY & SOCIETY        5.0   4.0
 MUSIC  131  DL-HISTORY OF JAZZ       5.0   4.0
        QTR  ATTEMPTED: 15.0 EARNED: 15.0 GPA:  4.00
        QTR  GRADED AT: 15.0     GRADE POINTS:  60.0
CUM ATTEMPTED: 32.0 UW EARNED: 32.0 TTL EARNED: 32.0
CUM GRADED AT: 30.0 GRADE PTS: 118.0  CUM GPA:  3.93

        SCHOLARSHIP STATUS: DEAN'S LIST

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

             SPRING 2021              PREMAJ  1
 COM    200  INTRO TO COM             5.0   4.0
 EDUC   280  INTRO TO ECO             3.0   3.9
 SCAND  375  VIKINGS POP CULTURE      5.0   3.9
        QTR  ATTEMPTED: 13.0 EARNED: 13.0 GPA:  3.94
        QTR  GRADED AT: 13.0     GRADE POINTS:  51.2
CUM ATTEMPTED: 45.0 UW EARNED: 45.0 TTL EARNED: 45.0
CUM GRADED AT: 43.0 GRADE PTS: 169.2  CUM GPA:  3.93
        SCHOLARSHIP STATUS: DEAN'S LIST

 ANNUAL DEAN'S LIST      2020-2021

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

             AUTUMN 2021              PREMAJ  2
 EDPSY  302  CHILD DVLPMNT &LRNG      5.0   4.0
 NUTR   200  NUTRITION               4.0   3.9
 SCAND  360  SCAND CINEMA            5.0   3.8
        QTR  ATTEMPTED: 14.0 EARNED: 14.0 GPA:  3.90
        QTR  GRADED AT: 14.0     GRADE POINTS:  54.6
CUM ATTEMPTED: 59.0 UW EARNED: 59.0 TTL EARNED: 59.0
CUM GRADED AT: 57.0 GRADE PTS: 223.8  CUM GPA:  3.93

        SCHOLARSHIP STATUS: DEAN'S LIST

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

             WINTER 2022              PREMAJ  2
 EDUC   170  MATH ELEM TEACHERS       5.0   3.9
 EDUC   231  DVLP YOUTH IN SPORT      5.0   3.9
 SWED   301  SWED LIT AND CLTR        5.0   4.0
        QTR  ATTEMPTED: 15.0 EARNED: 15.0 GPA:  3.93
        QTR  GRADED AT: 15.0     GRADE POINTS:  59.0
CUM ATTEMPTED: 74.0 UW EARNED: 74.0 TTL EARNED: 74.0
CUM GRADED AT: 72.0 GRADE PTS: 282.8  CUM GPA:  3.93

        SCHOLARSHIP STATUS: DEAN'S LIST

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

             SPRING 2022              PREMAJ  2
 EDUC   251  W-ED EQUITY/DIVERSITY    5.0   4.0
 ESRM   150  WILDLIFE MOD WORLD       5.0   3.8
 SCAND  367  SEXUALITY IN SCAND       5.0   3.9
        QTR  ATTEMPTED: 15.0 EARNED: 15.0 GPA:  3.90
        QTR  GRADED AT: 15.0     GRADE POINTS:  58.5
CUM ATTEMPTED: 89.0 UW EARNED: 89.0 TTL EARNED: 89.0
CUM GRADED AT: 87.0 GRADE PTS: 341.3  CUM GPA:  3.92

        SCHOLARSHIP STATUS: DEAN'S LIST

 ANNUAL DEAN'S LIST      2021-2022

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

             AUTUMN 2022              ECO     3
 EDUC   370  LRN ACROSS SETTINGS      5.0   4.0
 MATH   111  ALGEBRA WITH APPL        5.0   4.0
 PSYCH  210  DL-HUMAN SEXUALITY       5.0   4.0
        QTR  ATTEMPTED: 15.0 EARNED: 15.0 GPA:  4.00
        QTR  GRADED AT: 15.0     GRADE POINTS:  60.0
CUM ATTEMPTED:104.0 UW EARNED:104.0 TTL EARNED:104.0
CUM GRADED AT:102.0 GRADE PTS: 401.3  CUM GPA:  3.93

        SCHOLARSHIP STATUS: DEAN'S LIST

 Global Public Health Emergency Impacted Enrollment
 - See Transcript legend

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UNIVERSITY OF WASHINGTON
UNOFFICIAL ACADEMIC TRANSCRIPT

Prepared on 2/8/2023

Hanna Birgitta Rose Cowan — Education EDUC, COMMUNITIES & ORG
2038404 — 06/20/XX — SWEDISH
JUNIOR — CURRENTLY ENROLLED (WINTER QUARTER, 2023)

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CUMULATIVE CREDIT SUMMARY:
 UW CREDITS ATTEMPTED 104.0  UW CREDITS EARNED 104.0
 UW GRADED ATTEMPTED  102.0  EXTENSION CREDITS  15.0
 UW GRADED EARNED     102.0  TRANSFER CREDITS    0.0
 UW GRADE POINTS      401.3   ----------------------
 UW GRADE POINT AVG.   3.93  CREDITS EARNED    119.0
************************************************

************************************************
ACADEMIC SATISFACTORY PROGRESS:
  NUMBER OF QUARTERS TRANSFERRED IN:  0
  TOTAL QUARTERS COMPLETED:  7 AS OF  1/24/2023
************************************************

**************** WORK IN PROGRESS ****************
            WINTER 2023              ECO     3
 WITH MINOR(S) IN SCANDINAVIAN AREA ST
 SWED   301  SWED LIT AND CLTR        5.0
 EDUC   171  MATH FOR 4-8 TEACHER     5.0
 EDUC   300  SPECIAL TOPICS EDUC      1.0
 EDUC   472  INDIVIDUALS & ORGS       5.0
        QTR  REGISTERED:             16.0
***************** END OF RECORD ******************
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Email	Name (First and Last)	Major(s)/Minor(s)
hcowan3@uw.edu	Hanna Cowan	Education, Communities, and Organizations; Swedish; Minor in Scandinavian Area Studies
charlm9@uw.edu	Charlie McLean	Major: Scandinavian Area Studies
kkledzik@uw.edu	Kira Kledzik	Pre-Humanities, Planned English major

What is your anticipated graduation date? (
Spring 2024
Spring 2026
Spring 2026

Please write a brief statement about why you elected to study Swedish? Please limit your response to 250 words or less.

My mom is from Sweden so I have grown up speaking Swedish. My mom also helped start the Swedish School which I attended as a child and helped me realize I want to continue my Swedish education. I also hope to move to Sweden one day and teach English there so studying Swedish at UW helps me reach this goal.

My mother is from Linköping, Sweden and I grew up speaking Swedish with my mother and her side of the family. I have always had a love and admiration for Sweden and its culture as well as its language. I chose to study at the University of Washington because it is one of the few schools that offer Swedish language classes. I absolutely love learning Swedish in a formal setting and speaking it with my peers. I am majoring in Scandinavian Area Studies and I plan on minoring in Swedish.

I chose to study Swedish because I have had Swedish friends who made me interested in the language and culture. I'd love to be able to study abroad or travel to Sweden one day and experience the country without a language barrier.

Please describe your involvement in the Scandinavian Department and the local Swedish community. Be sure to include any courses, activities, and/or events you have participated in within the depar...
I have grown up going to Swedish school and volunteering at the National Nordic Museum. I have been taking classes in the Scandinavian department since my freshman year and they have been some of my favorite classes, such as Vikings in Pop Culture, Scandinavian Cinema, and Sexuality in Scandinavia. This past December I was Lucia in the Lucia train at the Swedish Club through UW, and am currently taking my second 300-level Swedish course.
As a high school senior, I reached out to the Scandinavian Department at UW and to a visit. During this visit, I had the opportunity to observe some classes, as well as meet with a few of the professors and attend their Fika. Fundamentally, this meeting helped me decide that I wanted to attend the University of Washington and be a student of the Scandinavian Studies department. I am a first year student at the University of Washington and am majoring in Scandinavian Area studies. I also intend on minoring in Swedish. I am currently taking SWED 202 and SCAND 100 and I plan on joining the Scandinavian Club once it starts up.
I have taken Swedish 101 and am currently taking Swedish 102. I also took Scandinavian Mythology last quarter and it was a really fascinating look at both the mythology, a little bit of Old Norse, and Viking history and what we can learn from the mythology.

Email conversation start. Email count: 1. Started: Mar 1, 2023 4:16:00 PM

Subject: Repeat of agenda
From: Kristine Leander <kristine@swedishclubnw.org>
To: "shamaalbright@msn.com" <shamaalbright@msn.com>,"maryemerson115@gmail.com" <maryemerson115@gmail.com>,"fiddlerkris@hotmail.com" <fiddlerkris@hotmail.com>,"mkj011779@msn.com" <mkj011779@msn.com>,"langdonlmiller@gmail.com" <langdonlmiller@gmail.com>,"ibodderson@hotmail.com" <ibodderson@hotmail.com>,"peterickj122@msn.com" <peterickj122@msn.com>,"maosmith@msn.com" <maosmith@msn.com>,"neilsnyder@outlook.com" <neilsnyder@outlook.com>,"garysund@ymail.com" <garysund@ymail.com>,"avforssen@gmail.com" <avforssen@gmail.com>
Cc: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 1, 2023 4:16:00 PM GMT-08:00
Date Received: Wednesday, March 1, 2023 4:16:05 PM GMT-08:00
Attachments: agenda Board meeting 3_1_2023.docx

I've heard that the agenda won't open. Try this brand new one

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Swedish Club Board Meeting Agenda
March 1, 2023

Meeting starts in person at 7 pm, following training at 6 pm.

Introduction of guests and opportunity for guests to comment.

Open Session
7:05 – Call the meeting to order.

Approval of minutes from Board meeting on Feb 1, 2023

Financial Report (Toene Hayes)

Building Report (Anis Rahman)

ED's report (Kristine Leander)

Old business

New business

- Selection of UW student to win Swedish Club scholarship.

Adjourn open meeting.

Meeting becomes an Executive Session

Adjourn meeting.

Please remember to notify Board President Shama Albright (*shamaalbright@msn.com* or 425-785-0578) before the meeting if you are unable to attend the meeting. In addition, please notify her, in writing, as soon as possible, if you want to add any items to this agenda.

If you have questions about any item in the reports sent prior to the meeting, please ask in advance. It will be easier to find the information you request if staff have time to research it.

Email conversation start. Email count: 1. Started: Mar 5, 2023 10:49:00 PM

Subject: 10-11-22 Re: Your application for the Chef/Food Services Manager at the Swedish Club
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, March 5, 2023 10:49:24 PM GMT-08:00

10-11-22. Draft to Kristine I don't know what it is that you think you learned about me at the August 5th, the supposed job interview with me, but the reality is it was a fake interview, It was done under false pretenses, you had already hired somebody for that position. Her name is Christine. You claimed today that you never hired anyone, that Tom got ahead of himself, telling me that this Christine was supposed to start work on August 26th, that no one had been hired, not even this Christine. When asked by me you said you wouldn't say that Tom was lying.

I then shared with you that Paul was the first person to even tell me about this Christine - he had her name, age, occupation, the details of her employment, when she was starting even - Tom confirmed all of that two days later. You said to me, why would I ever believe a failed employee or a bartender of all things - how could I believe them and not you? I said because I felt you had been deceiving and misleading me for quite some time, since the first of the year about a lot of things. Including my job, the job positions that came up, and in general the general undermining of my employment.

On August 26th RC confirmed the same details about this Christine being hired, he was pressed into service with no notice because the new hire didn't come in - RC said - he didn't know what happened exactly, why she had not come to work, decided not to go ahead with the job, speculating that maybe the commute from Everett would have been too far for her to go.

So if there was no woman named Christine that was supposed to start on the 26th of August, then that is an amazing thing that these three people would be lying to me about such a thing - not to mention - Anis and Toene even gave it away - when I said something about it on the 12th, that the August 5th interview meeting with you, Anis, Toene, and me had been under false pretenses, someone had been hired before that meeting, they both got irate that someone had broken ranks and would tell me about that - Anis demanded to know who had told me and said it was not their place to convey that information to me. And Toene rather than denying it just kept saying that I would have to talk to you about it.

And Toene, or and Anis were apparently was so irate that Toene proceeded to order a nationwide criminal background check on me - falsely certifying when she ordered it that she had complied with both federal, state, and local laws for obtaining such a report by properly advising me and getting my approval

So let's be honest about what's going on. You would prefer to have the food service department continue its decline under your management in order to both carry out a personal grudge that you're having against me, and in order to also cover up what it is that's really going on, the literal poor management and poor choices by you across a number of fronts.

You would rather continue to marginalize me, denigrate me, sideline me, do whatever it is that you do to people that displease you or that you don't want to have any value or life at the Swedish Club, or that you're still running a front for the Lars camp and Lars himself, and I think that all includes you. The Lars camp is the same as the Kristine camp.

You only have one of maybe three reasons for what it is that you've been doing to me, but you've been dinging me over that relationship for a long time now starting clear back to October 2020. You couldn't say often and enough terrible things about Lars to me, and I wrote to him about it and I have my datestamped letters that he received about those occurrences; those will be coming up in the future. It was all clearly documented by me what it is that you have been doing since then - including you even threw your friend Judy Cooper under the bus to me, making her out to me that she was some kind of

love rival to me for Lars' affections.

I would never have known anything about Judy Cooper if you hadn't been the one to tell me all about her and these connections you said she had to Lars, not once not twice but multiple times clear into this year! Always intimating to me, oh Judy and Lars they have something going on. What part of that was part of my membership, and then part of my employment?

It has been this way for months now, you have done it to me both as an employee and as a member. This is just classic behavior on your part. I have talked to Christine Lea I have talked to Malin and I've talked to Karl Larsson, past president of the Board, just to name a few of the key people I've had extensive conversations with, to find out what all has been going on, and how it is that you treat people, including then and now current employees!

Your clear choice has been since January to now nine months worth of time of you making sure that I am nobody to anybody in the food service department. You would rather continue to have that be true than you would have it be that the Swedish Club foodservice operation be a part of the Club that is thriving and doing good. You would rather bring in poor hires, I refer to them as "grab bag hires", hiring just anyone if it means ensuring that I do not have a lead or productive opportunity to contribute to the Club members having good food and having positive customer experiences! That's the thing that I can deliver and that I did deliver every time I worked in that position. But that's not what you want.

You would rather not have me do anything positive for the Club. You have even taken my original job duties, my original job as Cook and you tweaked with it over the last few months till you got me down to something that you think that you can pigeonhole me in, something with lower status, the so-called "dessert cook"; which I have never even heard of such a thing, but the reality is that it even sounds like bad English on top of it all.

You can't even sit here and say anything that makes even a lick of sense by saying what it is really that's behind all of this. I know and you know that it's not about my not having the qualifications, it's not about my not having the experience, it's not about my not having the physical ability, it's not about my not having the skill, and it's not about my abilities to provide Swedish food or even just general food that's of excellent quality.

You would rather sit there and promote someone ahead of me, RC who has consistently turned in bad meals, you would rather sit and pretend that there's nobody to do any cooking at the Swedish club of any skill level, including myself, you would rather have staff turnover, how many cooks have you gone through this last nine months, isn't it about five now? Not to mention the whole debacle with Arista!

That's the legacy of what it is that you have done with the food service at the Swedish club. And there's no excuse for it, none. You can't blame the pandemic, you can't blame some lack of people to do the job, you have absolutely had 100% control of the food service for the last what is it now 13 years? You've taken the Swedish Club that had a food service department for the better part of now 60 some years and this is where you're at, where we are all out - having to suffer under your management of the food service department. Including just this last Friday, again like the week before when RC was serving raw meatballs, this last week it was raw salmon. Like literally the diners come to the food line and have to turn their salads back in last Friday because the salmon isn't cooked!

And it isn't any surprise! You have known since January of this year that RC lacked the skill to fully carry out a meal without close supervision. It was true during Malin's tenure, Carina's, he always was in a supplemental position. I discovered it in January, and I shared that with you. You've known it. I even graciously and generously share that with Anis this last month, August while you were gone. With Tom long gone that left me to assist where I could - but no, instead of using me, the only other foodstaff member other than RC - so loath were you and Anis to use me that you brought in the housekeeper to assist RC - really - the newly hired housekeeper has more status than I do.

Despite the multiple late dinners, poorly cooked, uncooked dinners - you not only promoted RC over me, demoted me, and continued to let him cook unsupervised meals.

So rather than your sitting there and making up the story about how you're looking for someone now "with more restaurant experience", which both Jocelynn and Tom had - and presumably from what I understood this Christine had - this is just spin on your part because you've been spinning this whole thing of food service missteps all along, since at least December 14, 2021, the day Malin quit.

In January the spin was you needed a catering company, to take over the second-floor kitchen and have them be the ones that ultimately cooked meals for the Club; this was the second version of the food service magic bullet - the first was in January of 2021 when you and Malin insisted and then proceeded to start to refresh the dining room kitchen. Clear down to December that year you worked on fixing it up, acquired new equipment - that was going to be the ticket. Then that venture went by the wayside.

Then you put RC in charge and he proceeded to kill about four different meals, including that they were late and even that the food was improperly cooked! But you insisted and told me that I couldn't do anything because the Lars's camp wouldn't like it! That's on January 18th, the meeting you had because after you kicked me to the curb after the NYE dinner, you had hired Lily to be in charge of the kitchen, Lily the virus checker at the pancake breakfast, and had proceeded to move ahead with RC as chef.

Barely two meals in after Lily flew the coop with after working just two weeks and with no notice, after RC had killed a couple of dinners - that's when you had the January 18th meeting. It was the setup for your next move, to go out and hire Arista.

So then RC cooks a couple of more questionable meals - related to timing and food quality - and the you brought in Arista. Then what did they do? I'll bet it's less than half of their meals were edible, really. Not only were they serving old produce but they were just absolutely providing poor food, food they didn't cook it well; if it wasn't poorly cooked other times it wasn't even the recipes that they were supposed to use. And how many go rounds of that did we do including the rotten potatoes that you had to speak to and write them about multiple times.

And I offered you the opportunity to stop and change the course on that but you refused again. From my perspective I have observed this, this is what you've done with the food service for the Club, you double down on poor decisions! You insisted you wanted to continue on with Arista and you did so until things got so bad that you couldn't even justify doing it any longer.

And then what did you do you came to me with RC, then you want me to do cooking and I took the lead on all of that, I straightened out the salads I cooked your soups to perfection and we even got two meatball dinners out and then when I asked you to let us do the meatballs from scratch you didn't want to do that you went back to Arista again!

And then there's the whole thing about hiring the food service manager, you insisted as far back as February - you needed a foodservice manager - while you also are claiming that you need an inhouse catering company - remember that's what you had Anis devoting a good deal of time and effort on - plans to remodel the kitchen. That project was detailed to the board several times.

What a joke that turned into. The reality the project was dropped, the you hired some woman that never even did the job; you hired her and she didn't even show up to do it. All she was was an anti-Elizabeth hire. You refused to interview me for that position you told me you would not consider me for it and you told me that I couldn't do the cooking! And moments later you hired this other woman.

Then you hired Jocelynn, and you hired Tom and you lied about both of those hires also. You seem to forget that I can interview people too; I had a sit down interview with Tom on August 13th and found out the timing on all of that. Not to mention the job listings themselves you took the exact things that I had already been doing, listed them in the help wanted notice - my job tasks, you listed them as something that you needed the person to be the chef to do, and something that the person to be the cook was to do, and the person to be the food service manager would have to do them. Every single one of them were tasks, things that I had performed multiple times and excellently!

But you even lied to Peppe and claimed that you had not hired anybody when you had, that was on May 5th. Shades of now. You said the exact same thing that day in May as you did today 9/7, that you had not hired anyone - but you had hired Jocelynn and told Peppe you hadn't. I was in that meeting, Not to mention Jocelyn had already told me 20 minutes earlier that she was starting work on May 9! You hired her clear back in late April.

And Tom, you even gave him every single one of the food events that you had already been planning with me that included the Abba night, including the members and friends, including the soup, you gave all of that away after having sat there and planned it with me. And I have the notes from all of that too.

You not only sat there and acted like Jocelynn was the next best thing to sliced bread, but she went off and she did what she wanted with all of that food, there was no Swedish thing going on about any of it, including the cookbook she was cooking out it was a New Orleans cookbook! Her food clearly had a southern interpretation on it. You slso claimed she was this expert about Covid, and then you let Tom come to work sick; not only did you let him come to work sick but Jocelyn also let him come to work sick - the people that are supposed to be so concerned about the health of the employees and the health of the people that are at the Club as guests and members.

Jocelynn lasted all of a month and a half - she leaves to take care of her dying mother - her time away needs were was to be so great that she needed to leave without notice and absent herself for a period too long for her to remain an employee; only to return two weeks later and want her job back.

And Tom - you put him then in first place - and despite all your claims to me about how things that I made had to be Swedish, all the comments you have made to me about a dessert not being Swedish, about a meal choice not being Swedish, all the effort you went to to mold Tom and Jocelynn into Swedish cooks, all the while and before I supplied you with well executed Swedish and even Danish main dishes and desserts, you let Tom run off and cook whatever version of "Swedish" food he wanted.

He admitted to me that he never made the Swedish meatballs the same from week to week - they tasted good - but they were not made the same every week. He made the worst versions of Raksmorgas and Skagen, as had Jocelynn before him - and still you countenanced that, you let him toss the hard tack out of the rotation, the salads were turned into this boardinghouse service style, and you had remonstrated with me early on in January and in March and April when I tried to introduce some authentic Swedish and Danish rye breads from Larson's, in addition to the hardtack - no - you would have none of that when I asked. Tom apparently didn't even ask - he proceeded to load up every meal with all sorts of varieties of clearly American style breads and rolls - along with free-style plates of butter.

You insisted, I agreed on having as much as possible authentic Swedish foods. I took your lead and studied and learned how to do so on my own time and at my own expense - you brought in these two and provided them with tutors, and classes, you pulled out all the stops to support them - and they never came close to equalling my Swedish and Nordic cooking repertoire and skill - never - but you still made it a point to straight arm me - let me know - I was not part of the team.

And on that note, the team which you never had during Tom and Jocelynn's tenure either. Yours and Anis's version of the foodservice team was you and Anis and Jocelynn, or you and Anis and Tom that was the "team". From my perspective - it was top secret stuff, the regularly scheduled Tuesday foodservice meeting was scrapped, RC became a glorified dishwasher and I was always in a separate category - the desserts - never was there any effort to make us a team like before when it had been you, Wendy, RC and I. After everyone of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine - to me it all turned into a big secret thing - first RC and I don't need to know anything, then when you need RC then I don't need to know anything - as it remains today.

You and Anis and Toene made this big production during the fake job interview with me on the 5th of August about what did I think a team consisted of, what would team work look like to me? Your commment today - about how you learned so much about me on that day - I presume that's part of your now story about my not being part of the "team" at the Swedish Club, but the reality is there is no team in the first place. You have hand picked favorites that do your bidding - be it staff or members, and all else are enemies, frenemies at best.

As for your statement in the email today, "Thank you for your interest in the position at the Swedish Club. We learned a lot about you in the interview, and we also thank you for that." - to the uninitiated that takes things at surface value it might seem like an innocuous enough statement, but I think not.
--

Email conversation start. Email count: 2. Started: Mar 7, 2023 1:07:00 PM

Subject: Fwd: Help us welcome the new Executive Director!
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Candy aaCampbell <candy2100@comcast.net>
Date Sent: Tuesday, March 7, 2023 8:46:40 PM GMT-08:00

Subject: Help us welcome the new Executive Director!
From: Sarah Alaimo <Sarah@swedishclubnw.org>
To: Sarah Alaimo <Sarah@swedishclubnw.org>
Cc: Elizabeth Norgren <Elizabeth@swedishclubnw.org>
Date Sent: Tuesday, March 7, 2023 1:07:13 PM GMT-08:00
Date Received: Tuesday, March 7, 2023 1:07:18 PM GMT-08:00

Hello Swedish Club Staff,

Happy Tuesday! I wanted to send this message along that went out to Club Members today. Please join me in welcoming Elizabeth Norgren as our new Executive Director! She is CC'ed here if you would like to contact her.

In the coming weeks we will set up a time to have everyone come together to get to know our new ED! As always, please feel free to reach out to me at any time!

Welcome, Elizabeth, we are happy to have you on-board!

With thanks,

Sarah Alaimo | Director of Human Resources

1920 Dexter Ave N. Seattle, WA 98109

Mobile: 206.963.8850

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

Email conversation start. Email count: 1. Started: Mar 8, 2023 1:47:00 PM

Subject: What's Coming Up at the Swedish Club
From: Swedish Club <kristine@swedishclubnw.org>
To: neighborhoodwarrior@gmail.com
Date Sent: Wednesday, March 8, 2023 1:47:57 PM GMT-08:00
Date Received: Wednesday, March 8, 2023 1:47:58 PM GMT-08:00

The Swedish Club

Dear Friends, Tonight's the night! Meatball mixer in the dining room and Trivia in the bar. Take your pick or attend both! Read at the end for reoccurring events and information about our Great Finds sale!

Wednesday, Mar. 1–31. ABBA Night tickets on sale for regular (blue card) members. ABBA Night is Friday, April 28 and March is our regular members' chance to buy ABBA Night tickets for a discount of $30 each, by calling our office at 206-283-1090. Call weekdays, 10 to 5 p.m. Individual members are limited to two tickets, and Household members may purchase four. On April 1, all tickets available only online $40.

Wednesday, Mar. 8. Trivia! Led by Jaxon Ravens. Every second Wednesday. 7–9 p.m. Come and try it out! Soup, salad and meatballs for your light supper.

Wednesday, Mar. 8. Meatball Mixer. Learn and practice traditional dances performed at typical Swedish events. 6:30 p.m. dance lesson; 7 p.m. break for meatballs, 7:20 *gammaldans* (old-fashioned dance) lessons and practice. $20 covers lessons, live music and meatballs! RSVP to 206-283-1090 or e-mail *rsvp@swedishclubnw.org*. *Every second Wednesday*. 7–9 p.m. Come and try it out! Soup, salad and meatballs for your light supper.

Friday, Mar. 10. Dinner & Savoy Night Owls! Savoy Night Owls is a Seattle-based jazz quintet featuring vocal jazz standards. Menu is TBD. Please prepay in advance by calling the Club or visiting our website. Dining 6:30 to 8 p.m. Music starts around 7 p.m.

Wednesday, Mar. 15. Members' Dinner. The Swedish Club's scholarship winner from the UW, Maya Zigler, will be here to tell us about her studies in Sweden. The title of her talk is: "Learning in Sweden: A Student Reflection." The menu is salmon confit, beet salad with goat cheese and apple crisp for dessert. RSVP by Tuesday noon by calling 206-283-1090 or emailing *rsvp@swedishclubnw.org*. $22, late RSVPs and walk-ins $25. Social hour 5:30 p.m., dinner 6:30, program around 7:30.

Friday, Mar. 17. An Irish Pub at the Swedish Club! Put on your kilts and join us for a double-billed evening! Aren't the Irish just wayward Vikings p.m. Skandia Kapell from 5:30 to 7:30 and Haggis Brothers from 7:30 to 10. The menu, the music and the drinks will make for a night of high-spirited traditional Irish and Celtic fun. Dining 6:30 to 8 p.m. The music is free, but tips are welcome and encouraged.

Wednesday, Mar. 22. Swedish American Chamber of Commerce meeting. SACC is reorganizing following the pandemic. For an invitation to the no-host evening dinner meeting, held at the Swedish Club, contact Braden Penhoet at *bpenhoet@gmail.com*.

Friday Mar. 24. Waffle Day. Every year on Mar. 25, Swedes eat waffles because the religious holiday for the day, *Vårfrudagen*, sounds like *våffeldagen* (waffle day). We'll serve waffles in the bar from noon to 2 p.m. Not for sale, but for donations

Friday, Mar. 24. Double bill: Del Rey & Casey Macgill! Get ready for an evening you won't forget! Del Rey: Ukelele, guitar and a unique world view. Casey Macgill: Classic Hollywood swing and boogie-woogie! Dining from 6:30 to 8 p.m. Music starts around 7 p.m. The music is free, but tips are welcome and encouraged.

Sunday, Mar. 26. Feather Bouquets (*Påskris och Semlor*). Annual Easter decoration-making party of *påskris* (feathers and twigs) and *semlor* (Easter buns). $7 per adult and half price for children 6 and younger. 1 to 2:30 p.m. 206-283-1090 or *rsvp@ swedishclubnw.org*. Co-sponsored by *Svenska Skolföreningen* (Swedish School)

Wednesday, Mar. 29. Bingo! The ever-popular Bingo Night at the Club features host Jaxon Ravens. Last Wednesday of the month. Supper of soup, salad, meatballs starts at 5:30 p.m. Bingo 7 pm. No reservations necessary. First bingo card sells for $10, subsequent cards $5. Bingo cards can be sold for cash only. If you're not a blue card member of the Swedish Club, we'll ask you to pay for a one-evening membership of $5.

Friday, Mar. 31. Dinner & Queen Silvia Nursing Award. The UW School of Nursing invites Swedish Club members to a program about the Queen Silvia Nursing Award for a student project focused on dementia. Includes a no-host dinner, picked up in the dining room and enjoyed in the Svea Room on the lobby level at the Club. Social hour 5:00 p.m., program to meet this year's winner Juana Gallegos at 5:30 p.m., dinner 6:00 p.m. To RSVP to UW, use *uwqsna@uw.edu*. To buy dinner, check our website. Music in the dining room by Skandia Kapell.

Saturday and Sunday, April 1 & 2. Great Finds Sale. Our annual Great Finds (flea market) of used items offered by various vendors on the main floor. Plus, Swedish meatballs, pea soup, pastries to enjoy. Our *ölstuga* will be open too, starting at 11 am, but sale runs from 9 am till 3 pm. Potential vendors are invited to contact the Club for an application.

Wednesdays & Fridays. Food & Bar at the Club. Our top-floor bar is open every Friday at noon for lunch and every Friday evening starting at 5 p.m. and Wednesday evening at 5:30 for dinners. Dinners start at 6:30 and are accompanied on some evenings by music or entertainment.

Fridays. The Vikings Are Back! Several years back, a member curated a series of Viking films for our members, and we ran them with much success on Friday evenings. We're starting the series again, every Friday at 5:30 p.m., in the small Board room on the top floor. Free.

Tuesdays. Swedish Singers Rehearse. The Swedish Singers have started rehearsing in person at the Club, and they welcome singers of all abilities. They sing a variety of music and sing in Swedish (there's help with pronunciation). If interested, contact Ben Knutson at *bkshazam@comcast.net*. 7 p.m. to 8:30.

Sincerely,

Elizabeth Norgren
Executive Director
Swedish Club
1920 Dexter Ave N
Seattle, WA 98109
206-283-1090

Swedish CLub | 1920 Dexter ave north , seattle , WA 98109

Unsubscribe neighborhoodwarrior@gmail.com

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Email conversation start. Email count: 1. Started: Mar 9, 2023 11:50:00 AM

Subject: EAC Report Re Employment - Member Situation
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: Kris@lonnquistlaw.com
Date Sent: Thursday, March 9, 2023 11:50:15 AM GMT-08:00
Date Received: Thursday, March 9, 2023 11:50:15 AM GMT-08:00
Attachments: EAC City of Seattle Response 10-25-22.pdf

[redacted]

It appears from the documentation that you provided that you applied for a position from March through May 2021.
What position was this for?
Do you recall what dates you applied for the position?
Do you have documentation showing that you applied for the position?
Why do you believe you were denied the position?

In March 2022, did you apply to be the Food Services Manager? If so:
Do you recall when you applied for the position?
Do you have documentation showing that you applied for the position?
Why do you believe you were denied the position?

In your intake notes, you stated that in August 2022, there were general job openings for event planner, reception, and other roles, but that someone told you that you could not apply because you were disabled. Did you apply for any of these positions? If so, which positions? EAC Response – it was in August 2021 that those events took place.
Who told you that you could not apply for the position? Kristine Leander, then Executive Director of the Swedish Club. She just left employment there effective 3/7/23.

August, 2021 Newsletter



We're Hiring!

The Swedish Club needs to hire some part-time staff. Duties for the following positions are somewhat flexible and we might consider combining them for someone willing and able to assume multiple responsibilities. Call 206-283-1090 for more information.

- **Lunch chef:** Prepare and serve meals for our Friday lunch service when it resumes. Kitchen experience required, preferably with Swedish cuisine.
- **Maintenance:** Indoor/outdoor cleaning, housekeeping and light repairs.
- **Event coordinator:** Answer phones, serve as building receptionist; plan and coordinate events (help with reservations and attendance, room setup/cleanup, liaison with guests and attendees).

In early August 2021 job openings for lunch chef, receptionist, and an event coordinator were published in the Club's newsletter. At the time they had come out Kristine and I were standing in the lobby by the front doors talking about them. I was asking her details about the jobs, what all the jobs entailed, the hours, the pay – and she just came out and said to me, telling me to not even think of applying – she told me that I was disabled and couldn't do the jobs – and she said it with emphasis, no kindness, "You couldn't do the jobs!" And then she dismissed me.

On August 27th that's when Kristine told me for the *second time* that I couldn't work in the kitchen because I was not Swedish enough.[7] The first time had been in the Spring of 2021 when Malin and Kristine and I were talking about my making salads and helping with some of the events that had food associated with them. And then later on, it was agreed between Malin, Kristine, and I that I would do some consulting work with menus, presentation, and event planning. Malin asked me also to do the planning for the St. Martin's Day (Mortensaften) dinner event on November 11, 2021.[8]

I said yes to all of this. But incrementally each of the things that Kristine, Malin, and I had agreed upon was walked back. By Thursday, August 27, 2021 Kristine had clearly laid out the facts to me, I would not be hired to cook anything at the Swedish Club because I was not Swedish enough!

So notable were all of these things that occurred and what Kristine said to me that I wrote a Facebook post to Lars in the early morning of August 28, 2021.[9] I told him about Kristine's explanation to me about why I

would not be hired to cook for the club because what Kristine said comported with something Lars had mentioned to me months earlier, about the discrimination that goes on at the Swedish Club based on national origin - how people from the other Scandinavian countries, Norway, Denmark, Iceland, Finland, how the non-Swedes, were treated by Kristine and others as if they were not full Swedish Club members – because "they were not Swedish" or "not Swedish enough". This is what I said to Lars in that Facebook post on August 28th:

"Yesterday I went to lunch with a friend, 'at the Bay Café'. It was okay, I had fish and hash browns[10]…After that I went to the Swedish Club, listened to some nonsense and irritating things from Kristine…Swedish Club Nonsense. Really, I was informed yesterday[11] that I wasn't Swedish enough. Your words came back to me. I fully understand what you said. It really is a thing. But more to the point and key to Swedish Club operations, that the 'Swedish snobbishness,' that is what Kristine called it yesterday, it is a big factor in the food operations, because what she told me, that for years now there has been and is a refusal in the SC kitchen to work with 'American chefs' - they don't, in Malin's, in the Swedish doyennes of culinary endeavors minds at the SC, this is what Kristine told me they (and I think her) think - American chefs don't cook right. Because - astonishingly to me I was told this yesterday - they don't speak Swedish, they haven't lived in Sweden, therefore they cannot possibly or properly cook things 'Swedish'.

"That is the most stupid thing I have ever heard of. And why? Because look, even with my late entry to the Scandinavian as tradition and heritage cuisine scene, the really poor quality of food and its presentation - it defies the Swedish clouded and conceited attitude by those women, and it is women, that there is something superior being produced by 'real Swedish people' at the SC. OMG. And then as an experienced and superior baker and cook, domestically and commercially, the things I listened to about the whole setup with the kitchen and food is just - what? Flabbergasting.

November 23, 2021
I texted Kristine and sent her a picture, "I meant to ask - share with you - I'd be willing to come in and make charcuterie plates for the bar if that ever becomes something that is resumed. I read about them in old newsletters and ran across this picture.



15 minutes later I received a phone call from Kristine,

I wrote Lars about the conversation:

"And just after I wrote you that above within 10 minutes I got myself a job with the Swedish club as a chef making cold boards, you'll have to tell me the spelling and pronunciation and the plural. It is the fastest and craziest thing. I'll have to tell you what happened. I'm surprised that this happened as quickly as it did all that cooking I have been doing has not gone gone unnoticed in multiple places. Like a paid chef."

November 24, 2021
Had a two hour meeting with Malin and Kristine starting at 11:00 AM – I brought with me also the Lucia buns that I had made that morning, Kristine had mentioned that they needed some for an upcoming dinner and were looking for someone to make them. I also took some bourbon pecan cookies I had made to the meeting with Malin and Kristine.

They were excited to see the rolls and the cookies. Malin said there was an upcoming dinner where St. Lucia Rolls would be served, and they wanted the cookies to go along with it. They also were very excited about having me do the meat and cheese trays. Malin felt they could start having those in the bar, and in the future at the end of the year she thought that they would have a charcuterie tray component for the New Year's Eve dinner – I would be put in charge of that.



I was happy and excited that I would be getting an opportunity to be part of the cooking component at the Club, and it sounded like I would have a dab of leeway to be creative with presentation of the food, something that Kristine, Malin, and I had talked about as far back as March, April, and May of 2021.



Malin gave me a written offer of employment as an on-call cook. I accepted it and signed off on all the paperwork for the position that she gave me. The plan was to go ahead with my proposal to do the charcuterie plates in the bar on Friday nights.

Shortly thereafter Kristine gave me a Swedish Club name badge that had my name on it, I was designated as a "Cook".

December 2, 2021
This was the first day that I prepared the meat and cheese platters. I did all the shopping, prep, and assembly of the trays.





December 5, 2021



I worked as a cashier for the Sunday Pancake Breakfast

December 8, 2021, Wednesday
Had a short meeting at 3:30 PM w/ Kristine regarding doing a grazing table for the New Year's dinner. She confirmed that I would work with Malin. Malin would prepare the main dishes and I would be in charge of making the charcuterie plates for the NYE dinner.

December 10, 2021, Friday
Spent the afternoon making the meat and cheese plates.

Texted Lars: "I got them finished but they didn't fix the lights in the case like they were supposed to."

December 14, 2021
Malin Jonsson Resigns – "I just wanted to let you all know that I will be leaving my employment at the Swedish club effective after Friday's Lutfisk dinner [December 17th]." Carina Jonsson resigned the next day.

December 15, 2021




Made the St. Lucia buns and Bourbon Pecan cookies for the Members and Friends dinner. Two months now in a row I had made the dessert for the Members and Friends dinner.

December 16, 2021
Kristine and I had a conversation about the her and Malin's plan to start a Swedish Club catering company, but it turns out unbeknownst to everyone else that those plans had gone awry. I had discovered that Malin rather than working on a catering business plan for the Club had gone a different direction and was doing another catering venture of her own, essentially riffing off of the startup plans that were supposed to be for the Club.

Malin's first catering job for her own portfolio came from the new initiative she had been working on for The Club, it was for the Sons of Norway/Leif Erickson Hall on December 8th. When I told Kristine what I had discovered she said she knew all about it. I was stunned. Stunned because rather than Malin working on the catering project for the Swedish Club she had abandoned that effort and was working on it for her own portfolio. Kristine said she had known that Malin had changed direction – despite Kristine acting since the

project had been announced by her in September 2021, that there was some kind of ongoing planning that her and Malin were going ahead with to create the catering company for the Club.

Kristine made no mention in the intervening time, over the last three months about Malin instead going off on her own was doing catering for an organization, the Leif Erickson/Sons of Norway. They would have been a potential customer for the Swedish Club's new catering company!

I wrote Lars that evening about what I had found out about Malin and my exchange with Kristine:

"It turns out by accident I found this, Malin is now doing catering at Leif Erickson Hall. I was looking this afternoon for who the caterer was you were talking about, so I Googled Leif Erickson and caterer and what popped up, Malin is the new caterer for LE. When I talked to Kristine I said Malin is the caterer at LE. She said, 'Oh, that's old news!' I'm thinking????

"There are about three to four levels why Mallon left, and they are not that 'Malin is tired'. Malin is tired like we all are tired. That is the public story. Malin has been working for LE for a couple of weeks or more at this point."[1]

That same day Lars sent me the email with the cognac recipe for gravlax that he and I had talked about being a possibility for the NYE dinner.

Borscht practice run – served

Came up with budget

December 17, 2021, Friday
Morning
From 4:00 AM to 8:20 AM I researched possibilities for the meat and cheese trays and other appetizers that I would make and we could serve for the New Year's Eve dinner, still set for December 31st.

In late December 2021
Unbeknownst to me, in addition to the Head and Lead Chef positions being open,[1] Kristine created another food department position, Kitchen Coordinator. She created and filled that position without letting either RC Charles or I know. At that time, he and I were the only people employed in the Food Services Department of the Swedish Club. Both of us held the position of "Cook".

I was and am experienced and capable of handling the job, Kitchen Coordinator, which Kristine described later on as "someone to oversee the purchasing of food, the overall preparation and serving, and to handle the same chores for our Swedish Pancake Breakfasts." I was available and would have been interested in and would have asked to have the Kitchen Coordinator position had I known about it. However, and particularly for myself as I was in daily contact with Kristine at the time, she did not let either RC or I know that the position was available.
Lily Wright was hired by Kristine as the Kitchen Coordinator on or about the week of December 26th. Kristine wrote to the Swedish Club board of directors that she had created the position and hired someone

[1] As a result of Malin Jonsson and Carina Jonsson quitting on December 15th, 2022 after Kristine had treated them terribly, including taking away a portion of Malin's agreed upon pay to fund instead the salary of the man Kristine had hired to replace Malin – a prima facie case of discrimination if there ever was one.

to fill it – telling the board, "We have people to make meals, but not someone to oversee the purchasing of food, the overall preparation and serving, and to handle the same chores for our Swedish Pancake Breakfasts. We've had a very part-time person doing random tasks for us, associated with food and bar, and I've hired her to be a temporary kitchen coordinator until we get a permanent solution." [2, 3]

Most of Kristine's representations to the board about the need and the genesis of her hiring Lily are untrue. The facts are this:

1. Lily was hired by Kristine on or just before December 1st as the "New Vax checker on Sunday":

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Wed, Dec 1, 2021 at 11:40 AM
> Subject: New Vax checker on Sunday
> To: sky.image77 <sky.image77@protonmail.com>, Sharon Lucas <sharon.lucas@comcast.net>, browneyedswede <browneyedswede@comcast.net>, neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>
>
> Hello cashiers (Becky, Elizabeth and Sharon), We have a new employee, namely Lily Wright, copied on this email. She will be checking guests for vaccination status on Sunday morning. As the three of you cashiers and Lily will be near to each other, she may need to ask questions or have a bathroom time-out, or whatever, so I'm writing to introduce you to each other.
>
> Thanks for what you will be doing on Sunday!
>
> Kristine Leander

2. The first *and only* pancake breakfast that Lily would work at was on December 5th, as the vaccine checker.

3. Between December 1st through to December 17th Malin Jonsson, Carina Jonsson, RC Charles, and I are the only kitchen employees. In respective order our job titles are, Kitchen and Bar Manager/lead chef, lead chef, cook, and cook.

---

[2] The "person" was Lily Wright who was hired on or about December 1, 2021 as the vaccine checker for the pancake breakfast, "We have a new employee, namely Lily Wright, copied on this email. She will be checking guests for vaccination status on Sunday morning"*; if she did anything for the "food and bar", "food" would have been what, a menial job with the pancake breakfast, and as for the "bar", that would also be a bit astonishing as up until Malin left on December 17th, just short of three weeks before Kristine wrote these claims about Lily, with a week plus lost to the holidays, there is very little that Lily could have possibly be doing that would even support Kristine's diminutive representations about what Lily had been doing. This was one of the most recent at the time grab bag hires Kristine commenced doing in 2022.
* Leander, Kristine. "New Vax Checker on Sunday". Gmail. December 1, 2021, 11:40 AM.

[3] Leander, Kristine. "ED's Report to the Board Jan 5, 2022". Swedish Club. January 5, 2022. https://docs.google.com/document/d/1X-hYpitdEja0nOqpc2J3TkQO6zWPBLYO/edit?usp=share_link&ouid=100863555452599437625&rtpof=true&sd=true

4. Between December 1st through to December 17th Malin, Carina, and I each were "overseeing and purchasing the food for the meals"; RC and I continued to do so until February 1, 2023,[4] and for me until March 3, 2023.

5. Up and until they left the evening of December 17th, Malin and Carina "supervised the overall preparation and serving of the food". I "supervised the preparation and serving" of a portion of the dinner menu.

6. After December 17th the only upcoming meal was the NYE dinner, first scheduled for December 31st then rescheduled to January 7th; as of December 14, 2021 Kristine had put me in charge of "overseeing and purchasing the food for the meal(s)", and I was to "supervise and did supervise the overall preparation and serving of the food" at that point on through to January 7, 2021.

7. In late November 2021 Kristine hired Anis Rahman as Facilities Manager. Mid-December 2021 Kristine put Anis in charge of the "purchasing and oversight of the Pancake Breakfast." The first pancake breakfast Anis purchased supplies for and supervised was on February 6th.

Conclusion: Between December 1, 2021 to January 5, 2022 when Kristine wrote her statements to the board – that she had no one that could oversee and purchase food, that she had no one to supervise the preparation and serving of meals, that she had no one to handle the same tasks for the pancake breakfast, and that Lily was doing "random tasks associated with food and bar," I do not believe that was true as all during the same time Malin, Carina, RC, myself, and Anis were employed doing those things.

Kristine's representations defy credibility, the ones she was making in general, and that she was making specifically about Lily, that Lily was doing this "random tasks associated with food and bar." Outside of Lily being the vaccine checker for one pancake breakfast – none of us, Malin, Carina, RC, and I had any awareness of Lily's random existence in the food and bar operations that Kristine was claiming.

In that same January 5th report Kristine also told the Swedish Club board of directors, "As you know, Malin 'retired' precipitously, giving us three days' notice. My plan is to continue to use the cooks and helpers who have been helping Malin and to try to hire a *food services manager*.[5] Anis is overseeing the bar and I'm overseeing the food services.[6] (Emphasis added.)

[4] RC Charles slipped, fell, and suffered a concussion on February 1, 2023 and has not returned to work as of even date, 3/8/23.

[5] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

[6] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

"I'm using menus from the past year or so to make sure that I'm planning meals in which the items go together in a Swedish way. In January, we are making only meatballs, (no extra entrée) just to make it easier on staff.[7]

"Food Services Manager–In all the years since Ann-Margret began making food for us, we've had excellent chefs (Ann-Margret, Christine, Carina, Malin) but none have been trained in Food Service Management. I've learned that a chef and a food service manager may have an intrinsic conflict of interest. It's time for us to introduce this sort of background into our food and bar services.

"It will reduce the sort of frustration earlier Boards have had with trying to understand what our food services are costing us."[8]

"I plan to start searching at culinary schools in Sweden.[9]"

Unpacking Kristine's additional January 5, 2022 representations to the Swedish Club board of directors:

1. Malin did not "retire" – Kristine treated her badly for a substantial period of time before she left. The final straw was in November 2021 when Kristine stole part of Malin's salary to use it instead to pay the man who replaced Malin as the Facilities Manager. According to Malin, she chose to not be further abused.
2. The introduction of the "Food Services Manager" is a conception, not a position that was per se needed. It was a strategy to explain away a multiple of failures of Kristine's that had occurred, the past. It is not a necessarily a solution that was arrived at by Kristine to fill literal kitchen department needs that had been identified – present or future needs.
3. In fact, Kristine alludes to the latter being the case, and only one failure, "It will reduce the sort of frustration earlier Boards have had with trying to understand what our food services are costing us."

   If "earlier Boards", which by extension doesn't include the then present board, had trouble understanding what the food services were costing the Swedish Club – isn't their alleged trouble more a function of and the failure of the bookkeeping department and its accounting and disclosure practices – Toene Hayes and her supervisor Kristine, as opposed to who is the head of the kitchen department?

4. The main failure the introduction of the Food Service Manager job is being used to cover up is a very public message and humiliation for Kristine - that a ten years long, devoted employee, Malin, had quit. Kristine used the quest for the FSM to deflect blame and questions about that. The "need for a food service manager" infers that something had been missing all along, i.e., that Malin was not even the right person for the right time, despite the fact that she had been just that.

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[7] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

[8] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

[9] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

Clearly, outside of the interpersonal aspects of her job, Malin had every reason to remain at the Swedish Club. She had been successfully doing her progression of jobs over a decade. She had a progression of increasing responsibilities, including that just before her departure she had been in charge of all facets of the building and event rental operations, and at the time of her departure she was the Food Services and Bar Manager, as well as she had been put in charge of developing a catering business for the Swedish Club.

Malin was a highly valued Swedish Club employee. She had gained a compensation package that was relatively competitive. Malin had the latitude without any administrative or financial restrictions to create menus, make the food and supply purchases she chose. As well as Malin had the authority to select and retain the staff she chose, to designate what duties and responsibilities they had, and what hours they were to work. She had the authority to work the hours she wanted.

Malin had no restrictions on the administrative duties she could undertake as part of her management of the food, bar, and catering departments. Malin had no restrictions on the Swedish Club resources she could employ to carry out her administrative duties – in fact she had even purchased a relatively expensive system to do just that, the TOAST restaurant operating system that can be integrated with the Swedish Club's bookkeeping and accounting systems.

As well as Malin (and Kristine (and Toene)) were informed and aware of the range of food accounting tasks and obligations necessary for the profitable operation of all of those departments – and had the ability and means to do Cost of Goods Sold determinations, to budget for and establish the operating expenses, fixed vs. variable expenses, manage staffing, labor costs, make intelligent and market based pricing decisions, and plan for growth; prepare a full range of cost and sales analysis reports.

Because of the Food Services Manager job's tenuous origins in the first place, that it was a strategy versus a necessity, and by extension its hiring and initiation process for it was never carried out in a professional manner, over time the Food Services Manager job was turned into a quixotic football.

Despite the Executive Director claiming for a solid year about the Swedish Club needing a Food Services Manager, all of 2022 on into 2023, and even when not one but two FSM's were hired, and even when by her own admission the ED was acting as the FSM off and on throughout 2022, at no time were any of the kitchen purchasing and most importantly the accounting attributes of it were carried out by Toene or Kristine – and in fact – Kristine rejected my suggestions and literal work I did to do those financial tasks – she said it was something for the future! The reality is, all those FSM job functions Kristine claimed to need – she had all of the people and other resources to do just that and never turned her hand to do them, never allowed anyone else to do them, and never required that any of the foodservice staff do them!

Also, on January 5th Kristine sent out an email to RC, Lily, and I to establish the future lines of responsibility and portions of meals that each of us was going to be do after the January 7th New Year's Eve dinner that I was in charge of:

> From: **Kristine Leander** <kristine@swedishclubnw.org>
> Date: Wed, Jan 5, 2022 at 2:19 PM
> Subject: Tuesday plans!
> To: sky.image77 <sky.image77@protonmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, snocofo@gmail.com <snocofo@gmail.com>

Hello Lily, Elizabeth, and RC,

Lily, we talked about a morning meeting to go over recipes, resulting in purchasing food supplies…This brings us to a meeting to go over the food supplies needed for the Friday dinners. Can you each come at 1 pm on Tuesday, Jan 11, to go over that?

In summary, here are two events to which you are invited to come and to clock in: 1 pm meeting about food and recipes, etc.; 3 pm party to celebrate your employment at the Swedish Club.

I hope this works for each of you!

Kristine Leander

After Kristine's failure to secure any of the recipes for the food served by the Swedish Club she went on a quest to set in place a chosen, thereafter to be the standard meatball recipe for the Club:

From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, Jan 6, 2022 at 3:41 PM
Subject: Gunnar & Birgitta Wallin's meatball recipe--Jan 28
To: snocofo@gmail.com <snocofo@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, sky.image77 <sky.image77@protonmail.com>, Ann Margret <ann-margret@wavecable.com>, Berit Lehner <beritlehner@yahoo.com>, Peppe Enfield <falumor@comcast.net>
Cc: Chris Sisco <chris@swedishclubnw.org>

Between Chris Sisco and me, we spent hours looking for this recipe. Simultaneously with his finding it in the Swedish Press magazine, Berit Lehner announced that she had it at home. Hooray! Twice blessed.

I intend to publish this in the newsletter so that someone in the future doesn't have to search for it.

Here's our meatball schedule:

Jan 7: Marcus Samuelsson's grandmother's recipe
Jan 14: Magnus Nilsson's grandmother's recipe.
Jan 28: Birgitta & Gunnar Wallin's recipe.

I've asked our new kitchen coordinator, Lily, to buy the same pork and ground beef for each recipe so that we are not tasting the difference in fat in each recipe.

R.C. Charles will do the honor of making the meatballs, while Elizabeth will make small plates & desserts.

That's our plan for January! Working together, we'll make it work.

Thanks, everyone!

--Kristine

And just like that – before I had even made my debut as the lead chef, as a more than proficient and efficient food service manager, after I had stepped into the breach and would put on a beautiful New Year's dinner that featured food I had chosen, prepared the majority of, Kristine kicked my ass to the curb!

No if, and, or buts about it. I was put into supplicant place. Lily who was little more than a glorified vaccine checker at that point, and even RC – who certainly had seniority over Lily, Kristine installed Lily as her number one, go to, point person in the kitchen.

It was my first taste as an employee of Kristine's still to be uttered axiom in March, "We're not embracing you!" This first taste was but the first of many bitter draughts of Kristine's spite, and disparaging treatment of me to come.

01-13-22

> From: **Kristine Leander** <kristine@swedishclubnw.org>
> Date: Thu, Jan 13, 2022 at 8:47 AM
> Subject: RE: Attendance on Friday?
> To: sky.image77 <sky.image77@protonmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> Cc: snocofo@gmail.com <snocofo@gmail.com>
>
> Hi, thanks for asking to get this clarified.
>
> Elizabeth can assemble what she needs for the cake.
>
> This dessert is for this Friday evening, right, Elizabeth? I don't think we know what the dessert will be for next Wednesday. It needs to be simple, simple, simple. Simple to make and simple to serve. Elizabeth, can you make suggestions and, then, on Wednesday, make it?
>
> Elizabeth, can you tell RC and Lily where the party leftovers are? I assume, Lily, they are mostly in the downstairs kitchen.
>
> Thanks, Kristine
>
> **From:** sky.image77 [mailto:sky.image77@protonmail.com]
> **Sent:** Thursday, January 13, 2022 8:27 AM
> **To:** Kristine Leander <kristine@swedishclubnw.org>; Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> **Cc:** snocofo@gmail.com
> **Subject:** RE: Attendance on Friday?
>
> Hi,
>
> I am gathering that we need to assemble ingredients to make a cake for tomorrow night?

Do we know where the holiday party leftovers are for this?

Or am I confusing it with the Wednesday night dinner? If so, what's the dessert for tomorrow?

RC and I did go through the refrigerator and had talked about those salad ingredients except adding some cheese. We will be sure to do so. Thank you.

We will discuss the prosciutto rosebuds too. Thank you for saying this.

Lily wrote January 13, 2021 at 8:43 a.m.
RC and I did go through the refrigerator and had talked about those salad ingredients except adding some cheese. We will be sure to do so. Thank you.
We will discuss the prosciutto rosebuds too. Thank you for saying this.

This is the salad that was served Friday night - no blue cheese, no prosciutto, a slight nod to the vegetable produce, more produce was purchased when none was needed, radishes and pears, and certainly not a vinaigrette dressing:

Review of the January 14, 2022 Dinner
The reality is that the salad that Kristine said to make was not made. RC thought up a whole new salad, to me it was "okay", it was average. I feel the salad was a mis-mash, and the pears were misplaced - more money spent buying pears and radishes, that I feel was unnecessary with so much produce already in the refrigerator - tomatoes, cucumbers, carrots et al.

Not one iota of cheese to be found on the salad served either. As I noted, one of the blue cheeses, from Malin's tenure needed to be used.

RC led on the salad - he may seem a bit halting and uncertain but he doggedly is insisting and leading on doing everything the way Malin w/ Carina's assistance did things. Then he more than doggedly reflects his training with whatever catering company he worked for. That's where his plastic wrapping everything, insisting on to the beyond necessary food handling procedures which just end up in timing failures can late dinner service as opposed to preventing any kind of real life food safety crisis - Meatballs in the oven warming and going onto a chaffing dish five minutes later where they are going to be hotter than when in the oven and hotter than they need to be overall are not going to endanger anyone.

I have tussled with him and then watched him yesterday, delay sending food/meat upstairs, insisting that it needs to stay in the oven until it hits 161 degrees. This is error on his part.

Another weak spot - he is safety wise but safety foolish - along with re-enacting over and over how his work was laid out for him to do at a prior job. There is no happy medium. I absolutely remember when he came to work with Carina and Malin - he was as we in general were told at the time, what I observed, he was a relatively inexperienced chef's helper that was being brought along by Malin and company to fill in for help that was needed in the Swedish Club kitchen.
He is an extremely nice guy, he is generally willing to do a lot of things, but often gets confused about what is a priority, how to lay out the steps to handle preparing assorted dishes. He flails around at times without

direction. I feel RC also lacks the finer skill of food and meal planning and engineering, some of his basic food and flavor creation skills could use further development.

"Cucumber Salad". "Thousand Island Dressing"
For example - that salad dressing he created last night - it was by his choice, it was supposed to be Thousand Island dressing - which we have to set aside I think the fact that it did not go with a vegetable with fruit salad, but say it did and that it was a nod to the possibility that people might put shrimp on their salad (most did not know it was a possibility) - what RC created was lightly flavored mayonnaise. He set out on the counter, mayonnaise, ketchup, red pepper jelly, and horseradish cream sauce.

What he concocted was a dressing that was barely colored or flavored by the ketchup, there were no additional seasonings that changed one iota of the flavor, it was ultimately barely flavored mayonnaise.

Real "Thousand Island dressing" is one of the easiest of things to make - 3:2 ratio of chili or cocktail sauce or catchup to mayonnaise, or even 1/3 ketchup and 2/3rds mayonnaise. It always has pickle relish in it, without pickles it is merely fry sauce, kind of what was served on the salad
The dressing for last night could have had chopped dill pickles in it which there were plenty of in the refrigerator, throw in some horseradish cream, yes, lemon juice, a dash of worcesterhire sauce, paprika - plenty of all of those items in the kitchen. But that dressing that was served is a far cry from Thousand Island dressing, and it was not the salad that was outlined previously outlined in detail and approved by Kristine.

Then there was a whole discussion between RC and Lily about carrots in the process, carrots were needed for both the salad and for the meatball dinner. He and Lily decided which carrots to leave and which to throw out. RC discussed with Lily your comments you had made at our meeting, which I agree with - about the artificial "baby carrots" often tasting poor and needing to be thoroughly washed up. So a fair amount of carrots got thrown out - but they decided they had left the best for the meal.
Personally - I ate the one of three carrots with my meal - it was so stale I left the other ones.

At the incredibly few junctures I said anything yesterday - one was in the morning - Lily's response was to ask me what I was doing in the kitchen in the first place.

We can throw everything into the freezer however this is a well known phenomenon -
Gravy - there was no way the gravy was functional as gravy unless it was greatly reduced. I've studied Samuelsson's recipes and they are a little skimpy on details, not all entirely functional, and it is part of the culture of celebrity chefs, they often add touches, steps, or ingredients that can be questionable - do they really add anything to the recipe. Samuelsson's meatballs and gravy have a number of those elements.

But to the gravy - I've seen other pictures of the meatball gravy recipe that was followed by Lily and they all show that the gravy is more like a thin gruel. This is because there is not much of an ability for the gravy to turn into gravy were it to be made according to Marcus's recipe.

Lily followed the recipe but an experienced cook would have known that the gravy was a fail and needed to be thickened by using a thickening agent.

The January 14th dinner was RC and Lily's first dinner. It had not turned out well.[i]
January 18, 2022 Staff Meeting Notes

On January 18, 2022 there was a meeting of the employees associated with or working directly in the food service department, . Kristine Leander, Anis Rahman, RC Charles, Wendy Lundin, possibly – Gabe and Jared O'Connell, and myself are the main people that I remember attending the meeting.

I believe that Kristine called the meeting for a range of reasons. The plausible reasons were a) after RC's shock January <—-— 14th meal, poorly prepared,[10] and b) Lily's even more shocking public display in how poorly she had done her job as Kitchen Coordinator, how terribly she had treated Julie Pheasant Albright the night of the 14th, insolently and condescendingly dressing her down; and then sitting at the cashier's table and wolfing down her dinner in front of everyone. She left of her own accord before the 18th.



And then the other reason, I believe this the meeting was called really to pave the way for Kristine to install Arista as the provider for most if not all of the Club's meals. Over time this has become apparent - it is always true, Kristine always is working out some plan that she does not reveal to either undermine or replace staff that displeases her, in this case RC, he had made major errors with his cooking and conduct of the 1/14 meal and so Kristine had contacted John, her close ally and friend as it turned out, the owner of Arista Catering.

At the meeting Kristine claimed that Arista was an "option" she might invoke – but in retrospect I do not believe that because time has shown that Kristine has a strong, even personal connection with John, she has a history of giving him and his company preferential treatment to the detriment of the Club – both before January 18th and certainly after – to this day, December 5, 2022.

Food Committee
"Have, well, you know there's a food committee. Yeah, so I need to pull that together and tell them that this is what we're doing for right now and Lori Ann wants to get that really involved and she wants she wants to get Involved so it takes some pressure off of the bridge. The board wants to.

After the meeting Kristine and I stayed in the room and then had a private conversation. The following is my recollection and recreation of that private conversation that Kristine and I had in the Library on the 18th after the other meeting participants left:

Kristine first said to me, "We have used people's names if they bring a Swedish name to it. I said, "What did they bring?" Kristine said, "A Swedish name." I thought for a moment and then said to Kristine, "I'm just as much of a chef as is Ann-Margret or Malin, or Christine, or Carina,[11] I have just as much experience and probably some of it more, and I cooked some of this Scandinavian things and I've acquitted myself very well."

[10] RC's January 14th dinner was of poor quality, and it had been late, the meatballs were not well done, the gravy was like water, and the salad was a wilted watery disaster also.
[11] They all lived in Sweden therefore they are considered to be Swedish and have been designated chefs, hence they fill the requirement, theirs and Kristines of being Swedish, chefs, and are distinguished at the Swedish Club as Swedish chefs. At a certain point in time they were the only people that Kristine and themselves felt could prepare and serve traditional Swedish food dishes, up and until I was hired in November, 2021, however the preference for someone Swedish for the job.

Then Kristine changed the subject and the thrust of her commentary – savaging me – she said to me, "I know I'm gonna say something, what I am about to say may make you angry. And then she delivered the coup de grace that I believe was in place both before she said it, and that has continued to inform much of the disparaging treatment and comments from Kristine throughout 2022, she said, "You have created some enemies here." I was like, what?? I wasn't surprised but there it was what I had thought had been going on the last few weeks in later December 2021 to January 18, 2022.

I asked Kristine, "The enemies are who?" I knew, I had been trying to put it together, I had figured it out but I wanted to hear it from her. Kristine said, "Well, you, you should know who, Lars, well. Lars' camp. And so it doesn't buy us anything to use your name." Then she added what I thought was a throw away line to pull attention from what was the real motivation behind how she had been treating me, Kristine said, "We have used people's names if they bring a Swedish name to it."

So there it was. That's exactly what I had thought had been going on – the rancor from Lars and his coterie of women was being directed at me by Kristine. I knew that was how he operated, they operated. For Lars, his harassment M.O. included drawing others in to get even with someone. I just had never thought he would do it to me, his friend and lover of 36 years – but there it was, Kristine letting me know the drill.

Lars had already told me in 2020 and 2021 about how he got back at people that made him mad – especially women who he felt had crossed him.[12] And now unfortunately I was one of his targets, and his proxies' target.

How I believed Kristine had been treating me dismissively as an employee since Malin had left,[13] up to that point in time on January 18th I believed it was not about my not having a "Swedish name." Although I believed and believe still that is a factor. However, the main factor that I believed then and now that was working against me was about the influence of Lars and his "camp,"[14] which includes Kristine. That's the sexual harassment part of aspect of my situation.

So I said to Kristine on the 18th, "I knew that's what you were doing. I don't appreciate and I knew darn well that's what you were doing, darn well, that's why you won't put my name on anything.[15] And it's not fair, that's not right. That's just disrespectful to me. I'm not some little fly by night."

I addressed the "Swedish name" slight also. I went on to say to Kristine, "I've really prepared and served one of your perfect dinners,[16] and you're acting like, oh, you know, I acquitted myself very well. And I didn't even have, you know you've been here 11 years. And so has Malin and look what they (Malin and Carina) did. Look at what they did. The whole thing where they left you in the lurch." I had been thinking about it, here Kristine was putting me down on the basis of national origin but her "Swedish kin", they had not held Kristine or the Swedish Club in good stead. I continued on, "This whole food service thing is an outfall of that. This current deal is an outfall of what Malin and Karina did."

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[12] See Marianne Stecher Hansen chapter.

[13] And personally.

[14] The "Lar's camp" solidly includes Judy Cooper, Sonja Richter, Karen Choyce, Jan Sullivan (w/ Bob Erickson), Chris Brown, Nancy (to a small degree), Monica Schilling, *and in no small part* Kristine Leander.

[15] Not using my name has two elements, one, not using my name was done to me in order to not offend the individuals that are "enemies" that Kristine was talking about, and two, not using my name because it is not a Swedish name, neither "Elizabeth" or Campbell", have a clear Swedish cachet connected to them.

[16] Until the January 7, 2022 dinner I managed, for months the dinners had been late, and had had problems related to the appearance and quality of the food.

Kristine wanted to know what I was talking about.

I said to her, “Being that they told you FU you Kristine, we're walking off! That's why you got that no notice. It's like, well, I'd be offended. That's why you're on the hot seat now is because of what they did. They probably would have walked off with RC if they could have. The thing is the insurrection’s there. That's the whole point. The whole point you got into this mess with the food now is because of what went on. And the thing that I'm talking to you about is 2 parts.”

I broke it down further to Kristine, one, “Well, what happened, yeah? Well, we got here because it does have implications and then how it is that I'm perceived. Some drunk women I'm going to be like, “Oh OK.” I thought they were drunk the first time I met them and that was clear back in March.[17] So whatever, I'm not going to make my life revolve around whatever it is that they think about me, because outside of their thinking something about me that’s not who I am!”

I also mentioned to Kristine my many and ongoing contributions to the Club and how in light of that I shouldn’t be marginalized by her. I said, “I have done, I've volunteered. I've showed up at so many things and given them my time and committed to being a good part of partner to the Club. So I just think that's a little you know, that isn't a right way to have treated me. I honestly think that.

The second part I emphasized to her was that she didn’t put me to good use. I basically said that to her, “So you don't use me as a good resource on some of this. For example, I did tell you and shared with you what I thought the way the dining room should be laid out was. Going from South to North, I told you that last week.”

Kristine then wondered to me, why it wasn’t set up that way? I told her that I had set it up to flow from south to north and then it got changed around to like a free for all for everybody to come in and do what they want. I was countermanded, and nobody [Kristine] controls that.” I went on and said to Kristine that I did say that to to her last week, along with, “The other part is resistance from the worker bees. That's where Lily got into a thing 'cause nobody is in charge of anything.”

I continued setting out my case, “You know I'm trying to be your good friend at the club Kristine but I feel that you marginalized me for reasons that I don't think are valid. I talked to you about my disability. I think that is the thing you a factor in, that you tend to focus on with your decisions. That I'm not able to do something because of that.

And then yeah, I get the thing with Judy and Karen. But really, you know what? Why is Lars even at the club anymore? He's been nothing but a sexual predator. He's been a sexual predator basically. You know, so why Is he still a member even?”

Kristine responded, “We have no mechanism to do that.” But I knew that was untrue. I responded, “Well, you know that you do.” I knew that because in the Membership Committee meeting I attended in July 2021 the majority of the discussion at the meeting was about removing another man for similar reasons, his misogynistic behavior towards women at the Club.

[17] March 17, 2021 at the Swedish Club

I went on and said to Kristine, “I've thought about this a lot and I know my part and all that [regarding the text exchange with Karen Choyce], but I think he's just been a sexual predator here this whole time for the last however many years he's been a member, and I I came to the conclusion about Lars, is who hasn't Lars tried to seduce or seduced. And it starts with you and I even. Let's face it.” Kristine said something about how she hadn’t slept with Lars, but I said to her, “Well, he thinks you're one of his women. He's told me plenty about what he thinks has gone on between you and him. We’ve talked about that.”

I have shared the below sentiments and outlook on the Club and on Kristine, with Kristine, both before and after the January 18th meeting, they remain my sentiments today. However my perspective and good intentions towards the Club and even towards Kristine I feel mean nothing to her, both then and on through to to date, November 2022. I said to her on the January 18th, “I want you to be successful and I think that I can help you. I just feel like you blew me to the curb after New Year and for the current round. I could have told you that the thing wasn't going to work out with Lily. But with some good direction and oversight that could have worked out. And I feel like maybe I didn't make that clear to you where I thought I could help with that.”

Staying with being positive, sharing my perspective on problem solving at the Swedish Club on the 18th I also said this to Kristine during our one on one meeting, taking a riff on what she had said to me earlier about my not going to like what she said to me, I said to her, “You probably don't like me saying this, but I'm on your side. I'm your peer, so let's skip my being an employee. You know the staff didn't make the Swedish club experience nice. And look what the chefs, food employees have done with the food service. When I went and looked at that 2019 stuff on Facebook, I looked at it and Malin and Ann Margaret and even eventually that Christine did, it was like - really good! I was like wow, look at this what they were doing. The irony is they were the same people up until last year, and then what they did it just evolved into what I saw this last year, this last week – very poorly done. I just think, well, that wasn’t necessary. I cannot understand why you would not have put more faith, trust in me and let me support you. Kristine had no comment about that.

I shared one more example of hers and my differing interpretations on how things were working at the Club – I said to Kristine, she wanted her meals prepared and cooked well, presented on time, but the problem was there was a lack of management of the food service situation, including that she had relied on the wrong person, RC, to accomplish her goals, “I'm just saying that you know when you're investing all that, ‘Oh RC, go do that, this and the other thing,’ he doesn't have the capacity to do it. That's why your dinner was late on on Friday [1/14/22] because even though RC and them thought it was supposed to be served at 6:30, you'll notice it still didn't come out at 6:30.

I also shared with her that but for my intervention that RC had not even planned on serving the next meal she had directed him to prepare.[ii]

After that I said to Kristine, “And then the next round it's like come on. I'm sitting here at the meeting earlier and listening to RC, just doing his thing. That's what I just listened to, nonsense. So I'm trying to lay that out to you. It's like, well look, these people have been just robbing you blind and if they weren't robbing you blind they have been wasting you blind. That's why your food costs and everything — It's just so wacko. I mean, I'm, I'm just. Seriously, what the staff has done over the time, I look at that and it’s clear to me that there is a lot of dysfunction.”

I pointed out to Kristine why that was distressing to me, “That's why I get so aggravated because it's like I'm trying to share with you. I'm thinking about you. Your legacy I asked you about that awhile back, and you said you wanted to be remembered for bringing in the Jane Isaksen Lea money. But your legacy is now, well, it’s the food and dining in large part, it's like, well, it wasn't necessary to have this latest round blowing up. I'm telling you, I think that It can be better, and let me help you. But treat me nice about this thing about credit. It's like I, I feel like I've contributed and put in some time here, so it's not all about Judy and Karen.

I did say again to Kristine what I felt my strengths were, but also that I wanted her to treat me decently, as a person and as an employee – and I brought up even how I felt she was negatively factoring my disability in when she made her job assignment decisions about me. I said to Kristine, “I can do logistics well, it is because I'm an organized person. I put everything together and make it work extremely well when I do things. I feel like I'm being treated by you, like, I shouldn't be defined by Lars and those women, I shouldn't be defined by my disability challenges. And I resent being treated like I'm less than somebody like an RC. I've been very fair about my time too.”[18]

Kristine’s weak response to my sincere and heartfelt words to her was what I have come to believe is just a rote response of hers, feigned empathy. She said, “I'm sorry, it's frustrating.”

Kristine herself then went on and mused for awhile over her wanting to have a Swedish name attached to the Club’s food services. But I then switched subjects and I asked her that in light of her decision to have the catering company, Arista, take over making the Swedish Club’s meals in the future, “How long before I get kicked to the curb with Arista there? I mean, that seems like the routine that will happen is eventually they'll take over all the food, won't they?” Kristine responded, “No, they are a short term solution until I can hire the food service manager. That's what we need. Somebody who's trained in this and then that person can make these decisions.”

After the meeting on January 18th I continued to make the desserts for January’s meals.

February
The entire front page of the February newsletter was devoted to a headliner article about the Club’s foodservice, “Meatball Mania.” The story covered at length the Club’s meatball dinner. It’s genesis was related to the fact that the prior head chef and lead chef had abruptly quit in December, taken theirs and the Club’s recipes and left the foodservice department in disarray. As a consequence a new meatball recipe was needed, three were selected by Kristine and were tried out on January 14, 21st, and the 28th.

This article was on both the front page and continued on inside the newsletter,[1] and it went on in depth about that dinner, current iterations of it, and the history of it at the club. It particularly referenced by name past and present club members and their contributions to the meatball dinner and recipes at the club. It also even included a reference by inference to the Club’s prior cooks, Christine Lea, and the two chefs who had caused the “meatball dinner flap” in the first place, Malin and Carina, “…instead of depending on each chef using her own recipe, we tried out three recipes in January…”.

[18] The later, the “break” that I was referencing was the fact that I did not charge the Swedish Club for all my hours worked. That I underreported my hours in order to give the Swedish Club a money break, that was my contribution to the Club as a member.

There was no credit given in the article to the then present kitchen staff which was RC and myself; and even if I am to be relegated to an invisible presence in the kitchen, despite making ongoing lead contributions to the Club's desserts and salads, RC who Kristine had clearly put in a lead position and in charge of each of those three dinners that she was sending up in the article, received zero recognition also for his work, in print or online, during the time he was cooking the meatball dinner tryouts.

The claim could be made that Kristine did not want to draw attention to the fact that they were three failed meatball dinners, however, there were highlights and successes in the foodservice department, in particular the desserts during that time. Why were those, if not the person making them, myself, not promoted? After the successful New Year's Eve dinner, which included not only successful food but successful desserts, the rest of the month the desserts continued least the desserts themselves should have been featured, and yet they were they not promoted online or in the newsletter?

Attention Katie: HELP WANTED – FOOD SERVICE MANAGER/CHEF

February 21, 2022
On February 21, 2022 I found out at a meeting of the food committee that the Food Service Manager("FSM") job was also posted on the job search site, Indeed.com,[19] and that it was supposed to be a part time position.[20]

I have included the below because one of my allegations is the discrimination based on National Origin. It is a real thing – it was literally said to me in the Spring of 2021 and in December 2021/January 2022 Kristine literally started her search for Malin's replacement in Sweden.

Today, 3/8/23 I had a conversation with Christine Lea – she worked seven years as a chef at the Swedish Club, her last day was in May 2021. She told me today that the last straw is they would not promote her to lead chef, Malin Jonsson and Kristine Leander because she was not Swedish. She told me that Malin told her she was not Swedish, she didn't speak Swedish, so she could not be in a lead position in the kitchen.

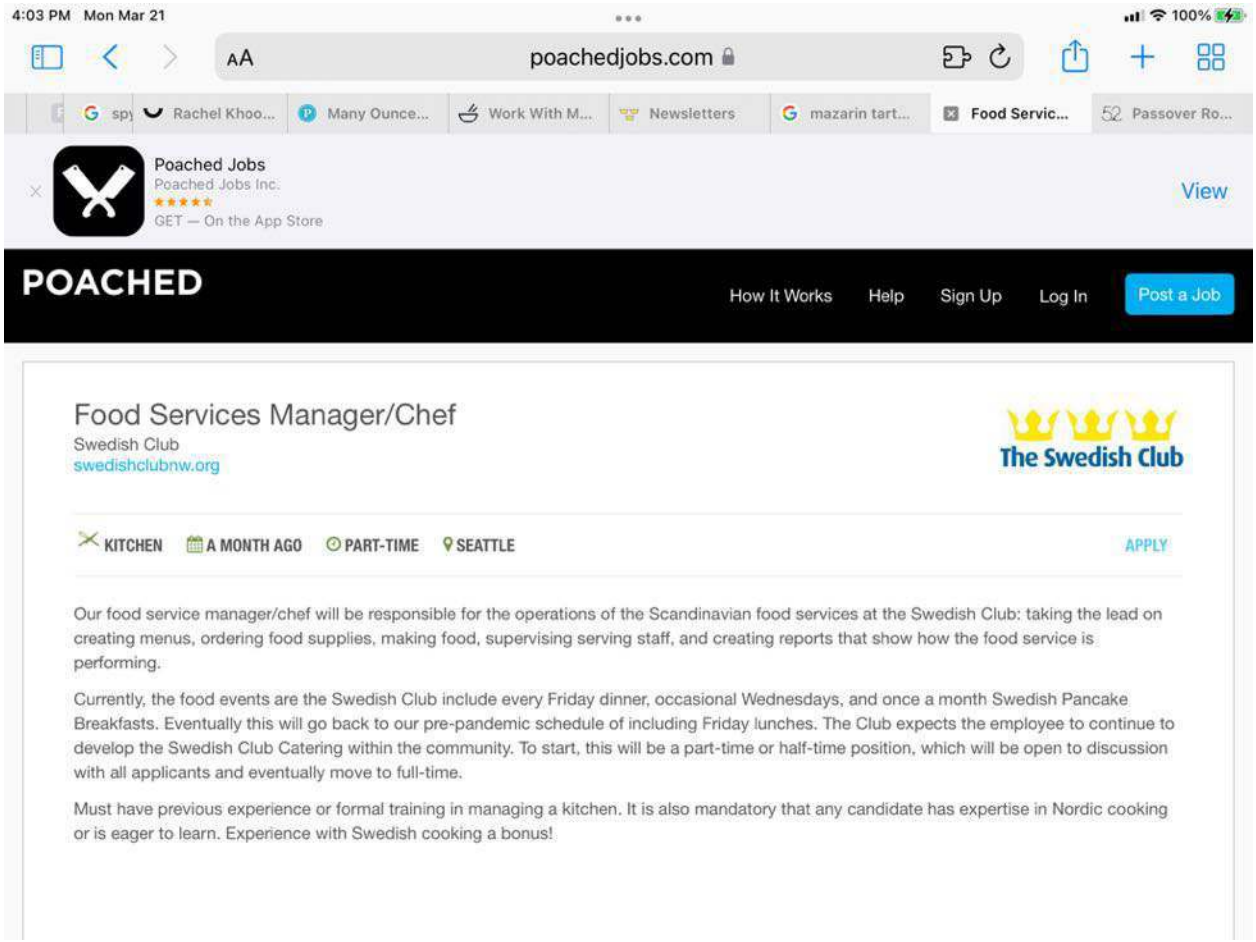
Building Committee Improvements
Swedish Chefs cooking Swedish Food
Requesting funds from the Swedish Club Foundation–The Foundation is aware of our needs for facility improvements. Earlier they approved spending up to $150,000 on the acoustical improvements in the Svea and Viking rooms and the accordion door. We were waiting to have products picked out before formally requesting the funds. The Board of the Foundation is OK with our now asking for the lump sum they have set aside to use on: the accordion door, the acoustical improvements in Svea and Viking and the **roof vents for the kitchens**.[21] All of these improvements are related to the cultural mission of the Club, since Svea and Viking rooms are used by folk musicians and dancers and the kitchen is used by our Swedish chefs cooking Swedish food. **Their approval of this request includes the condition that a report is made to**

[19] Campbell, Elizabeth. "SC Food Comm 2-20-22 [sic]" February 21, 2022. EAC Food Committee Meeting Notes.
[20] Dern, Judith. "Re: Food Committee today at 4". Gmail. Mon, February 21, 2022
[21] Leander, Kristine. "Executive Director's Report SC Board Meeting May 5, 2021". Swedish Club Board. May 5, 2021. https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=docslist_api&filetype=msword

them after the funds are spent detailing how the funds were used. See Appendix I for a draft motion authorizing me to request $150,000 from the Foundation.[22]

The original Food Service Manager/Chef job ad I believe was posted in February 2022 with Poached Jobs. I believe Kristine mentioned "Poached" during one of the food committee meetings. For sure she mentioned the FSM job being posted on Indeed.com during the February 21, 2022 meeting of the food committee, I noted that in my notes for the meeting.[23] My notes state, "Indeed is current agency".

I looked at the Poached FSM ad in February but did not take a screenshot of it until the 21st of March, it looked the same in March as what I remember it looking like in February:



Note RE Poached ad reference to date placed: "A MONTH AGO" = February 21, 2022 approximate

On March 2, 2022 Kristine described her FSM/Chef job search activities in her executive director's report to the Swedish Club Board. She wrote:

[22] Leander, Kristine. "Executive Director's Report SC Board Meeting May 5, 2021". Swedish Club Board. May 5, 2021. https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=docslist_api&filetype=msword

[23] Campbell, Elizabeth. "SC Food Comm 2-20-22 [sic]" February 21, 2022. EAC Food Committee Meeting Notes.

"Personnel
Food Services Manager – I widened the search by paying money to Zip Recruiter to get their assistance. To date (one week in) only three have applied, none are really qualified,and [sic] not one has responded to my inquiry to come in and meet us so we can determine if they are qualified. Discouraging. I am planning now to try to hire someone to manage the kitchen for the pancake breakfast once a month and be content with Arista providing meals, for a while anyway."[24]

By March 14th it was very apparent that Arista's meals were of subpar quality, that the food at the Swedish Club was going downhill. We had a special dinner coming up, seafood lasagna. I thought it would be better if we made it in-house, to be able to control what was going into it, not use cheap ingredients like what Arista had been doing. If it was made in-house we would be able to control the palatability, food quality of it – which Arista food had been sorely lacking.
I sent Kristine an email on March 14th and asked if RC and I could make the seafood lasagna, and I shared with her that I thought he and I could manage the work process in a productive manner:

> From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> Date: Mon, Mar 14, 2022 at 8:48 AM
> Subject: Possible Changes Re Food, Arista
> To: Kristine Leander <kristine@swedishclubnw.org>
>
> Dear Kristine,
>
> A suggestion, I feel that you should let us make the seafood lasagna. I believe if Arista does it They will probably get some kind of off brand or cheap seafood, not that we need to buy the super expensive stuff, but they probably won't buy anything good plus with their track record I figure they'll mess it up. Somehow.
>
> But the caveat is, RC can make it but as I've noted consistently he needs supervision. His challenges are ensuring that he sets his work place up in order, that he needs to watch his time better, and he often does not plan his workflow so he may backtrack or he may not have something prepared in the order it needs to be done so that his work goes smoothly.
>
> He doesn't need somebody standing over him but he certainly needs somebody asking him where he's at and offering gentle suggestions about what might be better to do first last or always.
>
> I think we could do a far better job making the seafood lasagna than Arista and that's probably an understatement!
>
> EACampbell

[24] Leander, Kristine. "Executive Director's Report SC Board Meeting March 2, 2022". March 2, 2022.

In person Kristine told me no, she was sticking with Arista. The reality of that was that Kristine changed her mind and *did not* let Arista make seafood lasagna for the meal. That week Arista instead made salmon, salad, boiled potatoes, pork roast, Brussels sprouts, and potatoes.

On March 16, 2022 Kristine sent an email to the food committee members telling us about her hiring another person as the pancake breakfast organizer, Faith Doe:

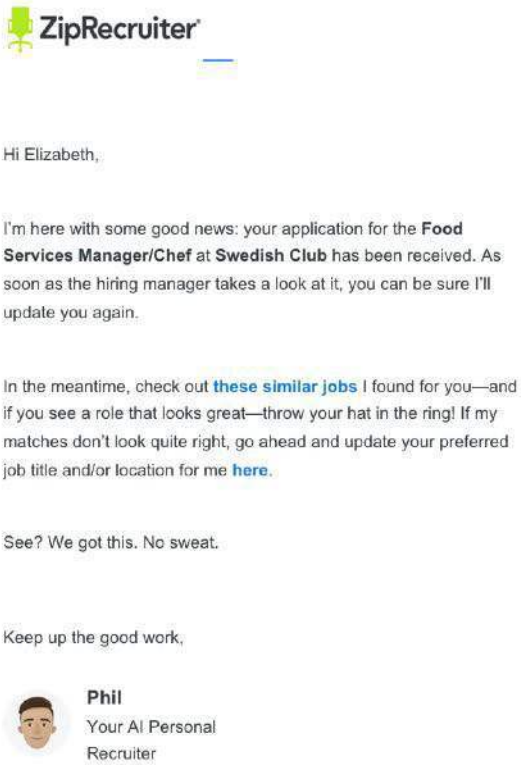
> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Wed, Mar 16, 2022 at 2:12 PM
> Subject: Pancake overseer
> To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> I have hired a woman who is going to oversee the next breakfast.] Both she and we know that she is sort of doing a trial run at it. If it's not to her liking or if we discover she doesn't have the skills for it, we'll call it off.
>
> She was a volunteer at the last breakfast. She's been taking culinary classes at Seattle Central but focusing on baked goods. She has a wealth of background experiences working in health care, etc.
>
> She's sort of a jolly, smiling woman and I think she'll do well with volunteers. Part of her role is to check for all the supplies on hand on the Thursday before the breakfast. So, it's a day and a half role each month.

The woman who Kristine had hired for the pancake overseer was Faith.[25]

At this point in time, it was clear to me that Kristine was not of her own volition going to even consider me for the FSM position. I decided to formally apply for the job through the online job company it was listed with. On Thursday, March 17, 2022 I applied for the FSM position through ZipRecruiter. I believe at the time when I looked the FSM job up on the web it was posted on both Indeed.com and ZipRecruiter (and it remained on Poached.com also). ZipRecruiter confirmed receiving my application and notified me that my application had been sent to the Swedish Club and was awaiting the hiring manager's response:

> From: **Phil @ ZipRecruiter** phil@ziprecruiter.com[26]
> Date: Thu, Mar 17, 2022 at 1:18 PM
> Subject: Your "Food Services Manager/Chef" application
> To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

[25] I do not know Faith's last name.
[26] "Phil" is ZipRecruiter's AI persona for handling its correspondence with a job applicant.



ZipRecruiter

Hi Elizabeth,

I'm here with some good news: your application for the **Food Services Manager/Chef** at **Swedish Club** has been received. As soon as the hiring manager takes a look at it, you can be sure I'll update you again.

In the meantime, check out **these similar jobs** I found for you—and if you see a role that looks great—throw your hat in the ring! If my matches don't look quite right, go ahead and update your preferred job title and/or location for me **here**.

See? We got this. No sweat.

Keep up the good work,

Phil
Your AI Personal Recruiter

March 18, 2022
I saw Kristine at the Swedish Club the day after I applied for the FSM job, on Friday, March 18th. I was there twice that day to work on my desserts, during the afternoon between 1:42 PM and 2:35 PM, and in the evening, between 5:30 PM and 8:14 PM. I saw Kristine during both of my visits to the Swedish Club. I did not ask her if she had seen my application for the FSM job as I was not sure how quickly ZipRecruiter forwarded the application to her, and when Kristine would read it; neither did Kristine bring it up.

On March 19, 2022 I sent my daughter, Candy Martin, a text message about what all had been going on:
"Kristine hired some gal off the street practically to be in charge of the Pancake Breakfast. See email I'll send you. She's been to all of one pancake breakfasts as a volunteer. But Kristine prattled on about how wonderful she was - which is what she did with that Lily she hired. Who she also picked up after one of the pancake breakfasts. as you recall she lasted all of two days.

"So this new gal, turns out she is going to culinary school and taking baking - I thought to myself, really. I know Kristine's little beady mind after all the time I've spent with her. I asked her a couple of times to let me run the Pancake Breakfast - but no, she spent several months complaining to everyone even with that offer, in front of me how she could not find anyone.

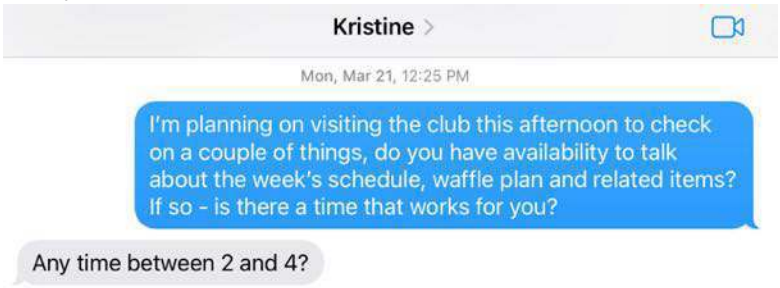
"She does what I call these grab bag hires instead, desperately snatching up someone and ignoring me. I heard her even last night, she was chatting up these two ladies next to me at the table, she was standing there talking to them, one is that Judith Dern…and Judith's friend. I don't think Kristine was paying any

attention to my being there, she just was doing her thing - going on about how challenging the food is - but she was talking about the pancake gal she just hired and then she said something else about some other person and how these people just were showing up and talking to her.

"I've spent a lot of personal and business time with Kristine and I wouldn't trust her to save my soul. She has ranged through a lot of things with me, telling me these "confidential" things, her job, we've spent a fair amount of time together, however I think she was up to her eyeballs in some of what went on with Lars, an old flame of some kind [Kristine's], and the whole Judy and Karen and their crowd, Judy is a fast friend of Kristine's, in fact the 'Lars Camp' is one of her mainstays, that poison continues."[27]

March 21, 2022

The next time I saw Kristine was on the afternoon of Monday, March 21, 2022. I texted Kristine and asked her if she had time to meet with me that day so we could discuss Swedish Club food and related items.[28] She said she was available anytime between 2 and 4 PM:



We met in her office. Kristine almost immediately acknowledged I had applied for the FSM job but told me she wasn't going to interview me for the job, she was not going to consider me for it. She followed those comments up quickly and said she had hired a woman a few days earlier, it sounded like it was the same day I had applied or just after I applied. Kristine added that the woman was going to cook her first dinner for the Club on Friday, April 1, 2022.

I said to Kristine that I disagreed with her handling of the FSM job in my regard. She told me "you won't cook," referencing again hers and my disagreement the month before, in February, before and during a food committee meeting. At that time I had brought up my doing the FSM job. Kristine responded that the job was all cooking, and then we quibbled over her comment. I responded that it was not all about cooking, that was secondary – it was the managing component that she had been after.

However, she stuck with the "won't cook/can't cook" *that was her code for my disability*; that was the basis for her pre-textual claim in February 2022 that I wouldn't want to do the cooking because it was something I couldn't do because of my disability – that I couldn't stand and cook for extended periods of time.

In fact, Kristine I believe intentionally changed the focus of the foodservice manager job from someone who manages the department, what she originally said she needed, wanted, clear back in December 2021, and in January 2022, and instead made it out to be a cooking job, one that she insists requires standing for long periods of time, lifting heavy objects kind of a job. I believe those latter things are pre-textual, intended to screen me out.

[27] Campbell, Elizabeth. Text messages to iMessage.
[28] Text Messages, Mon, Mar 21 12:25 PM

And so, she persisted in making cooking the centerpiece in all of her future Food Service Manager, Chef, Cook, and even the Combo Food and Bar Service Manager job listings – that working alone, standing and cooking, heavy lifting, those were mainstays of the food services manager job at the Swedish Club.

What Kristine completely or willfully overlooks is in order to shop, cook, and serve the meals that I have done, supervising and working the various food and sale workstations included, is that I have in fact lifted many heavy things at the Swedish Club, *and* stood for extended periods doing cooking, prep, *and* when not standing have sat on a high stool that has allowed me to accomplish the same prep and cook activities as if I have been standing!

That leaves what reason then for Kristine to have done all the things she has done to keep me from at this point – even being considered for the FSM job?

Furthermore – whenever I prepared dinners or other portions of meals, I shared half *or more* of the prep and cooking duties with RC, and I did the shopping and desserts *with no assistanc*e, in addition to those other duties.

I have made it a point all the time I have worked at the Swedish Club to not slough off work to RC, and frankly I tend to do better work and have better cooking skills than him – so why would I bail out of work – plus it's a point of honor to show that I can do the same level of physical work as anyone else! I don't want anyone saying things about me like, "Oh she's an old lady, she can't do things!"

And of special note – Kristine has never:

- Made any effort, even at my suggestion, to ascertain what my physical limitations are or are not,
- Gone through any formal process to determine the extent of my disability,
- Ascertained whether there was even an ADA mandated, reasonable accommodation that could be worked out and applied to my working as the Food Services Manager/Chef.

Kristine's narratives to me on the 21st of March about all the cooking for the job and my not wanting to or being capable of doing it were untrue. I could do the cooking – I had already done it and more on my shifts from November 2021 through March 2022, I would go on and do the same in the rest of March, and when Kristine pressed me back into service to lead on the meals in April and May of 2022.

But the conversation with Kristine on March 21st was not positive. She was dismissive of the work I had done to date. She did not acknowledge my contributions. And Kristine repeated again how she had already hired someone for the position – no name, only that the woman was from Tacoma.

Kristine said that the woman had lots of experience with the kinds of things Kristine needed, *managing things* – she said the woman had opened many restaurants, had worked events as a manager. She reiterated again, the woman would be doing the April 1st dinner.

I memorialized my March 21, 2022 conversation in my March 29, 2022 online request for ADA advice to JAN, the Job Action Network that provides extensive information and services to employees with ADA questions, problems with an employer:

> *"The morning of March 21st I met with Ms. Leander in her office to discuss with her a range of situations that had been happening wherein Ms. Leander had been cutting back my job duties in favor of others less qualified, and giving them more hours. The*

ongoing minimizing of me, and even I felt outright disregard she treated me with in general, that she had particularly shown me related to her refusal to consider me for the foodservice manager job.

"When I spoke to her about what I felt she had done, Ms. Leander switched to a well known gaslighting tactic, telling me that she didn't know what I was talking about and that I was imagining things. She then went on to tell me that 'We're not trying to embrace you.' And then said, 'Do you want to really know what the problem is? You're negative.' I replied to Ms. Leander that I did get that, that I did get that there was an effort by her to marginalize me, to diminish me in the eyes of others through the way she had been treating me, telling me that I had 'enemies' in the Club, that she wouldn't use my name, by repeatedly bringing up my disability, by maligning me about my then and now past relationship with Mr. Matthiesen, and by refusing to grant me even a shred of being a valued staff member of the Club – instead I feel she has pigeonholed me one as disabled, two, that I am a social outlier in the Club because of my past association with Mr. Matthiesen, and I absolutely feel that she is predominately using me as a stop gap measure to save herself, her job and image, not based on a commitment to ensure the success of the Club. I am a dependable person she can use to help her over a rough patch, but given the way she treated me after I put together the successful NYE dinner for her, she has in the past and will in the future kick me to the curb when she finds whomever this savior is that she is looking for."

When Kristine and I were finished talking on the 21st I clearly remember that I thought hers and my relationship, my employment with the Swedish Club was over. I was dejected by what she had said to me. It was very stressful listening to how little Kristine thought about me, and having to endure all this time her marginalization of me. I felt the whole Swedish Club relationship - it was a bad scene.

I still believed that the personal things with Lars, with Kristine, with the whole Lars's crowd, Kristine's crowd in reality, her January 18, 2022 comment to me, "You have made enemies" treatment of me was still going on.

Later on in the afternoon of March 21st I was looking at the Swedish Club's website and read the *Job Notices* section, I wanted to see if the FSM job was still listed in light of Kristine telling me she had hired someone for the job. It was still there. But something was notable to me about it because I believed that the copy for the Food Service Manager/Chef job description on the Swedish Club website had been changed from when I had seen it previously on the Club's website, *before* I applied for the FSM position. There was a new twist, the insertion of a reference that the job applicant must be able to physically do the job.

I took a screen shot of it, see below - the Club's March 21st version of the website, the FSM job notice, it included a reference that the FSM position had a physical strength requirement. The successful applicant would need "the physical strength to work alone in a kitchen and/or prepare meals for a large group of people.":



I believed at the time and still do that the physical requirement reference was added after I had applied, that it was directed at me, it was a pretext to screen me out. I believe it was added after Kristine had insisted to me in February and March that the Food Service Manager job was more about cooking than managing. I felt, feel, that Kristine had been advised by the Club's attorney, Vi Reno, to add that sentence in there as a workaround to screen me out of the FSM position.[29]

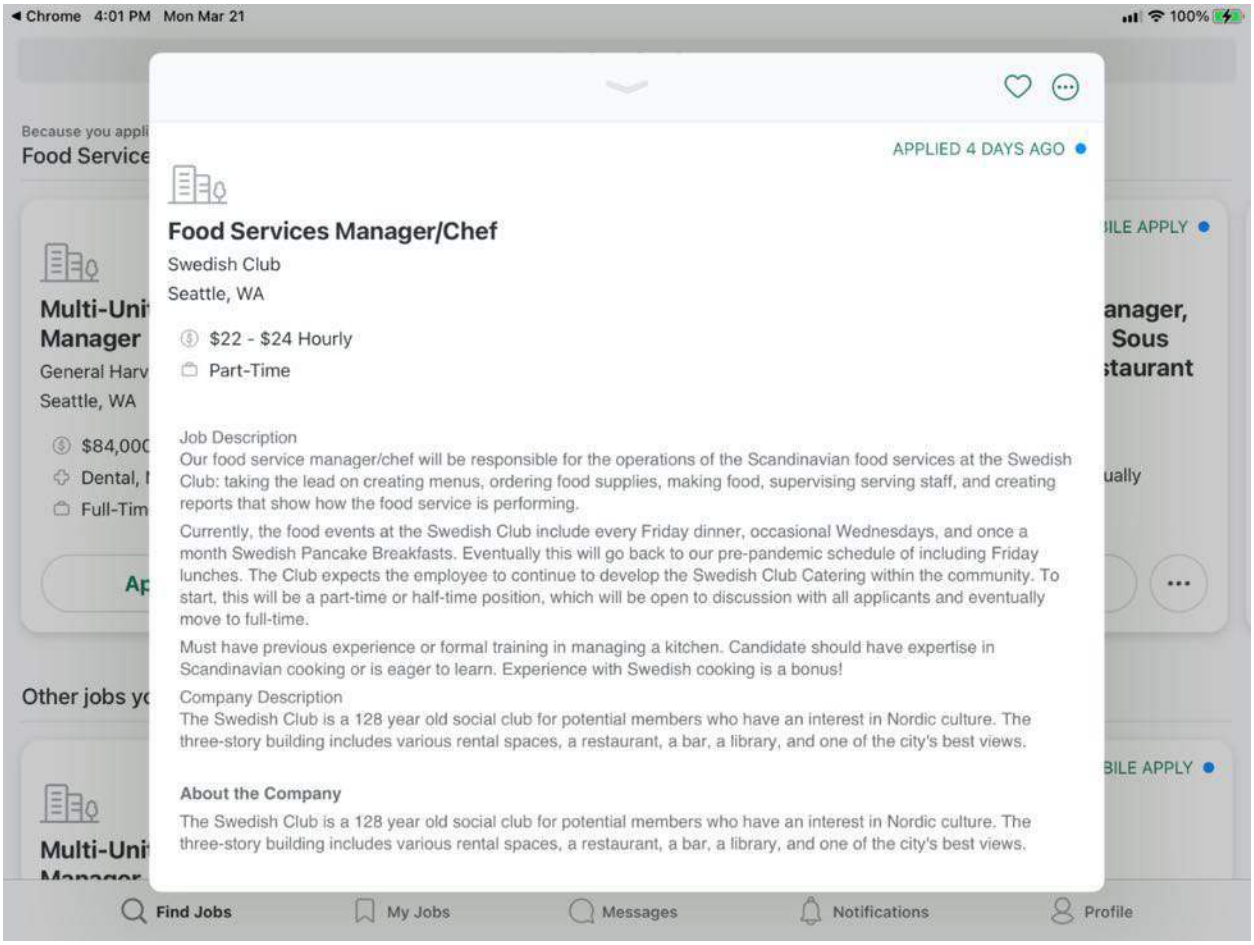
After seeing this change in the Swedish Club website version of the help wanted ad I decided to check and see if that reference to there being a specific physical requirement was added on to what I remembered of the online FSM job notices. Those and the Club's website job narratives and descriptions up and until then had tracked the same.

Note: the copy on all the FSM help wanted ads is written by the same person, Kristine, at that time she provided the content of the Swedish Club's website, help wanted notices.

When I checked, *none* of the FSM online ads had a reference in them about a "physical strength" requirement for the job:

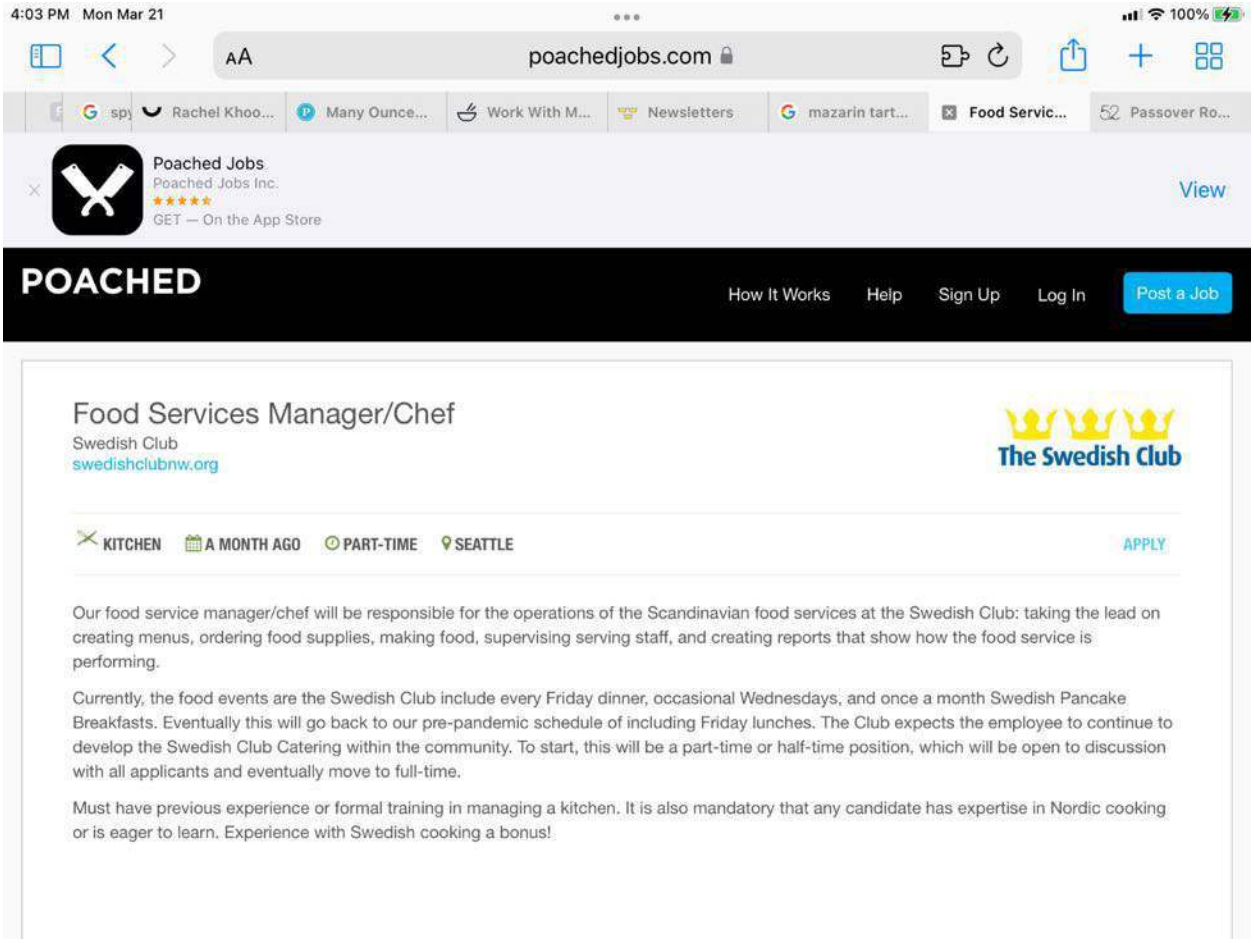
I first went to the ZipRecruiter website for the job at 4:01 PM and took a screenshot of it. There was no statement in the job description about there being this physical requirement that was under consideration:

[29] The only person that would have had the authority to change any statements in the job ad is Kristine; with the note that the only person who works with her on the website is Martin Stilion, he is the webmaster. *Only* Kristine and Martin have access to manage the content on the Swedish Club website.



I then went to the Poached.com website and looked up the job description at 4:03 PM and took a screenshot of it also. It was the same as it had always been, there was no reference made to having to stand and cook for long periods of time. It was the same as ZipRecruiter job description for the foodservice job I applied for, with the exception that the Poached.com description did not have the statement “About the Company” attached to it. See below:

March 21, 2022



I ended the day on March 21st depressed with how everything had turned out, and was really stressed by just how terribly I felt Kristine had spoken to me.

March 22, 2022
First thing the next morning, March 22nd I received two emails related to the Food Service Manager situation. The first was an email from ZipRecruiter. It notified me that my application had not been viewed by the Swedish Club. That was no surprise. It was consistent with Kristine's statements to me the day before that she was not going to consider my application:

March 22, 2022

From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>
Date: Tue, Mar 22, 2022 at 8:00 AM
Subject: Application Status: Food Services Manager/Chef at Swedish Club
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

I noticed your application with **Swedish Club** hasn't been viewed yet on the ZipRecruiter platform. It doesn't mean it won't—these things can take a while.

Check out these similar jobs I think you'd be a good fit for:

You got this,



Phil
Your AI Personal Recruiter

The second email was from Kristine, subject line, "Consider this?"

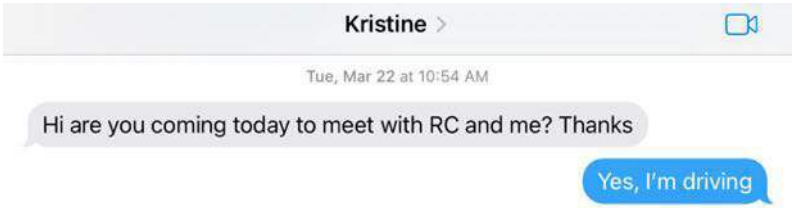
With trepidation I opened the email. I wasn't expecting something positive from Kristine. When I opened it, I was shocked! Kristine had written up an incredibly positive email proposing that I be given a different project/position at the Swedish Club, that would even use my name – *Desserts by Elizabeth*!

The email was a surprising turn of events!! I went from the depths of despair to being very happy! I also felt that with how Kristine and I had left things the prior day, that maybe things had weighed on Kristine too, hence her coming up with this positive response.

I wrote back to her relatively quickly by return email. I was so happy to have heard from her, especially with such an exciting offer. I went from down in the dumps to hopeful. I hoped she would read into what I wrote to her and understand that I too had felt terribly about the blowout between her and I the day before.

Before she received my email though Kristine texted me, “Hi are you coming today to meet with RC and me? Thanks”[30]

I think in light of the tenor of the prior day’s blowout between Kristine that she was uncertain whether I was going to show up for the staff meeting. The reality was I had every intention of coming to the staff meeting and in fact was driving to it when she texted me. I texted her that:



I was feeling very hopeful that this was a new beginning. This is the email I sent to Kristine in response to her “Desserts by Elizabeth” proposal to me that morning:

> From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
> Date: Tue, Mar 22, 2022 at 10:56 AM
> Subject: Re: Consider this?
> To: Kristine Leander <kristine@swedishclubnw.org>
>
> Dear Kristine,
>
> I was happy to receive your email! It is an excellent idea. I’d like to explore this with you further. Could we meet today and do that?
>
> I’m sure you won’t be surprised but I had spent some time thinking through the catering aspect related to the foodservice operations. I even looked at whether the domain name is available, swedishclubcatering.com, it is, and played around with what a logo would look like.
>
> And, I also thought about the fact that I carry with me a familial association with a rental company if need be that can garner us a Friends and Family discount for catered events.
>
> In addition, one of my goals that I have been thinking we could reach by maybe Summer is to have baked goods, Swedish Limpa bread, or rye bread, cookies, rolls, or desserts that people could buy regularly. You have the oven capacity - were the ovens working. That’s part of the reason I have been very concerned about the problems with not getting the kitchen equipment repaired and the other kitchen functional, a lot more could be on the table so to speak.
>
> Well and you won’t be surprised either to know, yes, I’ve been working my way through to doing the Princesstarta, I even bought a special cake pan in February as part of that project, surprising myself and you with a Princesstarta - the challenge to meet the bar for the cakes and food that Ann-Margret had set.

[30] Leander, Kristine. Text message to Elizabeth Campbell. iMessage. Tue, Mar 22, 10:54 AM

And you may or may not remember, I've tried my hand at a number of other related items to the dessert theme - the World's Best Cake [Norwegian standard], and of course the good old smorgastorta is in that genre also -

Coming back around though - some questions - the desserts for the Friday nights, M&F's, club events etc. that are being made by me now - would that still continue - I would like it to. Then there are the meat and cheese boards/the charcuterie boards, what happens with those? I'd like to still do those also subject to this situation with the repair of food related equipment being worked out.

These some additional questions I would like to have considered:
I'd like to be given an email address, as well as have dedicated desk space for this move. Perhaps Malin's old office could be shared office space w/ two desks instead of one?

I would also like to suggest investing in this particular program for costing and pricing food items, and it also may be used for creating nutrition labels for products being sold - Nutracoster. Its price is $399 or $699 depending on which version you purchase; for our purposes the $399 version is more than adequate. I have successfully used it for many years. An addition module is available also that can support an inventory program for the club's food operations, that could come later when your cook is established.

It would good to be able to use a Swedish Club computer, particularly if we setup a costing program - I would be more than happy to also input all the costing information and recipes related to the food items we cook for both sides, cooking and catering.

I have been meaning to ask you anyway for a key to the bottom south door, as it would eliminate my parking in front, and/or having to inconvenience someone to come downstairs and unlock the back door when I use the handicapped parking.

We've talked also about the shopping situation where I first spend my own money on club food purchases. However I would prefer a more streamlined to a system where I could use a credit card or established food accounts.

It would be exciting to work with you to develop a catering operation and a marketing plan, and a price list, and be able to have additional goods and services for people renting space, having events at the club. Not to mention supporting our own events.

Final Paragraph
I want to support you and work with you and our team to stabilize and develop the Swedish Club's foodservice department. You know I will work hard to ensure that my work is well received by the Club members, and is a credit to your confidence in me.

Best Regards,

Elizabeth

The foodservice staff meeting with Kristine, Wendy, RC, and I went as usual. We discussed the menu for the upcoming dinner that week. Because Arista was still supplying the majority of the food for the meals, RC and I had a small part we played – RC did salads and served. I did the dessert, plated and served those.

During the staff meeting Kristine told RC and Wendy that she had hired a woman from Tacoma for the FSM job and that she was going to have the woman cook the April 1st dinner. There was neither any mention about my having applied for the job, nor that Kristine had blown me off over it.

March 23, 2022
Kristine seemed to be as anxious as I was to get things going for the small Swedish Club catering project. We arranged for me to meet as soon as possible with her and Anis. Kristine also promptly started laying out a brief plan to move forward with establishing the Desserts by Elizabeth business:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Wed, Mar 23, 2022 at 11:03 AM
> Subject: RE: Consider this?
> To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> Hi Elizabeth, let's try to figure out this week what we'd need to do to have a soft launch in time for Easter? I can see people perhaps buying a Princess Torte or other treats for their Easter table.
>
> I don't have the bandwidth today to focus on it, but if we can talk tomorrow or Friday and lay out a plan, that would be great. I'm working on the newsletter this weekend, so that's why I'm pushing for this week.
>
> We need to sit down with Wendy and figure out the mechanics of ordering, etc.
>
> In all things, my goal is to start small and be successful!
>
> Incidentally, everyone who hears this idea says, "What a great idea!"
>
> Thanks, Kristine

I believe that Kristine, Anis, and I met the afternoon of March 23rd, I wrote about that meeting in my March 29th inquiry to JAN:

"On or about March 23, 2022 I met with Kristine and Anis and we discussed the general outlines of what my relationship would be with the Club, to the catering entity being discussed. Kristine noted that in the past they had discussed creating a separate entity to be the catering company, an LLC, but she thought that maybe it would be best to keep it as just a department of the Swedish Club, which is where the conversation stayed, that it would be an offshoot of the general foodservice department, just not run by a future foodservice manager, it was to be under my management; and it would start with desserts only, 'Desserts by Elizabeth'.

"At one point during the meeting Anis thought that I was going to Lease the upstairs kitchen, he thought that was a good idea, but Kristine corrected him and said that it was all going to be in-house, I would be a

Swedish Club employee. His contribution to the discussion was that he was happy to work with me to accomplish getting this venture going – particularly to move forward with finishing up the refurbishment and organizing of the upstairs kitchen."[31]

Another item I interjected in the meeting on the 23rd with Anis and Kristine, I suggested that we start costing out our recipes, meals. I introduced that as part of the catering company project, that I would like the Swedish Club to purchase a commercial food costing program called Nutracoster. I previously used it in my wholesale bakery business. I brought with me to the meeting some cost reports for Swedish Club food items that I had costed out using an older version of the Nutracoster program that I had on my personal computer and gave those to Kristine and Anis so they could get an idea of how the program worked, what the costed recipe reports looked like. Anis seemed particularly interested in what I was showing him and Kristine. He made a point of writing down the details of the program's name and what it could do.

"Kristine, Anis, and I all ended on the same page, that this would be the direction we would go – with the only caveat being that she was going to check with the Club's attorney about why forming the LLC was necessary – but that was still not going to be an obstacle to moving forward, it would just be part of the process for getting started with a Swedish Club catering venture, and towards providing me with a distinct position that had both a public presence at the Club and more responsibility that in turn would result in accomplishing something that had previously gone nowhere when others had worked on it, getting the Swedish Club into the catering business."[32]

Afterwards Anis and I went upstairs to the main kitchen, and we walked through it and discussed what things needed to be done to get it functional so we could do this Swedish Club catering, *Desserts by Elizabeth* project. It was all very positive – Anis was enthusiastic – I actually thought at the time he was happy to get some support, some direction for moving the upstairs kitchen project along.

Over the next few days Kristine and I communicated by email, she was anxious to get things going so we could sell products to Swedish Club members for Easter. However, on Saturday afternoon, March 26th, I received an email from Kristine that to me seemed to portend the demise of the Desserts by Elizabeth initiative. It was an email to the foodservice committee, attached and incorporated herein as Exhibit 3-26. In it Kristine was running up a trial balloon for what really was a decision she had already made - to rent out the upstairs kitchen to a catering company.

In that same email Kristine mentioned that renting out the upstairs kitchen might change our plans for the proposed *Desserts by Elizabeth* project, "*Elizabeth, I still want to work with you to develop "Swedish Club Catering Desserts" and then perhaps take some sort of catering from there. Maybe working in conjunction with the rental client caterer?".*

I could see red flags on the horizon after reading that email. Knowing what I knew then of how things work at the Swedish Club I was now worried that the small catering project proposal Kristine had offered me was on its way out, on its way to going down in flames.

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[31] Campbell, Elizabeth. "JAN Inquiry re ADA Employment Practices 03-29-22". March 29, 2022. https://drive.google.com/file/d/1BmUDPpXHWr_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk

[32] Campbell, Elizabeth. "JAN Inquiry re ADA Employment Practices 03-29-22". March 29, 2022. https://drive.google.com/file/d/1BmUDPpXHWr_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk

A couple of hours later Kristine sent me another email, *Is this OK?*, to see what I thought about the announcement she had drafted to the members for the upcoming newsletter, to tell them about an upcoming opportunity for them to purchase baked goods from the Swedish Club:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Sat, Mar 26, 2022 at 3:31 PM
> Subject: Is this OK?
> To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> What's Cooking at the Swedish Club?
>
> We know that food is very important to our members, and we appreciate your patience in the post-COVID, post-Chef period we are in. A brand-new Club Food Committee has been working with me to plan the next iteration of how to provide wonderful, mostly Swedish food for our members. In the meantime, we have been using a catering company to fill in the gaps. Some meals have hit the mark, other meals not so much. If you have come on Friday evening in 2022, though, you will probably agree that our desserts of late have been nearly uniformly wonderful. We can thank our new baker, Elizabeth Campbell, for that. To test out whether you'd like to take Elizabeth's desserts home with you, we are offering some options for your Easter dinner table on April 17. You can order semlor (Lenten cream buns) to be picked up through Friday, April 15, or Saturday, April 16, and Princess Torte cakes or a spring spice cake on the same schedule. Princess Torte cakes are small 4 inches, medium 6 inches or large 9 inches. The spring spice cake is a standard 9-inch cake. Read our website swedishclubnw.org for more details about ordering these catered desserts in time for Easter.
>
> Kristine Leander
>
> Executive Director

After some discussion between Kristine and I about wording for the debut email to the Club members about how desserts were soon going to be available for them to purchase, days later on March 28th Kristine threw me a curve. As quickly as the catering opportunity for me began it abruptly ended.

Kristine told me that the Club's attorney, Vi Reno, had opposed her proceeding with the catering/*Desserts by Elizabeth* project with me. Kristine said it was related to the food department being "in flux" and some legal technicalities – but the reality – then and now – it seemed to me the whole thing was tainted with the Lars, "Lars crowd" enemy brush, and certainly with the big "We're not embracing you!" brush:

> From:Kristine Leander <kristine@swedishclubnw.org>
> Sent:Monday, March 28, 2022 2:05 PM
> To:Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> Subject:Heads up about "desserts to go"

> Our attorney has advised me not to try to sell desserts to go yet for two reasons. One, because we are in flux about food at the Club anyway and two, because she really wants us to explore setting up the LLC first. I'm disappointed and I know you will be too.
>
> It's always wiser for me to honor her advice than to go against it, particularly if I expect her to bail us out down the road.
>
> Kristine Leander

Of course I was disappointed, very disappointed. I also had observed that many things at the Swedish were done on a giveth and taketh away basis. Based on Kristine's politics or tactical whims. For that reason alone, I was not surprised when the *Desserts by Elizabeth* project did not pan out. Very disappointed but not surprised.

I also reserve some judgment, but thought it was entirely possible that Kristine in a rare moment of regret on March 22nd had made the offer for the *Desserts by Elizabeth* as a stop gap measure, or carrot offering. She had planned to follow through with it – but "things" got in the way.

Between March 22nd and March 25th there were a couple of times that Kristine mentioned to me, to the other Food Committee members about how this new woman from Tacoma that Kristine had hired for the Food Services Manager position, how the plan for her to cook her first dinner on April 1st was progressing. Both times Kristine said that the woman had called her up, I believe she had even come to the Club once, and that the woman was working with a friend that also had foodservice experience, that the woman and her friend were trying to figure out what all was necessary to put on the dinner.

By the second time Kristine mentioned the woman Kristine was indicating that things did not seem to be working out, there were red flags, the woman appeared to be asking more questions that seemed to indicate she was having difficulty just planning the dinner.

March 24, 2022
On March 24th I texted and asked to meet with Kristine, 12:02 PM

I had followed up on my March 22nd enthusiasm about doing the relatively complex Prinsesstårta cake for the Swedish Club, I wrote Kristine that I had made my first one, and wanted to bring it to the Club and share it with her and the staff.

Kropkaker
At the Friday dinner on March 25th a man followed Kristine out to her car and complained about the Anis was hired to be the facility manager – the building manager. However, I feel when Malin left that Anis was inserted into a number of foodservice related situations that one, he was not qualified to handle, and two, when he did handle them, he handled them poorly, and at best I feel his attitude towards the foodservice operation ranges from ambivalent to hostile.
dining experience he and his family and guests had had at the Club that evening. The next day Kristine wrote the food committee members and said she was sick of the comments about the food – "*I'm tired of being disappointed in the meals, tired of hearing complaints, tired of our staff not being up to snuff. (Last evening a man followed me out to tell me how their six people were disappointed in dinner, for one thing, the small portion of meatballs."*



When I saw Kristine the next week she said she was so sick of the criticisms by certain Club members, in particular she said it was members of the Book Club. Kristine told me she was so disgusted by the whole thing that she asked them to give her their suggestions and recipes for the next week's menu, that their selection would be what was served. One of the selections Kristine said was Joanne Foster had suggested that kroppkakor, stuffed potato dumplings, be served.

I knew what they were because I had made them in November 2021. In fact at the time I had showed Malin and Kristine pictures of my dumplings. Malin had been impressed that I made them, and that I knew they could be served with a cream sauce or melted butter. See picture right of my kroppkakor in November 2021 and in July 2022

As it turned out Kristine did not use the menu suggestions of the women. instead for the next three dinners she directed me to work with RC and make soup and salad as the alternate dish to the regular meatball dinner.

Several weeks later, Sunday evening, April 24th, Kristine and I were exchanging emails about plans for a rhubarb dessert and other upcoming menu items for dinners and events. I tagged onto that conversation a suggestion for the next week's Friday dinner. I suggested that we serve kroppkakor. I had remembered Joanne's suggestion, and thought it would be an old school Swedish food choice as well as I thought it would make Joanne happy that her suggestion had been taken up.

I wrote Kristine, "One suggestion I'll bring up is kroppkakor; isn't that what Joanne Foster wanted a few weeks back! https://www.196flavors.com/sweden-kroppkakor/"

Kristine wrote me back and stated she did not want to do them, they were too much work, "Regarding these dumplings, I don't think we should make menu items that require individual prep for each serving. Take a leaf from the book of the professional caterers…."

I saw Kristine the next day at the Swedish Club, we briefly talked about the kroppkakor. She said that they were way too much work to make. I said I thought they were doable and reminded her that I had made them a few months back.

Kristine countered that it was the kind of food item that a bunch of the ladies would need to get together and make them; that it wasn't simple, she only wanted dishes that were simple to make. There was no controversy, I dropped it, mainly I thought it would have been a nice gesture to make with Joanne and her

book club crowd. That it would be an inclusive moment, making something they thought would make a good Swedish meal.

Two months later on June 20th Kristine sent out the "What's Coming Up at the Club?" email, it set out the next month and a half's worth of menus for the Club's dinners and events. One of the Friday menus included kroppkakor, "Our menu is meatballs with potatoes and a vegetable, or kropkaker (Swedish potato dumplings)." Kristine had reversed her position against making kroppkakor and decided that Jocelynn should make kroppkakor for the July 29th dinner.

Of course. Kristine is free to change whatever the dishes in the menus are; however the point here is that this was another instance where one, she disrespected members, and two, where she took a hard line with me and then when she had her new hires, she became more collaborative, reversed courses, made allowances and was far more receptive and flexible than she had been with me

March 25, 2022
On March 25, 2022 I also received the below email from Kristine. It references the person she had hired to thwart my application for the foodservice manager position on the 21st of March. That hire had come to an epic fail, the woman never came to work:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Fri, Mar 25, 2022 at 4:09 PM
> Subject: Food Committee, Monday, March 28?
> To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> … I had hoped to have a potential new chef trying out cooking for the Swedish Club on Friday, April 1. She left our offices very enthusiastic about the possibility, but maybe the drive from here back to her home near Tacoma burned the idea out of her brain. Darn!…

March 26, 2022
The next day, March 26th, Kristine wrote in the same email thread, "I thought We had a woman hired to become our new chef. She was excited when she was here, then seemed to cool to the idea and then said "no go" to me today."[33]

At the food committee meeting on March 28, 2022 Judith Dern asked Kristine about the progress on the FSM job. Kristine told her it was now listed listed on Poached.com. Then there was a whole conversation between her and Judith about who and where she was making inquiries too. Kristine told Judith that she was contacting several local and state colleges, along with Farestart. I wrote in my meeting notes about this exchange, "Still looking for food manager [posted on] Poached 2X Seattle Com College Vancouver West Seattle Farestart Mt. Vernon possibly"[34]

It's at that point when Judith talked about needing to find a young person that was in a foodservice training program, someone starting out in their career, someone who was eager to come and take on the Swedish

[33] Leander, Kristine. "Email: Food Committee, Monday, March 28th?". Gmail. March 26, 2022 1:55 PM
[34] Campbell, Elizabeth. "Food Com 3-28-22" March 28, 2022.

Club job. Kristine agreed with her. I was just sitting there listening to them say all of that, and thinking too – like they were talking past me like I was of no consideration whatsoever.

I mentioned that I wanted the job, that Kristine and I had talked about it, and I said, I felt Kristine was holding my disability against me. Kristine said to Judith that I didn't want to cook. I responded that was untrue, that the FSM job was not entirely about cooking, it was about managing the food service at the Club.

I said I could to the cooking, [and had been doing, and would do even more of in the future].[35] I did not belabor the subject, but made a point of bringing Lori Ann's and Judith's attention to Kristine having specifically stated to me that my disability was the reason she didn't want me to be the food service manager; that the "cooking" claim of hers was a diversionary comment, cloaking her original sentiments and statements to me, that I couldn't do the job, she didn't want me to have the job, my disability was her reason to deny me the job.

Again, I'm sitting there at the meeting and just thinking, here Kristine was passing me by again.

March 29, 2022
On Tuesday, March 29, 2022 I went online and checked to see the status of the FSM job – it showed up as a Google ad, which is comprised of information Google pulls from the prior job search sites that the ad was originally listed on. Below is the copy and paste copy I made of the Google ad:

> Identified by Google from the original job post
> Qualifications
> • Must have previous experience or formal training in managing a kitchen
> • Candidate should have expertise in Scandinavian cooking or is eager to learn
> • Experience with Swedish cooking is a bonus!
> Responsibilities
> • Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies, making food, supervising serving staff, and creating reports that show how the food service is performing
> • Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts
> • Eventually this will go back to our pre-pandemic schedule of including Friday lunches
> • The Club expects the employee to continue to develop the Swedish Club Catering within the community
> • To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time
> Full description
>
> Job Description Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies making food, supervising serving staff, and creating reports that show how the food service is performing. Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake

[35] Campbell, Elizabeth. "Food Com notes". March 28, 2022.

Breakfasts. Eventually this will go back to our pre-pandemic schedule of including Friday lunches. The Club expects the employee to continue to develop the Swedish Club Catering within the community. To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time. Must have previous experience or formal training in managing a kitchen. Candidate should have expertise in Scandinavian cooking or is eager to learn.

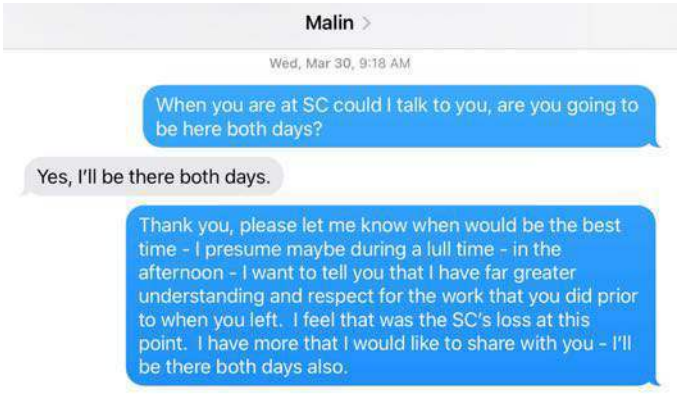
"Experience with Swedish cooking is a bonus! Company Description The Swedish Club is a 128 year old social club for potential members who have an interest in Nordic culture. The three-story building includes various rental spaces, a restaurant, a bar, a library, and one of the city's best views."[36]

There was no reference in this ad to the "physical strength" requirement.

Elizabeth Campbell Activity Log
Wednesday, March 30, 2022

9:18 AM Early on the morning of March 30th I was working on the planning for the Great Finds Sale bazaar that was going to be held that weekend, on April 2nd and 3rd. I was taking the lead on setting up the Club's food tables for the event. The challenge was that there was close to zero support about how to do that. Despite the Club regularly holding these public sale events there was no one to tell me how they were set up in the past – like table layout, what and how much food was served, basic details, as well as there was not any info available, by word or in print about how it was all timed.

In the bargain – a great deal of really stressing situations had come up since Malin, the lead chef had left in mid-December after 10 years as an employee and member of the Swedish Club, so that morning I decided to reach out to her via text message, thinking she might be able to provide some insight into what I was experiencing, how the foodservice operations were being run:



10:52 AM I arrived at the Swedish Club[37]

[36] Accessed on A
[37] Source: Google Timeline for March 30, 2022

10:56 AM I took pictures of Pantry organization charts, setup vegetable prep for making the salads for Friday and for the split pea soup for the Great Finds Sale on April 2nd and 3rd[38]

11:30 AM Went upstairs to meet with the Executive Director, Kristine Leander, first to get her credit card in order to go pick up some ingredients for the pea soup, and to take the opportunity to discuss my personal perspectives and distress related to my job, what I believed and felt about Kristine's treatment of me, including but not limited to a general lack of support for me as an employee and team member, of being overlooked multiple times as a resource to manage the kitchen, being passed over for promotion, the elevation of kitchen job candidates and new hires over me, their being given preferential treatment and status by Kristine and her executive team while being dismissive of me.[39]

The executive director's response was to talk incredibly dismissively to me. She responded to my concerns by telling me that she didn't know what I was talking about, she said that I was imagining things - she literally said that; and she went on to emphatically tell me, "We're not embracing you!"

I responded to Kristine that I got that, and I did – it wasn't my imagination the last three months, I said that it had been a loud and clear message I had gotten from January on, that I knew that I was not a valued employee by how she had been treating me, it was obvious to me. I said I got that, she had sent that message to me loud and clear. The executive director went on to say, "Do you want to know why you're not being accepted here?". I asked "Why?" Kristine said to me, "You're negative!"[40]

I responded well, that was a matter of perspective, I did not think that trying to suggest improvements, or working to make things work better, all the things I had prioritized to assist with at the Swedish Club, that that was being "negative".

With Kristine's massive rejection ringing in my mind I hurriedly dismissed myself and told her I was going to go do the shopping, and took my leave.

12:01-12:42 In a fog of just overwhelming distress I went out to my car, drove about six blocks away from the Club, pulled over and called the Washington Listens help line.[41] I talked to a support worker for 44 minutes[42,43] I was bereft, emotionally gutted by what had just

[38] Source: IOS Pictures from March 30, 2022

[39] Including related to matters related to the housekeeping and organization of the kitchen from mid-December 2021 to March 30, 2022.

[40] Activity that includes an individual, myself researching or making inquiries into Swedish Club finances or operations, or asking questions about decision making or decisions is labeled by the executive director as "being negative".

[41] Washington Listens was a support program and phone line to help people manage elevated levels of stress due to the pandemic, callers speak with a support specialist and…helps people cope and strengthen their resiliency in uncertain times…complements the state's behavioral health response services by providing an outlet for people who are not in crisis but need an outlet to manage stress…supports short-term interventions to mitigate stress, promote the use or development of coping strategies, and provides emotional support to help Washingtonians understand and process their stress.

[42] Source: T-Mobile 3/14/22 – 4/13/22 Bill

[43] Source: Google Timeline for March 30, 2022

happened. It was bad. At first I could barely breath because I was so overcome emotionally. Kristine's treatment of me just triggered me horribly.

I had been working through for the last three and a half months the heartbreak of what had happened with Lars, then all of the chaos in the foodservice department, months of Kristine's mistreatment of me as a person, as a member, as an employee, and how she had spoken to me this day – it just landed me right back to the night at the Club on December 17th when Lars had berated me, made a public spectacle of things, and stormed out of the place leaving me heartbroken.

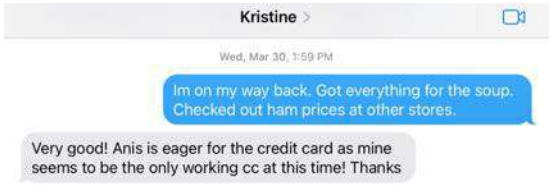
It brought back the clearly dismissive treatment by Kristine, of her telling me I was disabled, I wasn't good enough to lead the foodservice department – it was bad. The Washington Listens phone worker helped calm me down but the whole encounter with Kristine had been horrible.

12:54 PM I called and left a voicemail for Malin Borgstrom,[44] I thought because of the long time association she had had with Kristine and the abuse that Kristine had heaped on her that she might have some insight or solace she could provide me with over what had just occurred between Kristine and I.

1:14 PM Called Lorelei Stevens, talked for 43 minutes[45] about what had gone on during my interaction with Kristine.

1:32 PM Arrived at Ballard Market[46] Purchased ham shank bones/meat for split pea soup. Used Kristine's credit card for the purchase.

1:59 PM Received urgent phone call from Swedish Club, an email from Kristine, that she needed the credit card back as soon as possible. I felt in light of the horribly distressing meeting I had had with Kristine earlier that she was worried about my having the credit card, that maybe she thought I was going to go out and run up charges on it. I texted with Kristine about my returning the credit card, that I would get it back to her ASAP:



2:01 PM Left Ballard Market[47]

2:09 PM Called Lorelei Stevens, talked to her for 10 minutes[48]

[44] Source: T-Mobile 3/14/22 – 4/13/22 Bill
[45] Source: T-Mobile 3/14/22 – 4/13/22 Bill
[46] Source: Google Timeline for March 30, 2022
[47] Source: Google Timeline for March 30, 2022
[48] Source: T-Mobile 3/14/22 – 4/13/22 Bill

2:10 PM Arrived at the Swedish Club[49]

2:20 PM Called Swedish Club for someone to come downstairs and unlock south lower door[50] Dropped off ham in the kitchen. Came back to get additional things from my car, I saw Anis drive up, as I walked to the back door of the Club I met him mid doorway. I held out Kristine's credit card to him and said, "I understand you want this." Anis acted puzzled. He said something about he didn't know what I was talking about. As I handed him the credit card I responded to him about how Kristine had called me and told me he needed the credit card.

Anis fumbled a little verbally and then said, oh yeah, his wasn't working. At that point Anis and I were walking to the elevator to go upstairs. We got into the elevator and I asked him three things, one, "What had happened to your credit card? He said it had been declined. I thought for a moment and asked him then, puzzled, "Was it the Club's credit card?" He said it was. Then I was surprised so I ventured a third question, "Why had it been declined?" Anis responded that it had not been paid. I was more surprised. He didn't equivocate or back away from my question or his response.

The reality of Anis and my exchange about the credit card was that far from Anis being a Swedish Club intimate and friend of mine on March 30th, he was not. Therefore it was striking to me that he would tell me the things that he did. I thought what had gone on with the credit card must have been true, and that it was pretty notable for what I felt Anis had done, he momentarily had broken ranks with Kristine and Toene and been very candid with me about what I thought was a pretty sensitive subject.

2:20 PM Left the Swedish Club[51]

The rest of Wednesday and that night I just had a terrible feeling of loss and sadness. I loved working at the Swedish Club, I thought it had super lots of potential, but it was just to me so dysfunctional – for what I thought no real reason – other than it was the product of Kristine's ongoing inability to recover from Malin's walking out on her in December, her compulsion to do the vindictive, punitive stuff, and her inability to consider the wider interests of the Club's members as a whole, versus what she wanted things to be like, what her crowd wanted things to be like – i.e. operating in a self serving, self created vacuum.

I went to bed that night and just felt like my world at the Swedish Club had crashed and burned after the encounter with Kristine.

March 31, 2022

[49] Source: Google Timeline for March 30, 2022
[50] Source: T-Mobile 3/14/22 – 4/13/22 Bill
[51] Source: Google Timeline for March 30, 2022

April 18, 2022

The conflict between Toene, Kristine, and I over the payment of my invoices continued on into April. Shortly after another encounter between us over payment I texted Malin to see how the personal employee shopping for the Club and getting paid for the purchases had worked, and at the same time detailed what had been occurring to me. I made a reference to what Anis had said to me on the 30th about the Swedish Club credit card having been declined, about the always rude treatment of me by Toene, as well as other things that were going awry at the Club that Anis was handling:

"Hi Malin, Did you expend your personal money for the majority of the food operation and then had to be reimbursed? Occasionally, now three times, I have been advanced money for shopping, but the rest of the time I spend my own money and then wait for reimbursement. Did you have a credit card? Anis has a card I know, but the other day he said it wasn't paid so it was rejected. I have asked about why the Swedish Club has no food vendor and supply accounts, Toene told me today that it has been this way as far as she knows. I asked her where Anis is buying the pancake supplies, Toene says that she doesn't know, he has a card. He goes and picks up the supplies. And I don't understand how it is that every order he has placed has had something that is wrong, missing.

"I had an outstanding invoice from last week. It was on Kristine's desk waiting for approval. Before it was paid I had to do more shopping. I wanted to stop advancing money so Kristine agreed to give me a $300 advance for last week's shopping. I used all of that and another $170 of my own money. I have a new batch of receipts as of the end of last week then to apply against the $300.

"Today I checked to see if the prior invoice had been paid, Toene told me no, that she had backdated the $300 and applied it to that, that no check was available.

"I have been also what I feel abused by Toene, she has remonstrated with me that on three prior receipts that I had included an item for my own consumption. The majority of the time I keep it all strictly separate - a transaction for the SC, a transaction for me, however on those occasions it was easier to just do it all at once.

"I told Toene it was my credit card and how I used it was not something I felt she had a right to dictate to me. She always gets loud and obstreperous and goes on how her bookkeeping has priority, her job has priority, she is just doing her job.

"And then, she turns it further and says in the future I should do things differently; she is going to make an exception and pay the prior invoice.

"Is this typical, what is the deal why the Swedish Club does not have any vendor accounts?"

June 2022
Two months later, on June 1st I attended the Swedish Club board meeting, it was not held on Zoom this time but was an in-person, at the Club meeting. That was another notable and emotionally trying

encounter for me, another stressful situation occurred that clearly had Kristine's fingerprints all over it, the effort to inflict discomfiture.

I had requested the day before to be included at the meeting, I have since late 2020 attended the majority of the Club's board meetings. Up and until then they had been on Zoom. But this one was going to be in-person meeting with the added component that it would include having a light supper prepared for the board. As a Club member/visitor to the board meeting the food was not automatically going to be provided gratis to me, but I learned through my friend Lorelei Stevens, the then board treasurer-in-waiting, that it could be ordered and paid for by any visitor attending that evening. Accordingly, I called and asked Wendy Lundin to put me down for one of the supper dinners that the board members were being served, that Lorelei Stevens had also ordered.

When I arrived at 6:00 PM, the time when the board meeting had been scheduled for, it turned out everyone had already eaten. Unbeknownst to me the dinner part of the meeting had been scheduled earlier. Lorelei was seated at a table that was away from the board's U-shaped table layout, it had been setup with some board handouts, papers and the like, and there were some wine bottles on it. Literally it was like an afterthought setup – Lorelei was perched beside the very edge of the table, with little space for her food dishes to set out. To me, I felt it was very intentional and by design, an effort by someone to send the message and make it clear, non-board member, member visitors were not welcome!

After I arrived there was no effort or follow up with me – there was no food offered to me, and certainly there was no spot even if there had been a meal for me where I could have eaten it. I said nothing about it, but just took what was going on in – another one of the clear Kristine messages emanating from her March 30th pronouncement to me, "We're not embracing you!".

At the board meeting the majority of it was taken up by a presentation by member and former interim executive director, Sharon Lucas. From my perspective her presentation was tailor made to support the notion and reality that there should be a strong executive director running the Swedish Club, and a weak board giving her relatively free reign to do as Kristine wanted.

However, part of what Sharon said during her presentation, about how important the staff bookkeeper's/Toene's Hayes position was – including filing the Club's state mandated reports and making sure that all the Club's bills were paid, and then what Toene said later – about how diligent she was to do those things, all the while telling the board at the same time that the Club's foodservice income and costs were not being presented to them with any kind clarity – prompted me to bring up those subjects, that the Club's corporate reports were often filed with Washington's Secretary of State's office late, that at least as far as my own invoices, the Club had not paid those in a timely fashion, and neither had according to Anis, had Toene paid its credit card bills in a timely manner (see my above March 30, 2022 remarks), and it was I thought unacceptable that the foodservice financial operations were not being shared with the board in a far more detailed and transparent way.

At the board meeting Toene blustered through my comments, there was no resolution, she said she thought she had sent the reports in on time, that she thought there was a delay in how the state was handling what she had sent in. As to the rest – the delayed payments and lack of transparency about the foodservice department – Toene provided no cogent response to that.

Later on after the perfunctory recitation by Kristine and Anis about what they had been up to since the last board meeting, the meeting was adjourned to what was now becoming a regular occurrence at the board

meetings, the board retired to another exclusionary, executive session. Lorelei and I accordingly left the meeting and went home.

The next day, June 2nd, Kristine sent out an explanatory email,[52] attempting to address the exceptions I had taken to what the board was being told by Kristine and Toene:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Thu, Jun 2, 2022 at 5:08 PM
> Subject: RE: Delinquent SOS Filing, Swedish Club Inactive Status
> To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, Toene Hayes <Toene@swedishclubnw.org>
> CC: Anis Rahman <anis@swedishclubnw.org>, Lorelei Stevens <lorelei.stevens@gmail.com>, SeattleBergenSisterCities@gmail.com <SeattleBergenSisterCities@gmail.com>, ddrconstruction@gmail.com <ddrconstruction@gmail.com>, fiddlerkris@hotmail.com <fiddlerkris@hotmail.com>, garysund@ymail.com <garysund@ymail.com>, ibodderson@hotmail.com <ibodderson@hotmail.com>, langdonlmiller@gmail.com <langdonlmiller@gmail.com>, lareinhall@hotmail.com <lareinhall@hotmail.com>, larryaomdal@hotmail.com <larryaomdal@hotmail.com>, maosmith@msn.com <maosmith@msn.com>, maryemerson115@gmail.com <maryemerson115@gmail.com>, mkj011779@msn.com <mkj011779@msn.com>, neilsnyder@outlook.com <neilsnyder@outlook.com>, peterickj122@msn.com <peterickj122@msn.com>, shamaalbright@msn.com <shamaalbright@msn.com>
>
> I hope this information is helpful.
>
> One, in regard to chefs spending their own money on food expenditures. We are too small to order food on behalf of our chefs' future needs. Chefs who request to receive what I call "seed money" for their future food expenditures are always welcome to request it. Elizabeth has requested it several times and has received it every time that she requested. We do not do reimbursement checks on a same-day turn around. We have established a procedure for doing check requests in a timely and efficient process. Sometime that means a next-day response for check requests, reimbursement requests, seed money requests, etc. This helps us account for a very busy day or one of us, namely me, being out when the check is requested. This has been frustrating to Elizabeth, but I'm sorry.
>
> Two, we have never not paid our credit card invoices. Each of us—Anis and I—have a limit of how much we are allowed to charge in a single transaction. Elizabeth must have heard Anis venting when he ran up against his credit card limit. Let me repeat. We have never, in recent years, not paid our credit card invoices.
>
> Three, we will continue to file our Secretary of State filings on time, but we have no control over their internal processes.
>
> Again, I hope this is helpful!
>
> Kristine

[52] Leander, Kristine. "RE: Delinquent SOS Filing, Swedish Club Inactive Status". Gmail. Jun 2, 2022 at 5:08 PM.

My responses to Kristine's claims are these, to her statement, "Elizabeth must have heard Anis venting when he ran up against his credit card limit." Unpacking Kristine's statement, she clearly implies I was listening in on a conversation.

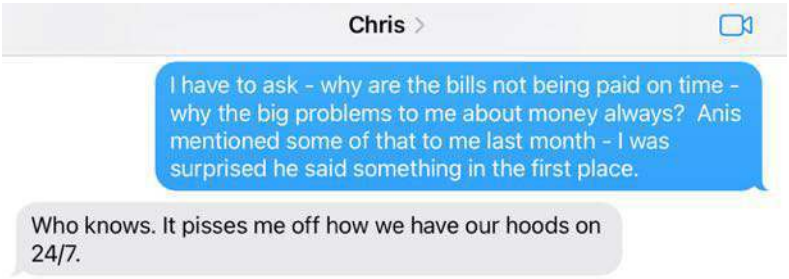
This is not what happened on the 30th of March. The records of my day do not support my being upstairs in the office area after Anis had arrived in the afternoon, I was not up there listening to some conversation between Kristine and Anis about their credit cards.

This is a good example of what I used to call the "spin" that Kristine engages in. The reality of this tactic of hers is that she comes up with lies to explain and deflect situations that cause her discomfort, might call into question her actions, how she has or has not handled something. Concomitantly, these false asides of hers are used to shore up her positions to the detriment of her targets – staff or members of the Swedish Club.

Anis claims now that he doesn't remember talking to me in the elevator, but I'm sure he wouldn't want to confirm that he had said such things to me. All I know it was remarkable that given the nature of the subject and his staff position that he would have said such a thing to me that day, and given how long he had worked at the Swedish Club, including that he literally sits right across from the Club's bookkeeper's desk, that he doesn't have all of the info about how his Swedish Club credit card works defies the reality.

I also personally resent Kristine's implication that I was listening at some doorway and then misconstruing what was said. The day went down as noted above, I was hardly hanging around and skulking the hallways of the Swedish Club, not to mention, at that point I doubly was not hanging around the place, being in the position where I felt I was, thoroughly rejected. I was not hanging around on the chance that I might have more of Kristine's abuse heaped upon me.

The facts are, my memory is not faulty. I told several people about what Anis had said to me the day of, March 30th, and later on I wrote about it to Chris Sisco – he is the person that literally sat outside Anis's office – I shared with him on May 10, 2022 what Anis had said to me on the 30th:[53]



And I also recounted my interaction with Anis on the 30th, on June 3, 2022 I wrote my daughter, Candy Martin, an extensive text message about what all had been going on for months related to my subsidizing the food purchases - about this very event related to the credit card, Anis, Kristine, etc. - detailing what happen that day,

"I was on my way back but I thought, no, it didn't sound right, why would Anis need the credit card, they had another one he used, I just thought it was a setup, the woman [Kristine] just is always on spin mode - so I got back and at the same time Anis gets there, I thought okay - I'll give him the credit card - so I

[53] Campbell, Elizabeth. Text message exchange w/ Chris Sisco. iMessage. Tue May 10, 2022 11:17 AM.

approached him with it, I said you need this, here it is - he was like Huh? Well the long story short is the card he had was declined. It was declined, he was returning from shopping and mad b/c the card he had - he said to me it had not been paid; and that was something - Anis is not my buddy, he is Kristine's so for him to have told me that it was a big thing."[54]

In regards to Kristine's statements about how she has this payment system set up and inferring that she has been proactive in her handling of my, employee's purchases on behalf of the Swedish Club, my response to Kristine's claims are the same as what I wrote the next day to my daughter after Kristine's commentary to the board (see 6/3/22 below), "And the 'procedure' she referenced to the board, this is what she wrote me about that on May 18th, this is her procedure: 'Toene has turned checks around when it's doable. The check requester can't expect that it's always doable. Mostly it's not doable. If you want a hard and fast rule, let's go with 'it's not doable' and then when it happens it's a pleasant surprise.' That was her final word on it - she added nothing else; to me it was high handed and arrogant. So get this nuance, the spin to the board yesterday, she has an 'established procedure for doing check requests in a timely and efficient that process' - the reality is there is no procedure - it's when they feel like it."[55]

June 3, 2022

My memory and the emotional impact of this encounter with Kristine on March 30th was so upsetting that it had stayed with me. Then after going through the slight over the board meeting, the food, the seating, and then the misleading and false claims Kristine made to the board in her June 2nd email, it was just triggering. I was really struggling with what was to me a hostile employment and membership environment all maintained by Kristine.

On June 3rd I texted my daughter Candy Martin[56] and recounted to her what all had been going on between Kristine and I since 2021, to that even date in June 2022, and specifically about what had happened on March 30th. This is what I texted Candy about all of those incidents and exchanges involving Kristine:

"I have something to tell you about the Swedish Club, things are not working well with Kristine. You can take it for what it is worth, but she is a very cruel and vicious woman who basically is always in half lie mode, her spin about how things are, why things happen the way they do, why something is right that is wrong.

"Then she has this propensity to put people under her boot and just crush them and let them know they are nobody - it is a steady drip drip of innuendo here, unkind words there, taking away something, letting you know you are nobody,

"I've watched it done to others - in the last six months two employees have left that were at the Club like for years, one for four years, one for 10, and another for over two years - they got sick of Kristine being terrible to them.

[54] Campbell, Elizabeth. Text message to Candy Martin. IMessage. Fri Jun 3, 2022 6:32 AM.
[55] Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.
[56] Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.

"I'm waiting and sticking it out but I'm just being run over. She has been jerking my chain for probably a year and a half now, heading to two years. I didn't recognize it originally, but I see it now, one aspect is she was really working some things in the background with Lars - doesn't let Lars off the hook, but she was doing me no favors; but go past that.

"In terms of my employment, she has used me and then kicked me to the curb when she is out of the woods, then all along the way made it known that I am nobody at the Swedish Club. As you would expect - I'm great at what I do - there is not a meal or a dessert that I have been in charge of and cooked that hasn't been successful.

"I have done it all - meals for the multitudes, I instituted a salad program, I have done the soup program, and the reality all this time since the first of the year - the desserts have been the only consistently high performing part of the foodservice program.

"And make zero mistake about it - the failures for months are Kristine's, her poor choices are the bedrock of all the failures.

"But - she spins it all away - oh she needs a real cook, she just doesn't have the right people, she can't find anyone. Well now she has this gal [Jocelynn Lillis], and she has her old man [Tom Perricone]. Now she is just showering them with praise and glory in her newsletter and to the board - they're the greatest, as the uneven food show goes on.

"Here's the deal - a part of what has been going on - from the outset when I got employed by them Kristine had this setup whereby the food staff paid for the food they were using in whatever they were cooking and then they got reimbursed by the SC.

"So, since I started I have been funding the purchase of the food things I have been responsible for, and then getting reimbursed. The turnaround on reimbursement is uneven, I've gotten it down to sometimes within a day of invoicing them, but a week might have gone by where purchases are ongoing and then I put the invoice together and get paid in a day or so - it's gone out longer a couple of times; but there is a rub in it, of course, its the attitude - by the bookkeeper Toene, she's busy, she's doing me a favor kind of thing.

"Kristine has not been entirely solicitous - this has been a moving situation, we've already come to blows a couple of months ago - but backing up I funded the meat and cheese tray thing for a couple of weeks but it wound down because the cold case in the bar was not lit - people could not see that the trays were there. It took Anis three months to get that working - but now Kristine has changed courses and abandoned that program - another hallmark of hers - she cannot work through and solve a problem it's always abandon, make excuses, and come up with some new approach.

"Then Malin quit and took her friend Carina with her, they hated Kristine by that time and left after less than two days notice. Kristine turned to me, save me. So I did, but then the expectation was still that I would fund the purchases for the department and get reimbursed. Well buying all the food for a meal of 50 or more people is a little different than buying for 10 trays of odd pieces of cheese and sliced meats.

"I got into it where wait a minute, I cannot afford this - I had an order for $350 worth of meats, cheese, nuts, olives, etc. I had a couple hundreds of dollars for the rest of the main meal items, ingredients for the cakes so I went to Kristine and told her I couldn't float the SC the money for the entire meal - she thought about it and said well, they could give me an advance, she needed a budget - so I gave her one.

"I felt it was all very reluctant, but you know me - I was super over the top careful to make sure that I accounted for everything, I did and still do - worked my prices, checking a lot of sources, making sure I was getting the best deal on everything, and getting good quality food for the SC.

"Of course - that whole NYE dinner ended with me being kicked to the curb - it mattered not all my hard work; she hired some moron woman [Lily Wright] who Kristine insisted was just on it, she had all this experience, she was in charge of it all, purchasing - I was out of that business.

"But they still wanted me to tell them how to put it all together - and of course - I should make the desserts.

"Well that gal went sideways and quit within a week. I'm back in the food purchasing, money loaning to the Club business arrangement. We have fought over it in general ever since then - sometimes they will advance me money; but it's been really spotty - Toene has turned my checks around - but it always had some crappy commentary [from Toene]. We had a blowout about three months ago - they seriously told me they were doing me a favor because it was all to my advantage - they thought I had a credit card and was getting points on it; I told them no, and then they went the rest of the way - oh, I didn't even have a credit card - oh, that was humiliating, but they continued, well they would work on it sort of.

"but the reality for them was that they just didn't have any accounts with suppliers; oh, so finally, only two times - they let me use the credit card when I had a couple of couple hundred dollar purchases I needed to make; but even that couldn't be pleasant, the first one was for the NYE dinner - Toene went to Kristine afterwards and claimed she didn't know what a charge on the credit card was for - I had had that card but she didn't know what the charges were for.

"It was a fake bullshit thing she was doing - Kristine remonstrates with me, I needed to be sure to turn in my slips - uh, I sent Kristine the email wherein I had requested pre approval for one charge - I had the company supply them before I got the card with the invoice that I was going to charge on the credit card - I sent it to both Kristine and Toene at the time, then I turned in the actual charge slip and the invoice with the rest of my invoice - I went through it with Kristine - it wasn't possible that Toene did not know, and I had done only one charge.

"Then I had to make a butter purchase in March so I asked for the card again. That day Kristine and I had a terrible encounter - she told me in no uncertain terms that I was not wanted, she said to me, "We're not embracing you as an employee". She had given me no recognition to speak of for my work, she had told me that Lars and his crowd were my enemies, she had told me that I was disabled, that I was too old, they wanted someone younger, I couldn't have an email address, I couldn't have a key so I could come into the building where the handicap parking is, it was bitter; I held my own all this time and through that conversation, but I left and I just lost it. It was like a repeat of the whole Lars thing, it was terrible to have endured her months of crap, I'm not Swedish enough, the kicking me to the curb, the whole demoralizing treatment.

"So I used the credit card a second time for this butter purchase; seriously, it is cringeworthy. I had to go through the whole thing - bring it to their attention I wasn't going to pay for the butter, I needed them to pay for it, could I use the credit card - I hated asking it is just uncomfortable but I was trying to be firm with them. Okay - I can use the credit card, Kristine wasn't at the Swedish Club, she told me it was in her coat

pocket in the office, go in her left hand pocket of her coat and get it. This was before the blow out. So that was weird getting the card out of Kristine's clothing.

"But I left to go do the purchases after our blowout, I had my meltdown; and then I got a call from Kristine, she was frantic - did I have the credit card? Of course I did, she is relieved but I need to get back to the SC right away, it is just desperate - Anis needs the credit card - so this is where I was kind of like this seems odd; Kristine spins things so much I was kind of thinking that it was a pretext, that she was telling me Anis needed the credit card because she was worried about my having the credit card after our big blowout - like maybe she thought I was going to disappear with the credit card - because our set to was bad - she had told me that I was just nothing, she emphasized that I was imagining things, that she didn't know what I was talking about. Yes, she had even done gaslighting on me that day.

"I was on my way back but I thought, no, it didn't sound right, why would Anis need the credit card, they had another one he used, I just thought it was a setup, the woman just is always on spin mode - so I got back and at the same time Anis gets there, I thought okay - I'll give him the credit card - so I approached him with it, I said you need this, here it is - he was like Huh? Well the long story short is the card he had was declined. It was declined, he was returning from shopping and mad b/c the card he had - he said to me it had not been paid; and that was something - Anis is not my buddy, he is Kristine's so for him to have told me that it was a big thing.

"So I'm putting these things together, this whole setup is bullshit, and what's the deal with the credit card, why does a business that has millions in endowments, that blows through hundreds of thousands of dollars a year, that has a spendthrift I think approach to money - this is insane - I'm a pensioner basically - they're acting like they deserve me to be their banker, by turns – 'I don't have a credit card' - and I want this special treatment of getting quick turnaround on their bill, how dare I!

"But I hung in there and yes, I should still be the SC's banker and buy their damn food for them, it was expected, she tried to tell me then oh, they would give me an advance - well the reality is I think I got maybe two advances, the turn around on my invoices is a day to a couple of days - but I'm always out money to the Swedish Club; I explained this to them, Kristine and the board even - I get social security and what little I make from the SC. I figured out that anywhere from 50 to 80 percent of my money each month is tied up floating money for SC supplies.

"A good example - is I got paid up last week, but the same day it started over again, I had to go buy $55 worth of nuts to keep on going, this week I turned in another invoice for $200.

"It is outrageous to me - I've talked to them - they should have accounts, they should order things and have them delivered - but I think part of it is Kristine is against e-commerce, yes, I have a couple of times used Insta-Cart - I've given her the numbers that it is cheaper to pay insta-cart the fee then it is for me to literally go to the store and do the shopping, they deliver it to the Swedish Club within two hours; boom. And I feel like I have to apologize for that even because e-commerce is akin to Amazon and she doesn't want the Swedish Club supporting Amazon. She begrudgingly has allowed some Amazon purchases but she makes it known she doesn't approve of that.

"I keep thinking - just put in instacart orders, the Swedish Club pays for it through their own Instacart account. But no - yes, even the new chefs, it's been thrown into my face - oh Jocelynn, she asked for a check and she didn't even pick it up for several days. And Tom, oh he's showed me, he wrote me the other

day - can I pick up anything at the store for you on the way in? It let me know that she's worked the story with him - oh, Elizabeth has problems with that but he doesn't.

"So now we are back on the discussion of the money, Kristine, the board, she has spun it to them that it is my problem, she claims that she has generously supplied me with 'seed money' - like she is funding my business, that I find it painful and she is sorry it hurts me, but the Swedish Club is just not big enough to do real business things - this is what she wrote to the board yesterday [June 2, 2022, see also complete email above]:

'I hope this information is helpful.

'One, in regard to chefs spending their own money on food expenditures. We are too small to order food on behalf of our chefs' future needs. Chefs who request to receive what I call 'seed money' for their future food expenditures are always welcome to request it. Elizabeth has requested it several times and has received it every time that she requested. We do not do reimbursement checks on a same-day turn around. We have established a procedure for doing check requests in a timely and efficient process. Sometime that means a next-day response for check requests, reimbursement requests, seed money requests, etc. This helps us account for a very busy day or one of us, namely me, being out when the check is requested. This has been frustrating to Elizabeth, but I'm sorry.'

"And the 'procedure' she referenced to the board, this is what she wrote me about that on May 18th, this is her procedure: 'Toene has turned checks around when it's doable. The check requester can't expect that it's always doable. Mostly it's not doable. If you want a hard and fast rule, let's go with 'it's not doable' and then when it happens it's a pleasant surprise.' That was her final word on it - she added nothing else; to me it was high handed and arrogant.

"So get this nuance, the spin to the board yesterday, she has an 'established procedure for doing check requests in a timely and efficient that process' - the reality is there is no procedure - it's when they feel like it. And then her referencing herself - she's so busy - she invokes that all the time along with poor her - she's putting out all these fires - like her staff leaving - she's the victim, always. Kristine neglects to mention - she lit the match on all of her fires. And sometimes even throws some gasoline on them for good measure with her 'poor judgment' by her not being 'strategic and judicious' - more of her spin about other people, she has said that to me even about Lars.

"She is a master about it all being other people, not making good choices, or they just aren't up to helping the poor Swedish Club, they're in the wrong place - and they're hurting and she is 'so sorry they're hurting' after she stabbed them in the back and stomped on them!

"That's the long way of saying, I'm hanging in here - I'm being pleasant - in fact Kristine cracked last Friday - she couldn't keep up the facade when I talked to her about the desserts that evening, showed them to her, she wanted no part of the conversation - but I was pleasant and was nice to her, showed her the desserts, and we're still in person doing that - oh, they were so damn nice when I brought in cake samples yesterday - I got big smiles and hi's from Anis, and Toene, Toene went on about what great cakes I made, she couldn't do what I do - and Anis, he was oh, happy to see me, and oh cake, he was happy to share in that - I had put slices on individual plates for them and wrapped them in plastic, I didn't take the whole cake there - yeah and Kristine - she was just beaming at me yesterday - no big conversation - she had her old man chef in her office and as I approached he's explaining why what he had cooked didn't turn out right - ugh.

“So I removed the knives that I was pretty sure were in my back after being there - and then Kristine wrote the board and me later on her little send up about how I have the problem.

“And then she went on at length in the newsletter about how her chef [Jocelynn] was just the end all be all - because after all - Lars and his camp are not the new chef’s enemies, so Kristine can talk ad nauseum about her. She has all these credentials, she went to the online rouxbe do culinary academy, and she has served royalty and celebrities - and the reality is - I think that that royalty and celebrity part is like literally made up, but Kristine is repeating that story now; this gal according to Kristine left her oh so successful private catering business to come to the broken down kitchen and serve the SC over spiced food made with Phase, a toxic chemical substitute for butter, like really. She’s a slob too - the first thing I did was clean and straighten up the kitchen and tried valiantly to keep it that way - this gal - no, dirty is okay, old food is okay, and it’s’ okay to have the other, sick covid chef come to work and handle everything too. But according to Kristine - Jocelynn is just eager to learn to be a Swedish chef, she is on it!

“I’m staying and working through this, I think she’s really frustrated that I’m sticking around - she’s in a pickle too - I haven’t done anything that she can fire me for.”

END OF MARCH 30 2022

The reality is I continued to be an incredibly professional employee. I did not miss a beat and continued on and did the next Friday meal and the food for the weekend bazaar, the Great Finds Sale.

April
April 2, 2022
On Saturday, April 2, 2022 Faith, who had been hired to be the pancake breakfast organizer worked with me at the Swedish Club’s baked goods booth at the Great Finds Sale. Towards noon time it was necessary to send someone to Larsen’s Bakery to pick up additional pastry items. I asked Faith if she could do that, she said yes. Prior to her actually going there myself and the other person working at the bakery booth with me spent considerable time with Faith telling her where Larsen’s was located and how to drive there.

Later in the day after Faith returned from the Larsen’s errand she shared with me that she had been hired by Larsen’s prior to coming to the Swedish Club and was about ready to start her job there. She said she had had a good time at Larsen’s because she was able to talk to the people she was going to be working with. When she said that it puzzled me about how she had earlier acted earlier like she did not know where Larsen’s was located.

The next day, April 3rd, was Faith’s first test/taste for coordinating the Pancake Breakfast. I never did hear about how she had fared with that. But presumably it had not been well because a week and a half later Kristine told the Food Committee members that she had hired another person for the Pancake Coordinator job.

I believe the person she hired was Tom Perricone, who Kristine later morphed his hiring into, “Chef”/Cook – he took the cook job that I already had.

It is a fact – once Tom Perricone started that job I was never used as a cook after that; I only was allowed to make desserts.

A further fact, Kristine and Anis even used housekeeping and maintenance staff to fill in when they were in a cooking pinch, including to literally assist with food preparation.

So despite my holding the job title of cook until August 26, 2022, at which point Kristine I feel demoted me and made me a dessert cook, I was never allowed to cook item one in the kitchen – other than strictly dessert related items.

Still to come as the year transpired, I saw the progression – Kristine's strategic and judicious touch she had bragged to me about. She wasn't going to take me out in one fell swoop – it was an incremental game.

Every now and then she would give dessert work to others, even though I was totally available to do the dessert work. Yes, it truly was a death by a thousand paper cuts existence working for Kristine, existing as a member at the Swedish Club.

On April 5, 2022 at the regularly scheduled food department meeting w/ RC, Kristine, Wendy and I, Kristine told us that the FSM job had not been posted wide enough, and that she was reposting the job online. She also said that Faith, the former pancake breakfast organizer had a friend that hopefully might be interested in the FSM job.[57] Her comments were distressing to me as I had applied for the FSM job, Kristine refused to even consider me for the job, and was continuing to make these ongoing statements in front of me that she could find no one for the FSM position.

On April 14, 2022 Kristine wrote the food committee members, "I am still working to hire A chef, and or a food services manager, and or a caterer… We have hired a new person to be the Swedish pancake organizer and boss. He is a chef and works daytimes at a job he loves, so I don't think we can lure him to do more. But meanwhile, from his background in restaurant cooking, he's going to assist Anis in where to buy the pancake supplies."[58] The "him" Kristine was referring to was Tom Perricone who did in fact become one of the chefs in May.

Kristine closed the Food Services Manager/Chef position on ZipRecruiter. I was there the day she took the call from them and told them she did not wish to run the ad any longer – she said it was too expensive, something like $900 per month.

April 18, 2022
I received notice that the position had been closed:
From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>
Date: Mon, Apr 18, 2022 at 9:00 AM
Subject: Application Update: Food Services Manager/Chef at Swedish Club job posting was closed
To: neighborhoodwarrior@gmail.com

[57] Campbell, Elizabeth. "Mtg w/ KL 4-5-22". April 5, 2022.
[58] Leander, Kristine. "Email: Food Committee Meetings?". Gmail. April 14, 2022 4:38 PM

ZipRecruiter

Hi Elizabeth,

I wanted to let you know that **Swedish Club** has closed or temporarily put the **Food Services Manager/Chef** on hold.

Not to worry! Now that we know, we can focus our energy on getting you other opportunities.

Check out these similar jobs I think you'd be a good fit for:

Let's do this!

Phil
Your AI Personal Recruiter

April 20, 2022
Filed with the City of Seattle

April 26, 2022
Screenshot - The job is still listed on the Swedish Club's website – See right —->



At the Building Committee meeting Kristine announces she has and interview the next day for someone for the FSM job.

The following is an email response to Kristine's email to me on September 7, 2022 – she informed me she wasn't going to hire me for the FSM job the third time around then. I did not send this response to Kristine, it is a draft. I was still trying to avoid conflict with her – but I also was continuing to create and contribute to the record of what was occurring over 2022. In my response on 9/7 I give the history of what went on around the hiring of Jocelynn Lillis and Tom Perricone in April and May 2022:

"Then you hired Jocelynn, and you hired Tom and you lied about both of those hires also. You seem to forget that I can interview people too; I had a sit down interview with Tom on August 13th and found out the timing for his hiring. Not to mention the job listings themselves you took the exact

things that I had already been doing, listed them in the help wanted notice - my job tasks, you listed them as something that you needed the new chef person to do, and something that the person to be the cook was to do, and the person to be the food service manager would have to do them. Every single one of them were tasks, things that I had performed multiple times and excellently – they were literally part of my job description!

"But that didn't matter – That my job description ended up as part of a help wanted ad tells me that is what you were doing – outsourcing my job. I didn't figure that out until late May.

"But you even lied to Peppe and claimed that you had not hired anybody when you had, that was on May 5th. Shades of now. You said the exact same thing that day in May as you did today, 9/7, that you had not hired anyone. But you had hired Jocelynn and told Peppe you hadn't. I was in that meeting, not to mention Jocelyn had already told me 20 minutes earlier that she was starting work on May 9th! You hired her clear back in late April.

"And Tom, you gave him every single one of the food events that you had already been planning with me that included the Abba night, the car show, and the members and friends dinner, including the Wednesday night soup suppers - you gave all of that away to him after having sat there the prior two months and planning those events with me, for me to do the lead, with RC's assistance.

"Your response when I said that today, and you even put it into an email – that you had made no firm commitments to me about that. Well, those events had to be something that you had committed to me doing because at the time they were being committed to, planned, and discussed – there was no Tom even on the horizon – so it had to be it was something that I was supposed to be part of.

"And I have the emails and notes from all of that too. For example - insert email re Abba night.

"You also not only sat there and acted like Jocelynn was the next best thing to sliced bread, but she went off and she did what she wanted with all of that food, there was no Swedish thing going on about any of it, including the cookbook she was cooking out of, it was a New Orleans cookbook - Breakfast at Brennan's and Dinner Too! Jocelynn's Swedish Club food clearly had a distinct southern twist to it.

"You also claimed Jocelynn was this expert on Covid, that she had a certification from the American Federation of Chefs. And then you let Tom come to work sick; not only did you

let him come to work sick but Jocelyn also let him come to work sick - the people that are supposed to be so concerned about the health of the employees and the health of the people that are at the Club as guests and members.

“Jocelynn lasted all of a month and a half - she leaves to take care of her dying mother - she represented that her time away needs were so great that she needed to leave without notice and absent herself for a period, too long for her to remain an employee. And then she returns two weeks later and wants her job back with a substantial increase in pay.

“And Tom - you put him then in first place - and despite all your claims to me about how things that I made had to be Swedish, all the comments you have made to me about a dessert not being Swedish or Swedish enough, about a meal choice not being Swedish or Swedish enough, all the effort you went to to mold Tom and Jocelynn into Swedish cooks, all the while and before I supplied you with well executed Swedish and even Danish main dishes and desserts, you let Tom run off and cook whatever version of "Swedish" food he wanted. The reality was his cooking was not Swedish - he was serving boarding house and diner style food and meals.

“He admitted to me that he never made the Swedish meatballs the same from week to week - they tasted good - but they were not made the same every week. Lost in the shuffle was the whole thing the Club had gone through in January and February, you meatball contest – “

“He made the worst versions of Raksmorgas and Skagen, as had Jocelynn before him - and still you countenanced that, then you went on and let him toss the hard tack out of the meal rotations, the salads were turned into this boardinghouse service style, complete with slabs of cheese served with them.

“In contrast you had remonstrated with me early on in January and in March and April when I tried to introduce some authentic Swedish and Danish rye breads from Larson’s, planning to serve it in addition to the hardtack. No - you would have none of that when I asked. Tom apparently didn't even ask - he proceeded to load up every meal with all sorts of varieties of clearly American style breads and rolls - along with free-style plates of butter.

“You insisted and I agreed on having as much as possible authentic Swedish foods. I took your lead and studied and learned even more about how do even more Swedish and Scandinavian dishes. I did so on my own time and at my own expense - that was nothing you supported.

“However for Jocelynn and Tom you hired these two and provided them with tutors, and classes, you pulled out all the stops to support them - and they never came close to equalling my Swedish and Nordic cooking repertoire and skill - never - but you still made it a point to straight arm me - let me know - I was not part of the team.

“And on that note, “the foodservice team” you never had such a thing during Tom and Jocelynn’s tenure either, not to this day [10/7/22]. Yours and Anis's version of the foodservice team was you and Anis and Jocelynn, or you and Anis and Tom that was the "team". Now it is you and Ann-Margret and Christine with RC thrown in for good measure. Or you and Toene, and Christine, as the case may be.

“From my perspective - For months you have kept everyone in silos related to the foodservice department. Things have been designed to cut me out. If I know anything it is because 95% of the time I inadvertently hear something or someone tells me some snippet of info, and then I go on to ask about whatever I hear.

“The regularly scheduled Tuesday foodservice meeting that we had in January, February, and March, that was scrapped. RC became a glorified dishwasher and I was always in a separate category - the desserts - never was there any effort to make us a team like before when it had been you, Wendy, RC and I. After everyone of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine* - to me it all turned into a big secret thing - first RC and I don't need to know anything, then when you need RC then I don't need to know anything - as it remains today [9-7-22].

On May 12, 2022 I doubled back and wanted to check in with Kristine and see if the *Desserts by Elizabeth* proposal was still dead in the water, and to make a brief foray into trying to determine where I stood in general in the greater plans for the foodservice department.

At this point in time Jocelynn Lillis has been installed as the Foodservice Manager/Chef – I'd heard nothing about where my job, I, stood in the foodservice department plans, where I literally stood in the chain of command, what my job as "cook" entailed at that point in time.

Accordingly, I wrote an email to Kristine[59] and asked her about some of her plans for upcoming events, meals, desserts, and specifically if there was any plan to resume the *Desserts by Elizabeth* project:

Excerpt EAC: "4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?"

Answer, Kristine: "YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME."

As for the rest of my questions – was I included for a number of events and meals that were coming up? It was a solid "No." As I read her responses to each of my questions about what opportunities were there for me in the food service department Kristine's words rung in my ears – "We're not embracing you!"

No truer words were spoken. And Kristine would remain true to what turned out to be over the course of 2022 to even date, March 2023 to be a promise – she made and delivered at every point there was an opportunity to send home her message to me – "We're not embracing you!"

The Big Freeze – Isolation, Shut Out, Retaliation

By mid May 2022, from May 18, 2022 on to be exact,[60] the regular Tuesday meeting with Kristine and the foodservice staff, with me included, that ceased to take place.

In the beginning I chalked the exclusion off to Kristine jealously guarding some close relationship she wanted with her succession of new FSM/chef, Jocelynn Lillis, and chef Tom Perricone. But the cracks in that theory showed up when it turned out that it wasn't just Kristine and the chef du jours meetings that were taking place, meetings included RC and other people who were associated with the support for the foodservice staff. Kristine was embracing her retinue of culinary retainers. Meetings with those folks were ongoing. Despite being a full on employee in the foodservice department – I was excluded.

From that point on through to even date, February 23, 2023, Kristine held meetings and was in sometimes daily consultation with what were to become her succession of food service managers, chefs, with RC, and she continued to do meetings and consultations with Lori Ann Reinhall, Ann-Margret Lytle, and Judith Dern, her "kitchen cabinet".

The fact is after May 1, 2022 I never was considered by Kristine to be part of the foodservice team. Mostly I found out what was going on, what meals and menus might be under consideration and by extension where the dessert work I was doing fit in, predominately after the fact when either RC or one of the chefs might mention something. What direct information I received from Kristine was when she chose to provide

[59] Campbell, Elizabeth. "Exploring Things Further". Gmail. May 12, 2022.
[60] Campbell, Elizabeth. "Foodservice staff meeting notes". Handwritten Notes. May 18, 2022.

me with more direct information, *or more often than not when I directly brought what meals or events were going on, or flat out asked her what the dessert plans for the week, month, were.*

By July 2022 I had ample evidence and experience that I was being marginalized and isolated where the foodservice department was concerned. By this time Kristine's much vaunted chef Jocelynn Lillis had dropped off the scene, she had to leave for a family emergency. Tom Perricone the pancake boss turned chef, he had told me he preferred to be considered a cook, he was teetering on the brink, he had his own plans for the Summer and they had not included remaining at the Swedish Club. I knew this and even brought it up to Kristine – but she insisted that was not the case.

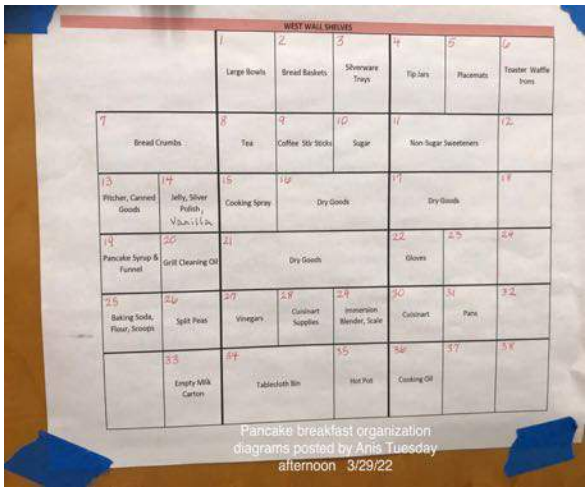
When Jocelynn abruptly quit with no notice on June 30th , Kristine hauled Tom into her office that day and begged and pleaded with him to stay, which he did for the next month and a half, to August 15, 2022.

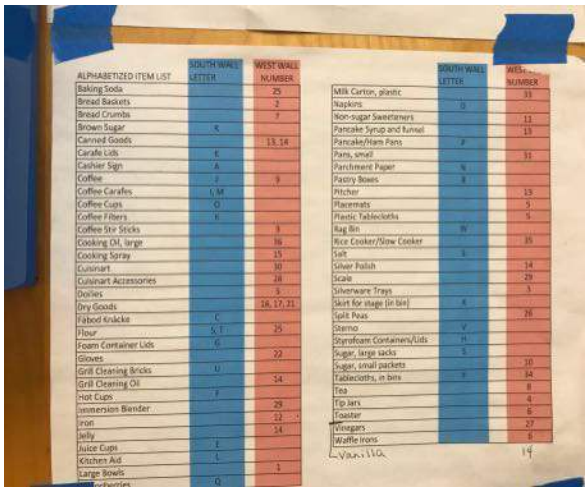
Foodservice Manager Job Listing

Below are the Internet Job Listings placed by the Swedish Club:

Poached.com March 21, 2022
Ad was placed "A MONTH AGO" – February 21, 2022 Approximate. My recollection is the below ad is the same that I saw when I looked at it in February:

On the afternoon of March 29, 2022, Anis came into the kitchen and posted on the pantry door several organization charts for the pantry shelves:



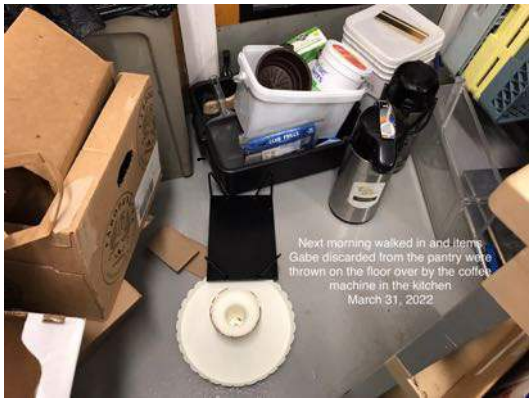


He then directed Gabe, the maintenance/event setup worker to clean up the pantry and organize it according to the charts Anis had posted because Anis wanted the pantry to be neat and orderly for Faith, the new pancake organizer that Kristine had hired.

On the morning of Thursday, March 31, 2022 Kristine had RC and I, Faith, and Kirsten the pancake batter manager all assembled in the kitchen. RC and myself were there to do some of the prep work for Friday's dinner, Kirsten to make the pancake batter for the Sunday, April 3rd pancake breakfast, and Kristine told us Faith was there to mainly hang out and get familiar with the kitchen. Kristine chatted up Faith mostly, RC and I were standing nearby, as was Kirsten. As Kristine wrapped up her visit she made it a point to tell RC, myself, and Faith, "Now everyone play nice!". I felt that the comment was not necessary – there wasn't anything of import that was going to be happening that morning. I was functioning fine despite the set-to Kristine and I had the day before. If nothing else I have engaged professionally in my job the entire duration of this matter.



The other item of note that day was that Gabe when he cleaned up the pantry the night before that he had proceeded to take all the things in the pantry that were not explicitly on the organization charts and dumped them all over the kitchen, making the kitchen in greater disarray than it had already had been in. Of course Kristine failed to notice any of it when she was in the kitchen.



The mess and the cleanup situation that confronted us in the kitchen was particularly disappointing to me. One, because for over the last three months I had asked both Kristine and Anis for help with organizing and cleaning up the kitchen and pantry and then to enforce some kind of policy to keep it that way. Neither Kristine nor Anis though had made any effort to assist me with that. In fact I felt Anis had exhibited a great deal of animosity towards me over the subject. Now this Faith woman had been hired that they liked and they were pulling out all the stops to make a good impression on her and to support her in her job. That had not been the case so far in my regard.

On April 18, 2022 I received a notice from ZipRecruiter that the Swedish Club's Food Services Manager/Chef position had been put on hold:

From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>
Date: Mon, Apr 18, 2022 at 9:00 AM
Subject: Application Update: Food Services Manager/Chef at Swedish Club job posting was closed
To: <neighborhoodwarrior@gmail.com>

ZipRecruiter

Hi Elizabeth,

I wanted to let you know that **Swedish Club** has closed or temporarily put the **Food Services Manager/Chef** on hold.

Not to worry! Now that we know, we can focus our energy on getting you other opportunities.

Check out these similar jobs I think you'd be a good fit for:

Let's do this!



Phil
Your AI Personal Recruiter

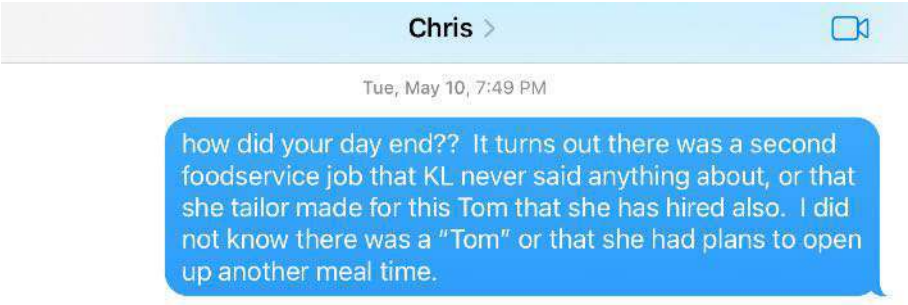
On May 4, 2022 I notified by email my supervisor, the Executive Director of the Club, Kristine Leander, and the Club's Board of Directors of the discrimination claims I had filed, and the hostile treatment of me during the first quarter and half of the second quarter of 2022 at the hands of Ms. Leander and others. I sent Ms. Leander and the then board members a cover letter and attached to also to a second email to the same parties, a complete copy of my complaint to the State of Washington (04-29-22), with copies of my discrimination complaints on May 4, 2022.[iii, 61.]

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[61] From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date: Wed, May 4, 2022 at 6:21 PM
Subject: Part Two - Copy of 4-29-22 State of Washington Discrimination Complaint
To: <kristine@swedishclubnw.org>, <shamaalbright@msn.com>, <maosmith@msn.com>, <ddrconstruction@gmail.com>, <langdonlmiller@gmail.com>, <garysund@ymail.com>, <neilsnyder@outlook.com>, <fiddlerkris@hotmail.com>, <SeattleBergenSisterCities@gmail.com>, peterickj122@msn.com

[Attachment: Copy of Discrimination Complaint to the State of Washington filed on 4-29-22]

By May 10, 2022 I had discovered that the job description had been actually developed so that it was my job as cook that Kristine was looking for someone to fill, I noted my discovery to Chris Sisco, then event coordinator for the Swedish Club:



On May 30, 2022 I wanted to find out the status if any of the FSM job. I went online and looked up the Swedish Club's FSM help wanted ad on Poached.com.[62] This is what it looked like on that day – it stated that it was posted "A MONTH AGO", which would be approximately on or about April 30th:

Cook/Chef/Kitchen manager
Swedish Club
swedishclubnw.org

The Swedish Club

KITCHEN A MONTH AGO PART-TIME. $21-35/HR SEATTLE APPLY

Friday evening special dinners for a membership organization. We love good food!

The Swedish Club is a non-profit private club looking east over Lake Union in Seattle. We have a great view and lots of free parking and our building is right next to a bus stop on a Metro main line. We have two big commercial kitchens providing for small and big, and simple or elegant events. The Club specializes in Swedish Scandinavian food but offers a variety of eating options. There are multiple positions open. If interested contact our Executive Director, Kristine Leander: or call 206-283-1090.

Availability to start: Weekly Friday dinners, once a month Wednesday dinner, once a month Sunday Swedish pancakes breakfast. In our post pandemic future, we will be increasing service with additional meals, events and expanding to outside catering. All applicants can discuss if they would be interested in a more full-time position at that time.

Requirements: Consider guests and members first.

Cook: Experience with Swedish cooking would be a big bonus!

- Kitchen experience and 'from scratch' cooking, and food prep for large groups
- Physical strength, ability to stand for long periods of time and lift heavy supplies and pans
- Read and speak English (Swedish would be fantastic!), be able to follow recipes and presentation criteria
- Clean and maintain station, equipment, and kitchen per sanitation and food production codes
- Current and valid Food Handler's permit, understanding food safety, health codes and rules

Chef: All of the above.

- Ability to create menus and work with event planners

[62] Accessed May 30, 2022 https://poachedjobs.com/jobs/seattle-wa-kitchen-jobs-swedish-club-cookchefkitchen-manager/

- Order and pickup kitchen and food supplies (valid driver's license)
- Prepare cost analysis reports
- Supervise serving and kitchen staff, communicate in a positive and supportive manner

Food Services Manager: All of the Above.

- Hire and fire staff, supervise staff and prepare staff schedules, listen and resolve issues
- Market catering opportunities, think creatively, quote, book and plan events
- Manage kitchen

The club is an equal opportunity employer (EEO).

Emphasis added above.

What was notable to me was about this version of the FSM wanted ad, was that previous ads for the position listed only one job, the FSM/Chef one. Now the listing stated, "There are multiple positions open".

I had heard nothing about there being three jobs open. There was a cook job, which at the time that is what my existing job was. I had been hired on 11/24/21 as a cook and remained officially a cook until August 26, 2022, when Kristine demoted me to dessert cook; while promoting the other cook, RC, to sous chef.

Also listed in the ad was a chef job, which I had also performed the tasks for that job, from the end of December 2021 on up and until Jocelynn was hired in late April; I was the chef for one final dinner after Jocelynn was hired, that was on May 25th.

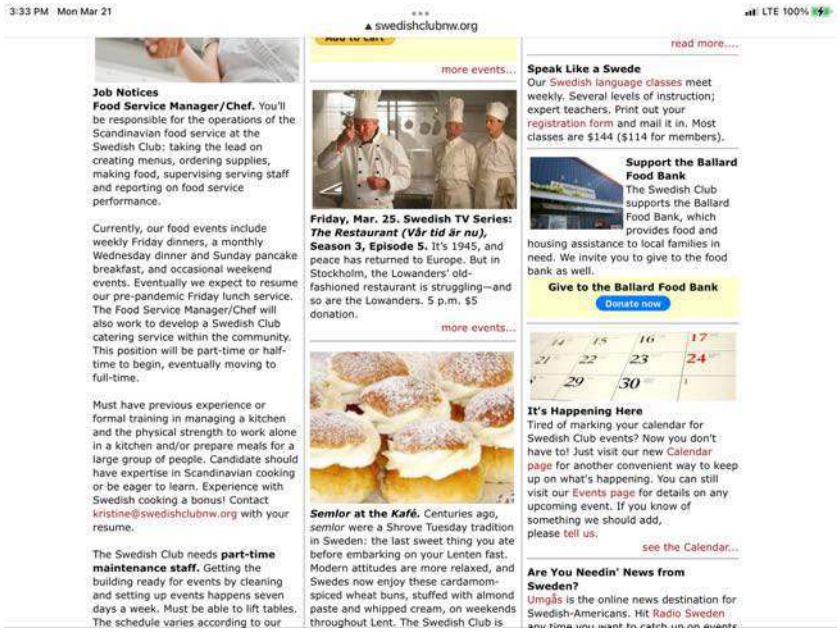
The third job was the food services manager job. I had performed the tasks for that job, "Manage kitchen."

In summary, the Food Service job description and requirements were also no longer entirely in paragraph form, there were now three jobs listed, and a list of the duties and requirements for each set out for them.

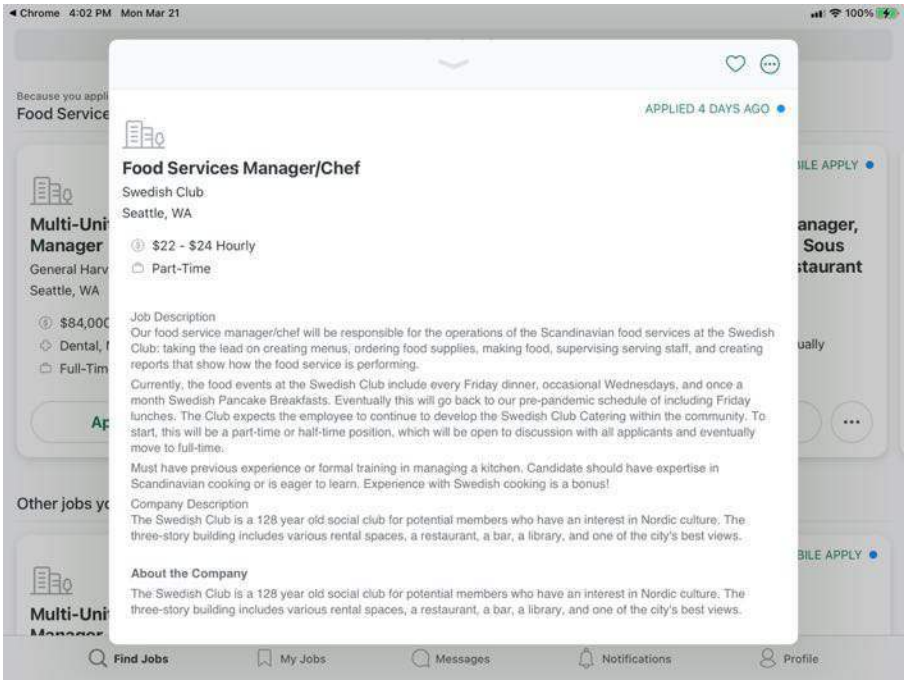
Also, the reference about the requirement for "physical strength" was now included with this online ad.

SCREENSHOT BACKGROUND INFO FOR SERVICE MANAGER/CHEF POSITION

On Monday afternoon, March 21st I was looking at the Swedish Club's website and happened to read the *Job Notices* section - it was notable to me because I believe that the copy for the Food Service Manager/Chef job description had been changed from when I had seen it previously, before I applied for the position. I believe after I applied a reference was added to the Club's website help wanted add, about and applicant/employee needing "the physical strength to work alone in a kitchen and/or prepare meals for a large group of people.":

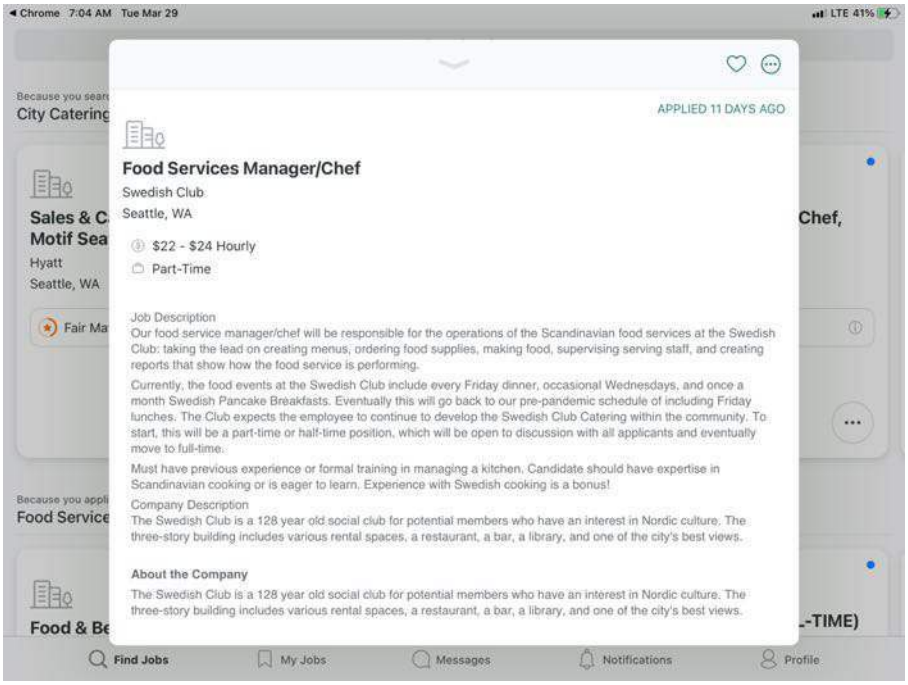


I wanted to check and make sure that it was an addition to what I remembered of the job notice previously – as the Swedish Club's website's job notice tracked with the Indeed.com help wanted ad (and was written by the same person that wrote the content of the Swedish Club's website, help wanted notice). I checked the Indeed.com help wanted ad, there was no reference to a "physical strength" requirement for the job:



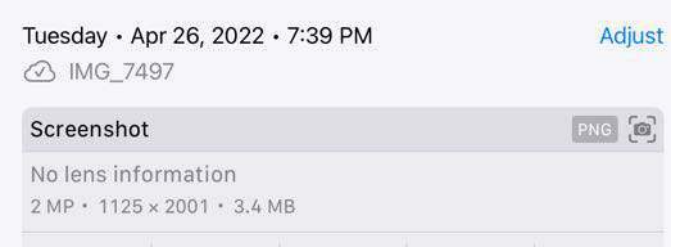
("APPLIED 4 DAYS AGO" = March 17, 2022)

Eight days later on March 29, 2022 I checked the Indeed.com ad again to see if the Food Services Manager/Chef job description requirements had been changed, including the insertion of a physical strength requirement – it had not changed:



On April 26, 2022 the Food Service Manager/Chef job was still posted on the Swedish Club's website – the job description/requirements remained the same as what it had been since at least March 21, 2022:





May changes

Cook/Chef/Kitchen man…

Swedish Club
swedishclubnw.org (http://swedishclubnw....



KITCHEN | 6 MONTHS AGO | PART-TIME | $ 21-35/HR | SEATTLE | APPLY

Friday evening special dinners for a membership organization. We love good food!

The Swedish Club is a non-profit private club looking east over Lake Union in Seattle. We have a great view and lots of free parking and our building is right next to a bus stop on a Metro main line. We have two big commercial kitchens providing for small and big, and simple or elegant events. The Club specializes in Swedish Scandinavian food but offers a variety of eating options. There are multiple positions open. If interested contact our Executive Director, Kristine Leander: or call 206-283-1090.

Availability to start: Weekly Friday dinners, once a month Wednesday dinner, once a month Sunday Swedish pancakes breakfast. In our post pandemic future, we will be increasing service with additional meals, events and expanding to outside catering. All applicants can discuss if they would be interested in a more full-time position at that time.

Requirements: Consider guests and members first.

Cook: Experience with Swedish cooking would be a big bonus!

Kitchen experience and 'from scratch' cooking, and food prep for large groups

Physical strength, ability to stand for long periods of time and lift heavy supplies and pans

Read and speak English (Swedish would be fantastic!), be able to follow recipes and presentation criteria

Clean and maintain station, equipment, and kitchen per sanitation and food production codes

Current and valid Food Handler's permit, understanding food safety, health codes and rules

Indeed Scenario

May 2022
In May Kristine is blocking off and eliminating any possibility that I would be employed as a cook in the future.

The first part was to sever any arrangement that Kristine and I had come prior to Jocelynn being hired that I would cook for particular events, Abba, the car show, any future meals, and then the second part was to deconstruct my cook job, advertise it as available, replace me, then demote me by steps, no job description then new job description, and then actively relegate me to only preparing desserts. Was I still a cook when the housekeeper helped RC in August?

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Thu, May 12, 2022 at 11:16 AM
Subject: Exploring Things Further
To: Kristine Leander <kristine@swedishclubnw.org>

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those!

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that?

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also.

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?

EACampbell

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Thu, May 12, 2022 at 1:42 PM
Subject: RE: Exploring Things Further
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com

Hi, see my responses below.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, May 12, 2022 11:16 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Exploring Things Further

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHES.

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME

Emphasis added..

June

Wednesday June 15th
The menu is your choice, meatballs or cod cakes with potatoes, salad, and dessert.

Friday, June 17th
Menu is meatballs, potatoes, lingenberries, etc. or venison, mushrooms, and Hasselback potatoes.

Wednesday, June 22nd
“Our new Chef Tom will offer soup, salad, and bread in the bar.”

Friday, June 24th
“New chefs Jocelynn and Tom will make typical Swedish Midsommar food!”[2]

New chefs Jocelyn and Tom will make typical Swedish Midsommar food! We'll dance around the Midsommar pole. Come at 4 p.m. and help us decorate it. Bring flowers from your garden too! A traditional Swedish summer smörgåsbord at 6 p.m.[3]

Friday, July 1st
"Our menu is meatballs or baked cod."

Friday, July 8th
"Our menu is meatballs or baked potato with shrimp Skagen and salad; Please order in advance by visiting our website or calling the Club."

Friday, July 15th
"Our menu is meatballs with potatoes and a vegetable, or raggmunk (Swedish potato pancakes) served with bacon and lingonberries."

Wednesday, July 20th
"Tonight, we'll enjoy pizza, salad, dessert of strawberries and reduced wine"

Friday, July 22nd
"The menu is meatballs or roaster chicken with potatoes and kale."

Friday, July 29th
"Our menu is meatballs with potatoes and a vegetable, or kropkaker (Swedish potato dumplings)."

June 3, 2022 SC Board meeting, KL announced she had hired two new chefs. In person dinner meeting – no place, no dinner, promptly go into executive session.

July Board Meeting

Position opened again, on or about July 27, 2022 because both of the cooks hired by Kristine in April and May quit. Foodservice Manager Jocelynn Lillis quit on June 30th; she was moving back to the south to provide long term care for her dying mother; approximately two weeks later she returned to Seattle and she asked for her job back but wanted a substantial raise; according to Kristine, shared this with the board of director's at their July 6, 2022 meeting. From Kristine's report to the board that day:

"**Chefs**–One of our new chefs, Jocelynn, has already quit. She reported that her mother in New Orleans became suddenly ill and Jocelynn flew to be with her. Jocelynn assumed that she would be there for an indeterminate length of time, so she quit her position at the Club. Our other chef, Tom, is pulling his weight by, for now, providing food for both Wednesdays and Fridays. He had planned to be at a summer camp during July, but he's changed his plan to help us. It's uncertain how long he wants to be both our Friday and Wednesday chef. I intend to go over the resumes that came in when they were hired and see if there's anyone I overlooked."[63]

[63] Leander, Kristine. "Executive Director's Report to Swedish Club Board July 6, 2022." Swedish Club. July 6, 2022.

August
It appears from the documentation that you provided that you applied for a position in August 2021.
Notes from email to city

Chef Tom Perricone gave his notice on or about mid-July, 2022.

I applied again on July 27th for the then latest FSM/Chef ad:

On July 27, 2022 I received confirmation from Indeed.com that my application for the Food Service Manager/Chef position had been received:

From: **Indeed Apply** <indeedapply@indeed.com>
Date: Wed, Jul 27, 2022 at 5:27 PM
Subject: Indeed Application: Cook, Chef or Food Services Manager
To: <neighborhoodwarrior@gmail.com>

indeed

Application submitted

Cook, Chef or Food Services Manager



Swedish Club - Seattle, WA 98109

The following items were sent to Swedish Club. Good luck!

- Application

- Resume
- Cover letter

When will you hear back?

This employer typically responds to applications in 6-7 days.

Candidates are encouraged to respond within 3 days of employer contact.

Next steps

- No longer interested in this job? Close this application.

Keep track of your applications

You will receive an application status update from Indeed within a few weeks.

View your applications

Never share financial info or take job offers without an interview. Learn how to avoid scams.

Please don't reply directly to this automatically generated email message. Swedish Club has instructed Indeed to automatically send application updates to applicants.

indeed

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I also received a request from Indeed to complete two skills tests through their portal:

From: **Swedish Club** <donotreply@indeed.com>
Date: Wed, Jul 27, 2022 at 5:28 PM
Subject: You received a request from Swedish Club
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

indeed

Find Jobs Sign in

ACTION REQUIRED

Complete your application process for Swedish Club

Swedish Club requests applicants to complete **2 skills tests** for their **Cook, Chef or Food Services Manager** role.

Cooking skills: Basic food preparation

Knowledge of principles and techniques for preparing food Knowledge of cooking equipment and its proper use in the preparation of food Converting ingredient measurements and quantities

Food safety

Knowledge of proper food-handling and storage procedures
Knowledge of proper equipment use

10 minutes total

Start test



Did you know?

Taking this test will more than double your chance of getting an interview with this employer

Questions or concerns? Check out our FAQ.



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I took the tests. Then on August 1, 2022 I received an invitation from Kristine to take part in a job interview that week before she left on her vacation to Norway; the interview was to be held with her, Anis Rahman and Toene Hayes:

GMail

Subject: Responding to your application? 9 messages
From: Kristine Leander <kristine@swedishclubnw.org>
Date: Mon, Aug 1, 3:33 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>

To be consistent with
all the applicants, I responded to your application through Indeed. Have you seen it?
This is what I wrote to your Indeed email:

Thank you, Elizabeth, for applying for our open chef/food services manager position at the Swedish Club. At this point in time, the position is to make Friday lunches and dinners for our guests. There is an opportunity for it to grow if we add more evenings to our repertoire and/or offer catering both in our building and in the community. That's a little bit down the road however, months away.
Are you still interested if you know that for right now, the Friday meals are a maximum of 15 hours a week with shopping, preparing, and serving?

If you are still interested, please tell us and we'll invite you in for a chat.

Thanks,
Kristine Leander

Executive Director
Swedish Club

206-283-1090
Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land
of the first people ofSeattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Tue, Aug 2, 12:36 PM
To: Kristine Leander<kristine@swedishclubnw.org>

Please invite me. Thanks

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Tue, Aug 2, 3:48 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes <Toene@swedishclubnw.org>

How about 10 am on Friday? The Executive Team (Anis, Toene and I) will interview you!

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Tue, Aug 2, 4:27 PM To: Kristine Leander<kristine@swedishclubnw.org>

That would be great however two things going on that day, I have an appointment at the hip and knee replacement clinic at 1030 and
the rest of the day I have to be free to make sure I have the time and flexibility to deliver the dessert service for the evening.

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Tue, Aug 2, 4:29 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman anis@swedishclubnw.org

10 am on Thursday?

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Wed, Aug 3, 2:59 PM
To: Kristine Leander<kristine@swedishclubnw.org>
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman anis@swedishclubnw.org

Hi, sorry for the delayed reply, Marly has been sick and I've been taking care of
her personal and health needs. My dog. Anyway, it would be nice to have the
opportunity to talk with you, Anis, and Toene as soon as we can. My attorney however
wanted to talk to me first so it looks like between getting dessert together for Friday and
seeing the attorney this week just ran a little tight. But sign me up at your convenience
next Monday or as soon or as soon as you're able – as you know I do
not live far away and I have nothing on the schedule for then, so you folks pick a time and I will
be there when you ask. I meant to ask also - did you need a cashier or some other help

on Sunday? I'm available, let me know if you want
to plug me in - I think you know me well enough to find an appropriate spot and time.
Talk to you soon, Elizabeth

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Wed, Aug 3, 10:11 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman anis@swedishclubnw.org

Elizabeth,

I'm leaving on my trip on Monday, so I'm afraid that next week isn't an option. We are working to schedule all candidate interviews by the end of day Friday. We'll do what we can though to try to make ourselves available at a time that also works for you. Right now,Toene, Anis and I could meet you at any of the below times. I understand that you may have appointments that conflict with some of these times, but we are offering all options in case something changes for you or if it is possible to set a conversation before/after your other commitments.

· Thursday 11 a.m. – 12 p.m.
Thursday 12 p.m. – 1 p.m.
· Thursday 1 p.m. – 2 p.m.
· Thursday 2 pm – 3:30 p.m.
· Friday 9:00 a.m. – 10 a.m.
· Friday 10 a.m. – 11:30 a.m.
· Friday 1:30 p.m. – 2:30 p.m.
· Friday 2:30 p.m. – 4:00 p.m.

Please let me know as soon as possible so that we can get something set.

Thank you for offering to help out with Sunday's Swedish Pancake
Breakfast. We have thecashier's slots filled, but I'll know tomorrow if we have
other needs. Thanks,

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Thu, Aug 4, 2:50 PM
To: Kristine Leander<kristine@swedishclubnw.org>
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes Toene@swedishclubnw.org

If it is still open let's do the last one on Friday, then I can plate the dessert right afterwards.

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Thu, Aug 4, 2:53 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes Toene@swedishclubnw.org

Still works for me, 2:30. In my office. Thanks,

Prior to the meeting I did ex, letter and skill work information

On August 5th I met with Kristine, Anis, and Toene.

September 8, 2022 I received an email from Kristine that

Two days after I received the notice from Kristine that the Food Service Manager job had been put on hold it was posted on the the Swedish Club's Facebook page – that it was open:

Swedish Club
Sep 8 ·

Job opportunity! We're looking for a Food Service Manager/Chef, responsible for the operations of the Scandinavian food service at the Swedish Club. You'll take the lead on creating menus, ordering supplies, making food, supervising serving staff and reporting on food service performance.

Currently our food events include weekly Friday dinners, a monthly Wednesday dinner and Sunday pancake breakfast, and occasional weekend events. Eventually we expect to resume our pre-pandemic Friday lunch service. We'd also like you to work to develop a Swedish Club catering service within the community.

This position will be part- or half-time to begin, moving to full-time.

We're looking for someone with previous experience or formal training in managing a kitchen and the physical strength to work alone in a kitchen and/or prepare meals for a large group of people. We want someone with expertise in Scandinavian cooking or who is eager to learn. Experience with Swedish cooking a big plus! Contact kristine@swedishclubnw.org.



During September also the FSM/Chef job was posted online – Google picked it up:

Food Services Manager/Chef [64]

Swedish Club
Seattle, WA

1 month ago [September 2022] $40 an hour Full-time No degree mentioned

Job highlights

Identified by Google from the original job post

Qualifications

- It is also mandatory that any candidate has expertise in Nordic cooking or is eager to learn

Responsibilities

- Currently, the food events are the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts
- Eventually this will go back to our pre-pandemic schedule of including Friday lunches
- The Club expects the employee to continue to develop the Swedish Club Catering within the community
- To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time.Must have previous experience or formal training in managing a kitchen.

Job description

Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies, making food, supervising serving staff, and creating reports that show how the food service is performing. Currently, the food events are the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts. Eventually this will go back to our pre-pandemic schedule of including Friday lunches. The Club expects the employee to continue to develop the Swedish Club Catering within the community. To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time. Must have previous experience or formal training in managing a kitchen. It is also mandatory that any candidate has expertise in Nordic cooking or is eager to learn. Experience with Swedish cooking a bonus.

[64] Job Ad on Google accessed 10/26/22 @ https://g.co/kgs/P3myys

Tuesday, January 24, 2023
Christine Ross has a meeting with Sarah and Anis at 11:00 AM regarding her application for the Food Service Bar Manager job.

She is told they will let her know a decision on Friday, January 27th.

Friday, January 27, 2023

Christine Ross quits.

Saturday, January 28, 2023

February 23, 2023

Swedish Club FB Help Wanted ad from September 8, 2022 is marked that the Job is filled:

Swedish Club
Sep 8, 2022 ·

EDIT: JOB HAS BEEN FILLED! ! ! /

Job opportunity! We're looking for a Food Service Manager/Chef, responsible for the operations of the Scandinavian food service at the Swedish Club. You'll take the lead on creating menus, ordering supplies, making food, supervising serving staff and reporting on food service performance.

Currently our food events include weekly Friday dinners, a monthly Wednesday dinner and Sunday pancake breakfast, and occasional weekend events. Eventually we expect to resume our pre-pandemic Friday lunch service. We'd also like you to work to develop a Swedish Club catering service within the community.

This position will be part- or half-time to begin, moving to full-time.

We're looking for someone with previous experience or formal training in managing a kitchen and the physical strength to work alone in a kitchen and/or prepare meals for a large group of people. We want someone with expertise in Scandinavian cooking or who is eager to learn. Experience with Swedish cooking a big plus! Contact kristine@swedishclubnw.org.



Exhibit –

Consider This Thread

*From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Tue, Mar 22, 2022 at 8:22 AM
Subject: Consider this?
To: Elizabeth Campbell, MPA neighborhoodwarrior@gmail.com

When Malin was here, we had big plans to initiate Swedish Club catering. What if we (you?) started first with "Swedish Club Caters Desserts by Elizabeth" ? It could be cakes for dinner parties, maybe even Princess Tortes if you wanted to go that far. Cakes or other desserts for rental events inside the Club? Pies at Thanksgiving? Etc.

You would be an employee of the Club as we'd provide the advertising, the kitchen and the name. (as opposed to your being a sole practitioner entrepreneur without our name.)

I think it's an idea worth exploring. Thanks,

Kristine

*From: **Elizabeth Campbell** <neighborhoodwarrior@gmail.com>
Date: Tue, Mar 22, 2022 at 10:56 AM
Subject: Re: Consider this?
To: Kristine Leander kristine@swedishclubnw.org

Dear Kristine,

I was happy to receive your email! It is an excellent idea. I'd like to explore this with you further. Could we meet today and do that?

I'm sure you won't be surprised but I had spent some time thinking through the catering aspect related to the foodservice operations. I even looked at whether the

domain name is available, swedishclubcatering.com, it is, and played around with what a logo would look like.

And, I also thought about the fact that I carry with me a familial association with a rental company if need be that can garner us a Friends and Family discount for catered events.

In addition, one of my goals that I have been thinking we could reach by maybe Summer is to have baked goods, Swedish Limpa bread, or rye bread, cookies, rolls, or desserts that people could buy regularly. You have the oven capacity - were the ovens working. That's part of the reason I have been very concerned about the problems with not getting the kitchen equipment repaired and the other kitchen functional, a lot more could be on the table so to speak.

Well and you won't be surprised either to know, yes, I've been working my way through to doing the Princesstarta, I even bought a special cake pan in February as part of that project, surprising myself and you with a Princesstarta - the challenge to meet the bar for the cakes and food that Ann-Margret had set.

And you may or may not remember, I've tried my hand at a number of other related items to the dessert theme - the World's Best Cake, and of course the good old smorgastorta is in that genre also -

Coming back around though - some questions - the desserts for the Friday nights, M&F's, club events etc. that are being made by me now - would that still continue - I would like it to. Then there are the meat and cheese boards/the charcuterie boards, what happens with those? I'd like to still do those also subject to this situation with the repair of food related equipment being worked out.

These some additional questions I would like to have considered:
I'd like to be given an email address, as well as have dedicated desk space for this move. Perhaps Malin's old office could be *shared* office space w/ two desks instead of one?

I would also like to suggest investing in this particular program for costing and pricing food items, and it also may be used for creating nutrition labels for products being sold - Nutracoster. Its price is $399 or $699 depending on which version you purchase; for our purposes the $399 version is more than adequate. I have successfully used it for many years. An addition module is available also that can support an inventory program for the club's food operations, that could come later when your cook is established.

It would good to be able to use a Swedish Club computer, particularly if we setup a costing program - I would be more than happy to also input all the costing information and recipes related to the food items we cook for both sides, cooking and catering.

I have been meaning to ask you anyway for a key to the bottom south door, as it would eliminate my parking in front, and/or having to inconvenience someone to come downstairs and unlock the back door when I use the handicapped parking.

We've talked also about the shopping situation where I first spend my own money on club food purchases. However I would prefer a more streamlined to a system where I could use a credit card or established food accounts.

It would be exciting to work with you to develop a catering operation and a marketing plan, and a price list, and be able to have additional goods and services for people renting space, having events at the club. Not to mention supporting our own events.

Final Paragraph
I want to support you and work with you and our team to stabilize and develop the Swedish Club's foodservice department. You know I will work hard to ensure that my work is well received by the Club members, and is a credit to your confidence in me.

Best Regards,

Elizabeth

*From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Wed, Mar 23, 2022 at 11:03 AM
Subject: RE: Consider this?
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi Elizabeth, let's try to figure out this week what we'd need to do to have a soft launch in time for Easter? I can see people perhaps buying a Princess Torte or other treats for their Easter table.

I don't have the bandwidth today to focus on it, but if we can talk tomorrow or Friday and lay out a plan, that would be great. I'm working on the newsletter this weekend, so that's why I'm pushing for this week.

We need to sit down with Wendy and figure out the mechanics of ordering, etc.

In all things, my goal is to start small and be successful!

Incidentally, everyone who hears this idea says, “What a great idea!”

Thanks, Kristine

*From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Sat, Mar 26, 2022 at 4:42 PM
Subject: Re: Is this OK?
To: Kristine Leander <kristine@swedishclubnw.org>

👍 a descriptor, options one or more, whipping cream, marzipan filling, cardamom buns, cream cheese icing, roasted hazelnuts on top.

*From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Sat, Mar 26, 2022 at 5:37 PM
Subject: Re: Is this OK?
To: Kristine Leander <kristine@swedishclubnw.org>
You are good at this, the test out story, how about “sharing good fortune” storyline, we’d like to contribute to your meal, or special offer, Easter is the season for sharing.

And confession may be good for the soul but maybe not for public relations. De link new and promising, successful from the old and challenging, no need to remind or revisit for this go round with.

“Nearly”, I know you are not a fan of wordsmithing by others, however given the attacks you have been enduring a dab of fatigue and hopeless ness I feel comes thru, see if you don’t agree, “what a challenge Covid etc we’ve endured and making it thru. Great to see everyone as we ramp up, adjusting food situation, some exciting developments in that area to come. Desserts have been great. Thanks EAC. Can we share that with you?

This is your lane. You’re great at the spin on things. Think - Thank you Mrs. “Spring Spice Cake” Lady.

I received the following reply from Kristine:

*From: **Kristine Leander** <kristine@swedishclubnw.org>

Date: Sun, Mar 27, 2022 at 4:28 PM
Subject: RE: Is this OK?
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

I don't agree with not being upfront with folks about the meals. I can't sugarcoat some of the meals. I had someone following me out the door on Friday evening, complaining about the food. I had to agree with him. Another man has written to say he won[t be back until we improve it, and on it goes. I try to be honest with folks.

When I received this email I was like "uh oh", I was trying to encourage Kristine to put a happy and hopeful face on the new Desserts by Elizabeth enterprise, but I felt her response took us back to the weeds of despair. I felt the Swedish Club members needed hope for the future, not reminders of the past – plus, I felt uncomfortable with her reference questioning that I was encouraging dishonesty. I shared my perspective – let's encourage positive messaging:

From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Sun, Mar 27, 2022 at 4:51 PM
Subject: Re: Is this OK?
To: Kristine Leander <kristine@swedishclubnw.org>

? Where is there a question of honesty? I feel it is counterproductive bringing up failures and missteps some more at this point. I feel Everyone knows the history by now. I feel it's time to move forward with an action plan and execution. Provide stability and positive working environment. Encouraging and positive messaging accompanied by action that starts to rebuild confidence in the Club's operations.

On May 12, 2022 I sent an email Kristine and asked her about some of her plans for upcoming events, I wanted to see if there was still any interest in the Desserts by Elizabeth proposal; *and* the email was a general inquiry by me in order to see where I stood in general in the greater plans for the foodservice department (see below x):

I asked her, "4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?"

Kristine responded that afternoon:

"YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME."

New plan and food info to food committee
From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Sat, Mar 26, 2022 at 1:55 PM
Subject: RE: Food Committee, Monday, March 28?
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>

Dear Food Committee, if Lori Ann can come at 3:30, let's meet then.

I want to introduce a new idea and get your brainstorming on it.

I thought we had a woman hired to become our new chef. She was excited when she was here, then seemed to cool to the idea and then said "no go" to me today.

I think we are looking for the wrong thing, the wrong model. Yes, we had good chefs with Ann-Margret, Christine and Malin, but maybe that "one-chef" model doesn't work at this current, post-pandemic time.

I think we should look for a catering company to rent our upstairs kitchen and provide our meals for us as part of the deal.

This potential new catering company would not become Swedish Club Catering. They would have their own catering company. Elizabeth, I still want to work with you to develop "Swedish Club Catering Desserts" and then perhaps take some sort of catering from there. Maybe working in conjunction with the rental client caterer?

But for now, I think that a catering company that would allow us to use the griddle on pancake Sunday, and store things in the walk-in and provide dinners, etc., for us might be just the way to go.

I'm tired of being disappointed in the meals, tired of hearing complaints, tired of our staff not being up to snuff. (Last evening a man followed me out to tell me how their six people were disappointed in dinner, for one thing, the small portion of meatballs. I found out that RC was serving 4 instead of 5 because he was worried about running out. RC, follow the orders!!!!! 5 meatballs!!!! Don't make me tell you this again!!!!!)

We will need to finish the renovation Malin started in the upstairs kitchen.

Ten or so years ago, when we got Arista Catering as a rental client, we used a broker to find them. I'm not sure the same broker is in business, but maybe there are brokers out there to help us?

Let's see what we can do to develop this idea on Monday?

Thanks,

Kristine

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Sent: Saturday, March 26, 2022 7:32 AM
To: Kristine Leander <kristine@swedishclubnw.org>; Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>; Judith Dern <jhsdern@gmail.com>
Subject: Re: Food Committee, Monday, March 28?

My time remains flexible, whatever time is decided upon will be fine with me.

Get Outlook for iOS

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Friday, March 25, 2022 4:09:12 PM
To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>; Judith Dern <jhsdern@gmail.com>; Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Subject: Food Committee, Monday, March 28?

Does this date work for you, Judith? From 4 until 5 pm?

I had hoped to have a potential new chef trying out cooking for the Swedish Club on Friday, April 1. She left our offices very enthusiastic about the possibility, but maybe the drive from here back to her home near Tacoma burned the idea out of her brain. Darn!

So, we are still in Arista's hands.

Judith, I sent them scans of all the possibilities you had marked, and they have chosen roast pork with glazed potatoes for next Friday.

Meanwhile, if everyone can come on Monday, let's meet. Thanks

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

EACampbell

April 14th – dumps food committee

---------- Forwarded message ---------
From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, Apr 14, 2022 at 4:38 PM
Subject: Food Committee meetings?
To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hello, I'm sorry that I haven't pulled any meetings together in the last few weeks. The decisions I need to make must be made with urgency, so I don't have time to pull the group together.

This is where we are at this point:

Friday food is meatballs from Arista and a second entrée by Elizabeth and RC. Last week and this week, that entrée has been soup and salad. (Come tomorrow

evening for Bergen's Fish Soup. It will be delicious!) Elizabeth is making the desserts. I will continue with this format for Fridays for the foreseeable future.

Elizabeth and RC are making the Members' dinner next week.

I am still working to hire a chef, and/or a food services manager, and/or a caterer.

We have hired a new person to be the Swedish Pancake organizer and boss. He is a chef and works daytimes at a job he loves, so I don't think we can lure him to do more. But meanwhile, from his background in restaurant cooking, he's going to assist Anis in where to buy the pancake supplies.

That's my status report! Come tomorrow evening for a delicious soup!

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, May 12, 2022 at 1:42 PM
Subject: RE: Exploring Things Further
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi, see my responses below.

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHES.

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME.

EACampbell

NEXT BATCH OF EMAILS – Testing the waters to see how much she planned on using me

---------- Forwarded message ---------
From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Thu, May 12, 2022 at 11:16 AM
Subject: Exploring Things Further
To: Kristine Leander <kristine@swedishclubnw.org>

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those!

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that?

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also.

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?

--
EACampbell

---------- Forwarded message ---------
From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, May 12, 2022 at 1:42 PM
Subject: RE: Exploring Things Further
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi, see my responses below.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, May 12, 2022 11:16 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Exploring Things Further

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHES.

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME.

EACampbell

[i] Review of the January 14, 2022 Dinner

The reality is that the salad that Kristine said to make was not made. RC thought up a whole new salad, to me it was "okay", it was average. I feel the salad was a mis-mash, and the pears were misplaced - more money spent buying pears and radishes, that I feel was unnecessary with so much produce already in the refrigerator - tomatoes, cucumbers, carrots et al.

Not one iota of cheese to be found on the salad served either. As I noted, one of the blue cheeses, from Malin's tenure needed to be used.

RC led on the salad - he may seem a bit halting and uncertain but he doggedly is insisting and leading on doing everything the way Malin w/ Carina's assistance did things. Then he more than doggedly reflects his training with whatever catering company he worked for. That's where his plastic wrapping everything, insisting on to the beyond necessary food handling procedures which just end up in timing failures can late dinner service as opposed to preventing any kind of real life food safety crisis - Meatballs in the oven warming and going onto a chaffing dish five minutes later where they are going to be hotter than when in the oven and hotter than they need to be overall are not going to endanger anyone.

I have tussled with him and then watched him yesterday, delay sending food/meat upstairs, insisting that it needs to stay in the oven until it hits 161 degrees. This is error on his part.

Another weak spot - he is safety wise but safety foolish - along with re-enacting over and over how his work was laid out for him to do at a prior job. There is no happy medium. I absolutely remember when he came to work with Carina and Malin - he was as we in general were told at the time, what I observed, he was a relatively inexperienced chef's helper that was being brought along by Malin and company to fill in for help that was needed in the Swedish Club kitchen.
He is a nice guy, he is generally willing to do a lot of things, but Often gets confused about what is a priority, how to lay out the steps to handle preparing assorted dishes. He flails around without direction. I feel RC also lacks the finer skill of food and meal planning and engineering, some of his basic food and flavor creation skills are off.

"Cucumber Salad"

"Thousand Island Dressing"
For example - that salad dressing he created last night - it was by his choice, it was supposed to be Thousand Island dressing - which we have to set aside I think the fact that it did not go with a vegetable with fruit salad, but say it did and that it was a nod to the possibility that people might put shrimp on their salad (most did not know it was a possibility) - what RC created was lightly flavored mayonnaise. He set out on the counter, mayonnaise, ketchup, red pepper jelly, and horseradish cream sauce.
What he concocted was a dressing that was barely colored or flavored by the ketchup, there were no additional seasonings that changed one iota of the flavor, it was ultimately barely flavored mayonnaise.

Real "Thousand Island dressing" is one of the easiest of things to make - 3:2 ratio of chili or cocktail sauce or catchup to mayonnaise, or even 1/3 ketchup and 2/3rds mayonnaise. It always has pickle relish in it, without pickles it is merely fry sauce, kind of what was served on the salad
The dressing for last night could have had chopped dill pickles in it which there were plenty of in the refrigerator, throw in some horseradish cream, yes, lemon juice, a dash of worcesterhire sauce, paprika - plenty of all of those items in the kitchen. But that dressing that was served is a far cry from Thousand

Island dressing, and it was not the salad that was outlined previously outlined in detail and approved by Kristine.

Then there was a whole discussion between RC and Lily about carrots in the process, carrots were needed for both the salad and for the meatball dinner. He and Lily decided which carrots to leave and which to throw out. RC discussed with Lily your comments you had made at our meeting, which I agree with - about the artificial "baby carrots" often tasting poor and needing to be thoroughly washed up. So a fair amount of carrots got thrown out - but they decided they had left the best for the meal.
Personally - I ate the one of three carrots with my meal - it was so stale I left the other ones.

At the incredibly few junctures I said anything yesterday - one was in the morning - Lily's response was to ask me what I was doing in the kitchen in the first place.

We can throw everything into the freezer however this is a well known phenomenon -
Gravy - there was no way the gravy was functional as gravy unless it was greatly reduced. I've studied Samuelsson's recipes and they are a little skimpy on details, not all entirely functional, and it is part of the culture of celebrity chefs, they often add touches, steps, or ingredients that can be questionable - do they really add anything to the recipe. Samuelsson's meatballs and gravy have a number of those elements.

But to the gravy - I've seen other pictures of the meatball gravy recipe that was followed by Lily and they all show that the gravy is more like a thin gruel. This is because there is not much of an ability for the gravy to turn into gravy were it to be made according to Marcus's recipe.

Lily followed the recipe but an experienced cook would have known that the gravy was a fail and needed to be thickened by using a thickening agent.

[ii] This is the gist of what I said to Kristine, that the meatballs were small because he insisted on doing them by hand. Him and Lily and I sat down and I. Said to Lily, you need to get a cookie scoop and have him scoop them out You've got it measured and then form it up into a ball, then you have portion control and she caught on to it and she said, Oh yeah, you're right, you're right and he fought back against her, and.

That's why those meatballs looked through the way they did. He says oh, you know there's so many grams. He just decided to sit and scoop them up by hand and make what he wanted and then they came out small. It's like it's stuff like that, that's just entirely frustrating to me. And I do think that I have talked to you and I thought maybe that you caught what I was saying. I care a lot. About this, and I've made my life making food. I've had a USDA plant. I've had a commercial bakery wholesale. It's like so I know what I'm talking about. The meatball recipe. He sat and told you he'd gone through it. I sat down with with Lily and with him and I spent 45 minutes. I figured out how many portions they needed. I figured out how much each ball should be weighing.

I worked out the whole thing, multiplied it out for them, I adjusted the spices for them. And here today when I was downstairs with him [RC], he wasn't going to make that meatball he's supposed to make [the Magnus Nilsson one next]. On Friday, he had another recipe. And I told him, no, I said here's the one you're supposed to do. He said, "well, that's not the one I have" and I go, "yeah it is." And he finally conceded he did need to do the recipe that Magnus Nilsson one.

And, RC was not going to make that unless I had said something to him."

[iii] From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date: Wed, May 4, 2022 at 6:03 PM
Subject: Discrimination Complaints Filed Against the Swedish Club
To: <kristine@swedishclubnw.org>, <shamaalbright@msn.com>, <maosmith@msn.com>, <langdonlmiller@gmail.com>, <neilsnyder@outlook.com>, <fiddlerkris@hotmail.com>, <maryemerson115@gmail.com>, <peterickj122@msn.com>, <ddrconstruction@gmail.com>, <garysund@ymail.com>, <SeattleBergenSisterCities@gmail.com>

Please find attached my letter advising you that starting on April 20th I have filed with the appropriate agencies, the City of Seattle Office of Civil Rights, the Washington State Human Rights Commission, and with the U.S. EEOC regarding multiple instances of discrimination against me as an employee and as a member by the Executive Director related to age, disability, national origin, along w/ complaints regarding retaliation, a hostile workplace; in order to comply with the required legal administrative procedures that must be followed prior to pursuing litigation.

In addition I have shared my thoughts and comments regarding board elections and efforts to impair blue card memberships.

[Attachment: SC Letter Re Discrimination Complaint 05-04-22]

Email conversation start. Email count: 11. Started: Mar 10, 2023 9:01:00 AM

Subject: Re: More Documentation Re Swedish Club Matter
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Steven Toff <Steven@pacwestjustice.com>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 29, 2023 12:05:48 PM GMT-07:00

Subject: Re: More Documentation Re Swedish Club Matter
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Steven Toff <steven@pacwestjustice.com>
Date Sent: Wednesday, March 29, 2023 11:17:19 AM GMT-07:00

[redacted]

Subject: Fwd: More Documentation Re Swedish Club Matter
From: Steven Toff <steven@pacwestjustice.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 29, 2023 11:13:36 AM GMT-07:00
Date Received: Wednesday, March 29, 2023 11:13:40 AM GMT-07:00

[redacted]

Subject: Re: More Documentation Re Swedish Club Matter
From: Steven Toff <steven@pacwestjustice.com>
To: "Vail, Katie" <Katie.Vail@seattle.gov>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, March 21, 2023 9:48:49 AM GMT-07:00
Date Received: Tuesday, March 21, 2023 9:48:55 AM GMT-07:00

[redacted]

Subject: RE: More Documentation Re Swedish Club Matter
From: "Vail, Katie" <Katie.Vail@seattle.gov>
To: Steven Toff <steven@pacwestjustice.com>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, March 21, 2023 8:44:59 AM GMT-07:00
Date Received: Tuesday, March 21, 2023 8:45:02 AM GMT-07:00

Hi Steven:

Thank you for letting me know that you represent Elizabeth. Unfortunately, I am not available for a phone call this week. However, I am available next week on Tuesday, March 28, 2023, anytime from 11:30 AM to 1:30 PM or Wednesday, March 29, 2023, anytime from 11:00 AM to 3:00 PM. Please let me know if there is a time on one of those dates that work for you.

Sincerely,

Katie Vail

Senior Civil Rights Investigator

Pronouns: She / Her

City of Seattle, Office for Civil Rights C: 206-445-9810

katie.vail@seattle.gov

Subject: Re: More Documentation Re Swedish Club Matter
From: Steven Toff <steven@pacwestjustice.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,"Vail, Katie" <Katie.Vail@seattle.gov>
Date Sent: Monday, March 20, 2023 4:29:03 PM GMT-07:00
Date Received: Monday, March 20, 2023 4:29:09 PM GMT-07:00

Hi Katie (and Elizabeth).
Yes, I am representing Ms. Campbell in this matter. I'm available for a call on Thursday or Friday this week. Please let me know if that works for you. Thanks.

Subject: Re: More Documentation Re Swedish Club Matter
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: "Vail, Katie" <Katie.Vail@seattle.gov>
Cc: Steven@pacwestjustice.com
Date Sent: Monday, March 20, 2023 3:50:24 PM GMT-07:00

Hi Katie,

Steven Toff and I just completed the engagement agreement last week. By way of this email I am sending you his email info. Thanks and I look forward to hearing how this goes from here on out.

Best Regards,

Elizabeth Campbell
--

Subject: RE: More Documentation Re Swedish Club Matter
From: "Vail, Katie" <Katie.Vail@seattle.gov>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, March 13, 2023 9:23:58 AM GMT-07:00
Date Received: Monday, March 13, 2023 9:24:01 AM GMT-07:00

Hi Elizabeth:

If you have hired an attorney, I will need to speak directly to your attorney after they have sent me a letter of representation. Can you please send me your attorney's contact information? Thank you very much.

Sincerely,

Katie Vail

Senior Civil Rights Investigator

Pronouns: She / Her

City of Seattle, Office for Civil Rights

C: 206-445-9810

katie.vail@seattle.gov

Subject: Re: More Documentation Re Swedish Club Matter
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: "Vail, Katie" <Katie.Vail@seattle.gov>
Date Sent: Monday, March 13, 2023 9:14:15 AM GMT-07:00

Hi Katie,
I sent you the termination letter too didn't I? So now we've gone the full route.

I also have an attorney who is going to handle the employment claims - Stevem Toff. I just engaged him on Friday, 3/10. Thank you

Sure - send me some times for the phone call.
--

Subject: RE: More Documentation Re Swedish Club Matter
From: "Vail, Katie" <Katie.Vail@seattle.gov>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Monday, March 13, 2023 8:19:05 AM GMT-07:00
Date Received: Monday, March 13, 2023 8:19:08 AM GMT-07:00

Hi Elizabeth:

Thank you for sending me this documentation. Because the document you shared is 100 pages, please note that it will take me a couple of weeks to review your documentation to determine whether I can include additional allegations in your charge.

I also saw in your previous email that you wanted to schedule a phone call. I would be happy to schedule a phone call after I have reviewed your documentation. Please let me know if you would still like to schedule a phone call, and I will send you some dates/times in a few weeks.

Sincerely,

Katie Vail

Senior Civil Rights Investigator

Pronouns: She / Her

City of Seattle, Office for Civil Rights C: 206-445-9810

Subject: More Documentation Re Swedish Club Matter
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: Katie.Vail@seattle.gov
Cc: neighborhoodwarrior@gmail.com
Bcc: lorelei.stevens@gmail.com
Date Sent: Friday, March 10, 2023 9:01:33 AM GMT-08:00
Date Received: Friday, March 10, 2023 9:01:33 AM GMT-08:00
Attachments: EAC City of Seattle Response 10-25-22.pdf

Yes, I suffer from a perfectionism in authorship and deep felt feelings that I give daylight to through what I write - and it truly is as the document name for this suggests, that I have been writing on this document since October, 2022.

It is long - but here is the key for you - I have highlighted a title at about page 19/20 - that has your name on it and it is from there on forward that I believe the things you asked me for have been populated.

I would note - you said you wanted literal things, like notes and documents - I've provided you with all that I have in that regard - but as you must know in your work, the prolific and cunning abusers do not commit their deeds to paper. Their world is one of sleights of words, manipulations of others, and all manner of like shenanigans, getting others to share or do their dirty work for them.

Kristine's, and I have to make this unqualified statement, the Board's, forte have been living in the shadows, keeping Swedish Club employees, members, even what officials may check in with them, in the dark - as much as is humanly possible.

Here is one more deposit I am making with you, my report of what has occurred in this matter.

In closing - I know I said I would send this last night, but I truly have to say - I am living on the edge in the moment, for the moment given my resiliency, in the aftermath of this letter from yesterday from Sarah Alaimo - the lies in it, the mis characterizations - and the falsity of the statements that she made - what a terrible thing to have received. Taking all of this most recent attempt to subdue the truth in - it is a taxing and trying experience.

Best Regards,
Elizabeth Campbell

It appears from the documentation that you provided that you applied for a position from March through May 2021.
What position was this for?
Do you recall what dates you applied for the position?
Do you have documentation showing that you applied for the position?
Why do you believe you were denied the position?

In March 2022, did you apply to be the Food Services Manager? If so:
Do you recall when you applied for the position?
Do you have documentation showing that you applied for the position?
Why do you believe you were denied the position?

In your intake notes, you stated that in August 2022, there were general job openings for event planner, reception, and other roles, but that someone told you that you could not apply because you were disabled. Did you apply for any of these positions? If so, which positions? EAC Response – it was in August 2021 that those events took place.
Who told you that you could not apply for the position? Kristine Leander, then Executive Director of the Swedish Club. She just left employment there effective 3/7/23.

August, 2021 Newsletter



We're Hiring!

The Swedish Club needs to hire some part-time staff. Duties for the following positions are somewhat flexible and we might consider combining them for someone willing and able to assume multiple responsibilities. Call 206-283-1090 for more information.

- **Lunch chef:** Prepare and serve meals for our Friday lunch service when it resumes. Kitchen experience required, preferably with Swedish cuisine.
- **Maintenance:** Indoor/outdoor cleaning, housekeeping and light repairs.
- **Event coordinator:** Answer phones, serve as building receptionist; plan and coordinate events (help with reservations and attendance, room setup/cleanup, liaison with guests and attendees).

In early August 2021 job openings for lunch chef, receptionist, and an event coordinator were published in the Club's newsletter. At the time they had come out Kristine and I were standing in the lobby by the front doors talking about them. I was asking her details about the jobs, what all the jobs entailed, the hours, the pay – and she just came out and said to me, telling me to not even think of applying – she told me that I was disabled and couldn't do the jobs – and she said it with emphasis, no kindness, "You couldn't do the jobs!" And then she dismissed me.

On August 27th that's when Kristine told me for the *second time* that I couldn't work in the kitchen because I was not Swedish enough.[7] The first time had been in the Spring of 2021 when Malin and Kristine and I were talking about my making salads and helping with some of the events that had food associated with them. And then later on, it was agreed between Malin, Kristine, and I that I would do some consulting work with menus, presentation, and event planning. Malin asked me also to do the planning for the St. Martin's Day (Mortensaften) dinner event on November 11, 2021.[8]

I said yes to all of this. But incrementally each of the things that Kristine, Malin, and I had agreed upon was walked back. By Thursday, August 27, 2021 Kristine had clearly laid out the facts to me, I would not be hired to cook anything at the Swedish Club because I was not Swedish enough!

So notable were all of these things that occurred and what Kristine said to me that I wrote a Facebook post to Lars in the early morning of August 28, 2021.[9] I told him about Kristine's explanation to me about why I

would not be hired to cook for the club because what Kristine said comported with something Lars had mentioned to me months earlier, about the discrimination that goes on at the Swedish Club based on national origin - how people from the other Scandinavian countries, Norway, Denmark, Iceland, Finland, how the non-Swedes, were treated by Kristine and others as if they were not full Swedish Club members – because "they were not Swedish" or "not Swedish enough". This is what I said to Lars in that Facebook post on August 28th:

"Yesterday I went to lunch with a friend, 'at the Bay Café'. It was okay, I had fish and hash browns[10]…After that I went to the Swedish Club, listened to some nonsense and irritating things from Kristine…Swedish Club Nonsense. Really, I was informed yesterday[11] that I wasn't Swedish enough. Your words came back to me. I fully understand what you said. It really is a thing. But more to the point and key to Swedish Club operations, that the 'Swedish snobbishness,' that is what Kristine called it yesterday, it is a big factor in the food operations, because what she told me, that for years now there has been and is a refusal in the SC kitchen to work with 'American chefs' - they don't, in Malin's, in the Swedish doyennes of culinary endeavors minds at the SC, this is what Kristine told me they (and I think her) think - American chefs don't cook right. Because - astonishingly to me I was told this yesterday - they don't speak Swedish, they haven't lived in Sweden, therefore they cannot possibly or properly cook things 'Swedish'.

"That is the most stupid thing I have ever heard of. And why? Because look, even with my late entry to the Scandinavian as tradition and heritage cuisine scene, the really poor quality of food and its presentation - it defies the Swedish clouded and conceited attitude by those women, and it is women, that there is something superior being produced by 'real Swedish people' at the SC. OMG. And then as an experienced and superior baker and cook, domestically and commercially, the things I listened to about the whole setup with the kitchen and food is just - what? Flabbergasting.

November 23, 2021
I texted Kristine and sent her a picture, "I meant to ask - share with you - I'd be willing to come in and make charcuterie plates for the bar if that ever becomes something that is resumed. I read about them in old newsletters and ran across this picture.



15 minutes later I received a phone call from Kristine,

I wrote Lars about the conversation:

"And just after I wrote you that above within 10 minutes I got myself a job with the Swedish club as a chef making cold boards, you'll have to tell me the spelling and pronunciation and the plural. It is the fastest and craziest thing. I'll have to tell you what happened. I'm surprised that this happened as quickly as it did all that cooking I have been doing has not gone gone unnoticed in multiple places. Like a paid chef."

November 24, 2021
Had a two hour meeting with Malin and Kristine starting at 11:00 AM – I brought with me also the Lucia buns that I had made that morning, Kristine had mentioned that they needed some for an upcoming dinner and were looking for someone to make them. I also took some bourbon pecan cookies I had made to the meeting with Malin and Kristine.

They were excited to see the rolls and the cookies. Malin said there was an upcoming dinner where St. Lucia Rolls would be served, and they wanted the cookies to go along with it. They also were very excited about having me do the meat and cheese trays. Malin felt they could start having those in the bar, and in the future at the end of the year she thought that they would have a charcuterie tray component for the New Year's Eve dinner – I would be put in charge of that.



I was happy and excited that I would be getting an opportunity to be part of the cooking component at the Club, and it sounded like I would have a dab of leeway to be creative with presentation of the food, something that Kristine, Malin, and I had talked about as far back as March, April, and May of 2021.



Malin gave me a written offer of employment as an on-call cook. I accepted it and signed off on all the paperwork for the position that she gave me. The plan was to go ahead with my proposal to do the charcuterie plates in the bar on Friday nights.

Shortly thereafter Kristine gave me a Swedish Club name badge that had my name on it, I was designated as a "Cook".

December 2, 2021
This was the first day that I prepared the meat and cheese platters. I did all the shopping, prep, and assembly of the trays.





December 5, 2021



I worked as a cashier for the Sunday Pancake Breakfast

December 8, 2021, Wednesday
Had a short meeting at 3:30 PM w/ Kristine regarding doing a grazing table for the New Year's dinner. She confirmed that I would work with Malin. Malin would prepare the main dishes and I would be in charge of making the charcuterie plates for the NYE dinner.

December 10, 2021, Friday
Spent the afternoon making the meat and cheese plates.

Texted Lars: "I got them finished but they didn't fix the lights in the case like they were supposed to."

December 14, 2021
Malin Jonsson Resigns – "I just wanted to let you all know that I will be leaving my employment at the Swedish club effective after Friday's Lutfisk dinner [December 17th]." Carina Jonsson resigned the next day.

December 15, 2021




Made the St. Lucia buns and Bourbon Pecan cookies for the Members and Friends dinner. Two months now in a row I had made the dessert for the Members and Friends dinner.

December 16, 2021
Kristine and I had a conversation about the her and Malin's plan to start a Swedish Club catering company, but it turns out unbeknownst to everyone else that those plans had gone awry. I had discovered that Malin rather than working on a catering business plan for the Club had gone a different direction and was doing another catering venture of her own, essentially riffing off of the startup plans that were supposed to be for the Club.

Malin's first catering job for her own portfolio came from the new initiative she had been working on for The Club, it was for the Sons of Norway/Leif Erickson Hall on December 8th. When I told Kristine what I had discovered she said she knew all about it. I was stunned. Stunned because rather than Malin working on the catering project for the Swedish Club she had abandoned that effort and was working on it for her own portfolio. Kristine said she had known that Malin had changed direction – despite Kristine acting since the

project had been announced by her in September 2021, that there was some kind of ongoing planning that her and Malin were going ahead with to create the catering company for the Club.

Kristine made no mention in the intervening time, over the last three months about Malin instead going off on her own was doing catering for an organization, the Leif Erickson/Sons of Norway. They would have been a potential customer for the Swedish Club's new catering company!

I wrote Lars that evening about what I had found out about Malin and my exchange with Kristine:

"It turns out by accident I found this, Malin is now doing catering at Leif Erickson Hall. I was looking this afternoon for who the caterer was you were talking about, so I Googled Leif Erickson and caterer and what popped up, Malin is the new caterer for LE. When I talked to Kristine I said Malin is the caterer at LE. She said, 'Oh, that's old news!' I'm thinking????

"There are about three to four levels why Mallon left, and they are not that 'Malin is tired'. Malin is tired like we all are tired. That is the public story. Malin has been working for LE for a couple of weeks or more at this point."[1]

That same day Lars sent me the email with the cognac recipe for gravlax that he and I had talked about being a possibility for the NYE dinner.

Borscht practice run – served

Came up with budget

December 17, 2021, Friday
Morning
From 4:00 AM to 8:20 AM I researched possibilities for the meat and cheese trays and other appetizers that I would make and we could serve for the New Year's Eve dinner, still set for December 31st.

In late December 2021
Unbeknownst to me, in addition to the Head and Lead Chef positions being open,[1] Kristine created another food department position, Kitchen Coordinator. She created and filled that position without letting either RC Charles or I know. At that time, he and I were the only people employed in the Food Services Department of the Swedish Club. Both of us held the position of "Cook".

I was and am experienced and capable of handling the job, Kitchen Coordinator, which Kristine described later on as "someone to oversee the purchasing of food, the overall preparation and serving, and to handle the same chores for our Swedish Pancake Breakfasts." I was available and would have been interested in and would have asked to have the Kitchen Coordinator position had I known about it. However, and particularly for myself as I was in daily contact with Kristine at the time, she did not let either RC or I know that the position was available.
Lily Wright was hired by Kristine as the Kitchen Coordinator on or about the week of December 26th.
Kristine wrote to the Swedish Club board of directors that she had created the position and hired someone

[1] As a result of Malin Jonsson and Carina Jonsson quitting on December 15th, 2022 after Kristine had treated them terribly, including taking away a portion of Malin's agreed upon pay to fund instead the salary of the man Kristine had hired to replace Malin – a prima facie case of discrimination if there ever was one.

to fill it – telling the board, "We have people to make meals, but not someone to oversee the purchasing of food, the overall preparation and serving, and to handle the same chores for our Swedish Pancake Breakfasts. We've had a very part-time person doing random tasks for us, associated with food and bar, and I've hired her to be a temporary kitchen coordinator until we get a permanent solution." [2, 3]

Most of Kristine's representations to the board about the need and the genesis of her hiring Lily are untrue. The facts are this:

1. Lily was hired by Kristine on or just before December 1st as the "New Vax checker on Sunday":

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Wed, Dec 1, 2021 at 11:40 AM
> Subject: New Vax checker on Sunday
> To: sky.image77 <sky.image77@protonmail.com>, Sharon Lucas <sharon.lucas@comcast.net>, browneyedswede <browneyedswede@comcast.net>, neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>
>
> Hello cashiers (Becky, Elizabeth and Sharon), We have a new employee, namely Lily Wright, copied on this email. She will be checking guests for vaccination status on Sunday morning. As the three of you cashiers and Lily will be near to each other, she may need to ask questions or have a bathroom time-out, or whatever, so I'm writing to introduce you to each other.
>
> Thanks for what you will be doing on Sunday!
>
> Kristine Leander

2. The first *and only* pancake breakfast that Lily would work at was on December 5th, as the vaccine checker.

3. Between December 1st through to December 17th Malin Jonsson, Carina Jonsson, RC Charles, and I are the only kitchen employees. In respective order our job titles are, Kitchen and Bar Manager/lead chef, lead chef, cook, and cook.

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[2] The "person" was Lily Wright who was hired on or about December 1, 2021 as the vaccine checker for the pancake breakfast, "We have a new employee, namely Lily Wright, copied on this email. She will be checking guests for vaccination status on Sunday morning"*; if she did anything for the "food and bar", "food" would have been what, a menial job with the pancake breakfast, and as for the "bar", that would also be a bit astonishing as up until Malin left on December 17th, just short of three weeks before Kristine wrote these claims about Lily, with a week plus lost to the holidays, there is very little that Lily could have possibly be doing that would even support Kristine's diminutive representations about what Lily had been doing. This was one of the most recent at the time grab bag hires Kristine commenced doing in 2022.
* Leander, Kristine. "New Vax Checker on Sunday". Gmail. December 1, 2021, 11:40 AM.

[3] Leander, Kristine. "ED's Report to the Board Jan 5, 2022". Swedish Club. January 5, 2022. https://docs.google.com/document/d/1X-hYpitdEja0nOqpc2J3TkQO6zWPBLYO/edit?usp=share_link&ouid=100863555452599437625&rtpof=true&sd=true

4. Between December 1st through to December 17th Malin, Carina, and I each were "overseeing and purchasing the food for the meals"; RC and I continued to do so until February 1, 2023,[4] and for me until March 3, 2023.

5. Up and until they left the evening of December 17th, Malin and Carina "supervised the overall preparation and serving of the food". I "supervised the preparation and serving" of a portion of the dinner menu.

6. After December 17th the only upcoming meal was the NYE dinner, first scheduled for December 31st then rescheduled to January 7th; as of December 14, 2021 Kristine had put me in charge of "overseeing and purchasing the food for the meal(s)", and I was to "supervise and did supervise the overall preparation and serving of the food" at that point on through to January 7, 2021.

7. In late November 2021 Kristine hired Anis Rahman as Facilities Manager. Mid-December 2021 Kristine put Anis in charge of the "purchasing and oversight of the Pancake Breakfast." The first pancake breakfast Anis purchased supplies for and supervised was on February 6th.

Conclusion: Between December 1, 2021 to January 5, 2022 when Kristine wrote her statements to the board – that she had no one that could oversee and purchase food, that she had no one to supervise the preparation and serving of meals, that she had no one to handle the same tasks for the pancake breakfast, and that Lily was doing "random tasks associated with food and bar," I do not believe that was true as all during the same time Malin, Carina, RC, myself, and Anis were employed doing those things.

Kristine's representations defy credibility, the ones she was making in general, and that she was making specifically about Lily, that Lily was doing this "random tasks associated with food and bar." Outside of Lily being the vaccine checker for one pancake breakfast – none of us, Malin, Carina, RC, and I had any awareness of Lily's random existence in the food and bar operations that Kristine was claiming.

In that same January 5th report Kristine also told the Swedish Club board of directors, "As you know, Malin 'retired' precipitously, giving us three days' notice. My plan is to continue to use the cooks and helpers who have been helping Malin and to try to hire a *food services manager*.[5] Anis is overseeing the bar and I'm overseeing the food services.[6] (Emphasis added.)

[4] RC Charles slipped, fell, and suffered a concussion on February 1, 2023 and has not returned to work as of even date, 3/8/23.

[5] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

[6] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

"I'm using menus from the past year or so to make sure that I'm planning meals in which the items go together in a Swedish way. In January, we are making only meatballs, (no extra entrée) just to make it easier on staff.[7]

"Food Services Manager–In all the years since Ann-Margret began making food for us, we've had excellent chefs (Ann-Margret, Christine, Carina, Malin) but none have been trained in Food Service Management. I've learned that a chef and a food service manager may have an intrinsic conflict of interest. It's time for us to introduce this sort of background into our food and bar services.

"It will reduce the sort of frustration earlier Boards have had with trying to understand what our food services are costing us."[8]

"I plan to start searching at culinary schools in Sweden.[9]"

Unpacking Kristine's additional January 5, 2022 representations to the Swedish Club board of directors:

1. Malin did not "retire" – Kristine treated her badly for a substantial period of time before she left. The final straw was in November 2021 when Kristine stole part of Malin's salary to use it instead to pay the man who replaced Malin as the Facilities Manager. According to Malin, she chose to not be further abused.
2. The introduction of the "Food Services Manager" is a conception, not a position that was per se needed. It was a strategy to explain away a multiple of failures of Kristine's that had occurred, the past. It is not a necessarily a solution that was arrived at by Kristine to fill literal kitchen department needs that had been identified – present or future needs.
3. In fact, Kristine alludes to the latter being the case, and only one failure, "It will reduce the sort of frustration earlier Boards have had with trying to understand what our food services are costing us."

   If "earlier Boards", which by extension doesn't include the then present board, had trouble understanding what the food services were costing the Swedish Club – isn't their alleged trouble more a function of and the failure of the bookkeeping department and its accounting and disclosure practices – Toene Hayes and her supervisor Kristine, as opposed to who is the head of the kitchen department?

4. The main failure the introduction of the Food Service Manager job is being used to cover up is a very public message and humiliation for Kristine - that a ten years long, devoted employee, Malin, had quit. Kristine used the quest for the FSM to deflect blame and questions about that. The "need for a food service manager" infers that something had been missing all along, i.e., that Malin was not even the right person for the right time, despite the fact that she had been just that.

[7] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

[8] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

[9] Leander, Kristine. "Executive Director's Report SC Board Meeting Jan. 5, 2022". Swedish Club Board. January 5, 2022.
https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=docslist_api&filetype=msword

Clearly, outside of the interpersonal aspects of her job, Malin had every reason to remain at the Swedish Club. She had been successfully doing her progression of jobs over a decade. She had a progression of increasing responsibilities, including that just before her departure she had been in charge of all facets of the building and event rental operations, and at the time of her departure she was the Food Services and Bar Manager, as well as she had been put in charge of developing a catering business for the Swedish Club.

Malin was a highly valued Swedish Club employee. She had gained a compensation package that was relatively competitive. Malin had the latitude without any administrative or financial restrictions to create menus, make the food and supply purchases she chose. As well as Malin had the authority to select and retain the staff she chose, to designate what duties and responsibilities they had, and what hours they were to work. She had the authority to work the hours she wanted.

Malin had no restrictions on the administrative duties she could undertake as part of her management of the food, bar, and catering departments. Malin had no restrictions on the Swedish Club resources she could employ to carry out her administrative duties – in fact she had even purchased a relatively expensive system to do just that, the TOAST restaurant operating system that can be integrated with the Swedish Club's bookkeeping and accounting systems.

As well as Malin (and Kristine (and Toene)) were informed and aware of the range of food accounting tasks and obligations necessary for the profitable operation of all of those departments – and had the ability and means to do Cost of Goods Sold determinations, to budget for and establish the operating expenses, fixed vs. variable expenses, manage staffing, labor costs, make intelligent and market based pricing decisions, and plan for growth; prepare a full range of cost and sales analysis reports.

Because of the Food Services Manager job's tenuous origins in the first place, that it was a strategy versus a necessity, and by extension its hiring and initiation process for it was never carried out in a professional manner, over time the Food Services Manager job was turned into a quixotic football.

Despite the Executive Director claiming for a solid year about the Swedish Club needing a Food Services Manager, all of 2022 on into 2023, and even when not one but two FSM's were hired, and even when by her own admission the ED was acting as the FSM off and on throughout 2022, at no time were any of the kitchen purchasing and most importantly the accounting attributes of it were carried out by Toene or Kristine – and in fact – Kristine rejected my suggestions and literal work I did to do those financial tasks – she said it was something for the future! The reality is, all those FSM job functions Kristine claimed to need – she had all of the people and other resources to do just that and never turned her hand to do them, never allowed anyone else to do them, and never required that any of the foodservice staff do them!

Also, on January 5th Kristine sent out an email to RC, Lily, and I to establish the future lines of responsibility and portions of meals that each of us was going to be do after the January 7th New Year's Eve dinner that I was in charge of:

> From: **Kristine Leander** <kristine@swedishclubnw.org>
> Date: Wed, Jan 5, 2022 at 2:19 PM
> Subject: Tuesday plans!
> To: sky.image77 <sky.image77@protonmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, snocofo@gmail.com <snocofo@gmail.com>

Hello Lily, Elizabeth, and RC,

Lily, we talked about a morning meeting to go over recipes, resulting in purchasing food supplies…This brings us to a meeting to go over the food supplies needed for the Friday dinners. Can you each come at 1 pm on Tuesday, Jan 11, to go over that?

In summary, here are two events to which you are invited to come and to clock in: 1 pm meeting about food and recipes, etc.; 3 pm party to celebrate your employment at the Swedish Club.

I hope this works for each of you!

Kristine Leander

After Kristine's failure to secure any of the recipes for the food served by the Swedish Club she went on a quest to set in place a chosen, thereafter to be the standard meatball recipe for the Club:

From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, Jan 6, 2022 at 3:41 PM
Subject: Gunnar & Birgitta Wallin's meatball recipe--Jan 28
To: snocofo@gmail.com <snocofo@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, sky.image77 <sky.image77@protonmail.com>, Ann Margret <ann-margret@wavecable.com>, Berit Lehner <beritlehner@yahoo.com>, Peppe Enfield <falumor@comcast.net>
Cc: Chris Sisco <chris@swedishclubnw.org>

Between Chris Sisco and me, we spent hours looking for this recipe. Simultaneously with his finding it in the Swedish Press magazine, Berit Lehner announced that she had it at home. Hooray! Twice blessed.

I intend to publish this in the newsletter so that someone in the future doesn't have to search for it.

Here's our meatball schedule:

Jan 7: Marcus Samuelsson's grandmother's recipe
Jan 14: Magnus Nilsson's grandmother's recipe.
Jan 28: Birgitta & Gunnar Wallin's recipe.

I've asked our new kitchen coordinator, Lily, to buy the same pork and ground beef for each recipe so that we are not tasting the difference in fat in each recipe.

R.C. Charles will do the honor of making the meatballs, while Elizabeth will make small plates & desserts.

That's our plan for January! Working together, we'll make it work.

Thanks, everyone!

--Kristine

And just like that – before I had even made my debut as the lead chef, as a more than proficient and efficient food service manager, after I had stepped into the breach and would put on a beautiful New Year's dinner that featured food I had chosen, prepared the majority of, Kristine kicked my ass to the curb!

No if, and, or buts about it. I was put into supplicant place. Lily who was little more than a glorified vaccine checker at that point, and even RC – who certainly had seniority over Lily, Kristine installed Lily as her number one, go to, point person in the kitchen.

It was my first taste as an employee of Kristine's still to be uttered axiom in March, "We're not embracing you!" This first taste was but the first of many bitter draughts of Kristine's spite, and disparaging treatment of me to come.

01-13-22

> From: **Kristine Leander** <kristine@swedishclubnw.org>
> Date: Thu, Jan 13, 2022 at 8:47 AM
> Subject: RE: Attendance on Friday?
> To: sky.image77 <sky.image77@protonmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> Cc: snocofo@gmail.com <snocofo@gmail.com>
>
> Hi, thanks for asking to get this clarified.
>
> Elizabeth can assemble what she needs for the cake.
>
> This dessert is for this Friday evening, right, Elizabeth? I don't think we know what the dessert will be for next Wednesday. It needs to be simple, simple, simple. Simple to make and simple to serve. Elizabeth, can you make suggestions and, then, on Wednesday, make it?
>
> Elizabeth, can you tell RC and Lily where the party leftovers are? I assume, Lily, they are mostly in the downstairs kitchen.
>
> Thanks, Kristine
>
> **From:** sky.image77 [mailto:sky.image77@protonmail.com]
> **Sent:** Thursday, January 13, 2022 8:27 AM
> **To:** Kristine Leander <kristine@swedishclubnw.org>; Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> **Cc:** snocofo@gmail.com
> **Subject:** RE: Attendance on Friday?
>
> Hi,
>
> I am gathering that we need to assemble ingredients to make a cake for tomorrow night?

Do we know where the holiday party leftovers are for this?

Or am I confusing it with the Wednesday night dinner? If so, what's the dessert for tomorrow?

RC and I did go through the refrigerator and had talked about those salad ingredients except adding some cheese. We will be sure to do so. Thank you.

We will discuss the prosciutto rosebuds too. Thank you for saying this.

Lily wrote January 13, 2021 at 8:43 a.m.
RC and I did go through the refrigerator and had talked about those salad ingredients except adding some cheese. We will be sure to do so. Thank you.
We will discuss the prosciutto rosebuds too. Thank you for saying this.

This is the salad that was served Friday night - no blue cheese, no prosciutto, a slight nod to the vegetable produce, more produce was purchased when none was needed, radishes and pears, and certainly not a vinaigrette dressing:

Review of the January 14, 2022 Dinner
The reality is that the salad that Kristine said to make was not made. RC thought up a whole new salad, to me it was "okay", it was average. I feel the salad was a mis-mash, and the pears were misplaced - more money spent buying pears and radishes, that I feel was unnecessary with so much produce already in the refrigerator - tomatoes, cucumbers, carrots et al.

Not one iota of cheese to be found on the salad served either. As I noted, one of the blue cheeses, from Malin's tenure needed to be used.

RC led on the salad - he may seem a bit halting and uncertain but he doggedly is insisting and leading on doing everything the way Malin w/ Carina's assistance did things. Then he more than doggedly reflects his training with whatever catering company he worked for. That's where his plastic wrapping everything, insisting on to the beyond necessary food handling procedures which just end up in timing failures can late dinner service as opposed to preventing any kind of real life food safety crisis - Meatballs in the oven warming and going onto a chaffing dish five minutes later where they are going to be hotter than when in the oven and hotter than they need to be overall are not going to endanger anyone.

I have tussled with him and then watched him yesterday, delay sending food/meat upstairs, insisting that it needs to stay in the oven until it hits 161 degrees. This is error on his part.

Another weak spot - he is safety wise but safety foolish - along with re-enacting over and over how his work was laid out for him to do at a prior job. There is no happy medium. I absolutely remember when he came to work with Carina and Malin - he was as we in general were told at the time, what I observed, he was a relatively inexperienced chef's helper that was being brought along by Malin and company to fill in for help that was needed in the Swedish Club kitchen.
He is an extremely nice guy, he is generally willing to do a lot of things, but often gets confused about what is a priority, how to lay out the steps to handle preparing assorted dishes. He flails around at times without

direction. I feel RC also lacks the finer skill of food and meal planning and engineering, some of his basic food and flavor creation skills could use further development.

"Cucumber Salad". "Thousand Island Dressing"
For example - that salad dressing he created last night - it was by his choice, it was supposed to be Thousand Island dressing - which we have to set aside I think the fact that it did not go with a vegetable with fruit salad, but say it did and that it was a nod to the possibility that people might put shrimp on their salad (most did not know it was a possibility) - what RC created was lightly flavored mayonnaise. He set out on the counter, mayonnaise, ketchup, red pepper jelly, and horseradish cream sauce.

What he concocted was a dressing that was barely colored or flavored by the ketchup, there were no additional seasonings that changed one iota of the flavor, it was ultimately barely flavored mayonnaise.

Real "Thousand Island dressing" is one of the easiest of things to make - 3:2 ratio of chili or cocktail sauce or catchup to mayonnaise, or even 1/3 ketchup and 2/3rds mayonnaise. It always has pickle relish in it, without pickles it is merely fry sauce, kind of what was served on the salad
The dressing for last night could have had chopped dill pickles in it which there were plenty of in the refrigerator, throw in some horseradish cream, yes, lemon juice, a dash of worcesterhire sauce, paprika - plenty of all of those items in the kitchen. But that dressing that was served is a far cry from Thousand Island dressing, and it was not the salad that was outlined previously outlined in detail and approved by Kristine.

Then there was a whole discussion between RC and Lily about carrots in the process, carrots were needed for both the salad and for the meatball dinner. He and Lily decided which carrots to leave and which to throw out. RC discussed with Lily your comments you had made at our meeting, which I agree with - about the artificial "baby carrots" often tasting poor and needing to be thoroughly washed up. So a fair amount of carrots got thrown out - but they decided they had left the best for the meal.
Personally - I ate the one of three carrots with my meal - it was so stale I left the other ones.

At the incredibly few junctures I said anything yesterday - one was in the morning - Lily's response was to ask me what I was doing in the kitchen in the first place.

We can throw everything into the freezer however this is a well known phenomenon -
Gravy - there was no way the gravy was functional as gravy unless it was greatly reduced. I've studied Samuelsson's recipes and they are a little skimpy on details, not all entirely functional, and it is part of the culture of celebrity chefs, they often add touches, steps, or ingredients that can be questionable - do they really add anything to the recipe. Samuelsson's meatballs and gravy have a number of those elements.

But to the gravy - I've seen other pictures of the meatball gravy recipe that was followed by Lily and they all show that the gravy is more like a thin gruel. This is because there is not much of an ability for the gravy to turn into gravy were it to be made according to Marcus's recipe.

Lily followed the recipe but an experienced cook would have known that the gravy was a fail and needed to be thickened by using a thickening agent.

The January 14th dinner was RC and Lily's first dinner. It had not turned out well.[i]
January 18, 2022 Staff Meeting Notes

On January 18, 2022 there was a meeting of the employees associated with or working directly in the food service department, . Kristine Leander, Anis Rahman, RC Charles, Wendy Lundin, possibly – Gabe and Jared O'Connell, and myself are the main people that I remember attending the meeting.

I believe that Kristine called the meeting for a range of reasons. The plausible reasons were a) after RC's shock January <—-— 14th meal, poorly prepared,[10] and b) Lily's even more shocking public display in how poorly she had done her job as Kitchen Coordinator, how terribly she had treated Julie Pheasant Albright the night of the 14th, insolently and condescendingly dressing her down; and then sitting at the cashier's table and wolfing down her dinner in front of everyone. She left of her own accord before the 18th.



And then the other reason, I believe this the meeting was called really to pave the way for Kristine to install Arista as the provider for most if not all of the Club's meals. Over time this has become apparent - it is always true, Kristine always is working out some plan that she does not reveal to either undermine or replace staff that displeases her, in this case RC, he had made major errors with his cooking and conduct of the 1/14 meal and so Kristine had contacted John, her close ally and friend as it turned out, the owner of Arista Catering.

At the meeting Kristine claimed that Arista was an "option" she might invoke – but in retrospect I do not believe that because time has shown that Kristine has a strong, even personal connection with John, she has a history of giving him and his company preferential treatment to the detriment of the Club – both before January 18th and certainly after – to this day, December 5, 2022.

Food Committee
"Have, well, you know there's a food committee. Yeah, so I need to pull that together and tell them that this is what we're doing for right now and Lori Ann wants to get that really involved and she wants she wants to get Involved so it takes some pressure off of the bridge. The board wants to.

After the meeting Kristine and I stayed in the room and then had a private conversation. The following is my recollection and recreation of that private conversation that Kristine and I had in the Library on the 18th after the other meeting participants left:

Kristine first said to me, "We have used people's names if they bring a Swedish name to it. I said, "What did they bring?" Kristine said, "A Swedish name." I thought for a moment and then said to Kristine, "I'm just as much of a chef as is Ann-Margret or Malin, or Christine, or Carina,[11] I have just as much experience and probably some of it more, and I cooked some of this Scandinavian things and I've acquitted myself very well."

[10] RC's January 14th dinner was of poor quality, and it had been late, the meatballs were not well done, the gravy was like water, and the salad was a wilted watery disaster also.
[11] They all lived in Sweden therefore they are considered to be Swedish and have been designated chefs, hence they fill the requirement, theirs and Kristines of being Swedish, chefs, and are distinguished at the Swedish Club as Swedish chefs. At a certain point in time they were the only people that Kristine and themselves felt could prepare and serve traditional Swedish food dishes, up and until I was hired in November, 2021, however the preference for someone Swedish for the job.

Then Kristine changed the subject and the thrust of her commentary – savaging me – she said to me, "I know I'm gonna say something, what I am about to say may make you angry. And then she delivered the coup de grace that I believe was in place both before she said it, and that has continued to inform much of the disparaging treatment and comments from Kristine throughout 2022, she said, "You have created some enemies here." I was like, what?? I wasn't surprised but there it was what I had thought had been going on the last few weeks in later December 2021 to January 18, 2022.

I asked Kristine, "The enemies are who?" I knew, I had been trying to put it together, I had figured it out but I wanted to hear it from her. Kristine said, "Well, you, you should know who, Lars, well. Lars' camp. And so it doesn't buy us anything to use your name." Then she added what I thought was a throw away line to pull attention from what was the real motivation behind how she had been treating me, Kristine said, "We have used people's names if they bring a Swedish name to it."

So there it was. That's exactly what I had thought had been going on – the rancor from Lars and his coterie of women was being directed at me by Kristine. I knew that was how he operated, they operated. For Lars, his harassment M.O. included drawing others in to get even with someone. I just had never thought he would do it to me, his friend and lover of 36 years – but there it was, Kristine letting me know the drill.

Lars had already told me in 2020 and 2021 about how he got back at people that made him mad – especially women who he felt had crossed him.[12] And now unfortunately I was one of his targets, and his proxies' target.

How I believed Kristine had been treating me dismissively as an employee since Malin had left,[13] up to that point in time on January 18th I believed it was not about my not having a "Swedish name." Although I believed and believe still that is a factor. However, the main factor that I believed then and now that was working against me was about the influence of Lars and his "camp,"[14] which includes Kristine. That's the sexual harassment part of aspect of my situation.

So I said to Kristine on the 18th, "I knew that's what you were doing. I don't appreciate and I knew darn well that's what you were doing, darn well, that's why you won't put my name on anything.[15] And it's not fair, that's not right. That's just disrespectful to me. I'm not some little fly by night."

I addressed the "Swedish name" slight also. I went on to say to Kristine, "I've really prepared and served one of your perfect dinners,[16] and you're acting like, oh, you know, I acquitted myself very well. And I didn't even have, you know you've been here 11 years. And so has Malin and look what they (Malin and Carina) did. Look at what they did. The whole thing where they left you in the lurch." I had been thinking about it, here Kristine was putting me down on the basis of national origin but her "Swedish kin", they had not held Kristine or the Swedish Club in good stead. I continued on, "This whole food service thing is an outfall of that. This current deal is an outfall of what Malin and Karina did."

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[12] See Marianne Stecher Hansen chapter.

[13] And personally.

[14] The "Lar's camp" solidly includes Judy Cooper, Sonja Richter, Karen Choyce, Jan Sullivan (w/ Bob Erickson), Chris Brown, Nancy (to a small degree), Monica Schilling, *and in no small part* Kristine Leander.

[15] Not using my name has two elements, one, not using my name was done to me in order to not offend the individuals that are "enemies" that Kristine was talking about, and two, not using my name because it is not a Swedish name, neither "Elizabeth" or Campbell", have a clear Swedish cachet connected to them.

[16] Until the January 7, 2022 dinner I managed, for months the dinners had been late, and had had problems related to the appearance and quality of the food.

Kristine wanted to know what I was talking about.

I said to her, “Being that they told you FU you Kristine, we're walking off! That's why you got that no notice. It's like, well, I'd be offended. That's why you're on the hot seat now is because of what they did. They probably would have walked off with RC if they could have. The thing is the insurrection’s there. That's the whole point. The whole point you got into this mess with the food now is because of what went on. And the thing that I'm talking to you about is 2 parts.”

I broke it down further to Kristine, one, “Well, what happened, yeah? Well, we got here because it does have implications and then how it is that I'm perceived. Some drunk women I'm going to be like, “Oh OK.” I thought they were drunk the first time I met them and that was clear back in March.[17] So whatever, I'm not going to make my life revolve around whatever it is that they think about me, because outside of their thinking something about me that’s not who I am!”

I also mentioned to Kristine my many and ongoing contributions to the Club and how in light of that I shouldn’t be marginalized by her. I said, “I have done, I've volunteered. I've showed up at so many things and given them my time and committed to being a good part of partner to the Club. So I just think that's a little you know, that isn't a right way to have treated me. I honestly think that.

The second part I emphasized to her was that she didn’t put me to good use. I basically said that to her, “So you don't use me as a good resource on some of this. For example, I did tell you and shared with you what I thought the way the dining room should be laid out was. Going from South to North, I told you that last week.”

Kristine then wondered to me, why it wasn’t set up that way? I told her that I had set it up to flow from south to north and then it got changed around to like a free for all for everybody to come in and do what they want. I was countermanded, and nobody [Kristine] controls that.” I went on and said to Kristine that I did say that to to her last week, along with, “The other part is resistance from the worker bees. That's where Lily got into a thing 'cause nobody is in charge of anything.”

I continued setting out my case, “You know I'm trying to be your good friend at the club Kristine but I feel that you marginalized me for reasons that I don't think are valid. I talked to you about my disability. I think that is the thing you a factor in, that you tend to focus on with your decisions. That I'm not able to do something because of that.

And then yeah, I get the thing with Judy and Karen. But really, you know what? Why is Lars even at the club anymore? He's been nothing but a sexual predator. He's been a sexual predator basically. You know, so why Is he still a member even?”

Kristine responded, “We have no mechanism to do that.” But I knew that was untrue. I responded, “Well, you know that you do.” I knew that because in the Membership Committee meeting I attended in July 2021 the majority of the discussion at the meeting was about removing another man for similar reasons, his misogynistic behavior towards women at the Club.

[17] March 17, 2021 at the Swedish Club

I went on and said to Kristine, “I've thought about this a lot and I know my part and all that [regarding the text exchange with Karen Choyce], but I think he's just been a sexual predator here this whole time for the last however many years he's been a member, and I I came to the conclusion about Lars, is who hasn't Lars tried to seduce or seduced. And it starts with you and I even. Let's face it.” Kristine said something about how she hadn’t slept with Lars, but I said to her, “Well, he thinks you're one of his women. He's told me plenty about what he thinks has gone on between you and him. We’ve talked about that.”

I have shared the below sentiments and outlook on the Club and on Kristine, with Kristine, both before and after the January 18th meeting, they remain my sentiments today. However my perspective and good intentions towards the Club and even towards Kristine I feel mean nothing to her, both then and on through to to date, November 2022. I said to her on the January 18th, “I want you to be successful and I think that I can help you. I just feel like you blew me to the curb after New Year and for the current round. I could have told you that the thing wasn't going to work out with Lily. But with some good direction and oversight that could have worked out. And I feel like maybe I didn't make that clear to you where I thought I could help with that.”

Staying with being positive, sharing my perspective on problem solving at the Swedish Club on the 18th I also said this to Kristine during our one on one meeting, taking a riff on what she had said to me earlier about my not going to like what she said to me, I said to her, “You probably don't like me saying this, but I'm on your side. I'm your peer, so let's skip my being an employee. You know the staff didn't make the Swedish club experience nice. And look what the chefs, food employees have done with the food service. When I went and looked at that 2019 stuff on Facebook, I looked at it and Malin and Ann Margaret and even eventually that Christine did, it was like - really good! I was like wow, look at this what they were doing. The irony is they were the same people up until last year, and then what they did it just evolved into what I saw this last year, this last week – very poorly done. I just think, well, that wasn’t necessary. I cannot understand why you would not have put more faith, trust in me and let me support you. Kristine had no comment about that.

I shared one more example of hers and my differing interpretations on how things were working at the Club – I said to Kristine, she wanted her meals prepared and cooked well, presented on time, but the problem was there was a lack of management of the food service situation, including that she had relied on the wrong person, RC, to accomplish her goals, “I'm just saying that you know when you're investing all that, ‘Oh RC, go do that, this and the other thing,’ he doesn't have the capacity to do it. That's why your dinner was late on on Friday [1/14/22] because even though RC and them thought it was supposed to be served at 6:30, you'll notice it still didn't come out at 6:30.

I also shared with her that but for my intervention that RC had not even planned on serving the next meal she had directed him to prepare.[ii]

After that I said to Kristine, “And then the next round it's like come on. I'm sitting here at the meeting earlier and listening to RC, just doing his thing. That's what I just listened to, nonsense. So I'm trying to lay that out to you. It's like, well look, these people have been just robbing you blind and if they weren't robbing you blind they have been wasting you blind. That's why your food costs and everything — It's just so wacko. I mean, I'm, I'm just. Seriously, what the staff has done over the time, I look at that and it’s clear to me that there is a lot of dysfunction.”

I pointed out to Kristine why that was distressing to me, “That's why I get so aggravated because it's like I'm trying to share with you. I'm thinking about you. Your legacy I asked you about that awhile back, and you said you wanted to be remembered for bringing in the Jane Isaksen Lea money. But your legacy is now, well, it’s the food and dining in large part, it's like, well, it wasn't necessary to have this latest round blowing up. I'm telling you, I think that It can be better, and let me help you. But treat me nice about this thing about credit. It's like I, I feel like I've contributed and put in some time here, so it's not all about Judy and Karen.

I did say again to Kristine what I felt my strengths were, but also that I wanted her to treat me decently, as a person and as an employee – and I brought up even how I felt she was negatively factoring my disability in when she made her job assignment decisions about me. I said to Kristine, “I can do logistics well, it is because I'm an organized person. I put everything together and make it work extremely well when I do things. I feel like I'm being treated by you, like, I shouldn't be defined by Lars and those women, I shouldn't be defined by my disability challenges. And I resent being treated like I'm less than somebody like an RC. I've been very fair about my time too.”[18]

Kristine’s weak response to my sincere and heartfelt words to her was what I have come to believe is just a rote response of hers, feigned empathy. She said, “I'm sorry, it's frustrating.”

Kristine herself then went on and mused for awhile over her wanting to have a Swedish name attached to the Club’s food services. But I then switched subjects and I asked her that in light of her decision to have the catering company, Arista, take over making the Swedish Club’s meals in the future, “How long before I get kicked to the curb with Arista there? I mean, that seems like the routine that will happen is eventually they'll take over all the food, won't they?” Kristine responded, “No, they are a short term solution until I can hire the food service manager. That's what we need. Somebody who's trained in this and then that person can make these decisions.”

After the meeting on January 18th I continued to make the desserts for January’s meals.

February
The entire front page of the February newsletter was devoted to a headliner article about the Club’s foodservice, “Meatball Mania.” The story covered at length the Club’s meatball dinner. It’s genesis was related to the fact that the prior head chef and lead chef had abruptly quit in December, taken theirs and the Club’s recipes and left the foodservice department in disarray. As a consequence a new meatball recipe was needed, three were selected by Kristine and were tried out on January 14, 21st, and the 28th.

This article was on both the front page and continued on inside the newsletter,[1] and it went on in depth about that dinner, current iterations of it, and the history of it at the club. It particularly referenced by name past and present club members and their contributions to the meatball dinner and recipes at the club. It also even included a reference by inference to the Club’s prior cooks, Christine Lea, and the two chefs who had caused the “meatball dinner flap” in the first place, Malin and Carina, “…instead of depending on each chef using her own recipe, we tried out three recipes in January…”.

[18] The later, the “break” that I was referencing was the fact that I did not charge the Swedish Club for all my hours worked. That I underreported my hours in order to give the Swedish Club a money break, that was my contribution to the Club as a member.

There was no credit given in the article to the then present kitchen staff which was RC and myself; and even if I am to be relegated to an invisible presence in the kitchen, despite making ongoing lead contributions to the Club's desserts and salads, RC who Kristine had clearly put in a lead position and in charge of each of those three dinners that she was sending up in the article, received zero recognition also for his work, in print or online, during the time he was cooking the meatball dinner tryouts.

The claim could be made that Kristine did not want to draw attention to the fact that they were three failed meatball dinners, however, there were highlights and successes in the foodservice department, in particular the desserts during that time. Why were those, if not the person making them, myself, not promoted? After the successful New Year's Eve dinner, which included not only successful food but successful desserts, the rest of the month the desserts continued least the desserts themselves should have been featured, and yet they were they not promoted online or in the newsletter?

Attention Katie: HELP WANTED – FOOD SERVICE MANAGER/CHEF

February 21, 2022
On February 21, 2022 I found out at a meeting of the food committee that the Food Service Manager("FSM") job was also posted on the job search site, Indeed.com,[19] and that it was supposed to be a part time position.[20]

I have included the below because one of my allegations is the discrimination based on National Origin. It is a real thing – it was literally said to me in the Spring of 2021 and in December 2021/January 2022 Kristine literally started her search for Malin's replacement in Sweden.

Today, 3/8/23 I had a conversation with Christine Lea – she worked seven years as a chef at the Swedish Club, her last day was in May 2021. She told me today that the last straw is they would not promote her to lead chef, Malin Jonsson and Kristine Leander because she was not Swedish. She told me that Malin told her she was not Swedish, she didn't speak Swedish, so she could not be in a lead position in the kitchen.

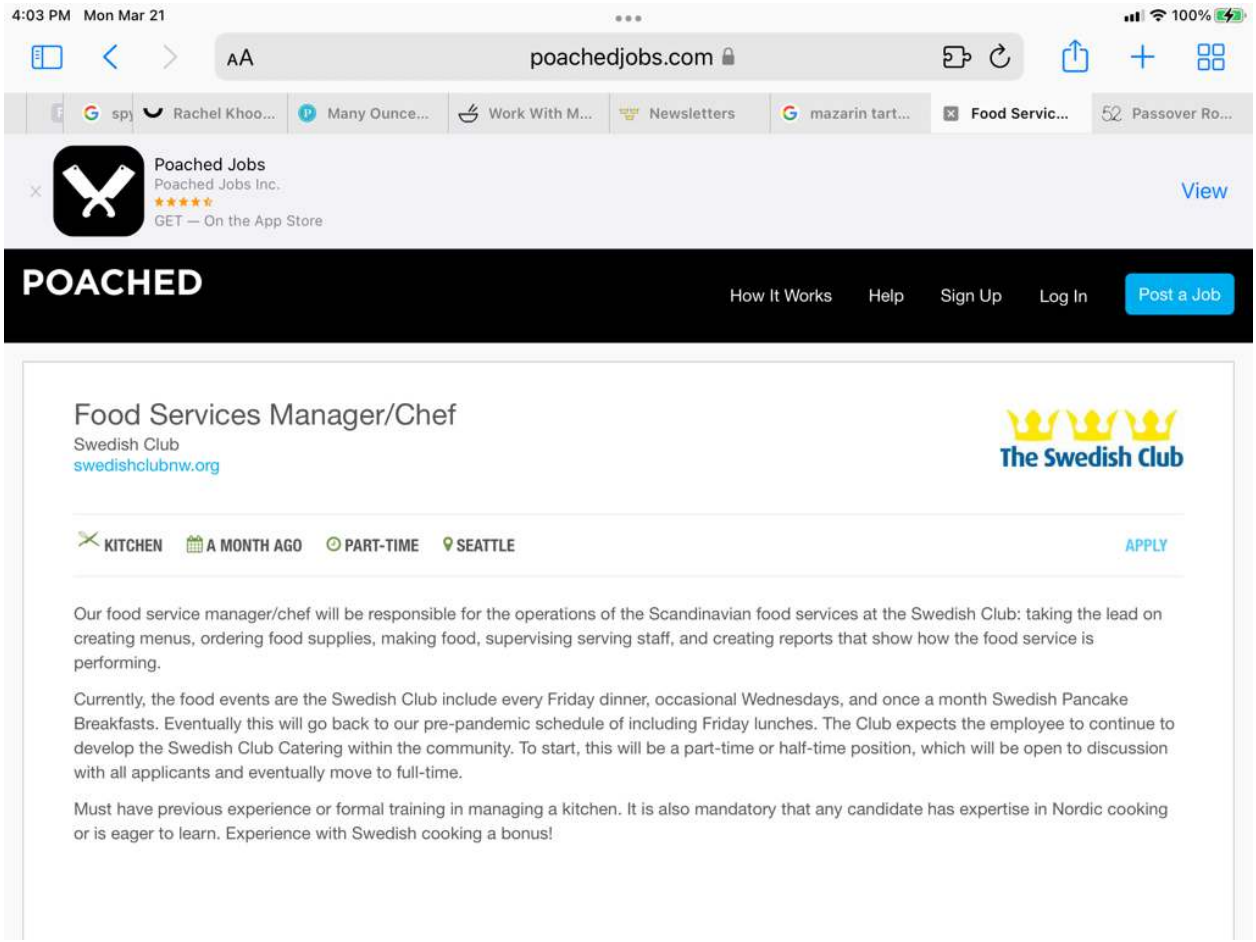
Building Committee Improvements
Swedish Chefs cooking Swedish Food
Requesting funds from the Swedish Club Foundation–The Foundation is aware of our needs for facility improvements. Earlier they approved spending up to $150,000 on the acoustical improvements in the Svea and Viking rooms and the accordion door. We were waiting to have products picked out before formally requesting the funds. The Board of the Foundation is OK with our now asking for the lump sum they have set aside to use on: the accordion door, the acoustical improvements in Svea and Viking and the **roof vents for the kitchens**.[21] All of these improvements are related to the cultural mission of the Club, since Svea and Viking rooms are used by folk musicians and dancers and the kitchen is used by our Swedish chefs cooking Swedish food. **Their approval of this request includes the condition that a report is made to**

[19] Campbell, Elizabeth. "SC Food Comm 2-20-22 [sic]" February 21, 2022. EAC Food Committee Meeting Notes.
[20] Dern, Judith. "Re: Food Committee today at 4". Gmail. Mon, February 21, 2022
[21] Leander, Kristine. "Executive Director's Report SC Board Meeting May 5, 2021". Swedish Club Board. May 5, 2021. https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=docslist_api&filetype=msword

them after the funds are spent detailing how the funds were used. See Appendix I for a draft motion authorizing me to request $150,000 from the Foundation.[22]

The original Food Service Manager/Chef job ad I believe was posted in February 2022 with Poached Jobs. I believe Kristine mentioned "Poached" during one of the food committee meetings. For sure she mentioned the FSM job being posted on Indeed.com during the February 21, 2022 meeting of the food committee, I noted that in my notes for the meeting.[23] My notes state, "Indeed is current agency".

I looked at the Poached FSM ad in February but did not take a screenshot of it until the 21st of March, it looked the same in March as what I remember it looking like in February:



Note RE Poached ad reference to date placed: "A MONTH AGO" = February 21, 2022 approximate

On March 2, 2022 Kristine described her FSM/Chef job search activities in her executive director's report to the Swedish Club Board. She wrote:

[22] Leander, Kristine. "Executive Director's Report SC Board Meeting May 5, 2021". Swedish Club Board. May 5, 2021. https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=docslist_api&filetype=msword

[23] Campbell, Elizabeth. "SC Food Comm 2-20-22 [sic]" February 21, 2022. EAC Food Committee Meeting Notes.

"Personnel
Food Services Manager – I widened the search by paying money to Zip Recruiter to get their assistance. To date (one week in) only three have applied, none are really qualified,and [sic] not one has responded to my inquiry to come in and meet us so we can determine if they are qualified. Discouraging. I am planning now to try to hire someone to manage the kitchen for the pancake breakfast once a month and be content with Arista providing meals, for a while anyway."[24]

By March 14th it was very apparent that Arista's meals were of subpar quality, that the food at the Swedish Club was going downhill. We had a special dinner coming up, seafood lasagna. I thought it would be better if we made it in-house, to be able to control what was going into it, not use cheap ingredients like what Arista had been doing. If it was made in-house we would be able to control the palatability, food quality of it – which Arista food had been sorely lacking.
I sent Kristine an email on March 14th and asked if RC and I could make the seafood lasagna, and I shared with her that I thought he and I could manage the work process in a productive manner:

> From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> Date: Mon, Mar 14, 2022 at 8:48 AM
> Subject: Possible Changes Re Food, Arista
> To: Kristine Leander <kristine@swedishclubnw.org>
>
> Dear Kristine,
>
> A suggestion, I feel that you should let us make the seafood lasagna. I believe if Arista does it They will probably get some kind of off brand or cheap seafood, not that we need to buy the super expensive stuff, but they probably won't buy anything good plus with their track record I figure they'll mess it up. Somehow.
>
> But the caveat is, RC can make it but as I've noted consistently he needs supervision. His challenges are ensuring that he sets his work place up in order, that he needs to watch his time better, and he often does not plan his workflow so he may backtrack or he may not have something prepared in the order it needs to be done so that his work goes smoothly.
>
> He doesn't need somebody standing over him but he certainly needs somebody asking him where he's at and offering gentle suggestions about what might be better to do first last or always.
>
> I think we could do a far better job making the seafood lasagna than Arista and that's probably an understatement!
>
> EACampbell

[24] Leander, Kristine. "Executive Director's Report SC Board Meeting March 2, 2022". March 2, 2022.

In person Kristine told me no, she was sticking with Arista. The reality of that was that Kristine changed her mind and *did not* let Arista make seafood lasagna for the meal. That week Arista instead made salmon, salad, boiled potatoes, pork roast, Brussels sprouts, and potatoes.

On March 16, 2022 Kristine sent an email to the food committee members telling us about her hiring another person as the pancake breakfast organizer, Faith Doe:

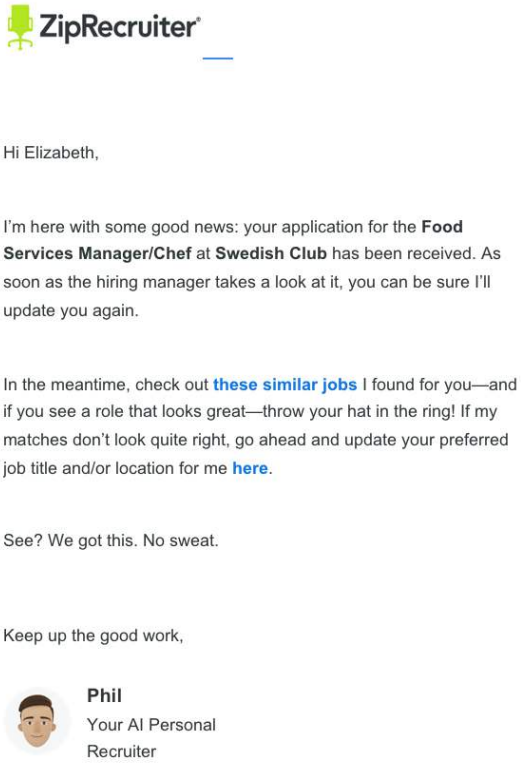
> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Wed, Mar 16, 2022 at 2:12 PM
> Subject: Pancake overseer
> To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> I have hired a woman who is going to oversee the next breakfast.] Both she and we know that she is sort of doing a trial run at it. If it's not to her liking or if we discover she doesn't have the skills for it, we'll call it off.
>
> She was a volunteer at the last breakfast. She's been taking culinary classes at Seattle Central but focusing on baked goods. She has a wealth of background experiences working in health care, etc.
>
> She's sort of a jolly, smiling woman and I think she'll do well with volunteers. Part of her role is to check for all the supplies on hand on the Thursday before the breakfast. So, it's a day and a half role each month.

The woman who Kristine had hired for the pancake overseer was Faith.[25]

At this point in time, it was clear to me that Kristine was not of her own volition going to even consider me for the FSM position. I decided to formally apply for the job through the online job company it was listed with. On Thursday, March 17, 2022 I applied for the FSM position through ZipRecruiter. I believe at the time when I looked the FSM job up on the web it was posted on both Indeed.com and ZipRecruiter (and it remained on Poached.com also). ZipRecruiter confirmed receiving my application and notified me that my application had been sent to the Swedish Club and was awaiting the hiring manager's response:

> From: **Phil @ ZipRecruiter** phil@ziprecruiter.com[26]
> Date: Thu, Mar 17, 2022 at 1:18 PM
> Subject: Your "Food Services Manager/Chef" application
> To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

[25] I do not know Faith's last name.
[26] "Phil" is ZipRecruiter's AI persona for handling its correspondence with a job applicant.



ZipRecruiter

Hi Elizabeth,

I'm here with some good news: your application for the **Food Services Manager/Chef** at **Swedish Club** has been received. As soon as the hiring manager takes a look at it, you can be sure I'll update you again.

In the meantime, check out **these similar jobs** I found for you—and if you see a role that looks great—throw your hat in the ring! If my matches don't look quite right, go ahead and update your preferred job title and/or location for me **here**.

See? We got this. No sweat.

Keep up the good work,

Phil
Your AI Personal Recruiter

March 18, 2022
I saw Kristine at the Swedish Club the day after I applied for the FSM job, on Friday, March 18th. I was there twice that day to work on my desserts, during the afternoon between 1:42 PM and 2:35 PM, and in the evening, between 5:30 PM and 8:14 PM. I saw Kristine during both of my visits to the Swedish Club. I did not ask her if she had seen my application for the FSM job as I was not sure how quickly ZipRecruiter forwarded the application to her, and when Kristine would read it; neither did Kristine bring it up.

On March 19, 2022 I sent my daughter, Candy Martin, a text message about what all had been going on:
"Kristine hired some gal off the street practically to be in charge of the Pancake Breakfast. See email I'll send you. She's been to all of one pancake breakfasts as a volunteer. But Kristine prattled on about how wonderful she was - which is what she did with that Lily she hired. Who she also picked up after one of the pancake breakfasts. as you recall she lasted all of two days.

"So this new gal, turns out she is going to culinary school and taking baking - I thought to myself, really. I know Kristine's little beady mind after all the time I've spent with her. I asked her a couple of times to let me run the Pancake Breakfast - but no, she spent several months complaining to everyone even with that offer, in front of me how she could not find anyone.

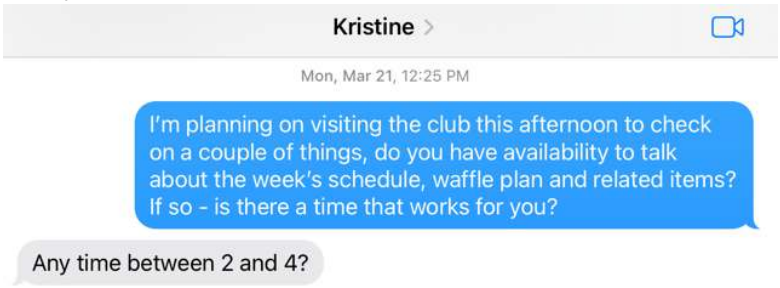
"She does what I call these grab bag hires instead, desperately snatching up someone and ignoring me. I heard her even last night, she was chatting up these two ladies next to me at the table, she was standing there talking to them, one is that Judith Dern…and Judith's friend. I don't think Kristine was paying any

attention to my being there, she just was doing her thing - going on about how challenging the food is - but she was talking about the pancake gal she just hired and then she said something else about some other person and how these people just were showing up and talking to her.

"I've spent a lot of personal and business time with Kristine and I wouldn't trust her to save my soul. She has ranged through a lot of things with me, telling me these "confidential" things, her job, we've spent a fair amount of time together, however I think she was up to her eyeballs in some of what went on with Lars, an old flame of some kind [Kristine's], and the whole Judy and Karen and their crowd, Judy is a fast friend of Kristine's, in fact the 'Lars Camp' is one of her mainstays, that poison continues."[27]

March 21, 2022

The next time I saw Kristine was on the afternoon of Monday, March 21, 2022. I texted Kristine and asked her if she had time to meet with me that day so we could discuss Swedish Club food and related items.[28] She said she was available anytime between 2 and 4 PM:



We met in her office. Kristine almost immediately acknowledged I had applied for the FSM job but told me she wasn't going to interview me for the job, she was not going to consider me for it. She followed those comments up quickly and said she had hired a woman a few days earlier, it sounded like it was the same day I had applied or just after I applied. Kristine added that the woman was going to cook her first dinner for the Club on Friday, April 1, 2022.

I said to Kristine that I disagreed with her handling of the FSM job in my regard. She told me "you won't cook," referencing again hers and my disagreement the month before, in February, before and during a food committee meeting. At that time I had brought up my doing the FSM job. Kristine responded that the job was all cooking, and then we quibbled over her comment. I responded that it was not all about cooking, that was secondary – it was the managing component that she had been after.

However, she stuck with the "won't cook/can't cook" *that was her code for my disability*; that was the basis for her pre-textual claim in February 2022 that I wouldn't want to do the cooking because it was something I couldn't do because of my disability – that I couldn't stand and cook for extended periods of time.

In fact, Kristine I believe intentionally changed the focus of the foodservice manager job from someone who manages the department, what she originally said she needed, wanted, clear back in December 2021, and in January 2022, and instead made it out to be a cooking job, one that she insists requires standing for long periods of time, lifting heavy objects kind of a job. I believe those latter things are pre-textual, intended to screen me out.

[27] Campbell, Elizabeth. Text messages to iMessage.
[28] Text Messages, Mon, Mar 21 12:25 PM

And so, she persisted in making cooking the centerpiece in all of her future Food Service Manager, Chef, Cook, and even the Combo Food and Bar Service Manager job listings – that working alone, standing and cooking, heavy lifting, those were mainstays of the food services manager job at the Swedish Club.

What Kristine completely or willfully overlooks is in order to shop, cook, and serve the meals that I have done, supervising and working the various food and sale workstations included, is that I have in fact lifted many heavy things at the Swedish Club, *and* stood for extended periods doing cooking, prep, *and* when not standing have sat on a high stool that has allowed me to accomplish the same prep and cook activities as if I have been standing!

That leaves what reason then for Kristine to have done all the things she has done to keep me from at this point – even being considered for the FSM job?

Furthermore – whenever I prepared dinners or other portions of meals, I shared half *or more* of the prep and cooking duties with RC, and I did the shopping and desserts *with no assistanc*e, in addition to those other duties.

I have made it a point all the time I have worked at the Swedish Club to not slough off work to RC, and frankly I tend to do better work and have better cooking skills than him – so why would I bail out of work – plus it's a point of honor to show that I can do the same level of physical work as anyone else! I don't want anyone saying things about me like, "Oh she's an old lady, she can't do things!"

And of special note – Kristine has never:

- Made any effort, even at my suggestion, to ascertain what my physical limitations are or are not,
- Gone through any formal process to determine the extent of my disability,
- Ascertained whether there was even an ADA mandated, reasonable accommodation that could be worked out and applied to my working as the Food Services Manager/Chef.

Kristine's narratives to me on the 21st of March about all the cooking for the job and my not wanting to or being capable of doing it were untrue. I could do the cooking – I had already done it and more on my shifts from November 2021 through March 2022, I would go on and do the same in the rest of March, and when Kristine pressed me back into service to lead on the meals in April and May of 2022.

But the conversation with Kristine on March 21st was not positive. She was dismissive of the work I had done to date. She did not acknowledge my contributions. And Kristine repeated again how she had already hired someone for the position – no name, only that the woman was from Tacoma.

Kristine said that the woman had lots of experience with the kinds of things Kristine needed, *managing things* – she said the woman had opened many restaurants, had worked events as a manager. She reiterated again, the woman would be doing the April 1st dinner.

I memorialized my March 21, 2022 conversation in my March 29, 2022 online request for ADA advice to JAN, the Job Action Network that provides extensive information and services to employees with ADA questions, problems with an employer:

> *"The morning of March 21st I met with Ms. Leander in her office to discuss with her a range of situations that had been happening wherein Ms. Leander had been cutting back my job duties in favor of others less qualified, and giving them more hours. The*

ongoing minimizing of me, and even I felt outright disregard she treated me with in general, that she had particularly shown me related to her refusal to consider me for the foodservice manager job.

"When I spoke to her about what I felt she had done, Ms. Leander switched to a well known gaslighting tactic, telling me that she didn't know what I was talking about and that I was imagining things. She then went on to tell me that 'We're not trying to embrace you.' And then said, 'Do you want to really know what the problem is? You're negative.' I replied to Ms. Leander that I did get that, that I did get that there was an effort by her to marginalize me, to diminish me in the eyes of others through the way she had been treating me, telling me that I had 'enemies' in the Club, that she wouldn't use my name, by repeatedly bringing up my disability, by maligning me about my then and now past relationship with Mr. Matthiesen, and by refusing to grant me even a shred of being a valued staff member of the Club – instead I feel she has pigeonholed me one as disabled, two, that I am a social outlier in the Club because of my past association with Mr. Matthiesen, and I absolutely feel that she is predominately using me as a stop gap measure to save herself, her job and image, not based on a commitment to ensure the success of the Club. I am a dependable person she can use to help her over a rough patch, but given the way she treated me after I put together the successful NYE dinner for her, she has in the past and will in the future kick me to the curb when she finds whomever this savior is that she is looking for."

When Kristine and I were finished talking on the 21st I clearly remember that I thought hers and my relationship, my employment with the Swedish Club was over. I was dejected by what she had said to me. It was very stressful listening to how little Kristine thought about me, and having to endure all this time her marginalization of me. I felt the whole Swedish Club relationship - it was a bad scene.

I still believed that the personal things with Lars, with Kristine, with the whole Lars's crowd, Kristine's crowd in reality, her January 18, 2022 comment to me, "You have made enemies" treatment of me was still going on.

Later on in the afternoon of March 21st I was looking at the Swedish Club's website and read the *Job Notices* section, I wanted to see if the FSM job was still listed in light of Kristine telling me she had hired someone for the job. It was still there. But something was notable to me about it because I believed that the copy for the Food Service Manager/Chef job description on the Swedish Club website had been changed from when I had seen it previously on the Club's website, *before* I applied for the FSM position. There was a new twist, the insertion of a reference that the job applicant must be able to physically do the job.

I took a screen shot of it, see below - the Club's March 21st version of the website, the FSM job notice, it included a reference that the FSM position had a physical strength requirement. The successful applicant would need "the physical strength to work alone in a kitchen and/or prepare meals for a large group of people.":



I believed at the time and still do that the physical requirement reference was added after I had applied, that it was directed at me, it was a pretext to screen me out. I believe it was added after Kristine had insisted to me in February and March that the Food Service Manager job was more about cooking than managing. I felt, feel, that Kristine had been advised by the Club's attorney, Vi Reno, to add that sentence in there as a workaround to screen me out of the FSM position.[29]

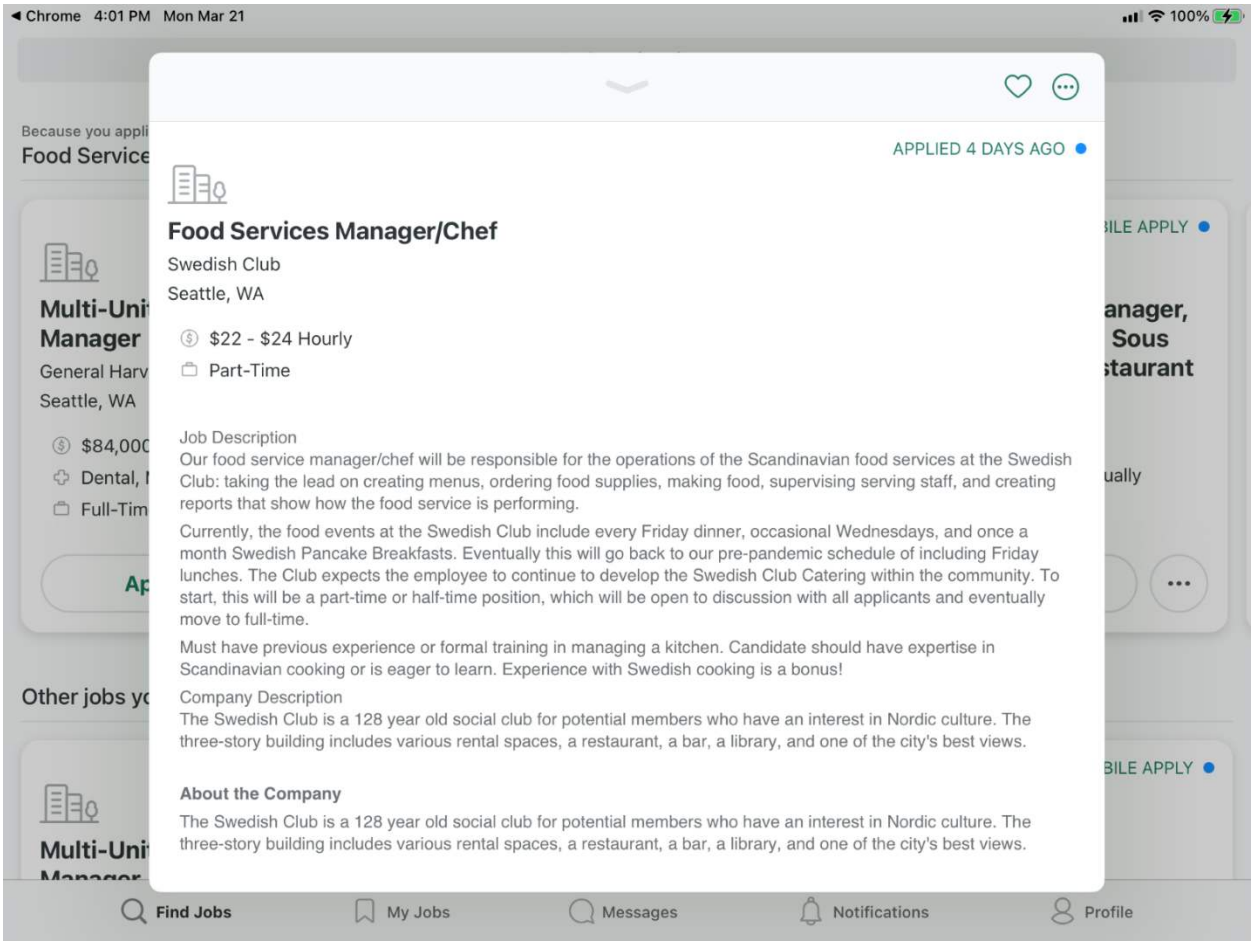
After seeing this change in the Swedish Club website version of the help wanted ad I decided to check and see if that reference to there being a specific physical requirement was added on to what I remembered of the online FSM job notices. Those and the Club's website job narratives and descriptions up and until then had tracked the same.

Note: the copy on all the FSM help wanted ads is written by the same person, Kristine, at that time she provided the content of the Swedish Club's website, help wanted notices.

When I checked, *none* of the FSM online ads had a reference in them about a "physical strength" requirement for the job:

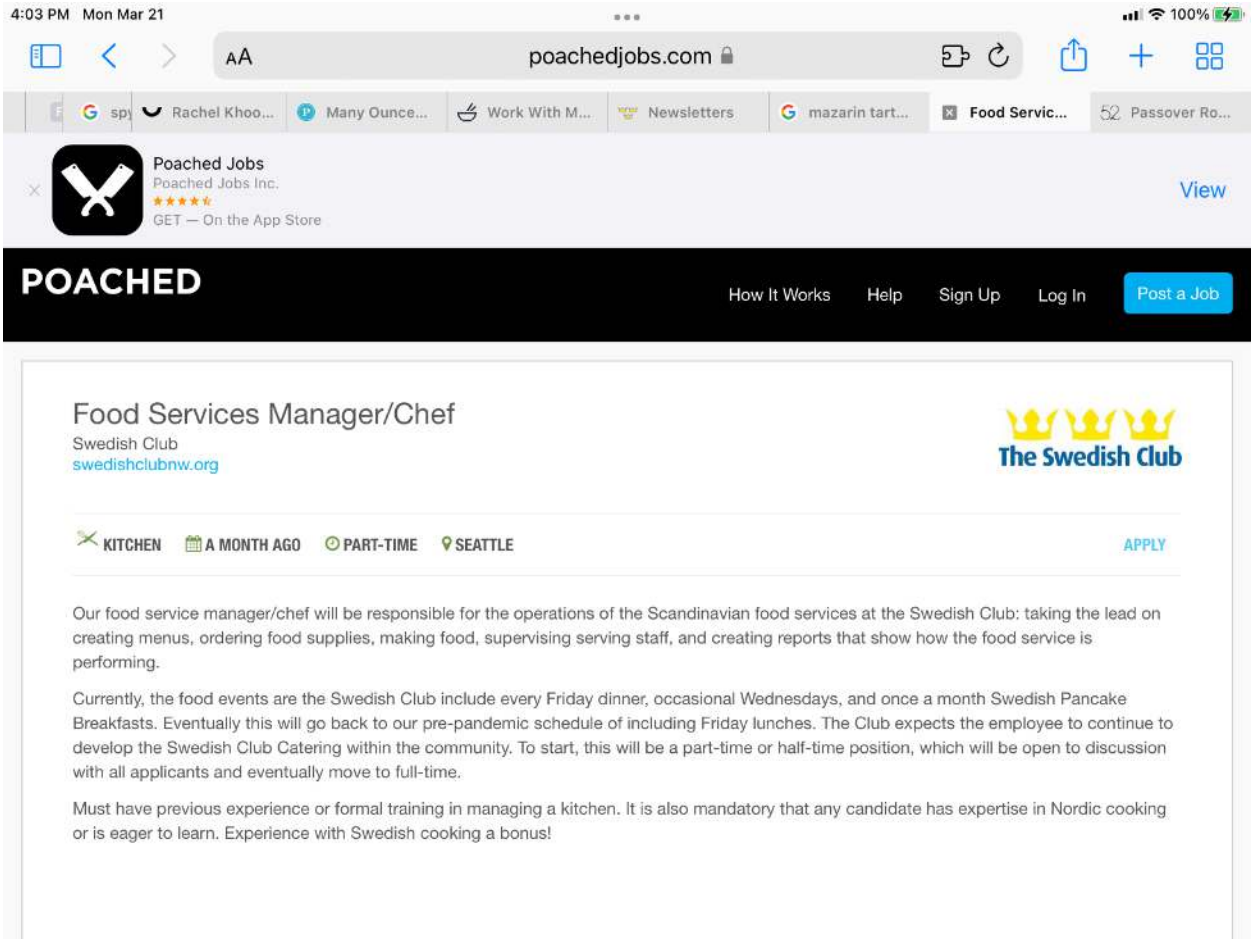
I first went to the ZipRecruiter website for the job at 4:01 PM and took a screenshot of it. There was no statement in the job description about there being this physical requirement that was under consideration:

[29] The only person that would have had the authority to change any statements in the job ad is Kristine; with the note that the only person who works with her on the website is Martin Stilion, he is the webmaster. *Only* Kristine and Martin have access to manage the content on the Swedish Club website.



I then went to the Poached.com website and looked up the job description at 4:03 PM and took a screenshot of it also. It was the same as it had always been, there was no reference made to having to stand and cook for long periods of time. It was the same as ZipRecruiter job description for the foodservice job I applied for, with the exception that the Poached.com description did not have the statement "About the Company" attached to it. See below:

March 21, 2022



I ended the day on March 21st depressed with how everything had turned out, and was really stressed by just how terribly I felt Kristine had spoken to me.

March 22, 2022
First thing the next morning, March 22nd I received two emails related to the Food Service Manager situation. The first was an email from ZipRecruiter. It notified me that my application had not been viewed by the Swedish Club. That was no surprise. It was consistent with Kristine's statements to me the day before that she was not going to consider my application:

March 22, 2022

From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>
Date: Tue, Mar 22, 2022 at 8:00 AM
Subject: Application Status: Food Services Manager/Chef at Swedish Club
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

I noticed your application with **Swedish Club** hasn't been viewed yet on the ZipRecruiter platform. It doesn't mean it won't—these things can take a while.

Check out these similar jobs I think you'd be a good fit for:

You got this,



Phil
Your AI Personal Recruiter

The second email was from Kristine, subject line, "Consider this?"

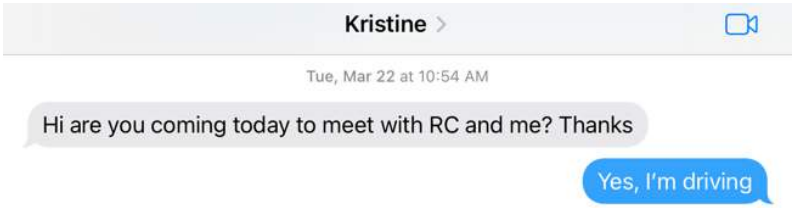
With trepidation I opened the email. I wasn't expecting something positive from Kristine. When I opened it, I was shocked! Kristine had written up an incredibly positive email proposing that I be given a different project/position at the Swedish Club, that would even use my name – *Desserts by Elizabeth*!

The email was a surprising turn of events!! I went from the depths of despair to being very happy! I also felt that with how Kristine and I had left things the prior day, that maybe things had weighed on Kristine too, hence her coming up with this positive response.

I wrote back to her relatively quickly by return email. I was so happy to have heard from her, especially with such an exciting offer. I went from down in the dumps to hopeful. I hoped she would read into what I wrote to her and understand that I too had felt terribly about the blowout between her and I the day before.

Before she received my email though Kristine texted me, "Hi are you coming today to meet with RC and me? Thanks"[30]

I think in light of the tenor of the prior day's blowout between Kristine that she was uncertain whether I was going to show up for the staff meeting. The reality was I had every intention of coming to the staff meeting and in fact was driving to it when she texted me. I texted her that:



I was feeling very hopeful that this was a new beginning. This is the email I sent to Kristine in response to her "Desserts by Elizabeth" proposal to me that morning:

> From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
> Date: Tue, Mar 22, 2022 at 10:56 AM
> Subject: Re: Consider this?
> To: Kristine Leander <kristine@swedishclubnw.org>
>
> Dear Kristine,
>
> I was happy to receive your email! It is an excellent idea. I'd like to explore this with you further. Could we meet today and do that?
>
> I'm sure you won't be surprised but I had spent some time thinking through the catering aspect related to the foodservice operations. I even looked at whether the domain name is available, swedishclubcatering.com, it is, and played around with what a logo would look like.
>
> And, I also thought about the fact that I carry with me a familial association with a rental company if need be that can garner us a Friends and Family discount for catered events.
>
> In addition, one of my goals that I have been thinking we could reach by maybe Summer is to have baked goods, Swedish Limpa bread, or rye bread, cookies, rolls, or desserts that people could buy regularly. You have the oven capacity - were the ovens working. That's part of the reason I have been very concerned about the problems with not getting the kitchen equipment repaired and the other kitchen functional, a lot more could be on the table so to speak.
>
> Well and you won't be surprised either to know, yes, I've been working my way through to doing the Princesstarta, I even bought a special cake pan in February as part of that project, surprising myself and you with a Princesstarta - the challenge to meet the bar for the cakes and food that Ann-Margret had set.

[30] Leander, Kristine. Text message to Elizabeth Campbell. iMessage. Tue, Mar 22, 10:54 AM

And you may or may not remember, I've tried my hand at a number of other related items to the dessert theme - the World's Best Cake [Norwegian standard], and of course the good old smorgastorta is in that genre also -

Coming back around though - some questions - the desserts for the Friday nights, M&F's, club events etc. that are being made by me now - would that still continue - I would like it to. Then there are the meat and cheese boards/the charcuterie boards, what happens with those? I'd like to still do those also subject to this situation with the repair of food related equipment being worked out.

These some additional questions I would like to have considered:
I'd like to be given an email address, as well as have dedicated desk space for this move. Perhaps Malin's old office could be shared office space w/ two desks instead of one?

I would also like to suggest investing in this particular program for costing and pricing food items, and it also may be used for creating nutrition labels for products being sold - Nutracoster. Its price is $399 or $699 depending on which version you purchase; for our purposes the $399 version is more than adequate. I have successfully used it for many years. An addition module is available also that can support an inventory program for the club's food operations, that could come later when your cook is established.

It would good to be able to use a Swedish Club computer, particularly if we setup a costing program - I would be more than happy to also input all the costing information and recipes related to the food items we cook for both sides, cooking and catering.

I have been meaning to ask you anyway for a key to the bottom south door, as it would eliminate my parking in front, and/or having to inconvenience someone to come downstairs and unlock the back door when I use the handicapped parking.

We've talked also about the shopping situation where I first spend my own money on club food purchases. However I would prefer a more streamlined to a system where I could use a credit card or established food accounts.

It would be exciting to work with you to develop a catering operation and a marketing plan, and a price list, and be able to have additional goods and services for people renting space, having events at the club. Not to mention supporting our own events.

Final Paragraph
I want to support you and work with you and our team to stabilize and develop the Swedish Club's foodservice department. You know I will work hard to ensure that my work is well received by the Club members, and is a credit to your confidence in me.

Best Regards,

Elizabeth

The foodservice staff meeting with Kristine, Wendy, RC, and I went as usual. We discussed the menu for the upcoming dinner that week. Because Arista was still supplying the majority of the food for the meals, RC and I had a small part we played – RC did salads and served. I did the dessert, plated and served those.

During the staff meeting Kristine told RC and Wendy that she had hired a woman from Tacoma for the FSM job and that she was going to have the woman cook the April 1st dinner. There was neither any mention about my having applied for the job, nor that Kristine had blown me off over it.

March 23, 2022
Kristine seemed to be as anxious as I was to get things going for the small Swedish Club catering project. We arranged for me to meet as soon as possible with her and Anis. Kristine also promptly started laying out a brief plan to move forward with establishing the Desserts by Elizabeth business:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Wed, Mar 23, 2022 at 11:03 AM
> Subject: RE: Consider this?
> To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> Hi Elizabeth, let's try to figure out this week what we'd need to do to have a soft launch in time for Easter? I can see people perhaps buying a Princess Torte or other treats for their Easter table.
>
> I don't have the bandwidth today to focus on it, but if we can talk tomorrow or Friday and lay out a plan, that would be great. I'm working on the newsletter this weekend, so that's why I'm pushing for this week.
>
> We need to sit down with Wendy and figure out the mechanics of ordering, etc.
>
> In all things, my goal is to start small and be successful!
>
> Incidentally, everyone who hears this idea says, "What a great idea!"
>
> Thanks, Kristine

I believe that Kristine, Anis, and I met the afternoon of March 23rd, I wrote about that meeting in my March 29th inquiry to JAN:

"On or about March 23, 2022 I met with Kristine and Anis and we discussed the general outlines of what my relationship would be with the Club, to the catering entity being discussed. Kristine noted that in the past they had discussed creating a separate entity to be the catering company, an LLC, but she thought that maybe it would be best to keep it as just a department of the Swedish Club, which is where the conversation stayed, that it would be an offshoot of the general foodservice department, just not run by a future foodservice manager, it was to be under my management; and it would start with desserts only, 'Desserts by Elizabeth'.

"At one point during the meeting Anis thought that I was going to Lease the upstairs kitchen, he thought that was a good idea, but Kristine corrected him and said that it was all going to be in-house, I would be a

Swedish Club employee. His contribution to the discussion was that he was happy to work with me to accomplish getting this venture going – particularly to move forward with finishing up the refurbishment and organizing of the upstairs kitchen."[31]

Another item I interjected in the meeting on the 23rd with Anis and Kristine, I suggested that we start costing out our recipes, meals. I introduced that as part of the catering company project, that I would like the Swedish Club to purchase a commercial food costing program called Nutracoster. I previously used it in my wholesale bakery business. I brought with me to the meeting some cost reports for Swedish Club food items that I had costed out using an older version of the Nutracoster program that I had on my personal computer and gave those to Kristine and Anis so they could get an idea of how the program worked, what the costed recipe reports looked like. Anis seemed particularly interested in what I was showing him and Kristine. He made a point of writing down the details of the program's name and what it could do.

"Kristine, Anis, and I all ended on the same page, that this would be the direction we would go – with the only caveat being that she was going to check with the Club's attorney about why forming the LLC was necessary – but that was still not going to be an obstacle to moving forward, it would just be part of the process for getting started with a Swedish Club catering venture, and towards providing me with a distinct position that had both a public presence at the Club and more responsibility that in turn would result in accomplishing something that had previously gone nowhere when others had worked on it, getting the Swedish Club into the catering business."[32]

Afterwards Anis and I went upstairs to the main kitchen, and we walked through it and discussed what things needed to be done to get it functional so we could do this Swedish Club catering, *Desserts by Elizabeth* project. It was all very positive – Anis was enthusiastic – I actually thought at the time he was happy to get some support, some direction for moving the upstairs kitchen project along.

Over the next few days Kristine and I communicated by email, she was anxious to get things going so we could sell products to Swedish Club members for Easter. However, on Saturday afternoon, March 26th, I received an email from Kristine that to me seemed to portend the demise of the Desserts by Elizabeth initiative. It was an email to the foodservice committee, attached and incorporated herein as Exhibit 3-26. In it Kristine was running up a trial balloon for what really was a decision she had already made - to rent out the upstairs kitchen to a catering company.

In that same email Kristine mentioned that renting out the upstairs kitchen might change our plans for the proposed *Desserts by Elizabeth* project, "*Elizabeth, I still want to work with you to develop "Swedish Club Catering Desserts" and then perhaps take some sort of catering from there. Maybe working in conjunction with the rental client caterer?".*

I could see red flags on the horizon after reading that email. Knowing what I knew then of how things work at the Swedish Club I was now worried that the small catering project proposal Kristine had offered me was on its way out, on its way to going down in flames.

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[31] Campbell, Elizabeth. "JAN Inquiry re ADA Employment Practices 03-29-22". March 29, 2022. https://drive.google.com/file/d/1BmUDPpXHWr_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk

[32] Campbell, Elizabeth. "JAN Inquiry re ADA Employment Practices 03-29-22". March 29, 2022. https://drive.google.com/file/d/1BmUDPpXHWr_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk

A couple of hours later Kristine sent me another email, *Is this OK?*, to see what I thought about the announcement she had drafted to the members for the upcoming newsletter, to tell them about an upcoming opportunity for them to purchase baked goods from the Swedish Club:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Sat, Mar 26, 2022 at 3:31 PM
> Subject: Is this OK?
> To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> What's Cooking at the Swedish Club?
>
> We know that food is very important to our members, and we appreciate your patience in the post-COVID, post-Chef period we are in. A brand-new Club Food Committee has been working with me to plan the next iteration of how to provide wonderful, mostly Swedish food for our members. In the meantime, we have been using a catering company to fill in the gaps. Some meals have hit the mark, other meals not so much. If you have come on Friday evening in 2022, though, you will probably agree that our desserts of late have been nearly uniformly wonderful. We can thank our new baker, Elizabeth Campbell, for that. To test out whether you'd like to take Elizabeth's desserts home with you, we are offering some options for your Easter dinner table on April 17. You can order semlor (Lenten cream buns) to be picked up through Friday, April 15, or Saturday, April 16, and Princess Torte cakes or a spring spice cake on the same schedule. Princess Torte cakes are small 4 inches, medium 6 inches or large 9 inches. The spring spice cake is a standard 9-inch cake. Read our website swedishclubnw.org for more details about ordering these catered desserts in time for Easter.
>
> Kristine Leander
>
> Executive Director

After some discussion between Kristine and I about wording for the debut email to the Club members about how desserts were soon going to be available for them to purchase, days later on March 28th Kristine threw me a curve. As quickly as the catering opportunity for me began it abruptly ended.

Kristine told me that the Club's attorney, Vi Reno, had opposed her proceeding with the catering/*Desserts by Elizabeth* project with me. Kristine said it was related to the food department being "in flux" and some legal technicalities – but the reality – then and now – it seemed to me the whole thing was tainted with the Lars, "Lars crowd" enemy brush, and certainly with the big "We're not embracing you!" brush:

> From:Kristine Leander <kristine@swedishclubnw.org>
> Sent:Monday, March 28, 2022 2:05 PM
> To:Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
> Subject:Heads up about "desserts to go"

> Our attorney has advised me not to try to sell desserts to go yet for two reasons. One, because we are in flux about food at the Club anyway and two, because she really wants us to explore setting up the LLC first. I'm disappointed and I know you will be too.
>
> It's always wiser for me to honor her advice than to go against it, particularly if I expect her to bail us out down the road.
>
> Kristine Leander

Of course I was disappointed, very disappointed. I also had observed that many things at the Swedish were done on a giveth and taketh away basis. Based on Kristine's politics or tactical whims. For that reason alone, I was not surprised when the *Desserts by Elizabeth* project did not pan out. Very disappointed but not surprised.

I also reserve some judgment, but thought it was entirely possible that Kristine in a rare moment of regret on March 22nd had made the offer for the *Desserts by Elizabeth* as a stop gap measure, or carrot offering. She had planned to follow through with it – but "things" got in the way.

Between March 22nd and March 25th there were a couple of times that Kristine mentioned to me, to the other Food Committee members about how this new woman from Tacoma that Kristine had hired for the Food Services Manager position, how the plan for her to cook her first dinner on April 1st was progressing. Both times Kristine said that the woman had called her up, I believe she had even come to the Club once, and that the woman was working with a friend that also had foodservice experience, that the woman and her friend were trying to figure out what all was necessary to put on the dinner.

By the second time Kristine mentioned the woman Kristine was indicating that things did not seem to be working out, there were red flags, the woman appeared to be asking more questions that seemed to indicate she was having difficulty just planning the dinner.

March 24, 2022
On March 24th I texted and asked to meet with Kristine, 12:02 PM

I had followed up on my March 22nd enthusiasm about doing the relatively complex Prinsesstårta cake for the Swedish Club, I wrote Kristine that I had made my first one, and wanted to bring it to the Club and share it with her and the staff.

Kropkaker
At the Friday dinner on March 25th a man followed Kristine out to her car and complained about the Anis was hired to be the facility manager – the building manager. However, I feel when Malin left that Anis was inserted into a number of foodservice related situations that one, he was not qualified to handle, and two, when he did handle them, he handled them poorly, and at best I feel his attitude towards the foodservice operation ranges from ambivalent to hostile.
dining experience he and his family and guests had had at the Club that evening. The next day Kristine wrote the food committee members and said she was sick of the comments about the food – "*I'm tired of being disappointed in the meals, tired of hearing complaints, tired of our staff not being up to snuff. (Last evening a man followed me out to tell me how their six people were disappointed in dinner, for one thing, the small portion of meatballs."*



When I saw Kristine the next week she said she was so sick of the criticisms by certain Club members, in particular she said it was members of the Book Club. Kristine told me she was so disgusted by the whole thing that she asked them to give her their suggestions and recipes for the next week's menu, that their selection would be what was served. One of the selections Kristine said was Joanne Foster had suggested that kroppkakor, stuffed potato dumplings, be served.

I knew what they were because I had made them in November 2021. In fact at the time I had showed Malin and Kristine pictures of my dumplings. Malin had been impressed that I made them, and that I knew they could be served with a cream sauce or melted butter. See picture right of my kroppkakor in November 2021 and in July 2022

As it turned out Kristine did not use the menu suggestions of the women. instead for the next three dinners she directed me to work with RC and make soup and salad as the alternate dish to the regular meatball dinner.

Several weeks later, Sunday evening, April 24th, Kristine and I were exchanging emails about plans for a rhubarb dessert and other upcoming menu items for dinners and events. I tagged onto that conversation a suggestion for the next week's Friday dinner. I suggested that we serve kroppkakor. I had remembered Joanne's suggestion, and thought it would be an old school Swedish food choice as well as I thought it would make Joanne happy that her suggestion had been taken up.

I wrote Kristine, "One suggestion I'll bring up is kroppkakor; isn't that what Joanne Foster wanted a few weeks back! https://www.196flavors.com/sweden-kroppkakor/"

Kristine wrote me back and stated she did not want to do them, they were too much work, "Regarding these dumplings, I don't think we should make menu items that require individual prep for each serving. Take a leaf from the book of the professional caterers…."

I saw Kristine the next day at the Swedish Club, we briefly talked about the kroppkakor. She said that they were way too much work to make. I said I thought they were doable and reminded her that I had made them a few months back.

Kristine countered that it was the kind of food item that a bunch of the ladies would need to get together and make them; that it wasn't simple, she only wanted dishes that were simple to make. There was no controversy, I dropped it, mainly I thought it would have been a nice gesture to make with Joanne and her

book club crowd. That it would be an inclusive moment, making something they thought would make a good Swedish meal.

Two months later on June 20th Kristine sent out the "What's Coming Up at the Club?" email, it set out the next month and a half's worth of menus for the Club's dinners and events. One of the Friday menus included kroppkakor, "Our menu is meatballs with potatoes and a vegetable, or kropkaker (Swedish potato dumplings)." Kristine had reversed her position against making kroppkakor and decided that Jocelynn should make kroppkakor for the July 29th dinner.

Of course. Kristine is free to change whatever the dishes in the menus are; however the point here is that this was another instance where one, she disrespected members, and two, where she took a hard line with me and then when she had her new hires, she became more collaborative, reversed courses, made allowances and was far more receptive and flexible than she had been with me

March 25, 2022
On March 25, 2022 I also received the below email from Kristine. It references the person she had hired to thwart my application for the foodservice manager position on the 21st of March. That hire had come to an epic fail, the woman never came to work:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Fri, Mar 25, 2022 at 4:09 PM
> Subject: Food Committee, Monday, March 28?
> To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
>
> … I had hoped to have a potential new chef trying out cooking for the Swedish Club on Friday, April 1. She left our offices very enthusiastic about the possibility, but maybe the drive from here back to her home near Tacoma burned the idea out of her brain. Darn!…

March 26, 2022
The next day, March 26th, Kristine wrote in the same email thread, "I thought We had a woman hired to become our new chef. She was excited when she was here, then seemed to cool to the idea and then said "no go" to me today."[33]

At the food committee meeting on March 28, 2022 Judith Dern asked Kristine about the progress on the FSM job. Kristine told her it was now listed listed on Poached.com. Then there was a whole conversation between her and Judith about who and where she was making inquiries too. Kristine told Judith that she was contacting several local and state colleges, along with Farestart. I wrote in my meeting notes about this exchange, "Still looking for food manager [posted on] Poached 2X Seattle Com College Vancouver West Seattle Farestart Mt. Vernon possibly"[34]

It's at that point when Judith talked about needing to find a young person that was in a foodservice training program, someone starting out in their career, someone who was eager to come and take on the Swedish

[33] Leander, Kristine. "Email: Food Committee, Monday, March 28th?". Gmail. March 26, 2022 1:55 PM
[34] Campbell, Elizabeth. "Food Com 3-28-22" March 28, 2022.

Club job. Kristine agreed with her. I was just sitting there listening to them say all of that, and thinking too – like they were talking past me like I was of no consideration whatsoever.

I mentioned that I wanted the job, that Kristine and I had talked about it, and I said, I felt Kristine was holding my disability against me. Kristine said to Judith that I didn't want to cook. I responded that was untrue, that the FSM job was not entirely about cooking, it was about managing the food service at the Club.

I said I could to the cooking, [and had been doing, and would do even more of in the future].[35] I did not belabor the subject, but made a point of bringing Lori Ann's and Judith's attention to Kristine having specifically stated to me that my disability was the reason she didn't want me to be the food service manager; that the "cooking" claim of hers was a diversionary comment, cloaking her original sentiments and statements to me, that I couldn't do the job, she didn't want me to have the job, my disability was her reason to deny me the job.

Again, I'm sitting there at the meeting and just thinking, here Kristine was passing me by again.

March 29, 2022
On Tuesday, March 29, 2022 I went online and checked to see the status of the FSM job – it showed up as a Google ad, which is comprised of information Google pulls from the prior job search sites that the ad was originally listed on. Below is the copy and paste copy I made of the Google ad:

> Identified by Google from the original job post
> Qualifications
> • Must have previous experience or formal training in managing a kitchen
> • Candidate should have expertise in Scandinavian cooking or is eager to learn
> • Experience with Swedish cooking is a bonus!
> Responsibilities
> • Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies, making food, supervising serving staff, and creating reports that show how the food service is performing
> • Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts
> • Eventually this will go back to our pre-pandemic schedule of including Friday lunches
> • The Club expects the employee to continue to develop the Swedish Club Catering within the community
> • To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time
> Full description
>
> Job Description Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies making food, supervising serving staff, and creating reports that show how the food service is performing. Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake

[35] Campbell, Elizabeth. "Food Com notes". March 28, 2022.

Breakfasts. Eventually this will go back to our pre-pandemic schedule of including Friday lunches. The Club expects the employee to continue to develop the Swedish Club Catering within the community. To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time. Must have previous experience or formal training in managing a kitchen. Candidate should have expertise in Scandinavian cooking or is eager to learn.

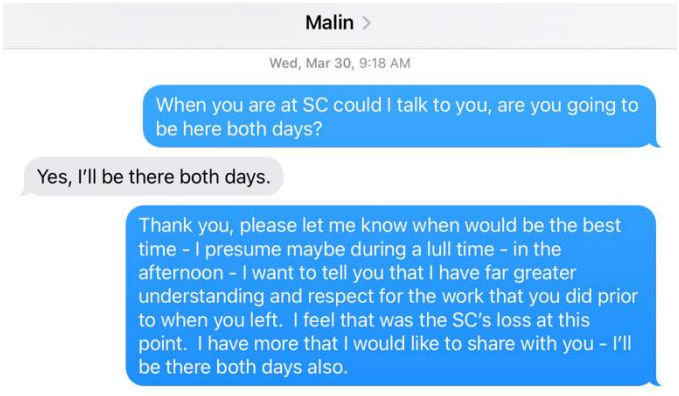
"Experience with Swedish cooking is a bonus! Company Description The Swedish Club is a 128 year old social club for potential members who have an interest in Nordic culture. The three-story building includes various rental spaces, a restaurant, a bar, a library, and one of the city's best views."[36]

There was no reference in this ad to the "physical strength" requirement.

Elizabeth Campbell Activity Log
Wednesday, March 30, 2022

9:18 AM Early on the morning of March 30th I was working on the planning for the Great Finds Sale bazaar that was going to be held that weekend, on April 2nd and 3rd. I was taking the lead on setting up the Club's food tables for the event. The challenge was that there was close to zero support about how to do that. Despite the Club regularly holding these public sale events there was no one to tell me how they were set up in the past – like table layout, what and how much food was served, basic details, as well as there was not any info available, by word or in print about how it was all timed.

In the bargain – a great deal of really stressing situations had come up since Malin, the lead chef had left in mid-December after 10 years as an employee and member of the Swedish Club, so that morning I decided to reach out to her via text message, thinking she might be able to provide some insight into what I was experiencing, how the foodservice operations were being run:



10:52 AM I arrived at the Swedish Club[37]

[36] Accessed on A
[37] Source: Google Timeline for March 30, 2022

10:56 AM I took pictures of Pantry organization charts, setup vegetable prep for making the salads for Friday and for the split pea soup for the Great Finds Sale on April 2nd and 3rd[38]

11:30 AM Went upstairs to meet with the Executive Director, Kristine Leander, first to get her credit card in order to go pick up some ingredients for the pea soup, and to take the opportunity to discuss my personal perspectives and distress related to my job, what I believed and felt about Kristine's treatment of me, including but not limited to a general lack of support for me as an employee and team member, of being overlooked multiple times as a resource to manage the kitchen, being passed over for promotion, the elevation of kitchen job candidates and new hires over me, their being given preferential treatment and status by Kristine and her executive team while being dismissive of me.[39]

The executive director's response was to talk incredibly dismissively to me. She responded to my concerns by telling me that she didn't know what I was talking about, she said that I was imagining things - she literally said that; and she went on to emphatically tell me, "We're not embracing you!"

I responded to Kristine that I got that, and I did – it wasn't my imagination the last three months, I said that it had been a loud and clear message I had gotten from January on, that I knew that I was not a valued employee by how she had been treating me, it was obvious to me. I said I got that, she had sent that message to me loud and clear. The executive director went on to say, "Do you want to know why you're not being accepted here?". I asked "Why?" Kristine said to me, "You're negative!"[40]

I responded well, that was a matter of perspective, I did not think that trying to suggest improvements, or working to make things work better, all the things I had prioritized to assist with at the Swedish Club, that that was being "negative".

With Kristine's massive rejection ringing in my mind I hurriedly dismissed myself and told her I was going to go do the shopping, and took my leave.

12:01-12:42 In a fog of just overwhelming distress I went out to my car, drove about six blocks away from the Club, pulled over and called the Washington Listens help line.[41] I talked to a support worker for 44 minutes[42,43] I was bereft, emotionally gutted by what had just

[38] Source: IOS Pictures from March 30, 2022

[39] Including related to matters related to the housekeeping and organization of the kitchen from mid-December 2021 to March 30, 2022.

[40] Activity that includes an individual, myself researching or making inquiries into Swedish Club finances or operations, or asking questions about decision making or decisions is labeled by the executive director as "being negative".

[41] Washington Listens was a support program and phone line to help people manage elevated levels of stress due to the pandemic, callers speak with a support specialist and…helps people cope and strengthen their resiliency in uncertain times…complements the state's behavioral health response services by providing an outlet for people who are not in crisis but need an outlet to manage stress…supports short-term interventions to mitigate stress, promote the use or development of coping strategies, and provides emotional support to help Washingtonians understand and process their stress.

[42] Source: T-Mobile 3/14/22 – 4/13/22 Bill

[43] Source: Google Timeline for March 30, 2022

happened. It was bad. At first I could barely breath because I was so overcome emotionally. Kristine's treatment of me just triggered me horribly.

I had been working through for the last three and a half months the heartbreak of what had happened with Lars, then all of the chaos in the foodservice department, months of Kristine's mistreatment of me as a person, as a member, as an employee, and how she had spoken to me this day – it just landed me right back to the night at the Club on December 17th when Lars had berated me, made a public spectacle of things, and stormed out of the place leaving me heartbroken.

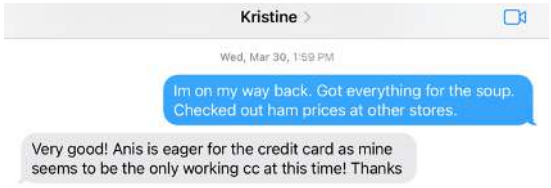
It brought back the clearly dismissive treatment by Kristine, of her telling me I was disabled, I wasn't good enough to lead the foodservice department – it was bad. The Washington Listens phone worker helped calm me down but the whole encounter with Kristine had been horrible.

12:54 PM I called and left a voicemail for Malin Borgstrom,[44] I thought because of the long time association she had had with Kristine and the abuse that Kristine had heaped on her that she might have some insight or solace she could provide me with over what had just occurred between Kristine and I.

1:14 PM Called Lorelei Stevens, talked for 43 minutes[45] about what had gone on during my interaction with Kristine.

1:32 PM Arrived at Ballard Market[46] Purchased ham shank bones/meat for split pea soup. Used Kristine's credit card for the purchase.

1:59 PM Received urgent phone call from Swedish Club, an email from Kristine, that she needed the credit card back as soon as possible. I felt in light of the horribly distressing meeting I had had with Kristine earlier that she was worried about my having the credit card, that maybe she thought I was going to go out and run up charges on it. I texted with Kristine about my returning the credit card, that I would get it back to her ASAP:



2:01 PM Left Ballard Market[47]

2:09 PM Called Lorelei Stevens, talked to her for 10 minutes[48]

[44] Source: T-Mobile 3/14/22 – 4/13/22 Bill
[45] Source: T-Mobile 3/14/22 – 4/13/22 Bill
[46] Source: Google Timeline for March 30, 2022
[47] Source: Google Timeline for March 30, 2022
[48] Source: T-Mobile 3/14/22 – 4/13/22 Bill

2:10 PM Arrived at the Swedish Club[49]

2:20 PM Called Swedish Club for someone to come downstairs and unlock south lower door[50] Dropped off ham in the kitchen. Came back to get additional things from my car, I saw Anis drive up, as I walked to the back door of the Club I met him mid doorway. I held out Kristine's credit card to him and said, "I understand you want this." Anis acted puzzled. He said something about he didn't know what I was talking about. As I handed him the credit card I responded to him about how Kristine had called me and told me he needed the credit card.

Anis fumbled a little verbally and then said, oh yeah, his wasn't working. At that point Anis and I were walking to the elevator to go upstairs. We got into the elevator and I asked him three things, one, "What had happened to your credit card? He said it had been declined. I thought for a moment and asked him then, puzzled, "Was it the Club's credit card?" He said it was. Then I was surprised so I ventured a third question, "Why had it been declined?" Anis responded that it had not been paid. I was more surprised. He didn't equivocate or back away from my question or his response.

The reality of Anis and my exchange about the credit card was that far from Anis being a Swedish Club intimate and friend of mine on March 30th, he was not. Therefore it was striking to me that he would tell me the things that he did. I thought what had gone on with the credit card must have been true, and that it was pretty notable for what I felt Anis had done, he momentarily had broken ranks with Kristine and Toene and been very candid with me about what I thought was a pretty sensitive subject.

2:20 PM Left the Swedish Club[51]

The rest of Wednesday and that night I just had a terrible feeling of loss and sadness. I loved working at the Swedish Club, I thought it had super lots of potential, but it was just to me so dysfunctional – for what I thought no real reason – other than it was the product of Kristine's ongoing inability to recover from Malin's walking out on her in December, her compulsion to do the vindictive, punitive stuff, and her inability to consider the wider interests of the Club's members as a whole, versus what she wanted things to be like, what her crowd wanted things to be like – i.e. operating in a self serving, self created vacuum.

I went to bed that night and just felt like my world at the Swedish Club had crashed and burned after the encounter with Kristine.

March 31, 2022

[49] Source: Google Timeline for March 30, 2022
[50] Source: T-Mobile 3/14/22 – 4/13/22 Bill
[51] Source: Google Timeline for March 30, 2022

April 18, 2022

The conflict between Toene, Kristine, and I over the payment of my invoices continued on into April. Shortly after another encounter between us over payment I texted Malin to see how the personal employee shopping for the Club and getting paid for the purchases had worked, and at the same time detailed what had been occurring to me. I made a reference to what Anis had said to me on the 30th about the Swedish Club credit card having been declined, about the always rude treatment of me by Toene, as well as other things that were going awry at the Club that Anis was handling:

"Hi Malin, Did you expend your personal money for the majority of the food operation and then had to be reimbursed? Occasionally, now three times, I have been advanced money for shopping, but the rest of the time I spend my own money and then wait for reimbursement. Did you have a credit card? Anis has a card I know, but the other day he said it wasn't paid so it was rejected. I have asked about why the Swedish Club has no food vendor and supply accounts, Toene told me today that it has been this way as far as she knows. I asked her where Anis is buying the pancake supplies, Toene says that she doesn't know, he has a card. He goes and picks up the supplies. And I don't understand how it is that every order he has placed has had something that is wrong, missing.

"I had an outstanding invoice from last week. It was on Kristine's desk waiting for approval. Before it was paid I had to do more shopping. I wanted to stop advancing money so Kristine agreed to give me a $300 advance for last week's shopping. I used all of that and another $170 of my own money. I have a new batch of receipts as of the end of last week then to apply against the $300.

"Today I checked to see if the prior invoice had been paid, Toene told me no, that she had backdated the $300 and applied it to that, that no check was available.

"I have been also what I feel abused by Toene, she has remonstrated with me that on three prior receipts that I had included an item for my own consumption. The majority of the time I keep it all strictly separate - a transaction for the SC, a transaction for me, however on those occasions it was easier to just do it all at once.

"I told Toene it was my credit card and how I used it was not something I felt she had a right to dictate to me. She always gets loud and obstreperous and goes on how her bookkeeping has priority, her job has priority, she is just doing her job.

"And then, she turns it further and says in the future I should do things differently; she is going to make an exception and pay the prior invoice.

"Is this typical, what is the deal why the Swedish Club does not have any vendor accounts?"

June 2022
Two months later, on June 1st I attended the Swedish Club board meeting, it was not held on Zoom this time but was an in-person, at the Club meeting. That was another notable and emotionally trying

encounter for me, another stressful situation occurred that clearly had Kristine's fingerprints all over it, the effort to inflict discomfiture.

I had requested the day before to be included at the meeting, I have since late 2020 attended the majority of the Club's board meetings. Up and until then they had been on Zoom. But this one was going to be in-person meeting with the added component that it would include having a light supper prepared for the board. As a Club member/visitor to the board meeting the food was not automatically going to be provided gratis to me, but I learned through my friend Lorelei Stevens, the then board treasurer-in-waiting, that it could be ordered and paid for by any visitor attending that evening. Accordingly, I called and asked Wendy Lundin to put me down for one of the supper dinners that the board members were being served, that Lorelei Stevens had also ordered.

When I arrived at 6:00 PM, the time when the board meeting had been scheduled for, it turned out everyone had already eaten. Unbeknownst to me the dinner part of the meeting had been scheduled earlier. Lorelei was seated at a table that was away from the board's U-shaped table layout, it had been setup with some board handouts, papers and the like, and there were some wine bottles on it. Literally it was like an afterthought setup – Lorelei was perched beside the very edge of the table, with little space for her food dishes to set out. To me, I felt it was very intentional and by design, an effort by someone to send the message and make it clear, non-board member, member visitors were not welcome!

After I arrived there was no effort or follow up with me – there was no food offered to me, and certainly there was no spot even if there had been a meal for me where I could have eaten it. I said nothing about it, but just took what was going on in – another one of the clear Kristine messages emanating from her March 30th pronouncement to me, "We're not embracing you!".

At the board meeting the majority of it was taken up by a presentation by member and former interim executive director, Sharon Lucas. From my perspective her presentation was tailor made to support the notion and reality that there should be a strong executive director running the Swedish Club, and a weak board giving her relatively free reign to do as Kristine wanted.

However, part of what Sharon said during her presentation, about how important the staff bookkeeper's/Toene's Hayes position was – including filing the Club's state mandated reports and making sure that all the Club's bills were paid, and then what Toene said later – about how diligent she was to do those things, all the while telling the board at the same time that the Club's foodservice income and costs were not being presented to them with any kind clarity – prompted me to bring up those subjects, that the Club's corporate reports were often filed with Washington's Secretary of State's office late, that at least as far as my own invoices, the Club had not paid those in a timely fashion, and neither had according to Anis, had Toene paid its credit card bills in a timely manner (see my above March 30, 2022 remarks), and it was I thought unacceptable that the foodservice financial operations were not being shared with the board in a far more detailed and transparent way.

At the board meeting Toene blustered through my comments, there was no resolution, she said she thought she had sent the reports in on time, that she thought there was a delay in how the state was handling what she had sent in. As to the rest – the delayed payments and lack of transparency about the foodservice department – Toene provided no cogent response to that.

Later on after the perfunctory recitation by Kristine and Anis about what they had been up to since the last board meeting, the meeting was adjourned to what was now becoming a regular occurrence at the board

meetings, the board retired to another exclusionary, executive session. Lorelei and I accordingly left the meeting and went home.

The next day, June 2nd, Kristine sent out an explanatory email,[52] attempting to address the exceptions I had taken to what the board was being told by Kristine and Toene:

> From: Kristine Leander <kristine@swedishclubnw.org>
> Date: Thu, Jun 2, 2022 at 5:08 PM
> Subject: RE: Delinquent SOS Filing, Swedish Club Inactive Status
> To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, Toene Hayes <Toene@swedishclubnw.org>
> CC: Anis Rahman <anis@swedishclubnw.org>, Lorelei Stevens <lorelei.stevens@gmail.com>, SeattleBergenSisterCities@gmail.com <SeattleBergenSisterCities@gmail.com>, ddrconstruction@gmail.com <ddrconstruction@gmail.com>, fiddlerkris@hotmail.com <fiddlerkris@hotmail.com>, garysund@ymail.com <garysund@ymail.com>, ibodderson@hotmail.com <ibodderson@hotmail.com>, langdonlmiller@gmail.com <langdonlmiller@gmail.com>, lareinhall@hotmail.com <lareinhall@hotmail.com>, larryaomdal@hotmail.com <larryaomdal@hotmail.com>, maosmith@msn.com <maosmith@msn.com>, maryemerson115@gmail.com <maryemerson115@gmail.com>, mkj011779@msn.com <mkj011779@msn.com>, neilsnyder@outlook.com <neilsnyder@outlook.com>, peterickj122@msn.com <peterickj122@msn.com>, shamaalbright@msn.com <shamaalbright@msn.com>
>
> I hope this information is helpful.
>
> One, in regard to chefs spending their own money on food expenditures. We are too small to order food on behalf of our chefs' future needs. Chefs who request to receive what I call "seed money" for their future food expenditures are always welcome to request it. Elizabeth has requested it several times and has received it every time that she requested. We do not do reimbursement checks on a same-day turn around. We have established a procedure for doing check requests in a timely and efficient process. Sometime that means a next-day response for check requests, reimbursement requests, seed money requests, etc. This helps us account for a very busy day or one of us, namely me, being out when the check is requested. This has been frustrating to Elizabeth, but I'm sorry.
>
> Two, we have never not paid our credit card invoices. Each of us—Anis and I—have a limit of how much we are allowed to charge in a single transaction. Elizabeth must have heard Anis venting when he ran up against his credit card limit. Let me repeat. We have never, in recent years, not paid our credit card invoices.
>
> Three, we will continue to file our Secretary of State filings on time, but we have no control over their internal processes.
>
> Again, I hope this is helpful!
>
> Kristine

[52] Leander, Kristine. "RE: Delinquent SOS Filing, Swedish Club Inactive Status". Gmail. Jun 2, 2022 at 5:08 PM.

My responses to Kristine's claims are these, to her statement, "Elizabeth must have heard Anis venting when he ran up against his credit card limit." Unpacking Kristine's statement, she clearly implies I was listening in on a conversation.

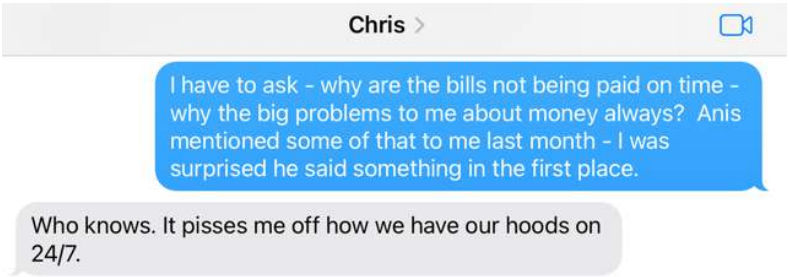
This is not what happened on the 30th of March. The records of my day do not support my being upstairs in the office area after Anis had arrived in the afternoon, I was not up there listening to some conversation between Kristine and Anis about their credit cards.

This is a good example of what I used to call the "spin" that Kristine engages in. The reality of this tactic of hers is that she comes up with lies to explain and deflect situations that cause her discomfort, might call into question her actions, how she has or has not handled something. Concomitantly, these false asides of hers are used to shore up her positions to the detriment of her targets – staff or members of the Swedish Club.

Anis claims now that he doesn't remember talking to me in the elevator, but I'm sure he wouldn't want to confirm that he had said such things to me. All I know it was remarkable that given the nature of the subject and his staff position that he would have said such a thing to me that day, and given how long he had worked at the Swedish Club, including that he literally sits right across from the Club's bookkeeper's desk, that he doesn't have all of the info about how his Swedish Club credit card works defies the reality.

I also personally resent Kristine's implication that I was listening at some doorway and then misconstruing what was said. The day went down as noted above, I was hardly hanging around and skulking the hallways of the Swedish Club, not to mention, at that point I doubly was not hanging around the place, being in the position where I felt I was, thoroughly rejected. I was not hanging around on the chance that I might have more of Kristine's abuse heaped upon me.

The facts are, my memory is not faulty. I told several people about what Anis had said to me the day of, March 30th, and later on I wrote about it to Chris Sisco – he is the person that literally sat outside Anis's office – I shared with him on May 10, 2022 what Anis had said to me on the 30th:[53]



And I also recounted my interaction with Anis on the 30th, on June 3, 2022 I wrote my daughter, Candy Martin, an extensive text message about what all had been going on for months related to my subsidizing the food purchases - about this very event related to the credit card, Anis, Kristine, etc. - detailing what happen that day,

"I was on my way back but I thought, no, it didn't sound right, why would Anis need the credit card, they had another one he used, I just thought it was a setup, the woman [Kristine] just is always on spin mode - so I got back and at the same time Anis gets there, I thought okay - I'll give him the credit card - so I

[53] Campbell, Elizabeth. Text message exchange w/ Chris Sisco. iMessage. Tue May 10, 2022 11:17 AM.

approached him with it, I said you need this, here it is - he was like Huh? Well the long story short is the card he had was declined. It was declined, he was returning from shopping and mad b/c the card he had - he said to me it had not been paid; and that was something - Anis is not my buddy, he is Kristine's so for him to have told me that it was a big thing."[54]

In regards to Kristine's statements about how she has this payment system set up and inferring that she has been proactive in her handling of my, employee's purchases on behalf of the Swedish Club, my response to Kristine's claims are the same as what I wrote the next day to my daughter after Kristine's commentary to the board (see 6/3/22 below), "And the 'procedure' she referenced to the board, this is what she wrote me about that on May 18th, this is her procedure: 'Toene has turned checks around when it's doable. The check requester can't expect that it's always doable. Mostly it's not doable. If you want a hard and fast rule, let's go with 'it's not doable' and then when it happens it's a pleasant surprise.' That was her final word on it - she added nothing else; to me it was high handed and arrogant. So get this nuance, the spin to the board yesterday, she has an 'established procedure for doing check requests in a timely and efficient that process' - the reality is there is no procedure - it's when they feel like it."[55]

June 3, 2022

My memory and the emotional impact of this encounter with Kristine on March 30th was so upsetting that it had stayed with me. Then after going through the slight over the board meeting, the food, the seating, and then the misleading and false claims Kristine made to the board in her June 2nd email, it was just triggering. I was really struggling with what was to me a hostile employment and membership environment all maintained by Kristine.

On June 3rd I texted my daughter Candy Martin[56] and recounted to her what all had been going on between Kristine and I since 2021, to that even date in June 2022, and specifically about what had happened on March 30th. This is what I texted Candy about all of those incidents and exchanges involving Kristine:

"I have something to tell you about the Swedish Club, things are not working well with Kristine. You can take it for what it is worth, but she is a very cruel and vicious woman who basically is always in half lie mode, her spin about how things are, why things happen the way they do, why something is right that is wrong.

"Then she has this propensity to put people under her boot and just crush them and let them know they are nobody - it is a steady drip drip of innuendo here, unkind words there, taking away something, letting you know you are nobody,

"I've watched it done to others - in the last six months two employees have left that were at the Club like for years, one for four years, one for 10, and another for over two years - they got sick of Kristine being terrible to them.

[54] Campbell, Elizabeth. Text message to Candy Martin. IMessage. Fri Jun 3, 2022 6:32 AM.
[55] Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.
[56] Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.

"I'm waiting and sticking it out but I'm just being run over. She has been jerking my chain for probably a year and a half now, heading to two years. I didn't recognize it originally, but I see it now, one aspect is she was really working some things in the background with Lars - doesn't let Lars off the hook, but she was doing me no favors; but go past that.

"In terms of my employment, she has used me and then kicked me to the curb when she is out of the woods, then all along the way made it known that I am nobody at the Swedish Club. As you would expect - I'm great at what I do - there is not a meal or a dessert that I have been in charge of and cooked that hasn't been successful.

"I have done it all - meals for the multitudes, I instituted a salad program, I have done the soup program, and the reality all this time since the first of the year - the desserts have been the only consistently high performing part of the foodservice program.

"And make zero mistake about it - the failures for months are Kristine's, her poor choices are the bedrock of all the failures.

"But - she spins it all away - oh she needs a real cook, she just doesn't have the right people, she can't find anyone. Well now she has this gal [Jocelynn Lillis], and she has her old man [Tom Perricone]. Now she is just showering them with praise and glory in her newsletter and to the board - they're the greatest, as the uneven food show goes on.

"Here's the deal - a part of what has been going on - from the outset when I got employed by them Kristine had this setup whereby the food staff paid for the food they were using in whatever they were cooking and then they got reimbursed by the SC.

"So, since I started I have been funding the purchase of the food things I have been responsible for, and then getting reimbursed. The turnaround on reimbursement is uneven, I've gotten it down to sometimes within a day of invoicing them, but a week might have gone by where purchases are ongoing and then I put the invoice together and get paid in a day or so - it's gone out longer a couple of times; but there is a rub in it, of course, its the attitude - by the bookkeeper Toene, she's busy, she's doing me a favor kind of thing.

"Kristine has not been entirely solicitous - this has been a moving situation, we've already come to blows a couple of months ago - but backing up I funded the meat and cheese tray thing for a couple of weeks but it wound down because the cold case in the bar was not lit - people could not see that the trays were there. It took Anis three months to get that working - but now Kristine has changed courses and abandoned that program - another hallmark of hers - she cannot work through and solve a problem it's always abandon, make excuses, and come up with some new approach.

"Then Malin quit and took her friend Carina with her, they hated Kristine by that time and left after less than two days notice. Kristine turned to me, save me. So I did, but then the expectation was still that I would fund the purchases for the department and get reimbursed. Well buying all the food for a meal of 50 or more people is a little different than buying for 10 trays of odd pieces of cheese and sliced meats.

"I got into it where wait a minute, I cannot afford this - I had an order for $350 worth of meats, cheese, nuts, olives, etc. I had a couple hundreds of dollars for the rest of the main meal items, ingredients for the cakes so I went to Kristine and told her I couldn't float the SC the money for the entire meal - she thought about it and said well, they could give me an advance, she needed a budget - so I gave her one.

"I felt it was all very reluctant, but you know me - I was super over the top careful to make sure that I accounted for everything, I did and still do - worked my prices, checking a lot of sources, making sure I was getting the best deal on everything, and getting good quality food for the SC.

"Of course - that whole NYE dinner ended with me being kicked to the curb - it mattered not all my hard work; she hired some moron woman [Lily Wright] who Kristine insisted was just on it, she had all this experience, she was in charge of it all, purchasing - I was out of that business.

"But they still wanted me to tell them how to put it all together - and of course - I should make the desserts.

"Well that gal went sideways and quit within a week. I'm back in the food purchasing, money loaning to the Club business arrangement. We have fought over it in general ever since then - sometimes they will advance me money; but it's been really spotty - Toene has turned my checks around - but it always had some crappy commentary [from Toene]. We had a blowout about three months ago - they seriously told me they were doing me a favor because it was all to my advantage - they thought I had a credit card and was getting points on it; I told them no, and then they went the rest of the way - oh, I didn't even have a credit card - oh, that was humiliating, but they continued, well they would work on it sort of.

"but the reality for them was that they just didn't have any accounts with suppliers; oh, so finally, only two times - they let me use the credit card when I had a couple of couple hundred dollar purchases I needed to make; but even that couldn't be pleasant, the first one was for the NYE dinner - Toene went to Kristine afterwards and claimed she didn't know what a charge on the credit card was for - I had had that card but she didn't know what the charges were for.

"It was a fake bullshit thing she was doing - Kristine remonstrates with me, I needed to be sure to turn in my slips - uh, I sent Kristine the email wherein I had requested pre approval for one charge - I had the company supply them before I got the card with the invoice that I was going to charge on the credit card - I sent it to both Kristine and Toene at the time, then I turned in the actual charge slip and the invoice with the rest of my invoice - I went through it with Kristine - it wasn't possible that Toene did not know, and I had done only one charge.

"Then I had to make a butter purchase in March so I asked for the card again. That day Kristine and I had a terrible encounter - she told me in no uncertain terms that I was not wanted, she said to me, "We're not embracing you as an employee". She had given me no recognition to speak of for my work, she had told me that Lars and his crowd were my enemies, she had told me that I was disabled, that I was too old, they wanted someone younger, I couldn't have an email address, I couldn't have a key so I could come into the building where the handicap parking is, it was bitter; I held my own all this time and through that conversation, but I left and I just lost it. It was like a repeat of the whole Lars thing, it was terrible to have endured her months of crap, I'm not Swedish enough, the kicking me to the curb, the whole demoralizing treatment.

"So I used the credit card a second time for this butter purchase; seriously, it is cringeworthy. I had to go through the whole thing - bring it to their attention I wasn't going to pay for the butter, I needed them to pay for it, could I use the credit card - I hated asking it is just uncomfortable but I was trying to be firm with them. Okay - I can use the credit card, Kristine wasn't at the Swedish Club, she told me it was in her coat

pocket in the office, go in her left hand pocket of her coat and get it. This was before the blow out. So that was weird getting the card out of Kristine's clothing.

"But I left to go do the purchases after our blowout, I had my meltdown; and then I got a call from Kristine, she was frantic - did I have the credit card? Of course I did, she is relieved but I need to get back to the SC right away, it is just desperate - Anis needs the credit card - so this is where I was kind of like this seems odd; Kristine spins things so much I was kind of thinking that it was a pretext, that she was telling me Anis needed the credit card because she was worried about my having the credit card after our big blowout - like maybe she thought I was going to disappear with the credit card - because our set to was bad - she had told me that I was just nothing, she emphasized that I was imagining things, that she didn't know what I was talking about. Yes, she had even done gaslighting on me that day.

"I was on my way back but I thought, no, it didn't sound right, why would Anis need the credit card, they had another one he used, I just thought it was a setup, the woman just is always on spin mode - so I got back and at the same time Anis gets there, I thought okay - I'll give him the credit card - so I approached him with it, I said you need this, here it is - he was like Huh? Well the long story short is the card he had was declined. It was declined, he was returning from shopping and mad b/c the card he had - he said to me it had not been paid; and that was something - Anis is not my buddy, he is Kristine's so for him to have told me that it was a big thing.

"So I'm putting these things together, this whole setup is bullshit, and what's the deal with the credit card, why does a business that has millions in endowments, that blows through hundreds of thousands of dollars a year, that has a spendthrift I think approach to money - this is insane - I'm a pensioner basically - they're acting like they deserve me to be their banker, by turns – 'I don't have a credit card' - and I want this special treatment of getting quick turnaround on their bill, how dare I!

"But I hung in there and yes, I should still be the SC's banker and buy their damn food for them, it was expected, she tried to tell me then oh, they would give me an advance - well the reality is I think I got maybe two advances, the turn around on my invoices is a day to a couple of days - but I'm always out money to the Swedish Club; I explained this to them, Kristine and the board even - I get social security and what little I make from the SC. I figured out that anywhere from 50 to 80 percent of my money each month is tied up floating money for SC supplies.

"A good example - is I got paid up last week, but the same day it started over again, I had to go buy $55 worth of nuts to keep on going, this week I turned in another invoice for $200.

"It is outrageous to me - I've talked to them - they should have accounts, they should order things and have them delivered - but I think part of it is Kristine is against e-commerce, yes, I have a couple of times used Insta-Cart - I've given her the numbers that it is cheaper to pay insta-cart the fee then it is for me to literally go to the store and do the shopping, they deliver it to the Swedish Club within two hours; boom. And I feel like I have to apologize for that even because e-commerce is akin to Amazon and she doesn't want the Swedish Club supporting Amazon. She begrudgingly has allowed some Amazon purchases but she makes it known she doesn't approve of that.

"I keep thinking - just put in instacart orders, the Swedish Club pays for it through their own Instacart account. But no - yes, even the new chefs, it's been thrown into my face - oh Jocelynn, she asked for a check and she didn't even pick it up for several days. And Tom, oh he's showed me, he wrote me the other

day - can I pick up anything at the store for you on the way in? It let me know that she's worked the story with him - oh, Elizabeth has problems with that but he doesn't.

"So now we are back on the discussion of the money, Kristine, the board, she has spun it to them that it is my problem, she claims that she has generously supplied me with 'seed money' - like she is funding my business, that I find it painful and she is sorry it hurts me, but the Swedish Club is just not big enough to do real business things - this is what she wrote to the board yesterday [June 2, 2022, see also complete email above]:

'I hope this information is helpful.

'One, in regard to chefs spending their own money on food expenditures. We are too small to order food on behalf of our chefs' future needs. Chefs who request to receive what I call 'seed money' for their future food expenditures are always welcome to request it. Elizabeth has requested it several times and has received it every time that she requested. We do not do reimbursement checks on a same-day turn around. We have established a procedure for doing check requests in a timely and efficient process. Sometime that means a next-day response for check requests, reimbursement requests, seed money requests, etc. This helps us account for a very busy day or one of us, namely me, being out when the check is requested. This has been frustrating to Elizabeth, but I'm sorry.'

"And the 'procedure' she referenced to the board, this is what she wrote me about that on May 18th, this is her procedure: 'Toene has turned checks around when it's doable. The check requester can't expect that it's always doable. Mostly it's not doable. If you want a hard and fast rule, let's go with 'it's not doable' and then when it happens it's a pleasant surprise.' That was her final word on it - she added nothing else; to me it was high handed and arrogant.

"So get this nuance, the spin to the board yesterday, she has an 'established procedure for doing check requests in a timely and efficient that process' - the reality is there is no procedure - it's when they feel like it. And then her referencing herself - she's so busy - she invokes that all the time along with poor her - she's putting out all these fires - like her staff leaving - she's the victim, always. Kristine neglects to mention - she lit the match on all of her fires. And sometimes even throws some gasoline on them for good measure with her 'poor judgment' by her not being 'strategic and judicious' - more of her spin about other people, she has said that to me even about Lars.

"She is a master about it all being other people, not making good choices, or they just aren't up to helping the poor Swedish Club, they're in the wrong place - and they're hurting and she is 'so sorry they're hurting' after she stabbed them in the back and stomped on them!

"That's the long way of saying, I'm hanging in here - I'm being pleasant - in fact Kristine cracked last Friday - she couldn't keep up the facade when I talked to her about the desserts that evening, showed them to her, she wanted no part of the conversation - but I was pleasant and was nice to her, showed her the desserts, and we're still in person doing that - oh, they were so damn nice when I brought in cake samples yesterday - I got big smiles and hi's from Anis, and Toene, Toene went on about what great cakes I made, she couldn't do what I do - and Anis, he was oh, happy to see me, and oh cake, he was happy to share in that - I had put slices on individual plates for them and wrapped them in plastic, I didn't take the whole cake there - yeah and Kristine - she was just beaming at me yesterday - no big conversation - she had her old man chef in her office and as I approached he's explaining why what he had cooked didn't turn out right - ugh.

“So I removed the knives that I was pretty sure were in my back after being there - and then Kristine wrote the board and me later on her little send up about how I have the problem.

“And then she went on at length in the newsletter about how her chef [Jocelynn] was just the end all be all - because after all - Lars and his camp are not the new chef’s enemies, so Kristine can talk ad nauseum about her. She has all these credentials, she went to the online rouxbe do culinary academy, and she has served royalty and celebrities - and the reality is - I think that that royalty and celebrity part is like literally made up, but Kristine is repeating that story now; this gal according to Kristine left her oh so successful private catering business to come to the broken down kitchen and serve the SC over spiced food made with Phase, a toxic chemical substitute for butter, like really. She’s a slob too - the first thing I did was clean and straighten up the kitchen and tried valiantly to keep it that way - this gal - no, dirty is okay, old food is okay, and it’s’ okay to have the other, sick covid chef come to work and handle everything too. But according to Kristine - Jocelynn is just eager to learn to be a Swedish chef, she is on it!

“I’m staying and working through this, I think she’s really frustrated that I’m sticking around - she’s in a pickle too - I haven’t done anything that she can fire me for.”

END OF MARCH 30 2022

The reality is I continued to be an incredibly professional employee. I did not miss a beat and continued on and did the next Friday meal and the food for the weekend bazaar, the Great Finds Sale.

April
April 2, 2022
On Saturday, April 2, 2022 Faith, who had been hired to be the pancake breakfast organizer worked with me at the Swedish Club’s baked goods booth at the Great Finds Sale. Towards noon time it was necessary to send someone to Larsen’s Bakery to pick up additional pastry items. I asked Faith if she could do that, she said yes. Prior to her actually going there myself and the other person working at the bakery booth with me spent considerable time with Faith telling her where Larsen’s was located and how to drive there.

Later in the day after Faith returned from the Larsen’s errand she shared with me that she had been hired by Larsen’s prior to coming to the Swedish Club and was about ready to start her job there. She said she had had a good time at Larsen’s because she was able to talk to the people she was going to be working with. When she said that it puzzled me about how she had earlier acted earlier like she did not know where Larsen’s was located.

The next day, April 3rd, was Faith’s first test/taste for coordinating the Pancake Breakfast. I never did hear about how she had fared with that. But presumably it had not been well because a week and a half later Kristine told the Food Committee members that she had hired another person for the Pancake Coordinator job.

I believe the person she hired was Tom Perricone, who Kristine later morphed his hiring into, “Chef”/Cook – he took the cook job that I already had.

It is a fact – once Tom Perricone started that job I was never used as a cook after that; I only was allowed to make desserts.

A further fact, Kristine and Anis even used housekeeping and maintenance staff to fill in when they were in a cooking pinch, including to literally assist with food preparation.

So despite my holding the job title of cook until August 26, 2022, at which point Kristine I feel demoted me and made me a dessert cook, I was never allowed to cook item one in the kitchen – other than strictly dessert related items.

Still to come as the year transpired, I saw the progression – Kristine's strategic and judicious touch she had bragged to me about. She wasn't going to take me out in one fell swoop – it was an incremental game.

Every now and then she would give dessert work to others, even though I was totally available to do the dessert work. Yes, it truly was a death by a thousand paper cuts existence working for Kristine, existing as a member at the Swedish Club.

On April 5, 2022 at the regularly scheduled food department meeting w/ RC, Kristine, Wendy and I, Kristine told us that the FSM job had not been posted wide enough, and that she was reposting the job online. She also said that Faith, the former pancake breakfast organizer had a friend that hopefully might be interested in the FSM job.[57] Her comments were distressing to me as I had applied for the FSM job, Kristine refused to even consider me for the job, and was continuing to make these ongoing statements in front of me that she could find no one for the FSM position.

On April 14, 2022 Kristine wrote the food committee members, "I am still working to hire A chef, and or a food services manager, and or a caterer… We have hired a new person to be the Swedish pancake organizer and boss. He is a chef and works daytimes at a job he loves, so I don't think we can lure him to do more. But meanwhile, from his background in restaurant cooking, he's going to assist Anis in where to buy the pancake supplies."[58] The "him" Kristine was referring to was Tom Perricone who did in fact become one of the chefs in May.

Kristine closed the Food Services Manager/Chef position on ZipRecruiter. I was there the day she took the call from them and told them she did not wish to run the ad any longer – she said it was too expensive, something like $900 per month.

April 18, 2022
I received notice that the position had been closed:
From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>
Date: Mon, Apr 18, 2022 at 9:00 AM
Subject: Application Update: Food Services Manager/Chef at Swedish Club job posting was closed
To: neighborhoodwarrior@gmail.com

[57] Campbell, Elizabeth. "Mtg w/ KL 4-5-22". April 5, 2022.
[58] Leander, Kristine. "Email: Food Committee Meetings?". Gmail. April 14, 2022 4:38 PM

ZipRecruiter

Hi Elizabeth,

I wanted to let you know that **Swedish Club** has closed or temporarily put the **Food Services Manager/Chef** on hold.

Not to worry! Now that we know, we can focus our energy on getting you other opportunities.

Check out these similar jobs I think you'd be a good fit for:

Let's do this!

Phil
Your AI Personal Recruiter

April 20, 2022
Filed with the City of Seattle

April 26, 2022
Screenshot - The job is still listed on the Swedish Club's website – See right —->



At the Building Committee meeting Kristine announces she has and interview the next day for someone for the FSM job.

The following is an email response to Kristine's email to me on September 7, 2022 – she informed me she wasn't going to hire me for the FSM job the third time around then. I did not send this response to Kristine, it is a draft. I was still trying to avoid conflict with her – but I also was continuing to create and contribute to the record of what was occurring over 2022. In my response on 9/7 I give the history of what went on around the hiring of Jocelynn Lillis and Tom Perricone in April and May 2022:

"Then you hired Jocelynn, and you hired Tom and you lied about both of those hires also. You seem to forget that I can interview people too; I had a sit down interview with Tom on August 13th and found out the timing for his hiring. Not to mention the job listings themselves you took the exact

things that I had already been doing, listed them in the help wanted notice - my job tasks, you listed them as something that you needed the new chef person to do, and something that the person to be the cook was to do, and the person to be the food service manager would have to do them. Every single one of them were tasks, things that I had performed multiple times and excellently – they were literally part of my job description!

"But that didn't matter – That my job description ended up as part of a help wanted ad tells me that is what you were doing – outsourcing my job. I didn't figure that out until late May.

"But you even lied to Peppe and claimed that you had not hired anybody when you had, that was on May 5th. Shades of now. You said the exact same thing that day in May as you did today, 9/7, that you had not hired anyone. But you had hired Jocelynn and told Peppe you hadn't. I was in that meeting, not to mention Jocelyn had already told me 20 minutes earlier that she was starting work on May 9th! You hired her clear back in late April.

"And Tom, you gave him every single one of the food events that you had already been planning with me that included the Abba night, the car show, and the members and friends dinner, including the Wednesday night soup suppers - you gave all of that away to him after having sat there the prior two months and planning those events with me, for me to do the lead, with RC's assistance.

"Your response when I said that today, and you even put it into an email – that you had made no firm commitments to me about that. Well, those events had to be something that you had committed to me doing because at the time they were being committed to, planned, and discussed – there was no Tom even on the horizon – so it had to be it was something that I was supposed to be part of.

"And I have the emails and notes from all of that too. For example - insert email re Abba night.

"You also not only sat there and acted like Jocelynn was the next best thing to sliced bread, but she went off and she did what she wanted with all of that food, there was no Swedish thing going on about any of it, including the cookbook she was cooking out of, it was a New Orleans cookbook - Breakfast at Brennan's and Dinner Too! Jocelynn's Swedish Club food clearly had a distinct southern twist to it.

"You also claimed Jocelynn was this expert on Covid, that she had a certification from the American Federation of Chefs. And then you let Tom come to work sick; not only did you

let him come to work sick but Jocelyn also let him come to work sick - the people that are supposed to be so concerned about the health of the employees and the health of the people that are at the Club as guests and members.

“Jocelynn lasted all of a month and a half - she leaves to take care of her dying mother - she represented that her time away needs were so great that she needed to leave without notice and absent herself for a period, too long for her to remain an employee. And then she returns two weeks later and wants her job back with a substantial increase in pay.

“And Tom - you put him then in first place - and despite all your claims to me about how things that I made had to be Swedish, all the comments you have made to me about a dessert not being Swedish or Swedish enough, about a meal choice not being Swedish or Swedish enough, all the effort you went to to mold Tom and Jocelynn into Swedish cooks, all the while and before I supplied you with well executed Swedish and even Danish main dishes and desserts, you let Tom run off and cook whatever version of "Swedish" food he wanted. The reality was his cooking was not Swedish - he was serving boarding house and diner style food and meals.

“He admitted to me that he never made the Swedish meatballs the same from week to week - they tasted good - but they were not made the same every week. Lost in the shuffle was the whole thing the Club had gone through in January and February, you meatball contest – “

“He made the worst versions of Raksmorgas and Skagen, as had Jocelynn before him - and still you countenanced that, then you went on and let him toss the hard tack out of the meal rotations, the salads were turned into this boardinghouse service style, complete with slabs of cheese served with them.

“In contrast you had remonstrated with me early on in January and in March and April when I tried to introduce some authentic Swedish and Danish rye breads from Larson’s, planning to serve it in addition to the hardtack. No - you would have none of that when I asked. Tom apparently didn't even ask - he proceeded to load up every meal with all sorts of varieties of clearly American style breads and rolls - along with free-style plates of butter.

“You insisted and I agreed on having as much as possible authentic Swedish foods. I took your lead and studied and learned even more about how do even more Swedish and Scandinavian dishes. I did so on my own time and at my own expense - that was nothing you supported.

“However for Jocelynn and Tom you hired these two and provided them with tutors, and classes, you pulled out all the stops to support them - and they never came close to equalling my Swedish and Nordic cooking repertoire and skill - never - but you still made it a point to straight arm me - let me know - I was not part of the team.

“And on that note, “the foodservice team” you never had such a thing during Tom and Jocelynn’s tenure either, not to this day [10/7/22]. Yours and Anis's version of the foodservice team was you and Anis and Jocelynn, or you and Anis and Tom that was the "team". Now it is you and Ann-Margret and Christine with RC thrown in for good measure. Or you and Toene, and Christine, as the case may be.

“From my perspective - For months you have kept everyone in silos related to the foodservice department. Things have been designed to cut me out. If I know anything it is because 95% of the time I inadvertently hear something or someone tells me some snippet of info, and then I go on to ask about whatever I hear.

“The regularly scheduled Tuesday foodservice meeting that we had in January, February, and March, that was scrapped. RC became a glorified dishwasher and I was always in a separate category - the desserts - never was there any effort to make us a team like before when it had been you, Wendy, RC and I. After everyone of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine* - to me it all turned into a big secret thing - first RC and I don't need to know anything, then when you need RC then I don't need to know anything - as it remains today [9-7-22].

On May 12, 2022 I doubled back and wanted to check in with Kristine and see if the *Desserts by Elizabeth* proposal was still dead in the water, and to make a brief foray into trying to determine where I stood in general in the greater plans for the foodservice department.

At this point in time Jocelynn Lillis has been installed as the Foodservice Manager/Chef – I'd heard nothing about where my job, I, stood in the foodservice department plans, where I literally stood in the chain of command, what my job as "cook" entailed at that point in time.

Accordingly, I wrote an email to Kristine[59] and asked her about some of her plans for upcoming events, meals, desserts, and specifically if there was any plan to resume the *Desserts by Elizabeth* project:

Excerpt EAC: "4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?"

Answer, Kristine: "YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME."

As for the rest of my questions – was I included for a number of events and meals that were coming up? It was a solid "No." As I read her responses to each of my questions about what opportunities were there for me in the food service department Kristine's words rung in my ears – "We're not embracing you!"

No truer words were spoken. And Kristine would remain true to what turned out to be over the course of 2022 to even date, March 2023 to be a promise – she made and delivered at every point there was an opportunity to send home her message to me – "We're not embracing you!"

The Big Freeze – Isolation, Shut Out, Retaliation

By mid May 2022, from May 18, 2022 on to be exact,[60] the regular Tuesday meeting with Kristine and the foodservice staff, with me included, that ceased to take place.

In the beginning I chalked the exclusion off to Kristine jealously guarding some close relationship she wanted with her succession of new FSM/chef, Jocelynn Lillis, and chef Tom Perricone. But the cracks in that theory showed up when it turned out that it wasn't just Kristine and the chef du jours meetings that were taking place, meetings included RC and other people who were associated with the support for the foodservice staff. Kristine was embracing her retinue of culinary retainers. Meetings with those folks were ongoing. Despite being a full on employee in the foodservice department – I was excluded.

From that point on through to even date, February 23, 2023, Kristine held meetings and was in sometimes daily consultation with what were to become her succession of food service managers, chefs, with RC, and she continued to do meetings and consultations with Lori Ann Reinhall, Ann-Margret Lytle, and Judith Dern, her "kitchen cabinet".

The fact is after May 1, 2022 I never was considered by Kristine to be part of the foodservice team. Mostly I found out what was going on, what meals and menus might be under consideration and by extension where the dessert work I was doing fit in, predominately after the fact when either RC or one of the chefs might mention something. What direct information I received from Kristine was when she chose to provide

[59] Campbell, Elizabeth. "Exploring Things Further". Gmail. May 12, 2022.
[60] Campbell, Elizabeth. "Foodservice staff meeting notes". Handwritten Notes. May 18, 2022.

me with more direct information, *or more often than not when I directly brought what meals or events were going on, or flat out asked her what the dessert plans for the week, month, were.*

By July 2022 I had ample evidence and experience that I was being marginalized and isolated where the foodservice department was concerned. By this time Kristine's much vaunted chef Jocelynn Lillis had dropped off the scene, she had to leave for a family emergency. Tom Perricone the pancake boss turned chef, he had told me he preferred to be considered a cook, he was teetering on the brink, he had his own plans for the Summer and they had not included remaining at the Swedish Club. I knew this and even brought it up to Kristine – but she insisted that was not the case.

When Jocelynn abruptly quit with no notice on June 30th , Kristine hauled Tom into her office that day and begged and pleaded with him to stay, which he did for the next month and a half, to August 15, 2022.

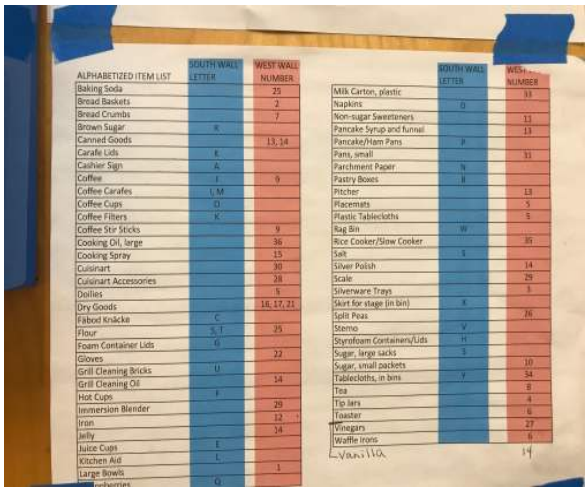
Foodservice Manager Job Listing

Below are the Internet Job Listings placed by the Swedish Club:

Poached.com March 21, 2022
Ad was placed "A MONTH AGO" – February 21, 2022 Approximate. My recollection is the below ad is the same that I saw when I looked at it in February:

On the afternoon of March 29, 2022, Anis came into the kitchen and posted on the pantry door several organization charts for the pantry shelves:



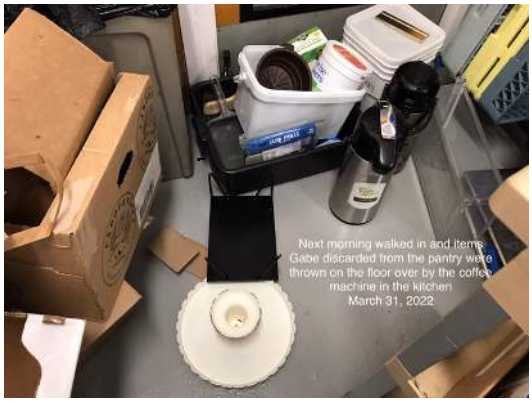


He then directed Gabe, the maintenance/event setup worker to clean up the pantry and organize it according to the charts Anis had posted because Anis wanted the pantry to be neat and orderly for Faith, the new pancake organizer that Kristine had hired.

On the morning of Thursday, March 31, 2022 Kristine had RC and I, Faith, and Kirsten the pancake batter manager all assembled in the kitchen. RC and myself were there to do some of the prep work for Friday's dinner, Kirsten to make the pancake batter for the Sunday, April 3rd pancake breakfast, and Kristine told us Faith was there to mainly hang out and get familiar with the kitchen. Kristine chatted up Faith mostly, RC and I were standing nearby, as was Kirsten. As Kristine wrapped up her visit she made it a point to tell RC, myself, and Faith, "Now everyone play nice!". I felt that the comment was not necessary – there wasn't anything of import that was going to be happening that morning. I was functioning fine despite the set-to Kristine and I had the day before. If nothing else I have engaged professionally in my job the entire duration of this matter.



The other item of note that day was that Gabe when he cleaned up the pantry the night before that he had proceeded to take all the things in the pantry that were not explicitly on the organization charts and dumped them all over the kitchen, making the kitchen in greater disarray than it had already had been in. Of course Kristine failed to notice any of it when she was in the kitchen.



The mess and the cleanup situation that confronted us in the kitchen was particularly disappointing to me. One, because for over the last three months I had asked both Kristine and Anis for help with organizing and cleaning up the kitchen and pantry and then to enforce some kind of policy to keep it that way. Neither Kristine nor Anis though had made any effort to assist me with that. In fact I felt Anis had exhibited a great deal of animosity towards me over the subject. Now this Faith woman had been hired that they liked and they were pulling out all the stops to make a good impression on her and to support her in her job. That had not been the case so far in my regard.

On April 18, 2022 I received a notice from ZipRecruiter that the Swedish Club's Food Services Manager/Chef position had been put on hold:

From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>
Date: Mon, Apr 18, 2022 at 9:00 AM
Subject: Application Update: Food Services Manager/Chef at Swedish Club job posting was closed
To: <neighborhoodwarrior@gmail.com>

ZipRecruiter

Hi Elizabeth,

I wanted to let you know that **Swedish Club** has closed or temporarily put the **Food Services Manager/Chef** on hold.

Not to worry! Now that we know, we can focus our energy on getting you other opportunities.

Check out these similar jobs I think you'd be a good fit for:

Let's do this!



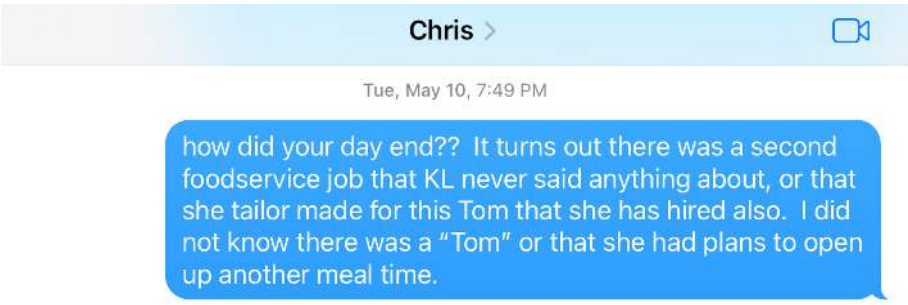
Phil
Your AI Personal Recruiter

On May 4, 2022 I notified by email my supervisor, the Executive Director of the Club, Kristine Leander, and the Club's Board of Directors of the discrimination claims I had filed, and the hostile treatment of me during the first quarter and half of the second quarter of 2022 at the hands of Ms. Leander and others. I sent Ms. Leander and the then board members a cover letter and attached to also to a second email to the same parties, a complete copy of my complaint to the State of Washington (04-29-22), with copies of my discrimination complaints on May 4, 2022.[iii, 61.]

[61] From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date: Wed, May 4, 2022 at 6:21 PM
Subject: Part Two - Copy of 4-29-22 State of Washington Discrimination Complaint
To: <kristine@swedishclubnw.org>, <shamaalbright@msn.com>, <maosmith@msn.com>, <ddrconstruction@gmail.com>, <langdonlmiller@gmail.com>, <garysund@ymail.com>, <neilsnyder@outlook.com>, <fiddlerkris@hotmail.com>, <SeattleBergenSisterCities@gmail.com>, peterickj122@msn.com

[Attachment: Copy of Discrimination Complaint to the State of Washington filed on 4-29-22]

By May 10, 2022 I had discovered that the job description had been actually developed so that it was my job as cook that Kristine was looking for someone to fill, I noted my discovery to Chris Sisco, then event coordinator for the Swedish Club:



On May 30, 2022 I wanted to find out the status if any of the FSM job. I went online and looked up the Swedish Club's FSM help wanted ad on Poached.com.[62] This is what it looked like on that day – it stated that it was posted "A MONTH AGO", which would be approximately on or about April 30th:

Cook/Chef/Kitchen manager
Swedish Club
swedishclubnw.org

The Swedish Club

KITCHEN A MONTH AGO PART-TIME. $21-35/HR SEATTLE APPLY

Friday evening special dinners for a membership organization. We love good food!

The Swedish Club is a non-profit private club looking east over Lake Union in Seattle. We have a great view and lots of free parking and our building is right next to a bus stop on a Metro main line. We have two big commercial kitchens providing for small and big, and simple or elegant events. The Club specializes in Swedish Scandinavian food but offers a variety of eating options. There are multiple positions open. If interested contact our Executive Director, Kristine Leander: or call 206-283-1090.

Availability to start: Weekly Friday dinners, once a month Wednesday dinner, once a month Sunday Swedish pancakes breakfast. In our post pandemic future, we will be increasing service with additional meals, events and expanding to outside catering. All applicants can discuss if they would be interested in a more full-time position at that time.

Requirements: Consider guests and members first.

Cook: Experience with Swedish cooking would be a big bonus!

- Kitchen experience and 'from scratch' cooking, and food prep for large groups
- Physical strength, ability to stand for long periods of time and lift heavy supplies and pans
- Read and speak English (Swedish would be fantastic!), be able to follow recipes and presentation criteria
- Clean and maintain station, equipment, and kitchen per sanitation and food production codes
- Current and valid Food Handler's permit, understanding food safety, health codes and rules

Chef: All of the above.

- Ability to create menus and work with event planners

[62] Accessed May 30, 2022 https://poachedjobs.com/jobs/seattle-wa-kitchen-jobs-swedish-club-cookchefkitchen-manager/

- Order and pickup kitchen and food supplies (valid driver's license)
- Prepare cost analysis reports
- Supervise serving and kitchen staff, communicate in a positive and supportive manner

Food Services Manager: All of the Above.

- Hire and fire staff, supervise staff and prepare staff schedules, listen and resolve issues
- Market catering opportunities, think creatively, quote, book and plan events
- Manage kitchen

The club is an equal opportunity employer (EEO).

Emphasis added above.

What was notable to me was about this version of the FSM wanted ad, was that previous ads for the position listed only one job, the FSM/Chef one. Now the listing stated, "There are multiple positions open".

I had heard nothing about there being three jobs open. There was a cook job, which at the time that is what my existing job was. I had been hired on 11/24/21 as a cook and remained officially a cook until August 26, 2022, when Kristine demoted me to dessert cook; while promoting the other cook, RC, to sous chef.

Also listed in the ad was a chef job, which I had also performed the tasks for that job, from the end of December 2021 on up and until Jocelynn was hired in late April; I was the chef for one final dinner after Jocelynn was hired, that was on May 25th.

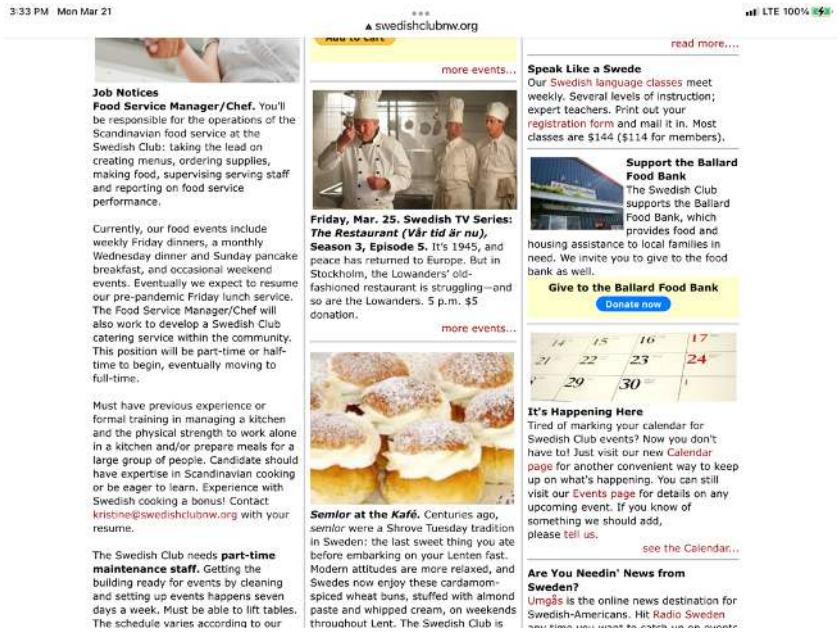
The third job was the food services manager job. I had performed the tasks for that job, "Manage kitchen."

In summary, the Food Service job description and requirements were also no longer entirely in paragraph form, there were now three jobs listed, and a list of the duties and requirements for each set out for them.

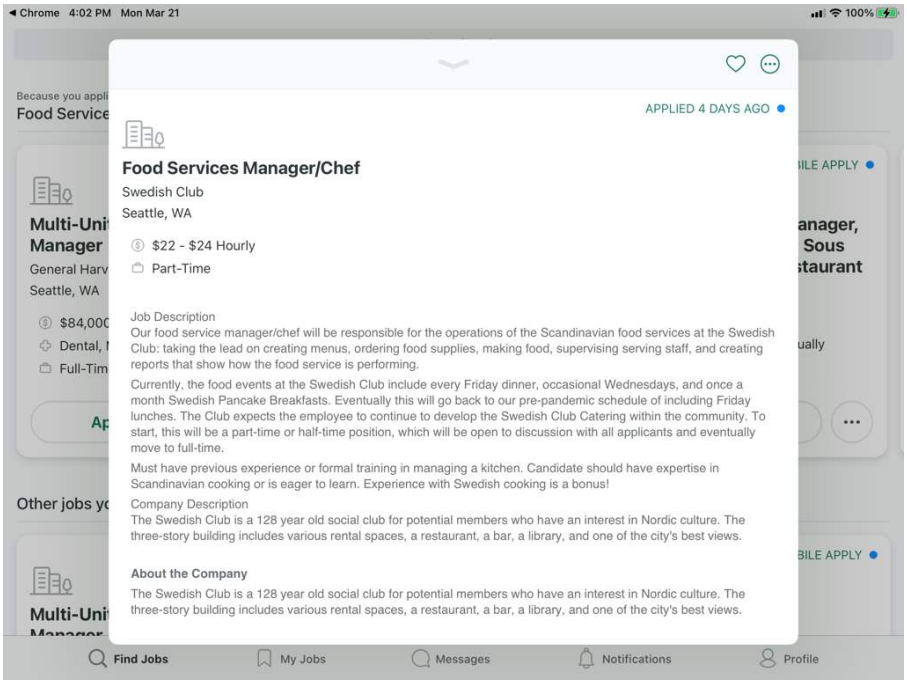
Also, the reference about the requirement for "physical strength" was now included with this online ad.

SCREENSHOT BACKGROUND INFO FOR SERVICE MANAGER/CHEF POSITION

On Monday afternoon, March 21st I was looking at the Swedish Club's website and happened to read the *Job Notices* section - it was notable to me because I believe that the copy for the Food Service Manager/Chef job description had been changed from when I had seen it previously, before I applied for the position. I believe after I applied a reference was added to the Club's website help wanted add, about and applicant/employee needing "the physical strength to work alone in a kitchen and/or prepare meals for a large group of people.":

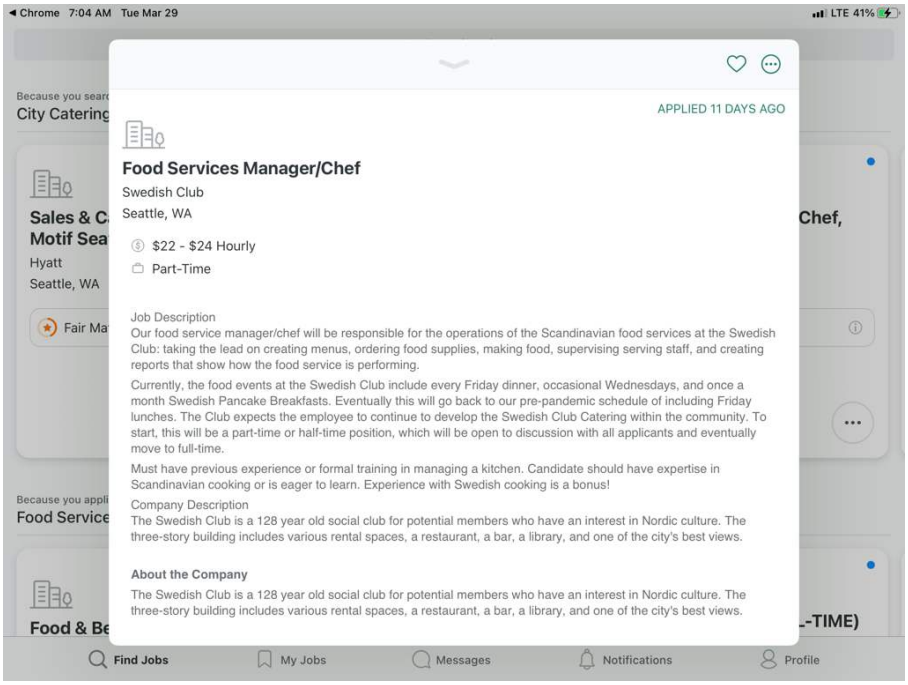


I wanted to check and make sure that it was an addition to what I remembered of the job notice previously – as the Swedish Club's website's job notice tracked with the Indeed.com help wanted ad (and was written by the same person that wrote the content of the Swedish Club's website, help wanted notice). I checked the Indeed.com help wanted ad, there was no reference to a "physical strength" requirement for the job:



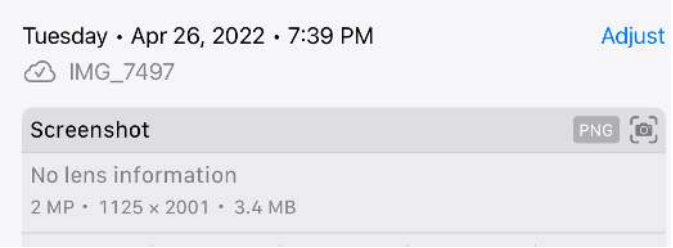
("APPLIED 4 DAYS AGO" = March 17, 2022)

Eight days later on March 29, 2022 I checked the Indeed.com ad again to see if the Food Services Manager/Chef job description requirements had been changed, including the insertion of a physical strength requirement – it had not changed:



On April 26, 2022 the Food Service Manager/Chef job was still posted on the Swedish Club's website – the job description/requirements remained the same as what it had been since at least March 21, 2022:





May changes

Cook/Chef/Kitchen man…

Swedish Club
swedishclubnw.org (http://swedishclubnw....



KITCHEN 6 MONTHS AGO PART-TIME $ 21-35/HR SEATTLE APPLY

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Cook: Experience with Swedish cooking would be a big bonus!

Kitchen experience and 'from scratch' cooking, and food prep for large groups

Physical strength, ability to stand for long periods of time and lift heavy supplies and pans

Read and speak English (Swedish would be fantastic!), be able to follow recipes and presentation criteria

Clean and maintain station, equipment, and kitchen per sanitation and food production codes

Current and valid Food Handler's permit, understanding food safety, health codes and rules

Indeed Scenario

May 2022
In May Kristine is blocking off and eliminating any possibility that I would be employed as a cook in the future.

The first part was to sever any arrangement that Kristine and I had come prior to Jocelynn being hired that I would cook for particular events, Abba, the car show, any future meals, and then the second part was to deconstruct my cook job, advertise it as available, replace me, then demote me by steps, no job description then new job description, and then actively relegate me to only preparing desserts. Was I still a cook when the housekeeper helped RC in August?

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Thu, May 12, 2022 at 11:16 AM
Subject: Exploring Things Further
To: Kristine Leander <kristine@swedishclubnw.org>

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those!

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that?

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also.

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?

EACampbell

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Thu, May 12, 2022 at 1:42 PM
Subject: RE: Exploring Things Further
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com

Hi, see my responses below.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, May 12, 2022 11:16 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Exploring Things Further

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHES.

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME

Emphasis added..

June

Wednesday June 15th
The menu is your choice, meatballs or cod cakes with potatoes, salad, and dessert.

Friday, June 17th
Menu is meatballs, potatoes, lingenberries, etc. or venison, mushrooms, and Hasselback potatoes.

Wednesday, June 22nd
“Our new Chef Tom will offer soup, salad, and bread in the bar.”

Friday, June 24th
“New chefs Jocelynn and Tom will make typical Swedish Midsommar food!”[2]

New chefs Jocelyn and Tom will make typical Swedish Midsommar food! We'll dance around the Midsommar pole. Come at 4 p.m. and help us decorate it. Bring flowers from your garden too! A traditional Swedish summer smörgåsbord at 6 p.m.[3]

Friday, July 1st
"Our menu is meatballs or baked cod."

Friday, July 8th
"Our menu is meatballs or baked potato with shrimp Skagen and salad; Please order in advance by visiting our website or calling the Club."

Friday, July 15th
"Our menu is meatballs with potatoes and a vegetable, or raggmunk (Swedish potato pancakes) served with bacon and lingonberries."

Wednesday, July 20th
"Tonight, we'll enjoy pizza, salad, dessert of strawberries and reduced wine"

Friday, July 22nd
"The menu is meatballs or roaster chicken with potatoes and kale."

Friday, July 29th
"Our menu is meatballs with potatoes and a vegetable, or kropkaker (Swedish potato dumplings)."

June 3, 2022 SC Board meeting, KL announced she had hired two new chefs. In person dinner meeting – no place, no dinner, promptly go into executive session.

July Board Meeting

Position opened again, on or about July 27, 2022 because both of the cooks hired by Kristine in April and May quit. Foodservice Manager Jocelynn Lillis quit on June 30th; she was moving back to the south to provide long term care for her dying mother; approximately two weeks later she returned to Seattle and she asked for her job back but wanted a substantial raise; according to Kristine, shared this with the board of director's at their July 6, 2022 meeting. From Kristine's report to the board that day:

"**Chefs**–One of our new chefs, Jocelynn, has already quit. She reported that her mother in New Orleans became suddenly ill and Jocelynn flew to be with her. Jocelynn assumed that she would be there for an indeterminate length of time, so she quit her position at the Club. Our other chef, Tom, is pulling his weight by, for now, providing food for both Wednesdays and Fridays. He had planned to be at a summer camp during July, but he's changed his plan to help us. It's uncertain how long he wants to be both our Friday and Wednesday chef. I intend to go over the resumes that came in when they were hired and see if there's anyone I overlooked."[63]

[63] Leander, Kristine. "Executive Director's Report to Swedish Club Board July 6, 2022." Swedish Club. July 6, 2022.

August
It appears from the documentation that you provided that you applied for a position in August 2021.
Notes from email to city

Chef Tom Perricone gave his notice on or about mid-July, 2022.

I applied again on July 27th for the then latest FSM/Chef ad:

On July 27, 2022 I received confirmation from Indeed.com that my application for the Food Service Manager/Chef position had been received:

From: **Indeed Apply** <indeedapply@indeed.com>
Date: Wed, Jul 27, 2022 at 5:27 PM
Subject: Indeed Application: Cook, Chef or Food Services Manager
To: <neighborhoodwarrior@gmail.com>

indeed

Application submitted

Cook, Chef or Food Services Manager



Swedish Club - Seattle, WA 98109

The following items were sent to Swedish Club. Good luck!

- Application

- Resume
- Cover letter

When will you hear back?

This employer typically responds to applications in 6-7 days.

Candidates are encouraged to respond within 3 days of employer contact.

Next steps

- No longer interested in this job? Close this application.

Keep track of your applications

You will receive an application status update from Indeed within a few weeks.

View your applications

Never share financial info or take job offers without an interview. Learn how to avoid scams.

Please don't reply directly to this automatically generated email message. Swedish Club has instructed Indeed to automatically send application updates to applicants.

©2022 Indeed

6433 Champion Grandview Way, Building 1, Austin, TX 78750

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I also received a request from Indeed to complete two skills tests through their portal:

From: **Swedish Club** <donotreply@indeed.com>
Date: Wed, Jul 27, 2022 at 5:28 PM
Subject: You received a request from Swedish Club
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

indeed

Find Jobs Sign in

ACTION REQUIRED

Complete your application process for Swedish Club

Swedish Club requests applicants to complete **2 skills tests** for their **Cook, Chef or Food Services Manager** role.

Cooking skills: Basic food preparation

Knowledge of principles and techniques for preparing food Knowledge of cooking equipment and its proper use in the preparation of food Converting ingredient measurements and quantities

Food safety

Knowledge of proper food-handling and storage procedures
Knowledge of proper equipment use

10 minutes total

Start test



Did you know?

Taking this test will more than double your chance of getting an interview with this employer

Questions or concerns? Check out our FAQ.



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6433 Champion Grandview Way, Building 1, Austin, TX 78750

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I took the tests. Then on August 1, 2022 I received an invitation from Kristine to take part in a job interview that week before she left on her vacation to Norway; the interview was to be held with her, Anis Rahman and Toene Hayes:

GMail

Subject: Responding to your application? 9 messages
From: Kristine Leander <kristine@swedishclubnw.org>
Date: Mon, Aug 1, 3:33 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>

To be consistent with
all the applicants, I responded to your application through Indeed. Have you seen it?
This is what I wrote to your Indeed email:

Thank you, Elizabeth, for applying for our open chef/food services manager position at the Swedish Club. At this point in time, the position is to make Friday lunches and dinners for our guests. There is an opportunity for it to grow if we add more evenings to our repertoire and/or offer catering both in our building and in the community. That's a little bit down the road however, months away.
Are you still interested if you know that for right now, the Friday meals are a maximum of 15 hours a week with shopping, preparing, and serving?

If you are still interested, please tell us and we'll invite you in for a chat.

Thanks,
Kristine Leander

Executive Director
Swedish Club

206-283-1090
Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land
of the first people ofSeattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Tue, Aug 2, 12:36 PM
To: Kristine Leander<kristine@swedishclubnw.org>

Please invite me. Thanks

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Tue, Aug 2, 3:48 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes <Toene@swedishclubnw.org>

How about 10 am on Friday? The Executive Team (Anis, Toene and I) will interview you!

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Tue, Aug 2, 4:27 PM To: Kristine Leander<kristine@swedishclubnw.org>

That would be great however two things going on that day, I have an appointment at the hip and knee replacement clinic at 1030 and
the rest of the day I have to be free to make sure I have the time and flexibility to deliver the dessert service for the evening.

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Tue, Aug 2, 4:29 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman anis@swedishclubnw.org

10 am on Thursday?

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Wed, Aug 3, 2:59 PM
To: Kristine Leander<kristine@swedishclubnw.org>
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman anis@swedishclubnw.org

Hi, sorry for the delayed reply, Marly has been sick and I've been taking care of
her personal and health needs. My dog. Anyway, it would be nice to have the opportunity to talk with you, Anis, and Toene as soon as we can. My attorney however wanted to talk to me first so it looks like between getting dessert together for Friday and seeing the attorney this week just ran a little tight. But sign me up at your convenience next Monday or as soon or as soon as you're able – as you know I do
not live far away and I have nothing on the schedule for then, so you folks pick a time and I will be there when you ask. I meant to ask also - did you need a cashier or some other help

on Sunday? I'm available, let me know if you want
to plug me in - I think you know me well enough to find an appropriate spot and time.
Talk to you soon, Elizabeth

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Wed, Aug 3, 10:11 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman anis@swedishclubnw.org

Elizabeth,

I'm leaving on my trip on Monday, so I'm afraid that next week isn't an option. We are working to schedule all candidate interviews by the end of day Friday. We'll do what we can though to try to make ourselves available at a time that also works for you. Right now,Toene, Anis and I could meet you at any of the below times. I understand that you may have appointments that conflict with some of these times, but we are offering all options in case something changes for you or if it is possible to set a conversation before/after your other commitments.

· Thursday 11 a.m. – 12 p.m.
Thursday 12 p.m. – 1 p.m.
· Thursday 1 p.m. – 2 p.m.
· Thursday 2 pm – 3:30 p.m.
· Friday 9:00 a.m. – 10 a.m.
· Friday 10 a.m. – 11:30 a.m.
· Friday 1:30 p.m. – 2:30 p.m.
· Friday 2:30 p.m. – 4:00 p.m.

Please let me know as soon as possible so that we can get something set.

Thank you for offering to help out with Sunday's Swedish Pancake
Breakfast. We have thecashier's slots filled, but I'll know tomorrow if we have
other needs. Thanks,

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Thu, Aug 4, 2:50 PM
To: Kristine Leander<kristine@swedishclubnw.org>
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes Toene@swedishclubnw.org

If it is still open let's do the last one on Friday, then I can plate the dessert right afterwards.

From: Kristine Leander <kristine@swedishclubnw.org>
Date: Thu, Aug 4, 2:53 PM
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes Toene@swedishclubnw.org

Still works for me, 2:30. In my office. Thanks,

Prior to the meeting I did ex, letter and skill work information

On August 5th I met with Kristine, Anis, and Toene.

September 8, 2022 I received an email from Kristine that

Two days after I received the notice from Kristine that the Food Service Manager job had been put on hold it was posted on the the Swedish Club's Facebook page – that it was open:

Swedish Club
Sep 8 ·

Job opportunity! We're looking for a Food Service Manager/Chef, responsible for the operations of the Scandinavian food service at the Swedish Club. You'll take the lead on creating menus, ordering supplies, making food, supervising serving staff and reporting on food service performance.

Currently our food events include weekly Friday dinners, a monthly Wednesday dinner and Sunday pancake breakfast, and occasional weekend events. Eventually we expect to resume our pre-pandemic Friday lunch service. We'd also like you to work to develop a Swedish Club catering service within the community.

This position will be part- or half-time to begin, moving to full-time.

We're looking for someone with previous experience or formal training in managing a kitchen and the physical strength to work alone in a kitchen and/or prepare meals for a large group of people. We want someone with expertise in Scandinavian cooking or who is eager to learn. Experience with Swedish cooking a big plus! Contact kristine@swedishclubnw.org.



During September also the FSM/Chef job was posted online – Google picked it up:

Food Services Manager/Chef [64]

Swedish Club
Seattle, WA

1 month ago [September 2022] $40 an hour Full-time No degree mentioned

Job highlights

Identified by Google from the original job post

Qualifications

- It is also mandatory that any candidate has expertise in Nordic cooking or is eager to learn

Responsibilities

- Currently, the food events are the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts
- Eventually this will go back to our pre-pandemic schedule of including Friday lunches
- The Club expects the employee to continue to develop the Swedish Club Catering within the community
- To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time.Must have previous experience or formal training in managing a kitchen.

Job description

Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies, making food, supervising serving staff, and creating reports that show how the food service is performing. Currently, the food events are the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts. Eventually this will go back to our pre-pandemic schedule of including Friday lunches. The Club expects the employee to continue to develop the Swedish Club Catering within the community. To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time. Must have previous experience or formal training in managing a kitchen. It is also mandatory that any candidate has expertise in Nordic cooking or is eager to learn. Experience with Swedish cooking a bonus.

[64] Job Ad on Google accessed 10/26/22 @ https://g.co/kgs/P3myys

Tuesday, January 24, 2023
Christine Ross has a meeting with Sarah and Anis at 11:00 AM regarding her application for the Food Service Bar Manager job.

She is told they will let her know a decision on Friday, January 27th.

Friday, January 27, 2023

Christine Ross quits.

Saturday, January 28, 2023

February 23, 2023

Swedish Club FB Help Wanted ad from September 8, 2022 is marked that the Job is filled:

Swedish Club
Sep 8, 2022 ·

EDIT: JOB HAS BEEN FILLED! ! ! /

Job opportunity! We're looking for a Food Service Manager/Chef, responsible for the operations of the Scandinavian food service at the Swedish Club. You'll take the lead on creating menus, ordering supplies, making food, supervising serving staff and reporting on food service performance.

Currently our food events include weekly Friday dinners, a monthly Wednesday dinner and Sunday pancake breakfast, and occasional weekend events. Eventually we expect to resume our pre-pandemic Friday lunch service. We'd also like you to work to develop a Swedish Club catering service within the community.

This position will be part- or half-time to begin, moving to full-time.

We're looking for someone with previous experience or formal training in managing a kitchen and the physical strength to work alone in a kitchen and/or prepare meals for a large group of people. We want someone with expertise in Scandinavian cooking or who is eager to learn. Experience with Swedish cooking a big plus! Contact kristine@swedishclubnw.org.



Exhibit –

Consider This Thread

*From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Tue, Mar 22, 2022 at 8:22 AM
Subject: Consider this?
To: Elizabeth Campbell, MPA neighborhoodwarrior@gmail.com

When Malin was here, we had big plans to initiate Swedish Club catering. What if we (you?) started first with "Swedish Club Caters Desserts by Elizabeth" ? It could be cakes for dinner parties, maybe even Princess Tortes if you wanted to go that far. Cakes or other desserts for rental events inside the Club? Pies at Thanksgiving? Etc.

You would be an employee of the Club as we'd provide the advertising, the kitchen and the name. (as opposed to your being a sole practitioner entrepreneur without our name.)

I think it's an idea worth exploring. Thanks,

Kristine

*From: **Elizabeth Campbell** <neighborhoodwarrior@gmail.com>
Date: Tue, Mar 22, 2022 at 10:56 AM
Subject: Re: Consider this?
To: Kristine Leander kristine@swedishclubnw.org

Dear Kristine,

I was happy to receive your email! It is an excellent idea. I'd like to explore this with you further. Could we meet today and do that?

I'm sure you won't be surprised but I had spent some time thinking through the catering aspect related to the foodservice operations. I even looked at whether the

domain name is available, swedishclubcatering.com, it is, and played around with what a logo would look like.

And, I also thought about the fact that I carry with me a familial association with a rental company if need be that can garner us a Friends and Family discount for catered events.

In addition, one of my goals that I have been thinking we could reach by maybe Summer is to have baked goods, Swedish Limpa bread, or rye bread, cookies, rolls, or desserts that people could buy regularly. You have the oven capacity - were the ovens working. That's part of the reason I have been very concerned about the problems with not getting the kitchen equipment repaired and the other kitchen functional, a lot more could be on the table so to speak.

Well and you won't be surprised either to know, yes, I've been working my way through to doing the Princesstarta, I even bought a special cake pan in February as part of that project, surprising myself and you with a Princesstarta - the challenge to meet the bar for the cakes and food that Ann-Margret had set.

And you may or may not remember, I've tried my hand at a number of other related items to the dessert theme - the World's Best Cake, and of course the good old smorgastorta is in that genre also -

Coming back around though - some questions - the desserts for the Friday nights, M&F's, club events etc. that are being made by me now - would that still continue - I would like it to. Then there are the meat and cheese boards/the charcuterie boards, what happens with those? I'd like to still do those also subject to this situation with the repair of food related equipment being worked out.

These some additional questions I would like to have considered:
I'd like to be given an email address, as well as have dedicated desk space for this move. Perhaps Malin's old office could be *shared* office space w/ two desks instead of one?

I would also like to suggest investing in this particular program for costing and pricing food items, and it also may be used for creating nutrition labels for products being sold - Nutracoster. Its price is $399 or $699 depending on which version you purchase; for our purposes the $399 version is more than adequate. I have successfully used it for many years. An addition module is available also that can support an inventory program for the club's food operations, that could come later when your cook is established.

It would good to be able to use a Swedish Club computer, particularly if we setup a costing program - I would be more than happy to also input all the costing information and recipes related to the food items we cook for both sides, cooking and catering.

I have been meaning to ask you anyway for a key to the bottom south door, as it would eliminate my parking in front, and/or having to inconvenience someone to come downstairs and unlock the back door when I use the handicapped parking.

We've talked also about the shopping situation where I first spend my own money on club food purchases. However I would prefer a more streamlined to a system where I could use a credit card or established food accounts.

It would be exciting to work with you to develop a catering operation and a marketing plan, and a price list, and be able to have additional goods and services for people renting space, having events at the club. Not to mention supporting our own events.

Final Paragraph
I want to support you and work with you and our team to stabilize and develop the Swedish Club's foodservice department. You know I will work hard to ensure that my work is well received by the Club members, and is a credit to your confidence in me.

Best Regards,

Elizabeth

*From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Wed, Mar 23, 2022 at 11:03 AM
Subject: RE: Consider this?
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi Elizabeth, let's try to figure out this week what we'd need to do to have a soft launch in time for Easter? I can see people perhaps buying a Princess Torte or other treats for their Easter table.

I don't have the bandwidth today to focus on it, but if we can talk tomorrow or Friday and lay out a plan, that would be great. I'm working on the newsletter this weekend, so that's why I'm pushing for this week.

We need to sit down with Wendy and figure out the mechanics of ordering, etc.

In all things, my goal is to start small and be successful!

Incidentally, everyone who hears this idea says, “What a great idea!”

Thanks, Kristine

*From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Sat, Mar 26, 2022 at 4:42 PM
Subject: Re: Is this OK?
To: Kristine Leander <kristine@swedishclubnw.org>

👍 a descriptor, options one or more, whipping cream, marzipan filling, cardamom buns, cream cheese icing, roasted hazelnuts on top.

*From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Sat, Mar 26, 2022 at 5:37 PM
Subject: Re: Is this OK?
To: Kristine Leander <kristine@swedishclubnw.org>
You are good at this, the test out story, how about “sharing good fortune” storyline, we’d like to contribute to your meal, or special offer, Easter is the season for sharing.

And confession may be good for the soul but maybe not for public relations. De link new and promising, successful from the old and challenging, no need to remind or revisit for this go round with.

“Nearly”, I know you are not a fan of wordsmithing by others, however given the attacks you have been enduring a dab of fatigue and hopeless ness I feel comes thru, see if you don’t agree, “what a challenge Covid etc we’ve endured and making it thru. Great to see everyone as we ramp up, adjusting food situation, some exciting developments in that area to come. Desserts have been great. Thanks EAC. Can we share that with you?

This is your lane. You’re great at the spin on things. Think - Thank you Mrs. “Spring Spice Cake” Lady.

I received the following reply from Kristine:

*From: **Kristine Leander** <kristine@swedishclubnw.org>

Date: Sun, Mar 27, 2022 at 4:28 PM
Subject: RE: Is this OK?
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

I don't agree with not being upfront with folks about the meals. I can't sugarcoat some of the meals. I had someone following me out the door on Friday evening, complaining about the food. I had to agree with him. Another man has written to say he won[t be back until we improve it, and on it goes. I try to be honest with folks.

When I received this email I was like "uh oh", I was trying to encourage Kristine to put a happy and hopeful face on the new Desserts by Elizabeth enterprise, but I felt her response took us back to the weeds of despair. I felt the Swedish Club members needed hope for the future, not reminders of the past – plus, I felt uncomfortable with her reference questioning that I was encouraging dishonesty. I shared my perspective – let's encourage positive messaging:

From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Sun, Mar 27, 2022 at 4:51 PM
Subject: Re: Is this OK?
To: Kristine Leander <kristine@swedishclubnw.org>

? Where is there a question of honesty? I feel it is counterproductive bringing up failures and missteps some more at this point. I feel Everyone knows the history by now. I feel it's time to move forward with an action plan and execution. Provide stability and positive working environment. Encouraging and positive messaging accompanied by action that starts to rebuild confidence in the Club's operations.

On May 12, 2022 I sent an email Kristine and asked her about some of her plans for upcoming events, I wanted to see if there was still any interest in the Desserts by Elizabeth proposal; *and* the email was a general inquiry by me in order to see where I stood in general in the greater plans for the foodservice department (see below x):

I asked her, "4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?"

Kristine responded that afternoon:

"YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME."

New plan and food info to food committee
From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Sat, Mar 26, 2022 at 1:55 PM
Subject: RE: Food Committee, Monday, March 28?
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>

Dear Food Committee, if Lori Ann can come at 3:30, let's meet then.

I want to introduce a new idea and get your brainstorming on it.

I thought we had a woman hired to become our new chef. She was excited when she was here, then seemed to cool to the idea and then said "no go" to me today.

I think we are looking for the wrong thing, the wrong model. Yes, we had good chefs with Ann-Margret, Christine and Malin, but maybe that "one-chef" model doesn't work at this current, post-pandemic time.

I think we should look for a catering company to rent our upstairs kitchen and provide our meals for us as part of the deal.

This potential new catering company would not become Swedish Club Catering. They would have their own catering company. Elizabeth, I still want to work with you to develop "Swedish Club Catering Desserts" and then perhaps take some sort of catering from there. Maybe working in conjunction with the rental client caterer?

But for now, I think that a catering company that would allow us to use the griddle on pancake Sunday, and store things in the walk-in and provide dinners, etc., for us might be just the way to go.

I'm tired of being disappointed in the meals, tired of hearing complaints, tired of our staff not being up to snuff. (Last evening a man followed me out to tell me how their six people were disappointed in dinner, for one thing, the small portion of meatballs. I found out that RC was serving 4 instead of 5 because he was worried about running out. RC, follow the orders!!!!! 5 meatballs!!!! Don't make me tell you this again!!!!!)

We will need to finish the renovation Malin started in the upstairs kitchen.

Ten or so years ago, when we got Arista Catering as a rental client, we used a broker to find them. I'm not sure the same broker is in business, but maybe there are brokers out there to help us?

Let's see what we can do to develop this idea on Monday?

Thanks,

Kristine

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Sent: Saturday, March 26, 2022 7:32 AM
To: Kristine Leander <kristine@swedishclubnw.org>; Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>; Judith Dern <jhsdern@gmail.com>
Subject: Re: Food Committee, Monday, March 28?

My time remains flexible, whatever time is decided upon will be fine with me.

Get Outlook for iOS

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Friday, March 25, 2022 4:09:12 PM
To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>; Judith Dern <jhsdern@gmail.com>; Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Subject: Food Committee, Monday, March 28?

Does this date work for you, Judith? From 4 until 5 pm?

I had hoped to have a potential new chef trying out cooking for the Swedish Club on Friday, April 1. She left our offices very enthusiastic about the possibility, but maybe the drive from here back to her home near Tacoma burned the idea out of her brain. Darn!

So, we are still in Arista's hands.

Judith, I sent them scans of all the possibilities you had marked, and they have chosen roast pork with glazed potatoes for next Friday.

Meanwhile, if everyone can come on Monday, let's meet. Thanks

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

EACampbell

April 14th – dumps food committee

---------- Forwarded message ---------
From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, Apr 14, 2022 at 4:38 PM
Subject: Food Committee meetings?
To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hello, I'm sorry that I haven't pulled any meetings together in the last few weeks. The decisions I need to make must be made with urgency, so I don't have time to pull the group together.

This is where we are at this point:

Friday food is meatballs from Arista and a second entrée by Elizabeth and RC. Last week and this week, that entrée has been soup and salad. (Come tomorrow

evening for Bergen's Fish Soup. It will be delicious!) Elizabeth is making the desserts. I will continue with this format for Fridays for the foreseeable future.

Elizabeth and RC are making the Members' dinner next week.

I am still working to hire a chef, and/or a food services manager, and/or a caterer.

We have hired a new person to be the Swedish Pancake organizer and boss. He is a chef and works daytimes at a job he loves, so I don't think we can lure him to do more. But meanwhile, from his background in restaurant cooking, he's going to assist Anis in where to buy the pancake supplies.

That's my status report! Come tomorrow evening for a delicious soup!

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, May 12, 2022 at 1:42 PM
Subject: RE: Exploring Things Further
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi, see my responses below.

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHES.

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME.

EACampbell

NEXT BATCH OF EMAILS – Testing the waters to see how much she planned on using me

---------- Forwarded message ---------
From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Thu, May 12, 2022 at 11:16 AM
Subject: Exploring Things Further
To: Kristine Leander <kristine@swedishclubnw.org>

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those!

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that?

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also.

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?

--
EACampbell

---------- Forwarded message ---------
From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, May 12, 2022 at 1:42 PM
Subject: RE: Exploring Things Further
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi, see my responses below.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, May 12, 2022 11:16 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Exploring Things Further

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHES.

2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.

3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME.

EACampbell

[i] Review of the January 14, 2022 Dinner

The reality is that the salad that Kristine said to make was not made. RC thought up a whole new salad, to me it was "okay", it was average. I feel the salad was a mis-mash, and the pears were misplaced - more money spent buying pears and radishes, that I feel was unnecessary with so much produce already in the refrigerator - tomatoes, cucumbers, carrots et al.

Not one iota of cheese to be found on the salad served either. As I noted, one of the blue cheeses, from Malin's tenure needed to be used.

RC led on the salad - he may seem a bit halting and uncertain but he doggedly is insisting and leading on doing everything the way Malin w/ Carina's assistance did things. Then he more than doggedly reflects his training with whatever catering company he worked for. That's where his plastic wrapping everything, insisting on to the beyond necessary food handling procedures which just end up in timing failures can late dinner service as opposed to preventing any kind of real life food safety crisis - Meatballs in the oven warming and going onto a chaffing dish five minutes later where they are going to be hotter than when in the oven and hotter than they need to be overall are not going to endanger anyone.

I have tussled with him and then watched him yesterday, delay sending food/meat upstairs, insisting that it needs to stay in the oven until it hits 161 degrees. This is error on his part.

Another weak spot - he is safety wise but safety foolish - along with re-enacting over and over how his work was laid out for him to do at a prior job. There is no happy medium. I absolutely remember when he came to work with Carina and Malin - he was as we in general were told at the time, what I observed, he was a relatively inexperienced chef's helper that was being brought along by Malin and company to fill in for help that was needed in the Swedish Club kitchen.
He is a nice guy, he is generally willing to do a lot of things, but Often gets confused about what is a priority, how to lay out the steps to handle preparing assorted dishes. He flails around without direction. I feel RC also lacks the finer skill of food and meal planning and engineering, some of his basic food and flavor creation skills are off.

"Cucumber Salad"

"Thousand Island Dressing"
For example - that salad dressing he created last night - it was by his choice, it was supposed to be Thousand Island dressing - which we have to set aside I think the fact that it did not go with a vegetable with fruit salad, but say it did and that it was a nod to the possibility that people might put shrimp on their salad (most did not know it was a possibility) - what RC created was lightly flavored mayonnaise. He set out on the counter, mayonnaise, ketchup, red pepper jelly, and horseradish cream sauce.
What he concocted was a dressing that was barely colored or flavored by the ketchup, there were no additional seasonings that changed one iota of the flavor, it was ultimately barely flavored mayonnaise.

Real "Thousand Island dressing" is one of the easiest of things to make - 3:2 ratio of chili or cocktail sauce or catchup to mayonnaise, or even 1/3 ketchup and 2/3rds mayonnaise. It always has pickle relish in it, without pickles it is merely fry sauce, kind of what was served on the salad
The dressing for last night could have had chopped dill pickles in it which there were plenty of in the refrigerator, throw in some horseradish cream, yes, lemon juice, a dash of worcesterhire sauce, paprika - plenty of all of those items in the kitchen. But that dressing that was served is a far cry from Thousand

Island dressing, and it was not the salad that was outlined previously outlined in detail and approved by Kristine.

Then there was a whole discussion between RC and Lily about carrots in the process, carrots were needed for both the salad and for the meatball dinner. He and Lily decided which carrots to leave and which to throw out. RC discussed with Lily your comments you had made at our meeting, which I agree with - about the artificial "baby carrots" often tasting poor and needing to be thoroughly washed up. So a fair amount of carrots got thrown out - but they decided they had left the best for the meal.
Personally - I ate the one of three carrots with my meal - it was so stale I left the other ones.

At the incredibly few junctures I said anything yesterday - one was in the morning - Lily's response was to ask me what I was doing in the kitchen in the first place.

We can throw everything into the freezer however this is a well known phenomenon -
Gravy - there was no way the gravy was functional as gravy unless it was greatly reduced. I've studied Samuelsson's recipes and they are a little skimpy on details, not all entirely functional, and it is part of the culture of celebrity chefs, they often add touches, steps, or ingredients that can be questionable - do they really add anything to the recipe. Samuelsson's meatballs and gravy have a number of those elements.

But to the gravy - I've seen other pictures of the meatball gravy recipe that was followed by Lily and they all show that the gravy is more like a thin gruel. This is because there is not much of an ability for the gravy to turn into gravy were it to be made according to Marcus's recipe.

Lily followed the recipe but an experienced cook would have known that the gravy was a fail and needed to be thickened by using a thickening agent.

[ii] This is the gist of what I said to Kristine, that the meatballs were small because he insisted on doing them by hand. Him and Lily and I sat down and I. Said to Lily, you need to get a cookie scoop and have him scoop them out You've got it measured and then form it up into a ball, then you have portion control and she caught on to it and she said, Oh yeah, you're right, you're right and he fought back against her, and.

That's why those meatballs looked through the way they did. He says oh, you know there's so many grams. He just decided to sit and scoop them up by hand and make what he wanted and then they came out small. It's like it's stuff like that, that's just entirely frustrating to me. And I do think that I have talked to you and I thought maybe that you caught what I was saying. I care a lot. About this, and I've made my life making food. I've had a USDA plant. I've had a commercial bakery wholesale. It's like so I know what I'm talking about. The meatball recipe. He sat and told you he'd gone through it. I sat down with with Lily and with him and I spent 45 minutes. I figured out how many portions they needed. I figured out how much each ball should be weighing.

I worked out the whole thing, multiplied it out for them, I adjusted the spices for them. And here today when I was downstairs with him [RC], he wasn't going to make that meatball he's supposed to make [the Magnus Nilsson one next]. On Friday, he had another recipe. And I told him, no, I said here's the one you're supposed to do. He said, "well, that's not the one I have" and I go, "yeah it is." And he finally conceded he did need to do the recipe that Magnus Nilsson one.

And, RC was not going to make that unless I had said something to him."

[iii] From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date: Wed, May 4, 2022 at 6:03 PM
Subject: Discrimination Complaints Filed Against the Swedish Club
To: <kristine@swedishclubnw.org>, <shamaalbright@msn.com>, <maosmith@msn.com>, <langdonlmiller@gmail.com>, <neilsnyder@outlook.com>, <fiddlerkris@hotmail.com>, <maryemerson115@gmail.com>, <peterickj122@msn.com>, <ddrconstruction@gmail.com>, <garysund@ymail.com>, <SeattleBergenSisterCities@gmail.com>

Please find attached my letter advising you that starting on April 20th I have filed with the appropriate agencies, the City of Seattle Office of Civil Rights, the Washington State Human Rights Commission, and with the U.S. EEOC regarding multiple instances of discrimination against me as an employee and as a member by the Executive Director related to age, disability, national origin, along w/ complaints regarding retaliation, a hostile workplace; in order to comply with the required legal administrative procedures that must be followed prior to pursuing litigation.

In addition I have shared my thoughts and comments regarding board elections and efforts to impair blue card memberships.

[Attachment: SC Letter Re Discrimination Complaint 05-04-22]

Email conversation start. Email count: 1. Started: Mar 10, 2023 3:56:00 PM

Subject: Newsletter FEb2023
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Friday, March 10, 2023 3:56:27 PM GMT-08:00
Date Received: Friday, March 10, 2023 3:56:34 PM GMT-08:00
Attachments: Newsletter FEb2023.docx

Sample of newsletter

Newsletter Outline Feb 2023

Cover Story

Carving classes? Martin writing?

Back Page:

Articles

Obit articles about recent deaths Georg Pedersen, Jon Halgren SENT

Ethan Anderson plays HH on Feb. 27 (Martin writing)

Volunteer of the year with photo. SENT

Regular features:

Changes to Inside left-hand information BELOW

President's column: SENT

ED's column SENT

Left-hand column Correct for Feb newsletter.

Club Operations

- Rentals Coordinator Remove Wendy Lundin Clark and add Jenny Whitmer
- Add: Event & Volunteer Coordinator: Emily Lim
- Switch Swedish Singers and Swedish Club News so that SC News is before singers.
- Add, after singers: Swedish American Chamber of Commerce, Braden Penhoet, bpenhoet@gmail.com

Committee meetings (All correct for Jan.)

Any regular member is welcome to attend these meetings, including the Board meeting. Contact ED Kristine for Zoom invitations.

Building Committee usually by Zoom: Every 4th Wednesday. Wednesday, Feb. 22, March 29, at 5:30 pm.

Finance Committee by Zoom: Wednesday before the regular Board meeting. Wednesday, Feb 22, March 29, at 4 pm.

Swedish Club Board meeting. First Wednesday, March 1, at 6 pm.

Membership Committee, in person. Usually third Monday, every other month, except for holidays, March 20, May 15, at 6 p.m.

Nominating Committee. Contact chair Martin Johansson (bold) for information: *johansson.martin.k@gmail.com*

Donors:

Deaths (Correct for Feb newsletter)
Jon Halgren
Joanne Hoelzl
Gaylord Lenker

Correct membership numbers for newsletter CORRECT FOR Feb
Total membership households:1159
Lifetime Member households: 99
Social member households: 124

Pounds of food donated to the Ballard Food Bank at January pancake breakfast: 45

Members dinner and program (I've sent you a photo.)
Club Member Dr. Heather MacLaughlin Garbes (bold) will explore Baltic music with us, with her presentation "Nature's Love: Songs of Love and Nature from the Baltics." Heather is the conductor of the Seattle Finnish Choral Society as well as the conductor of the Mägi Ensemble, a professional women's vocal ensemble that performs and records music from the Baltic regions. She also occasionally conducts the Swedish Singers of Seattle.

President's message BELOW

What's coming up for newsletter. BELOW

New Members correct for February.
Darold Andersen*
Michael Atkins & Milena Flautero Luna*
Tad & Del Bixby
Karen Crow*
Deborah Davis*
Ashley Eriksson & Eligah Moore
Finnish American Heritage Committee

Annie Jacobsen*
Wendy & JJ Jensen
Pirkko Korhunen
Angela Lee
Kelly Merta*
Nicholas Nordlie
Victoria Olcott*
Paula Oliver*
Roman Rasskovski*
Patricia Reed & Alan Andrist
Maike Scharp
Andrew Spath*
Liann & Mike Strickler
Maria Swanson*
Dan & Liz Tapia
Rhet Topham & Bret Maling

Donors for Feb newsletter

Chuck Aanenson
William Anderson
Seth Andersson
Brandon Benson
Jan Broz
Tim & Kathy Carlson
Gunnel Chapman
Pat Charlson
Glen Danielson
Steve Drugge
Karen & Leo Ehreth
Leif D. Eie
Joanna Elizondo & Fred Flickinger
Bertha Eriksson
Sarah Funk & Steve Johnston
Chuck & Debra Holland
Kris Johansson
Bruce E.H. Johnson
Nancy Jordan
Jean Kincaid
Fredrika Klay
Karen Koon

Leanne & Paul Larkin
Martha Leigh
AnnBritt & Ray Mathis
Sue McEldowney
Leslie Mehren & Troy Helm
Richard & Tina Mobley
Judith Peterick
Marian Peterson
Gary Ramstad
Richard & Diane Sardeson
Mildred Sather
Geoffrey Schemmel Charitable Fund
Carina Senter
Thomas Swanson
Karen Westerlund

In memory of Jon Halgren & Paul Heneghan
Berit Lehner

In honor of Kristine Leander
Robert Morrow and Judith Lackström

ED's column

What's the secret to the success of the Swedish Club in the last decade? What's our secret sauce that makes other clubs contact me to ask how they can learn from our accomplishments in getting and keeping members and achieving some financial security?

I might have answered that question differently at other times in my tenure, but, here at the end of my time as your Executive Director, I'd like to mention a few life lessons that I think are particularly important to an organization and a community such as the Swedish Club.

One, *honor old; cherish what's not new*. Whether traditions or people, or even our building, what's old has a patina that isn't found in what's new and shiny. Is it a coincidence that our most beloved traditions, such as *Midsommar* fest, Lucia fest or our *julbords*, are hundreds of years old? Our old building garners respect from everyone who enters it. Our older members bring a shared and precious past. The Bible even has

a commandment about honoring older people, which includes a promise: “Honor your father and your mother that your days may be long on the land.” It has guided my interactions—fruitfully—with members. I have found that when we lean back on old traditions or spend time with older people, we’re rewarded for it.

Two, *listen, really listen, to people*. They will tell you what you need to know or lead you where you need to go. I haven’t had all the answers, but as a group, Swedish Club members do. Ask questions and then listen. Our Social Membership program came about after a young Asian-American woman quipped to me, “I don’t want to join the Swedish Club. I just want to hang out with my friends in your bar.” Voila, Social Memberships were born, which provide just what she wanted. They currently number about a tenth of our memberships. Social Members tend to be younger and are often eager volunteers who often become regular members. The concept was the result of one stray comment.

Three, *our building is a gift* from those who built it in the late 1950s. For a community building, such as ours, donors, architects, contractors, and carpenters often sacrifice to build it. I believe their sacrifices should not be used just for our members or only for rental opportunities. I believe this wonderful building and our three parking lots should be shared with other Nordic groups. We want the Finnish American Heritage Committee, Katrilli Dancers, Klippan Vasa Lodge, Nordiska Dancers; Skandia Dance, Spelmanslag, Swedish Finn Historical Society, Swedish Women’s Educational Association, and other groups, along with weaving classes, carving classes, etc. to find a home at the Swedish Club. Nordic groups and the teaching of Nordic crafts get a discount, often a deep discount, when renting space at the Club. Buildings are meant to shelter groups and provide opportunities for learning and relating to one another. We make sure our Nordic cousins who need gathering space can have it here.

So, there they are. Three lessons I’ve employed as I’ve guided the Club. Long live the Swedish Club!

Jon Halgren (bold)
Club newcomers may not have known Jon, but anyone with experience at the Club prior to when Jon moved to Norse Home five or six years ago, would have known him for his volunteer work. Jon never said no to anything we asked him to do. He came to the office one day a week to answer phones, volunteered on Swedish Pancake Sundays, served waffles on the Club's annual *Våffeldagen*, hosted a Swedish intern for a semester, and once played the part of the Swedish Chef from the Muppets in a fundraising dinner. Jon twice purchased "meatballs for a year" at our annual auction, but he was so faithful to his free meatballs that we lost money on the deal. Jon's father Sven was a logger from Sweden and his mother Fern was a hospital social worker. Both were involved in the labor movement and Jon was a member of ILWU-PMA, the International Longshore and Warehouse Union. Jon was also active in Vasa Frihet Lodge and the Swedish Community Scholarship Committee. His generosity toward the Club led Jon and his former wife Carina to be named Swedes of the Year in 2009. Club members are invited to the memorial for Jon at the Swedish Club on Saturday, March 11, from 2 to 4 p.m. Rest in peace, Jon.



Georg Pedersen (bold) Martin, you have a photo or two of Georg, don't you?

Danish-born Georg Pedersen's book, *My 48 Years at Sea: From Deck Boy in Denmark to Captain in America*, details a life that was adventuresome enough without the last chapter in which Georg describes making contact with 16 of the 51 Vietnamese refugees he helped to rescue from the South China Sea. It was 1978 and the refugees on a fishing boat fleeing Vietnam in the wake of the Vietnam War. Georg was a 44-year-old first mate. His captain wanted to give them food and fuel, but Georg insisted on bringing them aboard. The full story of their rescue is available in Georg's book and in a TV story at (see link below). Georg and his wife Nina have been members of the Club since 2003 and have made their mark on all of us, though not as dramatically as on the boatload of refugees. Georg's infectious laugh and their generosity, not just to the Club, but also toward the UW's Scandinavian Studies Department, signals a very special person we'll miss for years to come.

(Here's the link to the UTube of the story: Sea Captain Reunites With One Of The Refugees He Saved In 1978 - Bing video

President's message
Happy February! On February 2 we look to a groundhog for weather advice to predict whether spring will arrive early, or winter will last another six weeks. On Feb. 14, Sweden celebrates *Alla Hjärtans Dag* which means "All Hearts Day, " a day for sharing sweet pastries and candies, while Denmark and Norway call the holiday *Valentinsdag*. We also recognize President's Day on behalf of Abraham Lincoln and George Washington, but most importantly at the club this February we celebrate our Executive Director Kristine Leander as she begins her transition to retirement. We are all aware of the tremendous impact that Kristine has made and acknowledge that hers will be big shoes to fill. Many of you have asked me about the plans for a retirement party. Kristine, with reference to the Scandinavian practice of "*Janteloven*," and not drawing attention to oneself, declined our desire to celebrate her with a large public party. However, I know that spoken words or notes of memories and appreciation would be well received and valued by Kristine. We are excited about her plans for her retirement and look forward to seeing Kristine at the club frequently, making good use of her lifelong member status. Thank you, Kristine, for your years of dedication to the club, its members, and its success.

I want to address where we are in our search for a new director. When Kristine first announced her retirement, a transition team was assembled that includes Board members, a longtime volunteer and Club member, and our Human Resources Director. Please know that as a Board made up of members ourselves, we have the Club's and members' absolute best interests in mind and at heart. We are following a very detailed screening criteria and multi-level selection process and have reviewed over 100 applications. We have carefully mapped this out, and we are following all legal and confidentiality guidelines. We are currently holding in-person interviews with several candidates we are very excited about, several who have been referred to us by Swedish Club members. We are extremely grateful for those referrals. The finalists will be given a tour of the Club early in the next weeks along with getting a chance to meet Kristine and a few employees. Then they will appear before the Board to make presentations and answer additional questions. We expect to have a final choice made and offer presented to the final candidate by the last week of February.

I cannot close this letter without recognizing that February is also Black History Month. While it is meant to be a time to celebrate black achievement, the recent death of Tyre Nichols is a harsh reminder that systemic racism persists and highlights the importance of investing ourselves in creating change.

"Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly." **— Martin Luther King Jr.**

Best,

Shama Bergquist Albright

What's Coming Up

Wednesdays & Fridays. Food & Bar at the Club. Our top-floor bar is open every Friday at noon for lunch and every Friday evening starting at 5 p.m. and Wednesday evening at 5:30. We offer dinners for sale and on some evenings, music or entertainment.

Fridays, Feb 10, 17, 24. Friday lunches. In our bar from 12 noon to 2 pm. The menu is simple: open-face sandwiches (*smörgås*), meatballs, soup, and *semlor*.

Fridays, Feb. 10, 17, 24. The Vikings Are Back! Several years back, a member curated a series of Viking films for our members, and we ran them with much success on Friday evenings. We're starting the series again, every Friday at 5:30 p.m., in the small Board room on the top floor. Free.

Sunday, Feb. 5. Hike First, Pancakes Later. Starting at 8:30 a.m., Lee Thomas (bold) will lead a group to the north side of Queen Anne Hill, to visit the setting where the Love Family had their home from the 1970s through the 1980s, and Mount Pleasant Cemetery, one of the oldest in Seattle, where sections are organized by ethnic origin, popular in early day Seattle. The hike is 3 to 4 miles. Hikers return to the Club for pancakes around 11:30. RSVP required! 206-283-1090.

Sunday, Feb. 5. Swedish Pancake Breakfast! The usual great pancakes with lingonberries and whipped cream, ham, OJ, live music, etc. Enjoy live music by: Skandia Kapell, Bonnie Birch Trio, and Karusellen. Bring an item of canned food for the Ballard Food Bank and receive $1 in Viking money to be spent for future meals, drinks, memberships, etc. 8 a.m. till 1.

Wednesday, Feb. 8. *Kafferep.* A formal *fika* at the Swedish Club. Monthly Swedish-style coffee party with homemade goodies from our best baking members. Bring what you've baked and join us! Or, just come! Every second Wednesday. 2 p.m.

Wednesday, Feb. 8. *Kvinnor Kan* Book Club. This month, we'll discuss *Dinners with Ruth*, by Nina Totenberg. 5 p.m. Everyone is welcome! On Feb. 8, we'll discuss *The Ride of Her Life: The True Story of a Woman, Her Horse, and Their Last-Chance Journey Across America* by Elizabeth Letts.

Wednesday, Feb. 8. Meatball Mixer. Learn and practice traditional dances performed at typical Swedish events. 6:30 p.m. dance lesson; 7 p.m. break for meatballs, 7:20 *gammaldans* (old-fashioned dance) lessons and practice. $20 covers lessons, live music and meatballs! RSVP to 206-283-1090 or e-mail *rsvp@swedishclubnw.org*. Every second Wednesday. 7–9 p.m. Come and try it out! Soup, salad and meatballs for your light supper.

Sunday, Feb. 12. Songs for Peace Fundraiser for Ukraine! Come to hear our Swedish Singers of Seattle, Folk Voice Band, the Finnish Choral Society of Seattle and the Evergreen Livakat Kantele Ensemble raise money for Ukraine through music. (In addition to supporting the musical groups from our Club—Swedish Singers and Folk Voice Band—kantele music is soulful, wonderful, and worth coming for!) Suggested donation $25. 1 pm. Finnish Lutheran Church 8504 13th Ave NW, Seattle, 98117.

Wednesday, Feb 15. Members' Dinner. Love is in the air! Club Member Dr. Heather MacLaughlin Garbes (bold) will explore Baltic music with us. The title of her talk is: "Nature's Love: Songs of Love and Nature from the Baltics." The entrée is a Swedish classic, Jansson's Temptation, with something chocolate and Valentiney for dessert! RSVP by Tuesday noon by emailing *rsvp@swedishclubnw.org* or calling 206-283-1090. $22, late RSVPs and walk-ins $25. Social hour 5:30 p.m., dinner 6:30, program around 7:30.

Friday, Feb. 17. Happy Hour with Ethan Anderson (bold)! Ethan is a Seattleite with Swedish roots and a member of the Club. Ethan has played at the Club before offering American roots music and the occasional Swedish drinking song, *Helan Går*, for good measure!

Wednesday, Feb 22 Bingo Is Back! The ever-popular Bingo Night at the Club features host Jaxon Ravens (bold). Every last Wednesday of the month. Supper of soup, salad and meatballs starts at 5:30 p.m. Bingo starts around 7 p.m. No reservations necessary. First bingo card sells for $10, subsequent cards $5. Bingo cards can be sold for cash only. If you're not a blue card member of the Swedish Club, we'll ask you to pay for a one-evening membership of $5.

Wednesday, March 1. Finnish Film. *Mies vailla meneisyyttä* (*Man without a Past*). 2002. 75 minutes. An Aki Kaurismäki film in which the title character arrives homeless in Helsinki. The film for April 5 is *The Unknown Soldier*. Donation $5. 7:30 p.m.

Saturday and Sunday, March 4 & 5. Second Time Around Women's Clothing Sale and *Loppis* (Club Flea Market). At last! The women's clothing sale you've been waiting for! Female Club Members donate gently clothes year around and once a year the Swedish Club Guild offers them for sale. Concurrently the Club will sell rummage sale items that get stashed in our cupboards. (Note! Next month is our annual "Great Finds Sale" where vendors offer used items.) Both days are 9 am till 3 pm.

Sunday, March 5. Carving classes begin. Watch our website for more details.

Sunday, March 5. Hike First, Pancakes Later. Starting at 8:30 a.m., Lee Thomas will lead a group for a hike of 3 to 4 miles. Hikers return to the Club for pancakes around 11:30. RSVP required! 206-283-1090.

Sunday, March 5. Swedish Pancake Breakfast! The usual great pancakes with lingonberries and whipped cream, ham, OJ, live music, etc. Enjoy live music by: Sølje Sisters, Hjarta Herring, and Sprida Ut. Bring items for the Ballard Food Bank and receive $1 in Viking money to be spent for future meals, drinks, memberships, etc. 8 a.m. till 1.

Martin, I think we could get a photo of Jaxon Ravens if you have space for it?

Looking ahead:

- **Saturday & Sunday, April 1 & 2: Great Finds Sale**
- **Friday, April 28, 2023. ABBA Night**
- **Saturday, May 20, Annual Gala/Auction**



(All names bolded.)
This year's Volunteer of the Year, Kristin Miller, had to wait a few months for our monthly newsletter to have space for her photo and those of former volunteers who gathered in November to be honored. From left, Erik Ronning, Sharon Lucas, Brandon Benson, Kristin, holding a bouquet, Berit Lehner, Peppe Enfield, Jan Sullivan, Bob Erickson and Carol Graves. Approximately ten percent of our membership volunteers at some point every year and we honor them with a "Thanks for Our Volunteers" dinner in November. The tasks done by our volunteers equal more than one full-time employee and saves the Club one salary a year! Kristin spends one day a month mixing the pancake batter for our Swedish pancake breakfast. If you'd like to volunteer for the Club, call our Volunteer Coordinator Emily Lim at the Club's phone number of 206-283-1090.

Email conversation start. Email count: 1. Started: Mar 23, 2023 9:48:00 AM

Subject: Fwd: Swedish Club Finance Committee Report for Sept
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, March 23, 2023 9:48:00 AM GMT-07:00
Date Received: Thursday, March 23, 2023 9:48:14 AM GMT-07:00
Attachments: 2022-09 Fin Comm Report 20221021.xlsx

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep Collapsed

	Sep 30, 22	Dec 31, 21	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary	179,497.06	632,295.63	(452,798.57)
Total Checking/Savings	179,497.06	632,295.63	(452,798.57)
Accounts Receivable			
1100 · Accounts Receivable	(24,681.11)	(11,092.88)	(13,588.23)
Total Accounts Receivable	(24,681.11)	(11,092.88)	(13,588.23)
Other Current Assets			
1200 · Inventory Summary	12,622.50	9,433.16	3,189.34
1250 · *Undeposited Funds	4,235.16	6,298.45	(2,063.29)
1270 · Payroll -Employee Advances	56.02	0.00	56.02
1275 · Payroll- Tips taken (advance)	237.00	36.00	201.00
1300 · Prepaid Summary	24,189.60	500.00	23,689.60
Total Other Current Assets	41,340.28	16,267.61	25,072.67
Total Current Assets	196,156.23	637,470.36	(441,314.13)
Fixed Assets			
1600 · Property & Equipment Summary	1,261,105.08	1,275,341.27	(14,236.19)
Total Fixed Assets	1,261,105.08	1,275,341.27	(14,236.19)
Other Assets			
1400 · Investments Summary	709,896.23	910,448.56	(200,552.33)
1705 · Deposits w/ Vendors	485.44	437.63	47.81
1900 · SC Properties LLC Investment	2,399,278.56	2,399,218.56	60.00
Total Other Assets	3,109,660.23	3,310,104.75	(200,444.52)
TOTAL ASSETS	**4,566,921.54**	**5,222,916.38**	**(655,994.84)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	64,221.00	32,098.95	32,122.05
Total Accounts Payable	64,221.00	32,098.95	32,122.05
Credit Cards			
2020 · Credit Card Summary	2,386.10	457.29	1,928.81
Total Credit Cards	2,386.10	457.29	1,928.81
Other Current Liabilities			
2100 · Accrued PR Expenses Summary	4,296.60	3,501.10	795.50
2130 · Accrued Business Taxes Summary	3,035.01	0.00	3,035.01
2200 · Deferred Prepaid Income Summary	30,641.37	42,284.26	(11,642.89)
2500 · SBA PR Protection Program	0.00	0.00	0.00
Total Other Current Liabilities	37,972.98	45,785.36	(7,812.38)
Total Current Liabilities	104,580.08	78,341.60	26,238.48
Total Liabilities	104,580.08	78,341.60	26,238.48
Equity			
3001 · Unrestricted Net Assets	5,145,723.75	4,507,896.55	637,827.20

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep Collapsed

	Sep 30, 22	Dec 31, 21	$ Change
3010 · Board Restricted Net Assets	(98,289.89)	(98,289.89)	0.00
3011 · Property Development	171,739.07	171,739.07	0.00
3012 · Building Refurbish	411,109.89	411,109.89	0.00
3050 · Donor Restricted	(486,216.97)	(485,708.04)	(508.93)
Net Income	(681,724.39)	637,827.20	(1,319,551.59)
Total Equity	4,462,341.46	5,144,574.78	(682,233.32)
TOTAL LIABILITIES & EQUITY	**4,566,921.54**	**5,222,916.38**	**(655,994.84)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep

	% Change	Sep 30, 21	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary	(71.61%)	188,381.07	(8,884.01)
Total Checking/Savings	(71.61%)	188,381.07	(8,884.01)
Accounts Receivable			
1100 · Accounts Receivable	(122.5%)	(14,400.96)	(10,280.15)
Total Accounts Receivable	(122.5%)	(14,400.96)	(10,280.15)
Other Current Assets			
1200 · Inventory Summary	33.81%	8,934.01	3,688.49
1250 · *Undeposited Funds	(32.76%)	4,268.00	(32.84)
1270 · Payroll -Employee Advances	100.0%	0.00	56.02
1275 · Payroll- Tips taken (advance)	558.33%	513.00	(276.00)
1300 · Prepaid Summary	4,737.92%	(16,537.10)	40,726.70
Total Other Current Assets	154.13%	(2,822.09)	44,162.37
Total Current Assets	(69.23%)	171,158.02	24,998.21
Fixed Assets			
1600 · Property & Equipment Summary	(1.12%)	1,271,725.08	(10,620.00)
Total Fixed Assets	(1.12%)	1,271,725.08	(10,620.00)
Other Assets			
1400 · Investments Summary	(22.03%)	864,871.43	(154,975.20)
1705 · Deposits w/ Vendors	10.93%	806.82	(321.38)
1900 · SC Properties LLC Investment	0.0%	2,399,218.56	60.00
Total Other Assets	(6.06%)	3,264,896.81	(155,236.58)
TOTAL ASSETS	**(12.56%)**	**4,707,779.91**	**(140,858.37)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	100.07%	66,192.95	(1,971.95)
Total Accounts Payable	100.07%	66,192.95	(1,971.95)
Credit Cards			
2020 · Credit Card Summary	421.79%	5,379.14	(2,993.04)
Total Credit Cards	421.79%	5,379.14	(2,993.04)
Other Current Liabilities			
2100 · Accrued PR Expenses Summary	22.72%	3,591.73	704.87
2130 · Accrued Business Taxes Summary	100.0%	4,230.79	(1,195.78)
2200 · Deferred Prepaid Income Summary	(27.54%)	51,453.78	(20,812.41)
2500 · SBA PR Protection Program	0.0%	116,515.00	(116,515.00)
Total Other Current Liabilities	(17.06%)	175,791.30	(137,818.32)
Total Current Liabilities	33.49%	247,363.39	(142,783.31)
Total Liabilities	33.49%	247,363.39	(142,783.31)
Equity			
3001 · Unrestricted Net Assets	14.15%	4,507,896.55	637,827.20

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep

	% Change	Sep 30, 21	$ Change
3010 · Board Restricted Net Assets	0.0%	(98,289.89)	0.00
3011 · Property Development	0.0%	171,739.07	0.00
3012 · Building Refurbish	0.0%	411,109.89	0.00
3050 · Donor Restricted	(0.11%)	(484,626.45)	(1,590.52)
Net Income	(206.88%)	(47,412.65)	(634,311.74)
Total Equity	(13.26%)	4,460,416.52	1,924.94
TOTAL LIABILITIES & EQUITY	**(12.56%)**	**4,707,779.91**	**(140,858.37)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep

	% Change
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash Summary	(4.72%)
Total Checking/Savings	(4.72%)
Accounts Receivable	
1100 · Accounts Receivable	(71.39%)
Total Accounts Receivable	(71.39%)
Other Current Assets	
1200 · Inventory Summary	41.29%
1250 · *Undeposited Funds	(0.77%)
1270 · Payroll -Employee Advances	100.0%
1275 · Payroll- Tips taken (advance)	(53.8%)
1300 · Prepaid Summary	246.28%
Total Other Current Assets	1,564.88%
Total Current Assets	14.61%
Fixed Assets	
1600 · Property & Equipment Summary	(0.84%)
Total Fixed Assets	(0.84%)
Other Assets	
1400 · Investments Summary	(17.92%)
1705 · Deposits w/ Vendors	(39.83%)
1900 · SC Properties LLC Investment	0.0%
Total Other Assets	(4.76%)
TOTAL ASSETS	**(2.99%)**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	(2.98%)
Total Accounts Payable	(2.98%)
Credit Cards	
2020 · Credit Card Summary	(55.64%)
Total Credit Cards	(55.64%)
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	19.63%
2130 · Accrued Business Taxes Summary	(28.26%)
2200 · Deferred Prepaid Income Summary	(40.45%)
2500 · SBA PR Protection Program	(100.0%)
Total Other Current Liabilities	(78.4%)
Total Current Liabilities	(57.72%)
Total Liabilities	(57.72%)
Equity	
3001 · Unrestricted Net Assets	14.15%

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep

	% Change
3010 · Board Restricted Net Assets	0.0%
3011 · Property Development	0.0%
3012 · Building Refurbish	0.0%
3050 · Donor Restricted	(0.33%)
Net Income	(1,337.85%)
Total Equity	0.04%
TOTAL LIABILITIES & EQUITY	**(2.99%)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DETAIL

	Sep 30, 22	Dec 31, 21
ASSETS		Prior yr end
Current Assets		
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working	9,080.65	186,940.68
1010 · Savings-Columbia x5091	169,257.07	443,326.12
1015 · PayPal	134.14	787.63
1020 · Cash in Safe/Event Banks	1,355.00	1,571.00
1025 · Credit Card Clearing	(329.80)	(329.80)
1000 · Cash Summary - Other	0.00	0.00
Total 1000 · Cash Summary	179,497.06	632,295.63
Total Checking/Savings	179,497.06	632,295.63
Accounts Receivable		
1100 · Accounts Receivable	(24,681.11)	(11,092.88)
Total Accounts Receivable	(24,681.11)	(11,092.88)
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor	7,398.46	5,953.27
1210 · Wine	3,162.38	2,821.75
1215 · Beer	2,061.66	658.14
Total 1200 · Inventory Summary	12,622.50	9,433.16
1250 · *Undeposited Funds	4,235.16	6,298.45
1270 · Payroll -Employee Advances	56.02	0.00
1275 · Payroll- Tips taken (advance)	237.00	36.00
1300 · Prepaid Summary		
1310 · Prepaid Event Expenses	0.00	500.00
1315 · Prepaid Expenses	1,983.00	0.00
1320 · Property Taxes see AP	22,206.60	0.00
Total 1300 · Prepaid Summary	24,189.60	500.00
Total Other Current Assets	41,340.28	16,267.61
Total Current Assets	196,156.23	637,470.36
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building	465,516.00	465,516.00
1620 · Building Improvements	1,713,610.72	1,700,853.06
1640 · Equipment	206,644.04	206,643.74
1650 · Furniture & Fixtures	420,761.96	420,761.96
1680 · Land	190,827.30	190,827.30
1690 · Accum Depreciation	(1,736,254.94)	(1,709,260.79)
Total 1600 · Property & Equipment Summary	1,261,105.08	1,275,341.27
Total Fixed Assets	1,261,105.08	1,275,341.27
Other Assets		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DETAIL

	Sep 30, 22	Dec 31, 21
1400 · Investments Summary		
1405 · Vanguard-Balanced Index	375,887.30	474,465.81
1410 · Vanguard-LS Growth Fund	334,008.93	435,982.75
Total 1400 · Investments Summary	709,896.23	910,448.56
1705 · Deposits w/ Vendors	485.44	437.63
1900 · SC Properties LLC Investment	2,399,278.56	2,399,218.56
Total Other Assets	3,109,660.23	3,310,104.75
TOTAL ASSETS	**4,566,921.54**	**#VALUE!**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	64,221.00	32,098.95
Total Accounts Payable	64,221.00	32,098.95
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x4442,x6871	712.07	457.29
2023 · CC-AR Columbia x7278	1,674.03	0.00
2029 · CC closedColumbia MJx1102,x3999	0.00	0.00
Total 2020 · Credit Card Summary	2,386.10	457.29
Total Credit Cards	2,386.10	457.29
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA	600.15	405.82
2115 · L&I Industrial Insurance	1,972.88	2,186.66
2117 · SUTA-State Unemployment Tax	1,639.22	653.98
2125 · Tips charged	88.58	258.87
2100 · Accrued PR Expenses Summary - Other	(4.23)	(4.23)
Total 2100 · Accrued PR Expenses Summary	4,296.60	3,501.10
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable	3,035.01	0.00
Total 2130 · Accrued Business Taxes Summary	3,035.01	0.00
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues	18,001.62	33,489.51
2210 · Unearned Event Income	795.00	0.00
2215 · Damage Deposit Refundable	2,800.00	0.00
2220 · Prepaid Hall Rentals	8,269.75	8,269.75
2225 · Rental Deposits	525.00	525.00
2250 · Viking Bucks purchase (GREEN)	250.00	0.00
Total 2200 · Deferred Prepaid Income Summary	30,641.37	42,284.26
2500 · SBA PR Protection Program	0.00	0.00
Total Other Current Liabilities	37,972.98	45,785.36
Total Current Liabilities	104,580.08	78,341.60
Total Liabilities	104,580.08	78,341.60

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DETAIL

	Sep 30, 22	Dec 31, 21
Equity		
3001 · Unrestricted Net Assets	5,145,723.75	4,507,896.55
3010 · Board Restricted Net Assets	(98,289.89)	(98,289.89)
3011 · Property Development	171,739.07	171,739.07
3012 · Building Refurbish	411,109.89	411,109.89
3050 · Donor Restricted		
3051 · Donor Restricted Misc.	101,305.97	101,305.97
3052 · Executive Director's Fund	20,297.94	20,806.87
3053 · ERIC Fund	4,237.96	4,237.96
3054 · Renovation Fund	24,691.35	24,691.35
3055 · Operating Fund	11,050.00	11,050.00
3056 · ADA Improvements	2,322.22	2,322.22
3057 · Butler's Pantry	3,540.89	3,540.89
3058 · Scholarship Fund	4,982.70	4,982.70
3050 · Donor Restricted - Other	(658,646.00)	(658,646.00)
Total 3050 · Donor Restricted	(486,216.97)	(485,708.04)
Net Income	(681,724.39)	637,827.20
Total Equity	4,462,341.46	5,144,574.78
TOTAL LIABILITIES & EQUITY	**4,566,921.54**	**5,222,916.38**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DE

	$ Change	% Change	Sep 30, 21
ASSETS			Prior year
Current Assets			
Checking/Savings			
1000 · Cash Summary			
1005 · Checking-Columbia x0100 working	(177,860.03)	(95.14%)	6,946.77
1010 · Savings-Columbia x5091	(274,069.05)	(61.82%)	180,321.11
1015 · PayPal	(653.49)	(82.97%)	33.29
1020 · Cash in Safe/Event Banks	(216.00)	(13.75%)	639.00
1025 · Credit Card Clearing	0.00	0.0%	(329.80)
1000 · Cash Summary - Other	0.00	0.0%	770.70
Total 1000 · Cash Summary	(452,798.57)	(71.61%)	188,381.07
Total Checking/Savings	(452,798.57)	(71.61%)	188,381.07
Accounts Receivable			
1100 · Accounts Receivable	(13,588.23)	(122.5%)	(14,400.96)
Total Accounts Receivable	(13,588.23)	(122.5%)	(14,400.96)
Other Current Assets			
1200 · Inventory Summary			
1205 · Liquor	1,445.19	24.28%	5,890.06
1210 · Wine	340.63	12.07%	2,313.54
1215 · Beer	1,403.52	213.26%	730.41
Total 1200 · Inventory Summary	3,189.34	33.81%	8,934.01
1250 · *Undeposited Funds	(2,063.29)	(32.76%)	4,268.00
1270 · Payroll -Employee Advances	56.02	100.0%	0.00
1275 · Payroll- Tips taken (advance)	201.00	558.33%	513.00
1300 · Prepaid Summary			
1310 · Prepaid Event Expenses	(500.00)	(100.0%)	0.00
1315 · Prepaid Expenses	1,983.00	100.0%	0.00
1320 · Property Taxes see AP	22,206.60	100.0%	(16,537.10)
Total 1300 · Prepaid Summary	23,689.60	4,737.92%	(16,537.10)
Total Other Current Assets	25,072.67	154.13%	(2,822.09)
Total Current Assets	(441,314.13)	(69.23%)	171,158.02
Fixed Assets			
1600 · Property & Equipment Summary			
1610 · Building	0.00	0.0%	465,516.00
1620 · Building Improvements	12,757.66	0.75%	1,695,566.35
1640 · Equipment	0.30	0.0%	203,308.61
1650 · Furniture & Fixtures	0.00	0.0%	411,830.07
1680 · Land	0.00	0.0%	190,827.30
1690 · Accum Depreciation	(26,994.15)	(1.58%)	(1,695,323.25)
Total 1600 · Property & Equipment Summary	(14,236.19)	(1.12%)	1,271,725.08
Total Fixed Assets	(14,236.19)	(1.12%)	1,271,725.08
Other Assets			

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DE

	$ Change	% Change	Sep 30, 21
1400 · Investments Summary			
1405 · Vanguard-Balanced Index	(98,578.51)	(20.78%)	449,720.22
1410 · Vanguard-LS Growth Fund	(101,973.82)	(23.39%)	415,151.21
Total 1400 · Investments Summary	(200,552.33)	(22.03%)	864,871.43
1705 · Deposits w/ Vendors	47.81	10.93%	806.82
1900 · SC Properties LLC Investment	60.00	0.0%	2,399,218.56
Total Other Assets	(200,444.52)	(6.06%)	3,264,896.81
TOTAL ASSETS	#VALUE!	#VALUE!	#VALUE!
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	32,122.05	100.07%	66,192.95
Total Accounts Payable	32,122.05	100.07%	66,192.95
Credit Cards			
2020 · Credit Card Summary			
2022 · CC-KL Columbia x4442,x6871	254.78	55.72%	2,076.94
2023 · CC-AR Columbia x7278	1,674.03	100.0%	0.00
2029 · CC closedColumbia MJx1102,x3999	0.00	0.0%	3,302.20
Total 2020 · Credit Card Summary	1,928.81	421.79%	5,379.14
Total Credit Cards	1,928.81	421.79%	5,379.14
Other Current Liabilities			
2100 · Accrued PR Expenses Summary			
2111 · Family Med Leave Payable-SUTA	194.33	47.89%	412.77
2115 · L&I Industrial Insurance	(213.78)	(9.78%)	2,140.65
2117 · SUTA-State Unemployment Tax	985.24	150.65%	892.34
2125 · Tips charged	(170.29)	(65.78%)	32.31
2100 · Accrued PR Expenses Summary - Other	0.00	0.0%	113.66
Total 2100 · Accrued PR Expenses Summary	795.50	22.72%	3,591.73
2130 · Accrued Business Taxes Summary			
2140 · Sales Tax Payable	3,035.01	100.0%	4,230.79
Total 2130 · Accrued Business Taxes Summary	3,035.01	100.0%	4,230.79
2200 · Deferred Prepaid Income Summary			
2205 · Deferred Income from Dues	(15,487.89)	(46.25%)	38,652.15
2210 · Unearned Event Income	795.00	100.0%	(100.00)
2215 · Damage Deposit Refundable	2,800.00	100.0%	0.00
2220 · Prepaid Hall Rentals	0.00	0.0%	12,901.63
2225 · Rental Deposits	0.00	0.0%	0.00
2250 · Viking Bucks purchase (GREEN)	250.00	100.0%	0.00
Total 2200 · Deferred Prepaid Income Summary	(11,642.89)	(27.54%)	51,453.78
2500 · SBA PR Protection Program	0.00	0.0%	116,515.00
Total Other Current Liabilities	(7,812.38)	(17.06%)	175,791.30
Total Current Liabilities	26,238.48	33.49%	247,363.39
Total Liabilities	26,238.48	33.49%	247,363.39

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DE

	$ Change	% Change	Sep 30, 21
Equity			
3001 · Unrestricted Net Assets	637,827.20	14.15%	4,507,896.55
3010 · Board Restricted Net Assets	0.00	0.0%	(98,289.89)
3011 · Property Development	0.00	0.0%	171,739.07
3012 · Building Refurbish	0.00	0.0%	411,109.89
3050 · Donor Restricted			
3051 · Donor Restricted Misc.	0.00	0.0%	102,205.97
3052 · Executive Director's Fund	(508.93)	(2.45%)	20,988.46
3053 · ERIC Fund	0.00	0.0%	4,237.96
3054 · Renovation Fund	0.00	0.0%	24,691.35
3055 · Operating Fund	0.00	0.0%	11,050.00
3056 · ADA Improvements	0.00	0.0%	2,322.22
3057 · Butler's Pantry	0.00	0.0%	3,540.89
3058 · Scholarship Fund	0.00	0.0%	4,982.70
3050 · Donor Restricted - Other	0.00	0.0%	(658,646.00)
Total 3050 · Donor Restricted	(508.93)	(0.11%)	(484,626.45)
Net Income	(1,319,551.59)	(206.88%)	(47,412.65)
Total Equity	(682,233.32)	(13.26%)	4,460,416.52
TOTAL LIABILITIES & EQUITY	**(655,994.84)**	**(12.56%)**	**4,707,779.91**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DI

	$ Change	% Change
ASSETS		
Current Assets		
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working	2,133.88	30.72%
1010 · Savings-Columbia x5091	(11,064.04)	(6.14%)
1015 · PayPal	100.85	302.94%
1020 · Cash in Safe/Event Banks	716.00	112.05%
1025 · Credit Card Clearing	0.00	0.0%
1000 · Cash Summary - Other	(770.70)	(100.0%)
Total 1000 · Cash Summary	(8,884.01)	(4.72%)
Total Checking/Savings	(8,884.01)	(4.72%)
Accounts Receivable		
1100 · Accounts Receivable	(10,280.15)	(71.39%)
Total Accounts Receivable	(10,280.15)	(71.39%)
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor	1,508.40	25.61%
1210 · Wine	848.84	36.69%
1215 · Beer	1,331.25	182.26%
Total 1200 · Inventory Summary	3,688.49	41.29%
1250 · *Undeposited Funds	(32.84)	(0.77%)
1270 · Payroll -Employee Advances	56.02	100.0%
1275 · Payroll- Tips taken (advance)	(276.00)	(53.8%)
1300 · Prepaid Summary		
1310 · Prepaid Event Expenses	0.00	0.0%
1315 · Prepaid Expenses	1,983.00	100.0%
1320 · Property Taxes see AP	38,743.70	234.28%
Total 1300 · Prepaid Summary	40,726.70	246.28%
Total Other Current Assets	44,162.37	1,564.88%
Total Current Assets	24,998.21	14.61%
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building	0.00	0.0%
1620 · Building Improvements	18,044.37	1.06%
1640 · Equipment	3,335.43	1.64%
1650 · Furniture & Fixtures	8,931.89	2.17%
1680 · Land	0.00	0.0%
1690 · Accum Depreciation	(40,931.69)	(2.41%)
Total 1600 · Property & Equipment Summary	(10,620.00)	(0.84%)
Total Fixed Assets	(10,620.00)	(0.84%)
Other Assets		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DI

	$ Change	% Change
1400 · Investments Summary		
1405 · Vanguard-Balanced Index	(73,832.92)	(16.42%)
1410 · Vanguard-LS Growth Fund	(81,142.28)	(19.55%)
Total 1400 · Investments Summary	(154,975.20)	(17.92%)
1705 · Deposits w/ Vendors	(321.38)	(39.83%)
1900 · SC Properties LLC Investment	60.00	0.0%
Total Other Assets	(155,236.58)	(4.76%)
TOTAL ASSETS	#VALUE!	#VALUE!
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	(1,971.95)	(2.98%)
Total Accounts Payable	(1,971.95)	(2.98%)
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x4442,x6871	(1,364.87)	(65.72%)
2023 · CC-AR Columbia x7278	1,674.03	100.0%
2029 · CC closedColumbia MJx1102,x3999	(3,302.20)	(100.0%)
Total 2020 · Credit Card Summary	(2,993.04)	(55.64%)
Total Credit Cards	(2,993.04)	(55.64%)
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA	187.38	45.4%
2115 · L&I Industrial Insurance	(167.77)	(7.84%)
2117 · SUTA-State Unemployment Tax	746.88	83.7%
2125 · Tips charged	56.27	174.16%
2100 · Accrued PR Expenses Summary - Other	(117.89)	(103.72%)
Total 2100 · Accrued PR Expenses Summary	704.87	19.63%
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable	(1,195.78)	(28.26%)
Total 2130 · Accrued Business Taxes Summary	(1,195.78)	(28.26%)
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues	(20,650.53)	(53.43%)
2210 · Unearned Event Income	895.00	895.0%
2215 · Damage Deposit Refundable	2,800.00	100.0%
2220 · Prepaid Hall Rentals	(4,631.88)	(35.9%)
2225 · Rental Deposits	525.00	100.0%
2250 · Viking Bucks purchase (GREEN)	250.00	100.0%
Total 2200 · Deferred Prepaid Income Summary	(20,812.41)	(40.45%)
2500 · SBA PR Protection Program	(116,515.00)	(100.0%)
Total Other Current Liabilities	(137,818.32)	(78.4%)
Total Current Liabilities	(142,783.31)	(57.72%)
Total Liabilities	(142,783.31)	(57.72%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DI

	$ Change	% Change
Equity		
3001 · Unrestricted Net Assets	637,827.20	14.15%
3010 · Board Restricted Net Assets	0.00	0.0%
3011 · Property Development	0.00	0.0%
3012 · Building Refurbish	0.00	0.0%
3050 · Donor Restricted		
3051 · Donor Restricted Misc.	(900.00)	(0.88%)
3052 · Executive Director's Fund	(690.52)	(3.29%)
3053 · ERIC Fund	0.00	0.0%
3054 · Renovation Fund	0.00	0.0%
3055 · Operating Fund	0.00	0.0%
3056 · ADA Improvements	0.00	0.0%
3057 · Butler's Pantry	0.00	0.0%
3058 · Scholarship Fund	0.00	0.0%
3050 · Donor Restricted - Other	0.00	0.0%
Total 3050 · Donor Restricted	(1,590.52)	(0.33%)
Net Income	(634,311.74)	(1,337.85%)
Total Equity	1,924.94	0.04%
TOTAL LIABILITIES & EQUITY	**(140,858.37)**	**(2.99%)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DE

		Notes
ASSETS		The QuickBooks records have been forwarded to the CPA f
Current Assets		Mon Oct 3, they will begin drafting the 990 w/info as i
Checking/Savings		In June Swedish Club Foundation rec'd from Jones $1,249,9
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working		(in 2021- ave monthly transfers from savings for Ju
1010 · Savings-Columbia x5091		Trans from savings to checking ave Jan - Sep = $44,450/mo
1015 · PayPal		
1020 · Cash in Safe/Event Banks		
1025 · Credit Card Clearing		
1000 · Cash Summary - Other		
Total 1000 · Cash Summary		
Total Checking/Savings		
Accounts Receivable		
1100 · Accounts Receivable		Negative amounts are for internal tracking of Deposit/Rent tax return should be GAAP compliant (when done by CPA,
Total Accounts Receivable		
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor		
1210 · Wine		
1215 · Beer		
Total 1200 · Inventory Summary		
1250 · *Undeposited Funds		QuickBooks internal operation/timing function
1270 · Payroll -Employee Advances		
1275 · Payroll- Tips taken (advance)		
1300 · Prepaid Summary		
1310 · Prepaid Event Expenses		
1315 · Prepaid Expenses		
1320 · Property Taxes see AP		Automatic monthly entry to amortize over year.
Total 1300 · Prepaid Summary		
Total Other Current Assets		
Total Current Assets		
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building		
1620 · Building Improvements		
1640 · Equipment		
1650 · Furniture & Fixtures		
1680 · Land		
1690 · Accum Depreciation		
Total 1600 · Property & Equipment Summary		
Total Fixed Assets		
Other Assets		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DI

		Notes
1400 · Investments Summary		Changes reflect fees & market fluctuations. 5/25 Finance C
1405 · Vanguard-Balanced Index		
1410 · Vanguard-LS Growth Fund		
Total 1400 · Investments Summary		
1705 · Deposits w/ Vendors		US Postoffice (no rent deposits are included)
1900 · SC Properties LLC Investment		
Total Other Assets		
TOTAL ASSETS		
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable		
Total Accounts Payable		
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x4442,x6871		
2023 · CC-AR Columbia x7278		
2029 · CC closedColumbia MJx1102,x3999		
Total 2020 · Credit Card Summary		
Total Credit Cards		
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA		
2115 · L&I Industrial Insurance		
2117 · SUTA-State Unemployment Tax		
2125 · Tips charged		
2100 · Accrued PR Expenses Summary - Other		
Total 2100 · Accrued PR Expenses Summary		
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable		
Total 2130 · Accrued Business Taxes Summary		
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues		Lifetime, 2 and 3 year dues accrue -automatic JE to record
2210 · Unearned Event Income		
2215 · Damage Deposit Refundable		
2220 · Prepaid Hall Rentals		
2225 · Rental Deposits		
2250 · Viking Bucks purchase (GREEN)		
Total 2200 · Deferred Prepaid Income Summary		
2500 · SBA PR Protection Program		
Total Other Current Liabilities		
Total Current Liabilities		
Total Liabilities		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of September 30, 2022
Stmt of Position 2022 through Sep DI

		Notes
Equity		
3001 · Unrestricted Net Assets		
3010 · Board Restricted Net Assets		Restricted funds need to be straightened out by CPA with t
3011 · Property Development		
3012 · Building Refurbish		
3050 · Donor Restricted		
3051 · Donor Restricted Misc.		
3052 · Executive Director's Fund		
3053 · ERIC Fund		
3054 · Renovation Fund		
3055 · Operating Fund		
3056 · ADA Improvements		
3057 · Butler's Pantry		
3058 · Scholarship Fund		
3050 · Donor Restricted - Other		Restricted funds need to be straightened out by CPA YE ad
Total 3050 · Donor Restricted		
Net Income		
Total Equity		
TOTAL LIABILITIES & EQUITY		

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022
Stmt of Activities 2022 through Sep v Prior year
DETAIL

	Jan - Sep 22	Jan - Sep 21	$ Change
Ordinary Income/Expense			
Income			
4000 · Contributions Summary			
4010 · Donations- General	53,363.95	138,206.08	-84,842.13
4025 · Foundations	0.00	302,900.00	-302,900.00
4030 · Bequest, Memorial & Restricted	2,743.00	1,000.10	1,742.90
Total 4000 · Contributions Summary	56,106.95	442,106.18	-385,999.23
4100 · Dues Summary			
4105 · Dues - Temporary	630.00	0.00	630.00
4110 · Dues - One Year	51,352.90	51,147.92	204.98
4120 · Dues - 2 Years	4,765.00	8,550.50	-3,785.50
4130 · Dues - 3 Years	1,716.00	4,839.00	-3,123.00
4140 · Dues - Lifetime	1,200.00	17,250.00	-16,050.00
4150 · Dues - Subject to Deferral	18,989.00	6,493.50	12,495.50
4160 · Amort.-Deferred Income-Dues	15,487.89	15,487.92	-0.03
4100 · Dues Summary - Other	0.00	3,083.00	-3,083.00
Total 4100 · Dues Summary	94,140.79	106,851.84	-12,711.05
4200 · Fundraising Events	30,987.75	17,098.28	13,889.47
4300 · Social Event Income	7,375.90	3,049.88	4,326.02
4400 · Education Programs Income	45,793.00	47,506.00	-1,713.00
4500 · Rental Income General			
4510 · Long term rental (no Sales Tax)	8,487.00	3,454.00	5,033.00
4525 · Corkage (no Sales Tax)	225.00	355.00	-130.00
4530 · Parking (not designated areas)	280.00	140.00	140.00
4500 · Rental Income General - Other	110,386.52	61,101.93	49,284.59
Total 4500 · Rental Income General	119,378.52	65,050.93	54,327.59
4600 · Bar Income	36,773.60	61,792.27	-25,018.67
4610 · Tips	-0.71	986.17	-986.88
4700 · Food & Kitchen	64,455.27	16,671.33	47,783.94
4800 · Advertising Income	0.00	2,600.00	-2,600.00
4850 · Merchandise Sales	215.24	187.31	27.93
4900 · Promotions & comps	-4,293.40	-2,531.95	-1,761.45
Total Income	450,932.91	761,368.24	-310,435.33
Gross Profit	450,932.91	761,368.24	-310,435.33
Expense			
6000 · Payroll Expenses General			
6005 · Salaries & Wages	415,435.06	374,064.26	41,370.80
6010 · Medical Insurance-Employees	15,797.01	13,058.90	2,738.11
6015 · Other EE Benefits/Costs-Misc	4,575.11	894.12	3,680.99
6025 · Payroll Taxes	39,999.36	37,641.29	2,358.07
6035 · Staff Recruitment	6,977.71	300.00	6,677.71
6000 · Payroll Expenses General - Other	2,550.00	0.00	2,550.00
Total 6000 · Payroll Expenses General	485,334.25	425,958.57	59,375.68
6100 · Professional Fees General			

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Stmt of Activities 2022 through Sep v Prior year

DETAIL	Jan - Sep 22	Jan - Sep 21	$ Change
6105 · Accounting & Audit	6,835.00	23,420.00	-16,585.00
6110 · Consultants	820.50	1,113.75	-293.25
6115 · Legal	71,295.61	-1,595.00	72,890.61
Total 6100 · Professional Fees General	78,951.11	22,938.75	56,012.36
6200 · Fundraising Expenses			
6210 · Bingo Prizes	210.00	0.00	210.00
6200 · Fundraising Expenses - Other	2,644.20	8,813.89	-6,169.69
Total 6200 · Fundraising Expenses	2,854.20	8,813.89	-5,959.69
6250 · Music & Cultural Expenses	14,663.12	10,462.12	4,201.00
6300 · Social Events & Program Expense	1,462.43	4,738.41	-3,275.98
6400 · Education Programs Expenses	3,678.30	2,245.95	1,432.35
6500 · Rental Expenses	65.42	-1,376.46	1,441.88
6600 · Bar Expenses	17,415.71	34,165.71	-16,750.00
6650 · Food & catering Expenses	51,787.68	1,845.13	49,942.55
6700 · Occupancy Expenses General			
6705 · Janitorial	12,097.79	3,040.50	9,057.29
6707 · Kitchen Equip & Repairs	1,671.16	0.00	1,671.16
6710 · Miscellaneous Occupancy Expense	2,946.88	53.26	2,893.62
6715 · Repair & Maintenance	21,736.36	177,226.32	-155,489.96
6720 · Security	2,471.22	2,936.91	-465.69
6725 · Utilities	38,202.43	32,841.02	5,361.41
Total 6700 · Occupancy Expenses General	79,125.84	216,098.01	-136,972.17
6750 · Office Expenses General			
6755 · Office Equipment	6,223.85	5,757.24	466.61
6760 · Office Supplies	3,219.56	1,389.25	1,830.31
6765 · Phone,Internet/Communication	15,096.07	19,188.76	-4,092.69
6770 · Postage	5,254.86	3,734.85	1,520.01
Total 6750 · Office Expenses General	29,794.34	30,070.10	-275.76
6800 · Taxes, Licenses, Fees General			
6805 · Business Taxes	2,970.65	3,433.41	-462.76
6810 · Licenses & fees	3,563.50	3,685.85	-122.35
6815 · Property Taxes	66,620.61	96,842.40	-30,221.79
6820 · Tax Penalties	0.00	97.57	-97.57
Total 6800 · Taxes, Licenses, Fees General	73,154.76	104,059.23	-30,904.47
6900 · Other Operating Expense General			
6905 · Advertising & Promotion	15,927.17	15,747.48	179.69
6910 · Auto, Parking & Related Costs	215.42	671.33	-455.91
6915 · Bad Debt/NSF	0.00	318.05	-318.05
6920 · Board	581.31	197.56	383.75
6925 · Cash Over/Short	2,463.83	84.46	2,379.37

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022
Stmt of Activities 2022 through Sep v Prior year
DETAIL

	Jan - Sep 22	Jan - Sep 21	$ Change
6930 · Credit Card/Bank Fees	13,029.87	8,113.33	4,916.54
6932 · Decorations	1,629.93	1,505.23	124.70
6935 · Depreciation/Amort-Non Cash	26,994.15	26,994.15	0.00
6940 · Community,Donations&Scholarship	560.77	4,128.00	-3,567.23
6945 · Subscriptions/memberships	779.00	386.62	392.38
6950 · Insurance	24,758.27	21,322.10	3,436.17
6955 · Interest Exp/Bank Loan Fees-Ops	1.10	5.94	-4.84
6965 · Miscellaneous	3.12	-4,669.87	4,672.99
6970 · Newsletters	12,266.82	16,585.87	-4,319.05
6973 · Reconciliation Discrepancies	0.00	0.02	-0.02
6975 · Safety & Sanitary Supplies	657.36	14.75	642.61
6985 · Volunteer	73.53	95.18	-21.65
Total 6900 · Other Operating Expense General	99,941.65	91,500.20	8,441.45
Total Expense	938,228.81	951,519.61	-13,290.80
Net Ordinary Income	-487,295.90	-190,151.37	-297,144.53
Other Income/Expense			
Other Income			
7000 · Other Income	0.00	116,515.00	-116,515.00
7010 · Dividend Income	8,503.87	7,546.43	957.44
7015 · Interest Income	33.83	22.37	11.46
7020 · Miscellaneous Income	0.00	918.92	-918.92
7025 · Realized Gain/Loss on Investmen	1,899.99	1,695.75	204.24
7350 · Unrealized Gains/Losses	-210,956.19	58,953.92	-269,910.11
8090 · Restricted Donations	0.00	1,271.19	-1,271.19
8095 · Release from Restrict (contra)	126.24	0.00	126.24
Total Other Income	-200,392.26	186,923.58	-387,315.84
Other Expense			
9950 · Credit Card Clearing see GL1025	0.00	-4.00	4.00
9999 · Suspense Items Clearing	-5,963.77	44,188.86	-50,152.63
Total Other Expense	-5,963.77	44,184.86	-50,148.63
Net Other Income	-194,428.49	142,738.72	-337,167.21
Net Income	**-681,724.39**	**-47,412.65**	**-634,311.74**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022

Stmt of Activities 2022 through Sep v Pric

DETAIL	% Change
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	-61.39%
4025 · Foundations	-100.0%
4030 · Bequest, Memorial & Restricted	174.27%
Total 4000 · Contributions Summary	-87.31%
4100 · Dues Summary	
4105 · Dues - Temporary	100.0%
4110 · Dues - One Year	0.4%
4120 · Dues - 2 Years	-44.27%
4130 · Dues - 3 Years	-64.54%
4140 · Dues - Lifetime	-93.04%
4150 · Dues - Subject to Deferral	192.43%
4160 · Amort.-Deferred Income-Dues	0.0%
4100 · Dues Summary - Other	-100.0%
Total 4100 · Dues Summary	-11.9%
4200 · Fundraising Events	81.23%
4300 · Social Event Income	141.84%
4400 · Education Programs Income	-3.61%
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	145.72%
4525 · Corkage (no Sales Tax)	-36.62%
4530 · Parking (not designated areas)	100.0%
4500 · Rental Income General - Other	80.66%
Total 4500 · Rental Income General	83.52%
4600 · Bar Income	-40.49%
4610 · Tips	-100.07%
4700 · Food & Kitchen	286.62%
4800 · Advertising Income	-100.0%
4850 · Merchandise Sales	14.91%
4900 · Promotions & comps	-69.57%
Total Income	-40.77%
Gross Profit	-40.77%
Expense	
6000 · Payroll Expenses General	
6005 · Salaries & Wages	11.06%
6010 · Medical Insurance-Employees	20.97%
6015 · Other EE Benefits/Costs-Misc	411.69%
6025 · Payroll Taxes	6.27%
6035 · Staff Recruitment	2,225.9%
6000 · Payroll Expenses General - Other	100.0%
Total 6000 · Payroll Expenses General	13.94%
6100 · Professional Fees General	

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Statement of Financial Activity
January through September 2022

Stmt of Activities 2022 through Sep v Pric

DETAIL	% Change
6105 · Accounting & Audit	-70.82%
6110 · Consultants	-26.33%
6115 · Legal	4,569.94%
Total 6100 · Professional Fees General	244.18%
6200 · Fundraising Expenses	
6210 · Bingo Prizes	100.0%
6200 · Fundraising Expenses - Other	-70.0%
Total 6200 · Fundraising Expenses	-67.62%
6250 · Music & Cultural Expenses	40.15%
6300 · Social Events & Program Expense	-69.14%
6400 · Education Programs Expenses	63.78%
6500 · Rental Expenses	104.75%
6600 · Bar Expenses	-49.03%
6650 · Food & catering Expenses	2,706.72%
6700 · Occupancy Expenses General	
6705 · Janitorial	297.89%
6707 · Kitchen Equip & Repairs	100.0%
6710 · Miscellaneous Occupancy Expense	5,433.01%
6715 · Repair & Maintenance	-87.74%
6720 · Security	-15.86%
6725 · Utilities	16.33%
Total 6700 · Occupancy Expenses General	-63.38%
6750 · Office Expenses General	
6755 · Office Equipment	8.11%
6760 · Office Supplies	131.75%
6765 · Phone,Internet/Communication	-21.33%
6770 · Postage	40.7%
Total 6750 · Office Expenses General	-0.92%
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	-13.48%
6810 · Licenses & fees	-3.32%
6815 · Property Taxes	-31.21%
6820 · Tax Penalties	-100.0%
Total 6800 · Taxes, Licenses, Fees General	-29.7%
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	1.14%
6910 · Auto, Parking & Related Costs	-67.91%
6915 · Bad Debt/NSF	-100.0%
6920 · Board	194.25%
6925 · Cash Over/Short	2,817.16%

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Statement of Financial Activity
January through September 2022
Stmt of Activities 2022 through Sep v Pric
DETAIL

	% Change
6930 · Credit Card/Bank Fees	60.6%
6932 · Decorations	8.28%
6935 · Depreciation/Amort-Non Cash	0.0%
6940 · Community,Donations&Scholarship	-86.42%
6945 · Subscriptions/memberships	101.49%
6950 · Insurance	16.12%
6955 · Interest Exp/Bank Loan Fees-Ops	-81.48%
6965 · Miscellaneous	100.07%
6970 · Newsletters	-26.04%
6973 · Reconciliation Discrepancies	-100.0%
6975 · Safety & Sanitary Supplies	4,356.68%
6985 · Volunteer	-22.75%
Total 6900 · Other Operating Expense General	9.23%
Total Expense	-1.4%
Net Ordinary Income	-156.27%
Other Income/Expense	
Other Income	
7000 · Other Income	-100.0%
7010 · Dividend Income	12.69%
7015 · Interest Income	51.23%
7020 · Miscellaneous Income	-100.0%
7025 · Realized Gain/Loss on Investmen	12.04%
7350 · Unrealized Gains/Losses	-457.83%
8090 · Restricted Donations	-100.0%
8095 · Release from Restrict (contra)	100.0%
Total Other Income	-207.21%
Other Expense	
9950 · Credit Card Clearing see GL1025	100.0%
9999 · Suspense Items Clearing	-113.5%
Total Other Expense	-113.5%
Net Other Income	-236.21%
Net Income	**-1,337.85%**

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Statement of Financial Activity
January through September 2022
Stmt of Activities 2022 through Sep v Pric
DETAIL

		Notes
Ordinary Income/Expense		
Income		
4000 · Contributions Summary		
4010 · Donations- General		
4025 · Foundations	We have budgeted a donation of $150,000 in Dec. No other f	
4030 · Bequest, Memorial & Restricted		
Total 4000 · Contributions Summary		
4100 · Dues Summary		
4105 · Dues - Temporary		
4110 · Dues - One Year		
4120 · Dues - 2 Years		
4130 · Dues - 3 Years		
4140 · Dues - Lifetime		
4150 · Dues - Subject to Deferral		
4160 · Amort.-Deferred Income-Dues		
4100 · Dues Summary - Other		
Total 4100 · Dues Summary		
4200 · Fundraising Events	Grt Finds & ABBA happened June, w/sales in Mar & April.	
4300 · Social Event Income	Usual registrations quarterly.	
4400 · Education Programs Income		
4500 · Rental Income General		
4510 · Long term rental (no Sales Tax)	Arista $175 & Swedish Finn $768,= $943/mo (Swedish School	
4525 · Corkage (no Sales Tax)		
4530 · Parking (not designated areas)		
4500 · Rental Income General - Other	Room rentals (member & nonprofit discounts included)	
Total 4500 · Rental Income General		
4600 · Bar Income		
4610 · Tips	2022 Tips are posted as liability (Position GL 2125)	
4700 · Food & Kitchen	This is a new acct, separate from 'bar' as of March 2021	
4800 · Advertising Income		
4850 · Merchandise Sales		
4900 · Promotions & comps	Drink & meal comps	
Total Income		
Gross Profit		
Expense		
6000 · Payroll Expenses General	We are still short staffed. Recent new hires are for Event Plan	
6005 · Salaries & Wages	Payroll difference can be a timing thing. We processed 2 payr	
6010 · Medical Insurance-Employees	(Our PR will be increasing per pay raises & adding staff)	
6015 · Other EE Benefits/Costs-Misc		
6025 · Payroll Taxes		
6035 · Staff Recruitment		
6000 · Payroll Expenses General - Other		
Total 6000 · Payroll Expenses General		
6100 · Professional Fees General	Swede of Yr framing, Donor dinner invitations, ABBA $678 T-sl	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022
Stmt of Activities 2022 through Sep v Pric

DETAIL	Notes
6105 · Accounting & Audit	Greenwood acctg pd $3300 in Feb. for Oct-Dec 2021, QuickBo
6110 · Consultants	
6115 · Legal	Perkins Coie
Total 6100 · Professional Fees General	Liquor inventory purchases/JE correct to actual expense or us
6200 · Fundraising Expenses	New account in 2022 (dinner food costs previously under GL6
6210 · Bingo Prizes	
6200 · Fundraising Expenses - Other	
Total 6200 · Fundraising Expenses	Fewer events
6250 · Music & Cultural Expenses	ABBA music in June
6300 · Social Events & Program Expense	
6400 · Education Programs Expenses	Teacher PR are now recorded as education expense
6500 · Rental Expenses	
6600 · Bar Expenses	
6650 · Food & catering Expenses	
6700 · Occupancy Expenses General	
6705 · Janitorial	Uplift' service for Keita in Jul, who is hired & now on PR
6707 · Kitchen Equip & Repairs	
6710 · Miscellaneous Occupancy Expense	
6715 · Repair & Maintenance	Repair, maintainance - Johnson Lyric $10,740 in Jan & Feb win Improvements, Aug $2018 fire door replacement capitalized a replacement not yet capitalized)
6720 · Security	
6725 · Utilities	Water Aug $1728 (3 times prior) -Anis is researching possible l
Total 6700 · Occupancy Expenses General	
6750 · Office Expenses General	
6755 · Office Equipment	
6760 · Office Supplies	envelopes, hanging folders, & checks
6765 · Phone,Internet/Communication	IT Source bills that we are reviewing
6770 · Postage	
Total 6750 · Office Expenses General	
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	
6810 · Licenses & fees	
6815 · Property Taxes	The Real estate taxes are amortized over the year, total for the Properties building taxes are paid by AVM, the renter.
6820 · Tax Penalties	
Total 6800 · Taxes, Licenses, Fees General	
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	Van den Berg Design for ABBA, car show, Swede of Year
6910 · Auto, Parking & Related Costs	
6915 · Bad Debt/NSF	
6920 · Board	
6925 · Cash Over/Short	June pancakes and our charging devices have caused some ac

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
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Stmt of Activities 2022 through Sep v Pric
DETAIL

		Notes
6930 · Credit Card/Bank Fees		We pay for PayPal and merchant services/Swipe Simple. We v multiple merchant services into one a couple years ago. Anis is the Toast program soon, hopefully with better charge devices.
6932 · Decorations		
6935 · Depreciation/Amort-Non Cash		
6940 · Community,Donations&Scholarship		
6945 · Subscriptions/memberships		
6950 · Insurance		We have three policies through our Agent, Parker Smith Fee Great American Ins. acct #262426643: PAC556352716, UME $8854 paid in Feb. with a monthly premium of $2272. Per o
6955 · Interest Exp/Bank Loan Fees-Ops		
6965 · Miscellaneous		
6970 · Newsletters		
6973 · Reconciliation Discrepancies		
6975 · Safety & Sanitary Supplies		
6985 · Volunteer		
Total 6900 · Other Operating Expense General		
Total Expense		
Net Ordinary Income		
Other Income/Expense		
Other Income		
7000 · Other Income		
7010 · Dividend Income		
7015 · Interest Income		
7020 · Miscellaneous Income		
7025 · Realized Gain/Loss on Investmen		
7350 · Unrealized Gains/Losses		Vanguard Market fluctuations
8090 · Restricted Donations		
8095 · Release from Restrict (contra)		
Total Other Income		
Other Expense		
9950 · Credit Card Clearing see GL1025		
9999 · Suspense Items Clearing		
Total Other Expense		
Net Other Income		
Net Income		

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Statement of Financial Activity
January through September 2022
Stmt of Activities 2022 through Sep v Pric
DETAIL

- Ordinary Income/Expense
  - Income
    - 4000 · Contributions Summary
      - 4010 · Donations- General
      - 4025 · Foundations
      - 4030 · Bequest, Memorial & Restricted
    - Total 4000 · Contributions Summary
    - 4100 · Dues Summary
      - 4105 · Dues - Temporary
      - 4110 · Dues - One Year
      - 4120 · Dues - 2 Years
      - 4130 · Dues - 3 Years
      - 4140 · Dues - Lifetime
      - 4150 · Dues - Subject to Deferral
      - 4160 · Amort.-Deferred Income-Dues
      - 4100 · Dues Summary - Other
    - Total 4100 · Dues Summary
    - 4200 · Fundraising Events
    - 4300 · Social Event Income
    - 4400 · Education Programs Income
    - 4500 · Rental Income General
      - 4510 · Long term rental (no Sales Tax)
      - 4525 · Corkage (no Sales Tax)
      - 4530 · Parking (not designated areas)
      - 4500 · Rental Income General - Other
    - Total 4500 · Rental Income General
    - 4600 · Bar Income
    - 4610 · Tips
    - 4700 · Food & Kitchen
    - 4800 · Advertising Income
    - 4850 · Merchandise Sales
    - 4900 · Promotions & comps
  - Total Income
- Gross Profit
  - Expense
    - 6000 · Payroll Expenses General
      - 6005 · Salaries & Wages
      - 6010 · Medical Insurance-Employees
      - 6015 · Other EE Benefits/Costs-Misc
      - 6025 · Payroll Taxes
      - 6035 · Staff Recruitment
      - 6000 · Payroll Expenses General - Other
    - Total 6000 · Payroll Expenses General
    - 6100 · Professional Fees General

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022
Stmt of Activities 2022 through Sep v Prio
DETAIL

- 6105 · Accounting & Audit
- 6110 · Consultants
- 6115 · Legal

Total 6100 · Professional Fees General

6200 · Fundraising Expenses

- 6210 · Bingo Prizes
- 6200 · Fundraising Expenses - Other

Total 6200 · Fundraising Expenses

6250 · Music & Cultural Expenses

6300 · Social Events & Program Expense

6400 · Education Programs Expenses

6500 · Rental Expenses

6600 · Bar Expenses

6650 · Food & catering Expenses

6700 · Occupancy Expenses General

- 6705 · Janitorial
- 6707 · Kitchen Equip & Repairs
- 6710 · Miscellaneous Occupancy Expense
- 6715 · Repair & Maintenance
- 6720 · Security
- 6725 · Utilities

Total 6700 · Occupancy Expenses General

6750 · Office Expenses General

- 6755 · Office Equipment
- 6760 · Office Supplies
- 6765 · Phone,Internet/Communication
- 6770 · Postage

Total 6750 · Office Expenses General

6800 · Taxes, Licenses, Fees General

- 6805 · Business Taxes
- 6810 · Licenses & fees
- 6815 · Property Taxes
- 6820 · Tax Penalties

Total 6800 · Taxes, Licenses, Fees General

6900 · Other Operating Expense General

- 6905 · Advertising & Promotion
- 6910 · Auto, Parking & Related Costs
- 6915 · Bad Debt/NSF
- 6920 · Board
- 6925 · Cash Over/Short

be moved

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
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Stmt of Activities 2022 through Sep v Pric
DETAIL

6930 · Credit Card/Bank Fees
6932 · Decorations
6935 · Depreciation/Amort-Non Cash
6940 · Community,Donations&Scholarship
6945 · Subscriptions/memberships

6950 · Insurance
6955 · Interest Exp/Bank Loan Fees-Ops
6965 · Miscellaneous
6970 · Newsletters
6973 · Reconciliation Discrepancies
6975 · Safety & Sanitary Supplies
6985 · Volunteer
Total 6900 · Other Operating Expense General
Total Expense
Net Ordinary Income
Other Income/Expense
Other Income
7000 · Other Income
7010 · Dividend Income
7015 · Interest Income
7020 · Miscellaneous Income
7025 · Realized Gain/Loss on Investmen
7350 · Unrealized Gains/Losses
8090 · Restricted Donations
8095 · Release from Restrict (contra)
Total Other Income
Other Expense
9950 · Credit Card Clearing see GL1025
9999 · Suspense Items Clearing
Total Other Expense
Net Other Income
Net Income

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022

Statement of Activities 2022 through Sep
Collapsed

	Jan - Sep 22	Apr - Dec 21	Jan - Sep 21
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	56,106.95	941,275.32	442,106.18
4100 · Dues Summary	94,140.79	104,020.44	106,851.84
4200 · Fundraising Events	30,987.75	23,764.12	17,098.28
4300 · Social Event Income	7,375.90	3,950.88	3,049.88
4400 · Education Programs Income	45,793.00	36,986.00	47,506.00
4500 · Rental Income General	119,378.52	89,163.45	65,050.93
4600 · Bar Income	36,773.60	62,562.98	61,792.27
4610 · Tips	-0.71	1,872.51	986.17
4700 · Food & Kitchen	64,455.27	40,241.22	16,671.33
4800 · Advertising Income	0.00	1,100.00	2,600.00
4850 · Merchandise Sales	215.24	307.31	187.31
4900 · Promotions & comps	-4,293.40	-4,868.81	-2,531.95
Total Income	450,932.91	1,300,375.42	761,368.24
Gross Profit	450,932.91	1,300,375.42	761,368.24
Expense			
6000 · Payroll Expenses General	485,334.25	466,071.83	425,958.57
6100 · Professional Fees General	78,951.11	24,985.00	22,938.75
6200 · Fundraising Expenses	2,854.20	9,703.44	8,813.89
6250 · Music & Cultural Expenses	14,663.12	14,962.88	10,462.12
6300 · Social Events & Program Expense	1,462.43	6,671.69	4,738.41
6400 · Education Programs Expenses	3,678.30	2,147.25	2,245.95
6500 · Rental Expenses	65.42	-2,057.87	-1,376.46
6600 · Bar Expenses	17,415.71	39,476.28	34,165.71
6650 · Food & catering Expenses	51,787.68	2,534.29	1,845.13
6700 · Occupancy Expenses General	79,125.84	214,004.47	216,098.01
6750 · Office Expenses General	29,794.34	29,918.32	30,070.10
6800 · Taxes, Licenses, Fees General	73,154.76	58,279.88	104,059.23
6900 · Other Operating Expense General	99,941.65	94,924.73	91,500.20
Total Expense	938,228.81	961,622.19	951,519.61
Net Ordinary Income	-487,295.90	338,753.23	-190,151.37
Other Income/Expense			
Other Income			
7000 · Other Income	0.00	116,515.00	116,515.00
7010 · Dividend Income	8,503.87	12,765.01	7,546.43
7015 · Interest Income	33.83	20.30	22.37
7020 · Miscellaneous Income	0.00	-30.35	918.92
7025 · Realized Gain/Loss on Investmen	1,899.99	13,801.25	1,695.75
7350 · Unrealized Gains/Losses	-210,956.19	63,247.11	58,953.92
8090 · Restricted Donations	0.00	76,919.19	1,271.19
8095 · Release from Restrict (contra)	126.24	181.59	0.00
Total Other Income	-200,392.26	283,419.10	186,923.58
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022

Statement of Activities 2022 through Sep
Collapsed

	Jan - Sep 22	Apr - Dec 21	Jan - Sep 21
9950 · Credit Card Clearing see GL1025	0.00	0.00	-4.00
9999 · Suspense Items Clearing	-5,963.77	-17,446.06	44,188.86
Total Other Expense	-5,963.77	-17,446.06	44,184.86
Net Other Income	-194,428.49	300,865.16	142,738.72
Net Income	**-681,724.39**	**639,618.39**	**-47,412.65**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022

Statement of Activities 2022 through Collapsed	$ Change	% Change
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	-385,999.23	-87.31%
4100 · Dues Summary	-12,711.05	-11.9%
4200 · Fundraising Events	13,889.47	81.23%
4300 · Social Event Income	4,326.02	141.84%
4400 · Education Programs Income	-1,713.00	-3.61%
4500 · Rental Income General	54,327.59	83.52%
4600 · Bar Income	-25,018.67	-40.49%
4610 · Tips	-986.88	-100.07%
4700 · Food & Kitchen	47,783.94	286.62%
4800 · Advertising Income	-2,600.00	-100.0%
4850 · Merchandise Sales	27.93	14.91%
4900 · Promotions & comps	-1,761.45	-69.57%
Total Income	-310,435.33	-40.77%
Gross Profit	-310,435.33	-40.77%
Expense		
6000 · Payroll Expenses General	59,375.68	13.94%
6100 · Professional Fees General	56,012.36	244.18%
6200 · Fundraising Expenses	-5,959.69	-67.62%
6250 · Music & Cultural Expenses	4,201.00	40.15%
6300 · Social Events & Program Expense	-3,275.98	-69.14%
6400 · Education Programs Expenses	1,432.35	63.78%
6500 · Rental Expenses	1,441.88	104.75%
6600 · Bar Expenses	-16,750.00	-49.03%
6650 · Food & catering Expenses	49,942.55	2,706.72%
6700 · Occupancy Expenses General	-136,972.17	-63.38%
6750 · Office Expenses General	-275.76	-0.92%
6800 · Taxes, Licenses, Fees General	-30,904.47	-29.7%
6900 · Other Operating Expense General	8,441.45	9.23%
Total Expense	-13,290.80	-1.4%
Net Ordinary Income	-297,144.53	-156.27%
Other Income/Expense		
Other Income		
7000 · Other Income	-116,515.00	-100.0%
7010 · Dividend Income	957.44	12.69%
7015 · Interest Income	11.46	51.23%
7020 · Miscellaneous Income	-918.92	-100.0%
7025 · Realized Gain/Loss on Investmen	204.24	12.04%
7350 · Unrealized Gains/Losses	-269,910.11	-457.83%
8090 · Restricted Donations	-1,271.19	-100.0%
8095 · Release from Restrict (contra)	126.24	100.0%
Total Other Income	-387,315.84	-207.21%
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
January through September 2022

Statement of Activities 2022 through Collapsed	$ Change	% Change
9950 · Credit Card Clearing see GL1025	4.00	100.0%
9999 · Suspense Items Clearing	-50,152.63	-113.5%
Total Other Expense	-50,148.63	-113.5%
Net Other Income	-337,167.21	-236.21%
Net Income	**-634,311.74**	**-1,337.85%**

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
January through September 2022
Activities v Budget 2022 Jan - Sep

	Jan - Sep 22	Budget	$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	56,107	75,100	(18,993)
4100 · Dues Summary	94,141	95,256	(1,115)
4200 · Fundraising Events	30,988	22,500	8,488
4300 · Social Event Income	7,376	11,700	(4,324)
4400 · Education Programs Income	45,793	49,500	(3,707)
4500 · Rental Income General	119,379	115,540	3,839
4600 · Bar Income	36,774	99,900	(63,126)
4610 · Tips	(1)		
4700 · Food & Kitchen	64,455		
4800 · Advertising Income	0	1,500	(1,500)
4850 · Merchandise Sales	215		
4900 · Promotions & comps	(4,293)		
Total Income	450,934	470,996	(20,062)
Gross Profit	450,934	470,996	(20,062)
Expense			
6000 · Payroll Expenses General	485,334	373,500	111,834
6100 · Professional Fees General	78,951	9,000	69,951
6200 · Fundraising Expenses	2,854		
6250 · Music & Cultural Expenses	14,663		
6300 · Social Events & Program Expense	1,462		
6400 · Education Programs Expenses	3,678		
6500 · Rental Expenses	65		
6600 · Bar Expenses	17,416		
6650 · Food & catering Expenses	51,788		
6700 · Occupancy Expenses General	79,126	132,570	(53,444)
6750 · Office Expenses General	29,794	23,913	5,881
6800 · Taxes, Licenses, Fees General	73,155	78,336	(5,181)
6900 · Other Operating Expense General	99,942	103,938	(3,996)
Total Expense	938,228	721,257	216,971
Net Ordinary Income	(487,294)	(250,261)	(237,033)
Other Income/Expense			
Other Income			
7010 · Dividend Income	8,504	4,500	4,004
7015 · Interest Income	34	27	7
7020 · Miscellaneous Income	0	0	0
7025 · Realized Gain/Loss on Investmen	1,900	4,950	(3,050)
7350 · Unrealized Gains/Losses	(210,956)	69,300	(280,256)
8095 · Release from Restrict (contra)	126		
Total Other Income	(200,392)	78,777	(279,169)
Other Expense			
9999 · Suspense Items Clearing	(5,964)	300	(6,264)
Total Other Expense	(5,964)	300	(6,264)

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
January through September 2022
Activities v Budget 2022 Jan - Sep

	Jan - Sep 22	Budget	$ Over Budget
Net Other Income	(194,428)	78,477	(272,905)
Net Income	**(681,722)**	**(171,784)**	**(509,938)**

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
January through September 2022

Activities v Budget 2022 Jan - Se

	% of Budget	Annual Budget
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	75%	250,000
4100 · Dues Summary	99%	127,008
4200 · Fundraising Events	138%	30,000
4300 · Social Event Income	63%	16,000
4400 · Education Programs Income	93%	66,000
4500 · Rental Income General	103%	158,540
4600 · Bar Income	37%	133,200
4610 · Tips		
4700 · Food & Kitchen		
4800 · Advertising Income	0%	1,500
4850 · Merchandise Sales		
4900 · Promotions & comps		
Total Income	96%	782,248
Gross Profit	96%	782,248
Expense		
6000 · Payroll Expenses General	130%	498,000
6100 · Professional Fees General	877%	12,000
6200 · Fundraising Expenses		
6250 · Music & Cultural Expenses		
6300 · Social Events & Program Expense		
6400 · Education Programs Expenses		
6500 · Rental Expenses		
6600 · Bar Expenses		
6650 · Food & catering Expenses		
6700 · Occupancy Expenses General	60%	176,760
6750 · Office Expenses General	125%	31,884
6800 · Taxes, Licenses, Fees General	93%	104,448
6900 · Other Operating Expense General	96%	138,564
Total Expense	130%	961,656
Net Ordinary Income	195%	(179,408)
Other Income/Expense		
Other Income		
7010 · Dividend Income	189%	6,000
7015 · Interest Income	126%	36
7020 · Miscellaneous Income	0%	0
7025 · Realized Gain/Loss on Investmen	38%	6,600
7350 · Unrealized Gains/Losses	(304%)	92,400
8095 · Release from Restrict (contra)		
Total Other Income	(254%)	105,036
Other Expense		
9999 · Suspense Items Clearing	(1,988%)	300
Total Other Expense	(1,988%)	300

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
January through September 2022
Activities v Budget 2022 Jan - Se

	% of Budget	Annual Budget
Net Other Income	(248%)	104,736
Net Income	397%	(74,672)

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
January through September 2022
Activities v Budget 2022 Jan - Se

		NOTES
Ordinary Income/Expense		
Income		
4000 · Contributions Summary		Foundation budgeted donation, $150,000 in Dec
4100 · Dues Summary		
4200 · Fundraising Events		
4300 · Social Event Income		
4400 · Education Programs Income		
4500 · Rental Income General		
4600 · Bar Income		
4610 · Tips		
4700 · Food & Kitchen		2022 new account as of 3/2021 to separate food & dinner income (p
4800 · Advertising Income		
4850 · Merchandise Sales		
4900 · Promotions & comps		
Total Income		
Gross Profit		
Expense		
6000 · Payroll Expenses General		
6100 · Professional Fees General		
6200 · Fundraising Expenses		
6250 · Music & Cultural Expenses		
6300 · Social Events & Program Expense		
6400 · Education Programs Expenses		
6500 · Rental Expenses		
6600 · Bar Expenses		
6650 · Food & catering Expenses		
6700 · Occupancy Expenses General		Repair maintainance & utilities
6750 · Office Expenses General		Office equipment, supplies, computer & internet
6800 · Taxes, Licenses, Fees General		Property tax amortized over year (higher than prior year)
6900 · Other Operating Expense General		Ad, promotion, bank/merchant fees, insurance & newletters
Total Expense		
Net Ordinary Income		
Other Income/Expense		
Other Income		
7010 · Dividend Income		
7015 · Interest Income		
7020 · Miscellaneous Income		
7025 · Realized Gain/Loss on Investmen		
7350 · Unrealized Gains/Losses		Market fluctuation in Vanguard (didn't budget for the market fall)
8095 · Release from Restrict (contra)		
Total Other Income		
Other Expense		
9999 · Suspense Items Clearing		Brown Paper Tickets(from 2019) refund $5870 in Feb 2022
Total Other Expense		

NOTES

Net Other Income

Net Income

Activities v Budget 2022 Jan - Se

- **Ordinary Income/Expense**
  - **Income**
    - **4000 · Contributions Summary**
    - **4100 · Dues Summary**
    - **4200 · Fundraising Events**
    - **4300 · Social Event Income**
    - **4400 · Education Programs Income**
    - **4500 · Rental Income General**
    - **4600 · Bar Income**
    - **4610 · Tips**
    - **4700 · Food & Kitchen**)f 'Bar')
    - **4800 · Advertising Income**
    - **4850 · Merchandise Sales**
    - **4900 · Promotions & comps**
  - **Total Income**
  - **Gross Profit**
  - **Expense**
    - **6000 · Payroll Expenses General**
    - **6100 · Professional Fees General**
    - **6200 · Fundraising Expenses**
    - **6250 · Music & Cultural Expenses**
    - **6300 · Social Events & Program Expense**
    - **6400 · Education Programs Expenses**
    - **6500 · Rental Expenses**
    - **6600 · Bar Expenses**
    - **6650 · Food & catering Expenses**
    - **6700 · Occupancy Expenses General**
    - **6750 · Office Expenses General**
    - **6800 · Taxes, Licenses, Fees General**
    - **6900 · Other Operating Expense General**
  - **Total Expense**
- **Net Ordinary Income**
- **Other Income/Expense**
  - **Other Income**
    - **7010 · Dividend Income**
    - **7015 · Interest Income**
    - **7020 · Miscellaneous Income**
    - **7025 · Realized Gain/Loss on Investmen**
    - **7350 · Unrealized Gains/Losses**
    - **8095 · Release from Restrict (contra)**
  - **Total Other Income**
  - **Other Expense**
    - **9999 · Suspense Items Clearing**
  - **Total Other Expense**

Net Other Income

Net Income

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Administrative and General	Bar Event,Rentals & Special (Bar Summary)	Bar expenses (Bar Summary)
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	6.53	0.00	0.00
4100 · Dues Summary	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	125.00	0.00
4600 · Bar Income	0.00	9,192.40	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	6.61	0.00	0.00
Total Income	13.14	9,317.40	0.00
Gross Profit	13.14	9,317.40	0.00
Expense			
6000 · Payroll Expenses General	187,513.20	0.00	59.00
6100 · Professional Fees General	78,568.11	0.00	0.00
6200 · Fundraising Expenses	342.13	0.00	0.00
6250 · Music & Cultural Expenses	928.14	0.00	0.00
6300 · Social Events & Program Expense	31.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	0.00	0.00	16,800.21
6650 · Food & catering Expenses	94.67	0.00	0.00
6700 · Occupancy Expenses General	63,766.50	0.00	4,751.23
6750 · Office Expenses General	29,164.28	0.00	0.00
6800 · Taxes, Licenses, Fees General	51,320.43	0.00	3,395.35
6900 · Other Operating Expense General	91,884.50	48.59	0.00
Total Expense	503,612.96	48.59	25,005.79
Net Ordinary Income	-503,599.82	9,268.81	-25,005.79
Other Income/Expense			
Other Income			
7010 · Dividend Income	8,503.87	0.00	0.00
7015 · Interest Income	33.83	0.00	0.00
7025 · Realized Gain/Loss on Investmen	1,899.99	0.00	0.00
7350 · Unrealized Gains/Losses	-210,956.19	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	-200,518.50	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Administrative and General	Bar Event,Rentals & Special (Bar Summary)	Bar expenses (Bar Summary)
9999 · Suspense Items Clearing	-93.77	0.00	0.00
Total Other Expense	-93.77	0.00	0.00
Net Other Income	-200,424.73	0.00	0.00
Net Income	**-704,024.55**	**9,268.81**	**-25,005.79**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Beer Club	Friday Bar	PR /Bar
2022 through Sept	**(Bar Summary)**	**(Bar Summary)**	**(Bar Summary)**
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	0.00	0.00
4100 · Dues Summary	0.00	65.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	1,052.38	17,044.54	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	0.00	-1,230.00	0.00
Total Income	1,052.38	15,879.54	0.00
Gross Profit	1,052.38	15,879.54	0.00
Expense			
6000 · Payroll Expenses General	0.00	0.00	26,074.28
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	13.38	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	27.21	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	12.59	387.80	0.00
6650 · Food & catering Expenses	0.00	0.00	0.00
6700 · Occupancy Expenses General	0.00	0.00	0.00
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00	0.00
6900 · Other Operating Expense General	0.00	-72.73	0.00
Total Expense	25.97	342.28	26,074.28
Net Ordinary Income	1,026.41	15,537.26	-26,074.28
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Beer Club	Friday Bar	PR /Bar
2022 through Sept	**(Bar Summary)**	**(Bar Summary)**	**(Bar Summary)**
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**1,026.41**	**15,537.26**	**-26,074.28**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Bar Summary	Language Classes (Education (no B&O) Summary)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	65.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	41,722.00
4500 · Rental Income General	125.00	0.00
4600 · Bar Income	27,289.32	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	-1,230.00	0.00
Total Income	26,249.32	41,722.00
Gross Profit	26,249.32	41,722.00
Expense		
6000 · Payroll Expenses General	26,133.28	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	13.38	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6300 · Social Events & Program Expense	27.21	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	17,200.60	0.00
6650 · Food & catering Expenses	0.00	0.00
6700 · Occupancy Expenses General	4,751.23	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	3,395.35	968.84
6900 · Other Operating Expense General	-24.14	0.00
Total Expense	51,496.91	968.84
Net Ordinary Income	-25,247.59	40,753.16
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Bar Summary	Language Classes (Education (no B&O) Summary)
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**-25,247.59**	**40,753.16**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	PR/Education	Weaving
2022 through Sept	(Education (no B&O) Summary)	(Education (no B&O) Summary)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	0.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	3,951.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	0.00	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	0.00	0.00
Total Income	0.00	3,951.00
Gross Profit	0.00	3,951.00
Expense		
6000 · Payroll Expenses General	28,164.16	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00
6400 · Education Programs Expenses	0.00	3,678.30
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	0.00
6650 · Food & catering Expenses	0.00	0.00
6700 · Occupancy Expenses General	0.00	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00
6900 · Other Operating Expense General	0.00	0.00
Total Expense	28,164.16	3,678.30
Net Ordinary Income	-28,164.16	272.70
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	PR/Education	Weaving
2022 through Sept	(Education (no B&O) Summary)	(Education (no B&O) Summary)
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**-28,164.16**	**272.70**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Education (no B&O) Summary	Food Event,Rent & Special (Food & Kitchen Summary)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	0.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	45,673.00	0.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	0.00	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	1,779.06
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	0.00	0.00
Total Income	45,673.00	1,779.06
Gross Profit	45,673.00	1,779.06
Expense		
6000 · Payroll Expenses General	28,164.16	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00
6400 · Education Programs Expenses	3,678.30	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	0.00
6650 · Food & catering Expenses	0.00	787.51
6700 · Occupancy Expenses General	0.00	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	968.84	5,217.22
6900 · Other Operating Expense General	0.00	0.00
Total Expense	32,811.30	6,004.73
Net Ordinary Income	12,861.70	-4,225.67
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Education (no B&O) Summary	Food Event,Rent & Special (Food & Kitchen Summary)
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**12,861.70**	**-4,225.67**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Fri Dinners	Kitchen & food exp	Kitchen supplies
2022 through Sept	(Food & Kitchen Summary)	(Food & Kitchen Summary)	(Food & Kitchen Summary)
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	46.00	0.00	0.00
4100 · Dues Summary	245.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	0.00	0.00	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	24,326.39	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	-546.00	0.00	0.00
Total Income	24,071.39	0.00	0.00
Gross Profit	24,071.39	0.00	0.00
Expense			
6000 · Payroll Expenses General	0.00	0.00	0.00
6100 · Professional Fees General	0.00	208.00	0.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6250 · Music & Cultural Expenses	5,699.98	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	0.00	0.00	0.00
6650 · Food & catering Expenses	18,696.26	183.83	393.51
6700 · Occupancy Expenses General	0.00	5,180.09	1,275.68
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	77.96	0.00
6900 · Other Operating Expense General	14.65	0.00	0.00
Total Expense	24,410.89	5,649.88	1,669.19
Net Ordinary Income	-339.50	-5,649.88	-1,669.19
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	126.24
Total Other Income	0.00	0.00	126.24
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Fri Dinners	Kitchen & food exp	Kitchen supplies
2022 through Sept	(Food & Kitchen Summary)	(Food & Kitchen Summary)	(Food & Kitchen Summary)
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	126.24
Net Income	**-339.50**	**-5,649.88**	**-1,542.95**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Pancake Breakfast (Food & Kitchen Summary)	PR/Food (Food & Kitchen Summary)	Total Food & Kitchen Summary
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	400.00	0.00	446.00
4100 · Dues Summary	0.00	0.00	245.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	2,912.47	0.00	2,912.47
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	23,429.23	0.00	49,534.68
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	-981.00	0.00	-1,527.00
Total Income	25,760.70	0.00	51,611.15
Gross Profit	25,760.70	0.00	51,611.15
Expense			
6000 · Payroll Expenses General	0.00	39,152.99	39,152.99
6100 · Professional Fees General	0.00	0.00	208.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6250 · Music & Cultural Expenses	4,385.00	0.00	10,084.98
6300 · Social Events & Program Expense	253.84	0.00	253.84
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	0.00	0.00	0.00
6650 · Food & catering Expenses	15,006.09	0.00	35,067.20
6700 · Occupancy Expenses General	0.00	0.00	6,455.77
6750 · Office Expenses General	36.09	0.00	36.09
6800 · Taxes, Licenses, Fees General	0.00	0.00	5,295.18
6900 · Other Operating Expense General	2,698.78	0.00	2,713.43
Total Expense	22,379.80	39,152.99	99,267.48
Net Ordinary Income	3,380.90	-39,152.99	-47,656.33
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	126.24
Total Other Income	0.00	0.00	126.24
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Pancake Breakfast	PR/Food	
2022 through Sept	(Food & Kitchen Summary)	(Food & Kitchen Summary)	Total Food & Kitchen Summary
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	126.24
Net Income	**3,380.90**	**-39,152.99**	**-47,530.09**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	ABBA	Bazaar/Loppis/Flea Mkts	Bingo
2022 through Sept	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	0.00	0.00
4100 · Dues Summary	0.00	0.00	0.00
4200 · Fundraising Events	14,065.00	7,632.00	350.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	2,094.74	0.00	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	2,160.00	686.00	0.00
4850 · Merchandise Sales	120.00	0.00	0.00
4900 · Promotions & comps	-5.00	0.00	0.00
Total Income	18,434.74	8,318.00	350.00
Gross Profit	18,434.74	8,318.00	350.00
Expense			
6000 · Payroll Expenses General	11.05	0.00	0.00
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	814.04	452.02	270.00
6250 · Music & Cultural Expenses	2,300.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	143.00	0.00	0.00
6650 · Food & catering Expenses	824.21	1,038.53	0.00
6700 · Occupancy Expenses General	0.00	0.00	0.00
6750 · Office Expenses General	0.00	20.94	0.00
6800 · Taxes, Licenses, Fees General	167.87	0.00	65.00
6900 · Other Operating Expense General	1,032.82	270.00	0.00
Total Expense	5,292.99	1,781.49	335.00
Net Ordinary Income	13,141.75	6,536.51	15.00
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	ABBA	Bazaar/Loppis/Flea Mkts	Bingo
2022 through Sept	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))
9999 · Suspense Items Clearing	-5,870.00	0.00	0.00
Total Other Expense	-5,870.00	0.00	0.00
Net Other Income	5,870.00	0.00	0.00
Net Income	**19,011.75**	**6,536.51**	**15.00**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Donations at events	Film	Kafferep
2022 through Sept	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	503.49	15.00	0.00
4100 · Dues Summary	0.00	0.00	0.00
4200 · Fundraising Events	0.00	658.25	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	0.00	0.00	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	0.00	0.00	0.00
Total Income	503.49	673.25	0.00
Gross Profit	503.49	673.25	0.00
Expense			
6000 · Payroll Expenses General	0.00	0.00	0.00
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	31.40	0.00
6250 · Music & Cultural Expenses	0.00	100.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	0.00	0.00	0.00
6650 · Food & catering Expenses	0.00	0.00	19.46
6700 · Occupancy Expenses General	0.00	0.00	0.00
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00	0.00
6900 · Other Operating Expense General	0.00	0.00	0.00
Total Expense	0.00	131.40	19.46
Net Ordinary Income	503.49	541.85	-19.46
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Donations at events	Film	Kafferep
2022 through Sept	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**503.49**	**541.85**	**-19.46**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Member/Donor/ Volunteers	NY, 4th, Viking,Special Events	Raffle
2022 through Sept	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	40.00	0.00
4100 · Dues Summary	0.00	0.00	0.00
4200 · Fundraising Events	0.00	7,100.00	152.50
4300 · Social Event Income	0.00	-70.00	10.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	40.00	0.00
4600 · Bar Income	374.61	1,283.45	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	-329.08	2,140.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	-340.01	-56.00	0.00
Total Income	-294.48	10,477.45	162.50
Gross Profit	-294.48	10,477.45	162.50
Expense			
6000 · Payroll Expenses General	0.00	0.00	0.00
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	634.65	192.68	0.00
6250 · Music & Cultural Expenses	0.00	300.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	0.00	0.00	0.00
6650 · Food & catering Expenses	60.79	4,931.56	0.00
6700 · Occupancy Expenses General	0.00	0.00	0.00
6750 · Office Expenses General	573.03	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00	0.00
6900 · Other Operating Expense General	2,104.34	277.23	0.00
Total Expense	3,372.81	5,701.47	0.00
Net Ordinary Income	-3,667.29	4,775.98	162.50
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Member/Donor/ Volunteers	NY, 4th, Viking,Special Events	Raffle
2022 through Sept	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**-3,667.29**	**4,775.98**	**162.50**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Wine Club (glass/1 yr discount)	Fundraising & Dues (no B&O) - Other
2022 through Sept	(Fundraising & Dues (no B&O))	(Fundraising & Dues (no B&O))
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	54,295.18
4100 · Dues Summary	0.00	93,830.79
4200 · Fundraising Events	300.00	690.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	0.00	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	0.00	-6.00
Total Income	300.00	148,809.97
Gross Profit	300.00	148,809.97
Expense		
6000 · Payroll Expenses General	0.00	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	78.90	0.00
6250 · Music & Cultural Expenses	0.00	5.00
6300 · Social Events & Program Expense	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	12.60	0.00
6650 · Food & catering Expenses	0.00	0.00
6700 · Occupancy Expenses General	0.00	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00
6900 · Other Operating Expense General	0.00	75.48
Total Expense	91.50	80.48
Net Ordinary Income	208.50	148,729.49
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Wine Club (glass/1 yr discount)	Fundraising & Dues (no B&O) - Other
2022 through Sept	**(Fundraising & Dues (no B&O))**	**(Fundraising & Dues (no B&O))**
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**208.50**	**148,729.49**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Fundraising & Dues (no B&O)	Merchandise (most B&O taxed)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	54,853.67	0.00
4100 · Dues Summary	93,830.79	0.00
4200 · Fundraising Events	30,947.75	0.00
4300 · Social Event Income	-60.00	0.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General	40.00	0.00
4600 · Bar Income	3,752.80	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	4,656.92	0.00
4850 · Merchandise Sales	120.00	36.28
4900 · Promotions & comps	-407.01	0.00
Total Income	187,734.92	36.28
Gross Profit	187,734.92	36.28
Expense		
6000 · Payroll Expenses General	11.05	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	2,473.69	0.00
6250 · Music & Cultural Expenses	2,705.00	0.00
6300 · Social Events & Program Expense	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	155.60	0.00
6650 · Food & catering Expenses	6,874.55	0.00
6700 · Occupancy Expenses General	0.00	0.00
6750 · Office Expenses General	593.97	0.00
6800 · Taxes, Licenses, Fees General	232.87	0.00
6900 · Other Operating Expense General	3,759.87	0.00
Total Expense	16,806.60	0.00
Net Ordinary Income	170,928.32	36.28
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Fundraising & Dues (no B&O)	Merchandise (most B&O taxed)
9999 · Suspense Items Clearing	-5,870.00	0.00
Total Other Expense	-5,870.00	0.00
Net Other Income	5,870.00	0.00
Net Income	**176,798.32**	**36.28**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Equipment & Bartender Rental	Hall and Room Rental	Main't,Cleaning, Misc
2022 through Sept	(Rentals (most B&O taxed))	(Rentals (most B&O taxed))	(Rentals (most B&O taxed))
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	230.75	0.00
4100 · Dues Summary	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	9,674.00	105,986.52	3,313.00
4600 · Bar Income	0.00	56.24	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	0.00	0.00	0.00
Total Income	9,674.00	106,273.51	3,313.00
Gross Profit	9,674.00	106,273.51	3,313.00
Expense			
6000 · Payroll Expenses General	0.00	0.00	762.30
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	49.08	0.00	16.34
6600 · Bar Expenses	0.00	0.00	0.00
6650 · Food & catering Expenses	0.00	0.00	0.00
6700 · Occupancy Expenses General	55.63	0.00	4,096.71
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	10,481.55	0.00
6900 · Other Operating Expense General	0.00	31.52	0.00
Total Expense	104.71	10,513.07	4,875.35
Net Ordinary Income	9,569.29	95,760.44	-1,562.35
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Equipment & Bartender Rental	Hall and Room Rental	Main't,Cleaning, Misc
2022 through Sept	(Rentals (most B&O taxed))	(Rentals (most B&O taxed))	(Rentals (most B&O taxed))
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**9,569.29**	**95,760.44**	**-1,562.35**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Parking	PR/Rentals	
2022 through Sept	(Rentals (most B&O taxed))	(Rentals (most B&O taxed))	Total Rentals (most B&O taxed)
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	0.00	230.75
4100 · Dues Summary	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	240.00	0.00	119,213.52
4600 · Bar Income	0.00	0.00	56.24
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	0.00	0.00	0.00
Total Income	240.00	0.00	119,500.51
Gross Profit	240.00	0.00	119,500.51
Expense			
6000 · Payroll Expenses General	0.00	203,597.27	204,359.57
6100 · Professional Fees General	0.00	175.00	175.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	65.42
6600 · Bar Expenses	0.00	0.00	0.00
6650 · Food & catering Expenses	0.00	0.00	0.00
6700 · Occupancy Expenses General	0.00	0.00	4,152.34
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00	10,481.55
6900 · Other Operating Expense General	0.00	0.00	31.52
Total Expense	0.00	203,772.27	219,265.40
Net Ordinary Income	240.00	-203,772.27	-99,764.89
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Parking	PR/Rentals	
2022 through Sept	(Rentals (most B&O taxed))	(Rentals (most B&O taxed))	Total Rentals (most B&O taxed)
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**240.00**	**-203,772.27**	**-99,764.89**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Julbord/Lutfisk/Car /Midsommer	Kvinnor Kan & Spec Events
2022 through Sept	(Social Events (B&O taxed))	(Social Events (B&O taxed))
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	500.00	0.00
4100 · Dues Summary	0.00	0.00
4200 · Fundraising Events	40.00	0.00
4300 · Social Event Income	7,019.40	0.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	563.26	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	2,691.17	0.00
4850 · Merchandise Sales	58.96	0.00
4900 · Promotions & comps	-370.00	0.00
Total Income	10,502.79	0.00
Gross Profit	10,502.79	0.00
Expense		
6000 · Payroll Expenses General	0.00	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	150.00	0.00
6300 · Social Events & Program Expense	278.45	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	12.98	0.00
6650 · Food & catering Expenses	5,220.21	0.00
6700 · Occupancy Expenses General	0.00	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	282.68	736.58
6900 · Other Operating Expense General	1,190.84	0.00
Total Expense	7,135.16	736.58
Net Ordinary Income	3,367.63	-736.58
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Julbord/Lutfisk/Car /Midsommer	Kvinnor Kan & Spec Events
2022 through Sept	(Social Events (B&O taxed))	(Social Events (B&O taxed))
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**3,367.63**	**-736.58**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Member Events-Dinners & Bar	New Year's Eve Event	Wed Lilla Fretag
2022 through Sept	(Social Events (B&O taxed))	(Social Events (B&O taxed))	(Social Events (B&O taxed))
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	70.00	0.00
4100 · Dues Summary	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	44.00	372.50	0.00
4400 · Education Programs Income	120.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	1,450.33	399.10	350.08
4610 · Tips	0.00	-0.71	0.00
4700 · Food & Kitchen	7,056.58	86.88	429.04
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	-667.00	-99.00	0.00
Total Income	8,003.91	828.77	779.12
Gross Profit	8,003.91	828.77	779.12
Expense			
6000 · Payroll Expenses General	0.00	0.00	0.00
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	25.00	0.00	0.00
6250 · Music & Cultural Expenses	200.00	600.00	0.00
6300 · Social Events & Program Expense	31.73	840.20	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	46.53	0.00	0.00
6650 · Food & catering Expenses	4,280.29	0.00	250.76
6700 · Occupancy Expenses General	0.00	0.00	0.00
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	200.70	240.58	0.00
6900 · Other Operating Expense General	249.52	107.32	28.79
Total Expense	5,033.77	1,788.10	279.55
Net Ordinary Income	2,970.14	-959.33	499.57
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class	Member Events-Dinners & Bar	New Year's Eve Event	Wed Lilla Fretag
2022 through Sept	(Social Events (B&O taxed))	(Social Events (B&O taxed))	(Social Events (B&O taxed))
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**2,970.14**	**-959.33**	**499.57**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Social Events (B&O taxed)	TOTAL
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	570.00	56,106.95
4100 · Dues Summary	0.00	94,140.79
4200 · Fundraising Events	40.00	30,987.75
4300 · Social Event Income	7,435.90	7,375.90
4400 · Education Programs Income	120.00	45,793.00
4500 · Rental Income General	0.00	119,378.52
4600 · Bar Income	2,762.77	36,773.60
4610 · Tips	-0.71	-0.71
4700 · Food & Kitchen	10,263.67	64,455.27
4850 · Merchandise Sales	58.96	215.24
4900 · Promotions & comps	-1,136.00	-4,293.40
Total Income	20,114.59	450,932.91
Gross Profit	20,114.59	450,932.91
Expense		
6000 · Payroll Expenses General	0.00	485,334.25
6100 · Professional Fees General	0.00	78,951.11
6200 · Fundraising Expenses	25.00	2,854.20
6250 · Music & Cultural Expenses	950.00	14,668.12
6300 · Social Events & Program Expense	1,150.38	1,462.43
6400 · Education Programs Expenses	0.00	3,678.30
6500 · Rental Expenses	0.00	65.42
6600 · Bar Expenses	59.51	17,415.71
6650 · Food & catering Expenses	9,751.26	51,787.68
6700 · Occupancy Expenses General	0.00	79,125.84
6750 · Office Expenses General	0.00	29,794.34
6800 · Taxes, Licenses, Fees General	1,460.54	73,154.76
6900 · Other Operating Expense General	1,576.47	99,941.65
Total Expense	14,973.16	938,233.81
Net Ordinary Income	5,141.43	-487,300.90
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	8,503.87
7015 · Interest Income	0.00	33.83
7025 · Realized Gain/Loss on Investmen	0.00	1,899.99
7350 · Unrealized Gains/Losses	0.00	-210,956.19
8095 · Release from Restrict (contra)	0.00	126.24
Total Other Income	0.00	-200,392.26
Other Expense		

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through September 2022

Activities by Class 2022 through Sept	Total Social Events (B&O taxed)	TOTAL
9999 · Suspense Items Clearing	0.00	-5,963.77
Total Other Expense	0.00	-5,963.77
Net Other Income	0.00	-194,428.49
Net Income	**5,141.43**	**-681,729.39**

Email conversation start. Email count: 1. Started: Mar 23, 2023 9:48:00 AM

Subject: Fwd: Swedish Club Finance Committee August 2022 Reports for the September meeting
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, March 23, 2023 9:48:34 AM GMT-07:00
Date Received: Thursday, March 23, 2023 9:48:47 AM GMT-07:00
Attachments: 2022-08 Fin Comm Report 20220922.xlsx

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed

	Administrative and General
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	6.53
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	6.61
Total Income	13.14
Gross Profit	13.14
Expense	
6000 · Payroll Expenses General	158,912.63
6100 · Professional Fees General	59,027.95
6200 · Fundraising Expenses	342.13
6250 · Music & Cultural Expenses	283.00
6300 · Social Events & Program Expense	31.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	94.67
6700 · Occupancy Expenses General	51,572.91
6750 · Office Expenses General	26,416.50
6800 · Taxes, Licenses, Fees General	49,377.12
6900 · Other Operating Expense General	82,603.78
Total Expense	428,661.69
Net Ordinary Income	-428,648.55
Other Income/Expense	
Other Income	
7010 · Dividend Income	6,604.23
7015 · Interest Income	31.90
7025 · Realized Gain/Loss on Investmen	1,899.99
7350 · Unrealized Gains/Losses	-149,138.85
8095 · Release from Restrict (contra)	0.00
Total Other Income	-140,602.73
Other Expense	
9999 · Suspense Items Clearing	-93.77
Total Other Expense	-93.77
Net Other Income	-140,508.96
Net Income	**-569,157.51**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Bar Event,Rentals & Special (Bar Summary)	Bar expenses (Bar Summary)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	0.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General	25.00	0.00
4600 · Bar Income	9,043.65	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	0.00	0.00
Total Income	9,068.65	0.00
Gross Profit	9,068.65	0.00
Expense		
6000 · Payroll Expenses General	0.00	59.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	15,957.21
6650 · Food & catering Expenses	0.00	0.00
6700 · Occupancy Expenses General	0.00	4,751.23
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	2,401.45
6900 · Other Operating Expense General	48.59	0.00
Total Expense	48.59	23,168.89
Net Ordinary Income	9,020.06	-23,168.89
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**9,020.06**	**-23,168.89**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Beer Club (Bar Summary)	Friday Bar (Bar Summary)	PR /Bar (Bar Summary)
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	0.00	0.00
4100 · Dues Summary	0.00	40.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	752.38	14,353.39	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	0.00	-952.00	0.00
Total Income	752.38	13,441.39	0.00
Gross Profit	752.38	13,441.39	0.00
Expense			
6000 · Payroll Expenses General	0.00	0.00	21,171.44
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	13.38	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	27.21	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	12.59	387.80	0.00
6650 · Food & catering Expenses	0.00	0.00	0.00
6700 · Occupancy Expenses General	0.00	0.00	0.00
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00	0.00
6900 · Other Operating Expense General	0.00	-70.72	0.00
Total Expense	25.97	344.29	21,171.44
Net Ordinary Income	726.41	13,097.10	-21,171.44
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**726.41**	**13,097.10**	**-21,171.44**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Total Bar Summary	Language Classes (Education (no B&O) Summary)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	40.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	33,830.00
4500 · Rental Income General	25.00	0.00
4600 · Bar Income	24,149.42	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	-952.00	0.00
Total Income	23,262.42	33,830.00
Gross Profit	23,262.42	33,830.00
Expense		
6000 · Payroll Expenses General	21,230.44	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	13.38	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6300 · Social Events & Program Expense	27.21	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	16,357.60	0.00
6650 · Food & catering Expenses	0.00	0.00
6700 · Occupancy Expenses General	4,751.23	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	2,401.45	667.81
6900 · Other Operating Expense General	-22.13	0.00
Total Expense	44,759.18	667.81
Net Ordinary Income	-21,496.76	33,162.19
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**-21,496.76**	**33,162.19**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	PR/Education (Education (no B&O) Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	27,539.49
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	27,539.49
Net Ordinary Income	-27,539.49
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-27,539.49**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Weaving (Education (no B&O) Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	3,291.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	3,291.00
Gross Profit	3,291.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	2,935.80
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	2,935.80
Net Ordinary Income	355.20
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**355.20**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed

	Total Education (no B&O) Summary
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	37,121.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	37,121.00
Gross Profit	37,121.00
Expense	
6000 · Payroll Expenses General	27,539.49
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	2,935.80
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	667.81
6900 · Other Operating Expense General	0.00
Total Expense	31,143.10
Net Ordinary Income	5,977.90
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**5,977.90**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Food Event,Rent & Special (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	1,779.06
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	1,779.06
Gross Profit	1,779.06
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	787.51
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	4,233.25
6900 · Other Operating Expense General	0.00
Total Expense	5,020.76
Net Ordinary Income	-3,241.70
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-3,241.70**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Fri Dinners (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	46.00
4100 · Dues Summary	165.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	21,015.51
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-424.00
Total Income	20,802.51
Gross Profit	20,802.51
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	4,799.98
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	14,949.72
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	18.21
Total Expense	19,767.91
Net Ordinary Income	1,034.60
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**1,034.60**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Kitchen & food exp (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	208.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	183.83
6700 · Occupancy Expenses General	4,872.34
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	77.96
6900 · Other Operating Expense General	0.00
Total Expense	5,342.13
Net Ordinary Income	-5,342.13
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-5,342.13**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Kitchen supplies (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	393.51
6700 · Occupancy Expenses General	1,275.68
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	1,669.19
Net Ordinary Income	-1,669.19
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	126.24
Total Other Income	126.24
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	126.24
Net Income	**-1,542.95**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Pancake Breakfast (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	247.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,912.47
4610 · Tips	0.00
4700 · Food & Kitchen	19,306.45
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-708.00
Total Income	21,757.92
Gross Profit	21,757.92
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	3,760.00
6300 · Social Events & Program Expense	253.84
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	11,987.70
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	36.09
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	2,667.24
Total Expense	18,704.87
Net Ordinary Income	3,053.05
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**3,053.05**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	PR/Food (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	34,845.24
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	34,845.24
Net Ordinary Income	-34,845.24
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-34,845.24**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed

	Total Food & Kitchen Summary
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	293.00
4100 · Dues Summary	165.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,912.47
4610 · Tips	0.00
4700 · Food & Kitchen	42,101.02
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-1,132.00
Total Income	44,339.49
Gross Profit	44,339.49
Expense	
6000 · Payroll Expenses General	34,845.24
6100 · Professional Fees General	208.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	8,559.98
6300 · Social Events & Program Expense	253.84
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	28,302.27
6700 · Occupancy Expenses General	6,148.02
6750 · Office Expenses General	36.09
6800 · Taxes, Licenses, Fees General	4,311.21
6900 · Other Operating Expense General	2,685.45
Total Expense	85,350.10
Net Ordinary Income	-41,010.61
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	126.24
Total Other Income	126.24
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	126.24
Net Income	**-40,884.37**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	ABBA (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	14,065.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,094.74
4610 · Tips	0.00
4700 · Food & Kitchen	2,160.00
4850 · Merchandise Sales	120.00
4900 · Promotions & comps	-5.00
Total Income	18,434.74
Gross Profit	18,434.74
Expense	
6000 · Payroll Expenses General	11.05
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	814.04
6250 · Music & Cultural Expenses	2,300.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	143.00
6650 · Food & catering Expenses	824.21
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	167.87
6900 · Other Operating Expense General	1,032.82
Total Expense	5,292.99
Net Ordinary Income	13,141.75
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-5,870.00
Total Other Expense	-5,870.00
Net Other Income	5,870.00
Net Income	**19,011.75**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Bazaar/Loppis/Flea Mkts (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	6,979.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	686.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	7,665.00
Gross Profit	7,665.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	314.21
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	1,038.53
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	270.00
Total Expense	1,622.74
Net Ordinary Income	6,042.26
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**6,042.26**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Bingo (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	65.00
6900 · Other Operating Expense General	0.00
Total Expense	65.00
Net Ordinary Income	-65.00
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-65.00**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Donations at events (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	503.49
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	503.49
Gross Profit	503.49
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	503.49
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**503.49**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Film (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	658.25
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	658.25
Gross Profit	658.25
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	31.40
6250 · Music & Cultural Expenses	100.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	131.40
Net Ordinary Income	526.85
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**526.85**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Kafferep (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	8.98
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	8.98
Net Ordinary Income	-8.98
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-8.98**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Member/Donor/Volunteers (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	374.61
4610 · Tips	0.00
4700 · Food & Kitchen	-329.08
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-340.01
Total Income	-294.48
Gross Profit	-294.48
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	549.59
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	34.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	198.31
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	1,976.29
Total Expense	2,758.19
Net Ordinary Income	-3,052.67
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-3,052.67**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	NY, 4th, Viking,Special Events (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	40.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	7,100.00
4300 · Social Event Income	-70.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	40.00
4600 · Bar Income	1,283.45
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-56.00
Total Income	8,337.45
Gross Profit	8,337.45
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	192.68
6250 · Music & Cultural Expenses	300.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	4,924.87
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	277.23
Total Expense	5,694.78
Net Ordinary Income	2,642.67
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**2,642.67**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Raffle (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	142.50
4300 · Social Event Income	10.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	152.50
Gross Profit	152.50
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	152.50
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**152.50**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Wine Club (glass/1 yr discount) (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	300.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	300.00
Gross Profit	300.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	65.63
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	12.60
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	78.23
Net Ordinary Income	221.77
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**221.77**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Fundraising & Dues (no B&O) - Other (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	53,464.99
4100 · Dues Summary	82,349.92
4200 · Fundraising Events	690.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-4.00
Total Income	136,500.91
Gross Profit	136,500.91
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	5.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	75.48
Total Expense	80.48
Net Ordinary Income	136,420.43
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**136,420.43**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed

	Total Fundraising & Dues (no B&O)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	54,008.48
4100 · Dues Summary	82,349.92
4200 · Fundraising Events	29,934.75
4300 · Social Event Income	-60.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	40.00
4600 · Bar Income	3,752.80
4610 · Tips	0.00
4700 · Food & Kitchen	2,516.92
4850 · Merchandise Sales	120.00
4900 · Promotions & comps	-405.01
Total Income	172,257.86
Gross Profit	172,257.86
Expense	
6000 · Payroll Expenses General	11.05
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	1,967.55
6250 · Music & Cultural Expenses	2,705.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	155.60
6650 · Food & catering Expenses	6,830.59
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	198.31
6800 · Taxes, Licenses, Fees General	232.87
6900 · Other Operating Expense General	3,631.82
Total Expense	15,732.79
Net Ordinary Income	156,525.07
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-5,870.00
Total Other Expense	-5,870.00
Net Other Income	5,870.00
Net Income	**162,395.07**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed

	Merchandise (most B&O taxed)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	36.28
4900 · Promotions & comps	0.00
Total Income	36.28
Gross Profit	36.28
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	36.28
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**36.28**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Equipment & Bartender Rental (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	8,409.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	8,409.00
Gross Profit	8,409.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	49.08
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	55.63
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	104.71
Net Ordinary Income	8,304.29
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**8,304.29**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Hall and Room Rental (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	220.50
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	88,857.53
4600 · Bar Income	56.24
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	89,134.27
Gross Profit	89,134.27
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	8,255.65
6900 · Other Operating Expense General	31.52
Total Expense	8,287.17
Net Ordinary Income	80,847.10
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**80,847.10**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Main't,Cleaning, Misc (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	2,618.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	2,618.00
Gross Profit	2,618.00
Expense	
6000 · Payroll Expenses General	762.30
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	16.34
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	2,909.43
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	3,688.07
Net Ordinary Income	-1,070.07
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-1,070.07**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Parking (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	240.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	240.00
Gross Profit	240.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	240.00
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**240.00**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	PR/Rentals (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	168,867.46
6100 · Professional Fees General	175.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	169,042.46
Net Ordinary Income	-169,042.46
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-169,042.46**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed

	Total Rentals (most B&O taxed)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	220.50
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	100,124.53
4600 · Bar Income	56.24
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	100,401.27
Gross Profit	100,401.27
Expense	
6000 · Payroll Expenses General	169,629.76
6100 · Professional Fees General	175.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	65.42
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	2,965.06
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	8,255.65
6900 · Other Operating Expense General	31.52
Total Expense	181,122.41
Net Ordinary Income	-80,721.14
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-80,721.14**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Julbord/Lutfisk/Car/Midsommer (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	500.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	40.00
4300 · Social Event Income	7,019.40
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	563.26
4610 · Tips	0.00
4700 · Food & Kitchen	2,691.17
4850 · Merchandise Sales	58.96
4900 · Promotions & comps	-370.00
Total Income	10,502.79
Gross Profit	10,502.79
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	150.00
6300 · Social Events & Program Expense	278.45
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	12.98
6650 · Food & catering Expenses	5,220.21
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	282.68
6900 · Other Operating Expense General	1,190.84
Total Expense	7,135.16
Net Ordinary Income	3,367.63
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**3,367.63**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Kvinnor Kan & Spec Events (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	369.55
6900 · Other Operating Expense General	0.00
Total Expense	369.55
Net Ordinary Income	-369.55
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-369.55**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Member Events-Dinners & Bar (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	44.00
4400 · Education Programs Income	120.00
4500 · Rental Income General	0.00
4600 · Bar Income	1,365.98
4610 · Tips	0.00
4700 · Food & Kitchen	6,427.10
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-600.00
Total Income	7,357.08
Gross Profit	7,357.08
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	200.00
6300 · Social Events & Program Expense	31.73
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	46.53
6650 · Food & catering Expenses	3,976.30
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	200.70
6900 · Other Operating Expense General	232.52
Total Expense	4,687.78
Net Ordinary Income	2,669.30
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**2,669.30**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	New Year's Eve Event (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	70.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	372.50
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	399.10
4610 · Tips	-0.71
4700 · Food & Kitchen	86.88
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-99.00
Total Income	828.77
Gross Profit	828.77
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	600.00
6300 · Social Events & Program Expense	840.20
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	240.58
6900 · Other Operating Expense General	107.32
Total Expense	1,788.10
Net Ordinary Income	-959.33
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-959.33**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed	Wed Lilla Fretag (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	137.86
4610 · Tips	0.00
4700 · Food & Kitchen	244.91
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	382.77
Gross Profit	382.77
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	250.76
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	28.81
Total Expense	279.57
Net Ordinary Income	103.20
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**103.20**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through August 2022

Activities by class 2022 through Aug collapsed

	Total Social Events (B&O taxed)	TOTAL
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	570.00	55,098.51
4100 · Dues Summary	0.00	82,554.92
4200 · Fundraising Events	40.00	29,974.75
4300 · Social Event Income	7,435.90	7,375.90
4400 · Education Programs Income	120.00	37,241.00
4500 · Rental Income General	0.00	100,189.53
4600 · Bar Income	2,466.20	33,337.13
4610 · Tips	-0.71	-0.71
4700 · Food & Kitchen	9,450.06	54,068.00
4850 · Merchandise Sales	58.96	215.24
4900 · Promotions & comps	-1,069.00	-3,551.40
Total Income	19,071.41	396,502.87
Gross Profit	19,071.41	396,502.87
Expense		
6000 · Payroll Expenses General	0.00	412,168.61
6100 · Professional Fees General	0.00	59,410.95
6200 · Fundraising Expenses	0.00	2,323.06
6250 · Music & Cultural Expenses	950.00	12,497.98
6300 · Social Events & Program Expense	1,150.38	1,462.43
6400 · Education Programs Expenses	0.00	2,935.80
6500 · Rental Expenses	0.00	65.42
6600 · Bar Expenses	59.51	16,572.71
6650 · Food & catering Expenses	9,447.27	44,674.80
6700 · Occupancy Expenses General	0.00	65,437.22
6750 · Office Expenses General	0.00	26,650.90
6800 · Taxes, Licenses, Fees General	1,093.51	66,339.62
6900 · Other Operating Expense General	1,559.49	90,489.93
Total Expense	14,260.16	801,029.43
Net Ordinary Income	4,811.25	-404,526.56
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	6,604.23
7015 · Interest Income	0.00	31.90
7025 · Realized Gain/Loss on Investmen	0.00	1,899.99
7350 · Unrealized Gains/Losses	0.00	-149,138.85
8095 · Release from Restrict (contra)	0.00	126.24
Total Other Income	0.00	-140,476.49
Other Expense		
9999 · Suspense Items Clearing	0.00	-5,963.77
Total Other Expense	0.00	-5,963.77
Net Other Income	0.00	-134,512.72
Net Income	**4,811.25**	**-539,039.28**

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug

	Aug 22	Budget	$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4000 · Contributions Summary	24	8,300	(8,276)	0%
4100 · Dues Summary	5,446	10,584	(5,138)	51%
4200 · Fundraising Events	48	2,500	(2,452)	2%
4300 · Social Event Income	0	1,300	(1,300)	0%
4400 · Education Programs Income	3,801	5,500	(1,699)	69%
4500 · Rental Income General	11,517	13,000	(1,483)	89%
4600 · Bar Income	3,525	11,100	(7,575)	32%
4610 · Tips	0			
4700 · Food & Kitchen	6,922			
4800 · Advertising Income	0	0	0	0%
4850 · Merchandise Sales	0			
4900 · Promotions & comps	(447)			
Total Income	30,836	52,284	(21,448)	59%
Gross Profit	30,836	52,284	(21,448)	59%
Expense				
6000 · Payroll Expenses General	53,932	41,500	12,432	130%
6100 · Professional Fees General	30,302	1,000	29,302	3,030%
6200 · Fundraising Expenses	0			
6250 · Music & Cultural Expenses	1,105			
6300 · Social Events & Program Expense	0			
6400 · Education Programs Expenses	0			
6500 · Rental Expenses	0			
6600 · Bar Expenses	2,047			
6650 · Food & catering Expenses	4,992			
6700 · Occupancy Expenses General	9,193	14,730	(5,537)	62%
6750 · Office Expenses General	4,559	2,657	1,902	172%
6800 · Taxes, Licenses, Fees General	11,020	8,704	2,316	127%
6900 · Other Operating Expense General	8,270	11,542	(3,272)	72%
Total Expense	125,420	80,133	45,287	157%
Net Ordinary Income	(94,584)	(27,849)	(66,735)	340%
Other Income/Expense				
Other Income				
7010 · Dividend Income	0	500	(500)	0%
7015 · Interest Income	3	3	0	100%
7020 · Miscellaneous Income	0	0	0	0%
7025 · Realized Gain/Loss on Investmen	0	550	(550)	0%
7350 · Unrealized Gains/Losses	(27,878)	7,700	(35,578)	(362%)
8095 · Release from Restrict (contra)	0			
Total Other Income	(27,875)	8,753	(36,628)	(318%)
Other Expense				
9999 · Suspense Items Clearing	0	0	0	0%
Total Other Expense	0	0	0	0%

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug

	Aug 22	Budget	$ Over Budget	% of Budget
Net Other Income	(27,875)	8,753	(36,628)	(318%)
Net Income	**(122,459)**	**(19,096)**	**(103,363)**	**641%**

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug	Jan - Aug 22	YTD Budget	$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	55,099	66,800	(11,701)
4100 · Dues Summary	82,555	84,672	(2,117)
4200 · Fundraising Events	29,975	20,000	9,975
4300 · Social Event Income	7,376	10,400	(3,024)
4400 · Education Programs Income	37,241	44,000	(6,759)
4500 · Rental Income General	100,190	104,000	(3,810)
4600 · Bar Income	33,337	88,800	(55,463)
4610 · Tips	(1)		
4700 · Food & Kitchen	54,068		
4800 · Advertising Income	0	1,500	(1,500)
4850 · Merchandise Sales	215		
4900 · Promotions & comps	(3,551)		
Total Income	396,504	420,172	(23,668)
Gross Profit	396,504	420,172	(23,668)
Expense			
6000 · Payroll Expenses General	412,169	332,000	80,169
6100 · Professional Fees General	59,411	8,000	51,411
6200 · Fundraising Expenses	2,323		
6250 · Music & Cultural Expenses	12,498		
6300 · Social Events & Program Expense	1,462		
6400 · Education Programs Expenses	2,936		
6500 · Rental Expenses	65		
6600 · Bar Expenses	16,573		
6650 · Food & catering Expenses	44,675		
6700 · Occupancy Expenses General	65,437	117,840	(52,403)
6750 · Office Expenses General	26,651	21,256	5,395
6800 · Taxes, Licenses, Fees General	66,340	69,632	(3,292)
6900 · Other Operating Expense General	90,490	92,396	(1,906)
Total Expense	801,030	641,124	159,906
Net Ordinary Income	(404,526)	(220,952)	(183,574)
Other Income/Expense			
Other Income			
7010 · Dividend Income	6,604	4,000	2,604
7015 · Interest Income	32	24	8
7020 · Miscellaneous Income	0	0	0
7025 · Realized Gain/Loss on Investmen	1,900	4,400	(2,500)
7350 · Unrealized Gains/Losses	(149,139)	61,600	(210,739)
8095 · Release from Restrict (contra)	126		
Total Other Income	(140,477)	70,024	(210,501)
Other Expense			
9999 · Suspense Items Clearing	(5,964)	300	(6,264)
Total Other Expense	(5,964)	300	(6,264)

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug

	Jan - Aug 22	YTD Budget	$ Over Budget
Net Other Income	(134,513)	69,724	(204,237)
Net Income	**(539,039)**	**(151,228)**	**(387,811)**

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug

	% of Budget	Annual Budget
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	82%	250,000
4100 · Dues Summary	98%	127,008
4200 · Fundraising Events	150%	30,000
4300 · Social Event Income	71%	16,000
4400 · Education Programs Income	85%	66,000
4500 · Rental Income General	96%	158,540
4600 · Bar Income	38%	133,200
4610 · Tips		
4700 · Food & Kitchen		
4800 · Advertising Income	0%	1,500
4850 · Merchandise Sales		
4900 · Promotions & comps		
Total Income	94%	782,248
Gross Profit	94%	782,248
Expense		
6000 · Payroll Expenses General	124%	498,000
6100 · Professional Fees General	743%	12,000
6200 · Fundraising Expenses		
6250 · Music & Cultural Expenses		
6300 · Social Events & Program Expense		
6400 · Education Programs Expenses		
6500 · Rental Expenses		
6600 · Bar Expenses		
6650 · Food & catering Expenses		
6700 · Occupancy Expenses General	56%	176,760
6750 · Office Expenses General	125%	31,884
6800 · Taxes, Licenses, Fees General	95%	104,448
6900 · Other Operating Expense General	98%	138,564
Total Expense	125%	961,656
Net Ordinary Income	183%	(179,408)
Other Income/Expense		
Other Income		
7010 · Dividend Income	165%	6,000
7015 · Interest Income	133%	36
7020 · Miscellaneous Income	0%	0
7025 · Realized Gain/Loss on Investmen	43%	6,600
7350 · Unrealized Gains/Losses	(242%)	92,400
8095 · Release from Restrict (contra)		
Total Other Income	(201%)	105,036
Other Expense		
9999 · Suspense Items Clearing	(1,988%)	300
Total Other Expense	(1,988%)	300

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug

	% of Budget	Annual Budget
Net Other Income	(193%)	104,736
Net Income	**356%**	**(74,672)**

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug

	NOTES
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	Foundation budgeted donation, $150,000 in Dec
4100 · Dues Summary	
4200 · Fundraising Events	
4300 · Social Event Income	
4400 · Education Programs Income	
4500 · Rental Income General	
4600 · Bar Income	
4610 · Tips	
4700 · Food & Kitchen	2022 new account to separate food & dinner income (prior part of 'E
4800 · Advertising Income	
4850 · Merchandise Sales	
4900 · Promotions & comps	
Total Income	
Gross Profit	
Expense	
6000 · Payroll Expenses General	
6100 · Professional Fees General	
6200 · Fundraising Expenses	
6250 · Music & Cultural Expenses	
6300 · Social Events & Program Expense	
6400 · Education Programs Expenses	
6500 · Rental Expenses	
6600 · Bar Expenses	
6650 · Food & catering Expenses	
6700 · Occupancy Expenses General	Repair maintainance & utilities
6750 · Office Expenses General	Office equipment, supplies, computer & internet
6800 · Taxes, Licenses, Fees General	Property tax amortized over year (higher than prior year)
6900 · Other Operating Expense General	Ad, promotion, bank/merchant fees, insurance & newletters
Total Expense	
Net Ordinary Income	
Other Income/Expense	
Other Income	
7010 · Dividend Income	
7015 · Interest Income	
7020 · Miscellaneous Income	
7025 · Realized Gain/Loss on Investmen	
7350 · Unrealized Gains/Losses	Market fluctuation in Vanguard (didn't budget for the market fall)
8095 · Release from Restrict (contra)	
Total Other Income	
Other Expense	
9999 · Suspense Items Clearing	Brown Paper Tickets(from 2019) refund $5870 in Feb 2022
Total Other Expense	

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
August 2022

Activities v Budget Collapsed 2022 through Aug

NOTES

Net Other Income

Net Income

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

	Aug 22	Jul 22	Aug 21	$ Change
Ordinary Income/Expense				
Income				
4000 · Contributions Summary	24.00	176.00	1,968.50	-1,944.50
4100 · Dues Summary	5,445.87	8,755.87	10,034.88	-4,589.01
4200 · Fundraising Events	48.00	12,093.00	315.00	-267.00
4400 · Education Programs Income	3,801.00	1,808.00	3,922.00	-121.00
4500 · Rental Income General	11,516.58	13,083.82	9,155.79	2,360.79
4600 · Bar Income	3,524.72	7,492.10	4,809.18	-1,284.46
4610 · Tips	0.00	0.00	135.97	-135.97
4700 · Food & Kitchen	6,921.65	3,997.20	1,239.28	5,682.37
4800 · Advertising Income	0.00	0.00	100.00	-100.00
4900 · Promotions & comps	-447.00	-513.01	-585.00	138.00
Total Income	30,834.82	46,892.98	31,095.60	-260.78
Gross Profit	30,834.82	46,892.98	31,095.60	-260.78
Expense				
6000 · Payroll Expenses General	53,931.84	56,482.46	46,093.71	7,838.13
6100 · Professional Fees General	30,301.50	14,522.00	0.00	30,301.50
6200 · Fundraising Expenses	0.00	18.70	2,818.33	-2,818.33
6250 · Music & Cultural Expenses	1,105.00	1,100.00	900.00	205.00
6300 · Social Events & Program Expense	0.00	0.00	321.10	-321.10
6400 · Education Programs Expenses	0.00	445.50	136.00	-136.00
6600 · Bar Expenses	2,046.88	5,488.02	4,691.27	-2,644.39
6650 · Food & catering Expenses	4,992.30	5,502.58	0.00	4,992.30
6700 · Occupancy Expenses General	9,192.54	7,144.19	29,461.06	-20,268.52
6750 · Office Expenses General	4,559.16	2,317.17	2,808.63	1,750.53
6800 · Taxes, Licenses, Fees General	11,020.24	8,228.14	54,340.07	-43,319.83
6900 · Other Operating Expense General	8,269.67	8,858.24	8,386.01	-116.34
Total Expense	125,419.13	110,107.00	149,956.18	-24,537.05
Net Ordinary Income	-94,584.31	-63,214.02	-118,860.58	24,276.27
Other Income/Expense				
Other Income				
7015 · Interest Income	2.64	2.92	2.68	-0.04
7350 · Unrealized Gains/Losses	-27,878.16	47,461.21	15,592.96	-43,471.12
8090 · Restricted Donations	0.00	0.00	1,271.19	-1,271.19
Total Other Income	-27,875.52	47,464.13	16,866.83	-44,742.35
Other Expense				
9999 · Suspense Items Clearing	0.00	0.00	2,103.36	-2,103.36
Total Other Expense	0.00	0.00	2,103.36	-2,103.36
Net Other Income	-27,875.52	47,464.13	14,763.47	-42,638.99
Net Income	**-122,459.83**	**-15,749.89**	**-104,097.11**	**-18,362.72**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

	% Change
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	-98.78%
4100 · Dues Summary	-45.73%
4200 · Fundraising Events	-84.76%
4400 · Education Programs Income	-3.09%
4500 · Rental Income General	25.79%
4600 · Bar Income	-26.71%
4610 · Tips	-100.0%
4700 · Food & Kitchen	458.52%
4800 · Advertising Income	-100.0%
4900 · Promotions & comps	23.59%
Total Income	-0.84%
Gross Profit	-0.84%
Expense	
6000 · Payroll Expenses General	17.01%
6100 · Professional Fees General	100.0%
6200 · Fundraising Expenses	-100.0%
6250 · Music & Cultural Expenses	22.78%
6300 · Social Events & Program Expense	-100.0%
6400 · Education Programs Expenses	-100.0%
6600 · Bar Expenses	-56.37%
6650 · Food & catering Expenses	100.0%
6700 · Occupancy Expenses General	-68.8%
6750 · Office Expenses General	62.33%
6800 · Taxes, Licenses, Fees General	-79.72%
6900 · Other Operating Expense General	-1.39%
Total Expense	-16.36%
Net Ordinary Income	20.42%
Other Income/Expense	
Other Income	
7015 · Interest Income	-1.49%
7350 · Unrealized Gains/Losses	-278.79%
8090 · Restricted Donations	-100.0%
Total Other Income	-265.27%
Other Expense	
9999 · Suspense Items Clearing	-100.0%
Total Other Expense	-100.0%
Net Other Income	-288.81%
Net Income	**-17.64%**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

Stmt of Activities Aug v Prior Month & year -DETAIL

	Aug 22	Jul 22	Aug 21
Ordinary Income/Expense			
Income			
4000 · Contributions Summary			
4010 · Donations- General	24.00	176.00	1,818.50
4030 · Bequest, Memorial & Restricted	0.00	0.00	150.00
Total 4000 · Contributions Summary	24.00	176.00	1,968.50
4100 · Dues Summary			
4105 · Dues - Temporary	45.00	45.00	0.00
4110 · Dues - One Year	2,865.00	4,900.00	3,538.00
4120 · Dues - 2 Years	220.00	250.00	858.00
4130 · Dues - 3 Years	125.00	530.00	187.00
4140 · Dues - Lifetime	0.00	0.00	250.00
4150 · Dues - Subject to Deferral	470.00	1,310.00	3,481.00
4160 · Amort.-Deferred Income-Dues	1,720.87	1,720.87	1,720.88
Total 4100 · Dues Summary	5,445.87	8,755.87	10,034.88
4200 · Fundraising Events	48.00	12,093.00	315.00
4400 · Education Programs Income	3,801.00	1,808.00	3,922.00
4500 · Rental Income General			
4510 · Long term rental (no Sales Tax)	943.00	943.00	768.00
4525 · Corkage (no Sales Tax)	25.00	0.00	0.00
4530 · Parking (not designated areas)	0.00	40.00	0.00
4500 · Rental Income General - Other	10,548.58	12,100.82	8,387.79
Total 4500 · Rental Income General	11,516.58	13,083.82	9,155.79
4600 · Bar Income	3,524.72	7,492.10	4,809.18
4610 · Tips	0.00	0.00	135.97
4700 · Food & Kitchen	6,921.65	3,997.20	1,239.28
4800 · Advertising Income	0.00	0.00	100.00
4900 · Promotions & comps	-447.00	-513.01	-585.00
Total Income	30,834.82	46,892.98	31,095.60
Gross Profit	30,834.82	46,892.98	31,095.60
Expense			
6000 · Payroll Expenses General			
6005 · Salaries & Wages	44,820.20	47,414.26	40,911.86
6010 · Medical Insurance-Employees	2,343.99	1,627.99	1,365.20
6015 · Other EE Benefits/Costs-Misc	148.39	428.03	44.53
6025 · Payroll Taxes	4,376.25	5,118.67	3,772.12
6035 · Staff Recruitment	811.26	1,893.51	0.00
6000 · Payroll Expenses General - Other	1,431.75	0.00	0.00
Total 6000 · Payroll Expenses General	53,931.84	56,482.46	46,093.71
6100 · Professional Fees General			
6110 · Consultants	383.00	0.00	0.00
6115 · Legal	29,918.50	14,522.00	0.00
Total 6100 · Professional Fees General	30,301.50	14,522.00	0.00
6200 · Fundraising Expenses	0.00	18.70	2,818.33

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

Stmt of Activities Aug v Prior Month & year -DETAIL

	Aug 22	Jul 22	Aug 21
6250 · Music & Cultural Expenses	1,105.00	1,100.00	900.00
6300 · Social Events & Program Expense	0.00	0.00	321.10
6400 · Education Programs Expenses	0.00	445.50	136.00
6600 · Bar Expenses	2,046.88	5,488.02	4,691.27
6650 · Food & catering Expenses	4,992.30	5,502.58	0.00
6700 · Occupancy Expenses General			
6705 · Janitorial	283.68	2,166.30	674.96
6707 · Kitchen Equip & Repairs	0.00	233.94	0.00
6710 · Miscellaneous Occupancy Expense	117.97	117.97	0.00
6715 · Repair & Maintenance	5,338.31	803.13	24,574.74
6720 · Security	0.00	1,331.49	0.00
6725 · Utilities	3,452.58	2,491.36	4,211.36
Total 6700 · Occupancy Expenses General	9,192.54	7,144.19	29,461.06
6750 · Office Expenses General			
6755 · Office Equipment	374.98	559.08	356.48
6760 · Office Supplies	1,132.35	139.45	39.68
6765 · Phone,Internet/Communication	2,624.28	1,631.01	1,820.53
6770 · Postage	427.55	-12.37	591.94
Total 6750 · Office Expenses General	4,559.16	2,317.17	2,808.63
6800 · Taxes, Licenses, Fees General			
6805 · Business Taxes	3,618.04	535.94	-14.62
6810 · Licenses & fees	0.00	290.00	0.00
6815 · Property Taxes	7,402.20	7,402.20	54,354.69
Total 6800 · Taxes, Licenses, Fees General	11,020.24	8,228.14	54,340.07
6900 · Other Operating Expense General			
6905 · Advertising & Promotion	306.62	1,011.64	-294.49
6910 · Auto, Parking & Related Costs	10.10	0.00	54.44
6920 · Board	150.00	82.67	197.56
6925 · Cash Over/Short	54.72	169.23	-28.15
6930 · Credit Card/Bank Fees	1,696.62	1,669.92	823.14
6932 · Decorations	33.07	28.79	1,271.19
6935 · Depreciation/Amort-Non Cash	2,999.35	2,999.35	2,999.35
6940 · Community,Donations&Scholarship	0.00	0.00	96.50
6945 · Subscriptions/memberships	0.00	118.00	100.00
6950 · Insurance	2,272.08	2,272.09	2,284.49
6955 · Interest Exp/Bank Loan Fees-Ops	0.00	0.00	3.58
6965 · Miscellaneous	3.12	0.00	0.00

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Statement of Financial Activity
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Stmt of Activities Aug v Prior Month & year -DETAIL

	Aug 22	Jul 22	Aug 21
6970 · Newsletters	743.99	400.00	878.40
6975 · Safety & Sanitary Supplies	0.00	106.55	0.00
Total 6900 · Other Operating Expense General	8,269.67	8,858.24	8,386.01
Total Expense	125,419.13	110,107.00	149,956.18
Net Ordinary Income	-94,584.31	-63,214.02	-118,860.58
Other Income/Expense			
Other Income			
7015 · Interest Income	2.64	2.92	2.68
7350 · Unrealized Gains/Losses	-27,878.16	47,461.21	15,592.96
8090 · Restricted Donations	0.00	0.00	1,271.19
Total Other Income	-27,875.52	47,464.13	16,866.83
Other Expense			
9999 · Suspense Items Clearing	0.00	0.00	2,103.36
Total Other Expense	0.00	0.00	2,103.36
Net Other Income	-27,875.52	47,464.13	14,763.47
Net Income	**-122,459.83**	**-15,749.89**	**-104,097.11**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

Stmt of Activities Aug v Prior Month & year -DETAIL

	$ Change	% Change
Ordinary Income/Expense		
Income		
4000 · Contributions Summary		
4010 · Donations- General	-1,794.50	-98.68%
4030 · Bequest, Memorial & Restricted	-150.00	-100.0%
Total 4000 · Contributions Summary	-1,944.50	-98.78%
4100 · Dues Summary		
4105 · Dues - Temporary	45.00	100.0%
4110 · Dues - One Year	-673.00	-19.02%
4120 · Dues - 2 Years	-638.00	-74.36%
4130 · Dues - 3 Years	-62.00	-33.16%
4140 · Dues - Lifetime	-250.00	-100.0%
4150 · Dues - Subject to Deferral	-3,011.00	-86.5%
4160 · Amort.-Deferred Income-Dues	-0.01	-0.0%
Total 4100 · Dues Summary	-4,589.01	-45.73%
4200 · Fundraising Events	-267.00	-84.76%
4400 · Education Programs Income	-121.00	-3.09%
4500 · Rental Income General		
4510 · Long term rental (no Sales Tax)	175.00	22.79%
4525 · Corkage (no Sales Tax)	25.00	100.0%
4530 · Parking (not designated areas)	0.00	0.0%
4500 · Rental Income General - Other	2,160.79	25.76%
Total 4500 · Rental Income General	2,360.79	25.79%
4600 · Bar Income	-1,284.46	-26.71%
4610 · Tips	-135.97	-100.0%
4700 · Food & Kitchen	5,682.37	458.52%
4800 · Advertising Income	-100.00	-100.0%
4900 · Promotions & comps	138.00	23.59%
Total Income	-260.78	-0.84%
Gross Profit	-260.78	-0.84%
Expense		
6000 · Payroll Expenses General		
6005 · Salaries & Wages	3,908.34	9.55%
6010 · Medical Insurance-Employees	978.79	71.7%
6015 · Other EE Benefits/Costs-Misc	103.86	233.24%
6025 · Payroll Taxes	604.13	16.02%
6035 · Staff Recruitment	811.26	100.0%
6000 · Payroll Expenses General - Other	1,431.75	100.0%
Total 6000 · Payroll Expenses General	7,838.13	17.01%
6100 · Professional Fees General		
6110 · Consultants	383.00	100.0%
6115 · Legal	29,918.50	100.0%
Total 6100 · Professional Fees General	30,301.50	100.0%
6200 · Fundraising Expenses	-2,818.33	-100.0%

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Stmt of Activities Aug v Prior Month & year -DETAIL

	$ Change	% Change
6250 · Music & Cultural Expenses	205.00	22.78%
6300 · Social Events & Program Expense	-321.10	-100.0%
6400 · Education Programs Expenses	-136.00	-100.0%
6600 · Bar Expenses	-2,644.39	-56.37%
6650 · Food & catering Expenses	4,992.30	100.0%
6700 · Occupancy Expenses General		
6705 · Janitorial	-391.28	-57.97%
6707 · Kitchen Equip & Repairs	0.00	0.0%
6710 · Miscellaneous Occupancy Expense	117.97	100.0%
6715 · Repair & Maintenance	-19,236.43	-78.28%
6720 · Security	0.00	0.0%
6725 · Utilities	-758.78	-18.02%
Total 6700 · Occupancy Expenses General	-20,268.52	-68.8%
6750 · Office Expenses General		
6755 · Office Equipment	18.50	5.19%
6760 · Office Supplies	1,092.67	2,753.71%
6765 · Phone,Internet/Communication	803.75	44.15%
6770 · Postage	-164.39	-27.77%
Total 6750 · Office Expenses General	1,750.53	62.33%
6800 · Taxes, Licenses, Fees General		
6805 · Business Taxes	3,632.66	24,847.2%
6810 · Licenses & fees	0.00	0.0%
6815 · Property Taxes	-46,952.49	-86.38%
Total 6800 · Taxes, Licenses, Fees General	-43,319.83	-79.72%
6900 · Other Operating Expense General		
6905 · Advertising & Promotion	601.11	204.12%
6910 · Auto, Parking & Related Costs	-44.34	-81.45%
6920 · Board	-47.56	-24.07%
6925 · Cash Over/Short	82.87	294.39%
6930 · Credit Card/Bank Fees	873.48	106.12%
6932 · Decorations	-1,238.12	-97.4%
6935 · Depreciation/Amort-Non Cash	0.00	0.0%
6940 · Community,Donations&Scholarship	-96.50	-100.0%
6945 · Subscriptions/memberships	-100.00	-100.0%
6950 · Insurance	-12.41	-0.54%
6955 · Interest Exp/Bank Loan Fees-Ops	-3.58	-100.0%
6965 · Miscellaneous	3.12	100.0%

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

Stmt of Activities Aug v Prior Month & year -DETAIL	$ Change	% Change
6970 · Newsletters	-134.41	-15.3%
6975 · Safety & Sanitary Supplies	0.00	0.0%
Total 6900 · Other Operating Expense General	-116.34	-1.39%
Total Expense	-24,537.05	-16.36%
Net Ordinary Income	24,276.27	20.42%
Other Income/Expense		
Other Income		
7015 · Interest Income	-0.04	-1.49%
7350 · Unrealized Gains/Losses	-43,471.12	-278.79%
8090 · Restricted Donations	-1,271.19	-100.0%
Total Other Income	-44,742.35	-265.27%
Other Expense		
9999 · Suspense Items Clearing	-2,103.36	-100.0%
Total Other Expense	-2,103.36	-100.0%
Net Other Income	-42,638.99	-288.81%
Net Income	**-18,362.72**	**-17.64%**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

Stmt of Activities Aug v Prior Month & year -DETAIL

	Notes
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	
4030 · Bequest, Memorial & Restricted	We have budgeted a donation of $150,000 in Dec. No other f
Total 4000 · Contributions Summary	
4100 · Dues Summary	
4105 · Dues - Temporary	
4110 · Dues - One Year	
4120 · Dues - 2 Years	
4130 · Dues - 3 Years	
4140 · Dues - Lifetime	
4150 · Dues - Subject to Deferral	
4160 · Amort.-Deferred Income-Dues	
Total 4100 · Dues Summary	
4200 · Fundraising Events	Grt Finds & ABBA happened June, w/sales in Mar & April.
4400 · Education Programs Income	Usual registrations quarterly.
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	Arista $175 & Swedish Finn $768,= $943/mo (Swedish School
4525 · Corkage (no Sales Tax)	
4530 · Parking (not designated areas)	
4500 · Rental Income General - Other	Room rentals (member & nonprofit discounts included)
Total 4500 · Rental Income General	
4600 · Bar Income	
4610 · Tips	2022 Tips are posted as liability (Position GL 2125)
4700 · Food & Kitchen	
4800 · Advertising Income	
4900 · Promotions & comps	Drink & meal comps
Total Income	
Gross Profit	
Expense	
6000 · Payroll Expenses General	We are still short staffed. We have ads out. Pay rate up & pay
6005 · Salaries & Wages	Payroll difference can be a timing thing. We processed 2 payr
6010 · Medical Insurance-Employees	(Our PR will be increasing per pay raises & adding staff)
6015 · Other EE Benefits/Costs-Misc	
6025 · Payroll Taxes	
6035 · Staff Recruitment	
6000 · Payroll Expenses General - Other	
Total 6000 · Payroll Expenses General	
6100 · Professional Fees General	Greenwood acctg pd $3300 in Feb. for Oct-Dec 2021, QuickBo
6110 · Consultants	
6115 · Legal	Perkins Coie
Total 6100 · Professional Fees General	
6200 · Fundraising Expenses	Swede of Yr framing, Donor dinner invitations, ABBA $678 T-sl

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

Stmt of Activities Aug v Prior Month & year -DETAIL

	Notes
6250 · Music & Cultural Expenses	ABBA music in June
6300 · Social Events & Program Expense	
6400 · Education Programs Expenses	
6600 · Bar Expenses	Liquor inventory purchases/JE correct to actual expense or us
6650 · Food & catering Expenses	New account in 2022 (dinner food costs previously under GL6
6700 · Occupancy Expenses General	
6705 · Janitorial	Uplift' service for Keita in Jul, who is hired & now on PR
6707 · Kitchen Equip & Repairs	
6710 · Miscellaneous Occupancy Expense	
6715 · Repair & Maintenance	Repair, maintainance - Johnson Lyric $10,740 in Jan & Feb win Improvements, Aug $2018 fire door replacement capitalized a replacement not yet capitalized)
6720 · Security	
6725 · Utilities	Water Aug $1728 -Anis is researching possible leak
Total 6700 · Occupancy Expenses General	
6750 · Office Expenses General	
6755 · Office Equipment	
6760 · Office Supplies	Aug envelopes, hanging folders, & checks
6765 · Phone,Internet/Communication	Aug IT Source bills that we are reviewing
6770 · Postage	
Total 6750 · Office Expenses General	
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	
6810 · Licenses & fees	
6815 · Property Taxes	The Real estate taxes are amortized over the year, total for the Properties building taxes are paid by AVM, the renter.
Total 6800 · Taxes, Licenses, Fees General	
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	Aug missing Martin Stillion monthly bill (Van den Berg Design
6910 · Auto, Parking & Related Costs	
6920 · Board	
6925 · Cash Over/Short	pancakes accounting can be a big contributor
6930 · Credit Card/Bank Fees	We pay for PayPal and merchant services/Swipe Simple. We v multiple merchant services into one a couple years ago. Anis is the Toast program soon.
6932 · Decorations	
6935 · Depreciation/Amort-Non Cash	
6940 · Community,Donations&Scholarship	
6945 · Subscriptions/memberships	
6950 · Insurance	We have three policies through our Agent, Parker Smith Fee Great American Ins. acct #262426643: PAC556352716, UME $8854 paid in Feb. with a monthly premium of $2272. Per o
6955 · Interest Exp/Bank Loan Fees-Ops	
6965 · Miscellaneous	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
August 2022

Stmt of Activities Aug v Prior Month & year -DETAIL

	Notes
6970 · Newsletters	
6975 · Safety & Sanitary Supplies	
Total 6900 · Other Operating Expense General	
Total Expense	
Net Ordinary Income	
Other Income/Expense	
Other Income	
7015 · Interest Income	
7350 · Unrealized Gains/Losses	Vanguard Market fluctuations
8090 · Restricted Donations	
Total Other Income	
Other Expense	
9999 · Suspense Items Clearing	
Total Other Expense	
Net Other Income	
Net Income	

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	Aug 31, 22	Jul 31, 22	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary	214,704.55	331,535.67	(116,831.12)
Total Checking/Savings	214,704.55	331,535.67	(116,831.12)
Accounts Receivable			
1100 · Accounts Receivable	(30,635.21)	(24,074.49)	(6,560.72)
Total Accounts Receivable	(30,635.21)	(24,074.49)	(6,560.72)
Other Current Assets			
1200 · Inventory Summary	13,243.32	11,774.61	1,468.71
1250 · *Undeposited Funds	1,626.74	1,771.22	(144.48)
1270 · Payroll -Employee Advances	5.38	511.08	(505.70)
1275 · Payroll- Tips taken (advance)	517.00	1,094.00	(577.00)
1300 · Prepaid Summary	31,920.80	39,652.00	(7,731.20)
Total Other Current Assets	47,313.24	54,802.91	(7,489.67)
Total Current Assets	231,382.58	362,264.09	(130,881.51)
Fixed Assets			
1600 · Property & Equipment Summary	1,264,104.43	1,265,085.73	(981.30)
Total Fixed Assets	1,264,104.43	1,265,085.73	(981.30)
Other Assets			
1400 · Investments Summary	769,813.93	797,692.09	(27,878.16)
1705 · Deposits w/ Vendors	485.44	424.55	60.89
1900 · SC Properties LLC Investment	2,399,278.56	2,399,278.56	0.00
Total Other Assets	3,169,577.93	3,197,395.20	(27,817.27)
TOTAL ASSETS	**4,665,064.94**	**4,824,745.02**	**(159,680.08)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	45,759.92	61,664.09	(15,904.17)
Total Accounts Payable	45,759.92	61,664.09	(15,904.17)
Credit Cards			
2020 · Credit Card Summary	278.86	1,034.28	(755.42)
Total Credit Cards	278.86	1,034.28	(755.42)
Other Current Liabilities			
2100 · Accrued PR Expenses Summary	(20,377.77)	2,873.59	(23,251.36)
2130 · Accrued Business Taxes Summary	2,135.93	(1,918.64)	4,054.57
2200 · Deferred Prepaid Income Summary	32,209.24	33,573.11	(1,363.87)
2500 · SBA PR Protection Program	0.00	0.00	0.00
Total Other Current Liabilities	13,967.40	34,528.06	(20,560.66)
Total Current Liabilities	60,006.18	97,226.43	(37,220.25)
Total Liabilities	60,006.18	97,226.43	(37,220.25)
Equity			
3001 · Unrestricted Net Assets	5,145,755.94	5,145,755.94	0.00

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	Aug 31, 22	Jul 31, 22	$ Change
3010 · Board Restricted Net Assets	(98,289.89)	(98,289.89)	0.00
3011 · Property Development	171,739.07	171,739.07	0.00
3012 · Building Refurbish	411,109.89	411,109.89	0.00
3050 · Donor Restricted	(486,216.97)	(486,216.97)	0.00
Net Income	(539,039.28)	(416,579.45)	(122,459.83)
Total Equity	4,605,058.76	4,727,518.59	(122,459.83)
TOTAL LIABILITIES & EQUITY	**4,665,064.94**	**4,824,745.02**	**(159,680.08)**

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change	Aug 31, 21	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary	(35.24%)	248,412.43	(33,707.88)
Total Checking/Savings	(35.24%)	248,412.43	(33,707.88)
Accounts Receivable			
1100 · Accounts Receivable	(27.25%)	(24,797.66)	(5,837.55)
Total Accounts Receivable	(27.25%)	(24,797.66)	(5,837.55)
Other Current Assets			
1200 · Inventory Summary	12.47%	6,426.31	6,817.01
1250 · *Undeposited Funds	(8.16%)	3,334.22	(1,707.48)
1270 · Payroll -Employee Advances	(98.95%)	0.00	5.38
1275 · Payroll- Tips taken (advance)	(52.74%)	299.00	218.00
1300 · Prepaid Summary	(19.5%)	(2,355.55)	34,276.35
Total Other Current Assets	(13.67%)	7,703.98	39,609.26
Total Current Assets	(36.13%)	231,318.75	63.83
Fixed Assets			
1600 · Property & Equipment Summary	(0.08%)	1,274,724.43	(10,620.00)
Total Fixed Assets	(0.08%)	1,274,724.43	(10,620.00)
Other Assets			
1400 · Investments Summary	(3.5%)	894,208.78	(124,394.85)
1705 · Deposits w/ Vendors	14.34%	392.89	92.55
1900 · SC Properties LLC Investment	0.0%	2,399,218.56	60.00
Total Other Assets	(0.87%)	3,293,820.23	(124,242.30)
TOTAL ASSETS	**(3.31%)**	**4,799,863.41**	**(134,798.47)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	(25.79%)	66,178.16	(20,418.24)
Total Accounts Payable	(25.79%)	66,178.16	(20,418.24)
Credit Cards			
2020 · Credit Card Summary	(73.04%)	152.70	126.16
Total Credit Cards	(73.04%)	152.70	126.16
Other Current Liabilities			
2100 · Accrued PR Expenses Summary	(809.14%)	(3,563.82)	(16,813.95)
2130 · Accrued Business Taxes Summary	211.33%	3,804.30	(1,668.37)
2200 · Deferred Prepaid Income Summary	(4.06%)	56,929.66	(24,720.42)
2500 · SBA PR Protection Program	0.0%	116,515.00	(116,515.00)
Total Other Current Liabilities	(59.55%)	173,685.14	(159,717.74)
Total Current Liabilities	(38.28%)	240,016.00	(180,009.82)
Total Liabilities	(38.28%)	240,016.00	(180,009.82)
Equity			
3001 · Unrestricted Net Assets	0.0%	4,507,928.74	637,827.20

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change	Aug 31, 21	$ Change
3010 · Board Restricted Net Assets	0.0%	(98,289.89)	0.00
3011 · Property Development	0.0%	171,739.07	0.00
3012 · Building Refurbish	0.0%	411,109.89	0.00
3050 · Donor Restricted	0.0%	(484,326.45)	(1,890.52)
Net Income	(29.4%)	51,686.05	(590,725.33)
Total Equity	(2.59%)	4,559,847.41	45,211.35
TOTAL LIABILITIES & EQUITY	**(3.31%)**	**4,799,863.41**	**(134,798.47)**

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash Summary	(13.57%)
Total Checking/Savings	(13.57%)
Accounts Receivable	
1100 · Accounts Receivable	(23.54%)
Total Accounts Receivable	(23.54%)
Other Current Assets	
1200 · Inventory Summary	106.08%
1250 · *Undeposited Funds	(51.21%)
1270 · Payroll -Employee Advances	100.0%
1275 · Payroll- Tips taken (advance)	72.91%
1300 · Prepaid Summary	1,455.13%
Total Other Current Assets	514.14%
Total Current Assets	0.03%
Fixed Assets	
1600 · Property & Equipment Summary	(0.83%)
Total Fixed Assets	(0.83%)
Other Assets	
1400 · Investments Summary	(13.91%)
1705 · Deposits w/ Vendors	23.56%
1900 · SC Properties LLC Investment	0.0%
Total Other Assets	(3.77%)
TOTAL ASSETS	**(2.81%)**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	(30.85%)
Total Accounts Payable	(30.85%)
Credit Cards	
2020 · Credit Card Summary	82.62%
Total Credit Cards	82.62%
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	(471.8%)
2130 · Accrued Business Taxes Summary	(43.86%)
2200 · Deferred Prepaid Income Summary	(43.42%)
2500 · SBA PR Protection Program	(100.0%)
Total Other Current Liabilities	(91.96%)
Total Current Liabilities	(75.0%)
Total Liabilities	(75.0%)
Equity	
3001 · Unrestricted Net Assets	14.15%

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	% Change
3010 · Board Restricted Net Assets	0.0%
3011 · Property Development	0.0%
3012 · Building Refurbish	0.0%
3050 · Donor Restricted	(0.39%)
Net Income	(1,142.91%)
Total Equity	0.99%
TOTAL LIABILITIES & EQUITY	**(2.81%)**

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	Aug 31, 22	Jul 31, 22	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary			
1005 · Checking-Columbia x0100 working	7,876.48	14,625.59	(6,749.11)
1010 · Savings-Columbia x5091	206,255.31	316,252.87	(109,997.56)
1015 · PayPal	47.76	352.21	(304.45)
1020 · Cash in Safe/Event Banks	525.00	305.00	220.00
1000 · Cash Summary - Other	0.00	0.00	0.00
Total 1000 · Cash Summary	214,704.55	331,535.67	(116,831.12)
Total Checking/Savings	214,704.55	331,535.67	(116,831.12)
Accounts Receivable			
1100 · Accounts Receivable	(30,635.21)	(24,074.49)	(6,560.72)
Total Accounts Receivable	(30,635.21)	(24,074.49)	(6,560.72)
Other Current Assets			
1200 · Inventory Summary			
1205 · Liquor	7,858.56	6,802.08	1,056.48
1210 · Wine	2,778.64	3,418.55	(639.91)
1215 · Beer	2,606.12	1,553.98	1,052.14
Total 1200 · Inventory Summary	13,243.32	11,774.61	1,468.71
1250 · *Undeposited Funds	1,626.74	1,771.22	(144.48)
1270 · Payroll -Employee Advances	5.38	511.08	(505.70)
1275 · Payroll- Tips taken (advance)	517.00	1,094.00	(577.00)
1300 · Prepaid Summary			
1305 · Prepaid Auction Expenses	0.00	0.00	0.00
1310 · Prepaid Event Expenses	0.00	0.00	0.00
1315 · Prepaid Expenses	2,312.00	2,641.00	(329.00)
1320 · Property Taxes see AP	29,608.80	37,011.00	(7,402.20)
Total 1300 · Prepaid Summary	31,920.80	39,652.00	(7,731.20)
Total Other Current Assets	47,313.24	54,802.91	(7,489.67)
Total Current Assets	231,382.58	362,264.09	(130,881.51)
Fixed Assets			
1600 · Property & Equipment Summary			
1610 · Building	465,516.00	465,516.00	0.00
1620 · Building Improvements	1,713,610.72	1,711,592.67	2,018.05
1640 · Equipment	206,644.04	206,644.04	0.00
1650 · Furniture & Fixtures	420,761.96	420,761.96	0.00
1680 · Land	190,827.30	190,827.30	0.00
1690 · Accum Depreciation	(1,733,255.59)	(1,730,256.24)	(2,999.35)
Total 1600 · Property & Equipment Summary	1,264,104.43	1,265,085.73	(981.30)
Total Fixed Assets	1,264,104.43	1,265,085.73	(981.30)
Other Assets			

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	Aug 31, 22	Jul 31, 22	$ Change
1400 · Investments Summary			
1405 · Vanguard-Balanced Index	405,314.56	419,135.44	(13,820.88)
1410 · Vanguard-LS Growth Fund	364,499.37	378,556.65	(14,057.28)
Total 1400 · Investments Summary	769,813.93	797,692.09	(27,878.16)
1705 · Deposits w/ Vendors	485.44	424.55	60.89
1900 · SC Properties LLC Investment	2,399,278.56	2,399,278.56	0.00
Total Other Assets	3,169,577.93	3,197,395.20	(27,817.27)
TOTAL ASSETS	**4,665,064.94**	**4,824,745.02**	**(159,680.08)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	45,759.92	61,664.09	(15,904.17)
Total Accounts Payable	45,759.92	61,664.09	(15,904.17)
Credit Cards			
2020 · Credit Card Summary			
2022 · CC-KL Columbia x4442,x6871	45.10	845.98	(800.88)
2023 · CC-AR Columbia x7278	233.76	188.30	45.46
2029 · CC closedColumbia MJx1102,x3999	0.00	0.00	0.00
Total 2020 · Credit Card Summary	278.86	1,034.28	(755.42)
Total Credit Cards	278.86	1,034.28	(755.42)
Other Current Liabilities			
2100 · Accrued PR Expenses Summary			
2111 · Family Med Leave Payable-SUTA	354.03	179.23	174.80
2113 · Fed W/H & FICA	(5,462.50)	0.00	(5,462.50)
2115 · L&I Industrial Insurance	1,209.48	737.98	471.50
2117 · SUTA-State Unemployment Tax	1,091.09	668.82	422.27
2120 · *Direct Deposit PR Liabilities	(18,325.11)	0.00	(18,325.11)
2125 · Tips charged	759.47	1,291.79	(532.32)
2100 · Accrued PR Expenses Summary - Other	(4.23)	(4.23)	0.00
Total 2100 · Accrued PR Expenses Summary	(20,377.77)	2,873.59	(23,251.36)
2130 · Accrued Business Taxes Summary			
2140 · Sales Tax Payable	2,135.93	(1,918.64)	4,054.57
Total 2130 · Accrued Business Taxes Summary	2,135.93	(1,918.64)	4,054.57
2200 · Deferred Prepaid Income Summary			
2205 · Deferred Income from Dues	19,722.49	21,443.36	(1,720.87)
2210 · Unearned Event Income	795.00	795.00	0.00
2215 · Damage Deposit Refundable	2,600.00	2,200.00	400.00
2220 · Prepaid Hall Rentals	8,269.75	8,269.75	0.00
2225 · Rental Deposits	525.00	525.00	0.00
2250 · Viking Bucks purchase (GREEN)	297.00	340.00	(43.00)
Total 2200 · Deferred Prepaid Income Summary	32,209.24	33,573.11	(1,363.87)
2500 · SBA PR Protection Program	0.00	0.00	0.00
Total Other Current Liabilities	13,967.40	34,528.06	(20,560.66)

Swedish Cultural Center dba Swedish Club
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	Aug 31, 22	Jul 31, 22	$ Change
Total Current Liabilities	60,006.18	97,226.43	(37,220.25)
Total Liabilities	60,006.18	97,226.43	(37,220.25)
Equity			
3001 · Unrestricted Net Assets	5,145,755.94	5,145,755.94	0.00
3010 · Board Restricted Net Assets	(98,289.89)	(98,289.89)	0.00
3011 · Property Development	171,739.07	171,739.07	0.00
3012 · Building Refurbish	411,109.89	411,109.89	0.00
3050 · Donor Restricted			
3051 · Donor Restricted Misc.	101,305.97	101,305.97	0.00
3052 · Executive Director's Fund	20,297.94	20,297.94	0.00
3053 · ERIC Fund	4,237.96	4,237.96	0.00
3054 · Renovation Fund	24,691.35	24,691.35	0.00
3055 · Operating Fund	11,050.00	11,050.00	0.00
3056 · ADA Improvements	2,322.22	2,322.22	0.00
3057 · Butler's Pantry	3,540.89	3,540.89	0.00
3058 · Scholarship Fund	4,982.70	4,982.70	0.00
3050 · Donor Restricted - Other	(658,646.00)	(658,646.00)	0.00
Total 3050 · Donor Restricted	(486,216.97)	(486,216.97)	0.00
Net Income	(539,039.28)	(416,579.45)	(122,459.83)
Total Equity	4,605,058.76	4,727,518.59	(122,459.83)
TOTAL LIABILITIES & EQUITY	**4,665,064.94**	**4,824,745.02**	**(159,680.08)**

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change	Aug 31, 21	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary			
1005 · Checking-Columbia x0100 working	(46.15%)	(6,363.86)	14,240.34
1010 · Savings-Columbia x5091	(34.78%)	253,319.16	(47,063.85)
1015 · PayPal	(86.44%)	347.43	(299.67)
1020 · Cash in Safe/Event Banks	72.13%	339.00	186.00
1000 · Cash Summary - Other	0.0%	770.70	(770.70)
Total 1000 · Cash Summary	(35.24%)	248,412.43	(33,707.88)
Total Checking/Savings	(35.24%)	248,412.43	(33,707.88)
Accounts Receivable			
1100 · Accounts Receivable	(27.25%)	(24,797.66)	(5,837.55)
Total Accounts Receivable	(27.25%)	(24,797.66)	(5,837.55)
Other Current Assets			
1200 · Inventory Summary			
1205 · Liquor	15.53%	4,423.17	3,435.39
1210 · Wine	(18.72%)	1,644.32	1,134.32
1215 · Beer	67.71%	358.82	2,247.30
Total 1200 · Inventory Summary	12.47%	6,426.31	6,817.01
1250 · *Undeposited Funds	(8.16%)	3,334.22	(1,707.48)
1270 · Payroll -Employee Advances	(98.95%)	0.00	5.38
1275 · Payroll- Tips taken (advance)	(52.74%)	299.00	218.00
1300 · Prepaid Summary			
1305 · Prepaid Auction Expenses	0.0%	200.00	(200.00)
1310 · Prepaid Event Expenses	0.0%	5,713.00	(5,713.00)
1315 · Prepaid Expenses	(12.46%)	0.00	2,312.00
1320 · Property Taxes see AP	(20.0%)	(8,268.55)	37,877.35
Total 1300 · Prepaid Summary	(19.5%)	(2,355.55)	34,276.35
Total Other Current Assets	(13.67%)	7,703.98	39,609.26
Total Current Assets	(36.13%)	231,318.75	63.83
Fixed Assets			
1600 · Property & Equipment Summary			
1610 · Building	0.0%	465,516.00	0.00
1620 · Building Improvements	0.12%	1,695,566.35	18,044.37
1640 · Equipment	0.0%	203,308.61	3,335.43
1650 · Furniture & Fixtures	0.0%	411,830.07	8,931.89
1680 · Land	0.0%	190,827.30	0.00
1690 · Accum Depreciation	(0.17%)	(1,692,323.90)	(40,931.69)
Total 1600 · Property & Equipment Summary	(0.08%)	1,274,724.43	(10,620.00)
Total Fixed Assets	(0.08%)	1,274,724.43	(10,620.00)
Other Assets			

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change	Aug 31, 21	$ Change
1400 · Investments Summary			
1405 · Vanguard-Balanced Index	(3.3%)	464,176.23	(58,861.67)
1410 · Vanguard-LS Growth Fund	(3.71%)	430,032.55	(65,533.18)
Total 1400 · Investments Summary	(3.5%)	894,208.78	(124,394.85)
1705 · Deposits w/ Vendors	14.34%	392.89	92.55
1900 · SC Properties LLC Investment	0.0%	2,399,218.56	60.00
Total Other Assets	(0.87%)	3,293,820.23	(124,242.30)
TOTAL ASSETS	**(3.31%)**	**4,799,863.41**	**(134,798.47)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	(25.79%)	66,178.16	(20,418.24)
Total Accounts Payable	(25.79%)	66,178.16	(20,418.24)
Credit Cards			
2020 · Credit Card Summary			
2022 · CC-KL Columbia x4442,x6871	(94.67%)	0.00	45.10
2023 · CC-AR Columbia x7278	24.14%	0.00	233.76
2029 · CC closedColumbia MJx1102,x3999	0.0%	152.70	(152.70)
Total 2020 · Credit Card Summary	(73.04%)	152.70	126.16
Total Credit Cards	(73.04%)	152.70	126.16
Other Current Liabilities			
2100 · Accrued PR Expenses Summary			
2111 · Family Med Leave Payable-SUTA	97.53%	264.34	89.69
2113 · Fed W/H & FICA	(100.0%)	(5,662.16)	199.66
2115 · L&I Industrial Insurance	63.89%	1,262.56	(53.08)
2117 · SUTA-State Unemployment Tax	63.14%	597.57	493.52
2120 · *Direct Deposit PR Liabilities	(100.0%)	0.00	(18,325.11)
2125 · Tips charged	(41.21%)	(28.08)	787.55
2100 · Accrued PR Expenses Summary - Other	0.0%	1.95	(6.18)
Total 2100 · Accrued PR Expenses Summary	(809.14%)	(3,563.82)	(16,813.95)
2130 · Accrued Business Taxes Summary			
2140 · Sales Tax Payable	211.33%	3,804.30	(1,668.37)
Total 2130 · Accrued Business Taxes Summary	211.33%	3,804.30	(1,668.37)
2200 · Deferred Prepaid Income Summary			
2205 · Deferred Income from Dues	(8.03%)	40,373.03	(20,650.54)
2210 · Unearned Event Income	0.0%	3,155.00	(2,360.00)
2215 · Damage Deposit Refundable	18.18%	0.00	2,600.00
2220 · Prepaid Hall Rentals	0.0%	13,401.63	(5,131.88)
2225 · Rental Deposits	0.0%	0.00	525.00
2250 · Viking Bucks purchase (GREEN)	(12.65%)	0.00	297.00
Total 2200 · Deferred Prepaid Income Summary	(4.06%)	56,929.66	(24,720.42)
2500 · SBA PR Protection Program	0.0%	116,515.00	(116,515.00)
Total Other Current Liabilities	(59.55%)	173,685.14	(159,717.74)

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change	Aug 31, 21	$ Change
Total Current Liabilities	(38.28%)	240,016.00	(180,009.82)
Total Liabilities	(38.28%)	240,016.00	(180,009.82)
Equity			
3001 · Unrestricted Net Assets	0.0%	4,507,928.74	637,827.20
3010 · Board Restricted Net Assets	0.0%	(98,289.89)	0.00
3011 · Property Development	0.0%	171,739.07	0.00
3012 · Building Refurbish	0.0%	411,109.89	0.00
3050 · Donor Restricted			
3051 · Donor Restricted Misc.	0.0%	102,505.97	(1,200.00)
3052 · Executive Director's Fund	0.0%	20,988.46	(690.52)
3053 · ERIC Fund	0.0%	4,237.96	0.00
3054 · Renovation Fund	0.0%	24,691.35	0.00
3055 · Operating Fund	0.0%	11,050.00	0.00
3056 · ADA Improvements	0.0%	2,322.22	0.00
3057 · Butler's Pantry	0.0%	3,540.89	0.00
3058 · Scholarship Fund	0.0%	4,982.70	0.00
3050 · Donor Restricted - Other	0.0%	(658,646.00)	0.00
Total 3050 · Donor Restricted	0.0%	(484,326.45)	(1,890.52)
Net Income	(29.4%)	51,686.05	(590,725.33)
Total Equity	(2.59%)	4,559,847.41	45,211.35
TOTAL LIABILITIES & EQUITY	(3.31%)	4,799,863.41	(134,798.47)

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash Summary	
1005 · Checking-Columbia x0100 working	223.77%
1010 · Savings-Columbia x5091	(18.58%)
1015 · PayPal	(86.25%)
1020 · Cash in Safe/Event Banks	54.87%
1000 · Cash Summary - Other	(100.0%)
Total 1000 · Cash Summary	(13.57%)
Total Checking/Savings	(13.57%)
Accounts Receivable	
1100 · Accounts Receivable	(23.54%)
Total Accounts Receivable	(23.54%)
Other Current Assets	
1200 · Inventory Summary	
1205 · Liquor	77.67%
1210 · Wine	68.98%
1215 · Beer	626.3%
Total 1200 · Inventory Summary	106.08%
1250 · *Undeposited Funds	(51.21%)
1270 · Payroll -Employee Advances	100.0%
1275 · Payroll- Tips taken (advance)	72.91%
1300 · Prepaid Summary	
1305 · Prepaid Auction Expenses	(100.0%)
1310 · Prepaid Event Expenses	(100.0%)
1315 · Prepaid Expenses	100.0%
1320 · Property Taxes see AP	458.09%
Total 1300 · Prepaid Summary	1,455.13%
Total Other Current Assets	514.14%
Total Current Assets	0.03%
Fixed Assets	
1600 · Property & Equipment Summary	
1610 · Building	0.0%
1620 · Building Improvements	1.06%
1640 · Equipment	1.64%
1650 · Furniture & Fixtures	2.17%
1680 · Land	0.0%
1690 · Accum Depreciation	(2.42%)
Total 1600 · Property & Equipment Summary	(0.83%)
Total Fixed Assets	(0.83%)
Other Assets	

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change
1400 · Investments Summary	
1405 · Vanguard-Balanced Index	(12.68%)
1410 · Vanguard-LS Growth Fund	(15.24%)
Total 1400 · Investments Summary	(13.91%)
1705 · Deposits w/ Vendors	23.56%
1900 · SC Properties LLC Investment	0.0%
Total Other Assets	(3.77%)
TOTAL ASSETS	**(2.81%)**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	(30.85%)
Total Accounts Payable	(30.85%)
Credit Cards	
2020 · Credit Card Summary	
2022 · CC-KL Columbia x4442,x6871	100.0%
2023 · CC-AR Columbia x7278	100.0%
2029 · CC closedColumbia MJx1102,x3999	(100.0%)
Total 2020 · Credit Card Summary	82.62%
Total Credit Cards	82.62%
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	
2111 · Family Med Leave Payable-SUTA	33.93%
2113 · Fed W/H & FICA	3.53%
2115 · L&I Industrial Insurance	(4.2%)
2117 · SUTA-State Unemployment Tax	82.59%
2120 · *Direct Deposit PR Liabilities	(100.0%)
2125 · Tips charged	2,804.67%
2100 · Accrued PR Expenses Summary - Other	(316.92%)
Total 2100 · Accrued PR Expenses Summary	(471.8%)
2130 · Accrued Business Taxes Summary	
2140 · Sales Tax Payable	(43.86%)
Total 2130 · Accrued Business Taxes Summary	(43.86%)
2200 · Deferred Prepaid Income Summary	
2205 · Deferred Income from Dues	(51.15%)
2210 · Unearned Event Income	(74.8%)
2215 · Damage Deposit Refundable	100.0%
2220 · Prepaid Hall Rentals	(38.29%)
2225 · Rental Deposits	100.0%
2250 · Viking Bucks purchase (GREEN)	100.0%
Total 2200 · Deferred Prepaid Income Summary	(43.42%)
2500 · SBA PR Protection Program	(100.0%)
Total Other Current Liabilities	(91.96%)

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	% Change
Total Current Liabilities	(75.0%)
Total Liabilities	(75.0%)
Equity	
3001 · Unrestricted Net Assets	14.15%
3010 · Board Restricted Net Assets	0.0%
3011 · Property Development	0.0%
3012 · Building Refurbish	0.0%
3050 · Donor Restricted	
3051 · Donor Restricted Misc.	(1.17%)
3052 · Executive Director's Fund	(3.29%)
3053 · ERIC Fund	0.0%
3054 · Renovation Fund	0.0%
3055 · Operating Fund	0.0%
3056 · ADA Improvements	0.0%
3057 · Butler's Pantry	0.0%
3058 · Scholarship Fund	0.0%
3050 · Donor Restricted - Other	0.0%
Total 3050 · Donor Restricted	(0.39%)
Net Income	(1,142.91%)
Total Equity	0.99%
TOTAL LIABILITIES & EQUITY	**(2.81%)**

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

		Notes
ASSETS		The QuickBooks records have been forwarded to the CPA f
Current Assets		In June Swedish Club Foundation rec'd from Jones $1,249,9
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working		
1010 · Savings-Columbia x5091		Trans from savings to checking: Aug $110,000,July $40,00
1015 · PayPal		(Aug Perkins Coie $44,440, repairs that capitalizing= Jo
1020 · Cash in Safe/Event Banks		
1000 · Cash Summary - Other		
Total 1000 · Cash Summary		
Total Checking/Savings		
Accounts Receivable		
1100 · Accounts Receivable		Negative amounts are for internal tracking of Deposit/Ren tax return should be GAAP compliant (when done by CPA,
Total Accounts Receivable		
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor		
1210 · Wine		
1215 · Beer		
Total 1200 · Inventory Summary		
1250 · *Undeposited Funds		QuickBooks internal operation/timing function
1270 · Payroll -Employee Advances		
1275 · Payroll- Tips taken (advance)		
1300 · Prepaid Summary		
1305 · Prepaid Auction Expenses		
1310 · Prepaid Event Expenses		
1315 · Prepaid Expenses		
1320 · Property Taxes see AP		Automatic monthly entry to amortize over year.
Total 1300 · Prepaid Summary		
Total Other Current Assets		
Total Current Assets		
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building		
1620 · Building Improvements		
1640 · Equipment		
1650 · Furniture & Fixtures		
1680 · Land		
1690 · Accum Depreciation		
Total 1600 · Property & Equipment Summary		
Total Fixed Assets		
Other Assets		

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

	Notes
1400 · Investments Summary	Changes reflect fees & market fluctuations. 5/25 Finance C
1405 · Vanguard-Balanced Index	
1410 · Vanguard-LS Growth Fund	
Total 1400 · Investments Summary	
1705 · Deposits w/ Vendors	US Postoffice (no rent deposits are included)
1900 · SC Properties LLC Investment	
Total Other Assets	
TOTAL ASSETS	
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	
Total Accounts Payable	
Credit Cards	
2020 · Credit Card Summary	
2022 · CC-KL Columbia x4442,x6871	
2023 · CC-AR Columbia x7278	
2029 · CC closedColumbia MJx1102,x3999	
Total 2020 · Credit Card Summary	
Total Credit Cards	
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	
2111 · Family Med Leave Payable-SUTA	
2113 · Fed W/H & FICA	
2115 · L&I Industrial Insurance	
2117 · SUTA-State Unemployment Tax	
2120 · *Direct Deposit PR Liabilities	
2125 · Tips charged	
2100 · Accrued PR Expenses Summary - Other	
Total 2100 · Accrued PR Expenses Summary	
2130 · Accrued Business Taxes Summary	
2140 · Sales Tax Payable	
Total 2130 · Accrued Business Taxes Summary	
2200 · Deferred Prepaid Income Summary	
2205 · Deferred Income from Dues	Lifetime, 2 and 3 year dues accrue -automatic JE to record
2210 · Unearned Event Income	
2215 · Damage Deposit Refundable	
2220 · Prepaid Hall Rentals	
2225 · Rental Deposits	
2250 · Viking Bucks purchase (GREEN)	
Total 2200 · Deferred Prepaid Income Summary	
2500 · SBA PR Protection Program	
Total Other Current Liabilities	

Swedish Cultural Center dba Swedish Club
Statement of Position Prev Year Comparison
As of August 31, 2022

		Notes
Total Current Liabilities		
Total Liabilities		
Equity		
3001 · Unrestricted Net Assets		
3010 · Board Restricted Net Assets		Restricted funds need to be straightened out by CPA with t
3011 · Property Development		
3012 · Building Refurbish		
3050 · Donor Restricted		
3051 · Donor Restricted Misc.		
3052 · Executive Director's Fund		
3053 · ERIC Fund		
3054 · Renovation Fund		
3055 · Operating Fund		
3056 · ADA Improvements		
3057 · Butler's Pantry		
3058 · Scholarship Fund		
3050 · Donor Restricted - Other		Restricted funds need to be straightened out by CPA YE ad
Total 3050 · Donor Restricted		
Net Income		
Total Equity		
TOTAL LIABILITIES & EQUITY		

Email conversation start. Email count: 1. Started: Mar 23, 2023 9:50:00 AM

Subject: Fwd: Finance Committee Zoom Invitation for 4pm tomorrow (8/31)
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, March 23, 2023 9:50:10 AM GMT-07:00
Date Received: Thursday, March 23, 2023 9:50:23 AM GMT-07:00
Attachments: invite.ics,2022-07 Fin Comm Report 20220822.xlsx,Prop BS 20220731 v 20210731 20220822.pdf,Prop P&L 20220731 v 20210731 20220822.pdf,invite.ics

Swedish Club Properties, LLC
Balance Sheet Prev Year Comparison
As of July 31, 2022

	Jul 31, 22	Jul 31, 21	$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
10100 · Global x653 summary				
10101 · Global Bus. Ckg Adv share 80	141,513.21	50,761.29	90,751.92	178.8%
10102 · Global Tenant Dep Share 00 sav	317,511.49	417,139.68	(99,628.19)	(23.9)%
Total 10100 · Global x653 summary	459,024.70	467,900.97	(8,876.27)	(1.9)%
10200 · Bank of America x7262	3,324.96	18,711.94	(15,386.98)	(82.2)%
Total Checking/Savings	462,349.66	486,612.91	(24,263.25)	(5.0)%
Accounts Receivable				
11001 · Accounts Receivable	0.00	65.00	(65.00)	(100.0)%
Total Accounts Receivable	0.00	65.00	(65.00)	(100.0)%
Total Current Assets	462,349.66	486,677.91	(24,328.25)	(5.0)%
Fixed Assets				
16000 · 1749 Dexter Ave.N	5,184,257.89	5,184,257.89	0.00	0.0%
17000 · Accumulated Depreciation	(3,988.00)	(3,988.00)	0.00	0.0%
Total Fixed Assets	5,180,269.89	5,180,269.89	0.00	0.0%
TOTAL ASSETS	**5,642,619.55**	**5,666,947.80**	**(24,328.25)**	**(0.4)%**
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
20000 · Accounts Payable	1,200.00	1,200.00	0.00	0.0%
Total Accounts Payable	1,200.00	1,200.00	0.00	0.0%
Other Current Liabilities				
25000 · Rent Holding in trust	316,666.74	416,666.70	(99,999.96)	(24.0)%
Total Other Current Liabilities	316,666.74	416,666.70	(99,999.96)	(24.0)%
Total Current Liabilities	317,866.74	417,866.70	(99,999.96)	(23.9)%
Long Term Liabilities				
27000 · Global Loan 70	2,677,823.37	2,748,549.18	(70,725.81)	(2.6)%
Total Long Term Liabilities	2,677,823.37	2,748,549.18	(70,725.81)	(2.6)%
Total Liabilities	2,995,690.11	3,166,415.88	(170,725.77)	(5.4)%
Equity				
30000 · Swedish Club Invest Equity	2,384,837.87	2,384,837.87	0.00	0.0%

Swedish Club Properties, LLC
Balance Sheet Prev Year Comparison
As of July 31, 2022

	Jul 31, 22	Jul 31, 21	$ Change	% Change
30001 · Swedish Club Invest Activity	4,803.58	4,743.58	60.00	1.3%
32000 · Retained Earnings	170,626.15	36,075.20	134,550.95	373.0%
Net Income	86,661.84	74,875.27	11,786.57	15.7%
Total Equity	2,646,929.44	2,500,531.92	146,397.52	5.9%
TOTAL LIABILITIES & EQUITY	**5,642,619.55**	**5,666,947.80**	**(24,328.25)**	**(0.4)%**

Swedish Club Properties, LLC
Profit & Loss Prev Year Comparison
January through July 2022

	Jan - Jul 22	Jan - Jul 21	$ Change	% Change
Ordinary Income/Expense				
Income				
42400 · Rental Income	144,202.31	140,002.31	4,200.00	3.0%
42450 · Dividend Income	171.89	277.87	(105.98)	(38.1)%
Total Income	144,374.20	140,280.18	4,094.02	2.9%
Expense				
60400 · Bank Service Charges	95.00	(55.00)	150.00	272.7%
61000 · Business Licenses and Permits	60.00	60.00	0.00	0.0%
63300 · Insurance Expense	0.00	3,579.58	(3,579.58)	(100.0)%
63400 · Interest Expense	59,096.38	60,627.85	(1,531.47)	(2.5)%
66710 · Property Management Fees	600.00	(600.00)	1,200.00	200.0%
67200 · Repairs and Maintenance	(346.54)	0.00	(346.54)	(100.0)%
68600 · Utilities	(1,792.48)	1,792.48	(3,584.96)	(200.0)%
Total Expense	57,712.36	65,404.91	(7,692.55)	(11.8)%
Net Ordinary Income	86,661.84	74,875.27	11,786.57	15.7%
Net Income	**86,661.84**	**74,875.27**	**11,786.57**	**15.7%**

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed

	Jul 22	Budget	$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4000 · Contributions Summary	176	8,300	(8,124)	2%
4100 · Dues Summary	8,756	10,584	(1,828)	83%
4200 · Fundraising Events	12,103	2,500	9,603	484%
4300 · Social Event Income	0	1,300	(1,300)	0%
4400 · Education Programs Income	1,808	5,500	(3,692)	33%
4500 · Rental Income General	13,084	13,000	84	101%
4600 · Bar Income	7,492	11,100	(3,608)	67%
4700 · Food & Kitchen	3,997			
4800 · Advertising Income	0	0	0	0%
4850 · Merchandise Sales	0			
4900 · Promotions & comps	(513)			
Total Income	46,903	52,284	(5,381)	90%
Gross Profit	46,903	52,284	(5,381)	90%
Expense				
6000 · Payroll Expenses General	56,482	41,500	14,982	136%
6100 · Professional Fees General	0	1,000	(1,000)	0%
6200 · Fundraising Expenses	19			
6250 · Music & Cultural Expenses	1,100			
6300 · Social Events & Program Expense	0			
6400 · Education Programs Expenses	446			
6500 · Rental Expenses	0			
6600 · Bar Expenses	5,488			
6650 · Food & catering Expenses	5,503			
6700 · Occupancy Expenses General	7,144	14,730	(7,586)	49%
6750 · Office Expenses General	2,317	2,657	(340)	87%
6800 · Taxes, Licenses, Fees General	8,228	8,704	(476)	95%
6900 · Other Operating Expense General	5,859	11,542	(5,683)	51%
Total Expense	92,586	80,133	12,453	116%
Net Ordinary Income	(45,683)	(27,849)	(17,834)	164%
Other Income/Expense				
Other Income				
7010 · Dividend Income	0	500	(500)	0%
7015 · Interest Income	3	3	0	100%
7020 · Miscellaneous Income	0	0	0	0%
7025 · Realized Gain/Loss on Investmen	0	550	(550)	0%
7350 · Unrealized Gains/Losses	47,461	7,700	39,761	616%
8095 · Release from Restrict (contra)	0			
Total Other Income	47,464	8,753	38,711	542%
Other Expense				
9999 · Suspense Items Clearing	0	0	0	0%
Total Other Expense	0	0	0	0%
Net Other Income	47,464	8,753	38,711	542%

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed

	Jul 22	Budget	$ Over Budget	% of Budget
Net Income	1,781	(19,096)	20,877	(9%)

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed

	Jan - Jul 22	YTD Budget	$ Over Budget
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	55,075	58,500	(3,425)
4100 · Dues Summary	77,109	74,088	3,021
4200 · Fundraising Events	29,504	17,500	12,004
4300 · Social Event Income	7,886	9,100	(1,214)
4400 · Education Programs Income	33,440	38,500	(5,060)
4500 · Rental Income General	88,593	91,000	(2,407)
4600 · Bar Income	29,812	77,700	(47,888)
4700 · Food & Kitchen	47,101		
4800 · Advertising Income	0	1,500	(1,500)
4850 · Merchandise Sales	215		
4900 · Promotions & comps	(3,104)		
Total Income	365,631	367,888	(2,257)
Gross Profit	365,631	367,888	(2,257)
Expense			
6000 · Payroll Expenses General	358,237	290,500	67,737
6100 · Professional Fees General	14,587	7,000	7,587
6200 · Fundraising Expenses	2,323		
6250 · Music & Cultural Expenses	11,393		
6300 · Social Events & Program Expense	1,462		
6400 · Education Programs Expenses	2,936		
6500 · Rental Expenses	65		
6600 · Bar Expenses	14,526		
6650 · Food & catering Expenses	39,683		
6700 · Occupancy Expenses General	56,245	103,110	(46,865)
6750 · Office Expenses General	22,092	18,599	3,493
6800 · Taxes, Licenses, Fees General	55,319	60,928	(5,609)
6900 · Other Operating Expense General	79,826	80,854	(1,028)
Total Expense	658,694	560,991	97,703
Net Ordinary Income	(293,063)	(193,103)	(99,960)
Other Income/Expense			
Other Income			
7010 · Dividend Income	6,604	3,500	3,104
7015 · Interest Income	29	21	8
7020 · Miscellaneous Income	0	0	0
7025 · Realized Gain/Loss on Investmen	1,900	3,850	(1,950)
7350 · Unrealized Gains/Losses	(121,261)	53,900	(175,161)
8095 · Release from Restrict (contra)	126		
Total Other Income	(112,602)	61,271	(173,873)
Other Expense			
9999 · Suspense Items Clearing	(5,964)	300	(6,264)
Total Other Expense	(5,964)	300	(6,264)
Net Other Income	(106,638)	60,971	(167,609)

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed

	Jan - Jul 22	YTD Budget	$ Over Budget
Net Income	(399,701)	(132,132)	(267,569)

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed	% of Budget	Annual Budget
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	94%	250,000
4100 · Dues Summary	104%	127,008
4200 · Fundraising Events	169%	30,000
4300 · Social Event Income	87%	16,000
4400 · Education Programs Income	87%	66,000
4500 · Rental Income General	97%	158,540
4600 · Bar Income	38%	133,200
4700 · Food & Kitchen		
4800 · Advertising Income	0%	1,500
4850 · Merchandise Sales		
4900 · Promotions & comps		
Total Income	99%	782,248
Gross Profit	99%	782,248
Expense		
6000 · Payroll Expenses General	123%	498,000
6100 · Professional Fees General	208%	12,000
6200 · Fundraising Expenses		
6250 · Music & Cultural Expenses		
6300 · Social Events & Program Expense		
6400 · Education Programs Expenses		
6500 · Rental Expenses		
6600 · Bar Expenses		
6650 · Food & catering Expenses		
6700 · Occupancy Expenses General	55%	176,760
6750 · Office Expenses General	119%	31,884
6800 · Taxes, Licenses, Fees General	91%	104,448
6900 · Other Operating Expense General	99%	138,564
Total Expense	117%	961,656
Net Ordinary Income	152%	(179,408)
Other Income/Expense		
Other Income		
7010 · Dividend Income	189%	6,000
7015 · Interest Income	138%	36
7020 · Miscellaneous Income	0%	0
7025 · Realized Gain/Loss on Investmen	49%	6,600
7350 · Unrealized Gains/Losses	(225%)	92,400
8095 · Release from Restrict (contra)		
Total Other Income	(184%)	105,036
Other Expense		
9999 · Suspense Items Clearing	(1,988%)	300
Total Other Expense	(1,988%)	300
Net Other Income	(175%)	104,736

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed

	% of Budget	Annual Budget
Net Income	303%	(74,672)

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed

	Notes
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	Foundation budgeted donation, $150,000 in Dec
4100 · Dues Summary	
4200 · Fundraising Events	
4300 · Social Event Income	
4400 · Education Programs Income	
4500 · Rental Income General	
4600 · Bar Income	
4700 · Food & Kitchen	2022 new account to separate food/dinner income (prior part of 'Ba
4800 · Advertising Income	
4850 · Merchandise Sales	
4900 · Promotions & comps	
Total Income	
Gross Profit	
Expense	
6000 · Payroll Expenses General	
6100 · Professional Fees General	
6200 · Fundraising Expenses	
6250 · Music & Cultural Expenses	
6300 · Social Events & Program Expense	
6400 · Education Programs Expenses	
6500 · Rental Expenses	
6600 · Bar Expenses	
6650 · Food & catering Expenses	
6700 · Occupancy Expenses General	Repair maintainance & utilities
6750 · Office Expenses General	Office equipment, supplies, computer & internet
6800 · Taxes, Licenses, Fees General	Property tax amortized over year (higher than prior year)
6900 · Other Operating Expense General	Ad, promotion, bank/merchant fees, insurance & newletters
Total Expense	
Net Ordinary Income	
Other Income/Expense	
Other Income	
7010 · Dividend Income	
7015 · Interest Income	
7020 · Miscellaneous Income	
7025 · Realized Gain/Loss on Investmen	
7350 · Unrealized Gains/Losses	Market fluctuation in Vanguard (didn't budget for the market fall)
8095 · Release from Restrict (contra)	
Total Other Income	
Other Expense	
9999 · Suspense Items Clearing	Brown Paper Tickets(from 2019) refund $5870 in Feb 2022
Total Other Expense	
Net Other Income	

Swedish Cultural Center dba Swedish Club
Monthly Statement of Activities vs Budget
July 2022

Activities v Budget Collapsed

Notes

Net Income

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed

	Administrative and General
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	6.53
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	6.61
Total Income	13.14
Gross Profit	13.14
Expense	
6000 · Payroll Expenses General	137,882.94
6100 · Professional Fees General	14,412.45
6200 · Fundraising Expenses	342.13
6250 · Music & Cultural Expenses	283.00
6300 · Social Events & Program Expense	31.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	94.67
6700 · Occupancy Expenses General	48,308.97
6750 · Office Expenses General	21,860.34
6800 · Taxes, Licenses, Fees General	38,562.49
6900 · Other Operating Expense General	72,183.68
Total Expense	333,961.67
Net Ordinary Income	-333,948.53
Other Income/Expense	
Other Income	
7010 · Dividend Income	6,604.23
7015 · Interest Income	29.26
7025 · Realized Gain/Loss on Investmen	1,899.99
7350 · Unrealized Gains/Losses	-121,260.69
8095 · Release from Restrict (contra)	0.00
Total Other Income	-112,727.21
Other Expense	
9999 · Suspense Items Clearing	-93.77
Total Other Expense	-93.77
Net Other Income	-112,633.44
Net Income	**-446,581.97**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Bar Event,Rentals & Special (Bar Summary)	Bar expenses (Bar Summary)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	0.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	0.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	7,850.90	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	0.00	0.00
Total Income	7,850.90	0.00
Gross Profit	7,850.90	0.00
Expense		
6000 · Payroll Expenses General	0.00	59.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	0.00	13,910.33
6650 · Food & catering Expenses	0.00	0.00
6700 · Occupancy Expenses General	0.00	38.04
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	2,379.49
6900 · Other Operating Expense General	48.58	0.00
Total Expense	48.58	16,386.86
Net Ordinary Income	7,802.32	-16,386.86
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**7,802.32**	**-16,386.86**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Beer Club (Bar Summary)	Friday Bar (Bar Summary)	PR /Bar (Bar Summary)
Ordinary Income/Expense			
Income			
4000 · Contributions Summary	0.00	0.00	0.00
4100 · Dues Summary	0.00	35.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income General	0.00	0.00	0.00
4600 · Bar Income	752.38	12,313.48	0.00
4610 · Tips	0.00	0.00	0.00
4700 · Food & Kitchen	0.00	0.00	0.00
4850 · Merchandise Sales	0.00	0.00	0.00
4900 · Promotions & comps	0.00	-847.00	0.00
Total Income	752.38	11,501.48	0.00
Gross Profit	752.38	11,501.48	0.00
Expense			
6000 · Payroll Expenses General	0.00	0.00	17,693.36
6100 · Professional Fees General	0.00	0.00	0.00
6200 · Fundraising Expenses	13.38	0.00	0.00
6250 · Music & Cultural Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	27.21	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar Expenses	12.59	387.80	0.00
6650 · Food & catering Expenses	0.00	0.00	0.00
6700 · Occupancy Expenses General	0.00	0.00	0.00
6750 · Office Expenses General	0.00	0.00	0.00
6800 · Taxes, Licenses, Fees General	0.00	0.00	0.00
6900 · Other Operating Expense General	0.00	-47.73	0.00
Total Expense	25.97	367.28	17,693.36
Net Ordinary Income	726.41	11,134.20	-17,693.36
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	0.00	0.00
7015 · Interest Income	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Other Expense			
9999 · Suspense Items Clearing	0.00	0.00	0.00
Total Other Expense	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**726.41**	**11,134.20**	**-17,693.36**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Total Bar Summary	Language Classes (Education (no B&O) Summary)
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	0.00	0.00
4100 · Dues Summary	35.00	0.00
4200 · Fundraising Events	0.00	0.00
4300 · Social Event Income	0.00	0.00
4400 · Education Programs Income	0.00	30,194.00
4500 · Rental Income General	0.00	0.00
4600 · Bar Income	20,916.76	0.00
4610 · Tips	0.00	0.00
4700 · Food & Kitchen	0.00	0.00
4850 · Merchandise Sales	0.00	0.00
4900 · Promotions & comps	-847.00	0.00
Total Income	20,104.76	30,194.00
Gross Profit	20,104.76	30,194.00
Expense		
6000 · Payroll Expenses General	17,752.36	0.00
6100 · Professional Fees General	0.00	0.00
6200 · Fundraising Expenses	13.38	0.00
6250 · Music & Cultural Expenses	0.00	0.00
6300 · Social Events & Program Expense	27.21	0.00
6400 · Education Programs Expenses	0.00	0.00
6500 · Rental Expenses	0.00	0.00
6600 · Bar Expenses	14,310.72	0.00
6650 · Food & catering Expenses	0.00	0.00
6700 · Occupancy Expenses General	38.04	0.00
6750 · Office Expenses General	0.00	0.00
6800 · Taxes, Licenses, Fees General	2,379.49	480.97
6900 · Other Operating Expense General	0.85	0.00
Total Expense	34,522.05	480.97
Net Ordinary Income	-14,417.29	29,713.03
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.00
7015 · Interest Income	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00
8095 · Release from Restrict (contra)	0.00	0.00
Total Other Income	0.00	0.00
Other Expense		
9999 · Suspense Items Clearing	0.00	0.00
Total Other Expense	0.00	0.00
Net Other Income	0.00	0.00
Net Income	**-14,417.29**	**29,713.03**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	PR/Education (Education (no B&O) Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	24,616.08
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	24,616.08
Net Ordinary Income	-24,616.08
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-24,616.08**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Weaving (Education (no B&O) Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	3,126.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	3,126.00
Gross Profit	3,126.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	2,935.80
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	2,935.80
Net Ordinary Income	190.20
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**190.20**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed

	Total Education (no B&O) Summary
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	33,320.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	33,320.00
Gross Profit	33,320.00
Expense	
6000 · Payroll Expenses General	24,616.08
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	2,935.80
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	480.97
6900 · Other Operating Expense General	0.00
Total Expense	28,032.85
Net Ordinary Income	5,287.15
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**5,287.15**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Food Event,Rent & Special (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	1,779.06
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	1,779.06
Gross Profit	1,779.06
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	787.51
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	4,233.25
6900 · Other Operating Expense General	0.00
Total Expense	5,020.76
Net Ordinary Income	-3,241.70
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-3,241.70**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Fri Dinners (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	46.00
4100 · Dues Summary	130.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	18,286.32
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-293.00
Total Income	18,169.32
Gross Profit	18,169.32
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	4,199.98
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	12,614.04
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	34.21
Total Expense	16,848.23
Net Ordinary Income	1,321.09
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**1,321.09**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Kitchen & food exp (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	183.83
6700 · Occupancy Expenses General	4,619.59
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	27.48
6900 · Other Operating Expense General	0.00
Total Expense	4,830.90
Net Ordinary Income	-4,830.90
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-4,830.90**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Kitchen supplies (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	393.51
6700 · Occupancy Expenses General	1,275.68
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	1,669.19
Net Ordinary Income	-1,669.19
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	126.24
Total Other Income	126.24
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	126.24
Net Income	**-1,542.95**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Pancake Breakfast (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	247.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,912.47
4610 · Tips	0.00
4700 · Food & Kitchen	16,126.45
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-531.00
Total Income	18,754.92
Gross Profit	18,754.92
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	3,255.00
6300 · Social Events & Program Expense	253.84
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	10,066.28
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	36.09
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	2,658.53
Total Expense	16,269.74
Net Ordinary Income	2,485.18
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**2,485.18**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	PR/Food (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	30,778.46
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	30,778.46
Net Ordinary Income	-30,778.46
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-30,778.46**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Food & Kitchen Summary - Other (Food & Kitchen Summary)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	8.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	8.00
Gross Profit	8.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	8.00
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**8.00**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed

	Total Food & Kitchen Summary
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	293.00
4100 · Dues Summary	130.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,912.47
4610 · Tips	0.00
4700 · Food & Kitchen	36,199.83
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-824.00
Total Income	38,711.30
Gross Profit	38,711.30
Expense	
6000 · Payroll Expenses General	30,778.46
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	7,454.98
6300 · Social Events & Program Expense	253.84
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	24,045.17
6700 · Occupancy Expenses General	5,895.27
6750 · Office Expenses General	36.09
6800 · Taxes, Licenses, Fees General	4,260.73
6900 · Other Operating Expense General	2,692.74
Total Expense	75,417.28
Net Ordinary Income	-36,705.98
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	126.24
Total Other Income	126.24
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	126.24
Net Income	**-36,579.74**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	ABBA (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	13,677.00
4300 · Social Event Income	510.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	2,094.74
4610 · Tips	0.00
4700 · Food & Kitchen	2,115.00
4850 · Merchandise Sales	120.00
4900 · Promotions & comps	-5.00
Total Income	18,511.74
Gross Profit	18,511.74
Expense	
6000 · Payroll Expenses General	11.05
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	814.04
6250 · Music & Cultural Expenses	2,300.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	143.00
6650 · Food & catering Expenses	824.21
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	167.87
6900 · Other Operating Expense General	1,032.82
Total Expense	5,292.99
Net Ordinary Income	13,218.75
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-5,870.00
Total Other Expense	-5,870.00
Net Other Income	5,870.00
Net Income	**19,088.75**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Bazaar/Loppis/Flea Mkts (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	6,989.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	686.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	7,675.00
Gross Profit	7,675.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	314.21
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	1,038.53
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	270.00
Total Expense	1,622.74
Net Ordinary Income	6,052.26
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**6,052.26**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Bingo (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	65.00
6900 · Other Operating Expense General	0.00
Total Expense	65.00
Net Ordinary Income	-65.00
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-65.00**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Donations at events (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	503.49
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	503.49
Gross Profit	503.49
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	503.49
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**503.49**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Film (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	653.25
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	653.25
Gross Profit	653.25
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	31.40
6250 · Music & Cultural Expenses	100.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	131.40
Net Ordinary Income	521.85
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**521.85**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Member/Donor (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	374.61
4610 · Tips	0.00
4700 · Food & Kitchen	-329.08
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-340.01
Total Income	-294.48
Gross Profit	-294.48
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	549.59
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	34.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	195.31
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	1,771.16
Total Expense	2,550.06
Net Ordinary Income	-2,844.54
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-2,844.54**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	NY, 4th, Special Club Events (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	40.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	7,012.00
4300 · Social Event Income	-70.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	40.00
4600 · Bar Income	1,283.45
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-56.00
Total Income	8,249.45
Gross Profit	8,249.45
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	192.68
6250 · Music & Cultural Expenses	300.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	4,897.85
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	277.23
Total Expense	5,667.76
Net Ordinary Income	2,581.69
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**2,581.69**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Raffle (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	142.50
4300 · Social Event Income	10.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	152.50
Gross Profit	152.50
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	152.50
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**152.50**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Wine Club (glass/1 yr discount) (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	300.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	300.00
Gross Profit	300.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	65.63
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	12.60
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	78.23
Net Ordinary Income	221.77
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**221.77**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Fundraising & Dues (no B&O) - Other (Fundraising & Dues (no B&O))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	53,440.99
4100 · Dues Summary	76,944.05
4200 · Fundraising Events	690.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-4.00
Total Income	131,071.04
Gross Profit	131,071.04
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	5.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	129.85
6900 · Other Operating Expense General	75.48
Total Expense	210.33
Net Ordinary Income	130,860.71
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**130,860.71**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed

	Total Fundraising & Dues (no B&O)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	53,984.48
4100 · Dues Summary	76,944.05
4200 · Fundraising Events	29,463.75
4300 · Social Event Income	450.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	40.00
4600 · Bar Income	3,752.80
4610 · Tips	0.00
4700 · Food & Kitchen	2,471.92
4850 · Merchandise Sales	120.00
4900 · Promotions & comps	-405.01
Total Income	166,821.99
Gross Profit	166,821.99
Expense	
6000 · Payroll Expenses General	11.05
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	1,967.55
6250 · Music & Cultural Expenses	2,705.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	155.60
6650 · Food & catering Expenses	6,794.59
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	195.31
6800 · Taxes, Licenses, Fees General	362.72
6900 · Other Operating Expense General	3,426.69
Total Expense	15,618.51
Net Ordinary Income	151,203.48
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	-5,870.00
Total Other Expense	-5,870.00
Net Other Income	5,870.00
Net Income	**157,073.48**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed

	Merchandise (most B&O taxed)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	36.28
4900 · Promotions & comps	0.00
Total Income	36.28
Gross Profit	36.28
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	36.28
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**36.28**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Equipment & Bartender Rental (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	7,660.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	7,660.00
Gross Profit	7,660.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	49.08
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	55.63
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	104.71
Net Ordinary Income	7,555.29
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**7,555.29**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Hall and Room Rental (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	220.50
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	78,244.95
4600 · Bar Income	56.24
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	78,521.69
Gross Profit	78,521.69
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	8,186.63
6900 · Other Operating Expense General	-1.47
Total Expense	8,185.16
Net Ordinary Income	70,336.53
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**70,336.53**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Main't,Cleaning, Misc (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	2,408.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	2,408.00
Gross Profit	2,408.00
Expense	
6000 · Payroll Expenses General	739.09
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	16.34
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	1,946.77
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	2,702.20
Net Ordinary Income	-294.20
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-294.20**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Parking (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	240.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	240.00
Gross Profit	240.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	0.00
Net Ordinary Income	240.00
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**240.00**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	PR/Rentals (Rentals (most B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	146,456.79
6100 · Professional Fees General	175.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	0.00
Total Expense	146,631.79
Net Ordinary Income	-146,631.79
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-146,631.79**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed

	Total Rentals (most B&O taxed)
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	220.50
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	88,552.95
4600 · Bar Income	56.24
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	88,829.69
Gross Profit	88,829.69
Expense	
6000 · Payroll Expenses General	147,195.88
6100 · Professional Fees General	175.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	65.42
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	2,002.40
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	8,186.63
6900 · Other Operating Expense General	-1.47
Total Expense	157,623.86
Net Ordinary Income	-68,794.17
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-68,794.17**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Julbord/Lutfisk/Car/Midsommer (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	500.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	40.00
4300 · Social Event Income	7,019.40
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	563.26
4610 · Tips	0.00
4700 · Food & Kitchen	2,691.17
4850 · Merchandise Sales	58.96
4900 · Promotions & comps	-370.00
Total Income	10,502.79
Gross Profit	10,502.79
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	150.00
6300 · Social Events & Program Expense	278.45
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	12.98
6650 · Food & catering Expenses	5,220.21
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	282.68
6900 · Other Operating Expense General	1,190.84
Total Expense	7,135.16
Net Ordinary Income	3,367.63
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**3,367.63**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Kvinnor Kan & Spec Events (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	0.00
4610 · Tips	0.00
4700 · Food & Kitchen	0.00
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	0.00
Gross Profit	0.00
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	369.55
6900 · Other Operating Expense General	0.00
Total Expense	369.55
Net Ordinary Income	-369.55
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-369.55**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Member Dinners & Bar (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	44.00
4400 · Education Programs Income	120.00
4500 · Rental Income General	0.00
4600 · Bar Income	1,110.20
4610 · Tips	0.00
4700 · Food & Kitchen	5,447.46
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-566.00
Total Income	6,155.66
Gross Profit	6,155.66
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	200.00
6300 · Social Events & Program Expense	31.73
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	46.53
6650 · Food & catering Expenses	3,371.88
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	193.54
6900 · Other Operating Expense General	196.46
Total Expense	4,040.14
Net Ordinary Income	2,115.52
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**2,115.52**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	New Year's Eve Event (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	70.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	372.50
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	399.10
4610 · Tips	-0.71
4700 · Food & Kitchen	86.88
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	-99.00
Total Income	828.77
Gross Profit	828.77
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	600.00
6300 · Social Events & Program Expense	840.20
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	0.00
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	240.58
6900 · Other Operating Expense General	107.32
Total Expense	1,788.10
Net Ordinary Income	-959.33
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**-959.33**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed	Wed Lille Fritag (Social Events (B&O taxed))
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	0.00
4100 · Dues Summary	0.00
4200 · Fundraising Events	0.00
4300 · Social Event Income	0.00
4400 · Education Programs Income	0.00
4500 · Rental Income General	0.00
4600 · Bar Income	101.58
4610 · Tips	0.00
4700 · Food & Kitchen	204.09
4850 · Merchandise Sales	0.00
4900 · Promotions & comps	0.00
Total Income	305.67
Gross Profit	305.67
Expense	
6000 · Payroll Expenses General	0.00
6100 · Professional Fees General	0.00
6200 · Fundraising Expenses	0.00
6250 · Music & Cultural Expenses	0.00
6300 · Social Events & Program Expense	0.00
6400 · Education Programs Expenses	0.00
6500 · Rental Expenses	0.00
6600 · Bar Expenses	0.00
6650 · Food & catering Expenses	155.98
6700 · Occupancy Expenses General	0.00
6750 · Office Expenses General	0.00
6800 · Taxes, Licenses, Fees General	0.00
6900 · Other Operating Expense General	28.80
Total Expense	184.78
Net Ordinary Income	120.89
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.00
7015 · Interest Income	0.00
7025 · Realized Gain/Loss on Investmen	0.00
7350 · Unrealized Gains/Losses	0.00
8095 · Release from Restrict (contra)	0.00
Total Other Income	0.00
Other Expense	
9999 · Suspense Items Clearing	0.00
Total Other Expense	0.00
Net Other Income	0.00
Net Income	**120.89**

Swedish Cultural Center dba Swedish Club
Statement of Activities by class
January through July 2022

Activities by class Jan - July 2022 collapsed

	Total Social Events (B&O taxed)	TOTAL
Ordinary Income/Expense		
Income		
4000 · Contributions Summary	570.00	55,074.51
4100 · Dues Summary	0.00	77,109.05
4200 · Fundraising Events	40.00	29,503.75
4300 · Social Event Income	7,435.90	7,885.90
4400 · Education Programs Income	120.00	33,440.00
4500 · Rental Income General	0.00	88,592.95
4600 · Bar Income	2,174.14	29,812.41
4610 · Tips	-0.71	-0.71
4700 · Food & Kitchen	8,429.60	47,101.35
4850 · Merchandise Sales	58.96	215.24
4900 · Promotions & comps	-1,035.00	-3,104.40
Total Income	17,792.89	365,630.05
Gross Profit	17,792.89	365,630.05
Expense		
6000 · Payroll Expenses General	0.00	358,236.77
6100 · Professional Fees General	0.00	14,587.45
6200 · Fundraising Expenses	0.00	2,323.06
6250 · Music & Cultural Expenses	950.00	11,392.98
6300 · Social Events & Program Expense	1,150.38	1,462.43
6400 · Education Programs Expenses	0.00	2,935.80
6500 · Rental Expenses	0.00	65.42
6600 · Bar Expenses	59.51	14,525.83
6650 · Food & catering Expenses	8,748.07	39,682.50
6700 · Occupancy Expenses General	0.00	56,244.68
6750 · Office Expenses General	0.00	22,091.74
6800 · Taxes, Licenses, Fees General	1,086.35	55,319.38
6900 · Other Operating Expense General	1,523.42	79,825.91
Total Expense	13,517.73	658,693.95
Net Ordinary Income	4,275.16	-293,063.90
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	6,604.23
7015 · Interest Income	0.00	29.26
7025 · Realized Gain/Loss on Investmen	0.00	1,899.99
7350 · Unrealized Gains/Losses	0.00	-121,260.69
8095 · Release from Restrict (contra)	0.00	126.24
Total Other Income	0.00	-112,600.97
Other Expense		
9999 · Suspense Items Clearing	0.00	-5,963.77
Total Other Expense	0.00	-5,963.77
Net Other Income	0.00	-106,637.20
Net Income	**4,275.16**	**-399,701.10**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

	Jul 22	Jun 22	Jul 21	$ Change
Ordinary Income/Expense				
Income				
4000 · Contributions Summary	176.00	887.00	150,700.00	-150,524.00
4100 · Dues Summary	8,755.87	7,565.87	8,980.88	-225.01
4200 · Fundraising Events	12,103.00	3,496.00	285.00	11,818.00
4300 · Social Event Income	0.00	2,105.00	0.00	0.00
4400 · Education Programs Income	1,808.00	5,590.00	1,952.00	-144.00
4500 · Rental Income General	13,083.82	9,546.32	5,854.32	7,229.50
4600 · Bar Income	7,492.10	6,429.02	7,462.24	29.86
4610 · Tips	0.00	0.00	188.40	-188.40
4700 · Food & Kitchen	3,997.20	13,072.27	1,114.71	2,882.49
4800 · Advertising Income	0.00	0.00	1,000.00	-1,000.00
4850 · Merchandise Sales	0.00	120.00	12.73	-12.73
4900 · Promotions & comps	-513.01	-779.00	-324.80	-188.21
Total Income	46,902.98	48,032.48	177,225.48	-130,322.50
Gross Profit	46,902.98	48,032.48	177,225.48	-130,322.50
Expense				
6000 · Payroll Expenses General	56,482.46	48,055.35	46,121.68	10,360.78
6100 · Professional Fees General	0.00	7,795.95	8,213.50	-8,213.50
6200 · Fundraising Expenses	18.70	383.83	311.74	-293.04
6250 · Music & Cultural Expenses	1,100.00	2,256.00	830.32	269.68
6300 · Social Events & Program Expense	0.00	55.10	564.51	-564.51
6400 · Education Programs Expenses	445.50	445.50	161.00	284.50
6600 · Bar Expenses	5,488.02	1,015.64	2,050.00	3,438.02
6650 · Food & catering Expenses	5,502.58	6,000.50	0.00	5,502.58
6700 · Occupancy Expenses General	7,144.19	7,819.24	10,959.87	-3,815.68
6750 · Office Expenses General	2,317.17	3,650.97	2,158.13	159.04
6800 · Taxes, Licenses, Fees General	8,228.14	7,914.89	233.66	7,994.48
6900 · Other Operating Expense General	5,858.89	14,119.78	8,282.10	-2,423.21
Total Expense	92,585.65	99,512.75	79,886.51	12,699.14
Net Ordinary Income	-45,682.67	-51,480.27	97,338.97	-143,021.64
Other Income/Expense				
Other Income				
7010 · Dividend Income	0.00	4,966.54	0.00	0.00
7015 · Interest Income	2.92	3.54	2.01	0.91
7350 · Unrealized Gains/Losses	47,461.21	-55,304.82	9,588.99	37,872.22
Total Other Income	47,464.13	-50,334.74	9,591.00	37,873.13
Other Expense				
9950 · Credit Card Clearing see GL1025	0.00	0.00	0.00	0.00
9999 · Suspense Items Clearing	0.00	0.00	302.00	-302.00
Total Other Expense	0.00	0.00	302.00	-302.00
Net Other Income	47,464.13	-50,334.74	9,289.00	38,175.13
Net Income	**1,781.46**	**-101,815.01**	**106,627.97**	**-104,846.51**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

	% Change
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	-99.88%
4100 · Dues Summary	-2.51%
4200 · Fundraising Events	4,146.67%
4300 · Social Event Income	0.0%
4400 · Education Programs Income	-7.38%
4500 · Rental Income General	123.49%
4600 · Bar Income	0.4%
4610 · Tips	-100.0%
4700 · Food & Kitchen	258.59%
4800 · Advertising Income	-100.0%
4850 · Merchandise Sales	-100.0%
4900 · Promotions & comps	-57.95%
Total Income	-73.54%
Gross Profit	-73.54%
Expense	
6000 · Payroll Expenses General	22.46%
6100 · Professional Fees General	-100.0%
6200 · Fundraising Expenses	-94.0%
6250 · Music & Cultural Expenses	32.48%
6300 · Social Events & Program Expense	-100.0%
6400 · Education Programs Expenses	176.71%
6600 · Bar Expenses	167.71%
6650 · Food & catering Expenses	100.0%
6700 · Occupancy Expenses General	-34.82%
6750 · Office Expenses General	7.37%
6800 · Taxes, Licenses, Fees General	3,421.42%
6900 · Other Operating Expense General	-29.26%
Total Expense	15.9%
Net Ordinary Income	-146.93%
Other Income/Expense	
Other Income	
7010 · Dividend Income	0.0%
7015 · Interest Income	45.27%
7350 · Unrealized Gains/Losses	394.96%
Total Other Income	394.88%
Other Expense	
9950 · Credit Card Clearing see GL1025	0.0%
9999 · Suspense Items Clearing	-100.0%
Total Other Expense	-100.0%
Net Other Income	410.97%
Net Income	**-98.33%**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

Activities July v Prior Month & Year detail

	Jul 22	Jun 22	Jul 21
Ordinary Income/Expense			
Income			
4000 · Contributions Summary			
4010 · Donations- General	176.00	887.00	700.00
4025 · Foundations	0.00	0.00	150,000.00
Total 4000 · Contributions Summary	176.00	887.00	150,700.00
4100 · Dues Summary			
4105 · Dues - Temporary	45.00	75.00	0.00
4110 · Dues - One Year	4,900.00	4,330.00	4,655.00
4120 · Dues - 2 Years	250.00	440.00	835.00
4130 · Dues - 3 Years	530.00	187.00	312.00
4150 · Dues - Subject to Deferral	1,310.00	813.00	1,458.00
4160 · Amort.-Deferred Income-Dues	1,720.87	1,720.87	1,720.88
Total 4100 · Dues Summary	8,755.87	7,565.87	8,980.88
4200 · Fundraising Events	12,103.00	3,496.00	285.00
4300 · Social Event Income	0.00	2,105.00	0.00
4400 · Education Programs Income	1,808.00	5,590.00	1,952.00
4500 · Rental Income General			
4510 · Long term rental (no Sales Tax)	943.00	943.00	768.00
4525 · Corkage (no Sales Tax)	0.00	0.00	355.00
4530 · Parking (not designated areas)	40.00	0.00	0.00
4500 · Rental Income General - Other	12,100.82	8,603.32	4,731.32
Total 4500 · Rental Income General	13,083.82	9,546.32	5,854.32
4600 · Bar Income	7,492.10	6,429.02	7,462.24
4610 · Tips	0.00	0.00	188.40
4700 · Food & Kitchen	3,997.20	13,072.27	1,114.71
4800 · Advertising Income	0.00	0.00	1,000.00
4850 · Merchandise Sales	0.00	120.00	12.73
4900 · Promotions & comps	-513.01	-779.00	-324.80
Total Income	46,902.98	48,032.48	177,225.48
Gross Profit	46,902.98	48,032.48	177,225.48
Expense			
6000 · Payroll Expenses General			
6005 · Salaries & Wages	47,414.26	40,746.49	39,648.09
6010 · Medical Insurance-Employees	1,627.99	1,627.79	2,365.20
6015 · Other EE Benefits/Costs-Misc	428.03	140.21	95.12
6025 · Payroll Taxes	5,118.67	3,903.54	3,713.27
6035 · Staff Recruitment	1,893.51	1,637.32	300.00
Total 6000 · Payroll Expenses General	56,482.46	48,055.35	46,121.68
6100 · Professional Fees General			
6105 · Accounting & Audit	0.00	1,410.00	7,965.00
6110 · Consultants	0.00	175.00	175.00
6115 · Legal	0.00	6,210.95	73.50
Total 6100 · Professional Fees General	0.00	7,795.95	8,213.50

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

Activities July v Prior Month & Year detail

	Jul 22	Jun 22	Jul 21
6200 · Fundraising Expenses	18.70	383.83	311.74
6250 · Music & Cultural Expenses	1,100.00	2,256.00	830.32
6300 · Social Events & Program Expense	0.00	55.10	564.51
6400 · Education Programs Expenses	445.50	445.50	161.00
6600 · Bar Expenses	5,488.02	1,015.64	2,050.00
6650 · Food & catering Expenses	5,502.58	6,000.50	0.00
6700 · Occupancy Expenses General			
6705 · Janitorial	2,166.30	1,495.01	182.19
6707 · Kitchen Equip & Repairs	233.94	31.98	0.00
6710 · Miscellaneous Occupancy Expense	117.97	914.95	0.00
6715 · Repair & Maintenance	803.13	2,076.45	5,649.88
6720 · Security	1,331.49	0.00	1,458.93
6725 · Utilities	2,491.36	3,300.85	3,668.87
Total 6700 · Occupancy Expenses General	7,144.19	7,819.24	10,959.87
6750 · Office Expenses General			
6755 · Office Equipment	559.08	410.20	16.35
6760 · Office Supplies	139.45	674.25	65.01
6765 · Phone,Internet/Communication	1,631.01	1,703.95	1,581.08
6770 · Postage	-12.37	862.57	495.69
Total 6750 · Office Expenses General	2,317.17	3,650.97	2,158.13
6800 · Taxes, Licenses, Fees General			
6805 · Business Taxes	535.94	203.44	205.66
6810 · Licenses & fees	290.00	309.25	0.00
6815 · Property Taxes	7,402.20	7,402.20	0.00
6820 · Tax Penalties	0.00	0.00	28.00
Total 6800 · Taxes, Licenses, Fees General	8,228.14	7,914.89	233.66
6900 · Other Operating Expense General			
6905 · Advertising & Promotion	1,011.64	1,726.55	925.51
6910 · Auto, Parking & Related Costs	0.00	64.09	78.85
6920 · Board	82.67	11.64	0.00
6925 · Cash Over/Short	169.23	2,713.78	-0.37
6930 · Credit Card/Bank Fees	1,669.92	1,584.91	1,103.91
6932 · Decorations	28.79	102.42	0.00
6935 · Depreciation/Amort-Non Cash	0.00	2,999.35	2,999.35
6940 · Community,Donations&Scholarship	0.00	72.77	0.00
6945 · Subscriptions/memberships	118.00	70.00	188.00
6950 · Insurance	2,272.09	2,272.09	2,284.49
6955 · Interest Exp/Bank Loan Fees-Ops	0.00	0.00	2.36

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

Activities July v Prior Month & Year detail	Jul 22	Jun 22	Jul 21
6970 · Newsletters	400.00	2,502.18	700.00
6975 · Safety & Sanitary Supplies	106.55	0.00	0.00
Total 6900 · Other Operating Expense General	5,858.89	14,119.78	8,282.10
Total Expense	92,585.65	99,512.75	79,886.51
Net Ordinary Income	-45,682.67	-51,480.27	97,338.97
Other Income/Expense			
Other Income			
7010 · Dividend Income	0.00	4,966.54	0.00
7015 · Interest Income	2.92	3.54	2.01
7350 · Unrealized Gains/Losses	47,461.21	-55,304.82	9,588.99
Total Other Income	47,464.13	-50,334.74	9,591.00
Other Expense			
9950 · Credit Card Clearing see GL1025	0.00	0.00	0.00
9999 · Suspense Items Clearing	0.00	0.00	302.00
Total Other Expense	0.00	0.00	302.00
Net Other Income	47,464.13	-50,334.74	9,289.00
Net Income	**1,781.46**	**-101,815.01**	**106,627.97**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

Activities July v Prior Month & Year detail	$ Change	% Change
Ordinary Income/Expense		
Income		
4000 · Contributions Summary		
4010 · Donations- General	-524.00	-74.86%
4025 · Foundations	-150,000.00	-100.0%
Total 4000 · Contributions Summary	-150,524.00	-99.88%
4100 · Dues Summary		
4105 · Dues - Temporary	45.00	100.0%
4110 · Dues - One Year	245.00	5.26%
4120 · Dues - 2 Years	-585.00	-70.06%
4130 · Dues - 3 Years	218.00	69.87%
4150 · Dues - Subject to Deferral	-148.00	-10.15%
4160 · Amort.-Deferred Income-Dues	-0.01	-0.0%
Total 4100 · Dues Summary	-225.01	-2.51%
4200 · Fundraising Events	11,818.00	4,146.67%
4300 · Social Event Income	0.00	0.0%
4400 · Education Programs Income	-144.00	-7.38%
4500 · Rental Income General		
4510 · Long term rental (no Sales Tax)	175.00	22.79%
4525 · Corkage (no Sales Tax)	-355.00	-100.0%
4530 · Parking (not designated areas)	40.00	100.0%
4500 · Rental Income General - Other	7,369.50	155.76%
Total 4500 · Rental Income General	7,229.50	123.49%
4600 · Bar Income	29.86	0.4%
4610 · Tips	-188.40	-100.0%
4700 · Food & Kitchen	2,882.49	258.59%
4800 · Advertising Income	-1,000.00	-100.0%
4850 · Merchandise Sales	-12.73	-100.0%
4900 · Promotions & comps	-188.21	-57.95%
Total Income	-130,322.50	-73.54%
Gross Profit	-130,322.50	-73.54%
Expense		
6000 · Payroll Expenses General		
6005 · Salaries & Wages	7,766.17	19.59%
6010 · Medical Insurance-Employees	-737.21	-31.17%
6015 · Other EE Benefits/Costs-Misc	332.91	349.99%
6025 · Payroll Taxes	1,405.40	37.85%
6035 · Staff Recruitment	1,593.51	531.17%
Total 6000 · Payroll Expenses General	10,360.78	22.46%
6100 · Professional Fees General		
6105 · Accounting & Audit	-7,965.00	-100.0%
6110 · Consultants	-175.00	-100.0%
6115 · Legal	-73.50	-100.0%
Total 6100 · Professional Fees General	-8,213.50	-100.0%

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
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Activities July v Prior Month & Year detail	$ Change	% Change
6200 · Fundraising Expenses	-293.04	-94.0%
6250 · Music & Cultural Expenses	269.68	32.48%
6300 · Social Events & Program Expense	-564.51	-100.0%
6400 · Education Programs Expenses	284.50	176.71%
6600 · Bar Expenses	3,438.02	167.71%
6650 · Food & catering Expenses	5,502.58	100.0%
6700 · Occupancy Expenses General		
6705 · Janitorial	1,984.11	1,089.03%
6707 · Kitchen Equip & Repairs	233.94	100.0%
6710 · Miscellaneous Occupancy Expense	117.97	100.0%
6715 · Repair & Maintenance	-4,846.75	-85.79%
6720 · Security	-127.44	-8.74%
6725 · Utilities	-1,177.51	-32.1%
Total 6700 · Occupancy Expenses General	-3,815.68	-34.82%
6750 · Office Expenses General		
6755 · Office Equipment	542.73	3,319.45%
6760 · Office Supplies	74.44	114.51%
6765 · Phone,Internet/Communication	49.93	3.16%
6770 · Postage	-508.06	-102.5%
Total 6750 · Office Expenses General	159.04	7.37%
6800 · Taxes, Licenses, Fees General		
6805 · Business Taxes	330.28	160.6%
6810 · Licenses & fees	290.00	100.0%
6815 · Property Taxes	7,402.20	100.0%
6820 · Tax Penalties	-28.00	-100.0%
Total 6800 · Taxes, Licenses, Fees General	7,994.48	3,421.42%
6900 · Other Operating Expense General		
6905 · Advertising & Promotion	86.13	9.31%
6910 · Auto, Parking & Related Costs	-78.85	-100.0%
6920 · Board	82.67	100.0%
6925 · Cash Over/Short	169.60	45,837.84%
6930 · Credit Card/Bank Fees	566.01	51.27%
6932 · Decorations	28.79	100.0%
6935 · Depreciation/Amort-Non Cash	-2,999.35	-100.0%
6940 · Community,Donations&Scholarship	0.00	0.0%
6945 · Subscriptions/memberships	-70.00	-37.23%
6950 · Insurance	-12.40	-0.54%
6955 · Interest Exp/Bank Loan Fees-Ops	-2.36	-100.0%

Swedish Cultural Center dba Swedish Club
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Activities July v Prior Month & Year detail	$ Change	% Change
6970 · Newsletters	-300.00	-42.86%
6975 · Safety & Sanitary Supplies	106.55	100.0%
Total 6900 · Other Operating Expense General	-2,423.21	-29.26%
Total Expense	12,699.14	15.9%
Net Ordinary Income	-143,021.64	-146.93%
Other Income/Expense		
Other Income		
7010 · Dividend Income	0.00	0.0%
7015 · Interest Income	0.91	45.27%
7350 · Unrealized Gains/Losses	37,872.22	394.96%
Total Other Income	37,873.13	394.88%
Other Expense		
9950 · Credit Card Clearing see GL1025	0.00	0.0%
9999 · Suspense Items Clearing	-302.00	-100.0%
Total Other Expense	-302.00	-100.0%
Net Other Income	38,175.13	410.97%
Net Income	**-104,846.51**	**-98.33%**

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

Activities July v Prior Month & Year detail

	Notes
Ordinary Income/Expense	
Income	
4000 · Contributions Summary	
4010 · Donations- General	
4025 · Foundations	We have budgeted a donation of $150,000 in Dec. No other f
Total 4000 · Contributions Summary	
4100 · Dues Summary	
4105 · Dues - Temporary	
4110 · Dues - One Year	
4120 · Dues - 2 Years	
4130 · Dues - 3 Years	
4150 · Dues - Subject to Deferral	
4160 · Amort.-Deferred Income-Dues	
Total 4100 · Dues Summary	
4200 · Fundraising Events	Grt Finds & ABBA happened June, w/sales in Mar & April.
4300 · Social Event Income	Kvinnor Kan in Mar w/one refund in Apr.
4400 · Education Programs Income	Usual registrations quarterly.
4500 · Rental Income General	
4510 · Long term rental (no Sales Tax)	Arista $175 & Swedish Finn $768,= $943/mo (Swedish School
4525 · Corkage (no Sales Tax)	
4530 · Parking (not designated areas)	
4500 · Rental Income General - Other	Room rentals (member & nonprofit discounts included)
Total 4500 · Rental Income General	
4600 · Bar Income	
4610 · Tips	2022 Tips are posted as liability (Position GL 2125)
4700 · Food & Kitchen	
4800 · Advertising Income	
4850 · Merchandise Sales	
4900 · Promotions & comps	Drink & meal comps
Total Income	
Gross Profit	
Expense	
6000 · Payroll Expenses General	We are still short staffed. We have ads out. Pay rate up & pay
6005 · Salaries & Wages	Payroll difference can be a timing thing. We processed 2 payro
6010 · Medical Insurance-Employees	
6015 · Other EE Benefits/Costs-Misc	
6025 · Payroll Taxes	
6035 · Staff Recruitment	
Total 6000 · Payroll Expenses General	
6100 · Professional Fees General	
6105 · Accounting & Audit	Greenwood acctg Oct-12/31/21, pd $3300 in Feb. Books sent
6110 · Consultants	
6115 · Legal	Perkins Coie
Total 6100 · Professional Fees General	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

Activities July v Prior Month & Year detail

	Notes
6200 · Fundraising Expenses	Swede of Yr framing, Donor dinner invitations, ABBA $678 T-sl
6250 · Music & Cultural Expenses	ABBA music in June
6300 · Social Events & Program Expense	
6400 · Education Programs Expenses	
6600 · Bar Expenses	Liquor inventory purchases/JE correct to actual
6650 · Food & catering Expenses	New account in 2022 (Fri dinners previously under GL6600)
6700 · Occupancy Expenses General	
6705 · Janitorial	Uplift' for Keita, who is hired & now on PR
6707 · Kitchen Equip & Repairs	
6710 · Miscellaneous Occupancy Expense	
6715 · Repair & Maintenance	Repair, maintainance - Johnson Lyric $10,740 in Jan & Feb win Improvements
6720 · Security	
6725 · Utilities	
Total 6700 · Occupancy Expenses General	
6750 · Office Expenses General	
6755 · Office Equipment	
6760 · Office Supplies	
6765 · Phone,Internet/Communication	
6770 · Postage	
Total 6750 · Office Expenses General	
6800 · Taxes, Licenses, Fees General	
6805 · Business Taxes	
6810 · Licenses & fees	
6815 · Property Taxes	The Real estate taxes are amortized over the year, total for the Properties building taxes are paid by AVM, the renter.
6820 · Tax Penalties	
Total 6800 · Taxes, Licenses, Fees General	
6900 · Other Operating Expense General	
6905 · Advertising & Promotion	Van den Berg Design for ABBA, car show, Swede of Year
6910 · Auto, Parking & Related Costs	
6920 · Board	
6925 · Cash Over/Short	6/5 pancakes tracking mess
6930 · Credit Card/Bank Fees	We pay for PayPal and merchant services/Swipe Simple. We v multiple merchant services into one a couple years ago. Anis is the Toast program soon.
6932 · Decorations	
6935 · Depreciation/Amort-Non Cash	
6940 · Community,Donations&Scholarship	
6945 · Subscriptions/memberships	
6950 · Insurance	We have three policies through our Agent, Parker Smith Fee Great American Ins. acct #262426643: PAC556352716, UME $8854 paid in Feb. with a monthly premium of $2272. Per o
6955 · Interest Exp/Bank Loan Fees-Ops	

Swedish Cultural Center dba Swedish Club
Statement of Financial Activity
July 2022

Activities July v Prior Month & Year detail

		Notes
6970 · Newsletters		
6975 · Safety & Sanitary Supplies		
Total 6900 · Other Operating Expense General		
Total Expense		
Net Ordinary Income		
Other Income/Expense		
Other Income		
7010 · Dividend Income		
7015 · Interest Income		
7350 · Unrealized Gains/Losses	Market fluctuations	
Total Other Income		
Other Expense		
9950 · Credit Card Clearing see GL1025		
9999 · Suspense Items Clearing		
Total Other Expense		
Net Other Income		
Net Income		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail	Jul 31, 22	Dec 31, 21
ASSETS		
Current Assets		
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working	14,625.59	186,610.88
1010 · Savings-Columbia x5091	316,252.87	443,326.12
1015 · PayPal	352.21	787.63
1020 · Cash in Safe/Event Banks	(300.00)	1,571.00
1025 · Credit Card Clearing	32.00	0.00
1000 · Cash Summary - Other	0.00	0.00
Total 1000 · Cash Summary	330,962.67	632,295.63
Total Checking/Savings	330,962.67	632,295.63
Accounts Receivable		
1100 · Accounts Receivable	(24,162.69)	(11,092.88)
Total Accounts Receivable	(24,162.69)	(11,092.88)
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor	6,802.08	5,953.27
1210 · Wine	3,418.55	2,821.75
1215 · Beer	1,553.98	658.14
Total 1200 · Inventory Summary	11,774.61	9,433.16
1250 · *Undeposited Funds	1,771.22	6,298.45
1270 · Payroll -Employee Advances	511.08	0.00
1275 · Payroll- Tips taken (advance)	1,094.00	36.00
1300 · Prepaid Summary		
1305 · Prepaid Auction Expenses	0.00	0.00
1310 · Prepaid Event Expenses	0.00	500.00
1315 · Prepaid Expenses	2,641.00	0.00
1320 · Property Taxes see AP	37,011.00	0.00
Total 1300 · Prepaid Summary	39,652.00	500.00
Total Other Current Assets	54,802.91	16,267.61
Total Current Assets	361,602.89	637,470.36
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building	465,516.00	465,516.00
1620 · Building Improvements	1,711,592.67	1,700,853.06
1640 · Equipment	206,644.04	206,643.74
1650 · Furniture & Fixtures	420,761.96	420,761.96
1680 · Land	190,827.30	190,827.30
1690 · Accum Depreciation	(1,727,256.89)	(1,709,260.79)
Total 1600 · Property & Equipment Summary	1,268,085.08	1,275,341.27
Total Fixed Assets	1,268,085.08	1,275,341.27

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail	Jul 31, 22	Dec 31, 21
Other Assets		
1400 · Investments Summary		
1405 · Vanguard-Balanced Index	419,135.44	474,465.81
1410 · Vanguard-LS Growth Fund	378,556.65	435,982.75
Total 1400 · Investments Summary	797,692.09	910,448.56
1705 · Deposits w/ Vendors	424.55	437.63
1900 · SC Properties LLC Investment	2,399,278.56	2,399,218.56
Total Other Assets	3,197,395.20	3,310,104.75
TOTAL ASSETS	**4,827,083.17**	**5,222,916.38**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	47,132.09	32,066.76
Total Accounts Payable	47,132.09	32,066.76
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x4442,x6871	845.98	457.29
2023 · CC-AR Columbia x7278	188.30	0.00
2029 · CC closedColumbia MJx1102,x3999	0.00	0.00
Total 2020 · Credit Card Summary	1,034.28	457.29
Total Credit Cards	1,034.28	457.29
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA	179.23	405.82
2115 · L&I Industrial Insurance	737.98	2,186.66
2117 · SUTA-State Unemployment Tax	668.82	653.98
2125 · Tips charged	1,291.79	258.87
2100 · Accrued PR Expenses Summary - Other	(4.23)	(4.23)
Total 2100 · Accrued PR Expenses Summary	2,873.59	3,501.10
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable	(1,926.84)	0.00
Total 2130 · Accrued Business Taxes Summary	(1,926.84)	0.00
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues	21,443.36	33,489.51
2210 · Unearned Event Income	795.00	0.00
2215 · Damage Deposit Refundable	2,200.00	0.00
2220 · Prepaid Hall Rentals	8,269.75	8,269.75
2225 · Rental Deposits	525.00	525.00
2250 · Viking Bucks purchase (GREEN)	340.00	0.00
Total 2200 · Deferred Prepaid Income Summary	33,573.11	42,284.26
2500 · SBA PR Protection Program	0.00	0.00
Total Other Current Liabilities	34,519.86	45,785.36
Total Current Liabilities	82,686.23	78,309.41

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail

	Jul 31, 22	Dec 31, 21
Total Liabilities	82,686.23	78,309.41
Equity		
3001 · Unrestricted Net Assets	5,145,755.94	4,507,928.74
3010 · Board Restricted Net Assets	(98,289.89)	(98,289.89)
3011 · Property Development	171,739.07	171,739.07
3012 · Building Refurbish	411,109.89	411,109.89
3050 · Donor Restricted		
3051 · Donor Restricted Misc.	101,305.97	101,305.97
3052 · Executive Director's Fund	20,297.94	20,806.87
3053 · ERIC Fund	4,237.96	4,237.96
3054 · Renovation Fund	24,691.35	24,691.35
3055 · Operating Fund	11,050.00	11,050.00
3056 · ADA Improvements	2,322.22	2,322.22
3057 · Butler's Pantry	3,540.89	3,540.89
3058 · Scholarship Fund	4,982.70	4,982.70
3050 · Donor Restricted - Other	(658,646.00)	(658,646.00)
Total 3050 · Donor Restricted	(486,216.97)	(485,708.04)
Net Income	(399,701.10)	637,827.20
Total Equity	4,744,396.94	5,144,606.97
TOTAL LIABILITIES & EQUITY	**4,827,083.17**	**5,222,916.38**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail	$ Change	% Change	Jul 31, 21
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary			
1005 · Checking-Columbia x0100 working	(171,985.29)	(92.16%)	5,762.88
1010 · Savings-Columbia x5091	(127,073.25)	(28.66%)	323,316.67
1015 · PayPal	(435.42)	(55.28%)	622.20
1020 · Cash in Safe/Event Banks	(1,871.00)	(119.1%)	464.00
1025 · Credit Card Clearing	32.00	100.0%	0.00
1000 · Cash Summary - Other	0.00	0.0%	770.70
Total 1000 · Cash Summary	(301,332.96)	(47.66%)	330,936.45
Total Checking/Savings	(301,332.96)	(47.66%)	330,936.45
Accounts Receivable			
1100 · Accounts Receivable	(13,069.81)	(117.82%)	(19,665.99)
Total Accounts Receivable	(13,069.81)	(117.82%)	(19,665.99)
Other Current Assets			
1200 · Inventory Summary			
1205 · Liquor	848.81	14.26%	4,611.55
1210 · Wine	596.80	21.15%	1,772.17
1215 · Beer	895.84	136.12%	529.44
Total 1200 · Inventory Summary	2,341.45	24.82%	6,913.16
1250 · *Undeposited Funds	(4,527.23)	(71.88%)	1,615.96
1270 · Payroll -Employee Advances	511.08	100.0%	0.00
1275 · Payroll- Tips taken (advance)	1,058.00	2,938.89%	0.00
1300 · Prepaid Summary			
1305 · Prepaid Auction Expenses	0.00	0.0%	200.00
1310 · Prepaid Event Expenses	(500.00)	(100.0%)	5,713.00
1315 · Prepaid Expenses	2,641.00	100.0%	0.00
1320 · Property Taxes see AP	37,011.00	100.0%	0.00
Total 1300 · Prepaid Summary	39,152.00	7,830.4%	5,913.00
Total Other Current Assets	38,535.30	236.88%	14,442.12
Total Current Assets	(275,867.47)	(43.28%)	325,712.58
Fixed Assets			
1600 · Property & Equipment Summary			
1610 · Building	0.00	0.0%	465,516.00
1620 · Building Improvements	10,739.61	0.63%	1,695,566.35
1640 · Equipment	0.30	0.0%	203,308.61
1650 · Furniture & Fixtures	0.00	0.0%	403,079.89
1680 · Land	0.00	0.0%	190,827.30
1690 · Accum Depreciation	(17,996.10)	(1.05%)	(1,689,324.55)
Total 1600 · Property & Equipment Summary	(7,256.19)	(0.57%)	1,268,973.60
Total Fixed Assets	(7,256.19)	(0.57%)	1,268,973.60

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail

	$ Change	% Change	Jul 31, 21
Other Assets			
1400 · Investments Summary			
1405 · Vanguard-Balanced Index	(55,330.37)	(11.66%)	456,596.30
1410 · Vanguard-LS Growth Fund	(57,426.10)	(13.17%)	422,019.52
Total 1400 · Investments Summary	(112,756.47)	(12.39%)	878,615.82
1705 · Deposits w/ Vendors	(13.08)	(2.99%)	367.14
1900 · SC Properties LLC Investment	60.00	0.0%	2,399,218.56
Total Other Assets	(112,709.55)	(3.41%)	3,278,201.52
TOTAL ASSETS	**(395,833.21)**	**(7.58%)**	**4,872,887.70**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	15,065.33	46.98%	25,280.04
Total Accounts Payable	15,065.33	46.98%	25,280.04
Credit Cards			
2020 · Credit Card Summary			
2022 · CC-KL Columbia x4442,x6871	388.69	85.0%	1,920.83
2023 · CC-AR Columbia x7278	188.30	100.0%	0.00
2029 · CC closedColumbia MJx1102,x3999	0.00	0.0%	128.69
Total 2020 · Credit Card Summary	576.99	126.18%	2,049.52
Total Credit Cards	576.99	126.18%	2,049.52
Other Current Liabilities			
2100 · Accrued PR Expenses Summary			
2111 · Family Med Leave Payable-SUTA	(226.59)	(55.84%)	230.22
2115 · L&I Industrial Insurance	(1,448.68)	(66.25%)	731.09
2117 · SUTA-State Unemployment Tax	14.84	2.27%	329.17
2125 · Tips charged	1,032.92	399.01%	182.28
2100 · Accrued PR Expenses Summary - Other	0.00	0.0%	0.00
Total 2100 · Accrued PR Expenses Summary	(627.51)	(17.92%)	1,472.76
2130 · Accrued Business Taxes Summary			
2140 · Sales Tax Payable	(1,926.84)	(100.0%)	3,629.13
Total 2130 · Accrued Business Taxes Summary	(1,926.84)	(100.0%)	3,629.13
2200 · Deferred Prepaid Income Summary			
2205 · Deferred Income from Dues	(12,046.15)	(35.97%)	42,093.91
2210 · Unearned Event Income	795.00	100.0%	2,930.00
2215 · Damage Deposit Refundable	2,200.00	100.0%	0.00
2220 · Prepaid Hall Rentals	0.00	0.0%	13,401.63
2225 · Rental Deposits	0.00	0.0%	0.00
2250 · Viking Bucks purchase (GREEN)	340.00	100.0%	0.00
Total 2200 · Deferred Prepaid Income Summary	(8,711.15)	(20.6%)	58,425.54
2500 · SBA PR Protection Program	0.00	0.0%	116,515.00
Total Other Current Liabilities	(11,265.50)	(24.61%)	180,042.43
Total Current Liabilities	4,376.82	5.59%	207,371.99

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail

	$ Change	% Change	Jul 31, 21
Total Liabilities	4,376.82	5.59%	207,371.99
Equity			
3001 · Unrestricted Net Assets	637,827.20	14.15%	4,507,928.74
3010 · Board Restricted Net Assets	0.00	0.0%	(98,289.89)
3011 · Property Development	0.00	0.0%	171,739.07
3012 · Building Refurbish	0.00	0.0%	411,109.89
3050 · Donor Restricted			
3051 · Donor Restricted Misc.	0.00	0.0%	102,805.97
3052 · Executive Director's Fund	(508.93)	(2.45%)	22,259.65
3053 · ERIC Fund	0.00	0.0%	4,237.96
3054 · Renovation Fund	0.00	0.0%	24,691.35
3055 · Operating Fund	0.00	0.0%	11,050.00
3056 · ADA Improvements	0.00	0.0%	2,322.22
3057 · Butler's Pantry	0.00	0.0%	3,540.89
3058 · Scholarship Fund	0.00	0.0%	4,982.70
3050 · Donor Restricted - Other	0.00	0.0%	(658,646.00)
Total 3050 · Donor Restricted	(508.93)	(0.11%)	(482,755.26)
Net Income	(1,037,528.30)	(162.67%)	155,783.16
Total Equity	(400,210.03)	(7.78%)	4,665,515.71
TOTAL LIABILITIES & EQUITY	**(395,833.21)**	**(7.58%)**	**4,872,887.70**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail	$ Change	% Change
ASSETS		
Current Assets		
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working	8,862.71	153.79%
1010 · Savings-Columbia x5091	(7,063.80)	(2.19%)
1015 · PayPal	(269.99)	(43.39%)
1020 · Cash in Safe/Event Banks	(764.00)	(164.66%)
1025 · Credit Card Clearing	32.00	100.0%
1000 · Cash Summary - Other	(770.70)	(100.0%)
Total 1000 · Cash Summary	26.22	0.01%
Total Checking/Savings	26.22	0.01%
Accounts Receivable		
1100 · Accounts Receivable	(4,496.70)	(22.87%)
Total Accounts Receivable	(4,496.70)	(22.87%)
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor	2,190.53	47.5%
1210 · Wine	1,646.38	92.9%
1215 · Beer	1,024.54	193.51%
Total 1200 · Inventory Summary	4,861.45	70.32%
1250 · *Undeposited Funds	155.26	9.61%
1270 · Payroll -Employee Advances	511.08	100.0%
1275 · Payroll- Tips taken (advance)	1,094.00	100.0%
1300 · Prepaid Summary		
1305 · Prepaid Auction Expenses	(200.00)	(100.0%)
1310 · Prepaid Event Expenses	(5,713.00)	(100.0%)
1315 · Prepaid Expenses	2,641.00	100.0%
1320 · Property Taxes see AP	37,011.00	100.0%
Total 1300 · Prepaid Summary	33,739.00	570.59%
Total Other Current Assets	40,360.79	279.47%
Total Current Assets	35,890.31	11.02%
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building	0.00	0.0%
1620 · Building Improvements	16,026.32	0.95%
1640 · Equipment	3,335.43	1.64%
1650 · Furniture & Fixtures	17,682.07	4.39%
1680 · Land	0.00	0.0%
1690 · Accum Depreciation	(37,932.34)	(2.25%)
Total 1600 · Property & Equipment Summary	(888.52)	(0.07%)
Total Fixed Assets	(888.52)	(0.07%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail	$ Change	% Change
Other Assets		
1400 · Investments Summary		
1405 · Vanguard-Balanced Index	(37,460.86)	(8.2%)
1410 · Vanguard-LS Growth Fund	(43,462.87)	(10.3%)
Total 1400 · Investments Summary	(80,923.73)	(9.21%)
1705 · Deposits w/ Vendors	57.41	15.64%
1900 · SC Properties LLC Investment	60.00	0.0%
Total Other Assets	(80,806.32)	(2.47%)
TOTAL ASSETS	**(45,804.53)**	**(0.94%)**
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	21,852.05	86.44%
Total Accounts Payable	21,852.05	86.44%
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x4442,x6871	(1,074.85)	(55.96%)
2023 · CC-AR Columbia x7278	188.30	100.0%
2029 · CC closedColumbia MJx1102,x3999	(128.69)	(100.0%)
Total 2020 · Credit Card Summary	(1,015.24)	(49.54%)
Total Credit Cards	(1,015.24)	(49.54%)
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA	(50.99)	(22.15%)
2115 · L&I Industrial Insurance	6.89	0.94%
2117 · SUTA-State Unemployment Tax	339.65	103.18%
2125 · Tips charged	1,109.51	608.68%
2100 · Accrued PR Expenses Summary - Other	(4.23)	(100.0%)
Total 2100 · Accrued PR Expenses Summary	1,400.83	95.12%
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable	(5,555.97)	(153.09%)
Total 2130 · Accrued Business Taxes Summary	(5,555.97)	(153.09%)
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues	(20,650.55)	(49.06%)
2210 · Unearned Event Income	(2,135.00)	(72.87%)
2215 · Damage Deposit Refundable	2,200.00	100.0%
2220 · Prepaid Hall Rentals	(5,131.88)	(38.29%)
2225 · Rental Deposits	525.00	100.0%
2250 · Viking Bucks purchase (GREEN)	340.00	100.0%
Total 2200 · Deferred Prepaid Income Summary	(24,852.43)	(42.54%)
2500 · SBA PR Protection Program	(116,515.00)	(100.0%)
Total Other Current Liabilities	(145,522.57)	(80.83%)
Total Current Liabilities	(124,685.76)	(60.13%)

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail	$ Change	% Change
Total Liabilities	(124,685.76)	(60.13%)
Equity		
3001 · Unrestricted Net Assets	637,827.20	14.15%
3010 · Board Restricted Net Assets	0.00	0.0%
3011 · Property Development	0.00	0.0%
3012 · Building Refurbish	0.00	0.0%
3050 · Donor Restricted		
3051 · Donor Restricted Misc.	(1,500.00)	(1.46%)
3052 · Executive Director's Fund	(1,961.71)	(8.81%)
3053 · ERIC Fund	0.00	0.0%
3054 · Renovation Fund	0.00	0.0%
3055 · Operating Fund	0.00	0.0%
3056 · ADA Improvements	0.00	0.0%
3057 · Butler's Pantry	0.00	0.0%
3058 · Scholarship Fund	0.00	0.0%
3050 · Donor Restricted - Other	0.00	0.0%
Total 3050 · Donor Restricted	(3,461.71)	(0.72%)
Net Income	(555,484.26)	(356.58%)
Total Equity	78,881.23	1.69%
TOTAL LIABILITIES & EQUITY	**(45,804.53)**	**(0.94%)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail

		Notes
ASSETS		The QuickBooks records have been forwarded to the CPA f
Current Assets		In June Swedish Club Foundation rec'd from Jones $1,249,9
Checking/Savings		
1000 · Cash Summary		
1005 · Checking-Columbia x0100 working		
1010 · Savings-Columbia x5091		Trans from savings to checking: July $40,000, June $45,00
1015 · PayPal		
1020 · Cash in Safe/Event Banks		
1025 · Credit Card Clearing		
1000 · Cash Summary - Other		
Total 1000 · Cash Summary		
Total Checking/Savings		
		Negative amounts are for internal tracking of Deposit/Ren
Accounts Receivable		tax return should be GAAP compliant (when done by CPA,
1100 · Accounts Receivable		
Total Accounts Receivable		
Other Current Assets		
1200 · Inventory Summary		
1205 · Liquor		
1210 · Wine		
1215 · Beer		
Total 1200 · Inventory Summary		
1250 · *Undeposited Funds		QuickBooks internal operation/timing function
1270 · Payroll -Employee Advances		
1275 · Payroll- Tips taken (advance)		
1300 · Prepaid Summary		
1305 · Prepaid Auction Expenses		
1310 · Prepaid Event Expenses		
1315 · Prepaid Expenses		
1320 · Property Taxes see AP		Automatic monthly entry to amortize over year.
Total 1300 · Prepaid Summary		
Total Other Current Assets		
Total Current Assets		
Fixed Assets		
1600 · Property & Equipment Summary		
1610 · Building		
1620 · Building Improvements		
1640 · Equipment		
1650 · Furniture & Fixtures		
1680 · Land		
1690 · Accum Depreciation		
Total 1600 · Property & Equipment Summary		
Total Fixed Assets		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail

		Notes
Other Assets		
1400 · Investments Summary		Changes reflect fees & market fluctuations. 5/25 Finance C
1405 · Vanguard-Balanced Index		
1410 · Vanguard-LS Growth Fund		
Total 1400 · Investments Summary		
1705 · Deposits w/ Vendors		US Postoffice (no rent deposits are included)
1900 · SC Properties LLC Investment		
Total Other Assets		
TOTAL ASSETS		
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable		
Total Accounts Payable		
Credit Cards		
2020 · Credit Card Summary		
2022 · CC-KL Columbia x4442,x6871		
2023 · CC-AR Columbia x7278		
2029 · CC closedColumbia MJx1102,x3999		
Total 2020 · Credit Card Summary		
Total Credit Cards		
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2111 · Family Med Leave Payable-SUTA		
2115 · L&I Industrial Insurance		
2117 · SUTA-State Unemployment Tax		
2125 · Tips charged		
2100 · Accrued PR Expenses Summary - Other		
Total 2100 · Accrued PR Expenses Summary		
2130 · Accrued Business Taxes Summary		
2140 · Sales Tax Payable		
Total 2130 · Accrued Business Taxes Summary		
2200 · Deferred Prepaid Income Summary		
2205 · Deferred Income from Dues		Lifetime, 2 and 3 year dues accrue -automatic JE to record
2210 · Unearned Event Income		
2215 · Damage Deposit Refundable		
2220 · Prepaid Hall Rentals		
2225 · Rental Deposits		
2250 · Viking Bucks purchase (GREEN)		
Total 2200 · Deferred Prepaid Income Summary		
2500 · SBA PR Protection Program		
Total Other Current Liabilities		
Total Current Liabilities		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of July 31, 2022

Position July v prior detail

		Notes
Total Liabilities		
Equity		Restricted funds need to be straightened out by CPA YE ad
3001 · Unrestricted Net Assets		
3010 · Board Restricted Net Assets		
3011 · Property Development		
3012 · Building Refurbish		
3050 · Donor Restricted		
3051 · Donor Restricted Misc.		
3052 · Executive Director's Fund		
3053 · ERIC Fund		
3054 · Renovation Fund		
3055 · Operating Fund		
3056 · ADA Improvements		
3057 · Butler's Pantry		
3058 · Scholarship Fund		
3050 · Donor Restricted - Other		Restricted funds need to be straightened out by CPA YE ad
Total 3050 · Donor Restricted		
Net Income		
Total Equity		
TOTAL LIABILITIES & EQUITY		

Email conversation start. Email count: 1. Started: Mar 23, 2023 3:34:00 PM

Subject: What's Coming Up at the Swedish Club
From: Swedish Club <kristine@swedishclubnw.org>
To: neighborhoodwarrior@gmail.com
Date Sent: Thursday, March 23, 2023 3:34:48 PM GMT-07:00
Date Received: Thursday, March 23, 2023 3:34:48 PM GMT-07:00



Dear friends, It has been a while since we sent out a what's happening email! As you may know, our new Executive Director Elizabeth has just begun and has created many wonderful improvements to the club! We hope you will stop by during one of our events to see the changes and welcome Elizabeth to the club!

Friday, Mar. 24. Waffle Day. Every year on Mar. 25, Swedes eat waffles because the religious holiday for the day, *Vårfrudagen,* sounds like *våffeldagen* (waffle day). We'll serve waffles in the bar from noon to 2 p.m.—not for sale, but for donations.

Friday, Mar. 24. Del Rey & Casey Macgill. Del Rey: ukulele, guitar, and a unique worldview. Casey Macgill: Classic swing and boogie-woogie! Dining 6:30 to 8 p.m. Music starts around 7 p.m. Music is free, but tips are encouraged.

Sunday, Mar. 26. *Påskris och Semlor.* Annual Easter decoration-making party of *påskris* (feathers and twigs) and *semlor* (Easter buns). $7 per adult and half price for children 6 and younger gets you admission, supplies, and refreshments; the Swedish School will also sell hot dogs. 1 to 2:30 p.m. RSVP: Call 206-283-1090 or e-mail rsvp@swedishclubnw.org. Co-sponsored by Svenska Skolföreningen (Swedish School).

Wednesday, Mar. 29. Bingo! The ever-popular Bingo Night at the Club features host Jaxon Ravens. Last Wednesday of the month. Supper of soup, salad, and meatballs starts at 5:30 p.m. Bingo 7 p.m. No reservations are necessary. The first bingo card sells for $10 (cash only), and subsequent cards $5. Not a member? You can buy a one-evening membership for $5.

Friday, Mar. 31. Queen Silvia Nursing Award. The UW School of Nursing invites Swedish Club members to a program about the Queen Silvia Nursing Award for a student project focused on dementia care. Includes a no-host dinner. Pick up your meal in the dining room and enjoy it in the Svea Room on the lobby level during the program honoring this year's winner, Juana Gallegos. Social hour 5 p.m., the program 5:30 p.m., and dinner 6 p.m.

Wednesdays & Fridays. Food & Bar at the Club. Our top-floor bar is open every Friday at noon for lunch and every Friday evening starting at 5 p.m. and Wednesday evening at 5:30 for dinners. Dinners start at 6:30 and are accompanied on some evenings by music or entertainment.

Fridays. The Vikings Are Back! Several years back, a member curated a series of Viking films for our members, and we ran them with much success on Friday evenings. We're starting the series again, every Friday at 5:30 p.m., in the small Board room on the top floor. Free.

Tuesdays. Swedish Singers Rehearse. The Swedish Singers have started rehearsing in person at the Club, and they welcome singers of all abilities. They sing a variety of music and sing in Swedish (there's help with pronunciation). If interested, contact Ben Knutson at *bkshazam@comcast.net*. 7 p.m. to 8:30.

Saturday & Sunday, Apr. 1 & 2. Linköping Brass Band. This 30-member Swedish church band (and choir!) has four Seattle engagements: Museum of Flight and First Covenant Church on Saturday; Salvation Army and Philadelphia Church on Sunday. Alas, they're not playing at the Swedish Club (we tried!).

Saturday & Sunday, Apr. 1–2. Great Finds Sale. CANCELLED
If you signed up to be a vendor please check your email for more information or contact Emily@swedishclubnw.org

Sunday, Apr. 2. Swedish Pancake Breakfast! The usual great pancakes with lingonberries and whipped cream, ham, OJ, live music, etc. Bring items for the Ballard Food Bank and receive $1 in Viking bucks to spend on future meals, drinks, memberships, etc. 8 a.m. to 1 p.m.

Wednesday, Apr. 5. Finnish Film. *Tuntematon sotilas (The Unknown Soldier).* 2017. 179 min. A war film that focuses on the humanity of ordinary soldiers. The film for May 3 is *Postia Pappi Jaakobilie (Letters to Father Jacob).* Donation $5. 7:30 p.m.

Wednesday, Apr. 12. Trivia! Led by Jaxon Ravens. Every second Wednesday. 7–9 p.m. Come and try it out! Soup, salad, and meatballs for your light supper.

Wednesday, Apr. 19. Annual Meeting! Vote for returning Board members, hear reports about last year, and learn who the Swedes of the Year will be.

Friday, Apr. 28. ABBA Night 2023. The ABBAgraphs, led by Cheryl Serio, are teaming up with DJ Haffi Haff to create the best ABBA Night ever at the Swedish Club on Friday, Apr. 28. We've simplified ticket sales this year. This party has always been for our regular members first and foremost—so they get the first chance to buy tickets.

1. **Mar. 1–31:** Tickets are on sale for Swedish Club blue card members, for $30 each, by calling our office at 206-283-1090. Individual members are limited to two tickets, and household members may purchase four.

2. **Apr. 1:** Special member pricing and ticket sales through our office will end, and tickets go on sale online. Everyone—blue card members, Social members, and the general public—can buy tickets at *swedishclubnw.org/ABBANight* for $40 each.

3. **Apr. 15:** Online ticket price increases to $45.

4. **Apr. 28:** It starts as a regular Friday night at the Club, with dinner—a word to the wise: Order early. But at 7 p.m., anyone without a ticket is asked to leave while ABBA Night ticket holders begin to party!

Sincerely,

Elizabeth Norgren
Executive Director
Swedish Club
1920 Dexter Ave N
Seattle, WA 98109
206-283-1090

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Email conversation start. Email count: 2. Started: Mar 29, 2023 11:33:00 AM

Subject: Fwd: My Draft: Campbell Complaint Progress, Disability Letter, Who is in charge?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Friday, August 4, 2023 7:18:15 PM GMT-07:00

Subject: My Draft: Campbell Complaint Progress, Disability Letter, Who is in charge?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>,Steven@pacwestjustice.com
Date Sent: Wednesday, March 29, 2023 11:33:43 AM GMT-07:00

Email conversation start. Email count: 1. Started: Mar 29, 2023 4:30:00 PM

Subject: What's Coming Up at the Swedish Club
From: Swedish Club <kristine@swedishclubnw.org>
To: neighborhoodwarrior@gmail.com
Date Sent: Wednesday, March 29, 2023 4:30:17 PM GMT-07:00
Date Received: Wednesday, March 29, 2023 4:30:18 PM GMT-07:00



Hello friends, We have plenty of events to look forward to. We also have lots of exciting bands to see during our Friday Happy Hour. More bands will be announced soon! Don't forget to make a reservation if you want to eat our delicious meals with the music!

Wednesday, Mar. 29. Bingo!
The ever-popular Bingo Night at the Club features host Jaxon Ravens. Last Wednesday of the month. Supper of soup, salad, and meatballs starts at 5:30 p.m. Bingo 7 p.m. No reservations are necessary. First bingo card sells for $10 (cash only), and subsequent cards $5. Not a member? You can buy a one-evening membership of $5.

Friday, March 31st The Vikings Are Back!
We are ending our Viking film series, which will be this last Friday at 5:30 p.m., in the small Board room on the top floor. Free.

Friday, Mar. 31. Queen Silvia Nursing Award.
The UW School of Nursing invites Swedish Club members to a program about the Queen Silvia Nursing Award for a student project focused on dementia care. Includes a no-host dinner. Pick up your meal in the dining room and enjoy it in the Svea Room on the lobby level during the program honoring this year's winner, Juana Gallegos. Social hour 5 p.m., the program 5:30 p.m., and dinner 6 p.m.

Saturday & Sunday, Apr. 1 & 2. Linköping Brass Band.
This 30-member Swedish church band (and choir!) has four Seattle engagements: Museum of Flight and First Covenant Church on Saturday; Salvation Army and Philadelphia Church on Sunday. Alas, they're not playing at the Swedish Club (we tried!).

Tuesdays. Swedish Singers.
The Swedish Singers have resumed rehearsing in person at the Club, and they welcome singers of all abilities. They sing a variety of music, in Swedish (there's help with pronunciation). If interested, contact Ben Knutson at bkshazam@comcast.net. 7 to 8:30 p.m.

Sunday, Apr. 2. Swedish Pancake Breakfast!
The usual great pancakes with lingonberries and whipped cream, ham, OJ, live music, etc. Bring items for the Ballard Food Bank and receive $1 in Viking bucks to spend on future meals, drinks, memberships, etc. 8 a.m. to 1 p.m. Looking for volunteers if you are interested email Emily@swedishclubnw.org

Sunday, Apr. 2. Carving Classes.
9:30 a.m. to 1:30 p.m. Taught by Emily Pfeifer. $30 per class or $120 for a one-month series. Advance registration is required! 206-283-1090. Meets in the Club's basement.

Monday, Apr. 3. Swedish Language Classes Resume.
See the spring quarter schedule at swedishclubnw.org/Events/classes.htm. Various levels of language classes; enrollment is limited.

Wednesday, Apr. 5. Finnish Film.
Tuntematon sotilas (The Unknown Soldier). 2017. 179 min. A war film that focuses on the humanity of ordinary soldiers. The film for May 3 is Postia Pappi Jaakobilie (Letters to Father Jacob). Donation $5. 7:30 p.m.

Friday, Apr. 7. Happy Hour with Tropical Itch and Blue Plate Special.
Tropical Itch brings on the summer with their upbeat blend of classic lounge and tropical tunes. Blue Plate Special takes us on a nostalgic journey, from the Andrews Sisters to the Supremes. It's gonna be like that time on "Gilligan's Island" when the guys made up a band called the Mosquitos, and the gals created a group called the Honey Bees. Remember that?

Tuesdays, Apr. 11–May 9. Northwest Dance Network Workshops.

We love dancing of all kinds at the Swedish Club—not just folkdancing. Northwest Dance Network offers a series of workshops for beginners in various styles: waltz, nightclub two-step, Lindy/blues and Balboa. Workshops meet in the Rhododendron Room; $35 and up for 90 min. 6 to 9 p.m. On May 9 at 7 p.m. there's a free dance party for everyone, featuring the X-Statics. Contact Pam Tufts, ptufts@nwdance.net or 206-650-2275.

Wednesday, Apr. 12. Kafferep.
A formal fika at the Swedish Club. Monthly Swedish-style coffee party with homemade goodies from our best baking members. Bring what you've baked and join us! Or just come! Every second Wednesday. 2 p.m.

Wednesday, Apr. 12. Kvinnor Kan Book Club.
This month, the club will discuss The Light We Carry by Michelle Obama. The former First Lady shares wisdom and strategies for staying hopeful in a highly uncertain world. Everyone is welcome. 5 p.m.

Sincerely,

Elizabeth Norgren
Executive Director
Swedish Club
1920 Dexter Ave N
Seattle, WA 98109
206-283-1090

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Email conversation start. Email count: 1. Started: Aug 11, 2023 8:22:00 AM

Subject: Request to See 2022 Board Minute Book
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Friday, August 11, 2023 8:22:25 AM GMT-07:00

I've been waiting outside until you are available, I'd like to check out the 2022 board minute book and verify some dates before the

Email conversation start. Email count: 1. Started: Aug 30, 2023 2:05:00 PM

Subject: Hold Letter
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: neighborhoodwarrior@gmail.com
Date Sent: Wednesday, August 30, 2023 2:05:50 PM GMT-07:00
Date Received: Wednesday, August 30, 2023 2:05:50 PM GMT-07:00
Attachments: Hold Letter SC Board - Club 04-22-22.docx

SENT VIA EMAIL AND CERTIFIED MAIL #7109 0160 0001 0161 9758

Elizabeth Campbell
Author Chef Entrepreneur

May 5, 2022

Swedish Club
Shama Albright, President Board of Directors
Kristine Leander, Executive Director
Swedish Cultural Center
1920 Dexter Avenue N.
Seattle, WA 98109

Re: Request for Retention and Preservation of Swedish Club Administration, Board, and Membership Records

Dear Ms. Albright and Ms. Leander,

This is a notice and request to the Swedish Cultural Center d/b/a the Swedish Club ("Club") to preserve all electronically stored information, copies and backup, as defined by Rule 34 of the Federal Rules of Civil Procedure and CR 34 of the Washington State Court Rules, along with any paper files which the Club retains, relevant to the administrative proceedings for complaints I have made to the Seattle Office of Civil Rights, the Washington Human Rights Commission, and the U.S. EEOC about employment and membership related discrimination against me by the Swedish Club related to disability, age, and national origin; as well as relevant to pending litigation related to breach of contract, invasion of privacy, consumer protection, defamation, false light, intentional infliction of emotional distress, and sexual harassment.

I consider this electronic data and paper files to be valuable and irreplaceable sources of reviewable and discoverable information in these matters. In the future I will be seeking to review the books of the corporation, the books of the Club's administrative business operations, and the books of the board, its and membership business related materials, and if and when it comes to it, seeking discovery of electronic data in the Club's and its employees' or in the Board and its members' custody and control that is relevant to these matters - including without limitation emails, text and chat messages of every kind, and other information contained on any of the Club's computer systems, any of its electronic devices, and any electronic storage systems, including but not limited to its account on OneDrive, or Google Drive, and Dropbox.

By way of further explanation, a party's obligation to preserve evidence is generally held to arise when the party knows or has reason to know that evidence may be relevant to future litigation. This "reasonable anticipation of litigation" standard means that any person or corporation who should see a claim or lawsuit on the horizon must act, even before a preservation letter or lawsuit has materialized, to cease activities likely to destroy electronic or tangible evidence and must take affirmative steps to preserve such evidence. I'm just sharing with you a portion of the reasons behind this letter.

I am placing the Board and the Club on notice to preserve all documents, including but not limited to those regarding myself, and/or any members or employees of the Club, past, present, or future, any Board member held information, documents of every kind related to the Club's business.

I am confident that the Board and the Club administration already has taken steps to preserve this data since it had an obligation to preserve relevant documents in general related to its governance of the corporation, and by extension the Club's operation. Thus, no actions should have been taken or procedures should have been implemented to alter any active, deleted or fragmented data. Moreover, no electronic data should have been disposed of or destroyed.

I further trust that the Board, the Club will continue to preserve such electronic data and paper files throughout this matter.

Of further note, pursuant to the Federal Rules of Civil Procedure and the Washington State Court Rules every party to a lawsuit has a duty to preserve all evidence which could be relevant to the suit. This includes the duty to preserve all electronic evidence, such as emails discussing people, incidents, or matters at issue in an administrative complaint or a lawsuit.

This duty to preserve evidence is broad and extends to all documents, regardless of whether the document is stored electronically (such as email) or in hard-copy and regardless of the type of document. For example, reports, spreadsheets, photographs, electronic recordings of board meetings or other online meetings, text messages, and videotapes are all considered documents that must be preserved. Furthermore, the duty to preserve this documentary evidence extends to all documents in existence as of the time you reasonably anticipate an administrative proceeding against you or litigation.

To ensure that all relevant documents are preserved, you should communicate directly with all board members, committee members, employees or agents of every kind who have possession or control of potentially relevant evidence, including but not limited to outside contractors, volunteer or not, volunteers, personnel who handle the corporation's and the Club's documents stored online, such as those held by a storage service (OneDrive, Google Drive, Dropbox et al), the corporation's web pages, email retention, deletion, and archiving.

You should advise each of these persons or company/companies to preserve any relevant documents in their custody. Furthermore, you should advise all such persons that any regularly scheduled and/or automatic deletion of email or other electronic documents must be discontinued with respect to any relevant data. In addition, any document destruction (such as shredding of documents) must cease with respect to any relevant documents. All relevant documents, both electronic and paper, must be preserved for the duration of the administrative proceedings or litigation.

Relevant documents include but are not limited to the following:

1. a. All electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) sent or received by including but not limited to Kristine Leander, Anis Rahman, Toene Hayes, to all from January 1, 2019 through May, 2022 Board members, to all Club volunteers and employees since January 1, 2015.
b. All other electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) containing information including about but not limited to Club board members, board elections, board procedure, board meetings (executive and non-executive sessions), employees, employment, jobs, hiring, firing, discipline, and retirement; and all electronic recordings, visual or audio, of Club business meeting or Club board meetings via Zoom, online, or in-person.
c. All databases (including all records and fields and structural information in such databases);
d. All logs of activity on computer systems, which may have been used to process or store electronic data containing information;

2. Replacement of Data Storage Devices: Do not dispose of any electronic data storage devices and/or media which may be replaced due to failure and/or upgrade and/or other reasons that may contain electronic data meeting the criteria listed in paragraph 1 above;

3. Fixed Drives on stand alone Personal Computers and Network Workstations: The electronic data meeting the criteria listed in paragraph 1 above, which existed on fixed drives attached to stand alone desktop computers or laptops and/or network workstations or other electronic devices at the time of this letter's delivery: do not alter or erase such electronic data, and do not perform other procedures (such as data compression and disk de-fragmentation or optimization routines) which may impact such data, unless a bit-stream copy has been made of such hard drive. Such copies shall be preserved for the duration of the administrative proceedings and litigation.

4. Programs and Utilities: Preserve copies of all application programs and utilities which may be used to process electronic data covered by this letter.

5. Log of System Modifications: Maintain an activity log to document modifications made to any electronic data processing system that may affect the system's capability to process any electronic data meeting the criteria listed in paragraph 1 above, regardless of whether such modifications were made by employees, contractors, vendors and/or any other third-parties.

6. Personal Computers Used by Kristine Leander, Anis Rahman, Toene Hayes, Chris Sisco, Wendy Lundin, Jan Sullivan, and/or their Assistants: The following steps should immediately be taken in regard to all personal computers used by them and/or their assistants:

a. As to fixed drivers attached to such computers, a bit-stream copy should be made of all electronic data on such fixed drivers relating to the criteria listed in paragraph 1 above; This bit-stream copy will include all active files and the unallocated space of the hard drive. Such copies should be preserved until this matter reaches its final resolution.

b. All floppy disks, CDs, DVDs, USB drives, magnetic tapes and cartridges, and other media used in connection with such computers prior to the date of delivery of this letter containing any electronic data relating to the criteria listed in paragraph 1 above; should be collected, copied and put into storage for the duration of the legal matters herein.

c. All data on any handheld electronic devices (e.g., wireless phones, tablets) shall be preserved by creating a bit-stream copy of the device, which copy shall be preserved for the duration of this lawsuit.

7. Evidence Created Subsequent to this Letter: With regard to electronic data created subsequent to the date of delivery of this letter, relevant evidence should not be destroyed and defendants should take whatever steps are appropriate to avoid destruction of evidence.

Please do not hesitate to contact me if you have any questions.

Sincerely Yours,

Elizabeth Campbell

SENT VIA EMAIL AND CERTIFIED MAIL #7109 0160 0001 0161 9758

Elizabeth Campbell
Author Chef Entrepreneur

May 13, 2022

Swedish Club
Shama Albright, President Board of Directors
Swedish Cultural Center
1920 Dexter Avenue N.
Seattle, WA 98109

Re: Request for Swedish Club Board Records – January 1, 2021 to Even Date

Dear Ms. Albright,

1. Board Meeting Minutes
2. Board Executive Session Meeting Minutes
3. Board Meeting Agendas
4. Executive Director's Reports
5. Annual Reports
6. Financial Reports to Board of Directors
    a. Written, Narrative Form
    b. Excel Form
7. Standing and Ad Hoc Committee Records:
    a. Name of Committee Chair – Past and Present
    b. Minutes of Committee Meetings
    c. Reports by Staff to Committee(s)
        i. Building & Property Committee
        ii. Finance Committee
        iii. Nominating Committee
        iv. Membership Committee
        v. Strategic Planning Committee
        vi. Fundraising Committee
        vii. Food Committee

8.

Discussion:
I know as a member I have the right to "inspect" the records of the Club. However, my goal is to make all of the Club's foundational documents and Board related records accessible to members online. Having the right to physically inspect records is not the same as having accessibility, especially in the digital age, and especially in the age of consciousness, in the age of environmental awareness, and in light of the advancing age and means of members – including economic status . It makes no sense taking this old fashioned approach to the records of the Club – one, making them only available to members that show up in person, and two, not taking of advantage of available and proven technology for the dissemination and edification of members.

I understand that there may concerns about putting the Club's administrative, governance, and financial records online – as noted: "Confidentiality and security are particularly important issues when it comes to legal and financial documents. Storing sensitive information electronically does open up the possibility that documents could be hacked and compromised. Even so, the advantages of digital documents still win out for most legal and financial advisors.

"It's becoming far more common that I receive documents only in electronic form," says Gena McCray, an attorney in Louisburg, NC. She uses an encrypted and password-protected storage system.

A simple solution is to put a password on the document that the recipient must use to open it; you should communicate the password verbally to the recipient. This is good practice even for digital documents you don't share across networks. And don't forget to password-protect thumb drives containing sensitive information as well.

In the interest of transparency and equity, I am requesting that the following documents be published online and freely available to: the public that visits the Swedish Club's website and to the members of the Swedish Club as follows:

For the Public:

1. Articles of Incorporation and the Bylaws[1]
2. Board's Premium Membership schedule showing consideration for premium memberships[2]

To Members – behind a password protected wall:

1. Board Meeting Minutes Package for each month, including
    a. Board Meeting Agenda
    b. Executive Director's Report
    c. Financial Report
    d. Committee Reports if any
    e. Prior Meeting Minutes to be Approved
    f. Any other documents that were part of the packet to the Directors for the meeting.
2. Committee Meeting Reports
    a. Committee Meeting Agenda
    b. Any Reports or other documents transmitted to committee members and attendees
3. Swedish Club Foundation
    a. Foundation Meeting Agenda
    b. Any Reports or other documents transmitted to Foundation directors, and meeting attendees

[1] Section 1 of the "*Membership: Details and Requirements*" web page states, "By joining the Swedish Club, members agree to support the Club and to uphold its purpose as defined in the Articles of Incorporation and the Bylaws." No link is given to the articles and bylaws.

[2] Section 4 of the "*Membership: Details and Requirements*" web page states, "Contributing, Supporting, Patron, Benefactor and Three Crowns Circle members are members who wish to further support the Swedish Club through a premium membership. In return for the premium dues, these members will receive consideration in accordance with a schedule set forth by the Board." No Premium membership schedule is provided.

4. Swedish Club Guild
    a. Guild Meeting Agenda
    b. Any Reports or other documents transmitted to committee members and attendees
5. Financial Statements
    a. Balance Sheets
        i. Swedish Cultural Center
        ii. Swedish Club Foundation
        iii. Jane Isaksen Lea Foundation
6. Profit and Loss Statements
    a. Foodservice Operations
        i. Event, dinners
        ii. Bar
    b. Lease Operation
    c. Event Rental Operation
7. Budgets
    a. Swedish Cultural Center
    b. Foodservice Operation
    c. Executive Director's Fund
8. Strategic Plans and Budgeting/Financial Reports or Plans
    a. Capital Improvements
    b. Repairs, Maintenance, and Upkeep
    c. Foodservice Operation
    d. Long Term Property Development

Transparency

Leadership Succession Planning
There should be a clear succession plan for the executive director established; that is in writing, transparent, freely available to all of the members of the Swedish Club.

Process
Creation of an ad hoc committee – governance, succession, executive administration

In the case of the death, incapacity, disqualification, removal, retirement, or resignation of the Executive director a plan for managing the event and then the replacement of the executive director should be in place/established.

Here is some published information for a non-profit organization regarding the purpose and need for succession planning, and even the interim procedures and replacement process for an executive director in an emergency situation. It includes a general outline of the steps taken towards creating a succession plan and :

As far as ensuring the survival of your nonprofit, you don't have two years or even two months to move through to reconstruction and acceptance. Not only are you dealing with the heartbreaking loss of a trusted and admired colleague and friend; you are also faced with what might be the closing of your organization and the animals for which you care so deeply.

I suggest that you form a small group of about three or four staff and request a special board meeting. Go into the meeting with a focus on solutions rather than a fearful panic. Before the meeting, the group should identify the roles played or tasks in progress specifically handled by the late executive director. Suggest the temporary assignment of these tasks and responsibilities to other staff, volunteers or board members. Prepare ahead as much as you can, and then carefully review your list, highlight any unknowns and then fill in gaps from the board's perspective. Here's a guide to categorizing your list of how the executive director's sudden loss is impacting key areas of your organization's operations.

- Governance
- Facilities and operations
- Finance
- Fundraising and revenue
- Human resources
- Leadership
- Legal and taxes
- Marketing
- Outcomes and impact measurement/reporting
- Strategy and planning
- Technology

Temporary leadership is essential

You mentioned there is no succession plan in place. This means someone with the most leadership skills, expertise and training needs to be appointed as interim executive director. This act alone will help stabilize your nonprofit boat. The board needs to approve, and immediately put in place a plan, to find a permanent executive director. Generally, there are nonprofit management assistance programs, state-by-state (if this is in the U.S., and the U.K. has the equivalent) that can help you place an interim executive director if there is no current staff member appropriate for the role.

These services can also help you search for, interview and find a new, permanent executive director.

The board of directors must create a succession plan for your nonprofit

All boards need to do this, as a matter of good governance.

Criteria for Successor Director
Job Description
Job Search – local, state or national
Planning for retirement
Planning for

Collection of Executive Director's Papers and Information

Archiving
Backing up

PROOF OF MAILING

I declare:

1. On May 13, 2022 I mailed the *Hold Letter SC Board - Club* dated May 5, 2022 to the Swedish Club by depositing them in the U.S. Post Office mail, postage prepaid, first class, certified to address, etc. to the address below:

Swedish Club
1920 Dexter Ave N
Seattle, WA 98109

1. I emailed a copy of the above letter also to Shama Albright and Kristine Leander to their email addresses below:

sjamaalbright@msn.com and to kristine@swedishclubnw.org

I declare under penalty of perjury under the laws of the state of Washington that the statements on this form are true.

Dated May 13, 2022, at Seattle, Washington.



ELIZABETH A. CAMPBELL
3826 24th Avenue West
Seattle, WA. 98199

Ph: (206) 769-8459
Fax: (206) 283-6300
E-mail: neighborhoodwarrior@gmail.com

Email conversation start. Email count: 1. Started: Sep 25, 2023 1:23:00 PM

Subject: Request for Copies of Employee's Time Records
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Toene Hayes <Toene@swedishclubnw.org>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Monday, September 25, 2023 1:23:28 PM GMT-07:00

Hi Toene,

A really gentle and respectful request, mindful of your workload - I'd like to get my time
Hi Toene,

A really gentle and respectful request, mindful of your workload - I'd like to get my time

Email conversation start. Email count: 2. Started: Oct 26, 2023 10:06:00 AM

Subject: RE: Settlement Related Fwd: Meeting Today, 2:30 PM
From: Alan Kirtley <kirtley@uw.edu>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, October 26, 2023 10:34:53 AM GMT-07:00
Date Received: Thursday, October 26, 2023 10:35:11 AM GMT-07:00

[redacted]

Alan Kirtley

619 North 61st Street

Seattle, WA 98103

kirtley@uw.edu

(206)579-3893

Subject: Settlement Related Fwd: Meeting Today, 2:30 PM
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Alan Kirtley <kirtley@uw.edu>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, October 26, 2023 10:06:34 AM GMT-07:00
Attachments: SC Meeting 08-05-22.pdf

[redacted]

Friday *Kafé*

Back in the Swedish Club's heyday, our restaurant **was** one of the primary reasons people joined. Relive those days once a week with a visit to our Friday Kafé.

Chefs Ann-Margret Lightle, Malin Jonsson and Christine Lea serve open-face *smörgås* sandwiches starting at 12 noon, homemade pastries all afternoon, and a hot dinner that varies weekly, starting at 6 p.m.

For **a real Scandinavian dining experience**, there's no better place than the Swedish Club on a Friday.



Dear Kristine, Anis, and Toene,

I'd like the above to become true once more, smiling faces, and the Swedish Club regains its rightful title in Seattle as a go-to place to have a real Scandinavian dining experience. It has I believe the underlying foundation to be noted for its food offerings at its restaurant and events, including the Swedish Club's events or others it hosts.

More importantly though is that all of this intention and goal is for the benefit of the members. You, I, the board, and the rest, we are only the stewards of the Club's present and future. It is all or ours duty and responsibility to be just that.

I'm taking the time to visit with you this afternoon because I believe it can be a good opportunity to consider the future of the Club, including how to get the food department portion of it on a better footing and track in order that it becomes a credit to everyone and a blessing for the membership.

I'm visiting with you today also on the basis that I believe this can be an opportunity for settling some of the matters between us, you, I, and the Swedish Club.

Kristine, you asked Lorelei in May, "What does she want?"

On the pragmatic side and as it relates to the foodservice department, this is what I would prefer:

A six month contract to establish the foodservice and hospitality management portion of the kitchen department, a part time position with likely no more than 15 hours per week. I will set in place the framework for doing the things that I have advocated for for over a year and now a half, food costing, budgeting for meals and events, inventory system, food quality and control, purchasing program, and

food safety and staff support – including that the staff have a set aside space for administration and respite.

In addition, I will set in place a framework for establishing a catering component of the Club. I even feel that if things are done in that regard sooner rather than delayed some more, that the Club may be even able to avail itself of some holiday event opportunities this year; and if nothing else there is always the Desserts by Elizabeth opportunity.

I will set in place a baking program to produce breads, desserts, pastries, tarts, cookies, and the like, that may be used for the Club's meals but also that would be available for members to purchase.

I will re-establish the salad and soup program that I initially worked on this year so it is a credit to the Club and provides good value and experience for the members and their guests.

Hospitality, that to me is about the guest experience. Food quality – including ensuring the authenticity of the food served, as well as acknowledging the Nordic traditions related to the food the Swedish Club serves. To me hospitality also includes setting in place practices and even scheduling that is the basis for ensuring that members have an exceptional experience when they dine or socialize at the Club – are things on time, are they comfortable, are their food and drink needs and interests being met – as well as including the staff in setting up the hospitality standards that need to be met. Their buy-in, defining and supporting staff needs.

In general those are the basics I am seeking. As well as, I will contribute to what cooking needs to be done as long as necessary to pull things along, however, the original premise of this ongoing cycle of recruitment was not predicated on finding cooks – of which I already am one – designated and by virtue of my service at the Club – it was about putting in place a functional administrative function for the foodservice department – that is first and foremost the goal that I believe should be considered between us.

I am an excellent administrator and quite adept at setting goals and dedicating myself to meeting the goals established; that is a function of my wealth of knowledge, experience, and personal traits – including persistence.

At any rate, I will see you soon. I am visiting you with a positive attitude and am more interested in solutions and resolutions that benefit the Swedish Club.

Best Regards,
Elizabeth Campbell

8-5-22

P.S. I will be sending you some additional materials for your consideration also.

Email conversation start. Email count: 1. Started: Oct 28, 2023 10:16:00 PM

Subject: Examples, EAC Administration and Attention to Detail Foodservice Activities
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Saturday, October 28, 2023 10:16:04 PM GMT-07:00

1) From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Fri, Feb 4, 2022 at 8:44 AM
Subject: Campbell Schedule
To: Kristine Leander <kristine@swedishclubnw.org>

Good Morning Kristine,

And the salad is supposed to have bacon bits also.

Here is my schedule today - After my dental appointment at (9 to 940) Crown Hill, final fitting for “new teeth”, I paid the down payment yesterday, I pickup the salad spinner and rest of salad fixings, greens, and then I am going to pickup 24 lemon slices candy pieces for the garnish at UVillage, it will include a mint leaf also. I’m not charging for all the driving time by the way. Just literally when I’m doing something.

I made the filling last night and filled the shells - that all turned out very well, finished at 10:15, started about 8:15, I wanted them to be as fresh as possible, and still be able to cool overnight. The filling is perfect, not runny, creamy, tastes very good. by the way, I figured out each tart has a third of a cup of sugar in each of them! I made filling in four batches, beautiful recipe, worked perfectly - I test tasted maybe two teaspoons of it - that’s a lot of sugar even for this cook to consume. Everyone who has a dessert tonight will have a sugar high for sure!

I will deliver the spinner, greens, dried cranberries towards 11:00, then I’m coming back home. I’m not making the Italian meringue until about 2:30 +/- because I want it to be super fresh, then I have to pipe it on and “torch” it, so my plan is the desserts are going on the serving table about 4:30 +.

Lorelei has been salivating about the tarts and bought one last night. However, she is not able to attend dinner tonight as she is taking a friend on the Kitsap Peninsula for back surgery. She asked me to make an arrangement to get the tart for her and then take it with me and give it to her on Sunday, she is coming to the Pancake Breakfast. Let me know how that would work - how you would like me to handle it.

Email conversation start. Email count: 1. Started: Nov 15, 2023 10:46:00 PM

Subject: Another Question - Re Purchase of the Property AVM Biotechnology Prop
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Julie Pheasant-Albright <jdpheasant@gmail.com>
Date Sent: Wednesday, November 15, 2023 10:46:44 PM GMT-08:00

I have another question - did the board bring to the membership the purchase of the AVM/Building property across the street and *have the membership vote on it?*
The property transaction closed on September 25, 2020; that's the year of the Pandemic -

That month the newsletter came out with a two-page write-up about the property transaction. Then there was the members' meeting preceding the closing date:
Wednesday, Sept. 16. Annual Meeting. We'll elect new Board Members and announce the Swede(s) of the Year! Plus a standout menu by Chef Christine: lemon-crusted cod, asparagus, potatoes, pickled beets and for dessert, chocolate cake with white buttercream frosting. We need 50 members, so our Board is holding a raffle. One lucky member who attends in person will walk out with a crisp $100 bill! Our dinner will be outside, under tents if necessary. RSVP by Monday, Sept. 14: Call 206-283-1090 or e-mail rsvp@swedishclubnw.org. $22. Dinner 6:30, meeting around 7:30. To attend and vote by Zoom, contact kristine@swedishclubnw.org for a link.

Email conversation start. Email count: 1. Started: Dec 22, 2023 9:06:00 PM

Subject:
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Friday, December 22, 2023 9:06:23 PM GMT-08:00

From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Wed, Jan 12, 2022 at 8:09 PM

The Salad?

I got to thinking if nothing is cast in stone - One of the blue cheeses needs to be used - either as crumbles on the salad or in dressing; We have cucumbers that need to be used, sliced rounds then quarter those, we also need to use cherry tomatoes, half of a mini pepper on side - sliced lengthwise, add blue cheese crumbles on greens, with some of the spiced nuts Malin made just before she left, the week of - those are in the freezer - sprinkle on a dab of those, then make a vinaigrette - we have a mass of oil, vinegar, lemon juice, ground pepper, and dijon mustard, serve on side.

And if we wanted to go really crazy - there is some prosciutto “rose buds” that were made for NYE - yes they can go in freezer - but could put one on side of salad plate and add the greens around that with all or a little less of the suggested veggies, but retain the blue cheese, eliminate the nuts if meat is used.


Prosciutto “rosebuds”

From: **Kristine Leander** <kristine@swedishclubnw.org>
Date: Thu, Jan 13, 2022 at 8:10 AM

I’m expecting and hoping, RC that you can warm the meatballs on Friday, warm the soup, boil the potatoes, and make the salad. (What did I forget?) Lily is there to catch details and make sure it’s served well. RC, please use the ingredients that Elizabeth has identified for the salad. If the prosciutto rosebuds are easy, use them. In all cases, think S-I-M-P-L-E.

Lily wrote January 13, 2021 at 8:43 a.m.
Gravy - there was no way the gravy was functional as gravy unless it was greatly reduced. I’ve studied Samuelsson’s recipes and they are a little skimpy on details, not all entirely functional, and it is part of the culture of celebrity chefs, they often add touches, steps, or ingredients that can be questionable - do they really add anything to the recipe. Samuelsson’s meatballs and gravy have a number of those elements.

But to the gravy - I’ve seen other pictures of the meatball gravy recipe that was followed by Lily and they all show that the gravy is more like a thin gruel. This is because there is not much of an ability for the gravy to turn into gravy were it to be made according to Marcus’s recipe.

Lily followed the recipe but an experienced cook would have known that the gravy was a fail and needed to be thickened by using a thickening agent.

Email conversation start. Email count: 1. Started: Jan 9, 2024 10:13:00 PM

Subject: EAC Response to September 7th conversation with and email from Kristine Leander:
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Tuesday, January 9, 2024 10:13:49 PM GMT-08:00

EAC Response to September 7th conversation with and email from Kristine Leander:

I don't know what it is that you think you learned about me at the August 5th, supposed job interview with me, but the reality is it was a fake interview, It was done under false pretenses, you had already hired somebody for the Foodservice Manager position. Her name is Christine. You claimed today that you never hired anyone, that Tom got ahead of himself, telling me that this Christine was supposed to start work on August 26th, that no one had been hired, not even this Christine. When I asked you, "So Tom was lying?" You responded that you wouldn't say that.

I then shared with you that Paul was the first person to even tell me about this Christine - he had her name, age, occupation, the details of her employment, when she was starting even - Tom confirmed all of that two days later. You said to me, why would I ever believe a failed employee or a bartender of all things - how could I believe them and not you? I said because I felt you had been deceiving and misleading me for quite some time, since the first of the year about a lot of things. Including my job, the job positions that came up, and in general the general undermining of my employment.

On August 26th RC confirmed the same details about this Christine being hired, he was pressed into service with no notice because the new hire didn't come in - RC said - he didn't know what happened exactly, why she had not come to work, decided not to go ahead with the job, speculating that maybe the commute from Everett would have been too far for her to go.

So if there was no woman named Christine that was supposed to start on the 26th of August, then that is an amazing thing that these three people would be lying to me about such a thing - not to mention - Anis and Toene even gave it away - when I said something about it on the 12th, that the August 5th interview meeting with you, Anis, Toene, and me had been under false pretenses, someone had been hired before that meeting, they both got irate that someone had broken ranks and would tell me about that - Anis demanded to know who had told me and said it was not their place to convey that information to me. And Toene rather than denying it just kept saying that I would have to talk to you about it.

And Toene, and/or Anis were apparently was so irate when I brought up the fake job interview that was held with me, that Toene proceeded to order a nationwide criminal background check on me - falsely certifying when she ordered it that she had complied with both federal, state, and local laws for obtaining such a report by properly advising me and getting my approval

So let's be honest about what's going on. You would prefer to have the food service department continue its decline under your management in order to both carry out a personal grudge that you're having against me, and in order to also cover up what it is that's really going on, the literal poor management and poor choices by you across a number of fronts.

You would rather continue to marginalize me, denigrate me, sideline me, do whatever it is that you do to people that displease you or that you don't want to have any value or life at the Swedish Club, or that you're still running a front for the Lars camp and Lars himself, and I think that all includes you. The Lars camp is the same as the Kristine camp.

You only have one of maybe three reasons for what it is that you've been doing to me, but you've been dinging me over that relationship for a long time now starting clear back to October 2020. You couldn't say often and enough terrible things about Lars to me, and I wrote to him about it and I have my date stamped letters that he received about those occurrences; those will be coming up in the future. It was all clearly documented by me what it is that you have been doing since then - including you even threw your friend Judy Cooper under the bus to me, making her out to me that she was some kind of love rival to me for Lars' affections.

I would never have known anything about Judy Cooper if you hadn't been the one to tell me all about her and these connections you said she had to Lars, not once not twice but multiple times clear into this year! Always intimating to me, oh Judy and Lars they have something going on. What part of that was part of my membership, and then part of my employment?

It has been this way for months now, you have done it to me both as an employee and as a member. This is just classic behavior on your part. I have talked to Christine Lea I have talked to Malin and I've talked to Karl Larsson, past president of the Board, just to name a few of the key people I've had extensive conversations with, to find out what all has been going on, and how it is that you treat people, including then and now current employees!

Your clear choice has been since January to now nine months worth of time of you making sure that I am nobody to anybody in the food service department. You would rather continue to have that be true than you would have it be that the Swedish Club foodservice operation be a part of the Club that is thriving and doing good.

You would rather bring in poor hires, I refer to them as "grab bag hires", hiring just anyone if it means ensuring that I do not have a lead or productive opportunity to contribute to the Club members having good food and having positive customer experiences! That's the thing that I can deliver and that I did deliver every time I worked in that position. But that's not what you want.

You would rather not have me do anything positive for the Club. You have even taken my original job duties, my original job as Cook and you tweaked with it over the last few months till you got me down to something that you think that you can pigeonhole me in, something with lower status, the so-called "dessert cook"; which I have never even heard of such a thing, but the reality is that it even sounds like bad English on top of it all.

You can't even sit here and say anything that makes even a lick of sense by saying what it is really that's behind all of this. I know and you know that it's not about my not having the qualifications, it's not about my not having the experience, it's not about my not having the physical ability, it's not about my not having the skill, and it's not about my abilities to provide Swedish food or even just general food that's of excellent quality.

You would rather sit there and promote someone ahead of me, RC who has consistently turned in bad meals, you would rather sit and pretend that there's nobody to do any cooking at the Swedish club of any skill level, including myself, you would rather have staff turnover, how many cooks have you gone through this last nine months, isn't it about five now? Not to mention the whole debacle with Arista!

That's the legacy of what it is that you have done with the food service at the Swedish club. And there's no excuse for it, none. You can't blame the pandemic, you can't blame some lack of people to do the job, you have absolutely had 100% control of the food service for the last what is it now 13 years? You've taken the Swedish Club that had a food service department for yers and this is where you're at, where we are all out - having to suffer under your management of the food service department. Including just this last Friday, again like the week before when RC was serving raw meatballs, this last week it was raw salmon. Like literally the diners come to the food line and have to turn their salads back in last Friday because the salmon isn't cooked!

And it isn't any surprise! You have known since January of this year that RC lacked the skill to fully carry out a meal service without close supervision. It was true during Malin's tenure, Carina's, he always was in a supplemental position. I discovered it in January, and I shared that with you. You've known it. I even graciously and generously shared that with Anis this last month, August while you were gone. With Tom long gone that left me to assist where I could - but no, instead of using me, the only other foodstaff member other than RC - so loath were you and Anis to use me that you brought in the housekeeper to assist RC - really - Keita the newly hired housekeeper has more status than I do.

Despite the multiple late dinners, poorly cooked, uncooked dinners - you not only promoted RC over me, demoted me, and continued to let him cook unsupervised meals.

So rather than your sitting there and making up the story about how you're looking for someone now "with more restaurant experience", which both Jocelynn and Tom had - and presumably from what I understood this Christine has - this is just spin on your part because you've been spinning this whole thing of food service missteps all along, since at least December 14, 2021, the day Malin quit.

In January the spin was you needed a catering company, to take over the second-floor kitchen and have them be the ones that ultimately cooked meals for the Club; this was the second version of the food service magic bullet - the first was in January of 2021 when you and Malin insisted and then proceeded to start to refresh the upstairs kitchen. Clear down to December that year you worked on fixing it up, acquired new equipment - that was going to be the ticket. Then that venture went by the wayside.

Then you put RC in charge of meals starting with the January 14th meal, and he proceeded to kill about four different meals after that, including that they were late and even that the food was improperly cooked!

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So then RC cooks a couple of more questionable meals - related to timing and food quality - and then you brought in Arista. Then what did they do? I'll bet it's less than half of their meals were edible, really. Not only were they serving old produce but they were just absolutely providing poor food, food they didn't cook it well; if it wasn't poorly cooked, other times they weren't even using the recipes that they were supposed to use. And how many go rounds of that did we do including the rotten potatoes that you had to speak to and write them about multiple times.

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From my perspective I have observed this, this is what you've done with the food service for the Club, you double down on your poor decisions! This is what you did with Arista. You insisted you wanted to continue on with them, with John, and you did so until things got so bad that even you couldn't justify doing it any longer.

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I took the lead on all of that, I straightened out the salads I cooked your soups to perfection and we even got two meatball dinners out and then when I asked you to let us do the meatballs from scratch you didn't want to do that you went back to Arista again!

And then there's the whole thing about hiring the food service manager, you insisted as far back as February - you needed a foodservice manager - while you also were claiming that you needed an inhouse catering company - remember that's what you had Anis devoting a good deal of time and effort on - plans to remodel the kitchen in order to lease it out to a caterer. That project was detailed to the board several times.

What a joke that turned into. The reality is the lease-the-kitchen-to-a-caterer project was dropped, then you hired some woman that never even did the food service manager/chef job; you hired her and she didn't even show up to do it. All she was was an anti-Elizabeth hire. You refused to interview me for that position you told me you would not consider me for it and you told me that I couldn't do the cooking! And moments later told me it didn't matter, you had just hired this other woman.

Then you hired Jocelynn, and you hired Tom and you lied about both of those hires also. You seem to forget that I can interview people too; I had a sit down interview with Tom on August 13th and found out the timing for his hiring. Not to mention the job listings themselves you took the exact things that I had already been doing, listed them in the help wanted notice - my job tasks, you listed them as something that you needed the person to be the chef to do, and something that the person to be the cook was to do, and the person to be the food service manager would have to do them. Every single one of them were tasks, things that I had performed multiple times and excellently!

But you even lied to Peppe and claimed that you had not hired anybody when you had, that was on May 5th. Shades of now. You said the exact same thing that day in May as you did today 9/7, that you had not hired anyone - but you had hired Jocelynn and told Peppe you hadn't. I was in that meeting, Not to mention Jocelyn had already told me 20 minutes earlier that she was starting work on May 9th! You hired her clear back in late April.

And Tom, you gave him every single one of the food events that you had already been planning with me that included the Abba night, the car show, and the members and friends dinner, including the Wednesday night soup suppers - you gave all of that away to him after having sat there the prior two months and planning those eventswith me, for me to do the lead, with RC's assistance. And I have the emails and notes from all of that too. For example - insert email re Abba night.

You not only sat there and acted like Jocelynn was the next best thing to sliced bread, but she went off and she did what she wanted with all of that food, there was no Swedish thing going on about any of it, including the cookbook she was cooking out of, it was a New Orleans cookbook - "Breakfast at Brennan's and Dinner Too"!

Jocelynn's Swedish Club food clearly had a southern twist to it. You also claimed Jocelynn was this expert about Covid, she had a certification from the American Federation of Chefs, and then you let Tom come to work sick; not only did you let him come to work sick but Jocelyn also let him come to work sick - the people that are supposed to be so concerned about the health of the employees and the health of the people that are at the Club as guests and members.

Jocelynn lasted all of a month and a half - she leaves to take care of her dying mother - she represented that her time away needs were so great that she needed to leave without notice and absent herself for a period too long for her to remain an employee. And then she returns two weeks later and wants her job back with a substantial increase in pay.

And Tom - you put him then in first place - and despite all your claims to me about how things that I made had to be Swedish, all the comments you have made to me about a dessert not being Swedish, about a meal choice not being Swedish, all the effort you went to to mold Tom and Jocelynn into Swedish cooks, all the while and before I supplied you with well executed Swedish and even Danish main dishes and desserts, you let Tom run off and cook whatever version of "Swedish" food he wanted. The reality was his cooking was not Swedish - he was serving boarding house and diner style food and meals.

He admitted to me that he never made the Swedish meatballs the same from week to week - they tasted good - but they were not made the same every week. He made the worst versions of Raksmorgas and Skagen, as had Jocelynn before him - and still you countenanced that, then you went on and let him toss the hard tack out of the meal rotations, the salads were turned into this boardinghouse service style, complete with slabs of cheese served with them.

In contrast you had remonstrated with me early on in January and in March and April when I tried to introduce some authentic Swedish and Danish rye breads from Larson's, planning to serve it in addition to the hardtack. No - you would have none of that when I asked. Tom apparently didn't even ask - he proceeded to load up every meal with all sorts of varieties of clearly American style breads and rolls - along with free-style plates of butter.

You insisted and I agreed on having as much as possible authentic Swedish foods. I took your lead and studied and learned even more about how do even more Swedish and Scandinavian dishes. I did so on my own time and at my own expense - that was nothing you supported.

However for Jocelynn and Tom you hired these two and provided them with tutors, and classes, you pulled out all the stops to support them - and they never came close to equalling my Swedish and Nordic cooking repertoire and skill - never - but you still made it a point to straight arm me - let me know - I was not part of the team.

And on that note, "the foodservice team" you never had such a thing during Tom and Jocelynn's tenure either, not to this day [10/7/22]. Yours and Anis's version of the foodservice team was you and Anis and Jocelynn, or you and Anis and Tom that was the "team". Now it is you and Ann-Margret and Christine with RC thrown in for good measure. Or you and Toene, and Christine, as the case may be.

From my perspective - For months you have kept everyone in silos related to the foodservice department. It has been setup to cut me out, if I know anything it is 95% of the time because I inadvertently hear something or someone tells me some snippet of info and then I go on to ask about whatever I hear.

The regularly scheduled Tuesday foodservice meeting was scrapped, RC became a glorified dishwasher and I was always in a separate category - the desserts - never was there any effort to make us a team like before when it had been you, Wendy, RC and I. After everyone of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine* - to me it all turned into a big secret thing - first RC and I don't need to know anything, then when you need RC then I don't need to know anything - as it remains today.

You and Anis and Toene made big production during the fake job interview with me on the 5th of August about what did I think a team consisted of, what would team work look like to me? Your commment today - about how you learned so much about me on that day - I presume that's part of your now story about my not being part of the "team" at the Swedish Club, but the reality is there is no team in the first place. You have hand picked favorites that do your bidding - be it staff or members, and all else are enemies, frenemies at best.

As for your statement in the email today, “Thank you for your interest in the position at the Swedish Club. We learned a lot about you in the interview, and we also thank you for that.” - to the uninitiated that takes things at surface value it might seem like an innocuous enough statement, but I think not.

*EAC Note: When I originally wrote this response to Kristine's 9-7-22 email to me, it was the day of, also 9/7/22. On that day I did not know any of the details about what had gone down from August 24th on, how Kristine ended up covering up the fact that she had in fact hired Christine Ross as foodservice manager, while claiming to everyone interested that she had not.

In fact it is not until almost a month later, starting on September 30th that the true arrangements of how Kristine had figured out a way to cover up her hiring Christine Ross, and how she was manipulating statements and claims about what was going on in order to keep that subterfuge going, and now hasn't.

EAC Response to September 8th conversation with and email from Kristine Leander:

I don’t know what it is that you think you learned about me at the August 5th, supposed job interview with me, but the reality is it was a fake interview, It was done under false pretenses, you had already hired somebody for the Foodservice Manager position. Her name is Christine. You claimed today that you never hired anyone, that Tom got ahead of himself, telling me that this Christine was supposed to start work on August 26th, that no one had been hired, not even this Christine. When I asked you, "So Tom was lying?" You responded that you wouldn’t say that.

I then shared with you that Paul was the first person to even tell me about this Christine - he had her name, age, occupation, the details of her employment, when she was starting even - Tom confirmed all of that two days later. You said to me, why would I ever believe a failed employee or a bartender of all things - how could I believe them and not you? I said because I felt you had been deceiving and misleading me for quite some time, since the first of the year about a lot of things. Including my job, the job positions that came up, and in general the general undermining of my employment.

On August 26th RC confirmed the same details about this Christine being hired, he was pressed into service with no notice because the new hire didn't come in - RC said - he didn't know what happened exactly, why she had not come to work, decided not to go ahead with the job, speculating that maybe the commute from Everett would have been too far for her to go.

So if there was no woman named Christine that was supposed to start on the 26th of August, then that is an amazing thing that these three people would be lying to me about such a thing - not to mention - Anis and Toene even gave it away - when I said something about it on the 12th, that the August 5th interview meeting with you, Anis, Toene, and me had been under false pretenses, someone had been hired before that meeting, they both got irate that someone had broken ranks and would tell me about that - Anis demanded to know who had told me and said it was not their place to convey that information to me. And Toene rather than denying it just kept saying that I would have to talk to you about it.

And Toene, and/or Anis were apparently was so irate when I brought up the fake job interview that was held with me, that Toene proceeded to order a nationwide criminal background check on me - falsely certifying when she ordered it that she had complied with both federal, state, and local laws for obtaining such a report by properly advising me and getting my approval

So let's be honest about what's going on. You would prefer to have the food service department continue its decline under your management in order to both carry out a personal grudge that you're having against me, and in order to also cover up what it is that's really going on, the literal poor management and poor choices by you across a number of fronts.

You would rather continue to marginalize me, denigrate me, sideline me, do whatever it is that you do to people that displease you or that you don't want to have any value or life at the Swedish Club, or that you're still running a front for the Lars camp and Lars himself, and I think that all includes you. The Lars camp is the same as the Kristine camp.

You only have one of maybe three reasons for what it is that you've been doing to me, but you've been dinging me over that relationship for a long time now starting clear back to October 2020. You couldn't say often and enough terrible things about Lars to me, and I wrote to him about it and I have my date stamped letters that he received about those occurrences; those will be coming up in the future. It was all clearly documented by me what it is that you have been doing since then - including you even threw your friend Judy Cooper under the bus to me, making her out to me that she was some kind of love rival to me for Lars' affections.

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It has been this way for months now, you have done it to me both as an employee and as a member. This is just classic behavior on your part. I have talked to Christine Lea I have talked to Malin and I've talked to Karl Larsson, past president of the Board, just to name a few of the key people I've had extensive conversations with, to find out what all has been going on, and how it is that you treat people, including then and now current employees!

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However for Jocelynn and Tom you hired these two and provided them with tutors, and classes, you pulled out all the stops to support them - and they never came close to equalling my Swedish and Nordic cooking repertoire and skill - never - but you still made it a point to straight arm me - let me know - I was not part of the team.

And on that note, “the foodservice team” you never had such a thing during Tom and Jocelynn’s tenure either, not to this day [10/7/22]. Yours and Anis's version of the foodservice team was you and Anis and Jocelynn, or you and Anis and Tom that was the "team". Now it is you and Ann-Margret and Christine with RC thrown in for good measure. Or you and Toene, and Christine, as the case may be.

From my perspective - For months you have kept everyone in silos related to the foodservice department. It has been setup to cut me out, if I know anything it is 95% of the time because I inadvertently hear something or someone tells me some snippet of info and then I go on to ask about whatever I hear.

The regularly scheduled Tuesday foodservice meeting was scrapped, RC became a glorified dishwasher and I was always in a separate category - the desserts - never was there any effort to make us a team like before when it had been you, Wendy, RC and I. After everyone of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine* - to me it all turned into a big secret thing - first RC and I don't need to know anything, then when you need RC then I don't need to know anything - as it remains today.

You and Anis and Toene made big production during the fake job interview with me on the 5th of August about what did I think a team consisted of, what would team work look like to me? Your commment today - about how you learned so much about me on that day - I presume that's part of your now story about my not being part of the "team" at the Swedish Club, but the reality is there is no team in the first place. You have hand picked favorites that do your bidding - be it staff or members, and all else are enemies, frenemies at best.

As for your statement in the email today, “Thank you for your interest in the position at the Swedish Club. We learned a lot about you in the interview, and we also thank you for that.” - to the uninitiated that takes things at surface value it might seem like an innocuous enough statement, but I think not.

*EAC Note: When I originally wrote this response to Kristine's 9-7-22 email to me, it was the day of, also 9/7/22. On that day I did not know any of the details about what had gone down from August 24th on, how Kristine ended up covering up the fact that she had in fact hired Christine Ross as foodservice manager, while claiming to everyone interested that she had not.

In fact it is not until almost a month later, starting on September 30th that the true arrangements of how Kristine had figured out a way to cover up her hiring Christine Ross, and how she was manipulating statements and claims about what was going on in order to keep that subterfuge going, and now hasn't.

Email conversation start. Email count: 1. Started: Feb 26, 2024 3:42:00 PM

Subject: Request for Copies and Appointment Related to EA Campbell Employment Records
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Toene Hayes <Toene@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Kristine Leander <kristine@swedishclubnw.org>, "Petersen, Chelsea D. (SEA)" <cdpetersen@perkinscoie.com>, shamaalbright@msn.com
Date Sent: Monday, February 26, 2024 3:42:52 PM GMT-08:00

Good morning Toene,

A couple of quick items -

Pursuant to state and federal law* I am requesting the following:

1. Requesting a copy of all of my payroll records from November 24, 2021 to even date (June 1, 2022).

2. Requesting an appointment in order to review the contents of my personnel file.

Please reply in writing only re logistics and scheduling for these two items.

Thanks Toene.

Thank You,
Elizabeth Campbell

*https://lni.wa.gov/workers-rights/workplace-policies/payroll-and-personnel-records

Good morning Toene,

A couple of quick items -

Pursuant to state and federal law* I am requesting the following:

1. Requesting a copy of all of my payroll records from November 24, 2021 to even date (June 1, 2022).

2. Requesting an appointment in order to review the contents of my personnel file.

Please reply in writing only re logistics and scheduling for these two items.

Thanks Toene.

Thank You,
Elizabeth Campbell

*https://lni.wa.gov/workers-rights/workplace-policies/payroll-and-personnel-records

Email conversation start. Email count: 4. Started: Apr 19, 2024 7:18:00 AM

Subject: Re: Email forward of 18 email conversations
From: "Michael K. Rhodes" <mrhodes@mixsanders.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Friday, April 19, 2024 4:27:22 PM GMT-07:00
Date Received: Friday, April 19, 2024 4:27:50 PM GMT-07:00

Thanks Elizabeth,

I beg your pardon. Will be filing a clarification shortly to correct the record. Thank you for bringing this to my attention.

~ Mike

Subject: Fwd: Email forward of 18 email conversations
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: "Michael K. Rhodes" <mrhodes@mixsanders.com>
Cc: "Huber, Charles" <HuberC@lanepowell.com>, "Park, Jade" <jade.park@wilsonelser.com>, "Reynolds, Rachel T." <rachel.t.reynolds@wilsonelser.com>, "Wang, Chuqiao" <chuqiao.wang@wilsonelser.com>, jbender@corrcronin.com, nlarson@mpbf.com, swedishclub411@gmail.com, vjreno@renolawsea.com
Date Sent: Friday, April 19, 2024 1:34:20 PM GMT-07:00
Attachments: 2023-02-19-RE: Order for Monday 2/20.pdf,2023-02-19-Order for Monday 2/20.pdf,2023-02-16-RE: 2/17 Dessert Numbers.pdf,2023-02-16-2/17 Dessert Numbers.pdf,2023-02-15-RE: tonight's dinner, 43 firm reservations.pdf,2023-02-19-Monday Order by 4PM for Tuesday.pdf,2023-02-15-Re: tonight's dinner, 43 firm reservations.pdf,2023-02-14-Re: Dessert for 2/15.pdf,2023-02-15-tonight's dinner, 43 firm reservations.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-RE: Picture Perfect SC Food.pdf,2023-02-14-Re: Dessert for 2/15.pdf,2023-02-14-Picture Perfect SC Food.pdf,2023-02-14-RE: Picture Perfect SC Food.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-Dessert for 2/15.pdf,2023-02-09-RE: Desserts Plans for Friday 2/10/22.pdf,2023-02-10-Tara off.pdf,2023-02-09-RE: Desserts Plans for Friday 2/10/22.pdf,2023-02-08-Desserts Plans for Friday 2/10/22.pdf,2023-02-09-Re: Desserts Plans for Friday 2/10/22.pdf,2023-02-03-Re: Not the appropriate time or order.pdf,2023-02-03-Not the appropriate time or order.pdf,2023-02-02-Re: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-Re: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-RE: Gentle Reminder Fwd: Dessert Number Request.pdf,Ltr MRhodes Re False Yaranoff Declaration 04-19-24.pdf

Hi Mike,

Please find attached a letter to you Mike regarding Mr. Yaranoff’ s false declaration. The emails I referenced in the letter are attached also to this email.

Best,
Elizabeth

Subject: Fwd: Email forward of 18 email conversations
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Friday, April 19, 2024 8:09:13 AM GMT-07:00
Attachments: 2023-02-19-RE: Order for Monday 2/20.pdf,2023-02-19-Order for Monday 2/20.pdf,2023-02-16-RE: 2/17 Dessert Numbers.pdf,2023-02-16-2/17 Dessert Numbers.pdf,2023-02-15-RE: tonight's dinner, 43 firm reservations.pdf,2023-02-19-Monday Order by 4PM for Tuesday.pdf,2023-02-15-Re: tonight's dinner, 43 firm reservations.pdf,2023-02-14-Re: Dessert for 2/15.pdf,2023-02-15-tonight's dinner, 43 firm reservations.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-RE: Picture Perfect SC Food.pdf,2023-02-14-Re: Dessert for 2/15.pdf,2023-02-14-Picture Perfect SC Food.pdf,2023-02-14-RE: Picture Perfect SC Food.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-Dessert for 2/15.pdf,2023-02-09-RE: Desserts Plans for Friday 2/10/22.pdf,2023-02-10-Tara off.pdf,2023-02-09-RE: Desserts Plans for Friday 2/10/22.pdf,2023-02-08-Desserts Plans for Friday 2/10/22.pdf,2023-02-09-Re: Desserts Plans for Friday 2/10/22.pdf,2023-02-03-Re: Not the appropriate time or order.pdf,2023-02-03-Not the appropriate time or order.pdf,2023-02-02-Re: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-Re: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-RE: Gentle Reminder Fwd: Dessert Number Request.pdf

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Subject: Email forward of 18 email conversations
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Friday, April 19, 2024 7:18:46 AM GMT-07:00
Attachments: 2023-02-27-FW: Dessert for Members' dinner on March 15?.pdf,2023-02-26-The Happy Talk - Board Meeting 2/1/23.pdf,2023-02-26-The Calm - Draft 02-15-23.pdf,2023-07-10-Re: Dessert for Members' dinner on March 15?.pdf,2023-02-26-Re: Dessert for Members' dinner? Draft Email 06-13-22.pdf,2023-02-26-RE: Dessert for Members' dinner on March 15?.pdf,2023-02-25-Fwd: Dessert for Members' dinner on March 15?.pdf,2023-02-23-Fwd: Question, Desserts?.pdf,2023-02-23-Re: Question, Desserts?.pdf,2023-02-23-Fwd: Question, Desserts?.pdf,2023-02-22-Re: Dessert for Members' dinner on March 15?.pdf,2023-02-22-Question, Desserts?.pdf,2023-02-22-RE: Dessert for Members' dinner on March 15?.pdf,2023-02-22-RE: Dessert for Members' dinner on March 15?.pdf,2023-02-22-Re: Dessert for Members' dinner on March 15?.pdf,2023-02-22-RE: Invoice Money.pdf,2023-02-22-Re: Invoice Money.pdf,2023-02-21-RE: Invoice Money.pdf,2023-02-21-RE: Invoice Money.pdf,2023-02-21-Re: Invoice Money.pdf,2023-02-21-Invoice Money.pdf,2023-02-21-RE: Dessert for Members' dinner on March 15?.pdf,2023-02-21-Re: Dessert for Members' dinner on March 15?.pdf,2023-02-21-RE: Dessert for Members' dinner on March 15?.pdf,2023-02-20-Re: Dessert for Members' dinner on March 15?.pdf,2023-02-20-Re: Dessert for Members' dinner on March 15?.pdf,2023-02-20-Dessert for Members' dinner on March 15?.pdf,2023-02-19-RE: Order for Monday 2/20.pdf,2023-02-19-Order for Monday 2/20.pdf,2023-02-16-RE: 2/17 Dessert Numbers.pdf,2023-02-16-2/17 Dessert Numbers.pdf,2023-02-15-RE: tonight's dinner, 43 firm reservations.pdf,2023-02-19-Monday Order by 4PM for Tuesday.pdf,2023-02-15-Re: tonight's dinner, 43 firm reservations.pdf,2023-02-14-Re: Dessert for 2/15.pdf,2023-02-15-tonight's dinner, 43 firm reservations.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-RE: Picture Perfect SC Food.pdf,2023-02-14-Fwd: Picture Perfect SC Food.pdf,2023-02-14-Re: Dessert for 2/15.pdf,2023-02-14-Picture Perfect SC Food.pdf,2023-02-14-RE: Picture Perfect SC Food.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-RE: Dessert for 2/15.pdf,2023-02-14-Dessert for 2/15.pdf,2023-02-09-RE: Desserts Plans for Friday 2/10/22.pdf,2023-02-10-Tara off.pdf,2023-02-09-RE: Desserts Plans for Friday 2/10/22.pdf,2023-02-08-Desserts Plans for Friday 2/10/22.pdf,2023-02-09-Re: Desserts Plans for Friday 2/10/22.pdf,2023-02-03-Re: Not the appropriate time or order.pdf,2023-02-03-Fwd: Not the appropriate time or order.pdf,2023-02-03-Not the appropriate time or order.pdf,2023-02-02-Fwd: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-Re: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-Re: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-02-RE: Gentle Reminder Fwd: Dessert Number Request.pdf,2023-02-01-RE: New chef.pdf,2023-02-01-New chef.pdf,2023-02-01-Re: Board meeting Feb 1 at 6 pm.pdf,2023-02-01-Re: FW: Board meeting Feb 1 at 6 pm.pdf,2023-02-01-RE: FW: Board meeting Feb 1 at 6 pm.pdf,2023-02-01-FW: Board meeting Feb 1 at 6 pm.pdf

The emails are attached.

Subject: RE: Order for Monday 2/20
From: Christo Yaranoff <Christo@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 19, 2023 1:32:19 PM GMT-08:00
Date Received: Sunday, February 19, 2023 1:32:24 PM GMT-08:00

Elizabeth, You can look at the usfoods catalog. Let me know before 4pm Monday to place an order for you. Text is best on my cell phone as I will not have remote access to Swedish club email.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Sunday, February 19, 2023 6:33 AM
To: Christo Yaranoff <Christo@swedishclubnw.org>
Subject: Order for Monday 2/20

Good Morning Christo,

I wanted to put in an order, take a spin with the new ordering program you set up, but I was not sure where to find the product catalog, what company/companies we can order things from?

Can you let me know the name of the suppliers we have so I can look at their catalogs, I'll pick out what I need and send you a shopping list for me.

What time do I need to get a list to you, you said Monday - what time do you need something from me by?

Thanks, have a nice day today.

Best,
Elizabeth
--
EACampbell

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Subject: Order for Monday 2/20
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christo Yaranoff <christo@swedishclubnw.org>
Bcc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 19, 2023 6:33:06 AM GMT-08:00

Good Morning Christo,

I wanted to put in an order, take a spin with the new ordering program you set up, but I was not sure where to find the product catalog, what company/companies we can order things from?

Can you let me know the name of the suppliers we have so I can look at their catalogs, I'll pick out what I need and send you a shopping list for me.

What time do I need to get a list to you, you said Monday - what time do you need something from me by?

Thanks, have a nice day today.

Best,
Elizabeth
--

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Subject: RE: 2/17 Dessert Numbers
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Thursday, February 16, 2023 6:11:34 PM GMT-08:00
Date Received: Thursday, February 16, 2023 6:11:40 PM GMT-08:00

Make similar numbers. We may sell all the semlor as we have entertainment tomorrow. 10 slices of cake.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, February 16, 2023 4:25 PM
To: Christo Yaranoff <Christo@swedishclubnw.org>; Kristine Leander <kristine@swedishclubnw.org>
Subject: 2/17 Dessert Numbers

Hi,

You have Semla buns and Apple cake tomorrow. What numbers should I make?

Lunch
Semla buns
22 sold last time

Dinner
Semla
14 4 leftover

Cake
10 or 8 Slices

--
EACampbell

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Subject: 2/17 Dessert Numbers
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christo Yaranoff <christo@swedishclubnw.org>,Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Thursday, February 16, 2023 4:25:06 PM GMT-08:00

Hi,

You have Semla buns and Apple cake tomorrow. What numbers should I make?

Lunch
Semla buns
22 sold last time

Dinner
Semla
14 4 leftover

Cake
10 or 8 Slices

--

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Subject: RE: tonight's dinner, 43 firm reservations
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Wednesday, February 15, 2023 10:45:43 AM GMT-08:00
Date Received: Wednesday, February 15, 2023 10:45:45 AM GMT-08:00

Very good, thanks

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Wednesday, February 15, 2023 10:45 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Subject: Re: tonight's dinner, 43 firm reservations

I had planned for 50 portions so my end is covered with that update.

On Wed, Feb 15, 2023 at 10:43 AM Kristine Leander <kristine@swedishclubnw.org> wrote:
--
EACampbell

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Subject: Monday Order by 4PM for Tuesday
From: Christo Yaranoff <Christo@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 19, 2023 1:33:35 PM GMT-08:00
Date Received: Sunday, February 19, 2023 1:33:39 PM GMT-08:00

Here is my info.

Christo Yaranoff
Food & Beverage Manager
Swedish Club NW
Club: 206-283-1090 Cell: 406-589-8281
Christo@Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

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Subject: Re: tonight's dinner, 43 firm reservations
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Wednesday, February 15, 2023 10:45:02 AM GMT-08:00

I had planned for 50 portions so my end is covered with that update.
--

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Subject: Re: Dessert for 2/15
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Tuesday, February 14, 2023 6:56:43 PM GMT-08:00

That sounds interesting - now we'll see what your Jansson's Temptation is like.
--

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Subject: tonight's dinner, 43 firm reservations
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Wednesday, February 15, 2023 10:43:25 AM GMT-08:00
Date Received: Wednesday, February 15, 2023 10:43:29 AM GMT-08:00

I think you should each plan for around 48 guests. Thanks

Kristine Leander
Executive Director
Swedish Club
206-283-1090
Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

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Subject: RE: Dessert for 2/15
From: Christo Yaranoff <Christo@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 14, 2023 4:18:24 PM GMT-08:00
Date Received: Tuesday, February 14, 2023 4:18:26 PM GMT-08:00

Got the first USFoods order in today. All set despite not having extra hands.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 14, 2023 1:19 PM
To: Christo Yaranoff <Christo@swedishclubnw.org>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Subject: Re: Dessert for 2/15

Hi Christo,

I'm not sure we'll be off on a magic carpet ride - but Friday it is Apple cake, I think with a nod to rhubarb, we have some of both in the freezer.

Tomorrow it is individual heart shaped deep chocolate cakes, I happen to still have the tins for those leftover from my bakery many years ago. So I dusted them off, and have individual white chocolate heart shaped candies to add as a garnish.

How are your Jansson's Temptation plans coming along? It's too bad RC is out still - he has supplied the french fry cutter to use for the JT potatoes the last three times we have made it. Maybe its time the Swedish Club has its very own?

See you soon, tomorrow.

Best,

Elizabeth

On Tue, Feb 14, 2023 at 12:17 PM Christo Yaranoff <Christo@swedishclubnw.org> wrote:
--
EACampbell

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Subject: RE: Picture Perfect SC Food
From: Christo Yaranoff <Christo@swedishclubnw.org>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Tuesday, February 14, 2023 4:17:02 PM GMT-08:00
Date Received: Tuesday, February 14, 2023 4:17:06 PM GMT-08:00

This week I am going to drag out the pastry case to display your beautiful and yummy deserts with lighting but no refrigeration. It should an extra wow factor.

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 14, 2023 2:26 PM
To: Christo Yaranoff <Christo@swedishclubnw.org>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Subject: Picture Perfect SC Food

Hi Christo,

Not sure if you keep a picture portfolio of your food but here are some shots from the last two Friday Kafe lunches and dinner - shows your flair for color, presentation, the visual appeal of your food.

Best,
Elizabeth









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Subject: Re: Dessert for 2/15
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christo Yaranoff <christo@swedishclubnw.org>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Tuesday, February 14, 2023 1:19:27 PM GMT-08:00

Hi Christo,

I'm not sure we'll be off on a magic carpet ride - but Friday it is Apple cake, I think with a nod to rhubarb, we have some of both in the freezer.

Tomorrow it is individual heart shaped deep chocolate cakes, I happen to still have the tins for those leftover from my bakery many years ago. So I dusted them off, and have individual white chocolate heart shaped candies to add as a garnish.

How are your Jansson's Temptation plans coming along? It's too bad RC is out still - he has supplied the french fry cutter to use for the JT potatoes the last three times we have made it. Maybe its time the Swedish Club has its very own?

See you soon, tomorrow.

Best,

Elizabeth
--

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Subject: Picture Perfect SC Food
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: christo@swedishclubnw.org
Cc: kristine@swedishclubnw.org
Date Sent: Tuesday, February 14, 2023 2:26:18 PM GMT-08:00
Date Received: Tuesday, February 14, 2023 2:26:18 PM GMT-08:00

Hi Christo,

Not sure if you keep a picture portfolio of your food but here are some shots from the last two Friday Kafe lunches and dinner - shows your flair for color, presentation, the visual appeal of your food.

Best,

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Elizabeth

















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Subject: RE: Picture Perfect SC Food
From: Christo Yaranoff <Christo@swedishclubnw.org>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Tuesday, February 14, 2023 4:14:16 PM GMT-08:00
Date Received: Tuesday, February 14, 2023 4:14:22 PM GMT-08:00

Shucks, Thank you Elizabeth…for the Valentine.

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 14, 2023 2:26 PM
To: Christo Yaranoff <Christo@swedishclubnw.org>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Subject: Picture Perfect SC Food

Hi Christo,

Not sure if you keep a picture portfolio of your food but here are some shots from the last two Friday Kafe lunches and dinner - shows your flair for color, presentation, the visual appeal of your food.

Best,
Elizabeth









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Subject: RE: Dessert for 2/15
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>,Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Tuesday, February 14, 2023 10:15:04 AM GMT-08:00
Date Received: Tuesday, February 14, 2023 10:15:07 AM GMT-08:00

Thanks, we are aiming at 45 for tomorrow.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 14, 2023 9:07 AM
To: Christo Yaranoff <Christo@swedishclubnw.org>; Kristine Leander <kristine@swedishclubnw.org>
Subject: Dessert for 2/15

Good morning Christo and Kristine,

Doesn't that have a nice ring to it? 😀

Checking in to see what the guest number is for tomorrow's, Wednesday, February 15th dinner.

Please let me know at your earliest convenience this morning.

Thank you - Happy Valentine's Day
😍 Elizabeth
--
EACampbell

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Subject: RE: Dessert for 2/15
From: Christo Yaranoff <Christo@swedishclubnw.org>
To: Kristine Leander <kristine@swedishclubnw.org>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 14, 2023 12:17:32 PM GMT-08:00
Date Received: Tuesday, February 14, 2023 12:17:36 PM GMT-08:00

What magic desert are you making?

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Tuesday, February 14, 2023 10:15 AM
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>; Christo Yaranoff <Christo@swedishclubnw.org>
Subject: RE: Dessert for 2/15

Thanks, we are aiming at 45 for tomorrow.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 14, 2023 9:07 AM
To: Christo Yaranoff <Christo@swedishclubnw.org>; Kristine Leander <kristine@swedishclubnw.org>
Subject: Dessert for 2/15

Good morning Christo and Kristine,

Doesn't that have a nice ring to it? 😀

Checking in to see what the guest number is for tomorrow's, Wednesday, February 15th dinner.

Please let me know at your earliest convenience this morning.

Thank you - Happy Valentine's Day
😍 Elizabeth
--
EACampbell

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Subject: Dessert for 2/15
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christo Yaranoff <christo@swedishclubnw.org>,Kristine Leander <kristine@swedishclubnw.org>
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Tuesday, February 14, 2023 9:06:44 AM GMT-08:00

Good morning Christo and Kristine,

Doesn't that have a nice ring to it? 😀

Checking in to see what the guest number is for tomorrow's, Wednesday, February 15th dinner.

Please let me know at your earliest convenience this morning.

Thank you - Happy Valentine's Day
😍 Elizabeth
--

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Subject: RE: Desserts Plans for Friday 2/10/22
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Thursday, February 9, 2023 2:37:38 PM GMT-08:00
Date Received: Thursday, February 9, 2023 2:37:43 PM GMT-08:00

Just a wild guess. Make two pies and 36 semlor. Cut the pies into 8s.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, February 9, 2023 2:34 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Subject: Re: Desserts Plans for Friday 2/10/22

36 Semla
10 slices of cake

On Thu, Feb 9, 2023 at 11:58 AM Kristine Leander <kristine@swedishclubnw.org> wrote:
--
EACampbell

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Subject: Tara off
From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: lorelei.stevens@gmail.com
Date Sent: Friday, February 10, 2023 5:16:50 PM GMT-08:00
Date Received: Friday, February 10, 2023 5:16:50 PM GMT-08:00
Attachments: 02-03-23 C Yaranoff Concern.pdf.pdf

Exported using Save Emails as PDF by cloudHQ

> "Christo…gosh, he's so competent it's just amazing. I've had his meatballs now tonight. They're wonderful, much better than I can make, so I'm really pleased. He he's passionately interested in learning how to do Swedish cooking. After he got the job from us, he called his mother and told her and she said, well, you know, your grandfather used to cook at the Swedish club in Chicago. He didn't know that…Anyway, he's he's so into it. It's going to be fun. It's going to really be fun and to have one person that supervises the bar and the food service just makes so much sense. So we're very happy about that."
>
> -Kristine Leander
> February 1, 2023

Pursuant to the Swedish Club Employee Handbook, 5.2 Open Door/Conflict Resolution Policy,[1] I am submitting my concerns to the Swedish Club's Board of Directors President, Shama Albright, and Vice President, Molly Olson:

I have concerns about a multiple of problems that occurred on Friday, February 3, 2023, all involving Christo Yaranoff, Food and Beverage Service Manager. These incidents occurred during my shift, I have first hand knowledge about most of them, and the other incidents I am reporting occurred on that same day, I was told about those, they are related to RC Charles, sous chef for the Swedish Club. Christo is RC's direct supervisor.

1. I immediately reported the first matter involving the first interaction I had with Christo to my supervisor Kristine Leander. I had multiple interactions over the course of the day with Christo, but the first one with him, including it was literally the first time I had ever met the man – it made me feel very uncomfortable. Christo is not my supervisor, Kristine Leander is. I felt intimidated by the things he was saying to me and by his overbearing, close physical proximity to me. I have attached a copy of my email to Kristine about what happened during that interaction as Endnote 1.[1]

2. I had ongoing encounters with Christo over the duration of my shift, some face-to-face and others were things I observed.

3. There were additional problems I observed or was told about related to my colleague RC Charles' negative encounters and working conditions under Christo.

4. RC was injured later on at the end of his shift, I believe it is as a direct or proximate consequence of Christo's actions on February 3rd towards and statements to RC.

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[1] Section 5.2 provides in part:

> "The Swedish Club strives to provide a comfortable, productive, legal, and ethical work environment. To this end, we want you to bring any problems, concerns, or grievances you have about the workplace to the attention of your manager and, if necessary, to anyone in management. To help manage conflict resolution we have instituted the following problem-solving procedure:
>
> "If you believe there is inappropriate conduct or activity on the part of the Club, management, its employees…bring your concerns to the attention of your manager…or if you believe that person is the source of the problem, present your concerns to…a Board member. Describe the problem, those persons involved in the problem, efforts you have made to resolve the problem, and any suggested solution you may have."

5. Christo wrongfully directed an employee, Ken Doe, to abandon his work for another department of the Swedish Club, the facilities/maintenance department, and do food prep work for Christo; Christo is not Ken's supervisor, Anis Rahman is.

6. Christo directed Ken to perform food preparation work that Ken is not employed to do – Ken is not a Swedish Club foodservice department employee, he is a facilities/maintenance worker. Ken is not qualified or trained to handle food, operate food handling equipment, especially a dangerous piece of food handling equipment, a commercial food slicer; and unless he holds a Washington State food handlers card, he is not to prepare or serve unwrapped, perishable food.

As a consequence of his actions, Christo directing an employee from another department to violate Club policies, violate Washington State regulations, to wit WAC 246.217.010(5), put Ken in harm's way as part. In addition, another person, RC Charles was severely injured as a direct or proximate consequence of Christo's inappropriate decisions and actions.

7. In addition, on information and belief, over the course of the week leading up to February 3rd, Christo was using his position of power and authority as a Swedish Club manager to pressure Ken, an employee who is in a clearly inferior and vulnerable position, to become Christo's roommate. In fact according to RC Charles Christo spent an inordinate amount of time trying to inveigle Ken to become his roommate; and RC felt that Ken was distressed by the pressure, not to mention Ken is already a vulnerable adult because of housing insecurity and his need for supportive services.

8. Christo's inability on February 3rd to satisfactorily perform his baseline duties, shop, prepare, cook, and serve two meals, a lunch and a dinner, calls into question his credentials and his suitability for the job of Food and Beverage Service manager.

9. In the mix it came to light that Christo had converted to his own use a substantial portion of ingredients that should have been provided to Swedish Club patrons in the meals they purchased.

The following is my statement about the above listed matters:

February , 2023

Upon hearing at 10:19 PM, on Friday, February 3rd that RC Charles had been severely injured in a fall at the Swedish Club, I immediately felt it was important to let his mother know that I felt there contributing factors that had occurred that day that contributed to or exacerbated RC's fall and injury.

Once I knew that RC was out of immediate danger, on Sunday morning I wrote his mother, Trish Charles, and shared my concerns:

"Trish - you should know something - I don't know about his actual fall, but I think how he [RC] was treated on Friday is a contributing factor - I'm sure he has told you about his day - but I'm a witness as I was there all except for about 3.5 hours, between 1:34 to 5:08.

"My workstation that day is where you and I cut up onions and ham almost at this time last year![2] So I can hear the activity and conversations that are going on in the kitchen.

"On Friday I arrived at the Swedish Club at 10:25 AM - my phone keeps track of my movements in Seattle, including when I arrive and leave places. By 10:38 I sent an email to Kristine and Sarah HR complaining about this Christo Yaranoff, the new food and bar service manager. He had already cornered me and starting telling me how things were going to be under his watch.

"He detailed that all of my ingredients would go through him, I was to tell him what I planned on purchasing, he would purchase them and give them to me. He went on at length how there were going to be changes to how things were run, he was in charge, things would be his way. Truly - I'm standing in the middle of the pantry doorway, trying to get the supplies so I could get my 26 Semla buns made and out for lunch - they were due in the bar at 12:00 noon at the latest - just an hour and a half later.

"So here I am really, we had already said our "Hi, how are you, nice to meet you routine, but he wanted to come back and run through what I felt was really a power control moment to let me know he was in charge of the dessert franchise - and let's face it, by extension that is me, the person.

"Christo being in charge of me, this sounds like a slave thing in a way, "possessing" workers as it were, that is not what my directions from Kristine were. On February 1st Kristine wrote me, "We have a new chef by the name of Christo Yaranoff. You will continue to make desserts for Club events, and I will continue to supervise you and your work. Christo will supervise RC."

"That was problem one, the overbearing way he presented himself, he's a big man, tall, he was well within a comfortable body bubble, in my personal space where I felt uncomfortable, intimidated.

"Secondly, I was working, in the pantry to get supplies, time is of the essence. Taking the time to buttonhole me, go on at length over chain of command and kitchen operation details, that I did not feel were totally administrative but were more about command and control of me - that was inappropriate.

"I shared with him what Kristine had told me - that I was under her supervision, and that I would need him to talk to Kristine about these details and instructions he was giving me, as would I. And - big "and" - the clock was running - like literally Christo had prepared from what I had observed when I passed through the length of the kitchen to get my cart, the mixer, bowls, whip, paddle, etc. close to zero for lunch. Maybe something was in the oven or something - but the soup was not complete, the sandwiches were not being prepared, only the ingredients were stacked on the counter, so no big amount of progress from what I saw towards lunch - an hour and a half away!

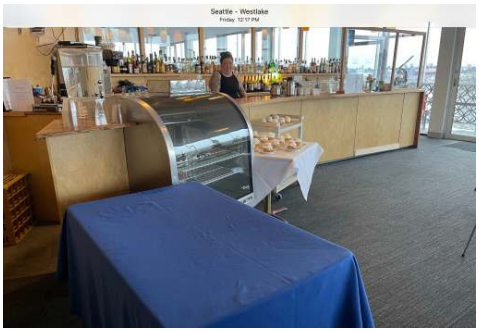
"That's why I said to Christo at the end before he let me get back to my work, "We have a lunch to prepare, thanks for checking in with me, I need to get back to work.". And that's when I sent the email to Kristine at 10:38 AM."

"I delivered my desserts to the Bar and set them out on the table with the forks. I was done with that at 11:58 AM. There was zero food or serving setup for the lunchtime meal. There were no customers there also so that was good from that standpoint.

"I had another cart of Semla buns to bring up so I went back and and got those, and returned to the bar and left the cart and my buns, it was 12:17 at that point. A couple people had showed up by that time.

“I went back down, It’s probably around 12:30 or so that RC’s racing upstairs with the soup things. And I said to him, “Has the time changed for lunch?”. Well, you know RC, it was kind of a “What can I do?” situation - he was not in charge of that. I said to RC, “I know, it’s not your fault.”.

“The thing is - RC was flustered, it was clear to me, he is very conscientious, he knows the timing, he knew the things were supposed to have been up their sooner - but the reality is - the soup was not ready for al that. It was clear what had gone one, delay and considerable time spent on this one thing alone that Christo was doing - he spent a lot of time arranging vegetables shreds, pickled carrot slices, little pieces of fish, and exactly one mussel in the bottom of the soup bowls.





“I was back downstairs picking up for the next batch of desserts I had to prepare, I went back into the kitchen to wash my utensils and bowls in the dishwasher - It’s about 12:40 ++ at that point - literally and I was shocked - I had thought all that morning while I had been working that RC and Christo were making the sandwiches. When I didn’t see them I thought they were done and in the refrigerator - they were going to take them out and run them upstairs. Nope. They literally had not been made! I was shocked - like really shocked.

“It is at that point then in comes, rushing really, Anis and Sarah, they are like blowing in, and Sarah is trying to make like it is a lark kind of thing, but they say, oh Hi!, heh, heh, hey we’re here to help you, what can we do?

“Oh, then Christo kicks in like truly, he had not even gotten to the point of starting the sandwiches - as I left Christo says, you can slice the bread. And then he said to someone, “I have some eggs to peel.” I thought to myself, boy, this is not a good sign! If you don’t even have the eggs peeled you’re in trouble!

“I had decided to stay for lunch so I went back upstairs and sat down. [I was clocked out.] The soup is sitting up there all by itself, by this time there are about maybe 10 ladies at four tables, the customer part is picking up but not the food service part. Everyone is waiting. Kristine had told them earlier the “It’s our new chef’s first day!” story line, so that part was covered.

“No one remained to serve the soup, RC had had to go back downstairs right after he dropped off the soup, Emily had filtered off some where, so there things sat - the soup setup - that literally sat there until after 1:07 PM. One bowl of soup was served to the lady sitting in front of me, the bartender gal helped her get her soup. Other than that - people were waiting for the rest of the lunch to come up.

“The first batch of sandwiches, the “shrimp/halibut/salmon salad” ones arrived about 12:50 PM. They are arranged on plates, but it is after 1:07 that any are served, I got my soup after 1:10 and my sandwich

a few minutes later - so by 1:15, I'm one of the first people that got food. The rest of the ladies continued sitting there because the lunch setup hadn't been completed.







"So I examined what exactly did we have here? Pretty good size hunks of rye bread, no butter, and a not that generous portion of what reminded me of tuna sandwich filling, just higher end with halibut and a dab of salmon, with a teeny bit of shrimps mixed in. I guessed it right re the dressing part, yes, it was crème fraiche instead of mayo. They were colorful, and acceptable for a sandwich that gave every appearance of being a pleasant lunch item.

"However, considering Kristine's February 1st send up of Christo at the Board meeting on Wednesday, she said he was "passionate about Swedish cooking", and she extolled his virtues about the meatballs he had given her that same day, I would have expected we would have some version of the literal "Swedish Smorgas Sandwich" by that day.

"It would not be another over 10 minutes, by now we're hitting 1:20 PM that the "vegetarian" sandwich with the eggs would arrive.

"I concentrated on my food, I did a little art shot of it - truly the bar right now with the nice table arrangements, little lanterns with candles lit, it's open and airy, there's a good vibe, Liza the bartender

plays really nice, comfortable jazz music, it's probably one of the best versions we've done of having a nice atmosphere for food.

"I had an open mind - I was going to reserve judgment, look past the technical details - late lunch service, kind of the chintzy soup routine, and, the sandwiches absolutely appealed to my photographer's eye - the play of colors was absolutely great.

"To the soup, it had some challenges just on appearance alone. The broth which was poured over the cold fish and vegetables just looking at it you could tell, it looked like milky, not creamy, dishwater. You could tell it was thin and not rich at all. I also couldn't understand why there were pickled carrots in the soup. I'd never heard of using pickled carrots that way.



"Christo had told the bartender that the broth for the soup was absolutely delicious, so that's what she told a couple of customers - she doesn't know, she is a great gal - she's experienced and she's on it. Well, I tried the broth, I have to say - it was absolutely flat, close to tasteless. It lacked body and energy. It needed some salt for one thing - and that's a big thing for me to say because of longtime health concerns for my family I tend to under salt things; I pump it and pepper up when I'm doing the food for the masses thing.

"So it is very bland, it's not particularly hot either, I'd suggest that maybe it wasn't in the crock pot long enough to get back up to temperature, and it's body and what little flavor there was was just unappealing, grey, milky, dishwater kept coming to my mind. This blandness was all the more notable because Chef Christo had proudly mentioned somewhere in the morning that he had made Bergen Fish Soup - that Kristine had given her personal recipe for him to make.

"Well, the Bergen Fish Soup was one of RC's and my banner soups on April 15, 2022. Kristine selected it, gave me a recipe, and I made some adjustments to it, including that I spent time with my local fish monger working out what fish and shellfish to use, the ratios for each, what a generous but reasonable amount of each would be. I also rather than making the stock from scratch, it turned out it would be just as reasonable price wise to use the fish stock that the fish monger made in-house.

"I multiplied out the recipe to meet the quantity of soup required - RC assisted with the prep work and I prepped the fish, cooked the broth - and boom - it was a very delectable Bergen Fish Soup. The soup on Friday was not even a close relative to what we had produced just over nine months ago.

"The broth on Friday had from what I could tell had zero wine, the Bergen Fish Soup recipe I received from Kristine and cooked last April, it calls for a hearty amount of white wine, and it also calls for a generous nod to umami, requiring that a delightful splash of brandy be added to the broth. Neither of those spirits was infusing the broth on Friday.

“In addition, the soup on Friday was skimpy on fish and shellfish. There was literally *one mussel* in each bowl, and an uneven amount of small pieces of halibut and salmon, and at best, I know, who is counting, but maybe five baby, baby shrimp?

“The balance of the soup’s body was comprised of itinerant slices of red cabbage, an expertly sliced sliver of pickled carrot, *with top on*, and two thin slices of celery to complete the vegetable montage. Some very tired, by then overcooked leaves of grey green parsley topped it all off.

“In Comparison – Bergen Fish Soup ala Elizabeth and RC

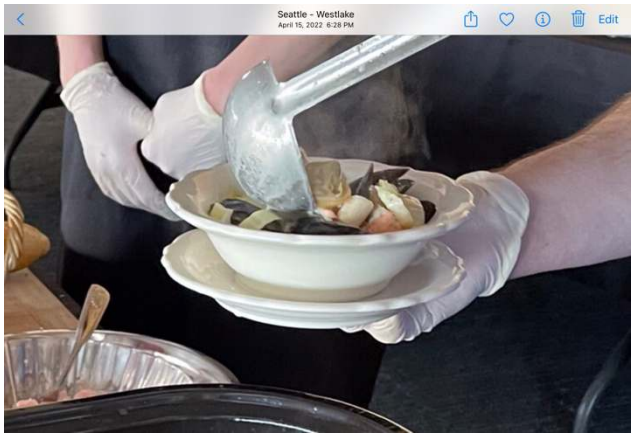








Steamy hot, flavorful, true seafood flavor, cod fish stock, butter, cream, wine, brandy, leeks, *non-pickled carrots* - and LOADED with mussels and clams.



Friday Lunch Service Continued

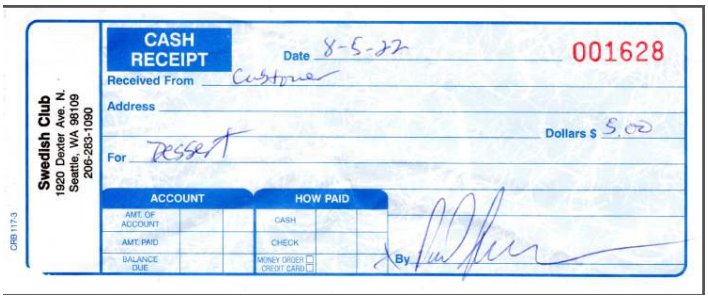
“Somewhere along the line the meatballs arrived, a second tray of the vegetarian sandwiches that looked remarkably like the first round, and lunch was served - 1:30 PM.

“Given that this is supposed to be a seasoned cook, that this pretty basic lunch ran so far over time as it did, makes no sense.

“The lunch experience didn’t end there however. The literal lunch ended within the hour and I was back in the kitchen as was Christo and RC. I clocked back in, went back to get my dishes out of the dishwasher, setup for my next dessert service. Imagine my surprise when this happened, Christo was eating mussels out of the pan he had cooked them in, RC and I passed by him at about the same time - he says to me - here, I’ve got some really delicious mussels, you have to try one, here, and he offers me the pan. I was shocked, like yes, there were probably, I don’t know, 20, 25 mussels in it - and I flashed back - each of the soup bowls only had one mussel in them - there were enough mussels left in the pan that each bowl could reasonably had another three or four mussels in them.

"I told him no, but he insisted, I did a hard no again, but then he went after RC, "Here, taste these they are great!" I wanted nothing to do with that, I refuse to get involved in those kinds of things with the chef.

"Tom Perricone had pulled that on me at the August 5, 2022 dinner. Only Tom's cheat of the house was pocketing the cash that he took from his after dinner service sale of the food. That day I watched him, he was pulling in cash from selling off parts of leftovers from the dinner service. He had a pile of cash by the chaffing dish, he folded it, pocketed it and walked off. He came back, he sold another plate of food and then he sold one of my desserts, then handed me the five dial bill! I'm not up on all the back room cheats and tricks of the chef trade but I knew what the drill was - i promptly walked into the bar, gave the cash to Paul, and asked him to write me out a receipt for the money. I made sure I had a record of what had gone on.



"So, to walk into the kitchen with a nice pan of tasty, relatively expensive mussels being eaten by the Chef Christo, when he had been so stingy with the guests' portions, if they could even be called that, and to have him insisting that I share in that with him, insisting that RC chomp them down with him, he didn't, nope! I wasn't going there, I didn't want any involvement with that.

"Regarding the culturally correct, technical element of the sandwiches - again, Kristine made it a huge point to highlight Christo's high energy he was putting towards learning and being a devoted Swedish cook.

"Christo…gosh, he's so competent it's just amazing. I've had his meatballs now tonight [2/1]. They're wonderful, much better than I can make, so I'm really pleased. He he's passionately interested in learning how to do Swedish cooking after he got the job from us, he called his mother and told her and she said, well, you know, your grandfather used to cook at the Swedish. Up in Chicago, he didn't know that. Anyway, he's he's so into it. It's going to be fun. It's going to really be fun and to have one person that supervises the bar and the food service just makes so much sense.[2] So we're very happy about that."

"Not to mention - sitting on the counter, out in the middle of the kitchen, are no less than four, illustrated, Swedish cookbooks, complete full color pictures - that show what a shrimp smorgas sandwich is prepared, what it looks like.

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[2] Swedish Club History lesson – 1. Malin Jonsson during 2021 was both the food service and bar manager. Later on in July/September 2021 the Bar Manager job was given to Jeff Hubner – in addition to his lead maintenance position. 2. Jeff had no bar tending/manager experience prior to the Swedish Club. 3. Anis repeated the same line, "to have one person that supervises the bar and the food service just makes so much sense." to Christine Ross when he and Sarah Alaimo interviewed her on Tuesday, January 31st for the Food and Bar Manager position Christo was given.

"So how the sandwiches turned up the way they did, and how the soup with the special recipe from headquarters turned out the way they did - frankly - my assessment is the same that I came to with Tom in June, July 2022, Tom, and Christo, they choose to cook whatever way and how they, how Christo wanted to do things. The whole thing that he is so "passionate" about Swedish cooking" uh, he had been at the Swedish Club most of the week and had plenty of time to figure out the Swedish form of the open face shrimp sandwich.

I know for a fact that Kristine did provide direction, but it was the same as I think it is and will be with Christo as it was with Tom - it happened right off the bat, no adherence to recipes, directions, and it all works because these chefs found out - there is no oversight, they can run over Kristine if she puts up any fuss – which given how long Tom did what he wanted – she didn't put up that much of a fight.[3]

I feel they have been granted star and key status during ongoing dysfunctional conditions, quickly understand that the Club is in a bind without them, and then capitalize on it. Tom was hired and promoted in a crunch, and Christo was certainly not a high or primary choice, he was a panicked hire, he's a better than nothing choice.

Cagey people looking for an advantage look for these kinds of situations, limited inquiry, acceptance of the personal information at face value, vulnerable older people included, whether the executive director would accept that or not, it is a fact, to take advantage of. It's a great gig to chow down the premium food you didn't have to pay for.

Christo's basic time management and meal planning skills seemed to be way off, maybe non-existent, and out of line with position he was hired for.

As for the "this is his first day" excuse, he mentioned on Friday that he had been literally at the Swedish Club working for four days prior to Friday - a more than reasonable amount of time to put his menu, purchases, and a plan of action into place, setting out steps, mise en place, responsibilities for prep, cooking, presentation, and serving soup and sandwiches. And a pretty basic meatball dinner – not the epitome of fine dining. The meals included everyday, shop, prep, and cook elements every seasoned chef knows that are required to produce a lunch or dinner on time, even within a reasonable time of the established time of service – lunch at noon, dinner on Friday nights at 6:00 PM.

Instead, the majority of the morning was from what I can tell, and heard, Chef Christo telling RC about all the purchases he had been making, all the things he was going to buy in the future, equipment and the like. And he spent the entirety of the day running down the shabby condition of everything at the Club, severely mistakenly dismissing I felt RC and all the kitchen people before Christo, like we hadn't done our jobs, hadn't tried to bring attention to and disperse or remedy the disarray, the clutter, the poor working conditions. Christo spoke in a condescending manner I felt to RC and myself, like we were at fault for these working conditions and Christo had come to the rescue, he was saving us, *and especially showing us.*

I listened to his steady stream of commentary in that regard, and he said it to me - it was there - contempt for those before him. And he made a likewise especial point to emphasize his close relationship with Kristine, and Anis, they were supporting Christo, they were working with him, and supplying him with all the superlatives of being an insider with them, as well as had handed him all the resources of the Swedish Club in the bargain. A good portion of Christo's time throughout the day was

spent with him racing off to see Kristine and Anis – and why I know that – because he announced it every time!

It was a grating and uncalled for, not to mention Christo was laboring under a super uninformed bunch of assumptions on his part, about his prominence, the environment he had walked into, and what the history of the kitchen operations and personnel had really been about.

It is under that attitude and commentary, and organizational disarray that RC was laboring under all day. In the bargain - RC had been severely marginalized, and certainly Christo made it known that RC was little better than the dishwasher in the end. He never let RC take his usual post and serve any of the food - at lunch, and even more shockingly at dinner!

I also believe – that RC was really upset that Christo made no effort to even come close to serving the meals on time – especially the lunch.

At dinner - it also was late coming up - but this is the telling shock part - with no RC to serve, neither did Christo show up to serve. When Christo did show up he served for a little bit, left, not always to go get anything, but he walked off, went downstairs, and it would be, up to 10 minutes or more before he came back – and it wasn't to bring something back.

During dinner I had gone back downstairs to pick up my station and at one point while I am there, Jeff, god love him, came down and asked Christo what he was doing (mostly Christo was talking up a storm telling RC and I his breathless exploits while making a stab at cutting open a bag of frozen broccoli). Jeff said that there were five people waiting upstairs in line. Literally – it didn't phase Christo – he continued to open the bag, put the broccoli in the pan and futz around cooking it.

Upstairs, what little bit I was there as I went in and out of the dining room carrying out my duties and later off shift, I was surprised - like literally multiple times there was no one to serve, starting service, leaving for extended periods of time – it was unprecedented behavior for an allegedly seasoned cook, even more so for someone making a premium hourly wage and being given all the accoutrements of prestige at and keys to the Swedish Club, literally and figuratively.

RC never did serve. From the beginning of dinner he was doing dishes. Spraying them all down, processing them through the dishwasher, putting the clean dishes away. I went upstairs and sat in the bar until shortly before I left, I went down to the kitchen at about 8:45 PM. RC was down there surrounded by a mass of dishes, cooking utensils, carts, slugging away trying to get it done – he was in "combat mode", he had his sunglasses on by then to protect his eyes from the spray from the dish rinsing wand.

According to RC, prior to the time Christo ordered Ken to go get the meat slicer and to slice the pancake breakfast ham. Ken got the slicer from the upstairs kitchen, placed it on the downstairs kitchen counter, and then because Ken does not know how to use the slicer he asked RC how the slicer worked. RC told Ken first there was a cart that the slicer belonged on, the slicer needed to be on it. Ken retrieved the cart and got the slicer on it but still did not know what to do, proceeded to "slice" the ham – but in the process greasy juices and ham shreds are "flying out and around" on the floor.

RC was cleaning up the ham and ham grease mess on the floor when he slipped and fell, hit his head.

A possible confounding factor mentioned in this matter is that Christo had been "pressuring Ken to be his roommate all along", that Ken was acting apprehensive related to that and appeared befuddled at the time Christo directed Ken to go get the meat slicer and slice up what is a considerable amount of ham.

The additional confounding factor is that Christo was using his status as supervisor "all along" last week pressuring Ken to to be his roommate. Given Christo's clear position as a supervisor with a very disparate amount of power and authority compared to Ken, the conduct would be incredibly inappropriate. Particularly troubling in a situation like this is that Ken has been residing in a shelter, is a vulnerable adult in need of wrap around supportive services - so Christo using "his sc commanding" position, bum rushing poor [a shaky] ken to support his housing instead of concentrating on producing the required food. Also placing ken in jeopardy having had no experience." That all is indeed shocking and troubling. Double so is someone got injured in what easily could have been a life threatening head injury.

Questions Remain
I left the Swedish Club right about 9:00 PM, I saw RC just before I left. He was washing a mass of dishes, Christo was using the steel brillo pad to scrub the flat top. There was quite a way for RC to go in time to get all the dishes done Friday night. Ken was not in the kitchen when I left. There had to be a lot of things upstairs Ken needed to do to break down the dining room, put away the serving equipment, bring dishes down, table linens down, clean up upstairs in general.

Why would Christo have started slicing up ham so late in the day on Friday? RC slipped and fell about 10:00 PM - he has been there for close to 11 hours - I saw RC when he came in earlier in the day, he hadn't even taken breaks or eaten. I gave him a piece of cake that was a mis-cut, that was after 4:00 PM, RC wolfed it down and he said he had not eaten all day.

But why would Christo open up at the end of the shift a whole new fairly major undertaking, slicing ham for the pancake breakfast? The pancake breakfast is not until Sunday - and Christo is scheduled to come to work on Saturday, February 4th, for an event he is doing the food for. There was plenty of time the next day to do the ham slicing, no pressing need to do it at the end of the Friday night dinner service.

What was the desperation, lack of thought going into digging out that slicer, figuring out how it even worked, then take Ken away from his job as a maintenance worker, no training, no food handler's card, and then have him go to town on the ham?

Frankly - if you're the food service manager – that is part of the job description for it, to know the legal requirements in the first place, that people handling food that is perishable are required by law to have a food handler's card - paid or volunteer staff.[4] WAC 246.217.010(5)

And always - slicers are a big thing. You don't just thrust someone, not even someone who is on the kitchen staff, onto that piece of equipment without the proper training, and safety equipment. That was careless behavior on Christo's part.

Two other notes - the ham was sliced way thinner than it usually is - about half the width. And, where was Jeff also - ham slicing for the pancake breakfast was always his job?

It Doesn't Make Sense

From a dollars and sense standpoint – as near as I can figure also - between all the time Christo spent at the Swedish Club last week, if he didn't make overtime Christo came close to it. M-F, and Saturday, and Sunday. On M-S alone - probably hit the $2,000 mark in salary - for meals, a supper (Wed) dinner(Fri), lunch(Fri) that took in maybe $2100?) Pretty pricey operation.

Finally

This is not without precedence in employment situations when the new person in charge comes in, You know how sometimes you are not really thinking about a situation, but then all of a sudden an answer flashes in your mind that you had not even thought about, an explanation about something that had happened or that you were wondering about, but not at that moment - and there it is it is that flash of thought.

All of a sudden this morning I had one of those thoughts, what if what happened to RC was something that the Abysmal One, AO had in mind from the get go - get rid of RC? Christo spent a lot of time on talking his talk how he had been cleaning and organizing - and with the whole attitude like he was superior and no one before him had tried to do that. What else was he intent on "cleaning"?

It's not a stretch, I would seriously doubt that Kristine would put any bars on Christo cleaning out staff in the process - she is in one of these modes she goes into with certain men - she does this far less to never with women - she often defers to certain men and protects them - and especially when she is feeling vulnerable or thinks they are in a position to run interference for her.

Christo fits that bill. However, he may have in mind his own friends and acquaintances he wants in place, doing favors that help him out in his life.

Christo already showed that he is willing to hit on Ken in order to get what he wanted out of him - outside of work and at work.

Christo severely marginalized RC the day I was there - cut him down to the bone in terms of production and then relevance, RC's "job" I think was to also reflect back to Christo his sense of importance and radiance. Basically he didn't care how he treated RC - RC was always headed in some way shape, fashion, or form to the train wreck he met.

Does that make sense, that it wasn't by "accident", it was an accident of whatever kind that would serve the ends of Christo – even if the accident was putting pressure on RC? It was an "accident" waiting to happen. Having people be in danger of having their fingers cut off, be relegated to the dish room in misery, the power tripping - RC stripped of his status as an employee in whatever way, RC weakened in whatever way, paves Christo's way. Something to consider.

---

[1]

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Date: Fri, Feb 3, 2023 at 10:58 AM
Subject: Not the appropriate time or order
To: Kristine Leander <kristine@swedishclubnw.org>
CC: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Hi Kristine, just checking in with you, but the thing is I'm trying to do my desserts for lunch today and now is not the time I really don't feel like I have the time to be pulled aside and have Christo start running down to me how things are in the kitchen.

There's plenty of time after we get our meals done to do that, but Christo wants to stop my work and tell me how he's going to take care of the ordering and how he's going to take care of the dessert supplies and that I need to report to him, my supplies will run through him - that's not what you told me in your email yesterday

And I shared that with him but he wanted to be labor it and I don't really want to get into that kind of a relationship to all of this.

So it's kind of not a thing that I felt was appropriate and I reminded him we have a lunch to get ready for at noon time so his work isn't even started and I'm trying to do mine , you know and even after I say that he wants to tell me that how he's going to relate with you and all this stuff. Please review, It's just a little distracting right now, and it felt to me to be some male aggression in the mix.

Elizabeth



[2]

[3] Given Kristine's penchant too for falling over and deferring *to men* who are in a position to protect her, she panders to them and covers up for them rather than taking the Swedish Club's part in these situations. In fact she does it to the detriment of the Swedish Club. She did it in the matter of Arista, John, she defaulted to John every time at the expense of the Swedish Club – related to the Arista lease (both during and at the end of their lease), the food they served for months to the Club, and related to

the payment of rent for the office space they held – including spent the money and had space remodeled for them/John. Kristine has done the same with Anis.

[4] "(5) "Food service worker" means an individual who works (or intends to work) with or without pay in a food service establishment and handles unwrapped or unpackaged food or who may contribute to the transmission of infectious diseases through the nature of his/her contact with food products and/or equipment and facilities."

Subject: RE: Desserts Plans for Friday 2/10/22
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Thursday, February 9, 2023 11:58:40 AM GMT-08:00
Date Received: Thursday, February 9, 2023 11:58:45 AM GMT-08:00

Getting out my crystal ball....

Can you remind me of the numbers from last week?

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Wednesday, February 8, 2023 6:17 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Subject: Desserts Plans for Friday 2/10/22

Hi Kristine and Christo,

Checking in, heads up for Friday. I'll need to place my cardamom roll order say by 2:00 PM on Thursday 2/9.

Tell me what you want in terms of Semlor and Cherry Pie. Cherry pie is a three cherry pie, and I'm thinking of a vanilla ice cream scoop to go with it. I'll cut the pies in 8 - can do 10 if you prefer that. Three cherry pie? That's three kinds of cherries, filling, canned, and a scoop of ice cream with a maraschino cherry on top. 3

Friday
Lunch
Semla #
Pie Slices #

Dinner
Semla #
Pie Slices #

Thanks - let me know if there are any suggestions or permutations of anything.

Elizabeth

--
Elizabeth Campbell, MPA

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Subject: Desserts Plans for Friday 2/10/22
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: christo@swedishclubnw.org
Date Sent: Wednesday, February 8, 2023 6:16:44 PM GMT-08:00

Hi Kristine and Christo,

Checking in, heads up for Friday. I'll need to place my cardamom roll order say by 2:00 PM on Thursday 2/9.

Tell me what you want in terms of Semlor and Cherry Pie. Cherry pie is a three cherry pie, and I'm thinking of a vanilla ice cream scoop to go with it. I'll cut the pies in 8 - can do 10 if you prefer that. Three cherry pie? That's three kinds of cherries, filling, canned, and a scoop of ice cream with a maraschino cherry on top. 3

Friday
Lunch
Semla #
Pie Slices #

Dinner
Semla #
Pie Slices #

Thanks - let me know if there are any suggestions or permutations of anything.

Elizabeth

--

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Subject: Re: Desserts Plans for Friday 2/10/22
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Christo Yaranoff <Christo@swedishclubnw.org>
Date Sent: Thursday, February 9, 2023 2:33:46 PM GMT-08:00

36 Semla
10 slices of cake
--

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Subject: Re: Not the appropriate time or order
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Friday, February 3, 2023 11:01:13 AM GMT-08:00
Date Received: Friday, February 3, 2023 11:01:24 AM GMT-08:00

Off to a bad start!

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Subject: Not the appropriate time or order
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Friday, February 3, 2023 10:58:16 AM GMT-08:00

Hi Kristine, just checking in with you, but the thing is I'm trying to do my desserts for lunch today and now is not the time I really don't feel like I have the time to be pulled aside and have Christo start running down to me how things are in the kitchen.

There's plenty of time after we get our meals done to do that, but Christo wants to stop my work and tell me how he's going to take care of the ordering and how he's going to take care of the dessert supplies and that I need to report to him, my supplies will run through him - that's not what you told me in your email yesterday

And I shared that with him but he wanted to be labor it and I don't really want to get into that kind of a relationship to all of this.

So it's kind of not a thing that I felt was appropriate and I reminded him we have a lunch to get ready for at noon time so his work isn't even started and I'm trying to do mine , you know and even after I say that he wants to tell me that how he's going to relate with you and all this stuff. Please review, It's just a little distracting right now, and it felt to me to be some male aggression in the mix.

Elizabeth
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Subject: Re: Gentle Reminder Fwd: Dessert Number Request
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, February 2, 2023 2:13:03 PM GMT-08:00

Okay, so we just crossed emails. I wasn't even thinking about there being an issue with lunch. I have every confidence that things will be fine. RC's still here, he'll draw on his storehouse of knowledge and experience. Christo is a superlative chef; his meatballs are, ahem, you said last night, better than yours. He's passionate about Swedish things - he's on it - I'm confident of that. My little dessert franchise can only build on all those strengths. Good call, I'll make 25 Semla, we'll have leftovers for dinner, and I can cut the cake in 8, to 10, to 12 slices. You tell me.
--

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Subject: Re: Gentle Reminder Fwd: Dessert Number Request
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, February 2, 2023 2:03:59 PM GMT-08:00

Hi Kristine - I know you're very busy but I do need to order the roll for tomorrow. It's unlike you to not reply in a relatively soon manner. But let me know - I guess if don't hear soon I'll order based on last week, 36, we sold 20, I made 35, four were left over at dinner. 36 is probably a good number - and we have cake too for dessert tomorrow dinner.
--

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Subject: Gentle Reminder Fwd: Dessert Number Request
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, February 2, 2023 12:17:06 PM GMT-08:00

I need to put in the order for the cardamom buns pretty soon

Numbers:

Friday 2/3

Lunch:
Semlor

Confirm - No Tosca cake for lunch?

Dinner:

Semlor

Tosca Cake

--
EACampbell
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Subject: RE: Gentle Reminder Fwd: Dessert Number Request
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Thursday, February 2, 2023 12:25:17 PM GMT-08:00
Date Received: Thursday, February 2, 2023 12:25:20 PM GMT-08:00

Sorry, just catching up to all the emails that came in this morning.

I'm guessing 25 people for lunch, so maybe 25 semlor with some then as leftovers for dinner.

I think it's best to try to make it simple for lunch, hence no Tosca cake. It's Chef Christo's first day and the fewer moving parts to lunch the better.

For dinner. One Tosca cake. How many does that serve?

About 20ish semlor for dinner.

There's no music, no entertainment so I don't expect a crowd.

thanks

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Thursday, February 2, 2023 12:17 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Subject: Gentle Reminder Fwd: Dessert Number Request

I need to put in the order for the cardamom buns pretty soon

---------- Forwarded message ---------
From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Thu, Feb 2, 2023 at 8:24 AM
Subject: Dessert Number Request
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Kristine Leander <kristine@swedishclubnw.org>

Numbers:

Friday 2/3

Lunch:
Semlor

Confirm - No Tosca cake for lunch?

Dinner:

Semlor

Tosca Cake

--
EACampbell
--
EACampbell

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Elizabeth A. Campbell
3826 24th Ave W
Seattle, WA. 98199
206-769-8459
swedishclubnwlitigation@gmail.com

April 19, 2024

Mr. Michael Rhodes
MIX SANDERS THOMPSON PLLC
1601 5th Ave Ste 1800
Seattle, WA 98101-3623

Hi Mike,

I've reviewed the declarations of Mr. Cambern, yourself, and Mr. Yaranoff associated with your motion to stay plaintiff's discovery, and to gain court approval for both SLAPP activity on you/your client's part, and a protective order. My reply to your objection will be forthcoming, however I am bringing to your attention the matter of Mr. Yaranoff's false declaration. The reality of it is that it is not even close to being a mis-recollection of people and events.

I am supplying you with a number of emails that were exchanged between Mr. Yaranoff and myself and others during the over one month's time we worked together at the Swedish Club; that is a beginning for the basis for Mr. Yaranoff and yourself to retract what was filed, and to notify the court of the falsity of what was filed.

In addition to the emails, I have text exchanges with Mr. Yaranoff during the time we worked together, in fact he had texted me after I left the employment of the Swedish Club. I have pictures and video of us working together at the Swedish Club, pictures of us working with others – the same others who also can testify that far from Mr. Yaranoff having spoken to me one time, oh, excuse me, he says I spoke to him not the other way around, but either way – they will be happy to testify to the multiples of days and conversations that they witnessed and/or were a part of between Mr. Yaranoff and I while we were working together at the Swedish Club.

Furthermore, on "the day in question" in this matter, March 1, 2023, I also have a person who is willing to testify to the derogatory statements Mr. Yaranoff was making to me just before I sat down for the board meeting that night.

I believe as an officer of the court your first duty lies with the court not your client, that you are required to report the false statement and rectify the situation.

My understanding of RPaC 3.3(a)(4) is that if a lawyer comes to know that he or she has offered material evidence that is false, such as false client testimony, then the lawyer must promptly disclose this fact to the tribunal unless disclosure is prohibited by RPC 1.6. RPC 3.3(c); and

"According to RPC 1.16, a lawyer shall terminate representation if the representation will result in violation of the Rules of Professional Conduct or other law. **If the lawyer knows that the client has committed perjury and the client has refused to consent to disclosure of the false statement to the tribunal, the lawyer must terminate the representation."**

I recognize that there may be a question as to whether Mr. Yaranoff even falls under the umbrella of his employer's client status with Mix Sanders, however I am still insisting that you remedy the matter of the false statement you have filed and notify the Court. Whether Mr. Yaranoff is a "client" or not the end result is the same. A false statement was made and it was entered into the court record – even under your seal as an officer of the court as to its veracity.

I would have thought that as a seasoned human and legal practitioner that you would have screened Mr. Yaranoff's statements with some kind of skeptical eye.

How likely would it be that two employees would work in the same close quarters of a kitchen, plan, prepare and cook food in common, and serve the same in the same room, at the same serving stations for the same meals, would share food and goods purchasing obligations for all those same meals, were required to jointly plan menus for the meal and the accompanying dessert, share in common the same supervisor that is over the entirety of the food service department, and would have only spoken one time, according to you and Mr. Yaranoff; and according to your version of Mr. Yaranoff's statement – it is I that spoke to him as opposed to him speaking to me.

In addition**,** I will report this matter to the King County prosecutor for further investigation of a potential violation of RCW 9A.72, Perjury and Interference with Official Proceedings. I'm sure Mr. Yaranoff does not wish to add to his already lengthy criminal history. Given Mr. Yaranoff's criminal background, even if it is beyond the scope of affecting his employment, this is not a "boys-will-be-boys" matter, "whoops" he forgot.

I feel this is the act of a seasoned miscreant; and the false information is so far from being truthful given the circumstances he was asked to testify about that it is not even close to being inadvertent – it appears to be an absolutely intentional effort to mislead in an official proceeding, and perhaps with the incentive that his employer, the Swedish Club, your client, will reward him in some way.

Please advise me at your earliest opportunity the steps you are taking or have taken to correct this matter, along with a professional apology for this occurring in the first place. Thanks Mike.

Sincerely,



Elizabeth Campbell, MPA
Plaintiff Pro Se

cc: Swedish Club NW Litigation

Subject: FW: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, February 27, 2023 5:34:39 PM GMT-08:00
Date Received: Monday, February 27, 2023 5:34:45 PM GMT-08:00

Here's a Swedish cheesecake:
Swedish cheesecake with strawberries (ostkaka) - Caroline's Cooking (carolinescooking.com)

This one looks good too.
Swedish Almond Cake (Mumma) - Food and Journeys®

Kvjaefjord cake is better known as "Verden's Beste Kake" or "world's best cake" and it is a winner.

I will look in my recipe books at home but these are ideas to consider.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Saturday, February 25, 2023 9:44 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Fwd: Dessert for Members' dinner on March 15?

Here is a suggested update to the dessert schedule - I added the Våffeldagen for March 24 (25th is Saturday).

Another suggestion is to make a nod to a dessert or two from other countries - you spent all that time in Norway - what desserts did they have?

I've made that Kvjaefjord cake, it's not that hard to make. Denmark has that Drommekage, Dream Cake, it's a pretty old classic and popular cake, I've made that several times.

We've done the ganache filled tarts, the lemon meringue ones, I did nut tarts for the bazaar - we could do any of those for a Friday dinner. If you fill in the waffle dessert there are three dessert slots left for March.

What do you think?

Also - I was planning on asking you about the upcoming bazaar - any food offerings for that one?

****

This Friday we had agreed to do the Budapest Roll, so you will have the roll - we can send the rolled sponge cake to the next Friday. Let me know.

Apple Crisp is fine

Basic Schedule

2/24 Friday Budapest Roll Note, last Fri Lunch 24 semla, 9 leftover 15 sold

3/3 Friday tentative - sponge cream roll

3/10 Friday

3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday

3/26 Easter Feathers Semla Buns

3/31 Friday

On Tue, Feb 21, 2023 at 10:58 AM Kristine Leander <kristine@swedishclubnw.org> wrote:

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EACampbell
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EACampbell

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Subject: The Happy Talk - Board Meeting 2/1/23
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 26, 2023 8:12:13 PM GMT-08:00

Kristine's personnel report:

We've had some personnel changes and I think we are on a very good track with bringing in two new people, Wendy. Wendy, who was just very helpful to us but who loved travel, loves travel, travel industry, which is what she used to do.

She got a chance to go back to work for Rick Steves and she felt she couldn't pass that up so she left.

But we're very fortunate that a woman named Jenny Whitmere has come on board. She started Monday, 1/30. She has been working at the Edmonds Convention Center as a rentals coordinator, before that she was and airline stewardess. I guess that's called flight attendant these days.

I gave her big stars today because two maintenance men were yelling at each other. It was very. Uncomfortable, she stepped up and told them to stop for her. Before I could get out of my office, so she said we have a client in the house, stop! It so that was good.

The other new position that we hired for and started on Monday is the foodservice or well, it's called yeah food and beverage service manager, and we're very fortunate that a a man named Christo Yaranoff applied for the job. When Christine decided to leave, 1/27, we went to the phone and hired Christo 1/28.

And gosh, he's so competent it's just amazing. I've had his meatballs now tonight. They're wonderful, much better than I can make, so I'm really pleased.* He he's passionately interested in learning how to do Swedish cooking after he got the job from us, he called his mother and told her and she said, well, you know, your grandfather used to cook at the Swedish club in Chicago, he didn't know that.

Response - Oh my gosh!

Kristine Leander
Anyway, he's so into it. It's going to be fun. It's going to really be fun and to have one person that supervises the bar and the food service just makes so much sense. So we're very happy about that. And Jeff Hubner, who was the bar manager he's moving to do what he does best, which is maintenance. So that is my report. Do you have any questions?

There were no questions from the board.

* The reality is after the first week Christo dispensed with making meatballs from scratch and now exclusively uses the cheapest frozen meatball available, along with mashed potatoes from dried potato flakes, and cheap reconstituted brown gravy.

Elizabeth Campbell, MPA

FRIENDS OF Fort Lawton HISTORIC DISTRICT
DISCOVERYPARK COMMUNITY ALLIANCE PRESERVE . PLAN . PROTECT

--

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Subject: The Calm - Draft 02-15-23
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 26, 2023 8:04:07 PM GMT-08:00

Instead of sending this email I said to Kristine in person the limited comment from this - that Christo had greatly improved the organization of the Kitchen. However the unspoken proviso in my comments to her was this - she never allowed the unprecedented access and massive amount of spending that is the hallmark of Christo's now one month tenure at the Swedish Club.

Good morning Kristine,

I wanted to share with you that all things being considered, that the kitchen/dining function is tremendously more calm than it has been for a long time. That's not to say that there are not things to work on - but, out of all the "frogs" we have kissed along the chef way, this latest is the most functional, in terms of organizing the kitchen, getting things cleaned up, and keeping things organized.

However, I would make a strong note here - part of the success is that you and Anis have put your more than full support behind Christo, allowed him to do what he wants, and given him the resources to do these things. That is a huge difference over what has occurred during the last year plus with the assorted leads you have brought into the kitchen, myself included. Before Christo none in my opinion was ever given this what is gigantic level of latitude and support that has been given to Christo - none.

No favors are done for Christo if he is not given the support and direction related to the food he prepares, including what is really Swedish, and in general.

I have to say, you would never have countenanced or permitted the permutations of Swedish food that you are allowing Christo to produce. I've yet to see any true "Swedish Food" to be produced by him, including last night's Jansson Temptation.

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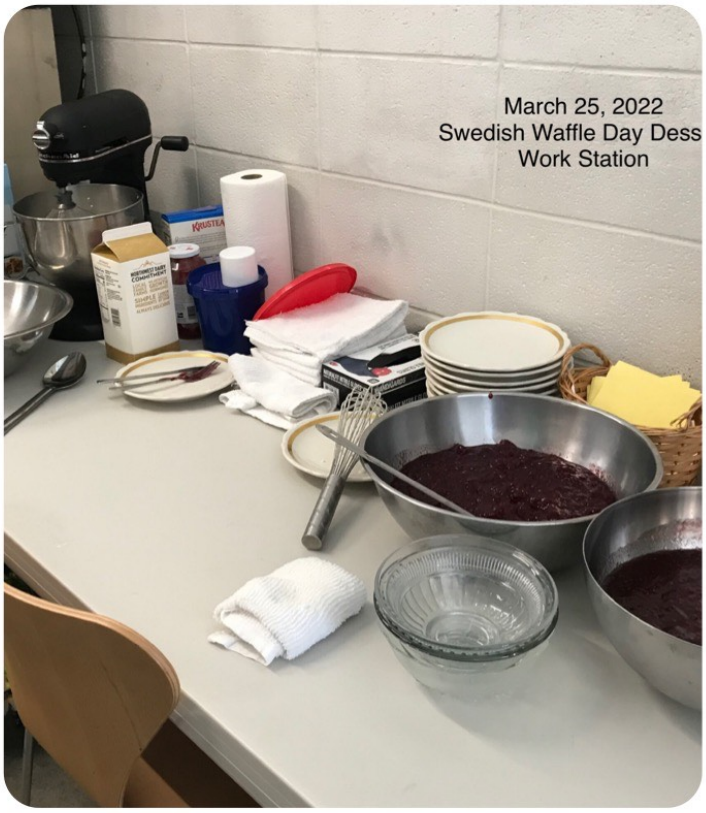
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Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To:
Date Sent: Monday, July 10, 2023 6:07:47 PM GMT-07:00

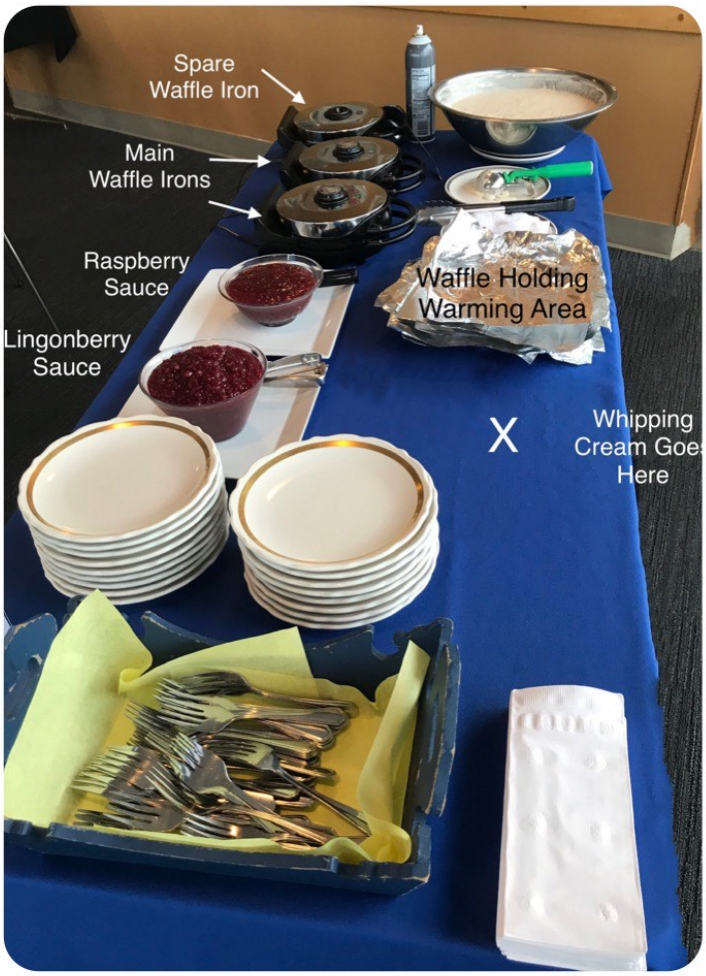
Re the waffle dessert for the March 24, 2023 lunch and dinner, the last waffle desserts were ones I did, on March 25, 2022, and on April 3rd and 4th for the Great Finds Sale 2022. There was no usual volunteer involved.

Last year I organized, put together the ingredients and waffle service components, figured out and set up the waffle stations on my own, because no one had the institutional knowledge about how it was done, and I was the person who made the waffles at each event. It is a dessert that we are serving, it is a dessert I single-handedly took care of each time it was put on last year. And the money was not a volunteer donation. It was charged as a regularly priced dessert.

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As you may or may not recall, the usual volunteer had quite a bit of difficulty putting together and manning their station for the November 6th and 7th, 2021 Holiday Bazaar.

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The rest of the history is I feel you cut me out of any further participation with the waffles late last year.

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Subject: Re: Dessert for Members' dinner? Draft Email 06-13-22
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 26, 2023 7:57:26 PM GMT-08:00

Below is a draft email that I wrote on June 13, 2022 in response to comments Kristine had made in an email that same day. In the email she was doing something that he has done to me throughout 2022, pigeonholing me, like she knew me, she was setting up a false premise, like I was dreaming up spendy desserts, and by extension, I felt her comments about her being concerned about food/meal costs had the subtext that she needed to to keep this close watch on me and even rein me in.

This latter claim of hers about her concern with Swedish Club food costs was in vast contravention to the reality. The public appearances, the six months during 2022 to then June, the wasted food, the inefficiencies in the kitchen she would not address with me, the lack of costing or budgeting for food, menus - and the massive amounts of food that had been thrown away for months - that all belied her claims in the June 13th email how she had this heavy duty and concern about food costs.

The other reason I had planned on responding to her email is I thought her June 13, 2022 email was a pretense, pretextual, something she had put out there to box me in, define me, and then might use in the future to discredit me, or worse. - "Kristine's worried about costs/I'm being a spend thrift."

In addition, the other challenge to me was Kristine's aside about the dessert I proposed didn't "sound Swedish". Something not sounding Swedish, being Swedish, or not being offered at the right time of year, event, or day, this is a standard she has held me to but not the other people she hires to do cooking.

The distinction about all of this is, I have supported and abide by that standard, as well as my own high standards, as part of my commitment to the Swedish Club tradition of serving Swedish food, not to mention I have literally educated myself in traditions and techniques, ingredients used in Swedish/Nordic cooking, sought the advice of Kristine and Swedish CLub members in order to ensure that what I provide is "Swedish" when it is called for, but the incredibly disappointing and frankly offensive practice of Kristine's - is she literally takes umbrage with me if I'm proposing a dessert or dish, or not cooking in a way that she considers "Swedish" - but that the Swedish standard has been dropped since she hired Jocelynn Lillis and Tom Perricone.

Kristine's practices in this regard, the no standard, no Swedish standard for others, it would continue on through to Christine Ross (8/22 to 01/23) and even more so to Christo Yaranoff (1/23 to 2/23). I have yet to see any evidence that Kristine ever held any of these four people to this Swedish cooking, Swedish recipes, Swedish appearance in any of the food those four people cooked; much less that she held them even to a standard that even if the food wasn't Swedish that it should be well done and a credit to the Swedish Club foodservice department. I would hazard an estimate that up to 60% of the food she has presided over that they serve - is certainly not Swedish and of dubious provenance and quality.

Instead Kristine has consistently lowered her standards for Jocelynn, Tom, Christine, and Christo, while castigating me for the least thing she can come up with - most if not all of which in my regard are provably contrarian and even made up.

Furthermore - Speaking of double standards - Kristine has brooked no expense when it has come to each of her favored hires - Jocelynn, Tom, Christine, and Christo. There is not even a pretense that she has any concern over the money they spend for the dinners and events they have presided, preside over. On the other hand there is a perverse side to the spendthrift spending - and that is each has introduced cheap and highly processed food items when it comes to something they don't want to spend time or effort on. Starting with Jocelynn it has included the introduction of a butter substitute, Phase, a relatively toxic mix of chemicals that give the impression butter has been used, the prolific use of fillers, and even "fake" mashed and scalloped potatoes, courtesy of Ore-Ida, the cheapest meatballs on the planet - for the last nine months.

Kristine in her 6/13 email to me sought to give the impression I'm breaking the bank; I've been the recipient of enough of her digs at me that the point of her comments were there.

However, there are no sharp admonishments from Kristine directed at these other hires of her, the favored ones, that Kristine has the least concern with any bottom line, that she has any concern about costs "skyrocketing". A look through the purchases and purchasing patterns of each of these successive chefs she has hired, as well as with Malin and Carina before me - it is clear to me a kitchen department insider, Kristine has allowed each the latitude to purchase premium, specialty foods, custom cuts of meats and seafood purchases, as well as zero accountability for any of it.

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And it should be added - with the partial exception of Christine Ross - Kristine herself has encouraged the profligate spending. Because they are things she wants to eat herself!

From the beginning in December 2021 I just did what I did with my own business, shopped for sales, looked for best prices, best quality/value, budgeted and costed dishes and menus, and I willingly shared all that with Kristine.

And I have to say - one notable incident that illustrates my point, in December 2021 I shopped prices and even got quotes from the local specialty food suppliers (not the Chicago based vendor that the other chefs have purchased from) for the meats and cheeses for the NYE dinner.

I submitted to Kristine for her review the best quote I had gotten from Pacific Specialty Foods in Kent. She gave her approval for the purchase. But shortly afterward for the next month she made some remarks to me about how she felt that the purchase was too expensive, including that I had even gone and picked it up - that too much money was spent on my picking the order up. (Note: I had to go pick it up because of the short notice/time we were on to get things for the NYE dinner).*

In contrast - I know for a fact that Malin and Carina, Jocelynn, and Christo regularly shop for the most expensive products, special cuts or prepared beef and pork, seafood, specialty items, that they purchased/purchase from vendors who were out of town - and Kristine raises nary an objection to these high binders - I know it because the spendthrift practices never ceased during any of these individual's tenures at the Swedish Club.

The most recent example is Christo, he purchases premium produce, grade A salad ingredients, high end dry goods, meats ($90 dry cured hams from Kentucky), cheeses, seafood, and other kitchen supplies - given the pace and the ongoing appearance of these purchases - neither Kristine, and now with the advent of Anis as Christo's supervisor - it is clear to me that neither has any concern with the bottom line, skyrocketing costs, or whether a food thing is Swedish sounding, or authentically Swedish.

And it must be added - Kristine's 6/13 comment that the dessert I proposed was a "time sink" - all of Christo's existence at the Swedish Club at this point is a time sink: Kristine and Anis now have a chef that is getting a premium wage doing cleaning, dishwashing, maintenance department level cleanup and organizing, aggregating complete control over every aspect of foodservice at the Club, spending over 40 hours a week since he first started, for a job that was advertised as part time. In super stark contrast - the one time last year in March 27th the one time that I inadvertently racked up 2.38 hours of overtime - I was threatened with termination - the Swedish Club handbook establishes that.

Likewise - throughout Christine Ross's tenure also - overtime was a standard feature of her tenure.

Given what is going on on all of these fronts alone - I feel Kristine's 6/13 comments to me were petty and pretextual.

The other exception I took to Kristine's June 13th commentary in her responses to my dessert proposals - is it was an opportunity for me to bring up something that I honestly felt was occurring - that Kristine was literally trying to drive down sales of my desserts, as another way of if not extinguishing my existence at the Swedish Club, at least marginalizing it.

That may seem like an extraordinary thing to do, but the reality is the level of tricks, disparaging comments, strategies that Kristine had used on my by that point - it was not an outlandish thing to believe.** Kristine's treatment of me has been that intense, and I feel that within reason, if it plausibly can be covered up by her - she is absolutely down with engaging with me accordingly.

Why I thought that was because by June 13th the desserts were not put up for sale online, not mentioned in many of the promotional materials she produced - but by the same token she was promoting Jocelynn's menus.

Accordingly - this is the draft, June 13th email that I composed - but in the interest of trying to maintain good relations with Kristine never sent:

Draft 6-13-22 Email:
"This is a follow up to yesterday's email (see copy below), and some others you have written, and to our discussion at the Club yesterday, 6/13, about the desserts.

"Re Your statement 'I realize you enjoy making luscious, complex desserts,' based on my experience I feel the purpose of your email yesterday is to create another negative narrative around which you can castigate and criticize my existence as an

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employee, that it is an attempt to create a pretext for eliminating my position, and move me out the door, as part of that declaration you made to me on March 21st and March 30th, “We’re not embracing you as an employee.”

“I feel what is going on with the desserts is another part of what I feel has been an ongoing and concerted effort by you and a multiple of people to marginalize my existence as both a member and as an employee of the Club, and in the end push me one way or another out of the Club.

“These efforts have included demoting me, denying me a promotion, circumscribing my duties, eliminating most of my prior position, farming my job out to someone else; and then for the last month I feel you have gone on to a more direct approach, to gut the sales of my desserts by not promoting the desserts as a standalone item, which would include what they specifically are, much less describing them on the website, and then not even having them listed as items for purchase along with the meals. And even more inexplicable - for the last two weeks, this week included, the listing and portal for purchasing the Friday dinner itself is not available.”

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Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Sunday, February 26, 2023 10:22:50 AM GMT-08:00
Date Received: Sunday, February 26, 2023 10:22:54 AM GMT-08:00

I need to concentrate to answer some of your questions (so I will respond tomorrow) but will respond quickly to waffle day. In the past we have served waffles for a donation during lunch time. A volunteer will cook them in the bar. I've already alerted Cristo and have discussed with staff about reaching out to our usual waffle volunteer.

There will be simple food served in the lobby bar on Saturday, March 4. Mashed potatoes with meatballs on top, in a cup.

Thanks, more tomorrow.

Kristine

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Saturday, February 25, 2023 9:44 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Fwd: Dessert for Members' dinner on March 15?

Here is a suggested update to the dessert schedule - I added the Våffeldagen for March 24 (25th is Saturday).

Another suggestion is to make a nod to a dessert or two from other countries - you spent all that time in Norway - what desserts did they have?

I've made that Kvjaefjord cake, it's not that hard to make. Denmark has that Drommekage, Dream Cake, it's a pretty old classic and popular cake, I've made that several times.

We've done the ganache filled tarts, the lemon meringue ones, I did nut tarts for the bazaar - we could do any of those for a Friday dinner. If you fill in the waffle dessert there are three dessert slots left for March.

What do you think?

Also - I was planning on asking you about the upcoming bazaar - any food offerings for that one?

****

This Friday we had agreed to do the Budapest Roll, so you will have the roll - we can send the rolled sponge cake to the next Friday. Let me know.

Apple Crisp is fine

Basic Schedule

2/24 Friday Budapest Roll Note, last Fri Lunch 24 semla, 9 leftover 15 sold

3/3 Friday tentative - sponge cream roll

3/10 Friday

3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday Heart Waffles - Waffle Day

3/26 Easter Feathers Semla Buns

3/31 Friday

On Tue, Feb 21, 2023 at 10:58 AM Kristine Leander <kristine@swedishclubnw.org> wrote:

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EACampbell
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EACampbell

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Subject: Fwd: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Saturday, February 25, 2023 9:43:42 AM GMT-08:00

Here is a suggested update to the dessert schedule - I added the Våffeldagen for March 24 (25th is Saturday).

Another suggestion is to make a nod to a dessert or two from other countries - you spent all that time in Norway - what desserts did they have?

I've made that Kvjaefjord cake, it's not that hard to make. Denmark has that Drommekage, Dream Cake, it's a pretty old classic and popular cake, I've made that several times.

We've done the ganache filled tarts, the lemon meringue ones, I did nut tarts for the bazaar - we could do any of those for a Friday dinner. If you fill in the waffle dessert there are three dessert slots left for March.

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3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday Heart Waffles - Waffle Day

3/26 Easter Feathers Semla Buns

3/31 Friday
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EACampbell
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Subject: Fwd: Question, Desserts?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Thursday, February 23, 2023 11:35:30 AM GMT-08:00

I'm sorry you are concerned about Christo's activities. I foresee no changes to the routine of your making desserts for swedish Club meals such as friday meals and if we ever added desserts for wednesdays or if we added meals another day if the week.

Thank you, Kristine
Sent from my iPhone

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Subject: Re: Question, Desserts?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Sarah Alaimo <Sarah@swedishclubnw.org>, Shama Albright <shamaalbright@msn.com>
Date Sent: Thursday, February 23, 2023 9:59:15 AM GMT-08:00
Date Received: Thursday, February 23, 2023 9:59:20 AM GMT-08:00

I'm sorry you are concerned about Christo's activities. I foresee no changes to the routine of your making desserts for swedish Club meals such as friday meals and if we ever added desserts for wednesdays or if we added meals another day if the week.

Thank you, Kristine
Sent from my iPhone

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Subject: Fwd: Question, Desserts?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Christine Ross <chefcross45@yahoo.com>
Date Sent: Thursday, February 23, 2023 2:27:48 AM GMT-08:00

Really

4:20 PM I'm here at the Swedish Club picking up a check for ingredients, waiting for Anis to return from a building tour so I can place the Larsen's order using the Club's credit card

Christo just brought up to Emily a plate of freshly baked individual spice cakes for her to try. And they had fresh orange peel on them for garnish. Are we serving desserts now for the Wednesday supper?

In addition as I mentioned earlier today in an. Email to Kristine, "While I'm on this topic too - when I come in may I use your credit card and call in the Larsen's cardamom roll order for Friday while I am at the club? Then we won't have any other bigger ticket items hanging out, I won't have to turn around and use some of what you give me for that.

"Please note, I also did a first order going through Christo - my comments are - three out of three items he changed what I asked for.

"One item, vanilla flavoring - that's "okay" he said there is vanilla in SC stock, just not sure if it is the clear I ordered. But I ordered 1 can of canned mandarin oranges, $4.89 per can, he ordered fresh mandarin oranges and said we could supreme them. So, spend what, $15 supreming them? CY said if I preferred he would order the canned. I said that I preferred the canned.

"Chocolate - well I ordered basic Ghiradelli that is in stock at the local store but gave the online order for that to CY. What I ordered was unavailable online ordering, now some other chocolate, "a dark colombian" is on special order. So - it's all a work in progress - we'll see how this system filters out. "

I feel given some other interactions and conversations I have had with Christo, and observing some of his with others, he's already mentioned his designs to jerk up short and replace RC, to me, he appears quite aggressive and interested in spreading his influence shall we say.

Personally, I feel given his continued late meals and piecemeal service, the ones where he absents himself in the middle of meals to go and retrieve the rest of the meal, or to eat or smoke, and the faux Swedish food, I'm not sure that there is adequate time and work bandwidth for Christo to be whipping up special batches of spice cake for the staff's consumption.

Moreover, I believe desserts are my specialty and responsibility. I did not know if so, that I needed to provide the additional dessert offering. Perhaps that explains the special chocolate order that was made and the changes to my ingredient order requests.

Have I missed something? Is there additional light that can be shed on what all is going on here?

Elizabeth

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EACampbell
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Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Wednesday, February 22, 2023 4:31:05 PM GMT-08:00

Everything taken care of. Thank you so much.
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Subject: Question, Desserts?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Sarah Alaimo <Sarah@swedishclubnw.org>, Shama Albright <shamaalbright@msn.com>
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Wednesday, February 22, 2023 4:50:59 PM GMT-08:00

4:20 PM I'm here at the Swedish Club picking up a check for ingredients, waiting for Anis to return from a building tour so I can place the Larsen's order using the Club's credit card

Christo just brought up to Emily a plate of freshly baked individual spice cakes for her to try. And they had fresh orange peel on them for garnish. Are we serving desserts now for the Wednesday supper?

In addition as I mentioned earlier today in an. Email to Kristine, "While I'm on this topic too - when I come in may I use your credit card and call in the Larsen's cardamom roll order for Friday while I am at the club? Then we won't have any other bigger ticket items hanging out, I won't have to turn around and use some of what you give me for that.

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"One item, vanilla flavoring - that's "okay" he said there is vanilla in SC stock, just not sure if it is the clear I ordered. But I ordered 1 can of canned mandarin oranges, $4.89 per can, he ordered fresh mandarin oranges and said we could supreme them. So, spend what, $15 supreming them? CY said if I preferred he would order the canned. I said that I preferred the canned.

"Chocolate - well I ordered basic Ghiradelli that is in stock at the local store but gave the online order for that to CY. What I ordered was unavailable online ordering, now some other chocolate, "a dark colombian" is on special order. So - it's all a work in progress - we'll see how this system filters out. "

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Personally, I feel given his continued late meals and piecemeal service, the ones where he absents himself in the middle of meals to go and retrieve the rest of the meal, or to eat or smoke, and the faux Swedish food, I'm not sure that there is adequate time and work bandwidth for Christo to be whipping up special batches of spice cake for the staff's consumption.

Moreover, I believe desserts are my specialty and responsibility. I did not know if so, that I needed to provide the additional dessert offering. Perhaps that explains the special chocolate order that was made and the changes to my ingredient order requests.

Have I missed something? Is there additional light that can be shed on what all is going on here?

Elizabeth

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Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 22, 2023 3:03:01 PM GMT-08:00
Date Received: Wednesday, February 22, 2023 3:03:06 PM GMT-08:00

I'm about to leave. Your check is in Anis's room and I'll ask him if he can make his credit card available to you.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Wednesday, February 22, 2023 2:57 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Re: Dessert for Members' dinner on March 15?

Yes, the perennial mystery

On Wed, Feb 22, 2023 at 2:48 PM Kristine Leander <kristine@swedishclubnw.org> wrote:
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EACampbell

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Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 22, 2023 2:48:10 PM GMT-08:00
Date Received: Wednesday, February 22, 2023 2:48:13 PM GMT-08:00

Last Friday lunch was light, and I don't know why.

Make 24 semlor for this Friday and one Budapest cake.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 21, 2023 11:31 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Re: Dessert for Members' dinner on March 15?

This Friday we had agreed to do the Budapest Roll, so you will have the roll - we can send the rolled sponge cake to the next Friday. Let me know.

Apple Crisp is fine

Basic Schedule

2/24 Friday Budapest Roll Note, last Fri Lunch 24 semla, 9 leftover 15 sold

3/3 Friday tentative - sponge cream roll

3/10 Friday

3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday

3/26 Easter Feathers Semla Buns

3/31 Friday

On Tue, Feb 21, 2023 at 10:58 AM Kristine Leander <kristine@swedishclubnw.org> wrote:
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EACampbell

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Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Wednesday, February 22, 2023 2:56:47 PM GMT-08:00

Yes, the perennial mystery
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Subject: RE: Invoice Money
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 22, 2023 1:58:37 PM GMT-08:00
Date Received: Wednesday, February 22, 2023 1:58:40 PM GMT-08:00

Ok, yes, I prefer to write a check for $500 as an advance and ask Toene to delve into the numbers. I will write it now and it will be here. My credit card, or Anis's, will be available. I might leave early today.

I expect that you and Christo will be able to work out the kinks. He's finding his way.

Thanks, Kristine

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Wednesday, February 22, 2023 1:47 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Re: Invoice Money

Good afternoon Kristine. Nope, I think Toene probably didn't have enough time before she left to process the invoice. No criticism intended.

When is a good time for you this afternoon ? Anytime is fine, let me know and I'll drive over.

I have another invoice since the last one I gave Toene. I've attached a copy of both invoices to this email. They total $601.33, less the $75 advance would be approximately $526. If I could get a check for $500 that would be great.

While I'm on this topic too - when I come in may I use your credit card and call in the Larsen's cardamom roll order for Friday while I am at the club? Then we won't have any other bigger ticket items hanging out, I won't have to turn around and use some of what you give me for that.

Please note, I also did a first order going through Christo - my comments are - three out of three items he changed what I asked for.

One item, vanilla flavoring - that's "okay" he said there is vanilla in SC stock, just not sure if it is the clear I ordered. But I ordered 1 can of canned mandarin oranges, $4.89 per can, he ordered fresh mandarin oranges and said we could supreme them. So, spend what, $15 supreming them? CY said if I preferred he would order the canned. I said that I preferred the canned.

Chocolate - well I ordered basic Ghiradelli that is in stock at the local store but gave the online order for that to CY. What I ordered was unavailable online ordering, now some other chocolate, "a dark colombian" is on special order. So - it's all a work in progress - we'll see how this system filters out.

On Tue, Feb 21, 2023 at 2:28 PM Kristine Leander <kristine@swedishclubnw.org> wrote:

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Subject: Re: Invoice Money
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Bcc: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 22, 2023 1:47:01 PM GMT-08:00
Attachments: EAC Expenses Inv 12022-25 02-22-23.pdf,EAC Expenses Inv 12022-24 02-09-23.pdf

Good afternoon Kristine. Nope, I think Toene probably didn't have enough time before she left to process the invoice. No criticism intended.

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Elizabeth A. Campbell

3826 24th Avenue West
Seattle, WA 98199

Invoice

Date	Invoice #
2/22/2023	12022-25

Bill To
Swedish Club 1920 Dexter Avenue North Seattle, WA 98199

Description	Amount
Older Receipt 08-04-22 US Chef Store cream 08-05-22 Dinner	23.98
02-07-23 Fred Meyer 02-10-22 Dinner	44.29
02-10-23 Fred Meyer 02-10-22 Dinner	9.95
02-11-23 Home Cake Decorating Supply White Chocolate Hearts Members Dinner 2-15-23	14.75
02-12-23 Amazon Semla Serving Plates Inventory	27.54
02-14-23 Fred Meyer Cake related Members Dinner 02-15-23	21.27
02-15-23 Albertsons - cake mix - Members Dinner 02-15-23	6.87
02-17-23 Larsen's rolls Friday 2/17	47.60
02-17-23 US Chef Store Cream Friday 2/17	21.90
Total	$218.15

Elizabeth A. Campbell

3826 24th Avenue West
Seattle, WA 98199

Invoice

Date	Invoice #
2/9/2023	12022-24

Bill To
Swedish Club 1920 Dexter Avenue North Seattle, WA 98199

Description	Amount
01-20-23 Larsens Bakery Friday Dinner	28.56
01-27-23 Larsens Bakery Friday Dinner	67.82
02-03-23 Larsens Bakery 2/3 Dinner	21.98
02-02-23 Larsens Bakery 2/3 Dinner	38.56
02-03-23 Metropolitan Market 2/3 Dinner	8.03
01-13-23 Fred Meyer Ingredients	35.25
01-20-23 Fred Meyer Ingredients	46.09
01-27-23 Fred Meyer Ingredients	35.93
02-03-23 Fred Meyer Ingredients	37.41
02-09-23 Byen Bakeri 2/10	24.00
02-10-23 Larsen's Bakery 2/10	39.55
Friday Dates now include Lunch and dinner desserts	
Total	$383.18

Subject: RE: Invoice Money
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 21, 2023 2:28:20 PM GMT-08:00
Date Received: Tuesday, February 21, 2023 2:28:22 PM GMT-08:00

Ok, that sounds fine.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 21, 2023 2:16 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Re: Invoice Money

Let's do this - I'll check the mail again today and let you know. I had an unexpected expense for Marly, my dog, she's in her declining years and not eating, so a trip to the vet. Which you know is almost as expensive as people medicine.

Thank you for your kind offer - I'll let you know if it came in the mail today.

(I would be surprised though if she did put it in the mail, she typically leaves it on the board. But I'll bring you a copy of my last invoice submitted if we need to do Plan B. I have to do the Semla buns, some marzipan, etc.)

On Tue, Feb 21, 2023 at 2:08 PM Kristine Leander <kristine@swedishclubnw.org> wrote:
--
EACampbell

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Subject: RE: Invoice Money
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 21, 2023 2:08:03 PM GMT-08:00
Date Received: Tuesday, February 21, 2023 2:08:06 PM GMT-08:00

I have no way of knowing that or verifying it. I vaguely recall signing something for you. I thought Toene caught all the invoices that needed to be paid. If going without the funds until she returns next week is a financial frustration for you, I can write you a check to tide you over until we solve whether she already wrote it or needs to write it when she returns.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 21, 2023 1:01 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Invoice Money

Hi Kristine, I know I called last week and Emily said some thing about checks being in the mail but I thought I better check back. Do you know, did Toene send a check for me in the mail for the invoice that I submitted last week?--
EACampbell

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Subject: Re: Invoice Money
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Tuesday, February 21, 2023 2:15:41 PM GMT-08:00

Let's do this - I'll check the mail again today and let you know. I had an unexpected expense for Marly, my dog, she's in her declining years and not eating, so a trip to the vet. Which you know is almost as expensive as people medicine.

Thank you for your kind offer - I'll let you know if it came in the mail today.

(I would be surprised though if she did put it in the mail, she typically leaves it on the board. But I'll bring you a copy of my last invoice submitted if we need to do Plan B. I have to do the Semla buns, some marzipan, etc.)
--

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Subject: Invoice Money
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Tuesday, February 21, 2023 1:00:55 PM GMT-08:00

Hi Kristine, I know I called last week and Emily said some thing about checks being in the mail but I thought I better check back. Do you know, did Toene send a check for me in the mail for the invoice that I submitted last week?--

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Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 21, 2023 11:32:10 AM GMT-08:00
Date Received: Tuesday, February 21, 2023 11:32:14 AM GMT-08:00

Ok, very good.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 21, 2023 11:31 AM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Re: Dessert for Members' dinner on March 15?

This Friday we had agreed to do the Budapest Roll, so you will have the roll - we can send the rolled sponge cake to the next Friday. Let me know.

Apple Crisp is fine

Basic Schedule

2/24 Friday Budapest Roll Note, last Fri Lunch 24 semla, 9 leftover 15 sold

3/3 Friday tentative - sponge cream roll

3/10 Friday

3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday

3/26 Easter Feathers Semla Buns

3/31 Friday

On Tue, Feb 21, 2023 at 10:58 AM Kristine Leander <kristine@swedishclubnw.org> wrote:
--
EACampbell

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Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Tuesday, February 21, 2023 11:31:03 AM GMT-08:00

This Friday we had agreed to do the Budapest Roll, so you will have the roll - we can send the rolled sponge cake to the next Friday. Let me know.

Apple Crisp is fine

Basic Schedule

2/24 Friday Budapest Roll Note, last Fri Lunch 24 semla, 9 leftover 15 sold

3/3 Friday tentative - sponge cream roll

3/10 Friday

3/15 Members Dinner Apple Crisp

3/17 Friday

3/24 Friday

3/26 Easter Feathers Semla Buns

3/31 Friday
--

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Subject: RE: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Tuesday, February 21, 2023 10:58:14 AM GMT-08:00
Date Received: Tuesday, February 21, 2023 10:58:17 AM GMT-08:00

I now have the menu for this coming Friday, but not for any other Fridays. This Friday it's lemon butter cod with roasted beets. How about a rolled sponge cake with jam or cream inside?

How about apple crisp for Members Dinner? It's the least expensive, I assume? They don't pay extra for dessert.

The citron fromage is supposed to be a really special dessert.

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Monday, February 20, 2023 7:27 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Re: Dessert for Members' dinner on March 15?

Do you have menus then for the rest of the month? Outside of Wednesday the 15, that leaves dessert for 3, 10, 17, 24, and the 31. When do you want those identified?

On Mon, Feb 20, 2023 at 2:18 PM Kristine Leander <kristine@swedishclubnw.org> wrote:
--
EACampbell

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Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Monday, February 20, 2023 7:26:51 PM GMT-08:00

Do you have menus then for the rest of the month? Outside of Wednesday the 15, that leaves dessert for 3, 10, 17, 24, and the 31.
When do you want those identified?
--

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Subject: Re: Dessert for Members' dinner on March 15?
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Date Sent: Monday, February 20, 2023 7:17:59 PM GMT-08:00

We could do the citronfromage, we have apples left, apple crisp, kladdkaka. Which do you prefer?
--

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Subject: Dessert for Members' dinner on March 15?
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, February 20, 2023 2:18:22 PM GMT-08:00
Date Received: Monday, February 20, 2023 2:18:29 PM GMT-08:00

Christo is making salmon confit and beet salad. If you can say now (by tomorrow) what the dessert is, I can add it. Thanks

Kristine Leander
Executive Director
Swedish Club
206-283-1090
Swedishclubnw.org

The Swedish Club acknowledges that we are on the traditional land of the first people of Seattle, the Duwamish people, and we honor with gratitude the land and the Duwamish.

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Subject: Fwd: Picture Perfect SC Food
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Tuesday, February 14, 2023 4:16:46 PM GMT-08:00

See how well I get along with my new coworker

Shucks, Thank you Elizabeth…for the Valentine.

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Sent: Tuesday, February 14, 2023 2:26 PM
To: Christo Yaranoff <Christo@swedishclubnw.org>
Cc: Kristine Leander <kristine@swedishclubnw.org>
Subject: Picture Perfect SC Food

Hi Christo,

Not sure if you keep a picture portfolio of your food but here are some shots from the last two Friday Kafe lunches and dinner - shows your flair for color, presentation, the visual appeal of your food.

Best,

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Elizabeth

















--

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Subject: Fwd: Not the appropriate time or order
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Sarah Alaimo <Sarah@swedishclubnw.org>
Date Sent: Friday, February 3, 2023 11:00:57 AM GMT-08:00

FYI

Hi Kristine, just checking in with you, but the thing is I'm trying to do my desserts for lunch today and now is not the time I really don't feel like I have the time to be pulled aside and have Christo start running down to me how things are in the kitchen.

There's plenty of time after we get our meals done to do that, but Christo wants to stop my work and tell me how he's going to take care of the ordering and how he's going to take care of the dessert supplies and that I need to report to him, my supplies will run through him - that's not what you told me in your email yesterday

And I shared that with him but he wanted to be labor it and I don't really want to get into that kind of a relationship to all of this.

So it's kind of not a thing that I felt was appropriate and I reminded him we have a lunch to get ready for at noon time so his work isn't even started and I'm trying to do mine , you know and even after I say that he wants to tell me that how he's going to relate with you and all this stuff. Please review, It's just a little distracting right now, and it felt to me to be some male aggression in the mix.

Elizabeth
--
EACampbell
--

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Subject: Fwd: Gentle Reminder Fwd: Dessert Number Request
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Thursday, February 2, 2023 2:13:18 PM GMT-08:00

Okay, so we just crossed emails. I wasn't even thinking about there being an issue with lunch. I have every confidence that things will be fine. RC's still here, he'll draw on his storehouse of knowledge and experience. Christo is a superlative chef; his meatballs are, ahem, you said last night, better than yours. He's passionate about Swedish things - he's on it - I'm confident of that. My little dessert franchise can only build on all those strengths. Good call, I'll make 25 Semla, we'll have leftovers for dinner, and I can cut the cake in 8, to 10, to 12 slices. You tell me.

--
EACampbell
--

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Subject: RE: New chef
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 1, 2023 5:45:30 PM GMT-08:00
Date Received: Wednesday, February 1, 2023 5:45:33 PM GMT-08:00

Correction, his title is: Food Service and Bar Manager

From: Kristine Leander
Sent: Wednesday, February 1, 2023 5:20 PM
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Subject: New chef

We have a new chef by the name of Christo Yaranoff.

You will continue to make desserts for Club events, and I will continue to supervise you and your work. Christo will supervise RC.

If you have any questions, please feel free to ask me.

Kristine Leander
Executive Director
Swedish Club
206-283-1090
Swedishclubnw.org

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Subject: New chef
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 1, 2023 5:20:29 PM GMT-08:00
Date Received: Wednesday, February 1, 2023 5:20:33 PM GMT-08:00

We have a new chef by the name of Christo Yaranoff.

You will continue to make desserts for Club events, and I will continue to supervise you and your work. Christo will supervise RC.

If you have any questions, please feel free to ask me.

Kristine Leander
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Subject: Re: Board meeting Feb 1 at 6 pm
From: Sarah Alaimo <Sarah@swedishclubnw.org>
To: Kristine Leander <kristine@swedishclubnw.org>,Lorelei Stevens <lorelei.stevens@gmail.com>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, February 1, 2023 4:06:20 PM GMT-08:00
Date Received: Wednesday, February 1, 2023 4:06:24 PM GMT-08:00

Sent!
See you all at 6:00!

Get Outlook for iOS

From: Kristine Leander <kristine@swedishclubnw.org>
Sent: Wednesday, February 1, 2023 12:45:43 PM
To: Lorelei Stevens <lorelei.stevens@gmail.com>; Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Cc: Sarah Alaimo <Sarah@swedishclubnw.org>
Subject: FW: Board meeting Feb 1 at 6 pm

Sarah, please send Lorelei and Elizabeth the Zoom invitation. Thank you.

From: Kristine Leander
Sent: Tuesday, January 31, 2023 4:50 PM
To: shamaalbright@msn.com; maryemerson115@gmail.com; fiddlerkris@hotmail.com; mkj011779@msn.com; langdonlmiller@gmail.com; ibodderson@hotmail.com; peterickj122@msn.com; maosmith@msn.com; neilsnyder@outlook.com; garysund@ymail.com; avforssen@gmail.com
Cc: Anis Rahman <anis@swedishclubnw.org>; Toene Hayes <Toene@swedishclubnw.org>
Subject: Board meeting Feb 1 at 6 pm

I've asked Sarah to send the Zoom invitation.

Kristine Leander
Executive Director
Swedish Club
206-283-1090
Swedishclubnw.org

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Subject: Re: FW: Board meeting Feb 1 at 6 pm
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Lorelei Stevens <lorelei.stevens@gmail.com>, Sarah Alaimo <Sarah@swedishclubnw.org>, shamaalbright@msn.com
Date Sent: Wednesday, February 1, 2023 2:23:05 PM GMT-08:00

This morning I requested copies of the documents associated with this meeting - "Request for Zoom link for board meeting and a copy of the materials for today's board meeting, agenda, ED's report, January Minutes, Financial related docs, and **including any action item related documents, resolutions, items that may be voted on by the board, in or out of executive session."**

I have not received a copy of the report referred to in today's, 2/1/23, Agenda, "New business, Report and motions about changes to membership dues." My standing request from the morning remains, but I am specifically requesting a copy of the "Report" and "motions" that were alluded to in the Agenda.
--

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Subject: RE: FW: Board meeting Feb 1 at 6 pm
From: Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Lorelei Stevens <lorelei.stevens@gmail.com>, Sarah Alaimo <Sarah@swedishclubnw.org>, "shamaalbright@msn.com" <shamaalbright@msn.com>, Molly Olson <mollyasolson@gmail.com>
Date Sent: Wednesday, February 1, 2023 2:31:55 PM GMT-08:00
Date Received: Wednesday, February 1, 2023 2:32:16 PM GMT-08:00

I believe that the Membership Committee intended to make a verbal report. I believe that the changes were relatively minor, and they have not created a prepared motion. You are welcome to hear the report and learn the content of the motion along with the Board.

I've copied Molly Olson who is the lead on the Membership Committee and if she's prepared anything and/or presented it to the Board I'm sure she'll send it to you. I haven't seen anything. Be prepared that she may not have anything but what's in her head about it.

--Kristine

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Wednesday, February 1, 2023 2:23 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Lorelei Stevens <lorelei.stevens@gmail.com>; Sarah Alaimo <Sarah@swedishclubnw.org>; shamaalbright@msn.com
Subject: Re: FW: Board meeting Feb 1 at 6 pm

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I have not received a copy of the report referred to in today's, 2/1/23, Agenda, "New business, Report and motions about changes to membership dues." My standing request from the morning remains, but I am specifically requesting a copy of the "Report" and "motions" that were alluded to in the Agenda.

On Wed, Feb 1, 2023 at 12:45 PM Kristine Leander <kristine@swedishclubnw.org> wrote:
--
EACampbell

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Subject: FW: Board meeting Feb 1 at 6 pm
From: Kristine Leander <kristine@swedishclubnw.org>
To: Lorelei Stevens <lorelei.stevens@gmail.com>,"Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Sarah Alaimo <Sarah@swedishclubnw.org>
Date Sent: Wednesday, February 1, 2023 12:45:43 PM GMT-08:00
Date Received: Wednesday, February 1, 2023 12:45:48 PM GMT-08:00
Attachments: Board Report 202212 collapsed 20230120.xlsx,Board Meeting Minutes - January 4 2023.docx,ED's Report to Board FEb 1_2023.docx,agenda for Board meeting Feb 1, 2023.docx

Sarah, please send Lorelei and Elizabeth the Zoom invitation. Thank you.

From: Kristine Leander
Sent: Tuesday, January 31, 2023 4:50 PM
To: shamaalbright@msn.com; maryemerson115@gmail.com; fiddlerkris@hotmail.com; mkj011779@msn.com; langdonlmiller@gmail.com; ibodderson@hotmail.com; peterickj122@msn.com; maosmith@msn.com; neilsnyder@outlook.com; garysund@ymail.com; avforssen@gmail.com
Cc: Anis Rahman <anis@swedishclubnw.org>; Toene Hayes <Toene@swedishclubnw.org>
Subject: Board meeting Feb 1 at 6 pm

I've asked Sarah to send the Zoom invitation.

Kristine Leander
Executive Director
Swedish Club
206-283-1090
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Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	Dec 31, 22	Dec 31, 21	$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Cash Summary	165,501.67	632,595.63	(467,093.96)
Total Checking/Savings	165,501.67	632,595.63	(467,093.96)
Accounts Receivable			
1100 · Accounts Receivable	(5,087.00)	(11,092.88)	6,005.88
Total Accounts Receivable	(5,087.00)	(11,092.88)	6,005.88
Other Current Assets			
1200 · Inventory Summary	16,200.48	9,433.16	6,767.32
1250 · *Undeposited Funds	2,138.00	6,298.45	(4,160.45)
1270 · Payroll -Employee Advances	1,243.20	0.00	1,243.20
1275 · Payroll- Tips taken (advance)	598.00	36.00	562.00
1300 · Prepaid Summary	996.00	500.00	496.00
Total Other Current Assets	21,175.68	16,267.61	4,908.07
Total Current Assets	181,590.35	637,770.36	(456,180.01)
Fixed Assets			
1600 · Property & Equipment Summary	1,225,166.45	1,237,688.80	(12,522.35)
Total Fixed Assets	1,225,166.45	1,237,688.80	(12,522.35)
Other Assets			
1400 · Investments Summary	755,765.70	910,448.56	(154,682.86)
1705 · Deposits w/ Vendors	470.93	437.63	33.30
1900 · SC Properties LLC Investment	2,402,918.14	2,402,858.14	60.00
Total Other Assets	3,159,154.77	3,313,744.33	(154,589.56)
TOTAL ASSETS	**4,565,911.57**	**5,189,203.49**	**(623,291.92)**
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	25,730.68	32,222.88	(6,492.20)
Total Accounts Payable	25,730.68	32,222.88	(6,492.20)
Credit Cards			
2020 · Credit Card Summary	662.95	457.29	205.66
Total Credit Cards	662.95	457.29	205.66
Other Current Liabilities			
2100 · Accrued PR Expenses Summary	4,412.67	3,501.10	911.57
2130 · Accrued Business Taxes Summary	4,858.01	0.00	4,858.01
2200 · Deferred Prepaid Income Summary	17,900.01	42,284.26	(24,384.25)
Total Other Current Liabilities	27,170.69	45,785.36	(18,614.67)
Total Current Liabilities	53,564.32	78,465.53	(24,901.21)
Total Liabilities	53,564.32	78,465.53	(24,901.21)
Equity			
3001 · Unrestricted Net Assets	4,555,709.79	3,944,409.99	611,299.80

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	Dec 31, 22	Dec 31, 21	$ Change
3011 · Property Development	171,559.07	171,559.07	0.00
3012 · Building Refurbish	312,574.01	312,574.01	0.00
3050 · Donor Restricted	64,250.30	70,895.09	(6,644.79)
Net Income	(591,745.92)	611,299.80	(1,203,045.72)
Total Equity	4,512,347.25	5,110,737.96	(598,390.71)
TOTAL LIABILITIES & EQUITY	**4,565,911.57**	**5,189,203.49**	**(623,291.92)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	% Change
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash Summary	(73.84%)
Total Checking/Savings	(73.84%)
Accounts Receivable	
1100 · Accounts Receivable	54.14%
Total Accounts Receivable	54.14%
Other Current Assets	
1200 · Inventory Summary	71.74%
1250 · *Undeposited Funds	(66.06%)
1270 · Payroll -Employee Advances	100.0%
1275 · Payroll- Tips taken (advance)	1,561.11%
1300 · Prepaid Summary	99.2%
Total Other Current Assets	30.17%
Total Current Assets	(71.53%)
Fixed Assets	
1600 · Property & Equipment Summary	(1.01%)
Total Fixed Assets	(1.01%)
Other Assets	
1400 · Investments Summary	(16.99%)
1705 · Deposits w/ Vendors	7.61%
1900 · SC Properties LLC Investment	0.0%
Total Other Assets	(4.67%)
TOTAL ASSETS	**(12.01%)**
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	(20.15%)
Total Accounts Payable	(20.15%)
Credit Cards	
2020 · Credit Card Summary	44.97%
Total Credit Cards	44.97%
Other Current Liabilities	
2100 · Accrued PR Expenses Summary	26.04%
2130 · Accrued Business Taxes Summary	100.0%
2200 · Deferred Prepaid Income Summary	(57.67%)
Total Other Current Liabilities	(40.66%)
Total Current Liabilities	(31.74%)
Total Liabilities	(31.74%)
Equity	
3001 · Unrestricted Net Assets	15.5%

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

	% Change
3011 · Property Development	0.0%
3012 · Building Refurbish	0.0%
3050 · Donor Restricted	(9.37%)
Net Income	(196.8%)
Total Equity	(11.71%)
TOTAL LIABILITIES & EQUITY	**(12.01%)**

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

		Notes
ASSETS		The QuickBooks records have been forwarded to the CPA for 2021
Current Assets		Form 990 filed 11/17/2022. Year end 2021 Adjusting Journal E
Checking/Savings		FYI: In June 2022 Swedish Club Foundation rec'd from Jones $1,249
1000 · Cash Summary		Trans from savings to checking in Oct $125,000. Prop Tax paid. (av
Total Checking/Savings		(in 2021- ave monthly transfers from savings for June-Dec
Accounts Receivable		
1100 · Accounts Receivable		Negative amounts are for internal tracking of Deposit/Rental cance
Total Accounts Receivable		
Other Current Assets		
1200 · Inventory Summary		
1250 · *Undeposited Funds		QuickBooks internal operation/timing function
1270 · Payroll -Employee Advances		
1275 · Payroll- Tips taken (advance)		
1300 · Prepaid Summary		
Total Other Current Assets		
Total Current Assets		
Fixed Assets		
1600 · Property & Equipment Summary		
Total Fixed Assets		
Other Assets		
1400 · Investments Summary		Changes reflect fees & market fluctuations. 5/25 Finance Committ
1705 · Deposits w/ Vendors		US Postoffice (no rent deposits are included)
1900 · SC Properties LLC Investment		
Total Other Assets		
TOTAL ASSETS		
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable		
Total Accounts Payable		
Credit Cards		
2020 · Credit Card Summary		
Total Credit Cards		
Other Current Liabilities		
2100 · Accrued PR Expenses Summary		
2130 · Accrued Business Taxes Summary		
2200 · Deferred Prepaid Income Summary		Lifetime, 2 and 3 year dues accrue -automatic JE to record monthly
Total Other Current Liabilities		Also long term rental deposit & refundable damage deposits an
Total Current Liabilities		
Total Liabilities		
Equity		
3001 · Unrestricted Net Assets		

Swedish Cultural Center, Inc. dba Swedish Club
Position v Prior Year End
As of December 31, 2022

Statement of Position collapsed

Notes

3011 · Property Development

3012 · Building Refurbish

3050 · Donor Restricted

Net Income

Total Equity

TOTAL LIABILITIES & EQUITY

Swedish Club Board Meeting Minutes
January 4, 2023

Board Members Present
Shama Albright
Anna Faino
Kris Johansson
Martin Johansson
Langdon Miller
Neil Snyder
Gary Sund

Board Members Absent
Mary Emerson
Ib Odderson
Judith Peterick

Staff
Sarah Alaimo
Toene Hayes
Kristine Leander
Anis Rahman

Guests
Sharon Lucas
Lorelei Stevens

President Shama Albright called the meeting to order at 6:01 pm.

Guest Comments: Lorelei Stevens stated that she is open to acting as Board Treasurer when the opportunity comes up again.

Minutes of Previous Meeting
A motion was made, seconded, and passed to approve the minutes of the December 7, 2023, Board meeting.

Treasurers Report Highlights
Toene Hayes presented the financial report.

- The 2023 budget has not been completed yet as she is waiting for additional figures regarding the HVAC system and the hiring plans of the Board.
- $30,000 has been donated in December to put toward the updating of the HVAC system.
- The 2022 tax return has been submitted.
- The accounts to date are now accurate due to the new accounting system implementation.

Building Report
Anis Rahman presented the building report.

- Anis presented a bid from Osborn Architects Incorporated, PS, as the Building Condition Survey consultant.
- A motion was made, seconded, and approved to accept the bid of $15,420 from Osborn Architects.

Executive Directors Report

Kristine Leander presented the ED's report.

- 80 people donated to the Swedish Club in December.
- The Christmas events at the Club were well attended.
- The New Year's Eve party had 146 guests. This is below the 200 guests desired. None the less, a good time was had by all.
- The parking lot graffiti was discussed regarding if we should leave it or have it removed. The Board members will monitor it for another month and vote at the next meeting on how to address the graffiti.
- Friday lunches are starting this week along with the Viking Film series.

The meeting was adjourned at 6:30 pm.

Respectfully submitted by Molly Olson, Vice President

Minutes transcribed by Mary Emerson, Secretary

Executive Director's Report
SC Board Meeting
Feb 1, 2022

Donations

- As a reminder from last month, following my request to the Board of **the Swedish Club Foundation,** they have agreed to give $175,000, but needed to wait for February. Their Financial Advisor reported that it will be available around Feb 15.
- Nina Pedersen (widow of Georg Pedersen, who passed away several months ago) announced that when she passes, the Swedish Club and the Nordic Museum will share her IRA. Her financial advisor called to get the information needed to set it up. This is a Danish couple I've been attentive to, and Georg's passing is a loss to the Club.

Events

- The staff and I are pleased that the end-of-the-year events are concluded and it's a little quieter.
- We are meeting this week with various staff members and our "music man" Don Rauf to begin planning two future events: the Great Finds Sale and ABBA Night.

Finances

- **The Finance Committee members** spent some time after their meeting last week helping Toene and me to create the 2023 budget. I hope they approve it before the Board meeting so that the Board can review and approve it.

Property

- The **Building Condition Survey** company we contracted with as a first step toward the HVAC system came and scoured our whole building. One of the measurements they are taking is the measurement of the electrical system in the upstairs kitchen over a one-month period. I presume we won't get results until after it's all pulled together.

Personnel

- Our **Rentals Coordinator** position became available when Wendy Lundin-Clark gave her notice to join the Rick Steves organization. We are so excited to have hired Jenny Whitmer who started today (January 30). She was working most recently as a rental

coordinator for the Edmonds Convention Center, but prior to that as a flight attendant, so we are confident she has the skills for the position.

- **Chef Christine** also put in her notice but as we had been interviewing for the position of Food and Beverage Manager, and had a candidate we were happy about, we offered him the job. He also started today, January 30. It makes a lot of sense to have one person manage both areas. I'm optimistic that Chef Christo will be an asset to the Swedish Club
- **Jeff Hubner,** who was our Bar Manager, has become our Lead Maintenance Person.

Programs

- **Wednesday, Feb. 15. Members' dinner** program by Peter Curtis CANCELLED. My Plan B didn't work, so I'm still searching for a program.
- **Friday, Feb 17. Ethan Anderson**
- **Wednesday, March 1. Review of UW scholarship applicants** by Board**.**
- **Saturday & Sunday, March 4 & 5: Women's Clothing Sale**
- **Friday, March 17. Irish Night** with Skandia Kapell
- **Friday, March 24,** celebration of March 25, *Våffeldagen*.
- **Saturday & Sunday, April 1 & 2: Great Finds Sale (lobby floor only)**
- **Friday, April 28, 2023. ABBA Night**
- **Saturday, May 20, Annual Gala/Auction** with Nelson Jay, auctioneer
- **Friday, June 30. Concert by *manskören KÄRV*** Contact is Ulrik Wallin ulrik.wallin@yahoo.com who is based in Seattle.

Swedish Club Board Meeting Agenda
Feb 1, 2023

Meeting by Zoom, starts at 6 pm

Introduction of guests and opportunity for guests to comment.

Open Session
6:05 – Call the meeting to order.

Approval of minutes from Board meeting on Jan 4, 2023

Financial Report (Toene Hayes)

Building Report (Anis Rahman)

ED's report (Kristine Leander)

Old business

New business

- Report and motions about changes to membership dues.

Adjourn open meeting.

Meeting becomes an Executive Session

Adjourn meeting

Please remember to notify Board President Shama Albright (*shamaalbright@msn.com* or 425-785-0578) before the meeting if you are unable to attend the meeting. In addition, please notify her, in writing, as soon as possible, if you want to add any items to this agenda.

If you have questions about any item in the reports sent prior to the meeting, please ask in advance. It will be easier to find the information you request if staff have time to research it.

Email conversation start. Email count: 3. Started: Jul 15, 2024 4:37:00 PM

Subject: Re: Litigation Hold Letter Re Campbell v Matthiesen et ak 23-2-25128-8 SEA
From: Lorelei Stevens <lorelei.stevens@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Monday, July 15, 2024 8:19:56 PM GMT-07:00
Date Received: Monday, July 15, 2024 8:20:10 PM GMT-07:00

Fluffy hit the wrong button!

Subject: Re: Litigation Hold Letter Re Campbell v Matthiesen et ak 23-2-25128-8 SEA
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Nicholas Larson <nlarson@mpbf.com>,"bschnepf@prestonrefrigeration.com" <bschnepf@prestonrefrigeration.com>,"jguevel@prestonrefrigeration.com" <jguevel@prestonrefrigeration.com>,jguevel@clpartners.com
Cc: Elizabeth Campbell <Neighborhoodwarrior@gmail.com>
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Monday, July 15, 2024 6:27:53 PM GMT-07:00
Attachments: Hold Letter Re 23-2-25128-8SEA Litigation.pdf

I'd like you to please excuse the double send, my assistant attached the incorrect letter. I've attached the correct copy for Campbell Matthiesen case.

Subject: Litigation Hold Letter Re Campbell v Matthiesen et ak 23-2-25128-8 SEA
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Nicholas Larson <nlarson@mpbf.com>,"bschnepf@prestonrefrigeration.com" <bschnepf@prestonrefrigeration.com>,"jguevel@prestonrefrigeration.com" <jguevel@prestonrefrigeration.com>,jguevel@clpartners.com
Cc: Elizabeth Campbell <Neighborhoodwarrior@gmail.com>
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Monday, July 15, 2024 4:37:02 PM GMT-07:00
Attachments: Hold Letter Re 23-2-25128-8 SEA Litigation.docx

Please see the attached litigation hold letter for the Campbell v. Matthiesen et al case which includes defendant Highland Holdings, Inc.

July 15, 2024

Nicholas Larson
Murphy Pearson Bradley & Feeney
520 Pike St.
Seattle, WA 98101

Brian Schnepf
Joseph Guevel
Preston Refrigeration Co., Inc.
6100 Stilwell St.
Kansas City, MO 64120

Re: King County Superior Court Case No. 23-2-25128-8 SEA Request for Retention and Preservation of records related to defendants Lars C. Matthiesen, Yara H.O. Silva, Patrick Fossey, Rachel Lusby, and Highland Holdings, Inc., and to Highland Holdings, Inc. governors' Patrick Fossey, Brian Schnepf, and Joseph Guevel records, and related to the alleged sale/purchase of Highland Holdings, Inc. by Fossey, Schnepf, Guevel, and any others

Dear Mr. Larson, Mr. Schnepf, and Mr. Guevel,

This is a notice and request to preserve all electronically stored information, copies and backup, as defined by CR 34 of the Washington State Court Rules, along with any papers, paper files which the parties or others named above retains, relevant to the litigation in King County Superior Court Case 23-2-25128-8 SEA/Elizabeth Campbell v. Lars C. Matthiesen, and to the alleged sale and purchase of Highland Holdings, Inc.

I consider this electronic data and paper files to be valuable and irreplaceable sources of reviewable and discoverable information in these matters. In the future I will be seeking to review the books of Highland Holdings, Inc., of its business operations, and the books of its board/governors, and if and when it comes to it, seeking discovery of electronic data in Highland Holdings, Inc.'s and its officers', managers', employees' custody and control that is relevant to these matters - including without limitation emails, text and chat messages of every kind, and other information contained on any of Highland Holding's computer systems, any of its electronic devices, and any electronic storage systems, including but not limited to its account on OneDrive, or Google Drive, and Dropbox.

By way of further explanation, a party's obligation to preserve evidence is generally held to arise when the party knows or has reason to know that evidence may be relevant to future litigation. This "reasonable anticipation of litigation" standard means that any person or corporation who should see a claim or lawsuit on the horizon must act, even before a preservation letter or lawsuit has materialized, to cease activities likely to destroy electronic or tangible evidence and must take affirmative steps to preserve such evidence; and especially so once litigation has commenced. I'm just sharing with you a portion of the reasons behind this letter.

I am placing counsel/defendants, and Mr. Schnepf, Mr. Guevel on notice to preserve all documents, including but not limited to those regarding myself, and/or any employees of Club, past, present, or future, any information, documents of every kind related to Highland Holdings, Inc.'s business, or to the litigation.

I am confident that the defendant parties, Mr. Schenpf and Mr. Guevel, and Highland Holdings, Inc.'s owners, managers, or administration already has taken steps to preserve this data since it had an obligation to preserve relevant documents in general related to the then filed litigation since December 2023, related to the matters complained of in the litigation as well as related to operation and governance of Highland Holdings, Inc.'s. Thus, no actions should have been taken or procedures should have been implemented to alter any active, deleted or fragmented data. Moreover, no electronic data should have been disposed of or destroyed.

I further trust that the defendant parties, Mr. Schenpf and Mr. Guevel, and Highland Holdings, Inc. will continue to preserve such electronic data and paper files throughout this matter.

Of further note, pursuant to the Washington State Court Rules every party to a lawsuit has a duty to preserve all evidence which could be relevant to the suit. This includes the duty to preserve all electronic evidence, such as emails discussing people, incidents, or matters at issue in an administrative complaint or a lawsuit.

This duty to preserve evidence is broad and extends to all documents, regardless of whether the document is stored electronically (such as email) or in hard-copy and regardless of the type of document. For example, reports, spreadsheets, photographs, electronic recordings of board meetings or other online meetings, text messages, and videotapes are all considered documents that must be preserved. Furthermore, the duty to preserve this documentary evidence extends to all documents in existence as of the time you reasonably anticipate an administrative proceeding against you or litigation.

To ensure that all relevant documents are preserved, you should communicate directly with all employees or agents of every kind who have possession or control of potentially relevant evidence, including but not limited to outside contractors, personnel who handle parties/Highland Holdings, Inc.'s documents stored online, such as those held by a storage service (OneDrive, Google Drive, Dropbox et al), the corporation's web pages, email retention, deletion, and archiving.

You should advise each of these persons or company/companies to preserve any relevant documents in their custody. Furthermore, you should advise all such persons that any regularly scheduled and/or automatic deletion of email or other electronic documents must be discontinued with respect to any relevant data. In addition, any document destruction (such as shredding of documents) must cease with respect to any relevant documents. All relevant documents, both electronic and paper, must be preserved for the duration of the administrative proceedings or litigation.

Relevant documents include but are not limited to the following:

1. a. All electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) sent or received by including but not limited to Lars Matthiesen, Yara Silva, Patrick Fossey, Rachel Lusby, then Brian Schnepf, Joseph Guevel, and others, from January 1, 2018 through July 2024.
b. All other electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) containing information including about but not limited to Highland Holdings, Inc.'s employees, officers, owners, its employees, employment, jobs, hiring, firing, discipline, and retirement; and all electronic recordings, visual or audio, of Highland Holdings, Inc.'s business meeting or board/governor meetings via Zoom, online, or in-person.
c. All databases (including all records and fields and structural information in such databases);

d. All logs of activity on computer systems, which may have been used to process or store electronic data containing information;

2. Replacement of Data Storage Devices: Do not dispose of any electronic data storage devices and/or media which may be replaced due to failure and/or upgrade and/or other reasons that may contain electronic data meeting the criteria listed in paragraph 1 above;

3. Fixed Drives on stand alone Personal Computers and Network Workstations: The electronic data meeting the criteria listed in paragraph 1 above, which existed on fixed drives attached to stand alone desktop computers or laptops and/or network workstations or other electronic devices at the time of this letter's delivery: do not alter or erase such electronic data, and do not perform other procedures (such as data compression and disk de-fragmentation or optimization routines) which may impact such data, unless a bit-stream copy has been made of such hard drive. Such copies shall be preserved for the duration of the administrative proceedings and litigation.

4. Programs and Utilities: Preserve copies of all application programs and utilities which may be used to process electronic data covered by this letter.

5. Log of System Modifications: Maintain an activity log to document modifications made to any electronic data processing system that may affect the system's capability to process any electronic data meeting the criteria listed in paragraph 1 above, regardless of whether such modifications were made by employees, contractors, vendors and/or any other third-parties.

6. Personal Computers, electronic devices, or phones issued to or used by Lars Matthiesen, Yara Silva, Patrick Fossey, Rachel Lusby, Brian Schnepf, Joseph Guevel, and/or their Assistants: The following steps should immediately be taken in regard to all personal computers used by them and/or their assistants:

a. As to fixed drivers attached to such computers, a bit-stream copy should be made of all electronic data on such fixed drivers relating to the criteria listed in paragraph 1 above; This bit-stream copy will include all active files and the unallocated space of the hard drive. Such copies should be preserved until this matter reaches its final resolution.

b. All floppy disks, CDs, DVDs, USB drives, magnetic tapes and cartridges, and other media used in connection with such computers prior to the date of delivery of this letter containing any electronic data relating to the criteria listed in paragraph 1 above; should be collected, copied and put into storage for the duration of the legal matters herein.

c. All data on any handheld electronic devices (e.g., wireless phones, tablets) shall be preserved by creating a bit-stream copy of the device, which copy shall be preserved for the duration of this lawsuit.

7. Evidence Created Subsequent to this Letter: With regard to electronic data created subsequent to the date of delivery of this letter, relevant evidence should not be destroyed and defendants should take whatever steps are appropriate to avoid destruction of evidence.

Please do not hesitate to contact me if you have any questions.

Sincerely Yours,



Elizabeth Campbell

PROOF OF MAILING

I declare:

On July 15, 2024 I emailed the attached *Hold Letter Re 23-2-25128-8 SEA Litigation.pdf* dated July 15, 2024 to the legal counsel for defendants, Nicholas Larson, and to non-parties Brian Schnepf and Joseph Guevel via their respective email addresses as noted below:

Nicholas Larson for, defendants Matthiesen, Silva, Fossey, Lusby, and Highland Holdings, Inc.
nlarson@mpbf.com

Brian Schnepf
bschnepf@prestonrefrigeration.com

Joseph Guevel
jguevel@prestonrefrigeration.com
jguevel@clpartners.com

I declare under penalty of perjury under the laws of the state of Washington that the statements on this form are true.

Dated July 15, 2024, at Seattle, Washington.



ELIZABETH A. CAMPBELL
3826 24th Avenue West
Seattle, WA. 98199

Ph: (206) 769-8459
Fax: (206) 283-6300
E-mail: neighborhoodwarrior@gmail.com

SENT VIA EMAIL AND CERTIFIED MAIL #7109 0160 0001 0161 9758

Elizabeth Campbell
Author Chef Entrepreneur

May 5, 2022

Swedish Club
Shama Albright, President Board of Directors
Kristine Leander, Executive Director
Swedish Cultural Center
1920 Dexter Avenue N.
Seattle, WA 98109

Re: Request for Retention and Preservation of Swedish Club Administration, Board, and Membership Records

Dear Ms. Albright and Ms. Leander,

This is a notice and request to the Swedish Cultural Center d/b/a the Swedish Club ("Club") to preserve all electronically stored information, copies and backup, as defined by Rule 34 of the Federal Rules of Civil Procedure and CR 34 of the Washington State Court Rules, along with any paper files which the Club retains, relevant to the administrative proceedings for complaints I have made to the Seattle Office of Civil Rights, the Washington Human Rights Commission, and the U.S. EEOC about employment and membership related discrimination against me by the Swedish Club related to disability, age, and national origin; as well as relevant to pending litigation related to breach of contract, invasion of privacy, consumer protection, defamation, false light, intentional infliction of emotional distress, and sexual harassment.

I consider this electronic data and paper files to be valuable and irreplaceable sources of reviewable and discoverable information in these matters. In the future I will be seeking to review the books of the corporation, the books of the Club's administrative business operations, and the books of the board, its and membership business related materials, and if and when it comes to it, seeking discovery of electronic data in the Club's and its employees' or in the Board and its members' custody and control that is relevant to these matters - including without limitation emails, text and chat messages of every kind, and other information contained on any of the Club's computer systems, any of its electronic devices, and any electronic storage systems, including but not limited to its account on OneDrive, or Google Drive, and Dropbox.

By way of further explanation, a party's obligation to preserve evidence is generally held to arise when the party knows or has reason to know that evidence may be relevant to future litigation. This "reasonable anticipation of litigation" standard means that any person or corporation who should see a claim or lawsuit on the horizon must act, even before a preservation letter or lawsuit has materialized, to cease activities likely to destroy electronic or tangible evidence and must take affirmative steps to preserve such evidence. I'm just sharing with you a portion of the reasons behind this letter.

I am placing the Board and the Club on notice to preserve all documents, including but not limited to those regarding myself, and/or any members or employees of the Club, past, present, or future, any Board member held information, documents of every kind related to the Club's business.

I am confident that the Board and the Club administration already has taken steps to preserve this data since it had an obligation to preserve relevant documents in general related to its governance of the corporation, and by extension the Club's operation. Thus, no actions should have been taken or procedures should have been implemented to alter any active, deleted or fragmented data. Moreover, no electronic data should have been disposed of or destroyed.

I further trust that the Board, the Club will continue to preserve such electronic data and paper files throughout this matter.

Of further note, pursuant to the Federal Rules of Civil Procedure and the Washington State Court Rules every party to a lawsuit has a duty to preserve all evidence which could be relevant to the suit. This includes the duty to preserve all electronic evidence, such as emails discussing people, incidents, or matters at issue in an administrative complaint or a lawsuit.

This duty to preserve evidence is broad and extends to all documents, regardless of whether the document is stored electronically (such as email) or in hard-copy and regardless of the type of document. For example, reports, spreadsheets, photographs, electronic recordings of board meetings or other online meetings, text messages, and videotapes are all considered documents that must be preserved. Furthermore, the duty to preserve this documentary evidence extends to all documents in existence as of the time you reasonably anticipate an administrative proceeding against you or litigation.

To ensure that all relevant documents are preserved, you should communicate directly with all board members, committee members, employees or agents of every kind who have possession or control of potentially relevant evidence, including but not limited to outside contractors, volunteer or not, volunteers, personnel who handle the corporation's and the Club's documents stored online, such as those held by a storage service (OneDrive, Google Drive, Dropbox et al), the corporation's web pages, email retention, deletion, and archiving.

You should advise each of these persons or company/companies to preserve any relevant documents in their custody. Furthermore, you should advise all such persons that any regularly scheduled and/or automatic deletion of email or other electronic documents must be discontinued with respect to any relevant data. In addition, any document destruction (such as shredding of documents) must cease with respect to any relevant documents. All relevant documents, both electronic and paper, must be preserved for the duration of the administrative proceedings or litigation.

Relevant documents include but are not limited to the following:

1. a. All electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) sent or received by including but not limited to Kristine Leander, Anis Rahman, Toene Hayes, to all from January 1, 2019 through May, 2022 Board members, to all Club volunteers and employees since January 1, 2015.
b. All other electronic mail and information about electronic mail (including message contents, header information, and logs of electronic mail system usage) containing information including about but not limited to Club board members, board elections, board procedure, board meetings (executive and non-executive sessions), employees, employment, jobs, hiring, firing, discipline, and retirement; and all electronic recordings, visual or audio, of Club business meeting or Club board meetings via Zoom, online, or in-person.
c. All databases (including all records and fields and structural information in such databases);
d. All logs of activity on computer systems, which may have been used to process or store electronic data containing information;

2. Replacement of Data Storage Devices: Do not dispose of any electronic data storage devices and/or media which may be replaced due to failure and/or upgrade and/or other reasons that may contain electronic data meeting the criteria listed in paragraph 1 above;

3. Fixed Drives on stand alone Personal Computers and Network Workstations: The electronic data meeting the criteria listed in paragraph 1 above, which existed on fixed drives attached to stand alone desktop computers or laptops and/or network workstations or other electronic devices at the time of this letter's delivery: do not alter or erase such electronic data, and do not perform other procedures (such as data compression and disk de-fragmentation or optimization routines) which may impact such data, unless a bit-stream copy has been made of such hard drive. Such copies shall be preserved for the duration of the administrative proceedings and litigation.

4. Programs and Utilities: Preserve copies of all application programs and utilities which may be used to process electronic data covered by this letter.

5. Log of System Modifications: Maintain an activity log to document modifications made to any electronic data processing system that may affect the system's capability to process any electronic data meeting the criteria listed in paragraph 1 above, regardless of whether such modifications were made by employees, contractors, vendors and/or any other third-parties.

6. Personal Computers Used by Kristine Leander, Anis Rahman, Toene Hayes, Chris Sisco, Wendy Lundin, Jan Sullivan, and/or their Assistants: The following steps should immediately be taken in regard to all personal computers used by them and/or their assistants:

a. As to fixed drivers attached to such computers, a bit-stream copy should be made of all electronic data on such fixed drivers relating to the criteria listed in paragraph 1 above; This bit-stream copy will include all active files and the unallocated space of the hard drive. Such copies should be preserved until this matter reaches its final resolution.

b. All floppy disks, CDs, DVDs, USB drives, magnetic tapes and cartridges, and other media used in connection with such computers prior to the date of delivery of this letter containing any electronic data relating to the criteria listed in paragraph 1 above; should be collected, copied and put into storage for the duration of the legal matters herein.

c. All data on any handheld electronic devices (e.g., wireless phones, tablets) shall be preserved by creating a bit-stream copy of the device, which copy shall be preserved for the duration of this lawsuit.

7. Evidence Created Subsequent to this Letter: With regard to electronic data created subsequent to the date of delivery of this letter, relevant evidence should not be destroyed and defendants should take whatever steps are appropriate to avoid destruction of evidence.

Please do not hesitate to contact me if you have any questions.

Sincerely Yours,

Elizabeth Campbell

SENT VIA EMAIL AND CERTIFIED MAIL #7109 0160 0001 0161 9758

Elizabeth Campbell
Author Chef Entrepreneur

May 13, 2022

Swedish Club
Shama Albright, President Board of Directors
Swedish Cultural Center
1920 Dexter Avenue N.
Seattle, WA 98109

Re: Request for Swedish Club Board Records – January 1, 2021 to Even Date

Dear Ms. Albright,

1. Board Meeting Minutes
2. Board Executive Session Meeting Minutes
3. Board Meeting Agendas
4. Executive Director's Reports
5. Annual Reports
6. Financial Reports to Board of Directors
    a. Written, Narrative Form
    b. Excel Form
7. Standing and Ad Hoc Committee Records:
    a. Name of Committee Chair – Past and Present
    b. Minutes of Committee Meetings
    c. Reports by Staff to Committee(s)
        i. Building & Property Committee
        ii. Finance Committee
        iii. Nominating Committee
        iv. Membership Committee
        v. Strategic Planning Committee
        vi. Fundraising Committee
        vii. Food Committee

8.

Discussion:
I know as a member I have the right to "inspect" the records of the Club. However, my goal is to make all of the Club's foundational documents and Board related records accessible to members online. Having the right to physically inspect records is not the same as having accessibility, especially in the digital age, and especially in the age of consciousness, in the age of environmental awareness, and in light of the advancing age and means of members – including economic status . It makes no sense taking this old fashioned approach to the records of the Club – one, making them only available to members that show up in person, and two, not taking of advantage of available and proven technology for the dissemination and edification of members.

I understand that there may concerns about putting the Club's administrative, governance, and financial records online – as noted: "Confidentiality and security are particularly important issues when it comes to legal and financial documents. Storing sensitive information electronically does open up the possibility that documents could be hacked and compromised. Even so, the advantages of digital documents still win out for most legal and financial advisors.

"It's becoming far more common that I receive documents only in electronic form," says Gena McCray, an attorney in Louisburg, NC. She uses an encrypted and password-protected storage system.

A simple solution is to put a password on the document that the recipient must use to open it; you should communicate the password verbally to the recipient. This is good practice even for digital documents you don't share across networks. And don't forget to password-protect thumb drives containing sensitive information as well.

In the interest of transparency and equity, I am requesting that the following documents be published online and freely available to: the public that visits the Swedish Club's website and to the members of the Swedish Club as follows:

For the Public:

1. Articles of Incorporation and the Bylaws[1]
2. Board's Premium Membership schedule showing consideration for premium memberships[2]

To Members – behind a password protected wall:

1. Board Meeting Minutes Package for each month, including
    a. Board Meeting Agenda
    b. Executive Director's Report
    c. Financial Report
    d. Committee Reports if any
    e. Prior Meeting Minutes to be Approved
    f. Any other documents that were part of the packet to the Directors for the meeting.
2. Committee Meeting Reports
    a. Committee Meeting Agenda
    b. Any Reports or other documents transmitted to committee members and attendees
3. Swedish Club Foundation
    a. Foundation Meeting Agenda
    b. Any Reports or other documents transmitted to Foundation directors, and meeting attendees

[1] Section 1 of the "*Membership: Details and Requirements*" web page states, "By joining the Swedish Club, members agree to support the Club and to uphold its purpose as defined in the Articles of Incorporation and the Bylaws." No link is given to the articles and bylaws.

[2] Section 4 of the "*Membership: Details and Requirements*" web page states, "Contributing, Supporting, Patron, Benefactor and Three Crowns Circle members are members who wish to further support the Swedish Club through a premium membership. In return for the premium dues, these members will receive consideration in accordance with a schedule set forth by the Board." No Premium membership schedule is provided.

4. Swedish Club Guild
    a. Guild Meeting Agenda
    b. Any Reports or other documents transmitted to committee members and attendees
5. Financial Statements
    a. Balance Sheets
        i. Swedish Cultural Center
        ii. Swedish Club Foundation
        iii. Jane Isaksen Lea Foundation
6. Profit and Loss Statements
    a. Foodservice Operations
        i. Event, dinners
        ii. Bar
    b. Lease Operation
    c. Event Rental Operation
7. Budgets
    a. Swedish Cultural Center
    b. Foodservice Operation
    c. Executive Director's Fund
8. Strategic Plans and Budgeting/Financial Reports or Plans
    a. Capital Improvements
    b. Repairs, Maintenance, and Upkeep
    c. Foodservice Operation
    d. Long Term Property Development

Transparency

Leadership Succession Planning
There should be a clear succession plan for the executive director established; that is in writing, transparent, freely available to all of the members of the Swedish Club.

Process
Creation of an ad hoc committee – governance, succession, executive administration

In the case of the death, incapacity, disqualification, removal, retirement, or resignation of the Executive director a plan for managing the event and then the replacement of the executive director should be in place/established.

Here is some published information for a non-profit organization regarding the purpose and need for succession planning, and even the interim procedures and replacement process for an executive director in an emergency situation. It includes a general outline of the steps taken towards creating a succession plan and :

As far as ensuring the survival of your nonprofit, you don't have two years or even two months to move through to reconstruction and acceptance. Not only are you dealing with the heartbreaking loss of a trusted and admired colleague and friend; you are also faced with what might be the closing of your organization and the animals for which you care so deeply.

I suggest that you form a small group of about three or four staff and request a special board meeting. Go into the meeting with a focus on solutions rather than a fearful panic. Before the meeting, the group should identify the roles played or tasks in progress specifically handled by the late executive director. Suggest the temporary assignment of these tasks and responsibilities to other staff, volunteers or board members. Prepare ahead as much as you can, and then carefully review your list, highlight any unknowns and then fill in gaps from the board's perspective. Here's a guide to categorizing your list of how the executive director's sudden loss is impacting key areas of your organization's operations.

- Governance
- Facilities and operations
- Finance
- Fundraising and revenue
- Human resources
- Leadership
- Legal and taxes
- Marketing
- Outcomes and impact measurement/reporting
- Strategy and planning
- Technology

Temporary leadership is essential

You mentioned there is no succession plan in place. This means someone with the most leadership skills, expertise and training needs to be appointed as interim executive director. This act alone will help stabilize your nonprofit boat. The board needs to approve, and immediately put in place a plan, to find a permanent executive director. Generally, there are nonprofit management assistance programs, state-by-state (if this is in the U.S., and the U.K. has the equivalent) that can help you place an interim executive director if there is no current staff member appropriate for the role.

These services can also help you search for, interview and find a new, permanent executive director.

The board of directors must create a succession plan for your nonprofit

All boards need to do this, as a matter of good governance.

Criteria for Successor Director
Job Description
Job Search – local, state or national
Planning for retirement
Planning for

Collection of Executive Director's Papers and Information

Archiving
Backing up

PROOF OF MAILING

I declare:

1. On May 13, 2022 I mailed the *Hold Letter SC Board - Club* dated May 5, 2022 to the Swedish Club by depositing them in the U.S. Post Office mail, postage prepaid, first class, certified to address, etc. to the address below:

Swedish Club
1920 Dexter Ave N
Seattle, WA 98109

1. I emailed a copy of the above letter also to Shama Albright and Kristine Leander to their email addresses below:

sjamaalbright@msn.com and to kristine@swedishclubnw.org

I declare under penalty of perjury under the laws of the state of Washington that the statements on this form are true.

Dated May 13, 2022, at Seattle, Washington.



ELIZABETH A. CAMPBELL
3826 24th Avenue West
Seattle, WA. 98199

Ph: (206) 769-8459
Fax: (206) 283-6300
E-mail: neighborhoodwarrior@gmail.com

Email conversation start. Email count: 1. Started: Jun 26, 2025 8:17:00 PM

Subject: Files
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <Neighborhoodwarrior@gmail.com>
Cc: a1Lorelei Stevens <lorelei.stevens@gmail.com>
Date Sent: Thursday, June 26, 2025 8:17:03 PM GMT-07:00
Attachments: PLTFST~1.PDF,PSSREX~1.PDF

Ready to file in AM Good Night

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **PLAINTIFF'S JUNE 27, 2025 STATUS HEARING REPORT**

I. INTRODUCTION

I, Elizabeth A. Campbell, pro se Plaintiff, submit this status report for the June 27, 2025 Status Conference, pursuant to the Court's May 30, 2025 directive for status reports only, not briefing (Exhibit A, Dkt. #228 Status Hearing Minutes, p. 2). This report responds to Defendants' June 25, 2025 Joint Status Report (Dkt. #239) and consolidated brief (Dkt. #230), which improperly embeds motion practice (protective order, discovery limits) in violation of CR 26(c), LCR 7(b), and the Court's directive.

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I incorporate my declarations on the website *swedishclub411.com* (Exhibit B) and email service withdrawal (Exhibit C), addressing Defendants' speculative claims, their pattern of retaliation, and their violation of my due process rights under CR 5(b)(7). I counter their attempts to exploit pro se stereotypes, assert my equal standing under CR 1 and LCR 1.2, and provide my case status perspective.

II. DEFENDANTS' PROCEDURAL VIOLATIONS

Defendants' June 25, 2025 report (Dkt. #239) and consolidated brief (Dkt. #230) constitute a "second bite" at motion practice, rehashing their May 28, 2025 protective order request (Dkt. #217) without a formal CR 26(c) motion, violating the Court's directive for status reports only (Exhibit A, p. 2). Their June 25, 2025 emails from Miguel Mendez-Pintado and Leili Moore (Exhibit B, pp. 14–16) violate my May 31, 2025 email service withdrawal (Exhibit C, pp. 5–7), disregarding CR 5(b)(7) and my due process rights. These actions appear to be aimed at delegitimizing my advocacy.

III. DEFENSE OF BLACK EMPLOYEE STATEMENT

My Exhibit D Declaration regarding the treatment of Black employees and employees in general affirms the truth of my swedishclub411.com statement, "No Black employee was treated well…" that defense counsels have taken objection to:

Paul Jefferson was fired in January 2023 by Sarah Alaimo after raising among other things his concerns about possibly racially motivated mistreatment, with no follow-up on his complaints about bar manager Jeff Hubner's abusive behavior (Exhibit 3 to Declaration, pp. 22–25; Transcript, 00:03:44–00:47:10, pp. 6–55; SAC, ¶ 1.10, p. 4).

The transcript of my February 13, 2023 meeting with board members Shama Albright and Molly Olson Smith, recorded with all parties' consent, details discussions about Paul Jefferson's mistreatment and the Swedish Club's hostile work environment. Specific passages (e.g., 00:03:44–00:47:10) are cited here and in my declaration to

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support my swedishclub411.com statement. Due to its length, the transcript is not attached but is available upon request to conserve filing space.

Kita Doe, Danny Francois, and Camille Parker like Jefferson faced short tenures due to hostile treatment, with Francois specifically mistreated by Anis Rahman's supervision, I personally witnessed an incident, and it is corroborated by Jared O'Connell's account of Rahman's unfair treatment of employees (Exhibit 11 to Declaration, pp. 54–57; SAC, ¶¶ 1.10–1.12, p. 4).

Nicole Armour's resignation email cites employees being "yelled at, called names, condescended to, treated less than, had slander written about us on-line, spit on" (Exhibit 9 to Declaration, p. 52).

The statement is supported also by my Washington State Human Rights Commission complaint (Exhibit 1, p. 7), Kristine Leander's letter (Exhibit 10 to Declaration, pp. 43–44), and SAC allegations (¶¶ 1.10–1.12, 1.24, pp. 4, 8).

Defendants' defamation claims (Dkt. #239, p. 4) are speculative, lacking evidence, and truth is a defense (*Mark v. Seattle Times*, 96 Wn.2d 473, 482, 1981).

IV. DEFENSE COUNSELS' EMAIL SERVICE VIOLATION

My Exhibit C declaration details the matter of my withdrawing consent for email service and Defendants' violation of my May 31, 2025 email service withdrawal (Declaration's Exhibits A–C, pp. 4–8), but more importantly establishes that it was proper and permissable:

- June 25, 2025 emails from Mendez-Pintado and Moore (Exhibits E–F, pp. 14–16), ignoring my CR 5(b)(7) notices to use U.S. Mail (Exhibits B–C, pp. 5–8).
- My compliance with e-filing and court notices, with no disruption to this case or to the federal case communications (Exhibit D, pp. 9–12), undermines Defendants' claims of delay or harm (Dkt. #239, p. 4).

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- Defendants' non-compliance shows disregard for my standing and burdens my pro se litigation.

V. DEFENDANTS' RETALIATORY PATTERN

My Exhibit D declaration evidences Defendants' retaliation to silence dissent, supported by:

- My termination and membership revocation on March 9, 2023 (Exhibit 8, p. 45; SAC, ¶ 1.19, p. 6).
- Paul Jefferson's firing after raising racially motivated treatment concerns (Exhibit 3, pp. 22–25; Transcript, 00:47:06–00:47:10).
- Kristine Leander's humiliating dismissal by Molly Olson Smith (Exhibit 10, pp. 43–44).
- Jared O'Connell's resignation due to Anis Rahman's unfair blame (Exhibit 11, pp. 54–57).
- Nicole Armour's resignation citing a hostile workplace (Exhibit 9, pp. 51–53).
- James Skrinde's trespass notice (Exhibit 8, pp. 46–47).
- Julie Pheasant-Albright's targeted meeting request (Exhibit 3, p. 57). The SAC confirms this pattern (¶¶ 1.7, 1.9, 1.43, Dkt. #169), as does the City of Seattle's Office of Civil Rights case complaint (2023-01536-PE). Sarah Alaimo's circulation of Armour's email (Exhibit 9, p. 51) further shows intent to possibly defame the Swedish Club, its members, and to deflect criticism.

VI. DISCOVERY STATUS

I am compliant with discovery, as noted in the Court's May 30, 2025 Minutes (Exhibit A, p. 2), and have engaged in meet-and-confer efforts consistently (Dkt. #223, p. 3; Dkt. #'s 190, 202, 207). My deferral of responses to Defendants' June 11, 2025 discovery requests aligns with the Court's directive to discuss sequencing on June 27, 2025 (Exhibit A, p. 2). Defendants' delays, tied to their protective order demand (Dkt.

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#239, p. 2), obstruct progress. I request Court clarification on sequencing, per the last status hearing's agreements.

VII. PRO SE EQUALITY

Defendants' tactics seem intended to exploit pro se stereotypes, portraying me as unreliable (Dkt. #239, p. 4), yet my SAC (56 causes, Dkt. #169), my discovery efforts, discovery requests to 16 defendants (April 16, 2025), participation in settlement conferences, and community support (Exhibits 3–7 of Exhibit B Declaration) demonstrate competence.

Defense's speculative claims of harm lack evidence, as I challenged in my Lane Powell response (Exhibit 8 to Exhibit B Declaration, pp. 34–39. I assert my equal standing under CR 1 and LCR 1.2, requesting the Court hold Defendants to the same procedural standards, as raised on June 26, 2025.

VIII. REQUEST FOR RELIEF

I respectfully request the Court:

1. Confirm *swedishclub411.com* as protected speech under RCW 4.24.510 and RCW 4.105.010.
2. Enforce my CR 5(b)(7) email service withdrawal, requiring U.S. Mail for all Defendants except Karen Kalzer.

DATED June 26, 2025, at Seattle, Washington.

Elizabeth A. Campbell, MPA
Plaintiff, Pro Se
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Seattle, WA 98199
Tel/Text: 206-769-8459
Fax: 206-283-6300
neighborhoodwarrior@gmail.com

EXHIBITS

Exhibit A
Status Hearing Minutes, Dkt. #228 (May 30, 2025)

Exhibit B
Plaintiff's Declaration and Exhibits Re: SwedishClub411.com Website (June 26, 2025)

Exhibit C
Plaintiff's Declaration and Exhibits Re: Withdrawal of Service by Email Consent (May 31, 2025)

Exhibit D
Plaintiff's Declaration and Exhibits Re: Blog Post Statement Black Employee Treatment (June 26, 2025)

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Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **PLAINTIFF'S EXHIBITS FOR JUNE 27, 2025 STATUS HEARING REPORT**

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EXHIBIT A

CLERK'S MINUTES

[Dkt. #228]

Judicial Officer:	Mark Larranaga	Dept.	33
Bailiff:	Brenda Smith	Date:	May 30, 2025
Court Clerk:	Jacqueline Antich		
Digital Recorder / Reporter:	MRJC 4H		

KING COUNTY CAUSE NO.: 23-2-25128-8 SEA

CAMPBELL VS MATTHIESEN ET AL DBA

Appearances:
Plaintiff ELIZABETH A CAMPBELL is present pro se via zoom

Defendant LARS CHRISTIAN MATTHIESEN is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant YARA H O SILVA is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant PATRICK C FOSSEY is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant MARIA F OLIVARES FLORES is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant RACHEL M LUSBY is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant HIGHLAND HOLDINGS INC is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant PEP PROPERTIES is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant LEANDER HAYES is represented by Karen KaLzer via zoom
Defendant SWEDISH CULTURAL CENTER d/b/a Swedish Club, K. Johansson, Lucas and Sund represented by Brad Bigos via zoom
Defendant ALAIMO, ALBRIGHT, EMERSON, FAINO, M. JOHANSSON, LUCAS MILLER, ELIZABETH NORGREN, ODDERSON, SMITH, AND SNYDER represented by Sarah A Tatistcheff via zoom

MINUTE ENTRY

Commit as: Status hearing

Start: 11:35:58

This Cause Comes Before The Court For Status Conference

The Court, Bailiff, and Clerk are present in an open courtroom with zoom platform.

Respective Counsel are appearing and make their appearances via zoom platform.

The Court addresses with all Parties discovery issues.

The Court requests a briefing schedule on what needs to be disclosed or not and the Parties agree.

11:49:25 Briefing Schedule on Numbers of Interrogatories and Protective Order-
Brief due by 6/25/25, Response due by 7/16/25 and Reply due by 8/01/25.
Hearing Date Set on 8/15/25 at 9:00am.

12:02:33 The Court continues the Petitioner's motion to compel until after the 8/15/25 Hearing on arguments.

The Court addresses the Meet and Confer issues-
Parties to Meet and Confer as a group, if it's a group issue(s) or if it's an individual issue, with the individual.

The Court to maintain the Status Conference on 6/27/25.
Counsel to submit a status report prior to the Status Conference.

12:13:30 Plaintiff does not need to respond to the Defenses propounded requests until discussions at the 6/27/25 Status Conference.

Hearing adjourns.

Stop: 12:15:10

EXHIBIT B

EXHIBIT B

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **DECLARATION OF ELIZABETH A. CAMPBELL IN RESPONSE TO DEFENDANTS' MISCHARACTERIZATION OF SWEDISHCLUB411.COM**

I, Elizabeth A. Campbell, declare under penalty of perjury under the laws of the State of Washington that the following is true and correct:

1. I am the Plaintiff in this matter, appearing pro se. I submit this declaration in response to speculative and misleading claims made by Defendants and defense counsel concerning my website, swedishclub411.com.

2. I am the creator and administrator of the website SwedishClub411.com. I launched the site in early 2023, before my March 9, 2023 termination from the Swedish

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Club and prior to initiating litigation in Campbell v. Matthiesen et al. The purpose of the site is to provide a clearinghouse for documentation, commentary, and public interest information regarding the Swedish Club's operations, governance, and treatment of members and staff.

3. I first described the formation and intent of the SwedishClub411.com website in response to Defendants' earlier mischaracterizations, "I purchased the predecessor domain swedishclubmembersonly411.com on January 5, 2023… during the time I was still a Swedish Club member and employee, 11 months…before filing *Campbell v. Lucas et al*. (Case No. 23-2-25195-4 SEA) on December 19, 2023. The swedishclub411.com website was established to inform club members about operations, finance, governance issues, this was at a time when the Club operations had effectively melted down during Defendant Leander's management of the club, when members and employees were up in arms, predating any lawsuit." (Plaintiff's Supplemental Reply filed May 30, 2025, Dkt. #223, Page 6)

4. The website is clearly identified as independent and unaffiliated with the Swedish Club. As shown in Exhibit A (the website's welcome page), the landing page includes a mission statement and prominent disclaimers noting that the site is not affiliated with the Swedish Club, that it is intended as a civic and documentary project. It explicitly states that it is a "First Amendment-protected effort to track, document, and archive misconduct and resistance at a local nonprofit."

5. The site's blog page, included here as Exhibit B, further reinforces the purpose of the website: to allow members, former staff, and the general public to understand and reflect on matters of governance, fairness, and transparency involving the Swedish Club. It includes narrative accounts, primary-source references, and community-centered reflections.

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6. The website is an exercise of protected expression under the First Amendment of the U.S. Constitution and Article I, Section 5 of the Washington Constitution. It addresses matters of public concern about a membership-based, culturally significant nonprofit operating in the City of Seattle. Its contents are grounded in personal experience, documentary evidence, and public record.

7. I refer the Court to Dkt. 223, my May 30, 2025 Supplemental Reply, which describes the inception and role of the website, includes related exhibits, and rebuts ongoing speculative claims and mischaracterizations by defendants and defense counsels.

8. Swedishclub411.com site analytics confirm consistent public interest. AWStats reports from 2023 through June 2025 show:

- In 2023, the site received 3,371 unique visitors and over 6,400 page views (Exhibit C).
- In 2024, despite limited new content, it still received 249 unique visitors (Exhibit D).
- In the first half of 2025, the site has logged 51 unique visitors and over 260 page views (Exhibit E). These numbers support the conclusion that SwedishClub411.com is publicly accessed and valued, not a private feud platform as defendants suggest.

9. Attached are representative email communications sent to Swedish Club staff and members and former employees updating them on case developments and inviting them to view the website. These communications were polite, professional, and framed in terms of transparency and solidarity (Exhibit F).

10. Contrary to the speculative and defamatory assertions made by Defendants and declarants Elizabeth Norgren and Sarah Alaimo (Dkts. #232, 231), SwedishClub411.com does not engage in targeted harassment. The site is grounded in evidence, is transparently

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authored, and is open to public scrutiny. It includes disclaimers, documentation, and editorial responsibility — all hallmarks of protected civic expression.

2. Attached Exhibits:

- **Exhibit A**: Website welcome page w/ disclaimers & mission statement **Page 1**
- **Exhibit B**: Website blog page dated June 26, 2025 **Page 5**
- **Exhibit C**: AWStats 2023 traffic report (screenshot) **Page 15**
- **Exhibit D**: AWStats 2024 traffic report (screenshot) **Page 16**
- **Exhibit E**: AWStats 2025 (partial-year) traffic report (screenshot) **Page 17**
- **Exhibit F**: Email Communications Re swedishclub411.com **Page 18**

I certify under penalty of perjury under the laws of the state of Washington that the foregoing is true and correct.

DATED June 26, 2025, at Seattle, Washington.

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Swedish Club 411

Clearinghouse for Conversations and Information



Welcome To The Swedish Club!

Swedish Club 411 – Court Case Information

This is not the Swedish Club's official website!

ATTORNEY ASSISTANCE NEEDED – SEE AD HERE

Mission: Swedish Club 411 is dedicated to providing information about the Swedish Club, and dedicated to providing a platform for the exchange of information and perspectives related to the Swedish Club member or employee experience.

The goal of this website/endeavor is to promote transparency and good Swedish Club governance practices related to the operations of the Swedish Club, including but not limited to its Finances, Management (board of directors and operations), Department Operations – Events (Club sponsored and private), Building and Properties (improvements, maintenance, and capital projects), Foodservice (dining, catering, and public events w/ food), Programming (classes), and any other matter related to the general welfare of the Swedish Club.

Assurances: Every effort is made to provide accurate, timely, transparent, and candid information in a readily available and interactive manner, using the latest online and cloud-based media platforms for social interaction and the exchange of data and information.

Disclaimers:

- Swedish Club 411 is an ***independent website***.
- It is ***not affiliated with the Swedish Club*** in any way.
- It is ***not subsidized by Swedish Club*** funds.
- It is intended to 1) provide an alternative forum for Swedish Club members or employees to learn more about the culture and operations of the Club, and 2) a platform for members and employees (past, present, or future) to discuss or learn about Swedish Club matters of interest.
- It is strictly a **volunteer effort** by individuals who are members of the Swedish Club

Thanks for visiting us – please sign up for updates or ask a question by filling out the short contact form below:

Name *

First

Last

Email *

Additional Contact Information

Provide additional contact information you would like us to have – phone, address, Fax, etc.

Would you be interested in participating further?

Would you be interested in volunteering to help manage the Swedish Club 411 website/group, or be interested in serving on a Swedish Club committee (Building, Finance, Food, Nominating, or Membership), or serving on the Swedish Club Board of Directors?

Submit

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Smiles, Songs, and a Sad Exile: My Swedish Club Story

🔍 Who Is Langdon Miller? An In-Depth Look

Plaintiff Files Follow-Up Declaration After Defense Stonewalls Discovery in Swedish Club Lawsuit

Filing Update: Elizabeth Campbell Seeks to Correct a Judicial Record

Legal Update: Plaintiff Files Motion to Amend, Defendants Fumble Response

Recent Comments

No comments to show.

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Smiles, Songs, and a Sad Exile: My Swedish Club Story

June 7, 2025 by neighborhoodwarrior



Today, June 6, the Swedish Club is full of smiles and songs, celebrating Sweden's National Day. I should be there, too. For years, I was part of that community—cooking, singing, … Read more

Categories: Community and Belonging, Swedish Club News

Leave a comment

🔍 Who Is Langdon Miller? An In-Depth Look

May 22, 2025 by neighborhoodwarrior



The Swedish Club's Board President and the Legal Record That Follows Langdon Miller is a man of distinction. A Stanford-trained oncologist. A biotech executive who helped launch SolveTx with $126 … Read more

Case Strategy, Defendant Watch, Legal, Nonprofit Org Accountability

Plaintiff Files Follow-Up Declaration After Defense Stonewalls Discovery in Swedish Club Lawsuit

May 9, 2025 by neighborhoodwarrior



Elizabeth A. Campbell, plaintiff in the civil rights and governance lawsuit Campbell v. Matthiesen, et al., filed a Supplemental Declaration and CR 26(i) Certification this morning at 8:30 a.m. in … Read more

Uncategorized

Filing Update: Elizabeth Campbell Seeks to Correct a Judicial Record

May 7, 2025 by neighborhoodwarrior



Seattle, WA — May 7, 2025 In a case already defined by procedural complexity and entrenched resistance from opposing counsel, plaintiff Elizabeth Campbell has taken another critical step to preserve … Read more

Uncategorized

Legal Update: Plaintiff Files Motion to Amend, Defendants Fumble Response

May 6, 2025 by neighborhoodwarrior



Seattle, WA | May 6, 2025 — In a key procedural move aimed at fortifying the legal foundation of her claims, Plaintiff Elizabeth A. Campbell filed a motion on April … Read more

Case Events, Case Hearings, Case Strategy, Defendant Watch, Legal, Motions, Nonprofit Org Accountability, Swedish Club News

The Swedish Club's Legal Stonewall: Plaintiff Files Formal Declaration to Document Discovery Obstruction

May 2, 2025 by neighborhoodwarrior



By Elizabeth Campbell, MPA On May 1, 2025, I filed a Declaration and Notice in King County Superior Court to formally document the systematic efforts by defense counsel to block … Read more

Attorney Fees, Legal, Swedish Club News

Holding the Line on Fair Discovery: How One Pro Se Litigant is Managing Complexity in the Swedish Club Case

May 2, 2025 by neighborhoodwarrior



Seattle, WA – May 2, 2025 In a complex lawsuit now involving 17 defendants across four represented defense groups, plaintiff Elizabeth Campbell is drawing a firm procedural line — asserting … Read more

Legal

Elizabeth Campbell Bolsters Strong Legal Case Against Swedish Club with Comprehensive Discovery Mappings

April 30, 2025 by neighborhoodwarrior



Seattle, WA – May 1, 2025 Elizabeth Campbell, a former member and employee of the Swedish Club Cultural Center, proudly announces a significant milestone in her lawsuit, Campbell v. Matthiesen, … Read more

Employment Law Violations, Legal

Legal Showdown at the Swedish Club: A Battle of Motions and Discovery

April 18, 2025 by neighborhoodwarrior



In a Seattle courtroom, a gripping legal drama continues to unfold as Elizabeth A. Campbell, a 72-year-old widow, grandmother, and self-described “serial entrepreneur” and “community activist” takes on the Swedish Club and a roster of its former leaders.

Legal, Swedish Club News

Legal Counsel

March 26, 2024 by neighborhoodwarrior

DEFENDANTS/LEGAL REPRESENTATIVES Defendants Group – Sharon Lucas, Molly O. Smith, Gary Sund, Elizabeth Norgren, Shama Albright, Mary Emerson, Ib Odderson, I. Salmon, Langdon Miller, Marta Schee, Neal Snyder, Lisa Lindstrom, … Read more

Attorney Fees, Legal

Case Info, Defense Counsel

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Legal Update: Plaintiff Files Motion to Amend, Defendants Fumble Response

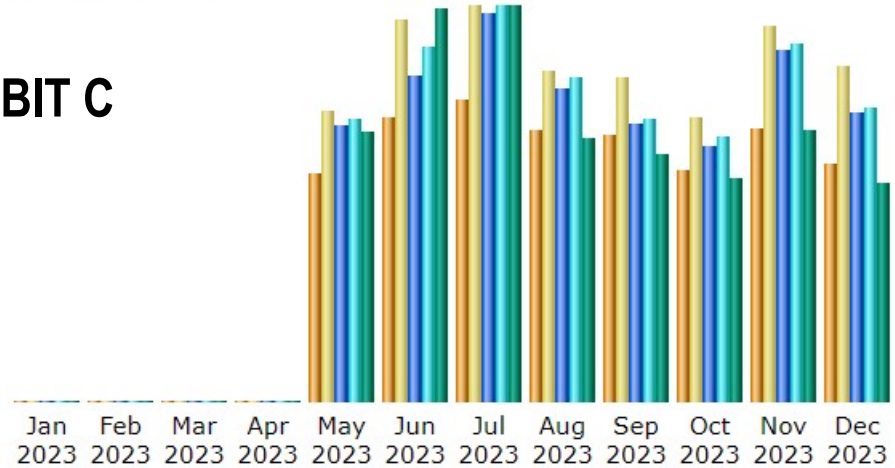
Recent Comments

No comments to show.

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Monthly history

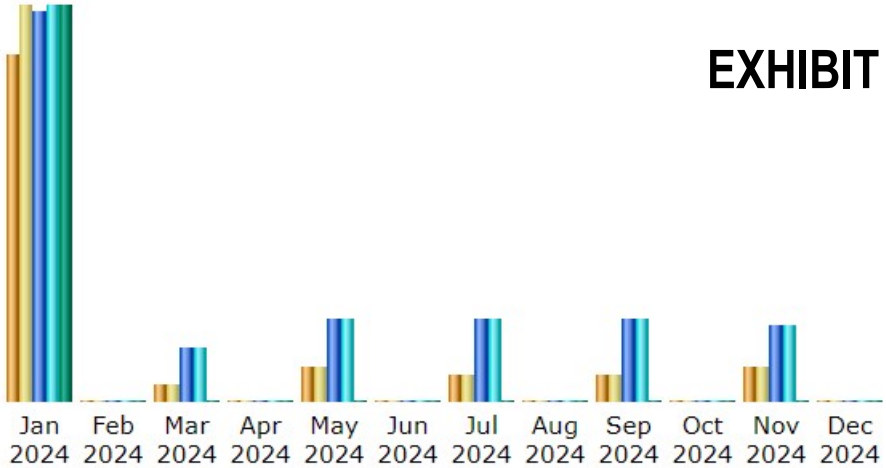
EXHIBIT C



Month	Unique visitors	Number of visits	Pages	Hits	Bandwidth
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Feb 2023	0	0	0	0	0
Mar 2023	0	0	0	0	0
Apr 2023	0	0	0	0	0
May 2023	365	468	721	740	22.26 MB
Jun 2023	456	613	856	931	32.56 MB
Jul 2023	487	636	1,014	1,035	32.74 MB
Aug 2023	436	531	821	848	21.65 MB
Sep 2023	429	521	727	737	20.55 MB
Oct 2023	374	459	669	693	18.38 MB
Nov 2023	439	603	919	933	22.54 MB
Dec 2023	385	539	757	768	18.14 MB
Total	3,371	4,370	6,484	6,685	188.86 MB

Monthly history

EXHIBIT D



Month	Unique visitors	Number of visits	Pages	Hits	Bandwidth
Jan 2024	178	204	316	320	7.96 MB
Feb 2024	0	0	0	0	0
Mar 2024	9	9	44	44	3.49 KB
Apr 2024	0	0	0	0	0
May 2024	17	17	66	66	5.36 KB
Jun 2024	0	0	0	0	0
Jul 2024	14	14	66	66	5.36 KB
Aug 2024	0	0	0	0	0
Sep 2024	14	14	66	66	5.36 KB
Oct 2024	0	0	0	0	0
Nov 2024	17	17	61	61	4.94 KB
Dec 2024	0	0	0	0	0
Total	249	275	619	623	7.98 MB

Monthly history

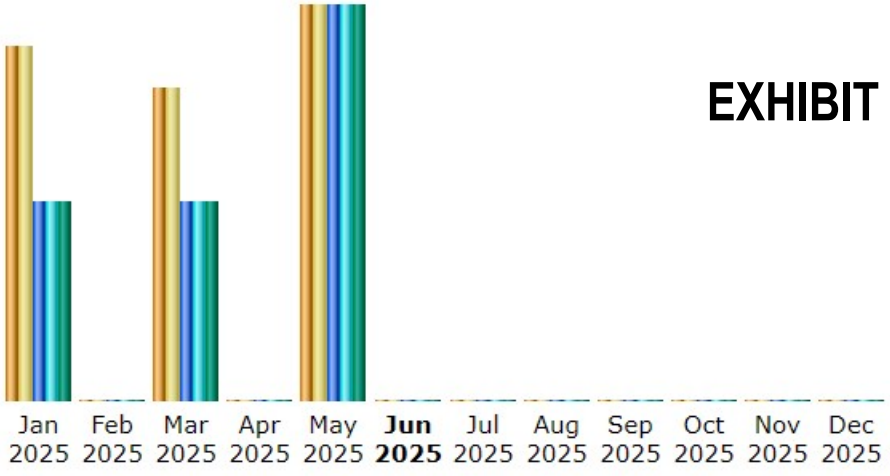


EXHIBIT E

Month	Unique visitors	Number of visits	Pages	Hits	Bandwidth
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Apr 2025	0	0	0	0	0
May 2025	19	19	132	132	10.72 KB
Jun 2025	0	0	0	0	0
Jul 2025	0	0	0	0	0
Aug 2025	0	0	0	0	0
Sep 2025	0	0	0	0	0
Oct 2025	0	0	0	0	0
Nov 2025	0	0	0	0	0
Dec 2025	0	0	0	0	0
Total	51	51	264	264	21.44 KB

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Campbell v. Lucas, et al. - subpoenas

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Wed, Apr 10, 2024 at 1:44 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: patdolan@comcast.net, Julie Pheasant-Albright <jdpheasant@gmail.com>, Chris Sisco <chris@swedishclubnw.org>, Judith Dern <jhsdern@gmail.com>, Christine Lea <christineandco1@aol.com>, J Skrinde <jskrinde@gmail.com>, pj98102@yahoo.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "eschipull@me.com" <eschipull@me.com>, dewcew@hotmail.com, wideburg@ix.netcom.com

See attached, just this morning the Swedish Club's lawyers sent me these letters and subpoenas for three Swedish Club members that are in good standing.

I feel the reality is this is who the Swedish Club has become under the present leadership, a bully. It has no less than five law firms, nine lawyers on retainer, and an additional five paralegals supporting them. The Executive Director and Board have them on speed dial, the Club is paying for support staff, legal and in-house, and Sarah Alaimo does not come cheap. She has a long-time association with the law firm Lane Powell. There are consultants and advisors to manage the Swedish Club's crumbling mage - to engage in strategic communications, working the messaging to the public and members; and then the hires to work over any targeted member. Kristine and Toene have peeled off from the rest of the crowd, they have their own set of lawyers now. Couple that with the fact that board members are dropping like flies, resigning.

Contrary to what the "leadership" of the Swedish Club would have you believe, to quote them:

"We are aware that misinformation about our beloved organization is circulating. If you have any questions regarding the soundness of our organization, we encourage you to contact either the Executive Director or the Executive Committee before the Annual Meeting next week."

The breadcrumbs of the real status of the Swedish Club are evident in the number of lawyers they have on retainer, nine, the amount of legal fees they have been spending on attorney fees, $80,000 in 2022 alone; how much in '23 and '24? The real culture of the Swedish Club is there to see, including the fine example of the Swedish Club attacking members, terminating them, threatening them, and the latest, siccing their lawyers on members and subjecting them to abusive legal process - see attached letters from *just one* of the Swedish Club's law firms, issuing subpoenas to haul three members of the Swedish Club before the Club's tribunal. See attached documents below.

For additional updates and information see www.swedishclub411.com.

The lawsuit, Campbell v. Sharon Lucas et al, is posted online - it is in three parts so it is easier to access and download:

Part One	Part Two	Part Three
Pages 1 to 269	Pages 270 to 477	Exhibits

Best,
Elizabeth Campbell

[Quoted text hidden]

6 attachments

20240410 ltr Van Nuys RE sub.pdf
419K

20240410 ltr Lorelei Stevens RE sub.pdf
418K

20240410 ltr Pheasant-Albright RE sub.pdf
419K

sub - Lorelei Stevens (executed).pdf
272K

sub - Julie Pheasant-Albright (executed).pdf
279K

sub - Heather Van Nuys (executed).pdf
278K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - Motion 8 Norgren's Complaints

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 11:16 AM

To: swedishclubnwlitigation@gmail.com
Bcc: "angelwing14@msn.com" <angelwing14@msn.com>, juliekay2012@hotmail.com, boardchair@vasaparkresort.org, "events@vasaparkresort.org" <events@vasaparkresort.org>, Julie Pheasant-Albright <jdpheasant@gmail.com>, wideburg@ix.netcom.com, a1Lorelei Stevens <lorelei.stevens@gmail.com>, Eckhard Schipull <eschipull@me.com>, RC Charles <snocofo@gmail.com>, Wendy Clark <wendylundin@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com, Ann Margret <ann-margret@wavecable.com>, patdolan@comcast.net, J Skrinde <jskrinde@gmail.com>, Birgit Ages <birgitages@comcast.net>, "erikp@nordicmuseum.org" <erikp@nordicmuseum.org>, pettrickj122@msn.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "BrownEyedSwede@comcast.net" <browneyedswede@comcast.net>, Marianne Stecher-Hansen <marianne@uw.edu>, Georg & Nina Pederson <georgnina@aol.com>

Dear Concerned Swedish Club Members,

I received a packet of missives this morning from the Swedish Club Board's and Norgren's attorney, Michael Rhodes, from Mix Sanders. He/they are the firm/counsel that is being paid in part by the Club's insurance errors and commissions carrier to create a paperwork storm in the case, hoping things can be covered up and dispensed with.

Last week one of the Swedish Club's efforts went into producing a perjured affidavit by the Club's cook Christo, claiming in his declaration that he hadn't talked to me, stating that one time *I talked to him*; despite our working together for over a month to plan, cook, serve, and just plain old work together as regular workers.

When I pointed out his blatant perjury, see my attached letter to Michael, Michael and Christo cooked up a new version of false and misleading testimony - 1) Christo misunderstood what he was supposed to say in his first declaration, that Christo neglected to mention the email exchanges between us (I provided those to his attorney), and 2) what Christo *really* meant to say, he doubled down on his original lie, was that he believed our conversations at work were "inconsequential" so that meant that he had only talked to me one time; and still that I talked to him, not him talking to me or with me.

And we wonder why lawyers have such poor reputations - this is what the Swedish Club board and director are paying for.

This morning I received one of those late winter snowfalls, a paperwork storm filed by Swedish Club atty Michael Rhodes. One of the more choice pieces that caught my eye is this one - generated for Elizabeth Norgren, see attached. It is replete with her perspective on how she is a victim in this matter.

Considering the string of bodies she has left behind her I feel it is a bit rich her claims of victimhood. I'm sure all the people who have come forward and shared stories about how she burned them, mistreated them, misspent their Swedish org money - might be interested in how Norgren sees herself in this moment - and what lengths she still wants to go to to hurt others hurt by her actions.

Just a small note to add to her claims of outrage and how she is so misunderstood and a victim. I feel we can all take a moment and remember how she and her partners at the Swedish Club used the Club's lawyers, Lane Powell, who have been running interference for them even to now - made a false police report to the Seattle Police Department about Jim Skrinde, see attached letter re same. And then engaged in election interference and election fraud.

Also attached are copies of the motion I filed for subpoenas to be issued to Steven Jones (Floyd Jones), Nina Pedersen, Vasa Park, and Erik Pihl.

Many of the requests in the subpoenas have to do with acquiring information about its fundraising practices and the outcome for the donors and for the funds they donated to the Swedish Club.

The Vasa Park subpoena is seeking information concerning Norgren's tenure and activities there.

In closing, it is a challenge to handle everything, and I appreciate the kind words of encouragement.

Sincerely,

Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

Motion 8 Norgren Motion To Be Let Out.pdf
767K

Ltr MRhodes Re False Yaranoff Declaration.pdf
134K

JSkrinde Lane Powell Ltr 07-23-23.pdf
119K

P MOT SDT Vasa et al 04-23-24 Condensed.pdf
253K

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Fri, Apr 26, 2024 at 11:17 AM
To: neighborhoodwarrior@gmail.com

Address not found

Your message wasn't delivered to **pettrickj122@msn.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

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550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302). [AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z 08DC65DD028F84D8]
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Final-Recipient: rfc822; pettrickj122@msn.com
Action: failed
Status: 5.5.0
Remote-MTA: dns; msn-com.olc.protection.outlook.com. (104.47.11.225, the
 server for the domain msn.com.)
Diagnostic-Code: smtp; 550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302).
[AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z
08DC65DD028F84D8]
Last-Attempt-Date: Fri, 26 Apr 2024 11:17:21 -0700 (PDT)

---------- Forwarded message ----------
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: swedishclubnwlitigation@gmail.com
Cc:
Bcc: pettrickj122@msn.com
Date: Fri, 26 Apr 2024 11:16:41 -0700
Subject: Swedish Club Litigation Update - Motion 8 Norgren's Complaints
----- Message truncated -----

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pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:35 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

You got this,Stay encouraged
Let me know,how I can help.

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 3:41 PM
To: "pj98102@yahoo.com" <pj98102@yahoo.com>

Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright?

[Quoted text hidden]

---

pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:52 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I'm doing good. Work is slow,but it's ok. I know how they lie and don't care about their employees, so let me know how I can help.

Yahoo Mail: Search, Organize, Conquer

On Fri, Apr 26, 2024 at 3:42 PM, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> wrote:

> Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright? it's
>
> [Quoted text hidden]

EXHIBIT

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Court Case Info - www.SwedishClub411.com

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Mar 25, 2024 at 10:26 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: Julie Pheasant-Albright <jdpheasant@gmail.com>, J Skrinde <jskrinde@gmail.com>, wideburg@ix.netcom.com, Christine Lea <christineandco1@aol.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com

About: Over a year ago, In January 2023 I created a website, Swedish Club 411 SwedishClub411.com to provide assorted information to members and employees alike about multiple issues and incidents that had been going on for quite some time at the Swedish Club.

There is no need to purchase a copy of the lawsuit from the court, a copy of the Complaint, the case document filed with King County Superior Court, #23-2-25295-4 SEA can be found on the Swedish Club 411 website here - I have divided it into three parts/files - so it can be easily downloaded, and opened up. There is also an information post on the website about the Swedish Club defendants and who has been retained to defend them; six law firms and 10 lawyers.

Other items of interest may be communications - those are on the Case Info page, and under the Board & Directors' menu there are documents from approximately 12 years ago when there was another kerfuffle over how the Swedish Club was being run. Many similarities to now.

See also the Reports and Articles page - in-depth information about SC years 2020 to 2024.

Check back soon - the website is now being updated daily.

If there are any questions I'll be happy to answer them.

Best,
Elizabeth
--
Elizabeth Campbell, MPA



24

EXHIBIT

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 9:41 AM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, Eckhard Schipull <eschipull@me.com>, patdolan@comcast.net, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, pj98102@yahoo.com, wideburg@ix.netcom.com, Eva Larson <evalarson33@gmail.com>, Christine Lea <christineandco1@aol.com>

Dear All,
In the last two weeks, multiple changes and new events have occurred in the Swedish Club litigations, the underlying case, Campbell v. Sharon Lucas, Swedish Club et al, and two additional actions have been filed:

- Petition for Review of April 17, 2024 Election and Election Process (attached)
- Lawsuit against the Swedish Club's, Norgren's, the Board's attorneys - Michael Rhodes, Mix Sanders
- Required RCW 24.03A.944, Notice given to the Washington Attorney General's Office regarding underlying legal proceedings and related matters
- A settlement between Campbell and Swedish Club's former lawyers, Lane Powell has been reached (attached)
- Campbell has offered and provided stipulations to dismiss Lisa Lindstrom, Ingrid Salmon, Gregory Albright, Vinda Sund, Nicholas Faino, John Alaimo, and the Club's other attorney, Vi Reno from the main case (attached)
- Pending: Breach of Duties and Receivership litigation re Swedish Club and Board of Directors

All case documents can also be accessed on the Swedish Club 411 website.

In regards to the Petition to Review the 4/17 Election/Election process - your assistance is needed - I need to notify as many Swedish Club members as possible of the pending action, that the Petition has been filed, and I am making a request for any Swedish Club member that would like to be a joint petitioner with me in the petition - that is a legal consideration, being a literal petitioner in the case. Please contact me at your earliest convenience if you are interested in that.

I need your help - if you could forward me contact information of any Swedish Club members I need that so I can develop as big of a list of Swedish Club members, I need to be sure that as many as possible members have been notified of the Petition for Review.

According to RCW 24.03A.966 - The petitioner shall provide notice of the proceeding to every other person the petitioner knows, or should reasonably know, to be affected by the proceeding.

My notifying you of the Petition is only that - notifying you that an underlying court action is pending related to the April 17th election/election process.

Let me know if you have any questions or comments. Thank you for your time.

Sincerely,
Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf
3293K

Campbell v Rhodes Mix Sander Filed Copy.pdf
449K

Campbell v Lane Powell et al Settlement Notice.pdf
18K

Stip Dismiss SC 7 05-22-24.pdf
895K

Elizabeth Campbell <swedishclubnwlitigation@gmail.com> Mon, May 20, 2024 at 9:42 AM
To: neighborhoodwarrior@gmail.com

[Quoted text hidden]

4 attachments

Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf
3293K

Campbell v Rhodes Mix Sander Filed Copy.pdf
449K

Campbell v Lane Powell et al Settlement Notice.pdf
18K

Stip Dismiss SC 7 05-22-24.pdf
895K

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 2:19 PM
To: swedishclubnwlitigation@gmail.com
Bcc: Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>

[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

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pj98102@yahoo.com <pj98102@yahoo.com> Tue, May 21, 2024 at 3:29 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I hope that I'm apart of the lawsuit, many of us were a victim of their abuse. Paul Jefferson

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Tue, May 21, 2024 at 4:21 PM
To: RC Charles <snocofo@gmail.com>

---------- Forwarded message ---------
From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Mon, May 20, 2024 at 9:41 AM
Subject: Swedish Club Litigation Update
To: <swedishclubnwlitigation@gmail.com>

[Quoted text hidden]
[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - 5/24 Hearing Continued to June

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Thu, May 23, 2024 at 5:08 PM

To: swedishclubnwlitigation@gmail.com
Bcc: Chris Sisco <chris@swedishclubnw.org>, Christine Lea <christineandco1@aol.com>, Christine Ross <chefcross45@yahoo.com>, Eckhard Schipull <eschipull@me.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, a1Lorelei Stevens <lorelei.stevens@gmail.com>, dewcew@hotmail.com, patdolan@comcast.net, pj98102@yahoo.com, wideburg@ix.netcom.com

Hi, I know many of you were wondering about attending the hearing tomorrow, earlier in the month I asked for a continuance of the hearing tomorrow. The judge has decided to continue the hearing to a future date on June, everyone is checking there availability to let the court know which date the court has available so that they can attend.

There is still a lot of work to do.

Thank you for those who have gotten back to me with contact information for members so they can get notice about the court review of the April 17th election.

In the last two weeks I have filed an answer to every single motion that was filed against my lawsuit - 22 in all. 18 from the Swedish Club, 1 ea. from Leander/Hayes, Reno, and Matthiesen.

I filed my final four responses and objections with the court this afternoon.
I just so happen to have those four available, if you are at all interested in what that looks like I have attached a couple of them. No need to read, but if you want to you can get a peek inside they are here for you.

Next steps - The reality is this - one set of defendants has settled. My door has remained open all this time. Here is what I wrote one of the defense attorneys when they filed another batch of papers yesterday:

"My response to you is this - has anyone ever thought about talking to me as opposed to trying to best me? I have indicated for, let's see, we're now at two years, the door has been open for all that time to resolve this. Has anyone thought about an apology? Has anyone thought about arriving at a meeting of the minds and being decent about this?

"It's a grand and glorious display of what money can buy from a legal standpoint, but it has been hardly a wise or brilliant path to have chosen. So while you're churning out papers - you might go back and think about what I have said."

Many might do not know - that door, my door, has been open since 2022 - instead for my trouble the Swedish Club powers that be chose to spend $80,000 investigating me. In November 2022 another opportunity to put differences aside - an apology and a job - a very small concession. Instead, more gas was thrown on the fire.

In early 2023, I was in settlement talks with Sarah, Molly, and Shama. They said they would then never got back to me. In March I was fired, barred from the building. In December 2023 we had mediation - the door was wide open again to walk through. Think of that picture where the bully kicks sand in your face.

$100,000's of dollars in Swedish Club and insurer's legal fees later, we are at today.

This is a good pause for the Swedish Club side to think about all this.

The Club has gone to hell, board members have bailed out for a reason, some key people have and are deserting the ship, for a reason. And, there is a very hot potato that remains - the executive director. What torch is she going to light next? Her very own lawsuit against the Swedish Club?

A lot of things to think about.

Best Regards,
Elizabeth

EACampbell

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2 attachments

Campbell Reply to Leander et al MTD 1 05-23-24.pdf
364K

Campbell Reply to Vi Reno MTD 05-23-24 (Merged).pdf
1296K

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Notice of Filing - U.S. District Court Campbell v. Swedish Club/Elizabeth Norgren

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Jun 10, 2024 at 5:53 PM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, patdolan@comcast.net, Eckhard Schipull <eschipull@me.com>, Chris Sisco <chris@swedishclubnw.org>, Christine Ross <chefcross45@yahoo.com>, pj98102@yahoo.com, Christine Lea <christineandco1@aol.com>, wideburg@ix.netcom.com, Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>, brianr@runberg.com, "markcolsen55@yahoo.com" <markcolsen55@yahoo.com>, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, Elizabeth Campbell <Neighborhoodwarrior@gmail.com>

Dear Swedish Club Members,

This lawsuit is founded in the fact that I and other people have been improperly treated by Elizabeth Norgren, banned by her from even attending a Swedish Club event, either as a Swedish Club member, with a Swedish Club member, or as a member of the general public - others are treated better than us.

Think about that. It is not just that a club member or a member of the public is banned from visiting the Swedish Club, but Ms. Norgren and the Swedish Club have unilaterally impaired the membership *of every Swedish Club member*, reserving to themselves the right to dictate to the members who it is a member may or may not have as their guest.

Moreover, this has to do with what rights a person has in comparison to others - for example, the general public. The distinction being grounded in the person's status, including that they engaged in lawful, protected activities related to protected class status, and were summarily banned from the Swedish Club.

Consider this also - why have some people, myself included, been banned from the Swedish Club, because I complained to the board about the unfair treatment I had been receiving as a member and employee, and yet there have been actual instances of "insubordination" and worse, physical attacks on members by staff and by member/volunteers, which includes Sharon Lucas roughing me up - and those staff members, members/volunteers - are feted. Hmmm. It is all arbitrary and capricious and poor reasons unlawful reasons people are getting banned from the Club - retaliation being one of them.

The current newsletter talks about the staff asking for guidance, "Staff have requested that we clearly state codes of conduct and consequences for violating those codes. We have conducted informal investigations of potential breaches of generally accepted codes of civility but now seek to prospectively articulate a framework for promoting positive member interactions and a safe and pleasant working environment."

What an irony - the "staff," starting with Elizabeth Norgren, starting with Sarah Alaimo, followed by staff Joel Cambern, starting with Sharon Lucas, followed by Charles Willi, and others who have supported the staff - physically taking on or in the strongest possible terms roughing up members - it isn't the member on member abuse as Langdon would have the readers believe - where is the accountability for the staff (with the knowledge and support of the board) which has instigated the free for all against the

EXHIBIT C

EXHIBIT C

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **DECLARATION OF ELIZABETH A. CAMPBELL REGARDING WITHDRAWAL OF EMAIL SERVICE**

I, Elizabeth A. Campbell, declare under penalty of perjury under the laws of the State of Washington that the following is true and correct:

1. I am the Plaintiff in this matter, appearing pro se. I submit this declaration in response to speculative and misleading claims made by Defendants concerning my lawful withdrawal of consent for email service pursuant to CR 5(b)(7).

2. On May 31, 2025, I formally withdrew my consent for email service from multiple defense counsel, including Megan Starks, Brad Bigos, and Nicholas Larson.

ELIZABETH A. CAMPBELL
3826 24TH AVE W
SEATTLE, WA 98199
206-769-8459
NEIGHBORHOODWARRIOR@GMAIL.COM

This action was documented in a well-reasoned memorandum to file documenting my legal authority, procedural rationale, and prior experiences with abuse of email communications by defense counsel. (See Exhibit A – Memo re Withdrawal of Consent for Email Service).

3. That same day, I sent formal letters via U.S. Mail to the above-listed attorneys, clearly stating that I no longer consented to service by email and that all future communications must be sent by mail. (See Exhibit B – Letters to Counsel Withdrawing Consent). I preserved proof of mailing. (See Exhibit C – Postmarks).

4. My actions are grounded in CR 5(b)(7), which explicitly permits parties to revoke consent for email service at any time. I remain in compliance with all court rules, including continued e-filing and receipt of court-generated electronic notices.

5. Defendants' claim in their June 25, 2025 Joint Status Update Report (Dkt. #239) that my withdrawal was obstructive is contradicted by the facts:

a) On June 16, 2025, I initiated professional and timely communication with Megan Starks and Brad Bigos in a related federal case, *Campbell v. Swedish Club et al.*, Case No. 2:24-cv-00816-JLR. (See Exhibit D – June 16, 2025 Email Chain). No objection was raised as to the nature, context, or conduct of my participation in status report preparations between counsels and I.

b) Likewise, a June 16, 2025 group email from Karen Kalzer to multiple counsel and myself presented no timing or communication problems. These facts confirm that there was no disruption or prejudice resulting from my withdrawal of email service in this matter.

c) Nevertheless, on June 25, 2025, defense counsel—specifically Group 4 and counsel Miguel Mendez-Pintaco and Group 2 counsel Brad Bigos—violated my clear

ELIZABETH A. CAMPBELL
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206-769-8459
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and lawful notice by each sending filings and communications by email. (See Exhibits E and F).

6. I have conducted myself at all times in a professional and legally informed manner. My communications have been clear, documented, and respectful, and my litigation conduct reflects a strong grasp of procedural and substantive rules.

I certify under penalty of perjury under the laws of the state of Washington that the foregoing is true and correct.

DATED June 26, 2025, at Seattle, Washington.



Elizabeth A. Campbell, MPA
Plaintiff, Pro Se
3826 24th Ave W
Seattle, WA 98199
Tel/Text: 206-769-8459
Fax: 206-283-6300
neighborhoodwarrior@gmail.com

EXHIBITS

Exhibit A - Page 1
Memo re Withdrawal of Consent for Email Service (May 31, 2025)

Exhibit B – Page 2
Letters to Counsel Withdrawing Consent (May 31, 2025)

Exhibit C – Page 5
Postmarks Showing Proof of Mailing (May 31, 2025)

Exhibit D – Page 6
June 16, 2025 Email Chain re Federal Case Communication

Exhibit E – Page 11
June 25, 2025 Emails from Miguel Mendez-Pintado Ignoring Withdrawal

Exhibit F – Page 13
June 25, 2025 Emails from Brad Bigos Ignoring Withdrawal

EXHIBIT A

MEMORANDUM

Date:May 31, 2025

To: File

From: Elizabeth A. Campbell, Pro Se Plaintiff

Re: Withdrawal of Consent for Email Service – Procedural History and Legal Basis

This memorandum outlines the legal basis, procedural steps, and factual history underlying my withdrawal of consent for email service from defense counsel in Campbell v. The Swedish Club, et al., King County Superior Court Case No. 23-2-25128-8 SEA.

Legal Basis

Under Washington Civil Rule 5(b)(7), service by email is permitted only with the written consent of the person to be served. A party who has previously consented to email service may revoke that consent at any time. Upon withdrawal of consent, all future service must be accomplished by one of the alternative methods authorized under CR 5(b), including U.S. Mail.

Procedural History

Prior to May 2025, I had received communications, discovery materials, and informal correspondence from multiple defense attorneys by email, including Megan Starks, Brad Bigos, Nicholas Larson, and their respective paralegals and associates. However, due to repeated unprofessional behavior, delays, and strategic misuse of email communication channels—including late responses to settlement proposals and coordinated group tactics—I elected to exercise my right to withdraw consent to email service.

On May 31, 2025, I mailed formal withdrawal of consent letters to the following counsel and firms:

- Megan Starks, Patterson Buchanan Fobes & Leitch, Inc., P.S.

- Brad Bigos, O'Hagan Meyer, PLLC

- Nicholas Larson, Murphy Pearson Bradley & Feeney

Each letter notified the respective attorney that I was withdrawing consent to email service effective immediately and that all future communications and service must be conducted via U.S. Mail to my home address at 3826 24th Ave W, Seattle, WA 98199. I confirmed that I would continue to e-file documents with the Court and receive court-generated notices via the King County e-filing system in compliance with applicable rules.

Current Status

As of May 31, 2025, I have ceased accepting service by email from the above-listed attorneys. I continue to receive service by email only from Karen Kalzer of Helsell Fetterman. All other defense counsel must comply with CR 5(b)(2) and serve all future papers, discovery responses, and notices by U.S. Mail. This approach preserves procedural integrity, reduces opportunities for misuse of informal channels, and supports clear documentation of defense conduct in ongoing litigation.

Via U.S. Mail and Email Only

EXHIBIT B

ELIZABETH A. CAMPBELL, MPA
3826 24th Ave W
Seattle, WA 98199
neighborhoodwarrior@gmail.com
(206) 769-8459

May 31, 2025

Megan F. Starks
Patterson Buchanan Fobes & Leitch, Inc., P.S.
1000 Second Avenue, 30th Floor
Seattle, WA 98104
mstarks@pattersonbuchanan.com
SAT@pattersonbuchanan.com

Re: Withdrawal of Consent for Email Service – Campbell v. Defendants

Dear Ms. Starks:

Pursuant to CR 5(b)(7), I hereby withdraw my consent for email service of all future papers and correspondence from you, your firm, and your clients in this matter. Effective immediately, please serve all future communications, discovery responses, pleadings, and notices to me exclusively via U.S. Mail at the address listed above.

I will continue to e-file documents with the Court and to receive court-generated notices via the King County e-filing system. My withdrawal does not affect my compliance with the court's e-filing requirements.

Thank you for your attention to this matter.

Sincerely,

E. A. Campbell

Elizabeth A. Campbell, MPA
Pro Se Plaintiff

Via U.S. Mail and Email Only

ELIZABETH A. CAMPBELL, MPA
3826 24th Ave W
Seattle, WA 98199
neighborhoodwarrior@gmail.com
(206) 769-8459

May 31, 2025

Brad Bigos
Alexandro Lopez
O'Hagan Meyer, PLLC
1420 Fifth Avenue, Suite 2200
Seattle, WA 98101
bbigos@ohaganmeyer.com
alopez@ohaganmeyer.com

Re: Withdrawal of Consent for Email Service – Campbell v. Defendants

Dear Counsel:

Pursuant to CR 5(b)(7), I hereby withdraw my consent for email service of all future papers and correspondence from you, your firm, and your clients in this matter. Effective immediately, please serve all future communications, discovery responses, pleadings, and notices to me exclusively via U.S. Mail at the address listed above.

I will continue to e-file documents with the Court and to receive court-generated notices via the King County e-filing system. My withdrawal does not affect my compliance with the court's e-filing requirements.

Thank you for your attention to this matter.

Sincerely,



Elizabeth A. Campbell, MPA
Pro Se Plaintiff

Via U.S. Mail and Email Only

ELIZABETH A. CAMPBELL, MPA
3826 24th Ave W
Seattle, WA 98199
neighborhoodwarrior@gmail.com
(206) 769-8459

May 31, 2025

Nicholas C. Larson
Miguel E. Mendez-Pintado
Wilson Orr
Murphy, Pearson, Bradley & Feeney
520 Pike St, Suite 1205
Seattle, WA 98101
nlarson@mpbf.com
mmendezpintado@mpbf.com
wilsongorr@gmail.com

Re: Withdrawal of Consent for Email Service – Campbell v. Defendants

Dear Counsel:

Pursuant to CR 5(b)(7), I hereby withdraw my consent for email service of all future papers and correspondence from you, your firm, and your clients in this matter. Effective immediately, please serve all future communications, discovery responses, pleadings, and notices to me exclusively via U.S. Mail at the address listed above.

I will continue to e-file documents with the Court and to receive court-generated notices via the King County e-filing system. My withdrawal does not affect my compliance with the court's e-filing requirements.

Thank you for your attention to this matter.

Sincerely,



Elizabeth A. Campbell, MPA
Pro Se Plaintiff

EXHIBIT C

Campbell
3826 24th Ave W
Seattle, WA 98199



Brad Bigos
Alexandro Lopez
O'Hagan Meyer, PLLC
1420 Fifth Avenue, Suite 2200
Seattle, WA 98101

Campbell
3826 24th Ave W
Seattle, WA 98199



Megan F. Starks
Patterson Buchanan Fobes & Leitch, Inc., P.S.
1000 Second Avenue, 30th Floor
Seattle, WA 98104

Campbell
3826 24th Ave W
Seattle, WA 98199



Nicholas C. Larson
Miguel E. Mendez-Pintado
Nicholas Larson
Murphy, Pearson, Bradley & Feeney
520 Pike St, Suite 1205
Seattle, WA 98101

EXHIBIT D

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Jun 16, 2025 at 12:20 PM

To: Brad Bigos <bbigos@ohaganmeyer.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>, "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>

Please see attached Letter and Order Re Upcoming JSR

--
Elizabeth Campbell, MPA



2 attachments

Campbell_JLR_Notice_to_Bigos_Starks_061625.pdf
191K

34 Order Case Admin 06-04-25.pdf
29K

Campbell v. Swedish Club et al.

Case No. 2:24-cv-00816-JLR

Dear Mr. Bigos and Ms. Starks,

I'm initiating compliance with the Court's June 4, 2025 Order Regarding Initial Disclosures, Joint Status Report, and Early Settlement (Dkt. 34) in Campbell v. Swedish Club Cultural Center et al., Case No. 2:24-cv-00816-JLR. Under that Order, and in accordance with Federal Rule of Civil Procedure 26(f) and Local Civil Rule 26(f) of the Western District of Washington, the parties must:

- Conduct a Rule 26(f) conference on or before **June 18, 2025**;
- Serve initial disclosures by **July 2, 2025**;
- File a Joint Status Report and Discovery Plan by **July 9, 2025**.

As of today's date, June 16, 2025, I have received no outreach from you regarding these deadlines.

To facilitate scheduling of the required Rule 26(f) conference, I am available on

- Wednesday, June 18 at 10:00 AM, 1:00 PM, or 3:30 PM (Pacific Time)
- By Zoom or phone (please advise your preference)

If you are unavailable, I am open to participation by alternate counsel, including Alex or Sarah, if appropriate.

Please confirm your availability — or propose alternative times — no later than the close of business on Tuesday, June 17, so that we can meet the Court's deadline.

As a reminder, LCR 26(f)(1) requires that counsel "confer as soon as practicable and in any event at least 21 days before a scheduling conference is held or a scheduling order is due." The Court has further directed that "[t]his conference shall be by direct and personal communication, whether that be a face-to-face meeting or a telephonic conference." (Dkt. 34 at 2.)

The Court has also made clear that the failure to comply with its pretrial scheduling orders may result in sanctions. (See Dkt. 34 at 5.) For convenience, I am attaching a copy of the Court's June 4, 2025 Order (Dkt. 34) setting forth these obligations.

I look forward to your prompt response and to fulfilling our mutual responsibilities under Rule 26 and the Court's directives.

Sincerely,

Elizabeth A. Campbell

Plaintiff, Pro Se

Attachment: Dkt. 34 – Order re Initial Disclosures, Joint Status Report, and Early Settlement (Filed 06/04/25)

ELIZABETH A. CAMPBELL, MPA
3826 24TH AVE W
SEATTLE, WA 98199
206-769-8459
neighborhoodwarrior@gmail.com

Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

Sarah A. Tatistcheff <SAT@pattersonbuchanan.com> Mon, Jun 16, 2025 at 1:36 PM
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, Brad Bigos <bbigos@ohaganmeyer.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>
Cc: "Aaron J. Taylor" <ajt@pattersonbuchanan.com>, "Francis P. Lumauig" <FPL@pattersonbuchanan.com>

Ms. Campbell -

Thanks for reaching out. Megan or I are available for any of the three suggested times in your letter, although the afternoon times are preferred. We have no preference on either zoom or telephone and can facilitate either.

Sarah A. Tatistcheff | Attorney

DIRECT 206.462.6718| TOLL FREE 800.722.3815

SAT@pattersonbuchanan.com

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Monday, June 16, 2025 12:20 PM
To: Brad Bigos <bbigos@ohaganmeyer.com>; Alex Lopez <alopez@ohaganmeyer.com>; Megan F. Starks <mstarks@pattersonbuchanan.com>; Sarah A. Tatistcheff <SAT@pattersonbuchanan.com>
Subject: Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

[Quoted text hidden]

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Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

Brad Bigos <bbigos@ohaganmeyer.com> Mon, Jun 16, 2025 at 1:39 PM
To: "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>
Cc: "Aaron J. Taylor" <ajt@pattersonbuchanan.com>, "Francis P. Lumauig" <FPL@pattersonbuchanan.com>

Hi Elizabeth,

Thank you for reaching out. I am available Wednesday at 10 am or 1 pm.

Best,

Brad

Brad Bigos

Partner

1420 Fifth Avenue | Suite 2200 | Seattle | WA | 98101
Direct 206.844.1345 | Mobile 206.379.8797

From: Sarah A. Tatistcheff <SAT@pattersonbuchanan.com>
Sent: Monday, June 16, 2025 1:37 PM
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>; Brad Bigos <bbigos@ohaganmeyer.com>; Alex Lopez <alopez@ohaganmeyer.com>; Megan F. Starks <mstarks@pattersonbuchanan.com>
Cc: Aaron J. Taylor <ajt@pattersonbuchanan.com>; Francis P. Lumauig <FPL@pattersonbuchanan.com>
Subject: [EXTERNAL] Re: Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

CAUTION: This email originated from outside the organization.
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Ms. Campbell -

Request re briefing:Campbell v. Matthiesen, No. 23-2-25128-8 SEA

Kalzer, Karen A. <kkalzer@helsell.com> Fri, Jun 20, 2025 at 11:50 AM
To: "Larranaga.Court@kingcounty.gov" <Larranaga.Court@kingcounty.gov>, Juliana Schuh <jschuh@mpbf.com>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Brad Bigos <bbigos@ohaganmeyer.com>, Alex Lopez <alopez@ohaganmeyer.com>, Miguel Mendez-Pintado <mmendezpintado@mpbf.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>, Nicholas Larson <NLarson@mpbf.com>, "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>

Good Morning

As the individual defendants work on the briefing related to the scope of discovery requested by Judge Larranaga, it is clear that there are overlapping issues regarding a planned motion for a protective order regarding confidentiality. The defendants would like to combine these into a single brief in order to reduce burden on the Court. To do this, we request permission to expand the word limit to up to 8400 for this combined brief. The Court indicated he would be amenable to such an expansion without a motion to that effect. If possible, could we hear from the Court on this issue Monday upon his return?

Respectfully

Karen Kalzer

Karen A. Kalzer| Helsell Fetterman LLP

800 Fifth Ave, Suite 3200

Direct: (206) 689-2125

Fax: (206) 340-0902

Email: kkalzer@helsell.com

Web: www.helsell.com

Pronouns: She/her/hers

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Joint Status Report for June 27, 2025 Status Conference - Campbell v. Matthiesen et al., 23-2-25128-8 SEA

Miguel Mendez-Pintado <mmendezpintado@mpbf.com> Wed, Jun 25, 2025 at 11:50 AM

To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Nicholas Larson <NLarson@mpbf.com>, Brad Bigos <bbigos@ohaganmeyer.com>, "Sarah A. Tatistcheff" <sat@pattersonbuchanan.com>, Wilson Orr <worr@mpbf.com>, "Kalzer, Karen A." <kkalzer@helsell.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>, "Francis P. Lumauig" <fpl@pattersonbuchanan.com>, "Aaron J. Taylor" <ajt@pattersonbuchanan.com>, "Ritts, Jessica R." <jritts@helsell.com>, "Moore, Leili K." <lmoore@helsell.com>, "Ian C. Leitch" <ICL@pattersonbuchanan.com>

Ms. Campbell,

Please see the attached proposed Joint Status Report. I am sending on behalf of all Defendant and will be concurrently sending you a version via mail per your request. Please let us know if you have any questions or comments before we submit to the Court later today.

Thanks!

Miguel E. Mendez-Pintado
Associate

Murphy, Pearson, Bradley & Feeney, P.C.

Main: 415.788.1900 | Direct: 206.219.2013

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Joint Status Update 6.27.25.docx
65K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Campbell v. Leander at al. (Case NO. 23-2-25128-8 SEA)

Moore, Leili K. <LMoore@helsell.com> Wed, Jun 25, 2025 at 4:48 PM
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Cc: "mstarks@pattersonbuchanan.com" <mstarks@pattersonbuchanan.com>, "sat@pattersonbuchanan.com" <sat@pattersonbuchanan.com>, "nlarson@mpbf.com" <nlarson@mpbf.com>, "mmendezpintado@mpbf.com" <mmendezpintado@mpbf.com>, "bbigos@ohaganmeyer.com" <bbigos@ohaganmeyer.com>, "alopez@ahaganmeyer.com" <alopez@ahaganmeyer.com>, "Kalzer, Karen A." <kkalzer@helsell.com>, "Ritts, Jessica R." <jritts@helsell.com>, "Moore, Leili K." <LMoore@helsell.com>

Ms. Campbell,

Attached please find the following filed with court today:

- **Note for Motion;**
- **Consolidated Brief to Limit Scope of Plaintiff's Discovery and for Protective Orders;**
- **Proposed Order Granting Defendants Joint Motion for Protective Order Limiting Discovery;**
- **Protective Order Governing The Handling of Documents and Information Produced in Discovery;**
- **Declaration of Sarah Alaimo;**
- **Declaration of Elizabeth Norgren;**
- **Declaration of Brad Bigos;**
- **Declaration of Karen Kalzer;**
- **Declaration of Lars Matthiesen;**
- **Declaration of Miguel Mendez-Pintado;**
- **Declaration of Sarah Tstistcheff.**

No hard copies will follow pursuant to our electronic service agreement.

Regards,
~ Leili

Leili Moore | Helsell Fetterman LLP
Litigation Coordinator & Legal Assistant to

Karen A. Kalzer, Shawn Q. Butler, Sara B. Amies, Kaylee Cox

800 Fifth Avenue, Suite 3200
Seattle, WA 98104
direct | 206.689.2131

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lmoore@helsell.com

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11 attachments

- **233 Dec of Brad Bigos.pdf**
  1102K
- **234 Dec of Karen Kalzer.pdf**
  2411K
- **235 Dec of Lars Matthiesen.pdf**
  870K
- **236 Dec of Miguel Mendez-Pintado.pdf**
  133K
- **237 Dec of Sarah Tatistcheff.pdf**
  6968K
- **25-6-25-Prop Order Granting General Protective Order.pdf**
  95K
- **25-6-25-Prop Protective Order Govern Handling of Docs.pdf**
  113K
- **229 Note for Cons Brief.pdf**
  83K
- **230 Consolidated Brief re Disc & Protect Orders.pdf**
  154K
- **231 Dec of Sarah Alaimo.pdf**
  454K
- **232 Dec of Elizabeth Norgren.pdf**
  249K

EXHIBIT D

EXHIBIT D

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, ANNA FAINO and LANE POWELL PC, Defendants.	**NO. 23-2-25128-8 SEA** **DECLARATION OF ELIZABETH A. CAMPBELL REGARDING BLACK EMPLOYEES AND MEMBERS**

I. Introduction

I, Elizabeth A. Campbell, pro se plaintiff, submit this declaration to detail my experience and knowledge regarding the mistreatment and marginalization of Black employees and members at the Swedish Cultural Center (Swedish Club) from 2020 to 2023, as an employee (November 24, 2021–March 9, 2023) and Blue Card member.

This declaration supports my swedishclub411.com statement, "No Black employee was treated well…," which Defendants falsely claim is defamatory (Dkt. #239, June 27, 2025 Status Report). I include details from a recorded meeting with board members Shama Albright and

ELIZABETH A. CAMPBELL
3826 24TH AVE W
SEATTLE, WA 98199
206-769-8459
NEIGHBORHOODWARRIOR@GMAIL.COM

Molly Olson Smith on February 13, 2023, citing specific passages by time stamp (transcript available upon request due to its length).

I attach Exhibits 1–11, including Nicole Armour's August 16, 2024 resignation email (Exhibit 9, pp. 51-53), Kristine Leander's October 18, 2023 letter (Exhibit 10, pp. 43-44), and Jared O'Connell's April 8, 2022 resignation letter (Exhibit 11, pp. 54-57), which corroborate a hostile work environment and retaliatory culture affecting employees.

My verified Second Amended Complaint (SAC, Dkt. #169, April 21, 2025) alleges a discriminatory and hostile environment (SAC, ¶¶ 1.10–1.12, 1.24, pp. 4, 8), enhancing its veracity under RCW 12.08.070 (SAC, p. 369).

My statement is true and protected under RCW 4.24.510 and RCW 4.105.010.

II. Background and Roles

1. From 2020 to 2023, I was a Blue Card member of the Swedish Club, actively participating in governance, volunteering, and raising concerns about discrimination and mismanagement (Exhibit 1, p. 7).

2. On November 24, 2021, I was hired as a cook, working under Executive Director Kristine Leander until my termination on March 9, 2023 (Exhibit 8, p. 45).

3. As an employee and member, I observed workplace dynamics, including the Swedish Club's management and leadership's interactions with Black employees Paul Jefferson, Kita Doe, Danny Francois, and Black women members Leander attempted to recruit as volunteers.

4. My roles and experiences as both a member and leader provided direct insight into the Club's exclusionary practices (SAC, ¶ 1.10, p. 4).

III. Mistreatment of Black Employees at Swedish Club

5. During my tenure, I observed that no Black employee was treated well, consistent with my swedishclub411.com statement and my verified SAC allegations of a hostile, discriminatory environment at the Swedish Club (SAC, ¶¶ 1.10–1.12, 1.24, pp. 4, 8).

ELIZABETH A. CAMPBELL
3826 24TH AVE W
SEATTLE, WA 98199
206-769-8459
NEIGHBORHOODWARRIOR@GMAIL.COM

6. Nicole Armour's resignation email, forwarded by Sarah Alaimo and distributed publicly at a members' meeting, opening up Armour to possible public defamation and ridicule, describes employees being "yelled at, called names, condescended to, treated less than, had slander written about us on-line, spit on," leading to resignations (Exhibit 9, p. 52).

7. Kristine Leander's letter details her "humiliating" dismissal by Molly Olson Smith and the board, who bashed her publicly (Exhibit 10, pp. 43-44). Jared O'Connell's resignation letter cites unfair blame and lack of management by Anis Rahman and Leander, describing a workplace "anarchy" that drove him to resign (Exhibit 11, pp. 54-57). Specific instances include:

- Paul Jefferson: Hired as bar staff, Jefferson faced exclusion and mistreatment. On November 29, 2022, he met with HR Director Sarah Alaimo to discuss issues with bar manager Jeff Hubner, whom I described as abusive, yelling, and abrupt with employees, including Jefferson (Transcript, 00:03:44–00:04:40, pp. 6–8).

Jefferson complained about Jeff's arguments over precise task execution (Transcript, 00:05:26–00:05:55, p. 8). I noted he received no follow-up from Alaimo, as he asked me a month later if I had heard from her, mirroring my own experience (Transcript, 00:07:55–00:08:33, p. 11). In January 2023, Alaimo fired Jefferson after he raised concerns about racist treatment (Exhibit 3, pp. 3–4). His April 26, 2024 email to me confirms, "I know how they lie and don't care about their employees," corroborating his marginalization (Exhibit 3 pp. 22-25). I discussed his termination with Albright and Smith, noting it as a consequence of unaddressed complaints (Transcript, 00:47:06–00:47:10, p. 55). The SAC also supports this, alleging employees were "decimated" by Leander's mistreatment or dismissive attitude towards them (SAC, ¶ 1.10, p. 4).

- Kita Doe, Danny Francois, Camille Parker: These Black employees had short employment tenures due to hostile treatment by Swedish Club lead staff and leaders alike, consistent with the SAC's claim that employees were "verbally assaulted, and emotionally abused" by Leander and her team, including Anis Rahman (SAC, ¶¶ 1.10–1.11, p. 4).

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- Doe and Francois faced dismissive attitudes from management, with Francois specifically mistreated by Rahman's hostile supervision, as corroborated by O'Connell's account of Rahman's unfair blame (Exhibit 11, p. 54-57).
- Parker, named in the SAC as part of Norgren's team, was a trusted lieutenant of Norgren, however her tenure ended early also (SAC, ¶ 1.12, p. 4).

4. The above individuals' experiences align with the Club's discriminatory culture (SAC, ¶ 1.24, p. 8), Armour's account of employee burnout (Exhibit 9, p. 2), and O'Connell's description of mismanagement (Exhibit 11, p. 56).

8. I raised my concerns regarding racial discrimination concerns in my April 29, 2022 WSHRC complaint, alleging a "decades old culture of discriminating against others" rooted in the Club's Swedish-origin, white-male founding (Exhibit 1, p. 7).

9. I reiterated this to board president Shama Albright in November 2022, noting Jefferson's exclusion (Transcript, 00:03:57–00:08:33, pp. 6–12), and notified the board on May 4, 2022 (Exhibit 2).

IV. Marginalization of Black Members

10. I witnessed Kristine Leander's attempt to recruit Black women members as volunteers but she discouraged their participation through dismissive interactions that were racially tinged. In 2022, I observed Leander's reluctance to engage two Black women members, whose offers to volunteer were met with minimal follow-up, leading to their disengagement. This aligns with the SAC's allegations of membership impairment and a hostile environment (SAC, ¶¶ 1.20–1.21, p. 6). 6. This reflects the Club's historical preference for Swedish-origin members, as noted in my WSHRC complaint (Exhibit 1, p. 7) and SAC (SAC, ¶ 1.45), communicated to the board on May 4, 2022 (Exhibit 2).

V. Retaliation for Raising Concerns

11. My efforts to address racial marginalization prompted retaliation, as detailed in my May 30, 2025 reply (Dkt. #223).

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12. Defendants' June 27, 2025 status report continues this pattern, seeking a protective order to silence my swedishclub411.com posts (Dkt. #239).

13. Sarah Alaimo's circulation of Nicole Armour's resignation email at a members' meeting post-August 16, 2024, suggests an attempt to deflect criticism, reinforcing her role in perpetuating retaliation (Exhibit 9, p. 51-53; SAC, ¶ 1.19, p. 6).

14. Kristine Leander's letter describes her retaliatory dismissal and public bashing by the board, including Molly Olson Smith (Exhibit 10, pp. 43-44; SAC, ¶ 1.7, p. 3).

15. Jared O'Connell's resignation cites unfair blame by Rahman and Leander, reflecting a pattern of targeting employees who challenge mismanagement (Exhibit 11, pp. 54-57).

16. Additional prior actions in a similar vein include:

- Lane Powell's October 19, 2023 cease-and-desist letter accusing me of defamation (Exhibit 8, pp. 48-49), which I refuted as a SLAPP attempt (Exhibit 8, pp. 34-50).
- A $78,098.45 Perkins Coie investigation in 2022 targeting my discrimination claims (Exhibit 8, pp. 40-42).
- My termination and membership revocation on March 9, 2023 (Exhibit 8, p. 45).

17. My Emails to Swedish Club members and employees (Exhibits 3–7) show community support for my allegations, with members like Jefferson and Julie Pheasant-Albright affirming the Club's misconduct (Exhibit 3, Dkt. #223, p. 10).

18. My February 13, 2023, meeting with Albright and Smith further raised these issues, including Jefferson's mistreatment, without resolution (Transcript, 00:03:44–00:47:10, pp. 6–55).

19. The SAC alleges retaliation by Leander, Norgren, and board members (SAC, ¶¶ 1.7, 1.9, 1.43).

VI. Truth and Protected Speech

20. My swedishclub411.com statement is true, supported by my observations, Jefferson's email (Exhibit 3), WSHRC complaint (Exhibit 1), Armour's resignation email (Exhibit 9), Leander's letter (Exhibit 10), O'Connell's resignation letter (Exhibit 11), discussions with

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Albright and Smith (Transcript, 00:03:44–00:47:10), and the SAC's allegations of a discriminatory environment (SAC, ¶¶ 1.10–1.12, 1.24).

21. Truth is a defense to defamation (*Mark v. Seattle Times*, 96 Wn.2d 473, 482, 1981).

22. The website, created January 5, 2023, predates my December 19, 2023 lawsuits, negating retaliatory intent (Dkt. #223, p. 6).

23. My posts and emails are protected speech under RCW 4.24.510 and RCW 4.105.010, addressing public interest issues, as defended in my October 20, 2023 response to Lane Powell (Exhibit 8, pp. 34-50).

VII. Declaration

The foregoing is true and correct to the best of my knowledge. Exhibits 1–11, attached hereto, are true and correct copies of the referenced documents. The February 13, 2023, meeting transcript, cited herein, was recorded with all parties' consent and is available upon request.

I certify under penalty of perjury under the laws of the state of Washington that the foregoing is true and correct.

DATED June 26, 2025, at Seattle, Washington.



Elizabeth A. Campbell, MPA
Plaintiff, Pro Se
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Tel/Text: 206-769-8459
Fax: 206-283-6300
neighborhoodwarrior@gmail.com

EXHIBITS

EXHIBIT 1: WSHRC Complaint, April 29, 2022 — Page 1

EXHIBIT 2: Email to Board, May 4, 2022 — Page 19

EXHIBIT 2B: Email to Swedish Club Members and Former Employees, April 10, 2024 — Page 20

EXHIBIT 3: Email to Swedish Club Members and Former Employees, April 26, 2024 — Page 22

EXHIBIT 4: Email to Swedish Club Members, March 25, 2024 — Page 26

EXHIBIT 5: Email to Swedish Club Members and Former Employees, May 20, 2024 — Page 27

EXHIBIT 6: Email to Swedish Club Members and Former Employees, May 23, 2024 — Page 30

EXHIBIT 7: Email to Swedish Club Members and Former Employees, June 10, 2024 — Page 32

EXHIBIT 8: Elizabeth Campbell Response to Lane Powell, October 20, 2023 — Page 34

EXHIBIT 9: Nicole Armour Resignation Email, August 16, 2024 — Page 51

EXHIBIT 10: Kristine Leander Letter, October 18, 2023 (Exhibit Resp to Lane Pow 10-20-23.pdf, pp. 43-44) — Page 43

EXHIBIT 11: Jared O'Connell Resignation Letter, April 8, 2022 (Exhibit Resp to Lane Pow 10-20-23.pdf, pp. 54–57) — Page 54

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EXHIBIT 1

WASHINGTON STATE HUMAN RIGHTS COMMISSION
EMPLOYMENT COMPLAINT QUESTIONNAIRE

Local: 360.753.6770 | Toll Free: 1.800.233.3247
Fax: 360.586.2282

For Official Use Only

WSHRC DATE STAMP

The Washington State Human Rights Commission (WSHRC) is a neutral, fact-finding law enforcement agency. It does not act as an advocate for any party during an investigation, but advocates for the law in the interest of preventing and eliminating discrimination.

Answer all questions completely and please write clearly.
INCOMPLETE QUESTIONNAIRES WILL NOT BE ACCEPTED

If you require assistance in completing this form as a reasonable accommodation, please contact us at 1.800.233.3247 or at frontdesk@hum.wa.gov.
After completing this Complaint Questionnaire, return it immediately to:

711 S. Capitol Way, Suite 402 PO BOX 42490
Olympia, WA 98504-2490

or via e-mail at

frontdesk@hum.wa.gov

☒ **CHECK HERE IF YOU HAVE ALREADY FILED A COMPLAINT WITH ANOTHER AGENCY**

If yes, agency name: City of Seattle

Date you filed: April 20 2022 Complaint Number: 2022-07818

What is the status of your other complaint? Intake Phase

PERSONAL INFORMATION

KEEPING YOUR CONTACT INFORMATION CURRENT

It is your obligation to cooperate with the investigation, including providing the Commission with notice of any change of address, phone number, or any prolonged absence from your current address. If you fail to notify the Commission of any change in address or prolonged absence, your inquiry or complaint may be closed administratively due to our inability to locate you, or may be closed based upon the evidence at the time.

First Name: ELIZABETH MI A Last Name: CAMPBELL

Home Phone: 206 283-4900 Cell Phone: 206 7698459

E-Mail: neighborhoodWarrior@gmail.com Sex/Gender: F

Mailing Address: 3826 24TH AVE W (3826) Apt/Unit #:

City: Seattle County: KING State: WA Zip Code: 98199

What is the best way to reach you? cell phone or email

What are the best days and times to reach you? generally available M-S 9-5

WHO DO YOU THINK DISCRIMINATED AGAINST YOU?

☒ Employer ☐ Union ☐ Employment Agency ☒ Other Organization

Organization Name: Swedish Cultural Center d/b/a Swedish Club

Provide address location of where you work(ed) or applied to work:

Physical Address: 1920 Dexter Ave N Suite:

City: Seattle County: King State: WA Zip Code: 98109

Mailing Address (if different from above):

Mailing Address: Same as above Suite:

City: County: State: Zip Code:

Name of ~~Human Resources~~ Exec. Director or ~~Owner~~: KRISTINE leander

E-Mail: kristine@swedishclubnw.org Phone: 206 283-1090

How many employees (estimated) does the organization have at all locations? Check one:

☐ Less than 8 ☐ 8-14 ☒ 15-100 ☐ 101-200 ☐ 201-500 ☐ 500 +

WHY DO YOU THINK YOU WERE DISCRIMINATED AGAINST?

☒ Age (40 or older) - Age at the time of the adverse employment action:

☐ Race - ☒ National Origin - Swedish

☐ Color (skin shade) - ☐ Creed/Religion -

☐ HIV/Hep C Status ☐ Citizenship / Immigration Status

☐ Sex (including pregnancy) ☐ Veteran Status

☐ Gender Identity/Sexual Orientation ☐ Marital Status

☒ Disability - Check all that apply ☐ Use of Service Animal or Dog Guide

☒ I have a disability - the disability involved mobility

I had a disability in the past.

☐ I don't have a disability but I am treated as if I have a disability.

Is your employer aware of your condition? ☒ Yes ☐ No

If yes, how? I disclosed as a volunteer

☐ State Employee Whistleblower Retaliation/Other Retaliation

Have you filed a whistleblower complaint with another agency?

If yes, when? What was the issue?

☒ Retaliation - Check all that apply:

☐ I filed a charge of job discrimination about any of the above.

☐ I contacted a government agency to complain about job discrimination.

☒ I complained to my employer about job discrimination.

☒ I helped or was a witness in someone else's complaint about job discrimination.

x Re personal relationship

WHAT IS YOUR JOB, PREVIOUS JOB, OR THE JOB YOU APPLIED FOR?

Date Hired: November 23 2021 Job Title at Hire: Cook / Applied for foodservice mgr.

Annual Pay Rate When Hired: $18 per hr. Part time Last or Current Annual Pay Rate:

Job Title at Time of Alleged Discrimination: Cook

Date your employment ended: I still work at job ☐ Quit ☐ Discharged / Laid Off

Name and Title of your Immediate Supervisor: Kristine Leander

Job Applicants - What was the title of the job you applied for: Foodservice Manager

Date you applied: 3-17-22 Date you found out you were not hired: not even interviewed

WHAT HAPPENED TO YOU THAT YOU THINK WAS DISCRIMINATORY? WHEN DID IT HAPPEN?

EXAMPLES: I was denied an accommodation I needed to perform my job; I was fired because I was pregnant; I was laid off because of my age. State the dates the action happened.

Date: Action: See attached pages

Date: Action:

WHAT REASON(S) WERE YOU GIVEN FOR THIS JOB ACTION?

Name of Person(s) Responsible: Kristine Leander

Reason(s): Disability, too old

Who told you this? Kristine Leander Their Job Title: Executive Director

WAS ANOTHER PERSON IN THE SAME OR SIMILAR SITUATION TREATED THE SAME, BETTER, OR WORSE THAN YOU?

EXAMPLES: Who else applied for the same job? Who else had the same attendance record?

WHO WAS TREATED BETTER THAN YOU?

Name: Do not know names of hires Job Title: or applicants

Phone / E-Mail:

Check how they are different from you:

☐ Use of Service Animal or Dog Guide

☐ Race ☐ Religion ☐ National Origin ☐ Age ☐ HIV/Hep C Status ☐ Sexual Orientation

☐ Color ☐ Disability ☐ Veteran Status ☐ Sex ☐ Gender Identity ☐ Martial Status

☐ Citizenship / Immigration Status ☐ Other Younger not disabled

How were they treated better? Hired, interviewed for job, offered job

Date:

WHO WAS TREATED WORSE THAN YOU?

Name: No one Job Title:

Phone / E-Mail:

Check how they are different from you:

☐ Use of Service Animal or Dog Guide

☐ Race ☐ Religion ☐ National Origin ☐ Age ☐ HIV/Hep C Status ☐ Sexual Orientation

☐ Color ☐ Disability ☐ Veteran Status ☐ Sex ☐ Gender Identity ☐ Martial Status

☐ Citizenship / Immigration Status ☐ Other

How were they treated worse?

Date:

WHO WAS TREATED SAME AS YOU?

Name: Javed Job Title:

Phone / E-Mail:

Check how they are different from you:

☐ Use of Service Animal or Dog Guide

☐ Race ☐ Religion ☐ National Origin ☐ Age ☐ HIV/Hep C Status ☐ Sexual Orientation

☐ Color ☒ Disability (Developmental) ☐ Veteran Status ☐ Sex ☐ Gender Identity ☐ Martial Status

☐ Citizenship / Immigration Status ☐ Other

How were they treated the same? Harassed + bonded by Kristie and

Anis Rahman + other staff Date: 2021 + 2022

ARE THERE ANY WITNESSES TO ANY OF THE JOB ACTIONS TAKEN AGAINST YOU? IF YES, PLEASE PROVIDE THEIR CONTACT INFORMATION AND TELL US WHAT THEY WILL SAY.

Name: Undecided Job Title:

E-Mail: Phone:

What will they tell us?

Name: Job Title:

E-Mail: Phone:

What will they tell us?

WHO CAN WE CONTACT IF WE ARE UNABLE TO REACH YOU?

Name: You will be able to Relationship:

Mailing Address: reach me Apt/Unit #:

City: County: State: Zip Code:

E-Mail: Phone:

HAVE YOU ALREADY FILED A CHARGE ON THIS MATTER WITH THE WASHINGTON STATE HUMAN RIGHTS COMMISSION?

☐ Yes ☒ No If yes, date you filed: _____ Charge Number: _____

IF YOU HAVE SOMEONE REPRESENTING YOU IN THIS MATTER, PLEASE PROVIDE US WITH THEIR CONTACT INFORMATION.

☐ Attorney ☐ Union ☐ Other _____

Name: N/A Date of Contact: _____

E-Mail: _____ Phone: _____

ADDITIONAL COMMENTS

Is there anything else we should know? See Attached

PUBLIC DISCLOSURE

Be advised: any information and documents that you submit to the Commission are subject to public records laws and will be available to anyone who requests them.
This includes medical and other types of private records.
Therefore, it is in your best interest not to submit anything unless requested by your investigator.

The Washington State Human Rights Commission (WSHRC) has no jurisdiction to investigate complaints against the following: employers with fewer than 8 employees; Native American tribes; the federal government; or complaints otherwise outside the WSHRC's statutory authority. This includes, but is not limited to, complaints in which the last date of harm occurred more than 6 months prior to the filing date of the complaint, or more than 2 years prior in the case of a state-employee whistle-blower retaliation claim.

Complaints that do not meet jurisdictional requirements, including complaints where the allegations of the complaint, if true, show no basis for commission action after preliminary evaluation, will not be accepted for investigation.

☒ **I want to file a charge of discrimination. I authorize the WSHRC to look into the discrimination I described in this Complaint Questionnaire.**

I understand that if my claim does not meet jurisdictional requirements, it will not be accepted for investigation and that there will be no follow-up on this inquiry from the WSHRC.

Signature: E. Alampbell Date: 4-29-22

ANY DECISION MADE BY THE COMMISSION DOES NOT PRECLUDE YOUR RIGHT TO FILE A CIVIL ACTION IN A COURT OF COMPETENT JURISDICTION, PURSUANT TO RCW 49.60.030.

4-29-22

I am filing this complaint with the Washington State Human Rights Commission regarding discrimination and harassment and emotional abuse I am being subjected to both as an employee and as a member of the Swedish Club. I feel I have no other choice for seeking redress and relief. I have discussed these matters with my manager and followed the internal procedures of the Swedish Club for problem resolution. There has been no resolution; the complained of activities I have been subjected to continue unabated.

I believe that the Executive Director of the Swedish Cultural Center d/b/a the Swedish Club, Kristine Leander, intentionally and often treats me (and others) in a very abusive, dismissive, demoralizing, and hostile manner. I firmly believe she has established a highly toxic workplace, that her operational style includes arraying herself, her adjunct hire/building manager, Anis Rahman, and the bookkeeper, Toene Hayes in opposition to the employees, to certain Club members, and certainly in contravention of the employment, health, civil rights, and disability laws, as well as in contravention to the bylaws of the Swedish Club, its Employee Handbook, and its recently enacted and very meaningless "Code of Conduct".

These individuals rule the Swedish Club – it is their fiefdom, not the members of the Club. They are not its stewards, they are its captors. From an employment standpoint their operational style is to maintain widespread and enduring workplace and workspace dysfunction, a culture of lack or deprivation, a culture of fear, to engage in rude treatment of other employees[1] that includes by turns, maintaining dismissive attitudes and disdain for the employees, making statements that conveys that there is a total lack of caring by the management,[2] an employee is not supported in their work, the latter of which is borne out by the failure of management to for example provide proper and working tools, equipment, machinery, appliances, and/or supplies for an employee's job, the failure to provide and lead a collegial environment, by not providing training and instruction(s) relevant to an employee's position and job requirements, and by not providing clear and non-oppositional directions for day-to-day work.

I have both observed it being done to others and been on the receiving end of this managerial dysfunction, the "us versus them," "me first, you last," attitude and treatment, the sense of executive entitlement and scorched earth way of treating people – employees and members. For me it has come out in a multiple of forms – including through the multiple and ongoing discriminatory activities against me related to my disability, age, and national origin; I have been seriously harmed by the Executive Director by being subjected to an ongoing, emotionally damaging and inappropriate intrusion she has made into my private life, that she went on to and linked and used to impair my enjoyment of my membership at the Swedish Club and has used against me as an employee.

There has been a pattern of treatment of me and behavior by the Executive Director's that has been directed at me, it has been and is demeaning and oppositional. It includes things like her comments, including gaslighting me, telling me such things as when I have attempted to discuss the discrimination, the ageism, the disrespect, the damaging personal involvement, "I don't know what you're talking about." "You're imagining things." And the sharp dig, "We're not embracing you [as an employee]."[3]

I firmly believe I am being discriminated against at the Swedish Club, as an employee and as a member because of my disability, my age, my national origin, and because of a past relationship I had, the latter

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[1] Ironically enough the perpetrators are employees themselves, executive ones yes, but still employees.
[2] And a lack of awareness and care by the board of directors of the Swedish Club.
[3] These statements were made to me on or about March 21, 2022, and on or about April 8, 2022

a form of sexual harassment. The persons doing this are the Executive Director, and the Board of Directors of the Swedish Club – the latter due to their failure to carry out their duties of oversight, accountability, fiduciary responsibilities, their failure to independently monitor and be informed about the operations of the Swedish Club (financially and operationally), and by their recent hostile and defamatory treatment of me over the last three months and particularly on April 20, 2021. On the evening of April 20th at the annual membership meeting of the Swedish Club, Club member and then board chair Gary Sund held me up for public opprobrium, ridicule, and humiliation in front of an audience of over 80 people, consisting of Club members, guests, and my fellow employees.

I believe that the Executive Director led that intensely personal attack on me, in fact wrote Mr. Sund's remarks. I believe that it was intended to damage both my status as a member and as an employee. Moreover, it was intended to deeply damage my reputation, personally and as a member and as an employee, and that this action was 100% supported by Mr. Sund, by the Board of Directors, insider member friends of the Executive Director; no less than the Board President, Mr. Sund, stated as part of his defamatory statements against me that evening that he and the Board, other members, and the Executive Director were all in 100% agreement with the outright and implied statements he made against me, and by extension they were against my attaining a position of influence at the Club, becoming a board member.

The person most actively engaging in the discriminatory activities and some of the activities that I believe arise to the level of harassment, are the management of the Swedish Club, the Executive Director, Kristine Leander; the discrimination and harassing, and vexing activities have been directed at me as both an employee and as a member of the Swedish Club. I also feel that an incredibly hostile environment is being maintained by Ms. Leander, Anis Rahman (facility manager), and Toene Hayes (bookkeeper). I feel their activities have been supported and assisted by the board of the Swedish Club, including its past president, now ex-officio, Mr. Sund.

I feel the hostile environment I am being subjected to at the Swedish Club is against me both as an employee and as a member of the Swedish Club. To be clear – other employees have been and are subjected to and are having to endure, or have left, this same hostile employment environment I am describing.

The flaunting of the federal, state, and municipal laws of against discrimination, for civil rights, and those related to disability and vulnerability protections is a regular occurrence at the Swedish Club. I feel the reality is that at its heart the Swedish Club is a fraternal organization that was established based on a racial and nationally motivated preference, its origin is centered in discriminating against others, having a preference for certain people, resulting in a decades old culture of discriminating against others. So how much more likely is it to engage in other forms of discrimination and exclusion? It is very likely and it is a common practice.

I am a Blue Card Member of the Swedish Club and I am a regular volunteer and donor at the Swedish Club. Since November 24, 2021 to even date I am also a part time employee of the Swedish Club. My job designation is "Cook".

I am also 69 years old. I have a long term mobility disability. I have severe osteoarthritis in my knees, and I have developed lower back problems. I disclosed the disability to the management of the Club when I first started volunteering in September of 2020. I disclosed it to the Executive Director, Kristine Leander on July 23, 2020 – I asked if there were any volunteer opportunities at the Club with the

qualifier, "I'm probably not a good candidate for things that require lifting and being on my feet for long - I have osteoarthritis in my knees."

Her and I and others have openly discussed or observed my disability – it is obvious when I walk that I have a great deal of physical distress when I walk, as well as I cannot stand for long.

I am also according to my family history and according to my DNA test results 30% Scandinavian, part Swedish-Danish, and Norwegian.

The matter of my disability, then my nationality, then my disability and age, then the matter of my long term, 36 year relationship with a member of the Club,[4] I feel have all been used against me by the Executive Director and specific Club members - including the man in question, and including those holding responsible Club governance positions.

The discrimination and hostility has been done to me as one as a employee and two as a member of the Swedish Club. For example I have not been allowed to participate as a full Blue Card member of the Club because I am an employee; my blue card membership has been arbitrarily impaired by the Executive Director in contravention to the Swedish Club's "Amended and Restated Bylaws of the Swedish Club," adopted on November 20, 2019, and in contravention of the Employee Handbook.[5]

Of note, I first received the handbook at the time of my employment in November, 2021. I received it a second time when the Executive Director sent it to me on January 6, 2022, two days after I sent a letter on January 4, 2022 to the Club's board of directors requesting that they consider establishing an anti-harassment policy that would cover members of the Club, not just employees.[6] I received it a third time

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[4] The relationship ended on December 17, 2021 because of his abusive treatment of me, his sexual harassment and sexually predatory behavior.

[5] I first received the handbook at the time of my employment in November, 2021. I received it a second time when the Executive Director sent it to me on January 6, 2022, two days after I sent a letter on January 4, 2022 to the Club's board of directors requesting that they consider establishing an anti-harassment policy that would cover members of the Club, not just employees. I received the handbook a third time on January 11th at a supposed employee appreciation party. On or about March 11 or 18, 2022 the Executive Director tried to give me a copy of it.

[6] The Swedish Club's response to my January 4th request was first an invitation that went out on January 5th to all employees inviting them to a party on January 11th where they would receive the Club's "Employee Handbook" (see narrative below). After that I also received on the 5th a thank you note from the Board chair, Gary Sund for my policy suggestion. He assured me that it was an important issue but that it was not going to be discussed publicly, the board would discuss the matter in private, "It gives us a chance to consider the issues and deal with them (as you stated) in a more comprehensive manner. Item #1 sexual harassment is a very serious subject and the board will discuss this in tonight's executive session after the regular meeting." At the board meeting that night the board did go into executive session and never discussed my request publicly or with the membership at that board meeting.

On January 6th the Executive Director sent a follow up email to me about my request for an anti-harassment policy that covered members. She likewise thanked me for my interest and then wrote: "The Board has asked me to forward you the attached Employee Manual. At the employee party next Tuesday, we plan to give everyone a copy of it, but this early copy is for you to become aware of the section regarding sexual harassment. If an employee has faced a situation of sexual harassment, there is a procedure to follow on page 22. This employee manual was produced by a professional HR firm and deals with employer to employee, or employee to employee harassment. Washington State policies (which this derives from) do not cover situations of sexual harassment by Club members, but the Board intends to work on that."

Regarding the second copy of the Swedish Club's "Employee Handbook" at an alleged staff appreciation party on January 11, 2022. I believe the "party" was a pretext to cover the Swedish Club and its management. The invitation to the party came the

at a staff "party". Astonishingly the Executive Director attempted to serve it on me a fourth time in the middle of a dinner service in mid-March – as in it is after the work day, it is in the middle of dinner service for the Club members. It was a totally out of context moment to be bringing up paperwork.

I have yet to determine what it is in the Employee Handbook that it has been so important to make a point of handing the handbook to me on these three separate occasions.

The Swedish Club's response to my January 4th request for an anti-harassment policy was first an invitation that went out on January 5th to all employees inviting them to a party on January 11th where they would receive the Club's "Employee Handbook" (see narrative below). After that I also received on the 5th a thank you note from the Board chair, Gary Sund for my policy suggestion. He assured me that it was an important issue but that it was not going to be discussed publicly, the board would discuss the matter in private, "It gives us a chance to consider the issues and deal with them (as you stated) in a more comprehensive manner. Item #1 sexual harassment is a very serious subject and the board will discuss this in tonight's executive session after the regular meeting." At the board meeting that night the board did go into executive session and never discussed my request publicly or with the membership at that board meeting.

And two, as an employee I feel all of my protected class attributes, including but not limited to disability, age, and surprising to me, national origin, have been used by the Executive Director of the Swedish Club against me; she has directly cited my disability and my age multiple times as reasons for denying me employment last year and this year. In March-May 2021 I was denied employment at the Swedish Club because of my national origin - I was told that the other cooks would not allow someone who was not "Swedish" to work in the kitchen; that I was not "Swedish enough" - i.e. I had not lived in Sweden, was not a native speaker of Swedish, I could not possess Swedish cooking skills because of all of the foregoing, I did not speak Swedish.

I was denied employment in August of 2021 because of my disability. I was told then by the Executive Director that I could not apply for any of the then open jobs at the Swedish Club because I was disabled, she said to me, "You couldn't do them!"; despite my having done many portions of the jobs and their job requirements as a volunteer for then over a year.

After I was hired in November, 2021 I have been subjected to further discriminatory activities as part of my job and as a member of the Club. I have been denied my rights as a Club member to fully participate in Club activities that are spelled out in its Bylaws as being a right granted to Blue Card members, to apply and be on the Board of the Club, to see all of the records of the Club, to attend and participate in the Club's standing committees; in this instance the Building Committee.

I was summarily stripped by the Swedish Club executive director of my right as an employee to attend that committee's meetings – despite having attended that committee's meetings for over a year, since the Fall of 2020. On February 23, 2022 I was told by the Executive Director that I was not to attend the

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day after I had requested the board adopt an anti-harassment policy that covered the members, not just the employees. The invitation read, "Hello everyone! We are inviting you to an all-staff party on Tuesday, Jan 11, at 3pm. The purpose of the party is to hand out a small gift of appreciation for your work, to celebrate the year past, to look forward to a new year, and to give everyone a copy of the Employee Manual." Given the operating environment and how I feel things work at the Swedish Club I felt the invitation could have been read in reverse, "We want to be sure you have the Employee Handbook so we're willing to pay you to show up and get it and to ensure that you have signed for it in the process."

scheduled building committee meeting that day because I was an employee, and she told me it is a Club rule that employee's are not allowed to attend Club committees that do not relate to their job.

Her statement was untrue. There is no rule in the Club's bylaws that states that a Club employee may not attend a board committee meeting (including even a *non-member* employee). Neither is there a written Club policy of any kind that states that. The May 2021 "Swedish Club Employee Handbook" also states the opposite of what the Executive Director told me. In fact based on the mere existence of a section that addresses employees attending board committee meetings, this section I believe makes it notable that attending these board of director committee meetings is an activity that was intended to be encouraged by the Club's management, not discouraged.

The relevant part of the Handbook provides the following employee policy on the subject, "Some different committees meet at the Club. Employees may be a member of one or more of these committees." *Core Policy 6.0 General Policies, Section 6.1 Meetings and Communications.*

The Club's bylaws also grant Blue Card Members the right to attend without limitation both Standing Committees, of which the Building Committee is one,[7] Finance is another (the Executive Director likewise has twice refused to allow me to attend that committee's meetings (on November 22, 2021, and the meeting after that in January of 2022), and to attend Ad Hoc committees. I believe the Food committee is an ad hoc committee the Executive Director convened, not the board. The Executive Director allows me to attend that committee meeting.

Ironically, employees are "encouraged"[8] by the Executive Director to become Blue Card Members as a condition of their employment. I was a member before I became an employee, however the end result for me has now become the same as it is for employees who become members after they become employed – the Executive Director seeks to arbitrarily impair their membership rights, forbidding them without authority to do things they have a right to do as Swedish Club members, such as seeking to be elected to office and to attend without exception the Club's committee meetings.

Since becoming an employee and learning more about how things work on the employee side of the Club operations, I now believe the Executive Director pressures employees to become members, but as I also now know, that they are not treated as full blue card members. I remembered her comments in an email from May 4, 2021 about what her goal was related to the relationship between employees and the Swedish Club, including that employees are expected to become members.

Reading the email in light of my ongoing experiences as both a member and then as an employee, I now feel the executive director pressures employees to become members of the Club in order to take advantage of them as potential volunteers or donors. The Executive Director wrote, "However, once they become staff, we encourage them to join the Club. My reason to them is: "How can you expect other people to join the Club or donate to the Club if you are unwilling to do so?"; and then that's where I feel the employee's membership situation becomes rife with opportunities for the Executive Director to intimidate an employee as a member and ask them to volunteer or donate to the Club, or to in general be controlled more closely by the Executive Director.

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[7] Other board of directors' committees are the Nominating Committee, and the Membership Committee (I was allowed to attend that committee's meetings in the summer of 2021).

[8] Based on information and belief I feel they are pressured by the Executive Director to become dues paying members of the Club; and often members are in turn pressured to volunteer for assist at Club event or to work on premises in general.

In my case I am already a member before becoming an employee. However, the Executive Director has sought to and has impaired my blue card membership status with her arbitrary and capricious decisions and directives to me – that I am not to seek or hold a position on the Swedish Club Board of Directors, and unilaterally demanding that I cease attending the Club's building committee, even though either as an employee I may, or as a blue card member I may. And the same has gone on with the Finance Committee meetings. She has twice refused to allow me to attend the Finance Committee meetings.

On Wednesday, April 20, 2022 the Executive Director with the complicity of Gary Sund, then chair of the Swedish Club board, and the complicity of the board members carried out an unprecedented move, they tampered with the election for membership on the board. The following is an excerpt from a King County Court complaint for defamation related to that and other defamatory and discriminatory activities against me:

"On Wednesday, April 20, 2022 at the dinner/annual membership meeting of the Swedish Club, in front of an audience that included no less than 65 members of the Swedish Club, nine employees, including Ms. Campbell, and several non-member guests – all totaled there were approximately 80 people in attendance that evening, Gary Sund the departing president of the Swedish Club board took the podium during the membership business meeting portion of the evening and as an individual, and in his capacity as the then President of the Board of the Swedish Club, and as an agent representing the members of the Board of the Swedish Club, the members of the Nominating Committee of the Swedish Club, and as an agent for the Executive Director for the Swedish Club, he proceeded to publicly deliver to the assembly of guests, members, Ms. Campbell, and employees of the Swedish Club a five minute retrospective about Elizabeth Campbell, over which half of Mr. Sund's speech was devoted to a denunciation of Elizabeth Campbell, that she was unfit to sit on the board of the Swedish Club, he refused to say why, he implied that there were negative reasons or negative information that he and other board members and nominating committee members possessed about Ms. Campbell.

"Initially Mr. Sund told the assembled guests that Ms. Campbell was a valued member of the Club, that she volunteered at the Club, and that she also was a valued employee of the Club - that the delicious desserts and food she was preparing as an employee of the Club had become lead food items at the Club's weekly members' dinners and other events. He mentioned her salads, and now her hot food entrée items including what she had prepared and served for that evening's dinner were greatly improving the Club's menu; that the Club did not want to lose her contributions as an employee. Mr. Sund's remarks then took a stark turn at that point and went from a laudatory tone to a vicious and outrageous commentary against Ms. Campbell.

"For the next approximately three minutes Mr. Sund proceeded to make many negative inferences, implied statements about Ms. Campbell. He stated to the members, guests, employees, and particularly Ms. Campbell that it would be undesirable her sitting on the board of the Swedish Club. Mr. Sund made, many implied statements that established beyond a doubt that there was something about Ms. Campbell that made her unfit to be on the board. Mr. Sund stated that the "something" he was alluding to was something he could not tell the assembled audience what it was, the implication being that it was so bad they should trust him, that's what he stated. He asked the audience, the voting members of the Club to trust him, the board, trust the individuals on the nominating committee, that that was the case and that the assembled voting members of the Swedish Club should vote against Ms. Campbell being on the Club's board.

"Mr. Sund stated not only that he but also the members of the nominating committee, the members of the board were all in one hundred percent agreement that Ms. Campbell must not be elected to the board. His statements clearly implied there was negative information about Ms. Campbell that they held and were not sharing it with the assembled audience; he went on to exhort them that they should vote against Ms. Campbell as a candidate for the Swedish Club board.

"The outcome of the tampered election was predictable given the highly inflammatory delivery and characterization in Mr. Sund's speech – the majority of members, most of which had zero idea about who Ms. Campbell is, who had had zero interaction with her, voted with Mr. Sund's, with the board as he represented them to be, voted against Ms. Campbell being on the board."

On the afternoon of April 27, 2022 I sent an email to the Executive Director and asked her if she would please include me as an attendee at the building committee meeting at 5:30 PM, and that I would like a copy of the Zoom meeting link in order to attend the meeting.

The Executive Director responded by questioning me about what my agenda was for the meeting, what was my reason for wanting to attend, "Hi Elizabeth, what's your agenda item or reason for attending? (For example, Chris [Club's room rental coordinator] wouldn't be invited to the Food Committee meeting unless he had a good reason to be there.)." I replied, "I'm coming to visit and hear how things are progressing. I'm attending as a member pursuant to the bylaws."

The Executive Director replied back, "Hi, we are happy to give you a report. It gets a bit fuzzy for staff members to dip into committee meetings that are not directly related to their jobs. Do you have specific questions we can answer?" The Executive Director sent me an additional response, "To use the same example I used earlier, I bet the Food Committee would be a bit offended if Chris came to check on how it was going."[9]

I responded to the ED's tacit refusal to allow me to attend the building committee meeting as an employee or as a blue card club member by opening up a new email thread and adding the Board President, Shama Albright to it. That response to the Executive Director was as follows,

> "Hi Kristine,
> "It is my understanding that the Building Committee is a standing committee of the Board of Directors of the Swedish Club. I believe I have a right to attend it either as a blue card member or even as an employee, the latter in accordance with the provisions and permissions of the employee handbook.

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[9] I disagree with this narrative and feel it is a pat strategy often employed by the Executive Director. It is just another one in a long string of these hypothetical utterances that the Executive Director continually throws up when she wants to justify her positions or actions. They consist of hypothetical situations that are her versions of a made up situation that she believes proves her decisions for allowing or not allowing something to occur, to agree or disagree with someone.
In the present case I believe this hypothetical situation she used is the same as always, pre-textual in nature, is not conceived in good faith, intended as cover for her, and something that the uninitiated might believe makes perfect sense and therefore supports the Executive Director's decision(s) one way or another.

"I just cannot find any reference that says that a member has to disclose why it is that they're attending the meeting of one of the standing or ad hoc committees. And I do believe it's the Board of Directors that's the gatekeeper for any meetings of the club and that the bylaws guides that overall."

I also responded and refuted the hypothetical statement she had made. I wrote, "To use your example, the reality as per the review of earlier this year and the intervening events to even date, the building committee and the building management are part and parcel to almost far more things that affect the food department than probably any other department in the Swedish Club organization. Including broken and outdated equipment, dysfunctional maintenance and cleanup in the kitchen, equipment and building repair and renovation related to the foodservice facilities, pest control, and of course the management of the pancake breakfast etc." The things I mentioned are not hypotheticals. They are all true. Occur regularly. And all are the things under the control of the building manager Anis Rahman, they are all things he spends a good portion of every building committee meetings reporting to the "board", the building committee members about.

I received no further response from the Executive Director, I was not provided a link to the April 27, 2022 building committee meeting. The Executive Director had wrongly but effectively barred my attendance at the meeting.

Shortly after the meeting a person who had attended it debriefed me about what was discussed at the meeting. It turned out that the majority of the meeting was devoted as it usually is to the foodservice department. This is often the case as there are so many things physically wrong with the foodservice facilities, with the equipment, as well as the foodservice department has been in operational disarray for a long time and accordingly on both fronts negatively affecting the overall club operations, and contributing in large part to financial deficits as well as negatively affecting the members of the Club, their visits to the Club, and the financial wellbeing of the Club – which they are regularly tapped to subsidize the deficit spending.

In addition to discussing plans for renovating the kitchen facilities, the Executive Director also talked to the committee members about her plans, not the board of directors' plans, to lease the the upstairs kitchen to a caterer.[10] and then she talked to them about an interview for the foodservice manager position she was holding today, April 28, 2022. The same foodservice manager position I am unofficially and currently employed doing. The foodservice manager position that I officially applied for on March 17, 2022 through ZipRecruiter. The same position that the Executive Director refused/refuses to interview me for; that she has unequivocally stated she is not going entertain my application for, allow me to act as the foodservice manager because of my disability and age; and then I believe because of her biases against me personally and professionally.

The reality of the building committee is that the majority of the business it conducts, the reality of the facility manager's, Anis Rahman's, job it all is in large part related to the foodservice department. This is because the foodservice department dovetails and interfaces often with many member events at the Club of all kinds, weekly dinners, holidays, bazaars, events open to the public.

The second reality of the ED's spurious and specious claims to prevent me from attending the building committee meeting this evening is that the majority of this meeting was taken up by items related not

[10] Projects or plans to sell or lease the property of the Swedish Club are to be

just to the maintenance, repair, and renovation of foodservice department's physical facilities and related equipment, but it also included discussions about the Executive Director's plans, not the Swedish Club's board's plans, for leasing out the kitchens of the Club to a catering company and shutting down in large part the Club's foodservice department, and it included discussions about the ED's plans for meeting with a job applicant, for a job interview for the foodservice manager job that I have now been doing for several weeks and earlier this year.

This is the same job that the ED refuses to interview me for, the same job that the ED has told me I am not suited for because of my disability and age; and her subtexts that she throws into the conversations I have had with her about the job, my employment at the Club, that she personally has a problem with me, she considers it "negative" when I have looked at the financial records of the Club, when I have discussed at building committee meetings or written the building committee that things may be too expensive or that that others may be inappropriate projects or fixes (my observations all valid and/or all borne out over time), and that "her crowd" is opposed to me both in my employment and as a member.

I am particularly disgusted and even hurt by the fact that the Executive Director continues to tell just about anyone who will listen to her how she just cannot find anyone for the foodservice job, how she continues to complain that she is so overworked and stressed out by her claimed facts. She has now done this multiple times in front of me.

The reality I believe is entirely the opposite. Every time I step into the breaches – which I believe are all caused by her failings as an executive director of the Swedish Club for the last 10 years, the collapse of the foodservice department is directly attributable to her failures, not to anyone else – I provide excellent service, provide excellent food, manage the foodservice operations in a functional manner, and even provide budgeting and costing, provide written guidance for many of the activities I supervise, as well as I do more than the necessary physical labor to make it all happen – including doing all of the shopping, acting as the Club's banker for months now for 90% of its foodservice related purchases, I spend my personal money to do this, I do cooking and cleaning, and I have volunteered often as part of the foodservice manager job, and donated my time and money – for things that make the foodservice department functional, create an enjoyable member experience, instead of what it has been a disgrace.

Backstory, 2021
On December 14, 2021 the head chef, of over 11 years, Malin Johnson, and the other lead chef gave two days notice that they were quitting. The reason's cited by Ms. Johnson were a hostile workplace, wage "theft" by the Club, the refusal of the Executive Director to compensate her for hours worked; according to Malin her compensation was cut in order use that money to pay for a new hire, a man,[11] Anis Rahman, that was replacing her in her former position as building manager.

Since that time I have expressed my interest in filling the chef positions, I have performed all the duties of both chef positions, and have exceeded their duties, as well as now perform the duties of the Club's baker.

[11] In November 2021 at the time the building manager job was open the Executive Director stated to me that she was going to hire a man to manage the building. This was totally consistent with much of the biases and discriminatory employment related activities she engages in – discrimination based on national origin, sex, age, and disability – towards others and towards me.

I have asked since December, 2021 to be given public recognition as a chef at the Club. The Executive Director refuses to do that. I have asked to be given the accommodations provided to other employees, email address, desk space, access to the building related to my disability.

To the latter, I rarely use the handicap parking because the building entry door nearest to it is locked, and only unlocked during Club events which the majority of time do not occur during working hours. Instead I am forced to park in a 30 minute parking zone in the front of the Swedish Club building. Sure, I am allowed to place a phone call and have an employee come downstairs and let me in – however I feel it places me in an extremely awkward position and serves to put focus on my disability which I hate to do because I feel it feeds the Executive Director's denouncement of me – that I am too disabled and too old to be employed there.

From 2021 to even date the Executive Director has refused to accommodate me or grant me any of the above noted, employment related access points granted to rest of the employees like myself; not to mention, treat me with basic courtesy and respect as a member and as an employee.

On January 5, 2022 I requested that the Swedish Club board undertake an effort to establish an anti-harassment policy for member on member harassment; I took that step because of the problems I have had with the Executive Director, and after several things had occurred wherein my former lover, Lars Matthiesen I felt was working with the Executive Director and others to undermine my membership at the Club; he has a history of taking revenge on women who cross him. I expressed my concerns about this multiple times with the Executive Director but instead she did nothing and even blamed me for "not having good judgment" for being involved with him and doing things he told me to do.

On January 18, 2022 I was told by the Executive Director in an employee staff meeting that the man I was in a relationship with, Lars Matthiesen, that he and his friends/fellow members of the Club, "Lars' camp", that they are my enemies, her exact words, and therefore she doesn't want to offend them by using my name, giving me a higher profile in the food department.

The position of Foodservice Manager has now been posted for over three months in the Swedish Club's newsletter and with multiple online job search companies, including ZipRecruiter. I have discussed with the Executive Director my willingness to assume that position; ironically enough while I have been performing many of and more of the duties associated with the position.

Since that time to even date I have sat in meetings where the Executive Director has discussed many times and in front of me her inability to find anyone qualified for the job I am doing. She and others are fully aware of my expanding role in providing food service management, in preparing delicious food for the regular Swedish Club meals, my possessing both the job experience and proven skill sets to do the job - but they talk about the open position in front of me as if I am not there. And, have emphasized – someone *young* needs to take on the job!

On March 17, 2022 I formally applied to the Swedish Club for the Foodservice Manager job. It was not formally acknowledged by the Executive Director; a few days after I applied she mentioned in a meeting that she had seen that I had applied. She told me she was not going to consider my application. She went on to tell me she had just hired someone else on a conditional basis, they needed to cook a full meal for the Club and then they would be hired. She went on to tell me that my disability prevented me from being considered for the job, the woman was younger than me and fit the requirements she wanted, someone younger with no disability.

Since that time I have met with the Executive Director as required by the Employee Handbook and discussed these and more matters. There has been no resolution. I feel she continues to use me for the foodservice job, but on information and belief, based on my past experience after the New Year's Eve dinner I executed almost flawlessly on January 7, 2022, that she will kick me to the curb in a minute if she can work through her plans to get rid of me.

I am also struggling and being emotionally affected by what I feel is a hostile workplace the Executive Director maintains. I have been stripped of or had my Blue Card membership rights affected and told it is related to my being an employee.

In addition, since my employment I have been required to purchase with my personal funds almost all of the food supplies for the foodservice department. I was told this is what the other cooks before me were doing. It does not matter what other cooks before me did – they were either one, independent contractors, I am not, or two, they had access to a Swedish Club credit card.

At first it was "okay" - but as I have come to do larger and larger food events the money for food supplies has grown. Occasionally I am advanced Swedish Club funds for this; however always - the bookkeeper, Toene Hayes, is reluctant to process the reimbursement of my expenses; she is an extremely disagreeable person to deal with (historically, documented, and with almost every staff person - bombastic, loud, refuses to be respectful); I have written and spoken with the Director about this but Ms. Hayes continues to act accordingly, including last week telling me that I am a vendor to the Club and as such I should not expect any prompt turn around of my requests to be reimbursed. She has also told me that I am benefiting from buying supplies for them because of her belief that I have a credit card and earn points for these purchase. I told her I was paying cash. Then at the same meeting the Executive Director and Ms. Hayes asked me if I even had a credit card. I felt that was a question that was invasive and not something they could legally ask me.

Despite that I told them that I always did cash/debit card transactions. Ms. Hayes agreed to be more courteous and pleasant that day. However this next week it is back to the same attitude – when I request a payment on account or an advance she informs me she is busy, I'm interrupting her, she'll get on it when she has time; and she even asked me if I could get a credit card – it would make it easier for the Swedish Club if I did that.

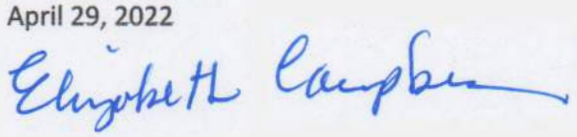
I find the whole thing preposterous at this point. I am on Social Security, receive just over $1300 per month, have some income from the Club as an employee, however now regularly anywhere from 25% to 80% of my monthly income is tied up for purchases I have made for the Club.

To be clear, Ms. Hayes has been required to turn around my reimbursements, however it is not before and after she has given me a tongue lashing about how that should not be, how difficult her job is, how the situation is my fault.

Between the discrimination for age and disability, the harassment related to my former relationship, being told that I am not a real member of the employment team, being told, "We're not embracing you", then being heavily relied upon by the Executive Director to provide the excellent services I do to the Club as both member and employee - which to be clear, I happily and generously do it for the good of the Club, it has been a terrible way to be treated, and I feel in an emotionally abusive way to be treated as I have outlined above.

Thank you for your time. I am also requesting the opportunity to amend and/or to supplement my complaint from time to time.

Signed,
Elizabeth Campbell
April 29, 2022



Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Discrimination Complaints Filed Against the Swedish Club

Elizabeth Campbell <neighborhoodwarrior@gmail.com> Wed, May 4, 2022 at 6:03 PM

To: kristine@swedishclubnw.org, shamaalbright@msn.com, maosmith@msn.com, langdonlmiller@gmail.com, neilsnyder@outlook.com, fiddlerkris@hotmail.com, maryemerson115@gmail.com, peterickj122@msn.com, ddrconstruction@gmail.com, garysund@ymail.com, SeattleBergenSisterCities@gmail.com

Please find attached my letter advising you that starting on April 20th I have filed with the appropriate agencies, the City of Seattle Office of Civil Rights, the Washington State Human Rights Commission, and with the U.S. EEOC regarding multiple instances of discrimination against me as an employee and as a member by the Executive Director related to age, disability, national origin, along w/ complaints regarding retaliation, a hostile workplace; in order to comply with the required legal administrative procedures that must be followed prior to pursuing litigation.

In addition I have shared my thoughts and comments regarding board elections and efforts to impair blue card memberships.

SC Letter Re Discrimination Complaints Filed 05-04-2022.docx
20K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Campbell v. Lucas, et al. - subpoenas

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Wed, Apr 10, 2024 at 1:44 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: patdolan@comcast.net, Julie Pheasant-Albright <jdpheasant@gmail.com>, Chris Sisco <chris@swedishclubnw.org>, Judith Dern <jhsdern@gmail.com>, Christine Lea <christineandco1@aol.com>, J Skrinde <jskrinde@gmail.com>, pj98102@yahoo.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "eschipull@me.com" <eschipull@me.com>, dewcew@hotmail.com, wideburg@ix.netcom.com

See attached, just this morning the Swedish Club's lawyers sent me these letters and subpoenas for three Swedish Club members that are in good standing.

I feel the reality is this is who the Swedish Club has become under the present leadership, a bully. It has no less than five law firms, nine lawyers on retainer, and an additional five paralegals supporting them. The Executive Director and Board have them on speed dial, the Club is paying for support staff, legal and in-house, and Sarah Alaimo does not come cheap. She has a long-time association with the law firm Lane Powell. There are consultants and advisors to manage the Swedish Club's crumbling mage - to engage in strategic communications, working the messaging to the public and members; and then the hires to work over any targeted member. Kristine and Toene have peeled off from the rest of the crowd, they have their own set of lawyers now. Couple that with the fact that board members are dropping like flies, resigning.

Contrary to what the "leadership" of the Swedish Club would have you believe, to quote them:

"We are aware that misinformation about our beloved organization is circulating. If you have any questions regarding the soundness of our organization, we encourage you to contact either the Executive Director or the Executive Committee before the Annual Meeting next week."

The breadcrumbs of the real status of the Swedish Club are evident in the number of lawyers they have on retainer, nine, the amount of legal fees they have been spending on attorney fees, $80,000 in 2022 alone; how much in '23 and '24? The real culture of the Swedish Club is there to see, including the fine example of the Swedish Club attacking members, terminating them, threatening them, and the latest, siccing their lawyers on members and subjecting them to abusive legal process - see attached letters from *just one* of the Swedish Club's law firms, issuing subpoenas to haul three members of the Swedish Club before the Club's tribunal. See attached documents below.

For additional updates and information see www.swedishclub411.com.

The lawsuit, Campbell v. Sharon Lucas et al, is posted online - it is in three parts so it is easier to access and download:

Part One	Part Two	Part Three
Pages 1 to 269	Pages 270 to 477	Exhibits

Best,
Elizabeth Campbell

[Quoted text hidden]

6 attachments

20240410 ltr Van Nuys RE sub.pdf
419K

20240410 ltr Lorelei Stevens RE sub.pdf
418K

20240410 ltr Pheasant-Albright RE sub.pdf
419K

sub - Lorelei Stevens (executed).pdf
272K

sub - Julie Pheasant-Albright (executed).pdf
279K

sub - Heather Van Nuys (executed).pdf
278K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - Motion 8 Norgren's Complaints

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 11:16 AM

To: swedishclubnwlitigation@gmail.com
Bcc: "angelwing14@msn.com" <angelwing14@msn.com>, juliekay2012@hotmail.com, boardchair@vasaparkresort.org, "events@vasaparkresort.org" <events@vasaparkresort.org>, Julie Pheasant-Albright <jdpheasant@gmail.com>, wideburg@ix.netcom.com, a1Lorelei Stevens <lorelei.stevens@gmail.com>, Eckhard Schipull <eschipull@me.com>, RC Charles <snocofo@gmail.com>, Wendy Clark <wendylundin@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com, Ann Margret <ann-margret@wavecable.com>, patdolan@comcast.net, J Skrinde <jskrinde@gmail.com>, Birgit Ages <birgitages@comcast.net>, "erikp@nordicmuseum.org" <erikp@nordicmuseum.org>, pettrickj122@msn.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "BrownEyedSwede@comcast.net" <browneyedswede@comcast.net>, Marianne Stecher-Hansen <marianne@uw.edu>, Georg & Nina Pederson <georgnina@aol.com>

Dear Concerned Swedish Club Members,

I received a packet of missives this morning from the Swedish Club Board's and Norgren's attorney, Michael Rhodes, from Mix Sanders. He/they are the firm/counsel that is being paid in part by the Club's insurance errors and commissions carrier to create a paperwork storm in the case, hoping things can be covered up and dispensed with.

Last week one of the Swedish Club's efforts went into producing a perjured affidavit by the Club's cook Christo, claiming in his declaration that he hadn't talked to me, stating that one time *I talked to him*; despite our working together for over a month to plan, cook, serve, and just plain old work together as regular workers.

When I pointed out his blatant perjury, see my attached letter to Michael, Michael and Christo cooked up a new version of false and misleading testimony - 1) Christo misunderstood what he was supposed to say in his first declaration, that Christo neglected to mention the email exchanges between us (I provided those to his attorney), and 2) what Christo *really* meant to say, he doubled down on his original lie, was that he believed our conversations at work were "inconsequential" so that meant that he had only talked to me one time; and still that I talked to him, not him talking to me or with me.

And we wonder why lawyers have such poor reputations - this is what the Swedish Club board and director are paying for.

This morning I received one of those late winter snowfalls, a paperwork storm filed by Swedish Club atty Michael Rhodes. One of the more choice pieces that caught my eye is this one - generated for Elizabeth Norgren, see attached. It is replete with her perspective on how she is a victim in this matter.

Considering the string of bodies she has left behind her I feel it is a bit rich her claims of victimhood. I'm sure all the people who have come forward and shared stories about how she burned them, mistreated them, misspent their Swedish org money - might be interested in how Norgren sees herself in this moment - and what lengths she still wants to go to to hurt others hurt by her actions.

Just a small note to add to her claims of outrage and how she is so misunderstood and a victim. I feel we can all take a moment and remember how she and her partners at the Swedish Club used the Club's lawyers, Lane Powell, who have been running interference for them even to now - made a false police report to the Seattle Police Department about Jim Skrinde, see attached letter re same. And then engaged in election interference and election fraud.

Also attached are copies of the motion I filed for subpoenas to be issued to Steven Jones (Floyd Jones), Nina Pedersen, Vasa Park, and Erik Pihl.

Many of the requests in the subpoenas have to do with acquiring information about its fundraising practices and the outcome for the donors and for the funds they donated to the Swedish Club.

The Vasa Park subpoena is seeking information concerning Norgren's tenure and activities there.

In closing, it is a challenge to handle everything, and I appreciate the kind words of encouragement.

Sincerely,

Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

Motion 8 Norgren Motion To Be Let Out.pdf
767K

Ltr MRhodes Re False Yaranoff Declaration.pdf
134K

JSkrinde Lane Powell Ltr 07-23-23.pdf
119K

P MOT SDT Vasa et al 04-23-24 Condensed.pdf
253K

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Fri, Apr 26, 2024 at 11:17 AM
To: neighborhoodwarrior@gmail.com

Address not found

Your message wasn't delivered to **pettrickj122@msn.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

```
550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302). [AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z 08DC65DD028F84D8]
```

Final-Recipient: rfc822; pettrickj122@msn.com
Action: failed
Status: 5.5.0
Remote-MTA: dns; msn-com.olc.protection.outlook.com. (104.47.11.225, the
 server for the domain msn.com.)
Diagnostic-Code: smtp; 550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302).
[AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z
08DC65DD028F84D8]
Last-Attempt-Date: Fri, 26 Apr 2024 11:17:21 -0700 (PDT)

---------- Forwarded message ----------
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: swedishclubnwlitigation@gmail.com
Cc:
Bcc: pettrickj122@msn.com
Date: Fri, 26 Apr 2024 11:16:41 -0700
Subject: Swedish Club Litigation Update - Motion 8 Norgren's Complaints
----- Message truncated -----

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pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:35 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

You got this,Stay encouraged
Let me know,how I can help.

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 3:41 PM
To: "pj98102@yahoo.com" <pj98102@yahoo.com>

Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright?

[Quoted text hidden]

---

pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:52 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I'm doing good. Work is slow,but it's ok. I know how they lie and don't care about their employees, so let me know how I can help.

Yahoo Mail: Search, Organize, Conquer

On Fri, Apr 26, 2024 at 3:42 PM, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> wrote:

> Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright? it's
>
> [Quoted text hidden]

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Court Case Info - www.SwedishClub411.com

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Mar 25, 2024 at 10:26 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: Julie Pheasant-Albright <jdpheasant@gmail.com>, J Skrinde <jskrinde@gmail.com>, wideburg@ix.netcom.com, Christine Lea <christineandco1@aol.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com

About: Over a year ago, In January 2023 I created a website, Swedish Club 411 SwedishClub411.com to provide assorted information to members and employees alike about multiple issues and incidents that had been going on for quite some time at the Swedish Club.

There is no need to purchase a copy of the lawsuit from the court, a copy of the Complaint, the case document filed with King County Superior Court, #23-2-25295-4 SEA can be found on the Swedish Club 411 website here - I have divided it into three parts/files - so it can be easily downloaded, and opened up. There is also an information post on the website about the Swedish Club defendants and who has been retained to defend them; six law firms and 10 lawyers.

Other items of interest may be communications - those are on the Case Info page, and under the Board & Directors' menu there are documents from approximately 12 years ago when there was another kerfuffle over how the Swedish Club was being run. Many similarities to now.

See also the Reports and Articles page - in-depth information about SC years 2020 to 2024.

Check back soon - the website is now being updated daily.

If there are any questions I'll be happy to answer them.

Best,
Elizabeth
--
Elizabeth Campbell, MPA



Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 9:41 AM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, Eckhard Schipull <eschipull@me.com>, patdolan@comcast.net, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, pj98102@yahoo.com, wideburg@ix.netcom.com, Eva Larson <evalarson33@gmail.com>, Christine Lea <christineandco1@aol.com>

Dear All,
In the last two weeks, multiple changes and new events have occurred in the Swedish Club litigations, the underlying case, Campbell v. Sharon Lucas, Swedish Club et al, and two additional actions have been filed:

- Petition for Review of April 17, 2024 Election and Election Process (attached)
- Lawsuit against the Swedish Club's, Norgren's, the Board's attorneys - Michael Rhodes, Mix Sanders
- Required RCW 24.03A.944, Notice given to the Washington Attorney General's Office regarding underlying legal proceedings and related matters
- A settlement between Campbell and Swedish Club's former lawyers, Lane Powell has been reached (attached)
- Campbell has offered and provided stipulations to dismiss Lisa Lindstrom, Ingrid Salmon, Gregory Albright, Vinda Sund, Nicholas Faino, John Alaimo, and the Club's other attorney, Vi Reno from the main case (attached)
- Pending: Breach of Duties and Receivership litigation re Swedish Club and Board of Directors

All case documents can also be accessed on the Swedish Club 411 website.

In regards to the Petition to Review the 4/17 Election/Election process - your assistance is needed - I need to notify as many Swedish Club members as possible of the pending action, that the Petition has been filed, and I am making a request for any Swedish Club member that would like to be a joint petitioner with me in the petition - that is a legal consideration, being a literal petitioner in the case. Please contact me at your earliest convenience if you are interested in that.

I need your help - if you could forward me contact information of any Swedish Club members I need that so I can develop as big of a list of Swedish Club members, I need to be sure that as many as possible members have been notified of the Petition for Review.

According to RCW 24.03A.966 - The petitioner shall provide notice of the proceeding to every other person the petitioner knows, or should reasonably know, to be affected by the proceeding.

My notifying you of the Petition is only that - notifying you that an underlying court action is pending related to the April 17th election/election process.

Let me know if you have any questions or comments. Thank you for your time.

Sincerely,
Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf
3293K

Campbell v Rhodes Mix Sander Filed Copy.pdf
449K

Campbell v Lane Powell et al Settlement Notice.pdf
18K

Stip Dismiss SC 7 05-22-24.pdf
895K

Elizabeth Campbell <swedishclubnwlitigation@gmail.com> Mon, May 20, 2024 at 9:42 AM
To: neighborhoodwarrior@gmail.com

[Quoted text hidden]

4 attachments

Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf
3293K

Campbell v Rhodes Mix Sander Filed Copy.pdf
449K

Campbell v Lane Powell et al Settlement Notice.pdf
18K

Stip Dismiss SC 7 05-22-24.pdf
895K

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 2:19 PM
To: swedishclubnwlitigation@gmail.com
Bcc: Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>

[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

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pj98102@yahoo.com <pj98102@yahoo.com> Tue, May 21, 2024 at 3:29 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I hope that I'm apart of the lawsuit, many of us were a victim of their abuse. Paul Jefferson

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Tue, May 21, 2024 at 4:21 PM
To: RC Charles <snocofo@gmail.com>

---------- Forwarded message ---------
From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Mon, May 20, 2024 at 9:41 AM
Subject: Swedish Club Litigation Update
To: <swedishclubnwlitigation@gmail.com>

[Quoted text hidden]
[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - 5/24 Hearing Continued to June

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Thu, May 23, 2024 at 5:08 PM

To: swedishclubnwlitigation@gmail.com
Bcc: Chris Sisco <chris@swedishclubnw.org>, Christine Lea <christineandco1@aol.com>, Christine Ross <chefcross45@yahoo.com>, Eckhard Schipull <eschipull@me.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, a1Lorelei Stevens <lorelei.stevens@gmail.com>, dewcew@hotmail.com, patdolan@comcast.net, pj98102@yahoo.com, wideburg@ix.netcom.com

Hi, I know many of you were wondering about attending the hearing tomorrow, earlier in the month I asked for a continuance of the hearing tomorrow. The judge has decided to continue the hearing to a future date on June, everyone is checking there availability to let the court know which date the court has available so that they can attend.

There is still a lot of work to do.

Thank you for those who have gotten back to me with contact information for members so they can get notice about the court review of the April 17th election.

In the last two weeks I have filed an answer to every single motion that was filed against my lawsuit - 22 in all. 18 from the Swedish Club, 1 ea. from Leander/Hayes, Reno, and Matthiesen.

I filed my final four responses and objections with the court this afternoon.
I just so happen to have those four available, if you are at all interested in what that looks like I have attached a couple of them. No need to read, but if you want to you can get a peek inside they are here for you.

Next steps - The reality is this - one set of defendants has settled. My door has remained open all this time. Here is what I wrote one of the defense attorneys when they filed another batch of papers yesterday:

"My response to you is this - has anyone ever thought about talking to me as opposed to trying to best me? I have indicated for, let's see, we're now at two years, the door has been open for all that time to resolve this. Has anyone thought about an apology? Has anyone thought about arriving at a meeting of the minds and being decent about this?

"It's a grand and glorious display of what money can buy from a legal standpoint, but it has been hardly a wise or brilliant path to have chosen. So while you're churning out papers - you might go back and think about what I have said."

Many might do not know - that door, my door, has been open since 2022 - instead for my trouble the Swedish Club powers that be chose to spend $80,000 investigating me. In November 2022 another opportunity to put differences aside - an apology and a job - a very small concession. Instead, more gas was thrown on the fire.

In early 2023, I was in settlement talks with Sarah, Molly, and Shama. They said they would then never got back to me. In March I was fired, barred from the building. In December 2023 we had mediation - the door was wide open again to walk through. Think of that picture where the bully kicks sand in your face.

$100,000's of dollars in Swedish Club and insurer's legal fees later, we are at today.

This is a good pause for the Swedish Club side to think about all this.

The Club has gone to hell, board members have bailed out for a reason, some key people have and are deserting the ship, for a reason. And, there is a very hot potato that remains - the executive director. What torch is she going to light next? Her very own lawsuit against the Swedish Club?

A lot of things to think about.

Best Regards,
Elizabeth

EACampbell

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2 attachments

Campbell Reply to Leander et al MTD 1 05-23-24.pdf
364K

Campbell Reply to Vi Reno MTD 05-23-24 (Merged).pdf
1296K

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Notice of Filing - U.S. District Court Campbell v. Swedish Club/Elizabeth Norgren

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Jun 10, 2024 at 5:53 PM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, patdolan@comcast.net, Eckhard Schipull <eschipull@me.com>, Chris Sisco <chris@swedishclubnw.org>, Christine Ross <chefcross45@yahoo.com>, pj98102@yahoo.com, Christine Lea <christineandco1@aol.com>, wideburg@ix.netcom.com, Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>, brianr@runberg.com, "markcolsen55@yahoo.com" <markcolsen55@yahoo.com>, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, Elizabeth Campbell <Neighborhoodwarrior@gmail.com>

Dear Swedish Club Members,

This lawsuit is founded in the fact that I and other people have been improperly treated by Elizabeth Norgren, banned by her from even attending a Swedish Club event, either as a Swedish Club member, with a Swedish Club member, or as a member of the general public - others are treated better than us.

Think about that. It is not just that a club member or a member of the public is banned from visiting the Swedish Club, but Ms. Norgren and the Swedish Club have unilaterally impaired the membership *of every Swedish Club member*, reserving to themselves the right to dictate to the members who it is a member may or may not have as their guest.

Moreover, this has to do with what rights a person has in comparison to others - for example, the general public. The distinction being grounded in the person's status, including that they engaged in lawful, protected activities related to protected class status, and were summarily banned from the Swedish Club.

Consider this also - why have some people, myself included, been banned from the Swedish Club, because I complained to the board about the unfair treatment I had been receiving as a member and employee, and yet there have been actual instances of "insubordination" and worse, physical attacks on members by staff and by member/volunteers, which includes Sharon Lucas roughing me up - and those staff members, members/volunteers - are feted. Hmmm. It is all arbitrary and capricious and poor reasons unlawful reasons people are getting banned from the Club - retaliation being one of them.

The current newsletter talks about the staff asking for guidance, "Staff have requested that we clearly state codes of conduct and consequences for violating those codes. We have conducted informal investigations of potential breaches of generally accepted codes of civility but now seek to prospectively articulate a framework for promoting positive member interactions and a safe and pleasant working environment."

What an irony - the "staff," starting with Elizabeth Norgren, starting with Sarah Alaimo, followed by staff Joel Cambern, starting with Sharon Lucas, followed by Charles Willi, and others who have supported the staff - physically taking on or in the strongest possible terms roughing up members - it isn't the member on member abuse as Langdon would have the readers believe - where is the accountability for the staff (with the knowledge and support of the board) which has instigated the free for all against the

members?

I believe given the last two letters of Langdon that the board support is behind Elizabeth Norgren, despite the chaos and abuse she has brought down on the members, physical abuse included - and the range of punitive actions she took against many members - myself included.

Reports are Langdon talks to members about "what if" Elizabeth Norgren were replaced, but his Board President Letters, including this latest one characterizing Norgen and her staff as unwitting victims in need of protection, belies any of the replacing Norgren talk he is engaging in with certain members.

This brings us to the lawsuit - the distinction about why things have really been done - in my case, it is related to my protected class status and the protected class-based activities I engaged in - then who it is that engaged in that illegal activity - the defendants, including, no surprise, the Swedish Club executive director, Elizabeth Norgren.

Case information is here - click the link to read a copy of the lawsuit,
Campbell v. Swedish Club, Elizabeth Norgren
U.S. District Court Case No. 2:24-cv-00816-JLR

--
Elizabeth Campbell, MPA



EXHIBIT 8

October 20, 2023

VIA ELECTRONIC MAIL ONLY

Mr. Abe Lorber, Associate
lorbera@lanepowell.com
Lane Powell
1420 Fifth Avenue Suite 4200
Seattle, WA 98101-2375

RE: Cease and Desist – Swedish Club

Mr. Lorber:

I am responding to your October 18, 2023 letter, attached hereto, wherein you level a number of baseless accusations against me, accuse me of defaming the Swedish Club, as if that were possible, and threaten to extinguish my constitutionally and statutorily protected rights and activities – including my free speech rights, rights of assembly, petition, and association rights "on a matter of public concern;"[1] and to stop my communications in a legislative, executive, judicial, administrative, or other government proceeding and communications on an issue under consideration by any of those bodies.[2]

I believe your threats in part are a forerunner to the Swedish Club filing a Strategic Lawsuits Against Public Participation, a "SLAPP" lawsuit – a lawsuit filed for the purpose of extinguishing public participation and constitutional rights.

Typically, that kind of lawsuit is often not intended to prevail in court, but is meant to be coercive or retaliatory, and a form of harassment against the target, intended to use the expense and inconvenience of defending a lawsuit as a negotiating tool or as a speech cudgel, in order to coerce a party to withdraw a public statement or cease participating in governmental proceedings – the latter of which is exactly what you are demanding.

I believe in the present instance the purpose of the threats you made are to also achieve a number of things, including but not limited to:

a. Diverting attention away from a range of questionable activities that Swedish Club employees or governance leaders have been/are engaged in;
b. Diverting City of Seattle attention away from the multiple of what you allude to in your letter – the non-permitted "contractual relationships with those undergoing [sic – ongoing] construction efforts" as you call them (the subject of the City of Seattle SDCI code complaint 010653-23CP (08-23-23);
c. To improperly gain an advantage in a governmental proceeding that is based on the City of Seattle lawfully exercising its police power, the granting or denying of building permits and certificates that ensure the protection of designated landmarks;

[1] UPEPA, 2021 Wash. Legis. Serv., ch. 259, § 2(2)(c). https://lawfilesext.leg.wa.gov/biennium/2021-22/Pdf/Bills/Session%20Laws/Senate/5009-S.sl.pdf

[2] UPEPA, 2021 Wash. Legis. Serv., ch. 259, § 2(2)(a)-(b). https://lawfilesext.leg.wa.gov/biennium/2021-22/Pdf/Bills/Session%20Laws/Senate/5009-S.sl.pdf

d. To force a citizen, myself, to withdraw from the City of Seattle processes for the mechanical permit, 696577-ME, the certificate of approval DON-COA-00997, and code complaint 010653-23CP which I have a constitutional and statutory right to participate in;
e. To collaterally attack and intimidate through your letter other Swedish Club members who are currently seeking information and redress regarding multiples of past and ongoing irregularities they have identified in the administration and activities of the Club; and
f. To improperly gain an advantage in an official proceeding, City of Seattle Office of Civil Rights Case No. 2023-01536-PE.

It is for all the above reasons that the State of Washington has an anti-SLAPP statute, the *Uniform Public Expression Protection Act*, RCW 4.105 et seq.[3] - to protect citizen activists and the like, myself, from individuals like you who drum up and angrily expound about a range of merit-less accusations, make threats about retribution and the lawsuits they'll file and pursue – in order to cancel or eliminate individuals they perceive as blocking their goals, or as in this case that are exercising their rights of free speech and participation in governmental proceedings.

Your letter and its threats are textbook examples of SLAPP activity, as well as exhibits the classic earmarks of intimidation and harassment – especially when linked not just to the protected activity I have engaged in but appears to be also designed and intended to intimidate or influence the government agency/agencies that are associated with the matters herein – in particular the City of Seattle.

I believe evidence of that intent includes your angry denunciation of my code and related complaints to the City of Seattle, the "number of written complaints" you reference, and your claim that the Swedish Club is losing its legitimacy with the City.

SDCI code complaint 010653-23CP is related in part to the multiples of construction projects by its own and now your admission that the Swedish Club has undertaken without benefit of the appropriate building permit(s), and without inspection by the City of Seattle.

In your letter of October 19th you claim that the information I have provided and characterized to the City is false and defamatory – however in your letter you reference the very projects I have accurately described and reported for noncompliance to the City. Your statements in the letter affirm what I have said, that there are multiples of building projects at the Swedish Club, and by implication that the effort is going into doing them without permits:

1) "…the Club's construction projects."
2) "…its progress in making necessary improvements to its premises."
3) "…the Club's efforts to make its improvements by bringing into question the projects' legitimacy."
4) "…delays in approval and completion of these projects."

Chapter and verse, every one of your references in your letter indicates a plurality of projects underway at the Swedish Club. For an organization that is apparently claiming to the City that it has only one project necessarily before the City, the HVAC one – you reference a considerable number of other building projects in your letter, implicate your client yourself in the bargain.

In addition, this letter of yours complains that I am somehow an impediment to the Swedish Club obtaining a building permit and certificate of approval for the HVAC project. Considering that the City of Seattle controls at every level the permit process of review and approval, has Seattle Municipal Code and

[3] https://app.leg.wa.gov/RCW/default.aspx?cite=4.105&full=true#4.105.020

Director's Decisions and the like that guide every step of its procedural activities, makes its choices and decisions based on the statutory and regulatory schemes it must follow – any delays are your client's delays. Your client, its contractor is the one submitting the incomplete application. At best – a citizen's influence is circumscribed by law and procedure, as well as is lucky to amount to anything more than some kind of advisory influence.

The other reality is – the suggestions I have provided to the City Landmark Preservation Board were in fact favorably adopted by the City, who passed them on to the contractor, who readily accepted them. That is hardly me acting in any kind of obstructive manner, "delaying that project" as you claim.

All information, statements, evidence, documents and the like that I have provided to the City of Seattle in the pending building/Certificate of Approval matters are accurate, supported by evidence and verifiable statements, and have been provided by me in good-faith to the City.

I have a well-documented record of over 30 years as a community activist and citizen advocate in Seattle. I have a reputation for fairness, for being well prepared, familiar with the laws, regulations, and plans that govern the projects and actions that I engage with.

My impression from your letter is you would like to believe that my engagement at the City of Seattle is distinctly focused on the Swedish Club, but even a fair number of the City of Seattle officials or employees would testify that the Swedish Club is far from unique, and not more exceptional in that regard. As a citizen I participate in a wide range of government projects, policymaking, environmental review activities, and have done so as noted above for decades.

Of note also here, the information, statements, evidence, and documents that I have provided over the last now almost two years, to not only the City of Seattle, but to the US EEOC, and the Washington State Human Rights Commission are likewise accurate, supported by evidence and verifiable statements, and were provided by me in good-faith – as well as for the benefit of others similarly situated as me, damaged by the Swedish Club's shenanigans and bad-faith activities.

I stand by the information and representations about wrong-doing, law-breaking, discriminatory, defamatory, harassing, and retaliatory activity by the Swedish Club executive director and senior staff, board members, and the Club's retainers and agents, such as Lane Powell and its client, the Great American Insurance Company, against myself as both a member and as an employee.

Considering also that the Swedish Club was found by the City of Seattle to have probably committed against me the acts of discrimination, retaliation, and harassment that I complained of to it, and has been charged by the City of Seattle Office of Civil Rights for that in Case No. 2023-01536-PE, not only is your letter seeking to take away my constitutionally and statutorily protected rights, including freedom of speech and a right to participate in a range of protected forums and proceedings misplaced, I believe it can be interpreted also as an effort by the Swedish Club gain an advantage in the discrimination case against the it that is before the City of Seattle.

Furthermore, I believe that your letter is also and collaterally may even rise to the level of the Swedish Club and its counsel engaging in an extortionate-like activity, including but not limited to an effort at witness tampering or threatening a witness – including but not limited to myself in the present case with the City of Seattle and in my upcoming civil case against the Swedish Club, and a multiple of its past and present employees, directors, and the like.

It is well known among the subject parties to this matter that litigation is pending by me against the "Swedish Club," vis-à-vis the now two litigation hold letters I have sent on May 5, 2022, and again on

April 17, 2023, to the Swedish Club, to its companion employee, member, and board director defendants, and its present counsel and its primary client; as well as on the basis of multiple notices I gave to the board throughout 2022 on into 2023 about ongoing wrongdoing and tortious activity taking place at the Swedish Club that damaged me; as well as on the basis of communications and meetings between myself and Ms. Leander in 2022, between myself and the Club's Perkins Coie attorneys, between myself and your agent Ms. Alaimo in November 2022 and in January and February 2023, between myself and the Board's officers, Shama Albright and Molly Smith Olson on February 13, 2023, and between your colleague's, Priya Vivian's communications this summer with my then attorney of record, Steven Toff.

I also believe your letter is also part of what is now a well established pattern of ongoing intimidation, harassment, and defamation against select Swedish Club members/employees by the current administrators and board of director officers that has been ongoing for the better part of at least 2023.

The record of the Swedish Club's intimidation and defamatory effort against targeted members or employees is very clear; as is its record of impermissibly truncating the membership rights of its members. Just last night, Wednesday October 18th, the people noted above actually brought in a bouncer to the members' meeting to shut down and escort Swedish Club members they disagreed with out of the building – despite their having every right vis-à-vis their membership to be there, subjected other members to ridicule and calls to stop talking and leave the premises, as well as commandeered the meeting in contravention to the bylaws. To get the full import of those actions – the Swedish Club is by and large a membership that is notable for their senior and advanced age.

I would note a similar comparison to myself, I am a 71 year old lady that can barely walk, with a multiple of health challenges. Your treatment of me in your letter defies this negative image you are attempting to craft about me. I have been a very good friend, member, and employee of the Swedish Club.

In contrast, the attached letters to this communication, including your October 19th letter, set out very clearly that the Swedish Club has engaged in a pattern of intimidation, defamation, and harassment against myself and others. As does the likewise attached over $79,000 attorney bill for last year's Swedish Club investigation of me - also more evidence of who the real tortfeasor in this matter is – the Swedish Club.

I have consistently objected to all of the Swedish Club's harsh treatment, first to the Swedish Club, and then as a last resort I have reported it to the appropriate governmental authority.

If you take any of your threatened legal action against me I'll vigorously and comprehensively defend against it, and will also go on the offensive, including but not limited to instituting counter legal measures against the Swedish Club, the senior management, its board directors, as well as against Lane Powell PC and the Great American Insurance Agency Inc. as co-conspirators with the Swedish Club and others.

As noted in RCW 4.24.500:[4]

> "Information provided by citizens concerning potential wrongdoing is vital to effective law enforcement and the efficient operation of government. The legislature finds that the threat of a civil action for damages can act as a deterrent to citizens who wish to report information to federal, state, or local agencies. The costs of defending against such suits can be severely

[4] Good faith communication to government agency—Legislative findings—Purpose.

burdensome. The purpose of RCW 4.24.500 through 4.24.520 is to protect individuals who make good-faith reports to appropriate governmental bodies."

RCW 4.24.510 provides that "[a] person who communicates a complaint or information to any branch or agency of federal, state, or local government . . . is immune from civil liability for claims based upon the communication to the agency or organization regarding any matter reasonably of concern to that agency or organization."

If you proceed with a lawsuit against me, I will also avail myself of the right of action against the Swedish Club granted by RCW 4.24.500-520, noting that, "A person prevailing upon the defense provided for in this section is entitled to recover expenses and reasonable attorneys' fees incurred in establishing the defense and in addition shall receive statutory damages of ten thousand dollars."[5]

Any SLAPP lawsuit you file against me pursuant to the merit-less claims you make in your letter – I'll promptly serve you with the requisite 14 days written notice pursuant to RCW 4.105.020, that I intend to file the special motion for expedited relief in the case – and I will follow through accordingly with the motion, including seeking costs of litigation.

E. A. Campbell

Elizabeth Campbell, MPA
3826 24th Ave W
Seattle, WA 98199
206-769-8459
neighborhoodwarrior@gmail.com

cc:	City of Seattle	DON/LPB	Sarah Sodt Erin Doherty
		SDCI	Nathan Torgelson
		SOCR	Katie Vail Monica Beach Alan Kirtley
		LAW	Civil Division
	Lane Powell	Priya Vivian Jesse Miles	

Addendum
Attachments

[5] RCW 4.24.510

REQUEST FOR PRODUCTION ADDENDUM

To: Abe Lorber

From: Elizabeth Campbell

Re: Requests for Information

Below are the multiple allegations you have made in your October 19th letter. You have provided no evidence to support them. They lack any specificity or detail that would allow me or anyone else to know or identify what it is you are talking about. You state, "We hereby demand that you cease from making the ~~aforementioned~~ [below] false statements defaming the club and tortiously interfering with its efforts to make site improvements[:]"

1. [Y]our ongoing actions defaming the Club and tortiously interfering with the Club's business expectancy during the Club's construction projects.

2. Further, you have misrepresented statements of club employees both in written complaints to the Club, as well as a number of written complaints to the Seattle Department of Neighborhoods ("Department").

3. In your written communications, you have made false statements regarding, in part, the Club's submission of plans to the Department as it relates to landmark preservation and accessibility.

4. These statements are causing ongoing damage to the Club's legitimacy with the Department and its progress in making necessary improvements to its premises.

5. Your false statements are likewise tortiously interfering with the Club's efforts to make its necessary improvements.

6. You are now intentionally interfering with the Club's efforts to make its improvements by bringing into question the projects' legitimacy. This interference has resulted in unnecessary delays in approval and completion of these projects as a result of your actions.

7. We hereby demand that you cease from making the aforementioned false statements defaming the club and tortiously interfering with its efforts to make site improvements.

Please provide the supporting documents or any kind of evidence, statements, verifiable or identifiable information you OR have that would support the allegations you have made above.

The Swedish Club

www.swedishclubnw.org
1920 Dexter Ave. N., Seattle, WA 98109
Tel: 206.283.1080 Fax: 206.283.2030

James F. Williams
Managing Partner Seattle Office
Perkins Coie
1201 Third Avenue, Suite 4900
Seattle, WA 98101

December 14, 2022

Re: Swedish Cultural Center, dba The Swedish Club
Services Performed by Chelsea Petersen, Perkins Coie

Dear Mr. Williams,

I am a little reluctant to write this letter to bring this matter to your attention, but I would appreciate your consideration of the matter. The Swedish Club has been thankful for the assistance of Perkins Coie in the past on a variety of subjects: nonprofit matters and corporate issues (Lorri Dunsmore, beginning in about 2011, until her departure in 2022, and now Tony McCormick) and corporate logo-intellectual property issues (James Vanna in 2013). Vi Reno, a then-current member of the Board of Directors of the Swedish Club, originally recommended your firm to the Club.

In January 2022, an employment and employee discrimination (based on disability) claim arose, and on the recommendation of Ms. Reno, we again selected Perkins Coie, and Ms. Chelsea Petersen in particular. I initially met with Ms. Petersen and Ms. Reno on May 10, 2022. I asked for a budget for Ms. Petersen's work, which she provided on May 12, 2022 (copy attached). Ms. Shannon McDermott was the primary investigator. The total budget was $13,500–$16,500.

Until last week, our total invoices from Perkins Coie for this case were $59,893.45, which we have paid in full. Last week we received an additional invoice for $18,205, bringing the total of Perkins Coie charges to $78,098.45 for this investigation. We received no further revised budgets from Ms. Petersen, nor any verbal warning that the total fees and costs would be nearly five times the original budget.

As you can understand, we are a small non-profit organization, answerable only to our members, and we have for the past 130 years kept a very tight rein on our annual budget. We paid the Perkins bills in full when rendered, but now that the case has been transferred (with Ms. Petersen's full approval) to Lane Powell for defense under the Club's insurance policies, we ask you to review the invoices to see whether an adjustment can be made.

Thank you for considering my request. The Swedish Club values our relationship with Perkins Coie, and we hope that, if the need arises, to be able to use your firm in the future.

Sincerely,

Kristine Leander

Kristine Leander
Executive Director
The Swedish Club

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Sent: Thursday, May 12, 2022 12:16 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: McDermott, Shannon (SEA) <SMcDermott@perkinscoie.com>
Subject: Swedish Club investigation budget estimate

Kristine – I offered to provide you with a potential budget to investigate Elizabeth Campbell's extensive allegations. Below is an estimated budget that assumes the primary investigator is our experienced associate Shannon McDermott ($530/hr), who is copied on this message. In an effort to try to avoid underestimating, I have itemized below what I anticipate to be realistic potential interviews and tasks required in order to conduct a thorough investigation. That said, it is possible that some interviews will not run the full scheduled time or we will not end up needing to interview some of the optional folks listed below. And, of course, it's possible that we learn of additional information or individuals who might expand the scope of the investigation. As discussed, if this budget is out of range for the Swedish Club we can work with you to explore referrals to potential other options.

Possible range for investigation: $13,500-$16,500

Scope of the work:

- Prepare for interviews by reviewing file materials, preparing interview outlines, facilitating logistics of interviews: 4-6 hours

- Interviews: 14-16 hours

  Expected two-hour interview:
  - Elizabeth Campbell
  - Executive Director, Kristine Leander

  Expected one-hour interviews:
  - Building manager, Anis Rahman
  - Bookkeeper, Toene Hayes
  - Board chair, Gary Sund
  - Former board member/attorney, Vi Reno
  - Club member, alleged former lover, Lars Matthiesen

  Potential 3-5 additional one-hour interviews that arise as a result of the above interviews:
  - Potential additional Directors (related to allegation of "failure to carry out their duties of oversight, accountability, fiduciary responsibilities, their failure to independently monitor and be informed about the operations of the Swedish Club (financially and operationally), and by their recent hostile and defamatory treatment of me over the last three months and particularly on April 20, 2022.")
  - Potential committee members (related to allegation that the ED spoke to the committee members about her plans for the kitchen and food service)

- Unlikely interview, but possible: Malin Johnson (former lead chef who allegedly cited that she left because of a hostile workplace, wage "theft" by the Club, the refusal of the Executive Director to compensate her for hours worked)

- Post interview summarizing of information and preparation of oral summary report to board executive committee: 4-6 hours

- Supervision/follow-up: 2-3 hours

Chelsea Dwyer Petersen | Perkins Coie LLP
CHAIR, CLASS ACTION DEFENSE GROUP
1201 Third Avenue Suite 4900
Seattle WA 98101 3099
D +1 206 359 3993
F +1 206 359 4993
E CDPetersen@perkinscoie.com

EXHIBIT 10

Dear Swedish Club Board, Administration and Members, Oct. 18, 2023

I have heard from many of you that at the last members' dinner, I was criticized for the events surrounding the Club's transition to the new ED. Thank you to all of you gathered tonight for listening to my response.

Whether a new U.S president badmouths his predecessor or the Swedish Club leadership belittles me, trashing your predecessor is not professional. It actually says more about the trasher than the trashee—that you have no grace or decency, no diplomacy or respect for the position your predecessor held. Publicly blaming me at the last meeting for events around the transition, when I had no opportunity to defend myself, is as wrong as announcing to members that our bookkeeper, Toene, was fired, which Board Members have done twice now. Evidently some Board Members don't understand that publicly announcing a firing is bad HR practice, and in some cases, may be grounds for a lawsuit.

I'd like to give an account of events during the transition so you understand my experience. On Oct. 3, 2022, I announced to the Board that I wanted to retire within six months. They held a meeting with me between then and the day I was escorted to the door. No one said, "Let's plan the transition together," discussed their expectations, or asked what I needed to prepare for a new ED, except giving me a list of questions I was to answer. I responded to some of those questions in writing, but determined that some were better left for explaining. I also started a document of items as they came to me—the thousand and one things one knows in my position. Sort of a brain dump.

Elizabeth was due to arrive on Monday, March 6, 2023, and the Board scheduled me to be gone by noon on Tuesday, March 7. One and a half days of overlap. Planning such a short time together implied that there was not much Elizabeth would need to learn from me. She arrived and we started to debrief. On Tuesday morning, she said to me, "I don't want you to leave yet. Can you stay longer?" "Of course," I said, "as long as you need." I asked her to check with the Board, since they had planned the one and a half day overlap. By the way, since files were on my PC I asked her if I could stay at my computer during our training. She agreed.

However, from Tuesday on, Elizabeth kept busy meeting individually with staff members, and had an all-staff meeting from which I was excluded. I did not think it was my role to lasso her to get her to sit down with me. By Friday morning, March 10, we both agreed that we had not spent enough time together. Fridays are busy with lunch and dinner, and so I suggested we go two more days—the following Monday and Tuesday, so Elizabeth could dedicate herself to spending time with me to wrap it up. She agreed.

But at 4 p.m. on that same Friday, Vice President Molly arrived in the office, saying that I had to leave *right now*, because the Board wanted me gone. I explained about the Monday and Tuesday wrap-up, but she was adamant that I had to leave and it was a Board decision. I negotiated to stay one more hour to do a bit more clean-up. Elizabeth gave me a bouquet of yellow roses, which she said signified friendship, and then Molly came back at 5 p.m. to make sure I left the building. It was humiliating.

Now I hear I'm being blamed for not training Elizabeth. There's a tacit admission here: if the Board hired someone who wasn't ready for the job, her lack of preparation isn't my fault. Board Members can't both boot me out and complain that I haven't adequately trained my replacement.

Keep in mind: I brought the Club from being $335,000 in debt in 2011 to having a $3m foundation, a Vanguard investment account of just under $1m, and a new property acquisition when I left in 2023. I'm getting very tired of the bashing I'm receiving from the Board and Club leadership. From Vice President Molly ejecting me from the Club at the request of the Board, to Executive Director Elizabeth's and Facility Manager Joel's frequent complaints about "previous administration," to what was said about me at the last members' meeting, Swedish Club members deserve more professionalism from their leaders. If you can't stop bashing me for the sake of simple courtesy, or the sake of the Executive Director role—or your own appearance of professionalism—please stop for the sake of Swedish Club members who deserve better from their leaders.

Again, thank you for listening and sharing this letter.

Kristine Leander Kristine Leander

Swedish Club

VIA EMAIL AND COURIER

March 9, 2023

Elizabeth Campbell
Seattle, Washington

Re: Termination

Dear Elizabeth,

This letter is an official notice to inform you that your employment and membership at the Swedish Club is being terminated effective today.

You were notified by letter dated March 3, 2023 that the Swedish Club was placing you on administrative leave as it considered your conduct at the March 1, 2023 Board meeting.

At the March 1, 2023 Board meeting, you engaged in insubordinate and disruptive behaviour toward Board members, other members, and a volunteer. This follows another instance of disruptive conduct at the November 2022 Board meeting, which you were told was inappropriate and unacceptable. Yet you repeated and escalated this conduct during the March 1, 2023 meeting.

Additionally, we have received a report of verbal abuse by you towards a fellow employee which could also be additional grounds for termination.

Your employment is therefore terminated effective, immediately. Additionally, your membership to the Swedish Club is also revoked, effective immediately. In October 2022, you paid for membership from October 1, 2022-October 31, 2023. We will refund you the remaining 7 months of your membership dues.

Because of the circumstances, the Swedish Club has packed your personal belongings found on Swedish Club premises. To avoid any disruption, we are sending these items to you via courier. Until further notice, you are not to be on club premises as an employee, member, volunteer, guest of a member, or in any other capacity.

If you have any questions, please direct them to me by email at sarah@swedishclubnw.org.

Sincerely,

Sarah Alaimo
Director, Human Resources
Swedish Club

LANE POWELL

JESSE MILES
206.223.7035
milesj@lanepowell.com

July 25, 2023

VIA ELECTRONIC AND REGULAR MAIL

James Skrinde
14306 Frans Drive
Stanwood, WA 98292
E-Mail: James.R.Skrinde@usace.army.mil

Re: Notice of Trespass - The Swedish Club

Dear Mr. Skrinde:

We are attorneys for The Swedish Club ("Club"). We write to provide you with this Notice of Trespass ("Notice"). This Notice serves as a revocation of your right to enter the Club or its property at 1920 Dexter Ave. N, Seattle, WA 98109 ("Property").

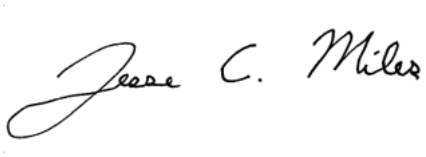
This Notice is being issued as a result of your violations of the Club's Code of Conduct. The Club does "not tolerate any harassment, bullying, or inappropriate behavior . . ." On May 22, 2023, following several violations of the Code of Conduct, the Club's Director of Human Resources emailed you informing you that you are no longer permitted on the Property. On July 14, 2023, the Club reaffirmed this decision.

The Club reserves all rights and remedies regarding this Notice. For example and without limitation, upon any violation of this Notice or entry onto the Property, the Club may promptly notify the Seattle Police Department and pursue all criminal trespass charges available under SMC 12A.08.040, RCW 9A.52.070, and RCW 9A.52.080. Additionally, should you continue to harass, bully, or inappropriately contact the Club and its employees, the Club may petition the King County District Court for an antiharassment protection order under RCW 7.105.100(f).

This Notice will be kept on record with our firm, the Club, and the Seattle Police Department as evidence of our communications with you. Please direct any questions regarding this Notice to the undersigned counsel.

Respectfully,

LANE POWELL PC



Jesse Miles

cc: milesj@lanepowell.com
lorbera@lanepowell.com
sarah@swedishclubnw.org

134804.0004/9449332.1

LANE POWELL

ABRAHAM K. LORBER
206.223.7434
lorbera@lanepowell.com

October 19, 2023

VIA FEDEX AND ELECTRONIC MAIL

Elizabeth Campbell
2826 24th Ave W
Seattle, WA 98199
E-Mail: neighborhoodwarrior@gmail.com

Re: Cease and Desist - The Swedish Club

Dear Ms. Campbell:

We are attorneys for The Swedish Club ("Club"). We write to provide you with this Cease and Desist Notice ("Notice"). This Notice serves as a warning following you actions against the Club. Failure to comply with the demands of this Notice may result in further legal action, not limited to filing suit.

This Notice is being issued as a result of your ongoing actions defaming the Club and tortiously interfering with the Club's business expectancy during the Club's construction projects. Further, you have misrepresented statements of club employees both in written complaints to the Club, as well as a number of written complaints to the Seattle Department of Neighborhoods ("Department").

In your written communications, you have made false statements regarding, in part, the Club's submission of plans to the Department as it relates to landmark preservation and accessibility. These communications are false, defamatory, and unprivileged. These statements are causing ongoing damage to the Club's legitimacy with the Department and its progress in making necessary improvements to its premises. *Alpine Indus. Computers, Inc., v. Cowles Pub. Co.*, 114 Wn. App. 371, 57 P.3d 117 (2002).

Your false statements are likewise tortiously interfering with the Club's efforts to make its necessary improvements. The Club has contractual relationships with those undergoing construction efforts, relationships of which you have demonstrated knowledge through your submission of the Club's plans to the Department. You are now intentionally interfering with the Club's efforts to make its improvements by bringing into question the projects' legitimacy. This interference has resulted in unnecessary delays in approval and completion of these

projects as a result of your actions. *Manna Funding, LLC v. Kittitas Cnty.*, 173 Wn. App. 879, 295 P.3d 1197 (2013).

We hereby demand that you cease from making the aforementioned false statements defaming the club and tortiously interfering with its efforts to make site improvements. Should you continue these actions, the Club reserves all rights and remedies regarding this notice, including legal recourse.

This Notice will be kept on record with our firm and the Club as evidence of our communications with you. Please direct any questions regarding this Notice to the undersigned counsel.

Respectfully,

LANE POWELL PC



Abraham K. Lorber

cc: vivianp@lanepowell.com
milesj@lanepowell.com

134804.0002/9544919.1

Fwd: Request for meeting with Board Executive Committee

1 message

Julie Pheasant-Albright <jdpheasant@gmail.com> Wed, Dec 13, 2023 at 8:14 PM
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>

---------- Forwarded message ---------
From: **Sarah Alaimo** <Sarah@swedishclubnw.org>
Date: Wed, Dec 13, 2023, 11:23 AM
Subject: Request for meeting with Board Executive Committee
To: Julie Pheasant-Albright <jdpheasant@gmail.com>
Cc: Shama Albright <shamaalbright@msn.com>, molly Olson <mollyasolson@gmail.com>, Elizabeth Norgren <Elizabeth@swedishclubnw.org>

Dear Julie,

It has come to our attention that at the Swedish Club Christmas Bazaar this Dec. 3 2023, as well as a previous pancake breakfast, there were some stressful interactions between you and Swedish Club staff members, and also a vendor. We are requesting a meeting between you and the Board Executive Committee. We would like to discuss the situations with you and come to an understanding of what happened. Please get back to us within this next week with some times and dates that will work for you.

Respectfully,
Swedish Club Executive Committee
Shama Albright
Molly Olson
Neil Snyder
Mary Emerson
Martin Johansson

With thanks,
Sarah Alaimo | **Director of People Partnerships**
1920 Dexter Ave N. Seattle, WA 98109
Email | sarah@swedishclubnw.org
Phone| 206.283.1090 Cell| 206.963.8850

2 attachments



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67K



Outlook-p1vlm2ee.png
67K

EXHIBIT 9

From: Sarah Alaimo <Sarah@swedishclubnw.org>

Subject: Fw: Letter of Resignation

Date: August 17, 2024 at 12:27:45 PM PDT

To: Langdon Miller <langdonlmiller@gmail.com>, Anna Faino <avforssen@gmail.com>, Ib odderson <ibodderson@hotmail.com>, Kris Johansson <fiddlerkris@hotmail.com>, Brian Runberg <brianr@runberg.com>, Mary Emerson <maryemerson115@gmail.com>, Malin Jonsson <malinj@comcast.net>, "rcoenning@gmail.com" <rcoenning@gmail.com>, "Kim@swedishfinnhistoricalsociety.org" <Kim@swedishfinnhistoricalsociety.org>, Patrick Dolan <patdolan@comcast.net>, Eckhard Schipull <eschipull@me.com>, Mark Olsen - Yahoo <markcolsen55@yahoo.com>

Cc: Elizabeth Norgren <Elizabeth@swedishclubnw.org>

Hello BOD,

Below please find Nicole's letter of resignation that was effective as of 8/16/24.
Please let me know if you have any questions.

Sarah

From: Nicole Armour

Sent: Friday, August 16, 2024 5:08 PM

My name is Nicole. I'm an alcoholic. In the 9 months I worked at the Swedish Club, I helped with administrative assistant duties, volunteer coordinating, managed memberships, helped in the dining room and worked as the event coordinator. Over those months I have seen and experienced many situations which should not occur in the workplace. I have seen members continually email "helpful" corrections when any email or newsletter went out. Most of the items brought to our attention felt nit-picky instead of actually helpful and due to that inundation of negative emails regardless of how hard we worked, I witnessed some co-workers become more

and more defeated until they decided to leave the Swedish Club. When we met with a potential board member president so the employees could feel seen and hopefully protected, it became clear that their concern was more about how they felt and not how the employees felt. The entire meeting was us explaining how we are treated by certain members and that person explaining away how we felt. They then made it obvious they were more concerned about how uncomfortable they felt than trying to create a safer working environment for us. We have been yelled at, called names, condescended to, treated less than, had slander written about us on-line, spit on, etc. We are employees of the club but it seems some members feel they can treat us however they wish because of the nominal amount of money they pay annually. I have never worked at or been a customer of another venue where it seems this attitude of not respecting the people who work at the establishment you are visiting is so accepted by other members and some board members and there seems to be no recourse when an employee feels threatened, insulted or worse.

I understand change is hard and that some feel like they're not getting all the information they are entitled to. I know there have been many invitations for people to come sit with management to discuss their concerns and they have yet to show up. Instead they want to yell at meetings and stir up controversies. I have helped reconcile the bank statements, create orders and process returns and I can tell you the team is very conscientious about what we buy and making sure we do not waste anything. I am a rule follower, would be whistleblower and I have not seen anything untoward, in respect to the finances, the entire time I have worked at the Swedish Club. I can tell you it's a huge building in an expensive area that costs a lot to just keep open and running and the annual memberships do not begin to cover those costs. It also seems the people who talk the loudest actually donate and volunteer the least.

I understand there is concern about the budget and spending on employees. I will tell you that we are unable to offer the right wage to attract the kind of worker we need at the club. I can tell you that if the current budget is held there will never be enough people to let this clubs' light shine brightly. We are all doing more than one job, trying to keep things going the best we can but that burns people out quickly. I loved working at the Swedish Club most days and enjoyed the people I worked with but after a short 9 months I realized that no matter how hard we work or how much we try, there are certain parameters set by others that we cannot seem to change

and therefore the same issues will continue. IE: how we are treated and never being able to have the right amount of good workers.

In summation: If you have been somebody standing on the sidelines, supporting those who appear to be attacking the people who work their butts off to keep this club going, then I beg you to reconsider your position now. Why did I tell you I'm an alcoholic? Because that means I have been a member of one of the largest non-profits for 14 years. That means that I have seen the power of belonging, the power of being a member and how that can save lives. I was thinking, well The Swedish club probably doesn't save lives, but somebody created the club because they felt that need to belong and when we feel alone or othered then our lives sometimes seem less important to us. So I would like to believe that more than once, because this club was here, that lives were changed and made better.

It's with a heavy heart that I leave the club and all those I have met and became friends with, it's with a heavy heart that I give up trying to fix what others keep trying to break, it's with a heavy heart that I see some deliberately misunderstanding others and refusing to try to find common ground, it's with a heavy heart I fear for the future of the club as it seems personalities are more important than principles.

EXHIBIT 11

Jared O'Connell
8103 Greenwood Avenue North, Apt. #5
Seattle, WA 98103
508-333-7618
jaredoc1994@gmail.com

To Anisur Rahman and Kristine Leander,

On Wednesday, April 6, 2022, I received a letter from Mr. Rahman entitled "Disciplinary warning action for leaving the office without closing." Mr. Rahman's letter concluded with a request that I provide a written explanation for my actions on "Saturday, April 4th, 2022," which, by my understanding, refers to the events of Saturday, April 2, 2022. In any case, here is my written explanation, as solicited. I have placed a copy of Mr. Rahman's letter within this envelope alongside my response for the purpose of clarity.

I will begin by giving an overview of the events which transpired on and prior to Saturday, April 2, 2022, and elucidating the context behind the decisions I made on that day. On Friday, April 1, a coworker informed me that the week's schedule was near-identical to last week's, despite the clothing sale and Pancake Breakfast events being held over the weekend.


Swedish Club
Schedule for Week of March 28th – April 2nd, 2022


Swedish Club
Schedule for Week of March 21st – March 27th, 2022

	Monday Mar 21	Tuesday Mar 22	Wednesday Mar 23	Thursday Mar 24	Friday Mar 25	Saturday Mar 26	Sunday Mar 27
Open	9am Jeff	9am Jeff	9am Jeff	9am Jeff	9am Jeff	11AM Chris	9:30am Jared
Close	Close Jared	Close Gabe	Close Jared	Close Gabe	Close Jared	Close Jared	Close Jared
Jeff	9am - 5pm	9am - 5pm	9am - 5pm	9am - 7pm	9am - 5pm	-	-
Chris	12pm - 5pm	12pm - 5pm	12pm - 5pm	12pm - 5pm	12pm - 8pm	-	-
Gabe	-	4pm - close	-	4pm - close	3pm - close	11am – 3pm	9:30am – 2pm
Jared	-	-	3pm - close	-	3pm - close	3pm - close	2pm - close
Paul	-	-	-	-	4pm - close	-	-

It is certainly not unusual for the schedule to be inaccurate, but for it to be carelessly copied over on the week that we hold our once-yearly clothing sale was concerning. If I were to follow the schedule, I would have come in at 3PM, only to close the building and leave at 4PM, when everyone had left.

Instead of doing that, my coworker and I opted to come in at noon so that we could set up for Pancake Breakfast, as the schedule seemed to indicate. I say "seemed to" because the schedule had in fact called for one or both of us to "set up pancakes" for the last 5 weeks, despite Pancake Breakfast being a once-monthly event. Moreover, Pancake Breakfast was not listed as an event occurring on Sunday, April 3. Instead, the events listed were "Swede School" and "NW Dance." I had also not been informed that Pancake Breakfast would be held on April 3, nor was I asked to prepare the Vasa and Stockholm rooms for it. Luckily, I had noticed the Pancake Breakfast sign in front of the building, and was able to infer that it would indeed be happening this week. On our own initiative, my coworker and I agreed to come in and set up for Pancake Breakfast, to avoid the certain disaster that would have transpired if we hadn't.

Less than an hour after making this mutual decision, I was approached by another coworker, who told me that he would be coming in between 3PM and 4PM on Saturday, April 2. He warned me not to set the alarm while he was there, since he would be working on a project and I might not see him; instead, he would be the one to close the building. I saw no issue with this arrangement, so I agreed.

The next day, Saturday, April 2, my coworker and I both arrived at the Swedish Club at 12PM. We set out tables, tablecloths, chairs, and a stage across the two lower-level rooms, eventually finalizing the arrangement at about 3PM. We then attended to the minutiae of building maintenance and assisted other employees and volunteers until 3:30PM, at which

point there seemed to be little else that could be done. Before leaving, I looked around the building to observe the state of things. I saw that there were 4 Swedish Club employees within the premises, aside from myself, and that the majority of people were preparing to leave the building. I attempted to locate my other coworker who had informed me that he would be there around that time, but I could not find him. He *had* specifically told me that I probably would not see him, so I decided not to worry about it, and went home.

It is important to note that the sequence of events I have outlined in the preceding paragraphs was not an unique occurrence. Examining the schedule, realizing that it is faulty, and figuring out what I actually need to do in order to make things function—it's normal, it's routine, and it happens with such regularity that I would consider it to be a fundamental part of my job. I say this without hyperbole: there is no "management" at Swedish Club. That's not a secret or anything, in fact it's so widely acknowledged it's practically mundane. When there is an event of any sort, in 19 out of 20 cases, nobody tells me anything. I am essentially an independent agent, going on minimal or even false information, trying, hoping, to the best of my ability, to ensure everything goes smoothly.

Hands-off management is one thing, but anarchy is something else entirely. If you're running a place on anarchy, you can't be too surprised when something breaks. Blaming your lowest-level employees when the fruits of your negligence spring to fruition is just kicking the problem down the road. By the way, I did the best I could given the circumstances. I *always* do the best I can, even if the absence of communication, coordination, or management means I sometimes have to take a shot in the dark. It would be difficult to overstate how far I go above and beyond what is required at this job for zero benefit to myself. I'm fine with zero benefit, but continuously being flung into the spotlight and having to answer for other people's blunders goes beyond zero benefit, it is an *active detriment* to my life.

Please accept this as my formal notice of resignation from Swedish Club, effective two weeks from this date. My last day will be Friday, April 22, 2022. Thank you for having me here for all this time. I wish you all the best.

_____

Jared O'Connell 04/08/2022

Email conversation start. Email count: 3. Started: Jun 27, 2025 7:32:00 AM

Subject: RE: Plaintiff's Status Report and Exhibits for June 27, 2025 Status Hearing (Campbell v. Matthiesen, No. 23-2-25128-8 SEA)
From: Court, Larrañaga <Larranaga.Court@kingcounty.gov>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: "Megan F. Starks" <mstarks@pattersonbuchanan.com>, "Kalzer, Karen A." <kkalzer@helsell.com>, Brad Bigos <bbigos@ohaganmeyer.com>, "Miguel E. Mendez-Pintado" <mmendezpintado@mpbf.com>, Alex Lopez <alopez@ohaganmeyer.com>, Nicholas Larson <nlarson@mpbf.com>, "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>
Date Sent: Friday, June 27, 2025 9:05:04 AM GMT-07:00
Date Received: Friday, June 27, 2025 9:05:06 AM GMT-07:00

All,

I failed to notice that the email below from Plaintiff asserts that the status conference is set for 9:00 today, however we have this on the calendar at 11:30. I'm not sure where the discrepancy lies. Please join the Zoom closer to 11:30 for our status conference.

Thank you-

Warm regards,

Bren Smith (She/her) | Bailiff to Judge Mark A. Larrañaga

Dept. 33 | 206-477-1525 | larranaga.court@kingcounty.gov

King County Superior Court- Maleng Regional Justice Center

401 4th Ave. North, Courtroom 4H | Kent, WA 98032

Web page: Judge Mark Larrañaga - King County

Judge Larrañaga's Courtroom Zoom link: https://kingcounty.zoom.us/j/85148136684

Subject: RE: Plaintiff's Status Report and Exhibits for June 27, 2025 Status Hearing (Campbell v. Matthiesen, No. 23-2-25128-8 SEA)
From: Court, Larrañaga <Larranaga.Court@kingcounty.gov>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: "Megan F. Starks" <mstarks@pattersonbuchanan.com>, "Kalzer, Karen A." <kkalzer@helsell.com>, Brad Bigos <bbigos@ohaganmeyer.com>, "Miguel E. Mendez-Pintado" <mmendezpintado@mpbf.com>, Alex Lopez <alopez@ohaganmeyer.com>, Nicholas Larson <nlarson@mpbf.com>, "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>
Date Sent: Friday, June 27, 2025 8:38:10 AM GMT-07:00
Date Received: Friday, June 27, 2025 8:38:38 AM GMT-07:00
Attachments: Pltf Stat Rpt 0627-25.pdf,Pltf SR Exhibits 062725.pdf

Greetings,

Received- thank you. If parties would please try to get your status report submissions into the Court at least two court days before the hearing, that would be very helpful. It is challenging for the Court to review late materials when we have hearing scheduled prior to your hearing.

Thank you for your consideration-

Warm regards,

Bren Smith (She/her) | Bailiff to Judge Mark A. Larrañaga

Dept. 33 | 206-477-1525 | larranaga.court@kingcounty.gov

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Subject: Plaintiff's Status Report and Exhibits for June 27, 2025 Status Hearing (Campbell v. Matthiesen, No. 23-2-25128-8 SEA)
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Court, Larrañaga <Larranaga.Court@kingcounty.gov>
Cc: "Megan F. Starks" <mstarks@pattersonbuchanan.com>, "Kalzer, Karen A." <kkalzer@helsell.com>, Brad Bigos <bbigos@ohaganmeyer.com>, "Miguel E. Mendez-Pintado" <mmendezpintado@mpbf.com>, Alex Lopez <alopez@ohaganmeyer.com>, Nicholas Larson <nlarson@mpbf.com>, "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>, Elizabeth Campbell <Neighborhoodwarrior@gmail.com>
Date Sent: Friday, June 27, 2025 7:32:35 AM GMT-07:00
Attachments: Pltf Stat Rpt 0627-25.pdf,Pltf SR Exhibits 062725.pdf

Dear Ms. Smith,

I am writing to submit my Status Report and accompanying exhibits in advance of today's 9:00 AM status hearing before Judge Larranaga in the above-captioned matter.

Please find attached:

- Plaintiff's Status Report (June 26, 2025) Filed Copy
- Exhibit Binder (with referenced materials) Filed Copy

I apologize for the late submission. Due to a combination of personal matters, I was delayed in finalizing the exhibit materials for filing. I recognize the importance of timely submissions and appreciate your and the Court's understanding.

Should the Court have any questions in advance of the hearing, I am available.

Thank you for your time and assistance.

Respectfully,
Elizabeth A. Campbell
Plaintiff, Pro Se

FILED
2025 JUN 27 09:00 AM
KING COUNTY
SUPERIOR COURT CLERK
E-FILED
CASE #: 23-2-25128-8 SEA

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **PLAINTIFF'S JUNE 27, 2025 STATUS HEARING REPORT**

I. INTRODUCTION

I, Elizabeth A. Campbell, pro se Plaintiff, submit this status report for the June 27, 2025 Status Conference, pursuant to the Court's May 30, 2025 directive for status reports only, not briefing (Exhibit A, Dkt. #228 Status Hearing Minutes, p. 2). This report responds to Defendants' June 25, 2025 Joint Status Report (Dkt. #239) and consolidated brief (Dkt. #230), which improperly embeds motion practice (protective order, discovery limits) in violation of CR 26(c), LCR 7(b), and the Court's directive.

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I incorporate my declarations on the website *swedishclub411.com* (Exhibit B) and email service withdrawal (Exhibit C), addressing Defendants' speculative claims, their pattern of retaliation, and their violation of my due process rights under CR 5(b)(7). I counter their attempts to exploit pro se stereotypes, assert my equal standing under CR 1 and LCR 1.2, and provide my case status perspective.

II. DEFENDANTS' PROCEDURAL VIOLATIONS

Defendants' June 25, 2025 report (Dkt. #239) and consolidated brief (Dkt. #230) constitute a "second bite" at motion practice, rehashing their May 28, 2025 protective order request (Dkt. #217) without a formal CR 26(c) motion, violating the Court's directive for status reports only (Exhibit A, p. 2). Their June 25, 2025 emails from Miguel Mendez-Pintado and Leili Moore (Exhibit B, pp. 14–16) violate my May 31, 2025 email service withdrawal (Exhibit C, pp. 5–7), disregarding CR 5(b)(7) and my due process rights. These actions appear to be aimed at delegitimizing my advocacy.

III. DEFENSE OF BLACK EMPLOYEE STATEMENT

My Exhibit D Declaration regarding the treatment of Black employees and employees in general affirms the truth of my swedishclub411.com statement, "No Black employee was treated well…" that defense counsels have taken objection to:

Paul Jefferson was fired in January 2023 by Sarah Alaimo after raising among other things his concerns about possibly racially motivated mistreatment, with no follow-up on his complaints about bar manager Jeff Hubner's abusive behavior (Exhibit 3 to Declaration, pp. 22–25; Transcript, 00:03:44–00:47:10, pp. 6–55; SAC, ¶ 1.10, p. 4).

The transcript of my February 13, 2023 meeting with board members Shama Albright and Molly Olson Smith, recorded with all parties' consent, details discussions about Paul Jefferson's mistreatment and the Swedish Club's hostile work environment. Specific passages (e.g., 00:03:44–00:47:10) are cited here and in my declaration to

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support my swedishclub411.com statement. Due to its length, the transcript is not attached but is available upon request to conserve filing space.

Kita Doe, Danny Francois, and Camille Parker like Jefferson faced short tenures due to hostile treatment, with Francois specifically mistreated by Anis Rahman's supervision, I personally witnessed an incident, and it is corroborated by Jared O'Connell's account of Rahman's unfair treatment of employees (Exhibit 11 to Declaration, pp. 54–57; SAC, ¶¶ 1.10–1.12, p. 4).

Nicole Armour's resignation email cites employees being "yelled at, called names, condescended to, treated less than, had slander written about us on-line, spit on" (Exhibit 9 to Declaration, p. 52).

The statement is supported also by my Washington State Human Rights Commission complaint (Exhibit 1, p. 7), Kristine Leander's letter (Exhibit 10 to Declaration, pp. 43–44), and SAC allegations (¶¶ 1.10–1.12, 1.24, pp. 4, 8).

Defendants' defamation claims (Dkt. #239, p. 4) are speculative, lacking evidence, and truth is a defense (*Mark v. Seattle Times*, 96 Wn.2d 473, 482, 1981).

IV. DEFENSE COUNSELS' EMAIL SERVICE VIOLATION

My Exhibit C declaration details the matter of my withdrawing consent for email service and Defendants' violation of my May 31, 2025 email service withdrawal (Declaration's Exhibits A–C, pp. 4–8), but more importantly establishes that it was proper and permissable:

- June 25, 2025 emails from Mendez-Pintado and Moore (Exhibits E–F, pp. 14–16), ignoring my CR 5(b)(7) notices to use U.S. Mail (Exhibits B–C, pp. 5–8).
- My compliance with e-filing and court notices, with no disruption to this case or to the federal case communications (Exhibit D, pp. 9–12), undermines Defendants' claims of delay or harm (Dkt. #239, p. 4).

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- Defendants' non-compliance shows disregard for my standing and burdens my pro se litigation.

V. DEFENDANTS' RETALIATORY PATTERN

My Exhibit D declaration evidences Defendants' retaliation to silence dissent, supported by:

- My termination and membership revocation on March 9, 2023 (Exhibit 8, p. 45; SAC, ¶ 1.19, p. 6).
- Paul Jefferson's firing after raising racially motivated treatment concerns (Exhibit 3, pp. 22–25; Transcript, 00:47:06–00:47:10).
- Kristine Leander's humiliating dismissal by Molly Olson Smith (Exhibit 10, pp. 43–44).
- Jared O'Connell's resignation due to Anis Rahman's unfair blame (Exhibit 11, pp. 54–57).
- Nicole Armour's resignation citing a hostile workplace (Exhibit 9, pp. 51–53).
- James Skrinde's trespass notice (Exhibit 8, pp. 46–47).
- Julie Pheasant-Albright's targeted meeting request (Exhibit 3, p. 57). The SAC confirms this pattern (¶¶ 1.7, 1.9, 1.43, Dkt. #169), as does the City of Seattle's Office of Civil Rights case complaint (2023-01536-PE). Sarah Alaimo's circulation of Armour's email (Exhibit 9, p. 51) further shows intent to possibly defame the Swedish Club, its members, and to deflect criticism.

VI. DISCOVERY STATUS

I am compliant with discovery, as noted in the Court's May 30, 2025 Minutes (Exhibit A, p. 2), and have engaged in meet-and-confer efforts consistently (Dkt. #223, p. 3; Dkt. #'s 190, 202, 207). My deferral of responses to Defendants' June 11, 2025 discovery requests aligns with the Court's directive to discuss sequencing on June 27, 2025 (Exhibit A, p. 2). Defendants' delays, tied to their protective order demand (Dkt.

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#239, p. 2), obstruct progress. I request Court clarification on sequencing, per the last status hearing's agreements.

VII. PRO SE EQUALITY

Defendants' tactics seem intended to exploit pro se stereotypes, portraying me as unreliable (Dkt. #239, p. 4), yet my SAC (56 causes, Dkt. #169), my discovery efforts, discovery requests to 16 defendants (April 16, 2025), participation in settlement conferences, and community support (Exhibits 3–7 of Exhibit B Declaration) demonstrate competence.

Defense's speculative claims of harm lack evidence, as I challenged in my Lane Powell response (Exhibit 8 to Exhibit B Declaration, pp. 34–39. I assert my equal standing under CR 1 and LCR 1.2, requesting the Court hold Defendants to the same procedural standards, as raised on June 26, 2025.

VIII. REQUEST FOR RELIEF

I respectfully request the Court:

1. Confirm *swedishclub411.com* as protected speech under RCW 4.24.510 and RCW 4.105.010.
2. Enforce my CR 5(b)(7) email service withdrawal, requiring U.S. Mail for all Defendants except Karen Kalzer.

DATED June 26, 2025, at Seattle, Washington.

Elizabeth A. Campbell, MPA
Plaintiff, Pro Se
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Seattle, WA 98199
Tel/Text: 206-769-8459
Fax: 206-283-6300
neighborhoodwarrior@gmail.com

EXHIBITS

Exhibit A
Status Hearing Minutes, Dkt. #228 (May 30, 2025)

Exhibit B
Plaintiff's Declaration and Exhibits Re: SwedishClub411.com Website (June 26, 2025)

Exhibit C
Plaintiff's Declaration and Exhibits Re: Withdrawal of Service by Email Consent (May 31, 2025)

Exhibit D
Plaintiff's Declaration and Exhibits Re: Blog Post Statement Black Employee Treatment (June 26, 2025)

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FILED
2025 JUN 27 09:00 AM
KING COUNTY
SUPERIOR COURT CLERK
E-FILED
CASE #: 23-2-25128-8 SEA

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **PLAINTIFF'S EXHIBITS FOR JUNE 27, 2025 STATUS HEARING REPORT**

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EXHIBIT A

CLERK'S MINUTES

[Dkt. #228]

Judicial Officer:	Mark Larranaga	Dept.	33
Bailiff:	Brenda Smith	Date:	May 30, 2025
Court Clerk:	Jacqueline Antich		
Digital Recorder / Reporter:	MRJC 4H		

KING COUNTY CAUSE NO.: 23-2-25128-8 SEA

CAMPBELL VS MATTHIESEN ET AL DBA

Appearances:
Plaintiff ELIZABETH A CAMPBELL is present pro se via zoom

Defendant LARS CHRISTIAN MATTHIESEN is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant YARA H O SILVA is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant PATRICK C FOSSEY is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant MARIA F OLIVARES FLORES is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant RACHEL M LUSBY is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant HIGHLAND HOLDINGS INC is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant PEP PROPERTIES is represented by Sarah A Tatistcheff via zoom, Miguel Eduardo Mendez-Pintado via zoom
Defendant LEANDER HAYES is represented by Karen KaLzer via zoom
Defendant SWEDISH CULTURAL CENTER d/b/a Swedish Club, K. Johansson, Lucas and Sund represented by Brad Bigos via zoom
Defendant ALAIMO, ALBRIGHT, EMERSON, FAINO, M. JOHANSSON, LUCAS MILLER, ELIZABETH NORGREN, ODDERSON, SMITH, AND SNYDER represented by Sarah A Tatistcheff via zoom

MINUTE ENTRY

Commit as: Status hearing

Start: 11:35:58

This Cause Comes Before The Court For Status Conference

The Court, Bailiff, and Clerk are present in an open courtroom with zoom platform.

Respective Counsel are appearing and make their appearances via zoom platform.

The Court addresses with all Parties discovery issues.

The Court requests a briefing schedule on what needs to be disclosed or not and the Parties agree.

11:49:25 Briefing Schedule on Numbers of Interrogatories and Protective Order-
Brief due by 6/25/25, Response due by 7/16/25 and Reply due by 8/01/25.
Hearing Date Set on 8/15/25 at 9:00am.

12:02:33 The Court continues the Petitioner's motion to compel until after the 8/15/25 Hearing on arguments.

The Court addresses the Meet and Confer issues-
Parties to Meet and Confer as a group, if it's a group issue(s) or if it's an individual issue, with the individual.

The Court to maintain the Status Conference on 6/27/25.
Counsel to submit a status report prior to the Status Conference.

12:13:30 Plaintiff does not need to respond to the Defenses propounded requests until discussions at the 6/27/25 Status Conference.

Hearing adjourns.

Stop: 12:15:10

EXHIBIT B

EXHIBIT B

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **DECLARATION OF ELIZABETH A. CAMPBELL IN RESPONSE TO DEFENDANTS' MISCHARACTERIZATION OF SWEDISHCLUB411.COM**

I, Elizabeth A. Campbell, declare under penalty of perjury under the laws of the State of Washington that the following is true and correct:

1. I am the Plaintiff in this matter, appearing pro se. I submit this declaration in response to speculative and misleading claims made by Defendants and defense counsel concerning my website, swedishclub411.com.

2. I am the creator and administrator of the website SwedishClub411.com. I launched the site in early 2023, before my March 9, 2023 termination from the Swedish

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Club and prior to initiating litigation in Campbell v. Matthiesen et al. The purpose of the site is to provide a clearinghouse for documentation, commentary, and public interest information regarding the Swedish Club's operations, governance, and treatment of members and staff.

3. I first described the formation and intent of the SwedishClub411.com website in response to Defendants' earlier mischaracterizations, "I purchased the predecessor domain swedishclubmembersonly411.com on January 5, 2023… during the time I was still a Swedish Club member and employee, 11 months…before filing *Campbell v. Lucas et al*. (Case No. 23-2-25195-4 SEA) on December 19, 2023. The swedishclub411.com website was established to inform club members about operations, finance, governance issues, this was at a time when the Club operations had effectively melted down during Defendant Leander's management of the club, when members and employees were up in arms, predating any lawsuit." (Plaintiff's Supplemental Reply filed May 30, 2025, Dkt. #223, Page 6)

4. The website is clearly identified as independent and unaffiliated with the Swedish Club. As shown in Exhibit A (the website's welcome page), the landing page includes a mission statement and prominent disclaimers noting that the site is not affiliated with the Swedish Club, that it is intended as a civic and documentary project. It explicitly states that it is a "First Amendment-protected effort to track, document, and archive misconduct and resistance at a local nonprofit."

5. The site's blog page, included here as Exhibit B, further reinforces the purpose of the website: to allow members, former staff, and the general public to understand and reflect on matters of governance, fairness, and transparency involving the Swedish Club. It includes narrative accounts, primary-source references, and community-centered reflections.

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6. The website is an exercise of protected expression under the First Amendment of the U.S. Constitution and Article I, Section 5 of the Washington Constitution. It addresses matters of public concern about a membership-based, culturally significant nonprofit operating in the City of Seattle. Its contents are grounded in personal experience, documentary evidence, and public record.

7. I refer the Court to Dkt. 223, my May 30, 2025 Supplemental Reply, which describes the inception and role of the website, includes related exhibits, and rebuts ongoing speculative claims and mischaracterizations by defendants and defense counsels.

8. Swedishclub411.com site analytics confirm consistent public interest. AWStats reports from 2023 through June 2025 show:

- In 2023, the site received 3,371 unique visitors and over 6,400 page views (Exhibit C).
- In 2024, despite limited new content, it still received 249 unique visitors (Exhibit D).
- In the first half of 2025, the site has logged 51 unique visitors and over 260 page views (Exhibit E). These numbers support the conclusion that SwedishClub411.com is publicly accessed and valued, not a private feud platform as defendants suggest.

9. Attached are representative email communications sent to Swedish Club staff and members and former employees updating them on case developments and inviting them to view the website. These communications were polite, professional, and framed in terms of transparency and solidarity (Exhibit F).

10. Contrary to the speculative and defamatory assertions made by Defendants and declarants Elizabeth Norgren and Sarah Alaimo (Dkts. #232, 231), SwedishClub411.com does not engage in targeted harassment. The site is grounded in evidence, is transparently

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authored, and is open to public scrutiny. It includes disclaimers, documentation, and editorial responsibility — all hallmarks of protected civic expression.

2. Attached Exhibits:

- **Exhibit A**: Website welcome page w/ disclaimers & mission statement **Page 1**
- **Exhibit B**: Website blog page dated June 26, 2025 **Page 5**
- **Exhibit C**: AWStats 2023 traffic report (screenshot) **Page 15**
- **Exhibit D**: AWStats 2024 traffic report (screenshot) **Page 16**
- **Exhibit E**: AWStats 2025 (partial-year) traffic report (screenshot) **Page 17**
- **Exhibit F**: Email Communications Re swedishclub411.com **Page 18**

I certify under penalty of perjury under the laws of the state of Washington that the foregoing is true and correct.

DATED June 26, 2025, at Seattle, Washington.



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Plaintiff, Pro Se
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Seattle, WA 98199
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neighborhoodwarrior@gmail.com

Swedish Club 411

Clearinghouse for Conversations and Information



Welcome To The Swedish Club!

Swedish Club 411 – Court Case Information

This is not the Swedish Club's official website!

ATTORNEY ASSISTANCE NEEDED – SEE AD HERE

Mission: Swedish Club 411 is dedicated to providing information about the Swedish Club, and dedicated to providing a platform for the exchange of information and perspectives related to the Swedish Club member or employee experience.

The goal of this website/endeavor is to promote transparency and good Swedish Club governance practices related to the operations of the Swedish Club, including but not limited to its Finances, Management (board of directors and operations), Department Operations – Events (Club sponsored and private), Building and Properties (improvements, maintenance, and capital projects), Foodservice (dining, catering, and public events w/ food), Programming (classes), and any other matter related to the general welfare of the Swedish Club.

Assurances: Every effort is made to provide accurate, timely, transparent, and candid information in a readily available and interactive manner, using the latest online and cloud-based media platforms for social interaction and the exchange of data and information.

Disclaimers:

- Swedish Club 411 is an ***independent website***.
- It is ***not affiliated with the Swedish Club*** in any way.
- It is ***not subsidized by Swedish Club*** funds.
- It is intended to 1) provide an alternative forum for Swedish Club members or employees to learn more about the culture and operations of the Club, and 2) a platform for members and employees (past, present, or future) to discuss or learn about Swedish Club matters of interest.
- It is strictly a **volunteer effort** by individuals who are members of the Swedish Club

Thanks for visiting us – please sign up for updates or ask a question by filling out the short contact form below:

Name *

First

Last

Email *

Additional Contact Information

Provide additional contact information you would like us to have – phone, address, Fax, etc.

Would you be interested in participating further?

Would you be interested in volunteering to help manage the Swedish Club 411 website/group, or be interested in serving on a Swedish Club committee (Building, Finance, Food, Nominating, or Membership), or serving on the Swedish Club Board of Directors?

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Legal Update: Plaintiff Files Motion to Amend, Defendants Fumble Response

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Smiles, Songs, and a Sad Exile: My Swedish Club Story

June 7, 2025 by neighborhoodwarrior



Today, June 6, the Swedish Club is full of smiles and songs, celebrating Sweden's National Day. I should be there, too. For years, I was part of that community—cooking, singing, … Read more

Categories: Community and Belonging, Swedish Club News

Leave a comment

🔍 Who Is Langdon Miller? An In-Depth Look

May 22, 2025 by neighborhoodwarrior



The Swedish Club's Board President and the Legal Record That Follows Langdon Miller is a man of distinction. A Stanford-trained oncologist. A biotech executive who helped launch SolveTx with $126 … Read more

Case Strategy, Defendant Watch, Legal, Nonprofit Org Accountability

Plaintiff Files Follow-Up Declaration After Defense Stonewalls Discovery in Swedish Club Lawsuit

May 9, 2025 by neighborhoodwarrior



Elizabeth A. Campbell, plaintiff in the civil rights and governance lawsuit Campbell v. Matthiesen, et al., filed a Supplemental Declaration and CR 26(i) Certification this morning at 8:30 a.m. in … Read more

Uncategorized

Filing Update: Elizabeth Campbell Seeks to Correct a Judicial Record

May 7, 2025 by neighborhoodwarrior



Seattle, WA — May 7, 2025 In a case already defined by procedural complexity and entrenched resistance from opposing counsel, plaintiff Elizabeth Campbell has taken another critical step to preserve … Read more

Uncategorized

Legal Update: Plaintiff Files Motion to Amend, Defendants Fumble Response

May 6, 2025 by neighborhoodwarrior



Seattle, WA | May 6, 2025 — In a key procedural move aimed at fortifying the legal foundation of her claims, Plaintiff Elizabeth A. Campbell filed a motion on April … Read more

Case Events, Case Hearings, Case Strategy, Defendant Watch, Legal, Motions, Nonprofit Org Accountability, Swedish Club News

The Swedish Club's Legal Stonewall: Plaintiff Files Formal Declaration to Document Discovery Obstruction

May 2, 2025 by neighborhoodwarrior



By Elizabeth Campbell, MPA On May 1, 2025, I filed a Declaration and Notice in King County Superior Court to formally document the systematic efforts by defense counsel to block … Read more

Attorney Fees, Legal, Swedish Club News

Holding the Line on Fair Discovery: How One Pro Se Litigant is Managing Complexity in the Swedish Club Case

May 2, 2025 by neighborhoodwarrior



Seattle, WA – May 2, 2025 In a complex lawsuit now involving 17 defendants across four represented defense groups, plaintiff Elizabeth Campbell is drawing a firm procedural line — asserting … Read more

Legal

Elizabeth Campbell Bolsters Strong Legal Case Against Swedish Club with Comprehensive Discovery Mappings

April 30, 2025 by neighborhoodwarrior



Seattle, WA – May 1, 2025 Elizabeth Campbell, a former member and employee of the Swedish Club Cultural Center, proudly announces a significant milestone in her lawsuit, Campbell v. Matthiesen, … Read more

Employment Law Violations, Legal

Legal Showdown at the Swedish Club: A Battle of Motions and Discovery

April 18, 2025 by neighborhoodwarrior



In a Seattle courtroom, a gripping legal drama continues to unfold as Elizabeth A. Campbell, a 72-year-old widow, grandmother, and self-described “serial entrepreneur” and “community activist” takes on the Swedish Club and a roster of its former leaders.

Legal, Swedish Club News

Legal Counsel

March 26, 2024 by neighborhoodwarrior

DEFENDANTS/LEGAL REPRESENTATIVES Defendants Group – Sharon Lucas, Molly O. Smith, Gary Sund, Elizabeth Norgren, Shama Albright, Mary Emerson, Ib Odderson, I. Salmon, Langdon Miller, Marta Schee, Neal Snyder, Lisa Lindstrom, … Read more

Attorney Fees, Legal

Case Info, Defense Counsel

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Plaintiff Files Follow-Up Declaration After Defense Stonewalls Discovery in Swedish Club Lawsuit

Filing Update: Elizabeth Campbell Seeks to Correct a Judicial Record

Legal Update: Plaintiff Files Motion to Amend, Defendants Fumble Response

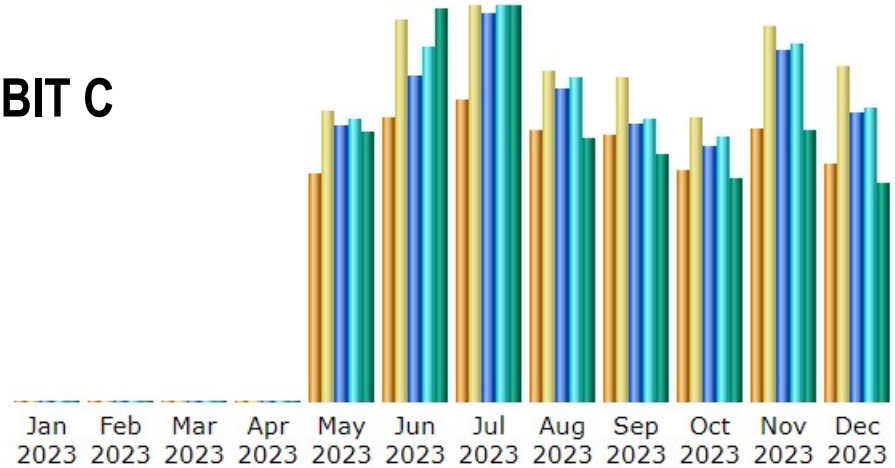
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No comments to show.

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Monthly history

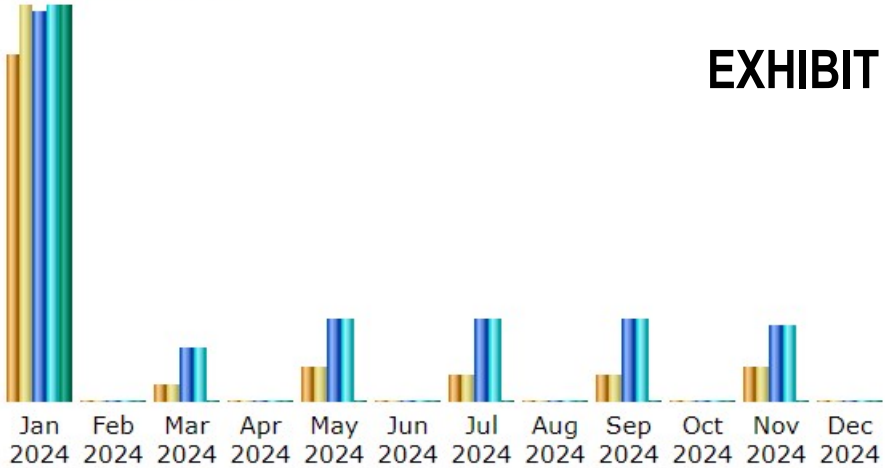
EXHIBIT C



Month	Unique visitors	Number of visits	Pages	Hits	Bandwidth
Jan 2023	0	0	0	0	0
Feb 2023	0	0	0	0	0
Mar 2023	0	0	0	0	0
Apr 2023	0	0	0	0	0
May 2023	365	468	721	740	22.26 MB
Jun 2023	456	613	856	931	32.56 MB
Jul 2023	487	636	1,014	1,035	32.74 MB
Aug 2023	436	531	821	848	21.65 MB
Sep 2023	429	521	727	737	20.55 MB
Oct 2023	374	459	669	693	18.38 MB
Nov 2023	439	603	919	933	22.54 MB
Dec 2023	385	539	757	768	18.14 MB
Total	3,371	4,370	6,484	6,685	188.86 MB

Monthly history

EXHIBIT D



Month	Unique visitors	Number of visits	Pages	Hits	Bandwidth
Jan 2024	178	204	316	320	7.96 MB
Feb 2024	0	0	0	0	0
Mar 2024	9	9	44	44	3.49 KB
Apr 2024	0	0	0	0	0
May 2024	17	17	66	66	5.36 KB
Jun 2024	0	0	0	0	0
Jul 2024	14	14	66	66	5.36 KB
Aug 2024	0	0	0	0	0
Sep 2024	14	14	66	66	5.36 KB
Oct 2024	0	0	0	0	0
Nov 2024	17	17	61	61	4.94 KB
Dec 2024	0	0	0	0	0
Total	249	275	619	623	7.98 MB

Monthly history

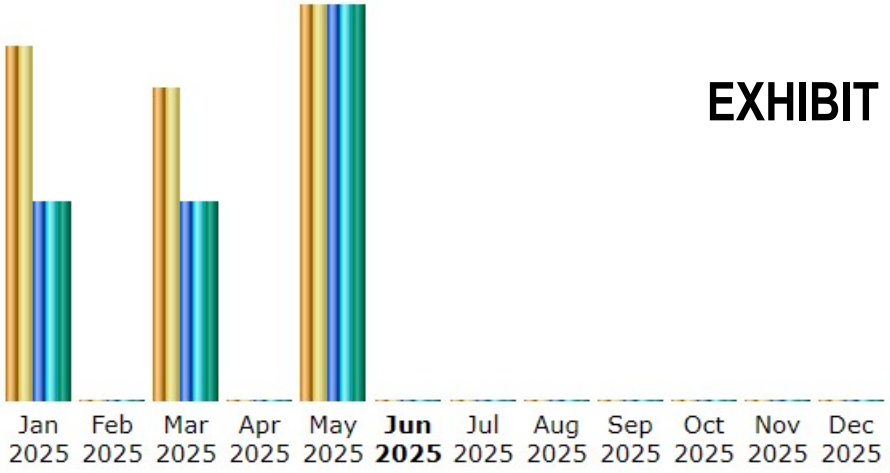


EXHIBIT E

Month	Unique visitors	Number of visits	Pages	Hits	Bandwidth
Jan 2025	17	17	66	66	5.36 KB
Feb 2025	0	0	0	0	0
Mar 2025	15	15	66	66	5.36 KB
Apr 2025	0	0	0	0	0
May 2025	19	19	132	132	10.72 KB
Jun 2025	0	0	0	0	0
Jul 2025	0	0	0	0	0
Aug 2025	0	0	0	0	0
Sep 2025	0	0	0	0	0
Oct 2025	0	0	0	0	0
Nov 2025	0	0	0	0	0
Dec 2025	0	0	0	0	0
Total	51	51	264	264	21.44 KB

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Campbell v. Lucas, et al. - subpoenas

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Wed, Apr 10, 2024 at 1:44 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: patdolan@comcast.net, Julie Pheasant-Albright <jdpheasant@gmail.com>, Chris Sisco <chris@swedishclubnw.org>, Judith Dern <jhsdern@gmail.com>, Christine Lea <christineandco1@aol.com>, J Skrinde <jskrinde@gmail.com>, pj98102@yahoo.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "eschipull@me.com" <eschipull@me.com>, dewcew@hotmail.com, wideburg@ix.netcom.com

See attached, just this morning the Swedish Club's lawyers sent me these letters and subpoenas for three Swedish Club members that are in good standing.

I feel the reality is this is who the Swedish Club has become under the present leadership, a bully. It has no less than five law firms, nine lawyers on retainer, and an additional five paralegals supporting them. The Executive Director and Board have them on speed dial, the Club is paying for support staff, legal and in-house, and Sarah Alaimo does not come cheap. She has a long-time association with the law firm Lane Powell. There are consultants and advisors to manage the Swedish Club's crumbling mage - to engage in strategic communications, working the messaging to the public and members; and then the hires to work over any targeted member. Kristine and Toene have peeled off from the rest of the crowd, they have their own set of lawyers now. Couple that with the fact that board members are dropping like flies, resigning.

Contrary to what the "leadership" of the Swedish Club would have you believe, to quote them:

"We are aware that misinformation about our beloved organization is circulating. If you have any questions regarding the soundness of our organization, we encourage you to contact either the Executive Director or the Executive Committee before the Annual Meeting next week."

The breadcrumbs of the real status of the Swedish Club are evident in the number of lawyers they have on retainer, nine, the amount of legal fees they have been spending on attorney fees, $80,000 in 2022 alone; how much in '23 and '24? The real culture of the Swedish Club is there to see, including the fine example of the Swedish Club attacking members, terminating them, threatening them, and the latest, siccing their lawyers on members and subjecting them to abusive legal process - see attached letters from *just one* of the Swedish Club's law firms, issuing subpoenas to haul three members of the Swedish Club before the Club's tribunal. See attached documents below.

For additional updates and information see www.swedishclub411.com.

The lawsuit, Campbell v. Sharon Lucas et al, is posted online - it is in three parts so it is easier to access and download:

Part One	Part Two	Part Three
Pages 1 to 269	Pages 270 to 477	Exhibits

Best,
Elizabeth Campbell

[Quoted text hidden]

6 attachments

20240410 ltr Van Nuys RE sub.pdf
419K

20240410 ltr Lorelei Stevens RE sub.pdf
418K

20240410 ltr Pheasant-Albright RE sub.pdf
419K

sub - Lorelei Stevens (executed).pdf
272K

sub - Julie Pheasant-Albright (executed).pdf
279K

sub - Heather Van Nuys (executed).pdf
278K

EXHIBIT

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - Motion 8 Norgren's Complaints

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 11:16 AM

To: swedishclubnwlitigation@gmail.com
Bcc: "angelwing14@msn.com" <angelwing14@msn.com>, juliekay2012@hotmail.com, boardchair@vasaparkresort.org, "events@vasaparkresort.org" <events@vasaparkresort.org>, Julie Pheasant-Albright <jdpheasant@gmail.com>, wideburg@ix.netcom.com, a1Lorelei Stevens <lorelei.stevens@gmail.com>, Eckhard Schipull <eschipull@me.com>, RC Charles <snocofo@gmail.com>, Wendy Clark <wendylundin@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com, Ann Margret <ann-margret@wavecable.com>, patdolan@comcast.net, J Skrinde <jskrinde@gmail.com>, Birgit Ages <birgitages@comcast.net>, "erikp@nordicmuseum.org" <erikp@nordicmuseum.org>, pettrickj122@msn.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "BrownEyedSwede@comcast.net" <browneyedswede@comcast.net>, Marianne Stecher-Hansen <marianne@uw.edu>, Georg & Nina Pederson <georgnina@aol.com>

Dear Concerned Swedish Club Members,

I received a packet of missives this morning from the Swedish Club Board's and Norgren's attorney, Michael Rhodes, from Mix Sanders. He/they are the firm/counsel that is being paid in part by the Club's insurance errors and commissions carrier to create a paperwork storm in the case, hoping things can be covered up and dispensed with.

Last week one of the Swedish Club's efforts went into producing a perjured affidavit by the Club's cook Christo, claiming in his declaration that he hadn't talked to me, stating that one time *I talked to him*; despite our working together for over a month to plan, cook, serve, and just plain old work together as regular workers.

When I pointed out his blatant perjury, see my attached letter to Michael, Michael and Christo cooked up a new version of false and misleading testimony - 1) Christo misunderstood what he was supposed to say in his first declaration, that Christo neglected to mention the email exchanges between us (I provided those to his attorney), and 2) what Christo *really* meant to say, he doubled down on his original lie, was that he believed our conversations at work were "inconsequential" so that meant that he had only talked to me one time; and still that I talked to him, not him talking to me or with me.

And we wonder why lawyers have such poor reputations - this is what the Swedish Club board and director are paying for.

This morning I received one of those late winter snowfalls, a paperwork storm filed by Swedish Club atty Michael Rhodes. One of the more choice pieces that caught my eye is this one - generated for Elizabeth Norgren, see attached. It is replete with her perspective on how she is a victim in this matter.

Considering the string of bodies she has left behind her I feel it is a bit rich her claims of victimhood. I'm sure all the people who have come forward and shared stories about how she burned them, mistreated them, misspent their Swedish org money - might be interested in how Norgren sees herself in this moment - and what lengths she still wants to go to to hurt others hurt by her actions.

20

Just a small note to add to her claims of outrage and how she is so misunderstood and a victim. I feel we can all take a moment and remember how she and her partners at the Swedish Club used the Club's lawyers, Lane Powell, who have been running interference for them even to now - made a false police report to the Seattle Police Department about Jim Skrinde, see attached letter re same. And then engaged in election interference and election fraud.

Also attached are copies of the motion I filed for subpoenas to be issued to Steven Jones (Floyd Jones), Nina Pedersen, Vasa Park, and Erik Pihl.

Many of the requests in the subpoenas have to do with acquiring information about its fundraising practices and the outcome for the donors and for the funds they donated to the Swedish Club.

The Vasa Park subpoena is seeking information concerning Norgren's tenure and activities there.

In closing, it is a challenge to handle everything, and I appreciate the kind words of encouragement.

Sincerely,

Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

Motion 8 Norgren Motion To Be Let Out.pdf
767K

Ltr MRhodes Re False Yaranoff Declaration.pdf
134K

JSkrinde Lane Powell Ltr 07-23-23.pdf
119K

P MOT SDT Vasa et al 04-23-24 Condensed.pdf
253K

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Fri, Apr 26, 2024 at 11:17 AM
To: neighborhoodwarrior@gmail.com

Address not found

Your message wasn't delivered to **pettrickj122@msn.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

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550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302). [AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z 08DC65DD028F84D8]
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Final-Recipient: rfc822; pettrickj122@msn.com
Action: failed
Status: 5.5.0
Remote-MTA: dns; msn-com.olc.protection.outlook.com. (104.47.11.225, the
 server for the domain msn.com.)
Diagnostic-Code: smtp; 550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302).
[AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z
08DC65DD028F84D8]
Last-Attempt-Date: Fri, 26 Apr 2024 11:17:21 -0700 (PDT)

---------- Forwarded message ----------
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: swedishclubnwlitigation@gmail.com
Cc:
Bcc: pettrickj122@msn.com
Date: Fri, 26 Apr 2024 11:16:41 -0700
Subject: Swedish Club Litigation Update - Motion 8 Norgren's Complaints
----- Message truncated -----

---

pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:35 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

You got this,Stay encouraged
Let me know,how I can help.

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 3:41 PM
To: "pj98102@yahoo.com" <pj98102@yahoo.com>

Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright?

[Quoted text hidden]

---

pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:52 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I'm doing good. Work is slow,but it's ok. I know how they lie and don't care about their employees, so let me know how I can help.

Yahoo Mail: Search, Organize, Conquer

On Fri, Apr 26, 2024 at 3:42 PM, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> wrote:

> Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright? it's
>
> [Quoted text hidden]

EXHIBIT

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Court Case Info - www.SwedishClub411.com

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Mar 25, 2024 at 10:26 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: Julie Pheasant-Albright <jdpheasant@gmail.com>, J Skrinde <jskrinde@gmail.com>, wideburg@ix.netcom.com, Christine Lea <christineandco1@aol.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com

About: Over a year ago, In January 2023 I created a website, Swedish Club 411 SwedishClub411.com to provide assorted information to members and employees alike about multiple issues and incidents that had been going on for quite some time at the Swedish Club.

There is no need to purchase a copy of the lawsuit from the court, a copy of the Complaint, the case document filed with King County Superior Court, #23-2-25295-4 SEA can be found on the Swedish Club 411 website here - I have divided it into three parts/files - so it can be easily downloaded, and opened up. There is also an information post on the website about the Swedish Club defendants and who has been retained to defend them; six law firms and 10 lawyers.

Other items of interest may be communications - those are on the Case Info page, and under the Board & Directors' menu there are documents from approximately 12 years ago when there was another kerfuffle over how the Swedish Club was being run. Many similarities to now.

See also the Reports and Articles page - in-depth information about SC years 2020 to 2024.

Check back soon - the website is now being updated daily.

If there are any questions I'll be happy to answer them.

Best,
Elizabeth
--
Elizabeth Campbell, MPA



EXHIBIT

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 9:41 AM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, Eckhard Schipull <eschipull@me.com>, patdolan@comcast.net, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, pj98102@yahoo.com, wideburg@ix.netcom.com, Eva Larson <evalarson33@gmail.com>, Christine Lea <christineandco1@aol.com>

Dear All,
In the last two weeks, multiple changes and new events have occurred in the Swedish Club litigations, the underlying case, Campbell v. Sharon Lucas, Swedish Club et al, and two additional actions have been filed:

- Petition for Review of April 17, 2024 Election and Election Process (attached)
- Lawsuit against the Swedish Club's, Norgren's, the Board's attorneys - Michael Rhodes, Mix Sanders
- Required RCW 24.03A.944, Notice given to the Washington Attorney General's Office regarding underlying legal proceedings and related matters
- A settlement between Campbell and Swedish Club's former lawyers, Lane Powell has been reached (attached)
- Campbell has offered and provided stipulations to dismiss Lisa Lindstrom, Ingrid Salmon, Gregory Albright, Vinda Sund, Nicholas Faino, John Alaimo, and the Club's other attorney, Vi Reno from the main case (attached)
- Pending: Breach of Duties and Receivership litigation re Swedish Club and Board of Directors

All case documents can also be accessed on the Swedish Club 411 website.

In regards to the Petition to Review the 4/17 Election/Election process - your assistance is needed - I need to notify as many Swedish Club members as possible of the pending action, that the Petition has been filed, and I am making a request for any Swedish Club member that would like to be a joint petitioner with me in the petition - that is a legal consideration, being a literal petitioner in the case. Please contact me at your earliest convenience if you are interested in that.

I need your help - if you could forward me contact information of any Swedish Club members I need that so I can develop as big of a list of Swedish Club members, I need to be sure that as many as possible members have been notified of the Petition for Review.

According to RCW 24.03A.966 - The petitioner shall provide notice of the proceeding to every other person the petitioner knows, or should reasonably know, to be affected by the proceeding.

My notifying you of the Petition is only that - notifying you that an underlying court action is pending related to the April 17th election/election process.

Let me know if you have any questions or comments. Thank you for your time.

Sincerely,
Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf
3293K

Campbell v Rhodes Mix Sander Filed Copy.pdf
449K

Campbell v Lane Powell et al Settlement Notice.pdf
18K

Stip Dismiss SC 7 05-22-24.pdf
895K

Elizabeth Campbell <swedishclubnwlitigation@gmail.com> Mon, May 20, 2024 at 9:42 AM
To: neighborhoodwarrior@gmail.com

[Quoted text hidden]

4 attachments

Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf
3293K

Campbell v Rhodes Mix Sander Filed Copy.pdf
449K

Campbell v Lane Powell et al Settlement Notice.pdf
18K

Stip Dismiss SC 7 05-22-24.pdf
895K

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 2:19 PM
To: swedishclubnwlitigation@gmail.com
Bcc: Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>

[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

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pj98102@yahoo.com <pj98102@yahoo.com> Tue, May 21, 2024 at 3:29 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I hope that I'm apart of the lawsuit, many of us were a victim of their abuse. Paul Jefferson

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Tue, May 21, 2024 at 4:21 PM
To: RC Charles <snocofo@gmail.com>

---------- Forwarded message ---------
From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Mon, May 20, 2024 at 9:41 AM
Subject: Swedish Club Litigation Update
To: <swedishclubnwlitigation@gmail.com>

[Quoted text hidden]
[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - 5/24 Hearing Continued to June

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Thu, May 23, 2024 at 5:08 PM

To: swedishclubnwlitigation@gmail.com
Bcc: Chris Sisco <chris@swedishclubnw.org>, Christine Lea <christineandco1@aol.com>, Christine Ross <chefcross45@yahoo.com>, Eckhard Schipull <eschipull@me.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, a1Lorelei Stevens <lorelei.stevens@gmail.com>, dewcew@hotmail.com, patdolan@comcast.net, pj98102@yahoo.com, wideburg@ix.netcom.com

Hi, I know many of you were wondering about attending the hearing tomorrow, earlier in the month I asked for a continuance of the hearing tomorrow. The judge has decided to continue the hearing to a future date on June, everyone is checking there availability to let the court know which date the court has available so that they can attend.

There is still a lot of work to do.

Thank you for those who have gotten back to me with contact information for members so they can get notice about the court review of the April 17th election.

In the last two weeks I have filed an answer to every single motion that was filed against my lawsuit - 22 in all. 18 from the Swedish Club, 1 ea. from Leander/Hayes, Reno, and Matthiesen.

I filed my final four responses and objections with the court this afternoon.
I just so happen to have those four available, if you are at all interested in what that looks like I have attached a couple of them. No need to read, but if you want to you can get a peek inside they are here for you.

Next steps - The reality is this - one set of defendants has settled. My door has remained open all this time. Here is what I wrote one of the defense attorneys when they filed another batch of papers yesterday:

"My response to you is this - has anyone ever thought about talking to me as opposed to trying to best me? I have indicated for, let's see, we're now at two years, the door has been open for all that time to resolve this. Has anyone thought about an apology? Has anyone thought about arriving at a meeting of the minds and being decent about this?

"It's a grand and glorious display of what money can buy from a legal standpoint, but it has been hardly a wise or brilliant path to have chosen. So while you're churning out papers - you might go back and think about what I have said."

Many might do not know - that door, my door, has been open since 2022 - instead for my trouble the Swedish Club powers that be chose to spend $80,000 investigating me. In November 2022 another opportunity to put differences aside - an apology and a job - a very small concession. Instead, more gas was thrown on the fire.

In early 2023, I was in settlement talks with Sarah, Molly, and Shama. They said they would then never got back to me. In March I was fired, barred from the building. In December 2023 we had mediation - the door was wide open again to walk through. Think of that picture where the bully kicks sand in your face.

$100,000's of dollars in Swedish Club and insurer's legal fees later, we are at today.

This is a good pause for the Swedish Club side to think about all this.

The Club has gone to hell, board members have bailed out for a reason, some key people have and are deserting the ship, for a reason. And, there is a very hot potato that remains - the executive director. What torch is she going to light next? Her very own lawsuit against the Swedish Club?

A lot of things to think about.

Best Regards,
Elizabeth

EACampbell

---

2 attachments

Campbell Reply to Leander et al MTD 1 05-23-24.pdf
364K

Campbell Reply to Vi Reno MTD 05-23-24 (Merged).pdf
1296K

EXHIBIT

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Notice of Filing - U.S. District Court Campbell v. Swedish Club/Elizabeth Norgren

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Jun 10, 2024 at 5:53 PM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, patdolan@comcast.net, Eckhard Schipull <eschipull@me.com>, Chris Sisco <chris@swedishclubnw.org>, Christine Ross <chefcross45@yahoo.com>, pj98102@yahoo.com, Christine Lea <christineandco1@aol.com>, wideburg@ix.netcom.com, Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>, brianr@runberg.com, "markcolsen55@yahoo.com" <markcolsen55@yahoo.com>, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, Elizabeth Campbell <Neighborhoodwarrior@gmail.com>

Dear Swedish Club Members,

This lawsuit is founded in the fact that I and other people have been improperly treated by Elizabeth Norgren, banned by her from even attending a Swedish Club event, either as a Swedish Club member, with a Swedish Club member, or as a member of the general public - others are treated better than us.

Think about that. It is not just that a club member or a member of the public is banned from visiting the Swedish Club, but Ms. Norgren and the Swedish Club have unilaterally impaired the membership *of every Swedish Club member*, reserving to themselves the right to dictate to the members who it is a member may or may not have as their guest.

Moreover, this has to do with what rights a person has in comparison to others - for example, the general public. The distinction being grounded in the person's status, including that they engaged in lawful, protected activities related to protected class status, and were summarily banned from the Swedish Club.

Consider this also - why have some people, myself included, been banned from the Swedish Club, because I complained to the board about the unfair treatment I had been receiving as a member and employee, and yet there have been actual instances of "insubordination" and worse, physical attacks on members by staff and by member/volunteers, which includes Sharon Lucas roughing me up - and those staff members, members/volunteers - are feted. Hmmm. It is all arbitrary and capricious and poor reasons unlawful reasons people are getting banned from the Club - retaliation being one of them.

The current newsletter talks about the staff asking for guidance, "Staff have requested that we clearly state codes of conduct and consequences for violating those codes. We have conducted informal investigations of potential breaches of generally accepted codes of civility but now seek to prospectively articulate a framework for promoting positive member interactions and a safe and pleasant working environment."

What an irony - the "staff," starting with Elizabeth Norgren, starting with Sarah Alaimo, followed by staff Joel Cambern, starting with Sharon Lucas, followed by Charles Willi, and others who have supported the staff - physically taking on or in the strongest possible terms roughing up members - it isn't the member on member abuse as Langdon would have the readers believe - where is the accountability for the staff (with the knowledge and support of the board) which has instigated the free for all against the

EXHIBIT C

EXHIBIT C

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, and ANNA FAINO, Defendants.	**NO. 23-2-25128-8 SEA** **DECLARATION OF ELIZABETH A. CAMPBELL REGARDING WITHDRAWAL OF EMAIL SERVICE**

I, Elizabeth A. Campbell, declare under penalty of perjury under the laws of the State of Washington that the following is true and correct:

1. I am the Plaintiff in this matter, appearing pro se. I submit this declaration in response to speculative and misleading claims made by Defendants concerning my lawful withdrawal of consent for email service pursuant to CR 5(b)(7).

2. On May 31, 2025, I formally withdrew my consent for email service from multiple defense counsel, including Megan Starks, Brad Bigos, and Nicholas Larson.

ELIZABETH A. CAMPBELL
3826 24TH AVE W
SEATTLE, WA 98199
206-769-8459
NEIGHBORHOODWARRIOR@GMAIL.COM

This action was documented in a well-reasoned memorandum to file documenting my legal authority, procedural rationale, and prior experiences with abuse of email communications by defense counsel. (See Exhibit A – Memo re Withdrawal of Consent for Email Service).

3. That same day, I sent formal letters via U.S. Mail to the above-listed attorneys, clearly stating that I no longer consented to service by email and that all future communications must be sent by mail. (See Exhibit B – Letters to Counsel Withdrawing Consent). I preserved proof of mailing. (See Exhibit C – Postmarks).

4. My actions are grounded in CR 5(b)(7), which explicitly permits parties to revoke consent for email service at any time. I remain in compliance with all court rules, including continued e-filing and receipt of court-generated electronic notices.

5. Defendants' claim in their June 25, 2025 Joint Status Update Report (Dkt. #239) that my withdrawal was obstructive is contradicted by the facts:

a) On June 16, 2025, I initiated professional and timely communication with Megan Starks and Brad Bigos in a related federal case, *Campbell v. Swedish Club et al.*, Case No. 2:24-cv-00816-JLR. (See Exhibit D – June 16, 2025 Email Chain). No objection was raised as to the nature, context, or conduct of my participation in status report preparations between counsels and I.

b) Likewise, a June 16, 2025 group email from Karen Kalzer to multiple counsel and myself presented no timing or communication problems. These facts confirm that there was no disruption or prejudice resulting from my withdrawal of email service in this matter.

c) Nevertheless, on June 25, 2025, defense counsel—specifically Group 4 and counsel Miguel Mendez-Pintaco and Group 2 counsel Brad Bigos—violated my clear

ELIZABETH A. CAMPBELL
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SEATTLE, WA 98199
206-769-8459
NEIGHBORHOODWARRIOR@GMAIL.COM

and lawful notice by each sending filings and communications by email. (See Exhibits E and F).

6. I have conducted myself at all times in a professional and legally informed manner. My communications have been clear, documented, and respectful, and my litigation conduct reflects a strong grasp of procedural and substantive rules.

I certify under penalty of perjury under the laws of the state of Washington that the foregoing is true and correct.

DATED June 26, 2025, at Seattle, Washington.



Elizabeth A. Campbell, MPA
Plaintiff, Pro Se
3826 24th Ave W
Seattle, WA 98199
Tel/Text: 206-769-8459
Fax: 206-283-6300
neighborhoodwarrior@gmail.com

EXHIBITS

Exhibit A - Page 1
Memo re Withdrawal of Consent for Email Service (May 31, 2025)

Exhibit B – Page 2
Letters to Counsel Withdrawing Consent (May 31, 2025)

Exhibit C – Page 5
Postmarks Showing Proof of Mailing (May 31, 2025)

Exhibit D – Page 6
June 16, 2025 Email Chain re Federal Case Communication

Exhibit E – Page 11
June 25, 2025 Emails from Miguel Mendez-Pintado Ignoring Withdrawal

Exhibit F – Page 13
June 25, 2025 Emails from Brad Bigos Ignoring Withdrawal

EXHIBIT A

MEMORANDUM

Date:May 31, 2025

To: File

From: Elizabeth A. Campbell, Pro Se Plaintiff

Re: Withdrawal of Consent for Email Service – Procedural History and Legal Basis

This memorandum outlines the legal basis, procedural steps, and factual history underlying my withdrawal of consent for email service from defense counsel in Campbell v. The Swedish Club, et al., King County Superior Court Case No. 23-2-25128-8 SEA.

Legal Basis

Under Washington Civil Rule 5(b)(7), service by email is permitted only with the written consent of the person to be served. A party who has previously consented to email service may revoke that consent at any time. Upon withdrawal of consent, all future service must be accomplished by one of the alternative methods authorized under CR 5(b), including U.S. Mail.

Procedural History

Prior to May 2025, I had received communications, discovery materials, and informal correspondence from multiple defense attorneys by email, including Megan Starks, Brad Bigos, Nicholas Larson, and their respective paralegals and associates. However, due to repeated unprofessional behavior, delays, and strategic misuse of email communication channels—including late responses to settlement proposals and coordinated group tactics—I elected to exercise my right to withdraw consent to email service.

On May 31, 2025, I mailed formal withdrawal of consent letters to the following counsel and firms:

- Megan Starks, Patterson Buchanan Fobes & Leitch, Inc., P.S.

- Brad Bigos, O'Hagan Meyer, PLLC

- Nicholas Larson, Murphy Pearson Bradley & Feeney

Each letter notified the respective attorney that I was withdrawing consent to email service effective immediately and that all future communications and service must be conducted via U.S. Mail to my home address at 3826 24th Ave W, Seattle, WA 98199. I confirmed that I would continue to e-file documents with the Court and receive court-generated notices via the King County e-filing system in compliance with applicable rules.

Current Status

As of May 31, 2025, I have ceased accepting service by email from the above-listed attorneys. I continue to receive service by email only from Karen Kalzer of Helsell Fetterman. All other defense counsel must comply with CR 5(b)(2) and serve all future papers, discovery responses, and notices by U.S. Mail. This approach preserves procedural integrity, reduces opportunities for misuse of informal channels, and supports clear documentation of defense conduct in ongoing litigation.

Via U.S. Mail and Email Only

EXHIBIT B

ELIZABETH A. CAMPBELL, MPA
3826 24th Ave W
Seattle, WA 98199
neighborhoodwarrior@gmail.com
(206) 769-8459

May 31, 2025

Megan F. Starks
Patterson Buchanan Fobes & Leitch, Inc., P.S.
1000 Second Avenue, 30th Floor
Seattle, WA 98104
mstarks@pattersonbuchanan.com
SAT@pattersonbuchanan.com

Re: Withdrawal of Consent for Email Service – Campbell v. Defendants

Dear Ms. Starks:

Pursuant to CR 5(b)(7), I hereby withdraw my consent for email service of all future papers and correspondence from you, your firm, and your clients in this matter. Effective immediately, please serve all future communications, discovery responses, pleadings, and notices to me exclusively via U.S. Mail at the address listed above.

I will continue to e-file documents with the Court and to receive court-generated notices via the King County e-filing system. My withdrawal does not affect my compliance with the court's e-filing requirements.

Thank you for your attention to this matter.

Sincerely,

E. A. Campbell

Elizabeth A. Campbell, MPA
Pro Se Plaintiff

Via U.S. Mail and Email Only

ELIZABETH A. CAMPBELL, MPA
3826 24th Ave W
Seattle, WA 98199
neighborhoodwarrior@gmail.com
(206) 769-8459

May 31, 2025

Brad Bigos
Alexandro Lopez
O'Hagan Meyer, PLLC
1420 Fifth Avenue, Suite 2200
Seattle, WA 98101
bbigos@ohaganmeyer.com
alopez@ohaganmeyer.com

Re: Withdrawal of Consent for Email Service – Campbell v. Defendants

Dear Counsel:

Pursuant to CR 5(b)(7), I hereby withdraw my consent for email service of all future papers and correspondence from you, your firm, and your clients in this matter. Effective immediately, please serve all future communications, discovery responses, pleadings, and notices to me exclusively via U.S. Mail at the address listed above.

I will continue to e-file documents with the Court and to receive court-generated notices via the King County e-filing system. My withdrawal does not affect my compliance with the court's e-filing requirements.

Thank you for your attention to this matter.

Sincerely,



Elizabeth A. Campbell, MPA
Pro Se Plaintiff

Via U.S. Mail and Email Only

ELIZABETH A. CAMPBELL, MPA
3826 24th Ave W
Seattle, WA 98199
neighborhoodwarrior@gmail.com
(206) 769-8459

May 31, 2025

Nicholas C. Larson
Miguel E. Mendez-Pintado
Wilson Orr
Murphy, Pearson, Bradley & Feeney
520 Pike St, Suite 1205
Seattle, WA 98101
nlarson@mpbf.com
mmendezpintado@mpbf.com
wilsongorr@gmail.com

Re: Withdrawal of Consent for Email Service – Campbell v. Defendants

Dear Counsel:

Pursuant to CR 5(b)(7), I hereby withdraw my consent for email service of all future papers and correspondence from you, your firm, and your clients in this matter. Effective immediately, please serve all future communications, discovery responses, pleadings, and notices to me exclusively via U.S. Mail at the address listed above.

I will continue to e-file documents with the Court and to receive court-generated notices via the King County e-filing system. My withdrawal does not affect my compliance with the court's e-filing requirements.

Thank you for your attention to this matter.

Sincerely,



Elizabeth A. Campbell, MPA
Pro Se Plaintiff

EXHIBIT C

Campbell
3826 24th Ave W
Seattle, WA 98199



MAY 31 2025

MAGNOLIA FINANCE STATION

Brad Bigos
Alexandro Lopez
O'Hagan Meyer, PLLC
1420 Fifth Avenue, Suite 2200
Seattle, WA 98101

Campbell
3826 24th Ave W
Seattle, WA 98199



MAY 31 2025

MAGNOLIA FINANCE STATION

Megan F. Starks
Patterson Buchanan Fobes & Leitch, Inc., P.S.
1000 Second Avenue, 30th Floor
Seattle, WA 98104

Campbell
3826 24th Ave W
Seattle, WA 98199



MAY 2025

MAGNOLIA FINANCE STATION

Nicholas C. Larson
Miguel E. Mendez-Pintado
Nicholas Larson
Murphy, Pearson, Bradley & Feeney
520 Pike St, Suite 1205
Seattle, WA 98101

EXHIBIT D

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Jun 16, 2025 at 12:20 PM

To: Brad Bigos <bbigos@ohaganmeyer.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>, "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>

Please see attached Letter and Order Re Upcoming JSR

--
Elizabeth Campbell, MPA



2 attachments

Campbell_JLR_Notice_to_Bigos_Starks_061625.pdf
191K

34 Order Case Admin 06-04-25.pdf
29K

Campbell v. Swedish Club et al.

Case No. 2:24-cv-00816-JLR

Dear Mr. Bigos and Ms. Starks,

I'm initiating compliance with the Court's June 4, 2025 Order Regarding Initial Disclosures, Joint Status Report, and Early Settlement (Dkt. 34) in Campbell v. Swedish Club Cultural Center et al., Case No. 2:24-cv-00816-JLR. Under that Order, and in accordance with Federal Rule of Civil Procedure 26(f) and Local Civil Rule 26(f) of the Western District of Washington, the parties must:

- Conduct a Rule 26(f) conference on or before **June 18, 2025**;
- Serve initial disclosures by **July 2, 2025**;
- File a Joint Status Report and Discovery Plan by **July 9, 2025**.

As of today's date, June 16, 2025, I have received no outreach from you regarding these deadlines.

To facilitate scheduling of the required Rule 26(f) conference, I am available on

- Wednesday, June 18 at 10:00 AM, 1:00 PM, or 3:30 PM (Pacific Time)
- By Zoom or phone (please advise your preference)

If you are unavailable, I am open to participation by alternate counsel, including Alex or Sarah, if appropriate.

Please confirm your availability — or propose alternative times — no later than the close of business on Tuesday, June 17, so that we can meet the Court's deadline.

As a reminder, LCR 26(f)(1) requires that counsel "confer as soon as practicable and in any event at least 21 days before a scheduling conference is held or a scheduling order is due." The Court has further directed that "[t]his conference shall be by direct and personal communication, whether that be a face-to-face meeting or a telephonic conference." (Dkt. 34 at 2.)

The Court has also made clear that the failure to comply with its pretrial scheduling orders may result in sanctions. (See Dkt. 34 at 5.) For convenience, I am attaching a copy of the Court's June 4, 2025 Order (Dkt. 34) setting forth these obligations.

I look forward to your prompt response and to fulfilling our mutual responsibilities under Rule 26 and the Court's directives.

Sincerely,

Elizabeth A. Campbell

Plaintiff, Pro Se

Attachment: Dkt. 34 – Order re Initial Disclosures, Joint Status Report, and Early Settlement (Filed 06/04/25)

ELIZABETH A. CAMPBELL, MPA
3826 24TH AVE W
SEATTLE, WA 98199
206-769-8459
neighborhoodwarrior@gmail.com

Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

Sarah A. Tatistcheff <SAT@pattersonbuchanan.com> Mon, Jun 16, 2025 at 1:36 PM
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, Brad Bigos <bbigos@ohaganmeyer.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>
Cc: "Aaron J. Taylor" <ajt@pattersonbuchanan.com>, "Francis P. Lumauig" <FPL@pattersonbuchanan.com>

Ms. Campbell -

Thanks for reaching out. Megan or I are available for any of the three suggested times in your letter, although the afternoon times are preferred. We have no preference on either zoom or telephone and can facilitate either.

Sarah A. Tatistcheff | Attorney

DIRECT 206.462.6718| TOLL FREE 800.722.3815

SAT@pattersonbuchanan.com

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Monday, June 16, 2025 12:20 PM
To: Brad Bigos <bbigos@ohaganmeyer.com>; Alex Lopez <alopez@ohaganmeyer.com>; Megan F. Starks <mstarks@pattersonbuchanan.com>; Sarah A. Tatistcheff <SAT@pattersonbuchanan.com>
Subject: Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

[Quoted text hidden]

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Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

Brad Bigos <bbigos@ohaganmeyer.com> Mon, Jun 16, 2025 at 1:39 PM
To: "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>
Cc: "Aaron J. Taylor" <ajt@pattersonbuchanan.com>, "Francis P. Lumauig" <FPL@pattersonbuchanan.com>

Hi Elizabeth,

Thank you for reaching out. I am available Wednesday at 10 am or 1 pm.

Best,

Brad

Brad Bigos

Partner

1420 Fifth Avenue | Suite 2200 | Seattle | WA | 98101
Direct 206.844.1345 | Mobile 206.379.8797

From: Sarah A. Tatistcheff <SAT@pattersonbuchanan.com>
Sent: Monday, June 16, 2025 1:37 PM
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>; Brad Bigos <bbigos@ohaganmeyer.com>; Alex Lopez <alopez@ohaganmeyer.com>; Megan F. Starks <mstarks@pattersonbuchanan.com>
Cc: Aaron J. Taylor <ajt@pattersonbuchanan.com>; Francis P. Lumauig <FPL@pattersonbuchanan.com>
Subject: [EXTERNAL] Re: Status Conference Request Campbell v. Swedish Club et al. Case No. 2:24-cv-00816-JLR

CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you are expecting them from the sender.

Ms. Campbell -

Request re briefing:Campbell v. Matthiesen, No. 23-2-25128-8 SEA

Kalzer, Karen A. <kkalzer@helsell.com> Fri, Jun 20, 2025 at 11:50 AM
To: "Larranaga.Court@kingcounty.gov" <Larranaga.Court@kingcounty.gov>, Juliana Schuh <jschuh@mpbf.com>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Brad Bigos <bbigos@ohaganmeyer.com>, Alex Lopez <alopez@ohaganmeyer.com>, Miguel Mendez-Pintado <mmendezpintado@mpbf.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>, Nicholas Larson <NLarson@mpbf.com>, "Sarah A. Tatistcheff" <SAT@pattersonbuchanan.com>

Good Morning

As the individual defendants work on the briefing related to the scope of discovery requested by Judge Larranaga, it is clear that there are overlapping issues regarding a planned motion for a protective order regarding confidentiality. The defendants would like to combine these into a single brief in order to reduce burden on the Court. To do this, we request permission to expand the word limit to up to 8400 for this combined brief. The Court indicated he would be amenable to such an expansion without a motion to that effect. If possible, could we hear from the Court on this issue Monday upon his return?

Respectfully

Karen Kalzer

Karen A. Kalzer| Helsell Fetterman LLP

800 Fifth Ave, Suite 3200

Direct: (206) 689-2125

Fax: (206) 340-0902

Email: kkalzer@helsell.com

Web: www.helsell.com

Pronouns: She/her/hers

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Joint Status Report for June 27, 2025 Status Conference - Campbell v. Matthiesen et al., 23-2-25128-8 SEA

Miguel Mendez-Pintado <mmendezpintado@mpbf.com> Wed, Jun 25, 2025 at 11:50 AM

To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Nicholas Larson <NLarson@mpbf.com>, Brad Bigos <bbigos@ohaganmeyer.com>, "Sarah A. Tatistcheff" <sat@pattersonbuchanan.com>, Wilson Orr <worr@mpbf.com>, "Kalzer, Karen A." <kkalzer@helsell.com>, Alex Lopez <alopez@ohaganmeyer.com>, "Megan F. Starks" <mstarks@pattersonbuchanan.com>, "Francis P. Lumauig" <fpl@pattersonbuchanan.com>, "Aaron J. Taylor" <ajt@pattersonbuchanan.com>, "Ritts, Jessica R." <jritts@helsell.com>, "Moore, Leili K." <lmoore@helsell.com>, "Ian C. Leitch" <ICL@pattersonbuchanan.com>

Ms. Campbell,

Please see the attached proposed Joint Status Report. I am sending on behalf of all Defendant and will be concurrently sending you a version via mail per your request. Please let us know if you have any questions or comments before we submit to the Court later today.

Thanks!

Miguel E. Mendez-Pintado
Associate

Murphy, Pearson, Bradley & Feeney, P.C.

Main: 415.788.1900 | Direct: 206.219.2013

www.mpbf.com

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Joint Status Update 6.27.25.docx
65K

EXHIBIT F

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Campbell v. Leander at al. (Case NO. 23-2-25128-8 SEA)

Moore, Leili K. <LMoore@helsell.com> Wed, Jun 25, 2025 at 4:48 PM
To: "neighborhoodwarrior@gmail.com" <neighborhoodwarrior@gmail.com>
Cc: "mstarks@pattersonbuchanan.com" <mstarks@pattersonbuchanan.com>, "sat@pattersonbuchanan.com" <sat@pattersonbuchanan.com>, "nlarson@mpbf.com" <nlarson@mpbf.com>, "mmendezpintado@mpbf.com" <mmendezpintado@mpbf.com>, "bbigos@ohaganmeyer.com" <bbigos@ohaganmeyer.com>, "alopez@ahaganmeyer.com" <alopez@ahaganmeyer.com>, "Kalzer, Karen A." <kkalzer@helsell.com>, "Ritts, Jessica R." <jritts@helsell.com>, "Moore, Leili K." <LMoore@helsell.com>

Ms. Campbell,

Attached please find the following filed with court today:

- **Note for Motion;**
- **Consolidated Brief to Limit Scope of Plaintiff's Discovery and for Protective Orders;**
- **Proposed Order Granting Defendants Joint Motion for Protective Order Limiting Discovery;**
- **Protective Order Governing The Handling of Documents and Information Produced in Discovery;**
- **Declaration of Sarah Alaimo;**
- **Declaration of Elizabeth Norgren;**
- **Declaration of Brad Bigos;**
- **Declaration of Karen Kalzer;**
- **Declaration of Lars Matthiesen;**
- **Declaration of Miguel Mendez-Pintado;**
- **Declaration of Sarah Tstistcheff.**

No hard copies will follow pursuant to our electronic service agreement.

Regards,
~ Leili

Leili Moore | Helsell Fetterman LLP
Litigation Coordinator & Legal Assistant to

Karen A. Kalzer, Shawn Q. Butler, Sara B. Amies, Kaylee Cox

800 Fifth Avenue, Suite 3200
Seattle, WA 98104
direct | 206.689.2131

fax | 206.340.0902
lmoore@helsell.com

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11 attachments

- **233 Dec of Brad Bigos.pdf**
  1102K
- **234 Dec of Karen Kalzer.pdf**
  2411K
- **235 Dec of Lars Matthiesen.pdf**
  870K
- **236 Dec of Miguel Mendez-Pintado.pdf**
  133K
- **237 Dec of Sarah Tatistcheff.pdf**
  6968K
- **25-6-25-Prop Order Granting General Protective Order.pdf**
  95K
- **25-6-25-Prop Protective Order Govern Handling of Docs.pdf**
  113K
- **229 Note for Cons Brief.pdf**
  83K
- **230 Consolidated Brief re Disc & Protect Orders.pdf**
  154K
- **231 Dec of Sarah Alaimo.pdf**
  454K
- **232 Dec of Elizabeth Norgren.pdf**
  249K

EXHIBIT D

EXHIBIT D

Honorable Judge Larrañaga
Hearing: June 27, 2025
Time: 9:00 AM

IN THE SUPERIOR COURT OF WASHINGTON
IN AND FOR KING COUNTY

ELIZABETH A. CAMPBELL, an individual, Plaintiff, vs. LARS CHRISTIAN MATTHIESEN, SHARON LUCAS, TOENE HAYES, KRISTINE LEANDER, SARAH D. ALAIMO, SWEDISH CULTURAL CENTER d/b/a the SWEDISH CLUB, GARY SUND, SHAMA ALBRIGHT, MOLLY OLSON SMITH, MARY EMERSON, IB R. ODDERSON, LANGDON L. MILLER, NEIL SNYDER, KRIS E. JOHANSSON, MARTIN K. JOHANSSON, ANNA FAINO and LANE POWELL PC, Defendants.	**NO. 23-2-25128-8 SEA** **DECLARATION OF ELIZABETH A. CAMPBELL REGARDING BLACK EMPLOYEES AND MEMBERS**

I. Introduction

I, Elizabeth A. Campbell, pro se plaintiff, submit this declaration to detail my experience and knowledge regarding the mistreatment and marginalization of Black employees and members at the Swedish Cultural Center (Swedish Club) from 2020 to 2023, as an employee (November 24, 2021–March 9, 2023) and Blue Card member.

This declaration supports my swedishclub411.com statement, "No Black employee was treated well…," which Defendants falsely claim is defamatory (Dkt. #239, June 27, 2025 Status Report). I include details from a recorded meeting with board members Shama Albright and

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Molly Olson Smith on February 13, 2023, citing specific passages by time stamp (transcript available upon request due to its length).

I attach Exhibits 1–11, including Nicole Armour's August 16, 2024 resignation email (Exhibit 9, pp. 51-53), Kristine Leander's October 18, 2023 letter (Exhibit 10, pp. 43-44), and Jared O'Connell's April 8, 2022 resignation letter (Exhibit 11, pp. 54-57), which corroborate a hostile work environment and retaliatory culture affecting employees.

My verified Second Amended Complaint (SAC, Dkt. #169, April 21, 2025) alleges a discriminatory and hostile environment (SAC, ¶¶ 1.10–1.12, 1.24, pp. 4, 8), enhancing its veracity under RCW 12.08.070 (SAC, p. 369).

My statement is true and protected under RCW 4.24.510 and RCW 4.105.010.

II. Background and Roles

1. From 2020 to 2023, I was a Blue Card member of the Swedish Club, actively participating in governance, volunteering, and raising concerns about discrimination and mismanagement (Exhibit 1, p. 7).

2. On November 24, 2021, I was hired as a cook, working under Executive Director Kristine Leander until my termination on March 9, 2023 (Exhibit 8, p. 45).

3. As an employee and member, I observed workplace dynamics, including the Swedish Club's management and leadership's interactions with Black employees Paul Jefferson, Kita Doe, Danny Francois, and Black women members Leander attempted to recruit as volunteers.

4. My roles and experiences as both a member and leader provided direct insight into the Club's exclusionary practices (SAC, ¶ 1.10, p. 4).

III. Mistreatment of Black Employees at Swedish Club

5. During my tenure, I observed that no Black employee was treated well, consistent with my swedishclub411.com statement and my verified SAC allegations of a hostile, discriminatory environment at the Swedish Club (SAC, ¶¶ 1.10–1.12, 1.24, pp. 4, 8).

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6. Nicole Armour's resignation email, forwarded by Sarah Alaimo and distributed publicly at a members' meeting, opening up Armour to possible public defamation and ridicule, describes employees being "yelled at, called names, condescended to, treated less than, had slander written about us on-line, spit on," leading to resignations (Exhibit 9, p. 52).

7. Kristine Leander's letter details her "humiliating" dismissal by Molly Olson Smith and the board, who bashed her publicly (Exhibit 10, pp. 43-44). Jared O'Connell's resignation letter cites unfair blame and lack of management by Anis Rahman and Leander, describing a workplace "anarchy" that drove him to resign (Exhibit 11, pp. 54-57). Specific instances include:

- Paul Jefferson: Hired as bar staff, Jefferson faced exclusion and mistreatment. On November 29, 2022, he met with HR Director Sarah Alaimo to discuss issues with bar manager Jeff Hubner, whom I described as abusive, yelling, and abrupt with employees, including Jefferson (Transcript, 00:03:44–00:04:40, pp. 6–8).

Jefferson complained about Jeff's arguments over precise task execution (Transcript, 00:05:26–00:05:55, p. 8). I noted he received no follow-up from Alaimo, as he asked me a month later if I had heard from her, mirroring my own experience (Transcript, 00:07:55–00:08:33, p. 11). In January 2023, Alaimo fired Jefferson after he raised concerns about racist treatment (Exhibit 3, pp. 3–4). His April 26, 2024 email to me confirms, "I know how they lie and don't care about their employees," corroborating his marginalization (Exhibit 3 pp. 22-25). I discussed his termination with Albright and Smith, noting it as a consequence of unaddressed complaints (Transcript, 00:47:06–00:47:10, p. 55). The SAC also supports this, alleging employees were "decimated" by Leander's mistreatment or dismissive attitude towards them (SAC, ¶ 1.10, p. 4).

- Kita Doe, Danny Francois, Camille Parker: These Black employees had short employment tenures due to hostile treatment by Swedish Club lead staff and leaders alike, consistent with the SAC's claim that employees were "verbally assaulted, and emotionally abused" by Leander and her team, including Anis Rahman (SAC, ¶¶ 1.10–1.11, p. 4).

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- Doe and Francois faced dismissive attitudes from management, with Francois specifically mistreated by Rahman's hostile supervision, as corroborated by O'Connell's account of Rahman's unfair blame (Exhibit 11, p. 54-57).
- Parker, named in the SAC as part of Norgren's team, was a trusted lieutenant of Norgren, however her tenure ended early also (SAC, ¶ 1.12, p. 4).

4. The above individuals' experiences align with the Club's discriminatory culture (SAC, ¶ 1.24, p. 8), Armour's account of employee burnout (Exhibit 9, p. 2), and O'Connell's description of mismanagement (Exhibit 11, p. 56).

8. I raised my concerns regarding racial discrimination concerns in my April 29, 2022 WSHRC complaint, alleging a "decades old culture of discriminating against others" rooted in the Club's Swedish-origin, white-male founding (Exhibit 1, p. 7).

9. I reiterated this to board president Shama Albright in November 2022, noting Jefferson's exclusion (Transcript, 00:03:57–00:08:33, pp. 6–12), and notified the board on May 4, 2022 (Exhibit 2).

IV. Marginalization of Black Members

10. I witnessed Kristine Leander's attempt to recruit Black women members as volunteers but she discouraged their participation through dismissive interactions that were racially tinged. In 2022, I observed Leander's reluctance to engage two Black women members, whose offers to volunteer were met with minimal follow-up, leading to their disengagement. This aligns with the SAC's allegations of membership impairment and a hostile environment (SAC, ¶¶ 1.20–1.21, p. 6). 6. This reflects the Club's historical preference for Swedish-origin members, as noted in my WSHRC complaint (Exhibit 1, p. 7) and SAC (SAC, ¶ 1.45), communicated to the board on May 4, 2022 (Exhibit 2).

V. Retaliation for Raising Concerns

11. My efforts to address racial marginalization prompted retaliation, as detailed in my May 30, 2025 reply (Dkt. #223).

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12. Defendants' June 27, 2025 status report continues this pattern, seeking a protective order to silence my swedishclub411.com posts (Dkt. #239).

13. Sarah Alaimo's circulation of Nicole Armour's resignation email at a members' meeting post-August 16, 2024, suggests an attempt to deflect criticism, reinforcing her role in perpetuating retaliation (Exhibit 9, p. 51-53; SAC, ¶ 1.19, p. 6).

14. Kristine Leander's letter describes her retaliatory dismissal and public bashing by the board, including Molly Olson Smith (Exhibit 10, pp. 43-44; SAC, ¶ 1.7, p. 3).

15. Jared O'Connell's resignation cites unfair blame by Rahman and Leander, reflecting a pattern of targeting employees who challenge mismanagement (Exhibit 11, pp. 54-57).

16. Additional prior actions in a similar vein include:

- Lane Powell's October 19, 2023 cease-and-desist letter accusing me of defamation (Exhibit 8, pp. 48-49), which I refuted as a SLAPP attempt (Exhibit 8, pp. 34-50).
- A $78,098.45 Perkins Coie investigation in 2022 targeting my discrimination claims (Exhibit 8, pp. 40-42).
- My termination and membership revocation on March 9, 2023 (Exhibit 8, p. 45).

17. My Emails to Swedish Club members and employees (Exhibits 3–7) show community support for my allegations, with members like Jefferson and Julie Pheasant-Albright affirming the Club's misconduct (Exhibit 3, Dkt. #223, p. 10).

18. My February 13, 2023, meeting with Albright and Smith further raised these issues, including Jefferson's mistreatment, without resolution (Transcript, 00:03:44–00:47:10, pp. 6–55).

19. The SAC alleges retaliation by Leander, Norgren, and board members (SAC, ¶¶ 1.7, 1.9, 1.43).

VI. Truth and Protected Speech

20. My swedishclub411.com statement is true, supported by my observations, Jefferson's email (Exhibit 3), WSHRC complaint (Exhibit 1), Armour's resignation email (Exhibit 9), Leander's letter (Exhibit 10), O'Connell's resignation letter (Exhibit 11), discussions with

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Albright and Smith (Transcript, 00:03:44–00:47:10), and the SAC's allegations of a discriminatory environment (SAC, ¶¶ 1.10–1.12, 1.24).

21. Truth is a defense to defamation (*Mark v. Seattle Times*, 96 Wn.2d 473, 482, 1981).

22. The website, created January 5, 2023, predates my December 19, 2023 lawsuits, negating retaliatory intent (Dkt. #223, p. 6).

23. My posts and emails are protected speech under RCW 4.24.510 and RCW 4.105.010, addressing public interest issues, as defended in my October 20, 2023 response to Lane Powell (Exhibit 8, pp. 34-50).

VII. Declaration

The foregoing is true and correct to the best of my knowledge. Exhibits 1–11, attached hereto, are true and correct copies of the referenced documents. The February 13, 2023, meeting transcript, cited herein, was recorded with all parties' consent and is available upon request.

I certify under penalty of perjury under the laws of the state of Washington that the foregoing is true and correct.

DATED June 26, 2025, at Seattle, Washington.



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EXHIBITS

EXHIBIT 1: WSHRC Complaint, April 29, 2022 — Page 1

EXHIBIT 2: Email to Board, May 4, 2022 — Page 19

EXHIBIT 2B: Email to Swedish Club Members and Former Employees, April 10, 2024 — Page 20

EXHIBIT 3: Email to Swedish Club Members and Former Employees, April 26, 2024 — Page 22

EXHIBIT 4: Email to Swedish Club Members, March 25, 2024 — Page 26

EXHIBIT 5: Email to Swedish Club Members and Former Employees, May 20, 2024 — Page 27

EXHIBIT 6: Email to Swedish Club Members and Former Employees, May 23, 2024 — Page 30

EXHIBIT 7: Email to Swedish Club Members and Former Employees, June 10, 2024 — Page 32

EXHIBIT 8: Elizabeth Campbell Response to Lane Powell, October 20, 2023 — Page 34

EXHIBIT 9: Nicole Armour Resignation Email, August 16, 2024 — Page 51

EXHIBIT 10: Kristine Leander Letter, October 18, 2023 (Exhibit Resp to Lane Pow 10-20-23.pdf, pp. 43-44) — Page 43

EXHIBIT 11: Jared O'Connell Resignation Letter, April 8, 2022 (Exhibit Resp to Lane Pow 10-20-23.pdf, pp. 54–57) — Page 54

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EXHIBIT 1

WASHINGTON STATE HUMAN RIGHTS COMMISSION
EMPLOYMENT COMPLAINT QUESTIONNAIRE
Local: 360.753.6770 | Toll Free: 1.800.233.3247
Fax: 360.586.2282

For Official Use Only

WSHRC DATE STAMP

The Washington State Human Rights Commission (WSHRC) is a neutral, fact-finding law enforcement agency. It does not act as an advocate for any party during an investigation, but advocates for the law in the interest of preventing and eliminating discrimination.

Answer all questions completely and please write clearly.
INCOMPLETE QUESTIONNAIRES WILL NOT BE ACCEPTED

If you require assistance in completing this form as a reasonable accommodation, please contact us at 1.800.233.3247 or at frontdesk@hum.wa.gov.
After completing this Complaint Questionnaire, return it immediately to:

711 S. Capitol Way, Suite 402 PO BOX 42490
Olympia, WA 98504-2490

or via e-mail at

frontdesk@hum.wa.gov

☒ **CHECK HERE IF YOU HAVE ALREADY FILED A COMPLAINT WITH ANOTHER AGENCY**

If yes, agency name: City of Seattle

Date you filed: April 20 2022 Complaint Number: 2022-07818

What is the status of your other complaint? Intake Phase

PERSONAL INFORMATION

KEEPING YOUR CONTACT INFORMATION CURRENT

It is your obligation to cooperate with the investigation, including providing the Commission with notice of any change of address, phone number, or any prolonged absence from your current address. If you fail to notify the Commission of any change in address or prolonged absence, your inquiry or complaint may be closed administratively due to our inability to locate you, or may be closed based upon the evidence at the time.

First Name: ELIZABETH MI A Last Name: CAMPBELL

Home Phone: 206 283-4900 Cell Phone: 206 7698459

E-Mail: neighborhoodWarrior@gmail.com Sex/Gender: F

Mailing Address: 3826 24TH AVE W (3826) Apt/Unit #:

City: Seattle County: KING State: WA Zip Code: 98199

What is the best way to reach you? cell phone or email

What are the best days and times to reach you? generally available M-S 9-5

WHO DO YOU THINK DISCRIMINATED AGAINST YOU?

☒ Employer ☐ Union ☐ Employment Agency ☒ Other Organization

Organization Name: Swedish Cultural Center d/b/a Swedish Club

Provide address location of where you work(ed) or applied to work:

Physical Address: 1920 Dexter Ave N Suite:

City: Seattle County: King State: WA Zip Code: 98109

Mailing Address (if different from above):

Mailing Address: Same as above Suite:

City: County: State: Zip Code:

Name of ~~Human Resources~~ Exec. Director or ~~Owner~~: KRISTINE leander

E-Mail: kristine@swedishclubnw.org Phone: 206 283-1090

How many employees (estimated) does the organization have at all locations? Check one:

☐ Less than 8 ☐ 8-14 ☒ 15-100 ☐ 101-200 ☐ 201-500 ☐ 500 +

WHY DO YOU THINK YOU WERE DISCRIMINATED AGAINST?

☒ Age (40 or older) - Age at the time of the adverse employment action:

☐ Race - ☒ National Origin - Swedish

☐ Color (skin shade) - ☐ Creed/Religion -

☐ HIV/Hep C Status ☐ Citizenship / Immigration Status

☐ Sex (including pregnancy) ☐ Veteran Status

☐ Gender Identity/Sexual Orientation ☐ Marital Status

☒ Disability - Check all that apply ☐ Use of Service Animal or Dog Guide

☒ I have a disability - the disability involved mobility

I had a disability in the past.

☐ I don't have a disability but I am treated as if I have a disability.

Is your employer aware of your condition? ☒ Yes ☐ No

If yes, how? I disclosed as a volunteer

☐ State Employee Whistleblower Retaliation/Other Retaliation

Have you filed a whistleblower complaint with another agency?

If yes, when? What was the issue?

☒ Retaliation - Check all that apply:

☐ I filed a charge of job discrimination about any of the above.

☐ I contacted a government agency to complain about job discrimination.

☒ I complained to my employer about job discrimination.

☒ I helped or was a witness in someone else's complaint about job discrimination.

x Re personal relationship

WHAT IS YOUR JOB, PREVIOUS JOB, OR THE JOB YOU APPLIED FOR?

Date Hired: November 23 2021 Job Title at Hire: Cook / Applied for foodservice mgr.

Annual Pay Rate When Hired: $18 per hr. Part time Last or Current Annual Pay Rate:

Job Title at Time of Alleged Discrimination: Cook

Date your employment ended: I still work at job ☐ Quit ☐ Discharged / Laid Off

Name and Title of your Immediate Supervisor: Kristine Leander

Job Applicants - What was the title of the job you applied for: Foodservice Manager

Date you applied: 3-17-22 Date you found out you were not hired: not even interviewed

WHAT HAPPENED TO YOU THAT YOU THINK WAS DISCRIMINATORY? WHEN DID IT HAPPEN?

EXAMPLES: I was denied an accommodation I needed to perform my job; I was fired because I was pregnant; I was laid off because of my age. State the dates the action happened.

Date: Action: See attached pages

Date: Action:

WHAT REASON(S) WERE YOU GIVEN FOR THIS JOB ACTION?

Name of Person(s) Responsible: Kristine Leander

Reason(s): Disability, too old

Who told you this? Kristine Leander Their Job Title: Executive Director

WAS ANOTHER PERSON IN THE SAME OR SIMILAR SITUATION TREATED THE SAME, BETTER, OR WORSE THAN YOU?

EXAMPLES: Who else applied for the same job? Who else had the same attendance record?

WHO WAS TREATED BETTER THAN YOU?

Name: Do not know names of hires Job Title: or applicants

Phone / E-Mail:

Check how they are different from you:

☐ Use of Service Animal or Dog Guide

☐ Race ☐ Religion ☐ National Origin ☐ Age ☐ HIV/Hep C Status ☐ Sexual Orientation

☐ Color ☐ Disability ☐ Veteran Status ☐ Sex ☐ Gender Identity ☐ Martial Status

☐ Citizenship / Immigration Status ☐ Other Younger not disabled

How were they treated better? Hired, interviewed for job, offered job

Date:

WHO WAS TREATED WORSE THAN YOU?

Name: No one Job Title:

Phone / E-Mail:

Check how they are different from you:

☐ Use of Service Animal or Dog Guide

☐ Race ☐ Religion ☐ National Origin ☐ Age ☐ HIV/Hep C Status ☐ Sexual Orientation

☐ Color ☐ Disability ☐ Veteran Status ☐ Sex ☐ Gender Identity ☐ Martial Status

☐ Citizenship / Immigration Status ☐ Other

How were they treated worse?

Date:

WHO WAS TREATED SAME AS YOU?

Name: Javed Job Title:

Phone / E-Mail:

Check how they are different from you:

☐ Use of Service Animal or Dog Guide

☐ Race ☐ Religion ☐ National Origin ☐ Age ☐ HIV/Hep C Status ☐ Sexual Orientation

☐ Color ☒ Disability (Developmental) ☐ Veteran Status ☐ Sex ☐ Gender Identity ☐ Martial Status

☐ Citizenship / Immigration Status ☐ Other

How were they treated the same? Harassed + bonded by Kristie and

Anis Rahman + other staff Date: 2021 + 2022

ARE THERE ANY WITNESSES TO ANY OF THE JOB ACTIONS TAKEN AGAINST YOU? IF YES, PLEASE PROVIDE THEIR CONTACT INFORMATION AND TELL US WHAT THEY WILL SAY.

Name: Undecided Job Title:

E-Mail: Phone:

What will they tell us?

Name: Job Title:

E-Mail: Phone:

What will they tell us?

WHO CAN WE CONTACT IF WE ARE UNABLE TO REACH YOU?

Name: You will be able to Relationship:

Mailing Address: reach me Apt/Unit #:

City: County: State: Zip Code:

E-Mail: Phone:

HAVE YOU ALREADY FILED A CHARGE ON THIS MATTER WITH THE WASHINGTON STATE HUMAN RIGHTS COMMISSION?

☐ Yes ☒ No If yes, date you filed: _____ Charge Number: _____

IF YOU HAVE SOMEONE REPRESENTING YOU IN THIS MATTER, PLEASE PROVIDE US WITH THEIR CONTACT INFORMATION.

☐ Attorney ☐ Union ☐ Other _____

Name: N/A Date of Contact: _____

E-Mail: _____ Phone: _____

ADDITIONAL COMMENTS

Is there anything else we should know? See Attached

PUBLIC DISCLOSURE

Be advised: any information and documents that you submit to the Commission are subject to public records laws and will be available to anyone who requests them.
This includes medical and other types of private records.
Therefore, it is in your best interest not to submit anything unless requested by your investigator.

The Washington State Human Rights Commission (WSHRC) has no jurisdiction to investigate complaints against the following: employers with fewer than 8 employees; Native American tribes; the federal government; or complaints otherwise outside the WSHRC's statutory authority. This includes, but is not limited to, complaints in which the last date of harm occurred more than 6 months prior to the filing date of the complaint, or more than 2 years prior in the case of a state-employee whistle-blower retaliation claim.

Complaints that do not meet jurisdictional requirements, including complaints where the allegations of the complaint, if true, show no basis for commission action after preliminary evaluation, will not be accepted for investigation.

☒ **I want to file a charge of discrimination. I authorize the WSHRC to look into the discrimination I described in this Complaint Questionnaire.**

I understand that if my claim does not meet jurisdictional requirements, it will not be accepted for investigation and that there will be no follow-up on this inquiry from the WSHRC.

Signature: E. Alampbell Date: 4-29-22

ANY DECISION MADE BY THE COMMISSION DOES NOT PRECLUDE YOUR RIGHT TO FILE A CIVIL ACTION IN A COURT OF COMPETENT JURISDICTION, PURSUANT TO RCW 49.60.030.

4-29-22

I am filing this complaint with the Washington State Human Rights Commission regarding discrimination and harassment and emotional abuse I am being subjected to both as an employee and as a member of the Swedish Club. I feel I have no other choice for seeking redress and relief. I have discussed these matters with my manager and followed the internal procedures of the Swedish Club for problem resolution. There has been no resolution; the complained of activities I have been subjected to continue unabated.

I believe that the Executive Director of the Swedish Cultural Center d/b/a the Swedish Club, Kristine Leander, intentionally and often treats me (and others) in a very abusive, dismissive, demoralizing, and hostile manner. I firmly believe she has established a highly toxic workplace, that her operational style includes arraying herself, her adjunct hire/building manager, Anis Rahman, and the bookkeeper, Toene Hayes in opposition to the employees, to certain Club members, and certainly in contravention of the employment, health, civil rights, and disability laws, as well as in contravention to the bylaws of the Swedish Club, its Employee Handbook, and its recently enacted and very meaningless "Code of Conduct".

These individuals rule the Swedish Club – it is their fiefdom, not the members of the Club. They are not its stewards, they are its captors. From an employment standpoint their operational style is to maintain widespread and enduring workplace and workspace dysfunction, a culture of lack or deprivation, a culture of fear, to engage in rude treatment of other employees[1] that includes by turns, maintaining dismissive attitudes and disdain for the employees, making statements that conveys that there is a total lack of caring by the management,[2] an employee is not supported in their work, the latter of which is borne out by the failure of management to for example provide proper and working tools, equipment, machinery, appliances, and/or supplies for an employee's job, the failure to provide and lead a collegial environment, by not providing training and instruction(s) relevant to an employee's position and job requirements, and by not providing clear and non-oppositional directions for day-to-day work.

I have both observed it being done to others and been on the receiving end of this managerial dysfunction, the "us versus them," "me first, you last," attitude and treatment, the sense of executive entitlement and scorched earth way of treating people – employees and members. For me it has come out in a multiple of forms – including through the multiple and ongoing discriminatory activities against me related to my disability, age, and national origin; I have been seriously harmed by the Executive Director by being subjected to an ongoing, emotionally damaging and inappropriate intrusion she has made into my private life, that she went on to and linked and used to impair my enjoyment of my membership at the Swedish Club and has used against me as an employee.

There has been a pattern of treatment of me and behavior by the Executive Director's that has been directed at me, it has been and is demeaning and oppositional. It includes things like her comments, including gaslighting me, telling me such things as when I have attempted to discuss the discrimination, the ageism, the disrespect, the damaging personal involvement, "I don't know what you're talking about." "You're imagining things." And the sharp dig, "We're not embracing you [as an employee]."[3]

I firmly believe I am being discriminated against at the Swedish Club, as an employee and as a member because of my disability, my age, my national origin, and because of a past relationship I had, the latter

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[1] Ironically enough the perpetrators are employees themselves, executive ones yes, but still employees.
[2] And a lack of awareness and care by the board of directors of the Swedish Club.
[3] These statements were made to me on or about March 21, 2022, and on or about April 8, 2022

a form of sexual harassment. The persons doing this are the Executive Director, and the Board of Directors of the Swedish Club – the latter due to their failure to carry out their duties of oversight, accountability, fiduciary responsibilities, their failure to independently monitor and be informed about the operations of the Swedish Club (financially and operationally), and by their recent hostile and defamatory treatment of me over the last three months and particularly on April 20, 2021. On the evening of April 20th at the annual membership meeting of the Swedish Club, Club member and then board chair Gary Sund held me up for public opprobrium, ridicule, and humiliation in front of an audience of over 80 people, consisting of Club members, guests, and my fellow employees.

I believe that the Executive Director led that intensely personal attack on me, in fact wrote Mr. Sund's remarks. I believe that it was intended to damage both my status as a member and as an employee. Moreover, it was intended to deeply damage my reputation, personally and as a member and as an employee, and that this action was 100% supported by Mr. Sund, by the Board of Directors, insider member friends of the Executive Director; no less than the Board President, Mr. Sund, stated as part of his defamatory statements against me that evening that he and the Board, other members, and the Executive Director were all in 100% agreement with the outright and implied statements he made against me, and by extension they were against my attaining a position of influence at the Club, becoming a board member.

The person most actively engaging in the discriminatory activities and some of the activities that I believe arise to the level of harassment, are the management of the Swedish Club, the Executive Director, Kristine Leander; the discrimination and harassing, and vexing activities have been directed at me as both an employee and as a member of the Swedish Club. I also feel that an incredibly hostile environment is being maintained by Ms. Leander, Anis Rahman (facility manager), and Toene Hayes (bookkeeper). I feel their activities have been supported and assisted by the board of the Swedish Club, including its past president, now ex-officio, Mr. Sund.

I feel the hostile environment I am being subjected to at the Swedish Club is against me both as an employee and as a member of the Swedish Club. To be clear – other employees have been and are subjected to and are having to endure, or have left, this same hostile employment environment I am describing.

The flaunting of the federal, state, and municipal laws of against discrimination, for civil rights, and those related to disability and vulnerability protections is a regular occurrence at the Swedish Club. I feel the reality is that at its heart the Swedish Club is a fraternal organization that was established based on a racial and nationally motivated preference, its origin is centered in discriminating against others, having a preference for certain people, resulting in a decades old culture of discriminating against others. So how much more likely is it to engage in other forms of discrimination and exclusion? It is very likely and it is a common practice.

I am a Blue Card Member of the Swedish Club and I am a regular volunteer and donor at the Swedish Club. Since November 24, 2021 to even date I am also a part time employee of the Swedish Club. My job designation is "Cook".

I am also 69 years old. I have a long term mobility disability. I have severe osteoarthritis in my knees, and I have developed lower back problems. I disclosed the disability to the management of the Club when I first started volunteering in September of 2020. I disclosed it to the Executive Director, Kristine Leander on July 23, 2020 – I asked if there were any volunteer opportunities at the Club with the

qualifier, "I'm probably not a good candidate for things that require lifting and being on my feet for long - I have osteoarthritis in my knees."

Her and I and others have openly discussed or observed my disability – it is obvious when I walk that I have a great deal of physical distress when I walk, as well as I cannot stand for long.

I am also according to my family history and according to my DNA test results 30% Scandinavian, part Swedish-Danish, and Norwegian.

The matter of my disability, then my nationality, then my disability and age, then the matter of my long term, 36 year relationship with a member of the Club,[4] I feel have all been used against me by the Executive Director and specific Club members - including the man in question, and including those holding responsible Club governance positions.

The discrimination and hostility has been done to me as one as a employee and two as a member of the Swedish Club. For example I have not been allowed to participate as a full Blue Card member of the Club because I am an employee; my blue card membership has been arbitrarily impaired by the Executive Director in contravention to the Swedish Club's "Amended and Restated Bylaws of the Swedish Club," adopted on November 20, 2019, and in contravention of the Employee Handbook.[5]

Of note, I first received the handbook at the time of my employment in November, 2021. I received it a second time when the Executive Director sent it to me on January 6, 2022, two days after I sent a letter on January 4, 2022 to the Club's board of directors requesting that they consider establishing an anti-harassment policy that would cover members of the Club, not just employees.[6] I received it a third time

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[4] The relationship ended on December 17, 2021 because of his abusive treatment of me, his sexual harassment and sexually predatory behavior.

[5] I first received the handbook at the time of my employment in November, 2021. I received it a second time when the Executive Director sent it to me on January 6, 2022, two days after I sent a letter on January 4, 2022 to the Club's board of directors requesting that they consider establishing an anti-harassment policy that would cover members of the Club, not just employees. I received the handbook a third time on January 11th at a supposed employee appreciation party. On or about March 11 or 18, 2022 the Executive Director tried to give me a copy of it.

[6] The Swedish Club's response to my January 4th request was first an invitation that went out on January 5th to all employees inviting them to a party on January 11th where they would receive the Club's "Employee Handbook" (see narrative below). After that I also received on the 5th a thank you note from the Board chair, Gary Sund for my policy suggestion. He assured me that it was an important issue but that it was not going to be discussed publicly, the board would discuss the matter in private, "It gives us a chance to consider the issues and deal with them (as you stated) in a more comprehensive manner. Item #1 sexual harassment is a very serious subject and the board will discuss this in tonight's executive session after the regular meeting." At the board meeting that night the board did go into executive session and never discussed my request publicly or with the membership at that board meeting.

On January 6th the Executive Director sent a follow up email to me about my request for an anti-harassment policy that covered members. She likewise thanked me for my interest and then wrote: "The Board has asked me to forward you the attached Employee Manual. At the employee party next Tuesday, we plan to give everyone a copy of it, but this early copy is for you to become aware of the section regarding sexual harassment. If an employee has faced a situation of sexual harassment, there is a procedure to follow on page 22. This employee manual was produced by a professional HR firm and deals with employer to employee, or employee to employee harassment. Washington State policies (which this derives from) do not cover situations of sexual harassment by Club members, but the Board intends to work on that."

Regarding the second copy of the Swedish Club's "Employee Handbook" at an alleged staff appreciation party on January 11, 2022. I believe the "party" was a pretext to cover the Swedish Club and its management. The invitation to the party came the

at a staff "party". Astonishingly the Executive Director attempted to serve it on me a fourth time in the middle of a dinner service in mid-March – as in it is after the work day, it is in the middle of dinner service for the Club members. It was a totally out of context moment to be bringing up paperwork.

I have yet to determine what it is in the Employee Handbook that it has been so important to make a point of handing the handbook to me on these three separate occasions.

The Swedish Club's response to my January 4th request for an anti-harassment policy was first an invitation that went out on January 5th to all employees inviting them to a party on January 11th where they would receive the Club's "Employee Handbook" (see narrative below). After that I also received on the 5th a thank you note from the Board chair, Gary Sund for my policy suggestion. He assured me that it was an important issue but that it was not going to be discussed publicly, the board would discuss the matter in private, "It gives us a chance to consider the issues and deal with them (as you stated) in a more comprehensive manner. Item #1 sexual harassment is a very serious subject and the board will discuss this in tonight's executive session after the regular meeting." At the board meeting that night the board did go into executive session and never discussed my request publicly or with the membership at that board meeting.

And two, as an employee I feel all of my protected class attributes, including but not limited to disability, age, and surprising to me, national origin, have been used by the Executive Director of the Swedish Club against me; she has directly cited my disability and my age multiple times as reasons for denying me employment last year and this year. In March-May 2021 I was denied employment at the Swedish Club because of my national origin - I was told that the other cooks would not allow someone who was not "Swedish" to work in the kitchen; that I was not "Swedish enough" - i.e. I had not lived in Sweden, was not a native speaker of Swedish, I could not possess Swedish cooking skills because of all of the foregoing, I did not speak Swedish.

I was denied employment in August of 2021 because of my disability. I was told then by the Executive Director that I could not apply for any of the then open jobs at the Swedish Club because I was disabled, she said to me, "You couldn't do them!"; despite my having done many portions of the jobs and their job requirements as a volunteer for then over a year.

After I was hired in November, 2021 I have been subjected to further discriminatory activities as part of my job and as a member of the Club. I have been denied my rights as a Club member to fully participate in Club activities that are spelled out in its Bylaws as being a right granted to Blue Card members, to apply and be on the Board of the Club, to see all of the records of the Club, to attend and participate in the Club's standing committees; in this instance the Building Committee.

I was summarily stripped by the Swedish Club executive director of my right as an employee to attend that committee's meetings – despite having attended that committee's meetings for over a year, since the Fall of 2020. On February 23, 2022 I was told by the Executive Director that I was not to attend the

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day after I had requested the board adopt an anti-harassment policy that covered the members, not just the employees. The invitation read, "Hello everyone! We are inviting you to an all-staff party on Tuesday, Jan 11, at 3pm. The purpose of the party is to hand out a small gift of appreciation for your work, to celebrate the year past, to look forward to a new year, and to give everyone a copy of the Employee Manual." Given the operating environment and how I feel things work at the Swedish Club I felt the invitation could have been read in reverse, "We want to be sure you have the Employee Handbook so we're willing to pay you to show up and get it and to ensure that you have signed for it in the process."

scheduled building committee meeting that day because I was an employee, and she told me it is a Club rule that employee's are not allowed to attend Club committees that do not relate to their job.

Her statement was untrue. There is no rule in the Club's bylaws that states that a Club employee may not attend a board committee meeting (including even a *non-member* employee). Neither is there a written Club policy of any kind that states that. The May 2021 "Swedish Club Employee Handbook" also states the opposite of what the Executive Director told me. In fact based on the mere existence of a section that addresses employees attending board committee meetings, this section I believe makes it notable that attending these board of director committee meetings is an activity that was intended to be encouraged by the Club's management, not discouraged.

The relevant part of the Handbook provides the following employee policy on the subject, "Some different committees meet at the Club. Employees may be a member of one or more of these committees." *Core Policy 6.0 General Policies, Section 6.1 Meetings and Communications.*

The Club's bylaws also grant Blue Card Members the right to attend without limitation both Standing Committees, of which the Building Committee is one,[7] Finance is another (the Executive Director likewise has twice refused to allow me to attend that committee's meetings (on November 22, 2021, and the meeting after that in January of 2022), and to attend Ad Hoc committees. I believe the Food committee is an ad hoc committee the Executive Director convened, not the board. The Executive Director allows me to attend that committee meeting.

Ironically, employees are "encouraged"[8] by the Executive Director to become Blue Card Members as a condition of their employment. I was a member before I became an employee, however the end result for me has now become the same as it is for employees who become members after they become employed – the Executive Director seeks to arbitrarily impair their membership rights, forbidding them without authority to do things they have a right to do as Swedish Club members, such as seeking to be elected to office and to attend without exception the Club's committee meetings.

Since becoming an employee and learning more about how things work on the employee side of the Club operations, I now believe the Executive Director pressures employees to become members, but as I also now know, that they are not treated as full blue card members. I remembered her comments in an email from May 4, 2021 about what her goal was related to the relationship between employees and the Swedish Club, including that employees are expected to become members.

Reading the email in light of my ongoing experiences as both a member and then as an employee, I now feel the executive director pressures employees to become members of the Club in order to take advantage of them as potential volunteers or donors. The Executive Director wrote, "However, once they become staff, we encourage them to join the Club. My reason to them is: "How can you expect other people to join the Club or donate to the Club if you are unwilling to do so?"; and then that's where I feel the employee's membership situation becomes rife with opportunities for the Executive Director to intimidate an employee as a member and ask them to volunteer or donate to the Club, or to in general be controlled more closely by the Executive Director.

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[7] Other board of directors' committees are the Nominating Committee, and the Membership Committee (I was allowed to attend that committee's meetings in the summer of 2021).

[8] Based on information and belief I feel they are pressured by the Executive Director to become dues paying members of the Club; and often members are in turn pressured to volunteer for assist at Club event or to work on premises in general.

In my case I am already a member before becoming an employee. However, the Executive Director has sought to and has impaired my blue card membership status with her arbitrary and capricious decisions and directives to me – that I am not to seek or hold a position on the Swedish Club Board of Directors, and unilaterally demanding that I cease attending the Club's building committee, even though either as an employee I may, or as a blue card member I may. And the same has gone on with the Finance Committee meetings. She has twice refused to allow me to attend the Finance Committee meetings.

On Wednesday, April 20, 2022 the Executive Director with the complicity of Gary Sund, then chair of the Swedish Club board, and the complicity of the board members carried out an unprecedented move, they tampered with the election for membership on the board. The following is an excerpt from a King County Court complaint for defamation related to that and other defamatory and discriminatory activities against me:

"On Wednesday, April 20, 2022 at the dinner/annual membership meeting of the Swedish Club, in front of an audience that included no less than 65 members of the Swedish Club, nine employees, including Ms. Campbell, and several non-member guests – all totaled there were approximately 80 people in attendance that evening, Gary Sund the departing president of the Swedish Club board took the podium during the membership business meeting portion of the evening and as an individual, and in his capacity as the then President of the Board of the Swedish Club, and as an agent representing the members of the Board of the Swedish Club, the members of the Nominating Committee of the Swedish Club, and as an agent for the Executive Director for the Swedish Club, he proceeded to publicly deliver to the assembly of guests, members, Ms. Campbell, and employees of the Swedish Club a five minute retrospective about Elizabeth Campbell, over which half of Mr. Sund's speech was devoted to a denunciation of Elizabeth Campbell, that she was unfit to sit on the board of the Swedish Club, he refused to say why, he implied that there were negative reasons or negative information that he and other board members and nominating committee members possessed about Ms. Campbell.

"Initially Mr. Sund told the assembled guests that Ms. Campbell was a valued member of the Club, that she volunteered at the Club, and that she also was a valued employee of the Club - that the delicious desserts and food she was preparing as an employee of the Club had become lead food items at the Club's weekly members' dinners and other events. He mentioned her salads, and now her hot food entrée items including what she had prepared and served for that evening's dinner were greatly improving the Club's menu; that the Club did not want to lose her contributions as an employee. Mr. Sund's remarks then took a stark turn at that point and went from a laudatory tone to a vicious and outrageous commentary against Ms. Campbell.

"For the next approximately three minutes Mr. Sund proceeded to make many negative inferences, implied statements about Ms. Campbell. He stated to the members, guests, employees, and particularly Ms. Campbell that it would be undesirable her sitting on the board of the Swedish Club. Mr. Sund made, many implied statements that established beyond a doubt that there was something about Ms. Campbell that made her unfit to be on the board. Mr. Sund stated that the "something" he was alluding to was something he could not tell the assembled audience what it was, the implication being that it was so bad they should trust him, that's what he stated. He asked the audience, the voting members of the Club to trust him, the board, trust the individuals on the nominating committee, that that was the case and that the assembled voting members of the Swedish Club should vote against Ms. Campbell being on the Club's board.

"Mr. Sund stated not only that he but also the members of the nominating committee, the members of the board were all in one hundred percent agreement that Ms. Campbell must not be elected to the board. His statements clearly implied there was negative information about Ms. Campbell that they held and were not sharing it with the assembled audience; he went on to exhort them that they should vote against Ms. Campbell as a candidate for the Swedish Club board.

"The outcome of the tampered election was predictable given the highly inflammatory delivery and characterization in Mr. Sund's speech – the majority of members, most of which had zero idea about who Ms. Campbell is, who had had zero interaction with her, voted with Mr. Sund's, with the board as he represented them to be, voted against Ms. Campbell being on the board."

On the afternoon of April 27, 2022 I sent an email to the Executive Director and asked her if she would please include me as an attendee at the building committee meeting at 5:30 PM, and that I would like a copy of the Zoom meeting link in order to attend the meeting.

The Executive Director responded by questioning me about what my agenda was for the meeting, what was my reason for wanting to attend, "Hi Elizabeth, what's your agenda item or reason for attending? (For example, Chris [Club's room rental coordinator] wouldn't be invited to the Food Committee meeting unless he had a good reason to be there.)." I replied, "I'm coming to visit and hear how things are progressing. I'm attending as a member pursuant to the bylaws."

The Executive Director replied back, "Hi, we are happy to give you a report. It gets a bit fuzzy for staff members to dip into committee meetings that are not directly related to their jobs. Do you have specific questions we can answer?" The Executive Director sent me an additional response, "To use the same example I used earlier, I bet the Food Committee would be a bit offended if Chris came to check on how it was going."[9]

I responded to the ED's tacit refusal to allow me to attend the building committee meeting as an employee or as a blue card club member by opening up a new email thread and adding the Board President, Shama Albright to it. That response to the Executive Director was as follows,

> "Hi Kristine,
> "It is my understanding that the Building Committee is a standing committee of the Board of Directors of the Swedish Club. I believe I have a right to attend it either as a blue card member or even as an employee, the latter in accordance with the provisions and permissions of the employee handbook.

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[9] I disagree with this narrative and feel it is a pat strategy often employed by the Executive Director. It is just another one in a long string of these hypothetical utterances that the Executive Director continually throws up when she wants to justify her positions or actions. They consist of hypothetical situations that are her versions of a made up situation that she believes proves her decisions for allowing or not allowing something to occur, to agree or disagree with someone.
In the present case I believe this hypothetical situation she used is the same as always, pre-textual in nature, is not conceived in good faith, intended as cover for her, and something that the uninitiated might believe makes perfect sense and therefore supports the Executive Director's decision(s) one way or another.

"I just cannot find any reference that says that a member has to disclose why it is that they're attending the meeting of one of the standing or ad hoc committees. And I do believe it's the Board of Directors that's the gatekeeper for any meetings of the club and that the bylaws guides that overall."

I also responded and refuted the hypothetical statement she had made. I wrote, "To use your example, the reality as per the review of earlier this year and the intervening events to even date, the building committee and the building management are part and parcel to almost far more things that affect the food department than probably any other department in the Swedish Club organization. Including broken and outdated equipment, dysfunctional maintenance and cleanup in the kitchen, equipment and building repair and renovation related to the foodservice facilities, pest control, and of course the management of the pancake breakfast etc." The things I mentioned are not hypotheticals. They are all true. Occur regularly. And all are the things under the control of the building manager Anis Rahman, they are all things he spends a good portion of every building committee meetings reporting to the "board", the building committee members about.

I received no further response from the Executive Director, I was not provided a link to the April 27, 2022 building committee meeting. The Executive Director had wrongly but effectively barred my attendance at the meeting.

Shortly after the meeting a person who had attended it debriefed me about what was discussed at the meeting. It turned out that the majority of the meeting was devoted as it usually is to the foodservice department. This is often the case as there are so many things physically wrong with the foodservice facilities, with the equipment, as well as the foodservice department has been in operational disarray for a long time and accordingly on both fronts negatively affecting the overall club operations, and contributing in large part to financial deficits as well as negatively affecting the members of the Club, their visits to the Club, and the financial wellbeing of the Club – which they are regularly tapped to subsidize the deficit spending.

In addition to discussing plans for renovating the kitchen facilities, the Executive Director also talked to the committee members about her plans, not the board of directors' plans, to lease the the upstairs kitchen to a caterer.[10] and then she talked to them about an interview for the foodservice manager position she was holding today, April 28, 2022. The same foodservice manager position I am unofficially and currently employed doing. The foodservice manager position that I officially applied for on March 17, 2022 through ZipRecruiter. The same position that the Executive Director refused/refuses to interview me for; that she has unequivocally stated she is not going entertain my application for, allow me to act as the foodservice manager because of my disability and age; and then I believe because of her biases against me personally and professionally.

The reality of the building committee is that the majority of the business it conducts, the reality of the facility manager's, Anis Rahman's, job it all is in large part related to the foodservice department. This is because the foodservice department dovetails and interfaces often with many member events at the Club of all kinds, weekly dinners, holidays, bazaars, events open to the public.

The second reality of the ED's spurious and specious claims to prevent me from attending the building committee meeting this evening is that the majority of this meeting was taken up by items related not

[10] Projects or plans to sell or lease the property of the Swedish Club are to be

just to the maintenance, repair, and renovation of foodservice department's physical facilities and related equipment, but it also included discussions about the Executive Director's plans, not the Swedish Club's board's plans, for leasing out the kitchens of the Club to a catering company and shutting down in large part the Club's foodservice department, and it included discussions about the ED's plans for meeting with a job applicant, for a job interview for the foodservice manager job that I have now been doing for several weeks and earlier this year.

This is the same job that the ED refuses to interview me for, the same job that the ED has told me I am not suited for because of my disability and age; and her subtexts that she throws into the conversations I have had with her about the job, my employment at the Club, that she personally has a problem with me, she considers it "negative" when I have looked at the financial records of the Club, when I have discussed at building committee meetings or written the building committee that things may be too expensive or that that others may be inappropriate projects or fixes (my observations all valid and/or all borne out over time), and that "her crowd" is opposed to me both in my employment and as a member.

I am particularly disgusted and even hurt by the fact that the Executive Director continues to tell just about anyone who will listen to her how she just cannot find anyone for the foodservice job, how she continues to complain that she is so overworked and stressed out by her claimed facts. She has now done this multiple times in front of me.

The reality I believe is entirely the opposite. Every time I step into the breaches – which I believe are all caused by her failings as an executive director of the Swedish Club for the last 10 years, the collapse of the foodservice department is directly attributable to her failures, not to anyone else – I provide excellent service, provide excellent food, manage the foodservice operations in a functional manner, and even provide budgeting and costing, provide written guidance for many of the activities I supervise, as well as I do more than the necessary physical labor to make it all happen – including doing all of the shopping, acting as the Club's banker for months now for 90% of its foodservice related purchases, I spend my personal money to do this, I do cooking and cleaning, and I have volunteered often as part of the foodservice manager job, and donated my time and money – for things that make the foodservice department functional, create an enjoyable member experience, instead of what it has been a disgrace.

Backstory, 2021
On December 14, 2021 the head chef, of over 11 years, Malin Johnson, and the other lead chef gave two days notice that they were quitting. The reason's cited by Ms. Johnson were a hostile workplace, wage "theft" by the Club, the refusal of the Executive Director to compensate her for hours worked; according to Malin her compensation was cut in order use that money to pay for a new hire, a man,[11] Anis Rahman, that was replacing her in her former position as building manager.

Since that time I have expressed my interest in filling the chef positions, I have performed all the duties of both chef positions, and have exceeded their duties, as well as now perform the duties of the Club's baker.

[11] In November 2021 at the time the building manager job was open the Executive Director stated to me that she was going to hire a man to manage the building. This was totally consistent with much of the biases and discriminatory employment related activities she engages in – discrimination based on national origin, sex, age, and disability – towards others and towards me.

I have asked since December, 2021 to be given public recognition as a chef at the Club. The Executive Director refuses to do that. I have asked to be given the accommodations provided to other employees, email address, desk space, access to the building related to my disability.

To the latter, I rarely use the handicap parking because the building entry door nearest to it is locked, and only unlocked during Club events which the majority of time do not occur during working hours. Instead I am forced to park in a 30 minute parking zone in the front of the Swedish Club building. Sure, I am allowed to place a phone call and have an employee come downstairs and let me in – however I feel it places me in an extremely awkward position and serves to put focus on my disability which I hate to do because I feel it feeds the Executive Director's denouncement of me – that I am too disabled and too old to be employed there.

From 2021 to even date the Executive Director has refused to accommodate me or grant me any of the above noted, employment related access points granted to rest of the employees like myself; not to mention, treat me with basic courtesy and respect as a member and as an employee.

On January 5, 2022 I requested that the Swedish Club board undertake an effort to establish an anti-harassment policy for member on member harassment; I took that step because of the problems I have had with the Executive Director, and after several things had occurred wherein my former lover, Lars Matthiesen I felt was working with the Executive Director and others to undermine my membership at the Club; he has a history of taking revenge on women who cross him. I expressed my concerns about this multiple times with the Executive Director but instead she did nothing and even blamed me for "not having good judgment" for being involved with him and doing things he told me to do.

On January 18, 2022 I was told by the Executive Director in an employee staff meeting that the man I was in a relationship with, Lars Matthiesen, that he and his friends/fellow members of the Club, "Lars' camp", that they are my enemies, her exact words, and therefore she doesn't want to offend them by using my name, giving me a higher profile in the food department.

The position of Foodservice Manager has now been posted for over three months in the Swedish Club's newsletter and with multiple online job search companies, including ZipRecruiter. I have discussed with the Executive Director my willingness to assume that position; ironically enough while I have been performing many of and more of the duties associated with the position.

Since that time to even date I have sat in meetings where the Executive Director has discussed many times and in front of me her inability to find anyone qualified for the job I am doing. She and others are fully aware of my expanding role in providing food service management, in preparing delicious food for the regular Swedish Club meals, my possessing both the job experience and proven skill sets to do the job - but they talk about the open position in front of me as if I am not there. And, have emphasized – someone *young* needs to take on the job!

On March 17, 2022 I formally applied to the Swedish Club for the Foodservice Manager job. It was not formally acknowledged by the Executive Director; a few days after I applied she mentioned in a meeting that she had seen that I had applied. She told me she was not going to consider my application. She went on to tell me she had just hired someone else on a conditional basis, they needed to cook a full meal for the Club and then they would be hired. She went on to tell me that my disability prevented me from being considered for the job, the woman was younger than me and fit the requirements she wanted, someone younger with no disability.

Since that time I have met with the Executive Director as required by the Employee Handbook and discussed these and more matters. There has been no resolution. I feel she continues to use me for the foodservice job, but on information and belief, based on my past experience after the New Year's Eve dinner I executed almost flawlessly on January 7, 2022, that she will kick me to the curb in a minute if she can work through her plans to get rid of me.

I am also struggling and being emotionally affected by what I feel is a hostile workplace the Executive Director maintains. I have been stripped of or had my Blue Card membership rights affected and told it is related to my being an employee.

In addition, since my employment I have been required to purchase with my personal funds almost all of the food supplies for the foodservice department. I was told this is what the other cooks before me were doing. It does not matter what other cooks before me did – they were either one, independent contractors, I am not, or two, they had access to a Swedish Club credit card.

At first it was "okay" - but as I have come to do larger and larger food events the money for food supplies has grown. Occasionally I am advanced Swedish Club funds for this; however always - the bookkeeper, Toene Hayes, is reluctant to process the reimbursement of my expenses; she is an extremely disagreeable person to deal with (historically, documented, and with almost every staff person - bombastic, loud, refuses to be respectful); I have written and spoken with the Director about this but Ms. Hayes continues to act accordingly, including last week telling me that I am a vendor to the Club and as such I should not expect any prompt turn around of my requests to be reimbursed. She has also told me that I am benefiting from buying supplies for them because of her belief that I have a credit card and earn points for these purchase. I told her I was paying cash. Then at the same meeting the Executive Director and Ms. Hayes asked me if I even had a credit card. I felt that was a question that was invasive and not something they could legally ask me.

Despite that I told them that I always did cash/debit card transactions. Ms. Hayes agreed to be more courteous and pleasant that day. However this next week it is back to the same attitude – when I request a payment on account or an advance she informs me she is busy, I'm interrupting her, she'll get on it when she has time; and she even asked me if I could get a credit card – it would make it easier for the Swedish Club if I did that.

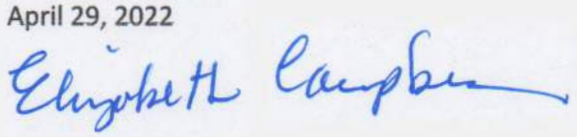
I find the whole thing preposterous at this point. I am on Social Security, receive just over $1300 per month, have some income from the Club as an employee, however now regularly anywhere from 25% to 80% of my monthly income is tied up for purchases I have made for the Club.

To be clear, Ms. Hayes has been required to turn around my reimbursements, however it is not before and after she has given me a tongue lashing about how that should not be, how difficult her job is, how the situation is my fault.

Between the discrimination for age and disability, the harassment related to my former relationship, being told that I am not a real member of the employment team, being told, "We're not embracing you", then being heavily relied upon by the Executive Director to provide the excellent services I do to the Club as both member and employee - which to be clear, I happily and generously do it for the good of the Club, it has been a terrible way to be treated, and I feel in an emotionally abusive way to be treated as I have outlined above.

Thank you for your time. I am also requesting the opportunity to amend and/or to supplement my complaint from time to time.

Signed,
Elizabeth Campbell
April 29, 2022



Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Discrimination Complaints Filed Against the Swedish Club

Elizabeth Campbell <neighborhoodwarrior@gmail.com> Wed, May 4, 2022 at 6:03 PM

To: kristine@swedishclubnw.org, shamaalbright@msn.com, maosmith@msn.com, langdonlmiller@gmail.com, neilsnyder@outlook.com, fiddlerkris@hotmail.com, maryemerson115@gmail.com, peterickj122@msn.com, ddrconstruction@gmail.com, garysund@ymail.com, SeattleBergenSisterCities@gmail.com

Please find attached my letter advising you that starting on April 20th I have filed with the appropriate agencies, the City of Seattle Office of Civil Rights, the Washington State Human Rights Commission, and with the U.S. EEOC regarding multiple instances of discrimination against me as an employee and as a member by the Executive Director related to age, disability, national origin, along w/ complaints regarding retaliation, a hostile workplace; in order to comply with the required legal administrative procedures that must be followed prior to pursuing litigation.

In addition I have shared my thoughts and comments regarding board elections and efforts to impair blue card memberships.

SC Letter Re Discrimination Complaints Filed 05-04-2022.docx
20K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Campbell v. Lucas, et al. - subpoenas

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Wed, Apr 10, 2024 at 1:44 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: patdolan@comcast.net, Julie Pheasant-Albright <jdpheasant@gmail.com>, Chris Sisco <chris@swedishclubnw.org>, Judith Dern <jhsdern@gmail.com>, Christine Lea <christineandco1@aol.com>, J Skrinde <jskrinde@gmail.com>, pj98102@yahoo.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "eschipull@me.com" <eschipull@me.com>, dewcew@hotmail.com, wideburg@ix.netcom.com

See attached, just this morning the Swedish Club's lawyers sent me these letters and subpoenas for three Swedish Club members that are in good standing.

I feel the reality is this is who the Swedish Club has become under the present leadership, a bully. It has no less than five law firms, nine lawyers on retainer, and an additional five paralegals supporting them. The Executive Director and Board have them on speed dial, the Club is paying for support staff, legal and in-house, and Sarah Alaimo does not come cheap. She has a long-time association with the law firm Lane Powell. There are consultants and advisors to manage the Swedish Club's crumbling mage - to engage in strategic communications, working the messaging to the public and members; and then the hires to work over any targeted member. Kristine and Toene have peeled off from the rest of the crowd, they have their own set of lawyers now. Couple that with the fact that board members are dropping like flies, resigning.

Contrary to what the "leadership" of the Swedish Club would have you believe, to quote them:

"We are aware that misinformation about our beloved organization is circulating. If you have any questions regarding the soundness of our organization, we encourage you to contact either the Executive Director or the Executive Committee before the Annual Meeting next week."

The breadcrumbs of the real status of the Swedish Club are evident in the number of lawyers they have on retainer, nine, the amount of legal fees they have been spending on attorney fees, $80,000 in 2022 alone; how much in '23 and '24? The real culture of the Swedish Club is there to see, including the fine example of the Swedish Club attacking members, terminating them, threatening them, and the latest, siccing their lawyers on members and subjecting them to abusive legal process - see attached letters from *just one* of the Swedish Club's law firms, issuing subpoenas to haul three members of the Swedish Club before the Club's tribunal. See attached documents below.

For additional updates and information see www.swedishclub411.com.

The lawsuit, Campbell v. Sharon Lucas et al, is posted online - it is in three parts so it is easier to access and download:

Part One	Part Two	Part Three
Pages 1 to 269	Pages 270 to 477	Exhibits

Best,
Elizabeth Campbell

[Quoted text hidden]

6 attachments

20240410 ltr Van Nuys RE sub.pdf
419K

20240410 ltr Lorelei Stevens RE sub.pdf
418K

20240410 ltr Pheasant-Albright RE sub.pdf
419K

sub - Lorelei Stevens (executed).pdf
272K

sub - Julie Pheasant-Albright (executed).pdf
279K

sub - Heather Van Nuys (executed).pdf
278K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - Motion 8 Norgren's Complaints

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 11:16 AM

To: swedishclubnwlitigation@gmail.com
Bcc: "angelwing14@msn.com" <angelwing14@msn.com>, juliekay2012@hotmail.com, boardchair@vasaparkresort.org, "events@vasaparkresort.org" <events@vasaparkresort.org>, Julie Pheasant-Albright <jdpheasant@gmail.com>, wideburg@ix.netcom.com, a1Lorelei Stevens <lorelei.stevens@gmail.com>, Eckhard Schipull <eschipull@me.com>, RC Charles <snocofo@gmail.com>, Wendy Clark <wendylundin@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com, Ann Margret <ann-margret@wavecable.com>, patdolan@comcast.net, J Skrinde <jskrinde@gmail.com>, Birgit Ages <birgitages@comcast.net>, "erikp@nordicmuseum.org" <erikp@nordicmuseum.org>, pettrickj122@msn.com, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, "BrownEyedSwede@comcast.net" <browneyedswede@comcast.net>, Marianne Stecher-Hansen <marianne@uw.edu>, Georg & Nina Pederson <georgnina@aol.com>

Dear Concerned Swedish Club Members,

I received a packet of missives this morning from the Swedish Club Board's and Norgren's attorney, Michael Rhodes, from Mix Sanders. He/they are the firm/counsel that is being paid in part by the Club's insurance errors and commissions carrier to create a paperwork storm in the case, hoping things can be covered up and dispensed with.

Last week one of the Swedish Club's efforts went into producing a perjured affidavit by the Club's cook Christo, claiming in his declaration that he hadn't talked to me, stating that one time *I talked to him*; despite our working together for over a month to plan, cook, serve, and just plain old work together as regular workers.

When I pointed out his blatant perjury, see my attached letter to Michael, Michael and Christo cooked up a new version of false and misleading testimony - 1) Christo misunderstood what he was supposed to say in his first declaration, that Christo neglected to mention the email exchanges between us (I provided those to his attorney), and 2) what Christo *really* meant to say, he doubled down on his original lie, was that he believed our conversations at work were "inconsequential" so that meant that he had only talked to me one time; and still that I talked to him, not him talking to me or with me.

And we wonder why lawyers have such poor reputations - this is what the Swedish Club board and director are paying for.

This morning I received one of those late winter snowfalls, a paperwork storm filed by Swedish Club atty Michael Rhodes. One of the more choice pieces that caught my eye is this one - generated for Elizabeth Norgren, see attached. It is replete with her perspective on how she is a victim in this matter.

Considering the string of bodies she has left behind her I feel it is a bit rich her claims of victimhood. I'm sure all the people who have come forward and shared stories about how she burned them, mistreated them, misspent their Swedish org money - might be interested in how Norgren sees herself in this moment - and what lengths she still wants to go to to hurt others hurt by her actions.

Just a small note to add to her claims of outrage and how she is so misunderstood and a victim. I feel we can all take a moment and remember how she and her partners at the Swedish Club used the Club's lawyers, Lane Powell, who have been running interference for them even to now - made a false police report to the Seattle Police Department about Jim Skrinde, see attached letter re same. And then engaged in election interference and election fraud.

Also attached are copies of the motion I filed for subpoenas to be issued to Steven Jones (Floyd Jones), Nina Pedersen, Vasa Park, and Erik Pihl.

Many of the requests in the subpoenas have to do with acquiring information about its fundraising practices and the outcome for the donors and for the funds they donated to the Swedish Club.

The Vasa Park subpoena is seeking information concerning Norgren's tenure and activities there.

In closing, it is a challenge to handle everything, and I appreciate the kind words of encouragement.

Sincerely,

Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

Motion 8 Norgren Motion To Be Let Out.pdf
767K

Ltr MRhodes Re False Yaranoff Declaration.pdf
134K

JSkrinde Lane Powell Ltr 07-23-23.pdf
119K

P MOT SDT Vasa et al 04-23-24 Condensed.pdf
253K

Mail Delivery Subsystem <mailer-daemon@googlemail.com> Fri, Apr 26, 2024 at 11:17 AM
To: neighborhoodwarrior@gmail.com

Address not found

Your message wasn't delivered to **pettrickj122@msn.com** because the address couldn't be found, or is unable to receive mail.

The response from the remote server was:

```
550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302). [AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z 08DC65DD028F84D8]
```

Final-Recipient: rfc822; pettrickj122@msn.com
Action: failed
Status: 5.5.0
Remote-MTA: dns; msn-com.olc.protection.outlook.com. (104.47.11.225, the
 server for the domain msn.com.)
Diagnostic-Code: smtp; 550 5.5.0 Requested action not taken: mailbox unavailable (S2017062302).
[AM0EUR02FT011.eop-EUR02.prod.protection.outlook.com 2024-04-26T18:17:21.195Z
08DC65DD028F84D8]
Last-Attempt-Date: Fri, 26 Apr 2024 11:17:21 -0700 (PDT)

---------- Forwarded message ----------
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: swedishclubnwlitigation@gmail.com
Cc:
Bcc: pettrickj122@msn.com
Date: Fri, 26 Apr 2024 11:16:41 -0700
Subject: Swedish Club Litigation Update - Motion 8 Norgren's Complaints
----- Message truncated -----

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pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:35 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

You got this,Stay encouraged
Let me know,how I can help.

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Fri, Apr 26, 2024 at 3:41 PM
To: "pj98102@yahoo.com" <pj98102@yahoo.com>

Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright?

[Quoted text hidden]

---

pj98102@yahoo.com <pj98102@yahoo.com> Fri, Apr 26, 2024 at 3:52 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I'm doing good. Work is slow,but it's ok. I know how they lie and don't care about their employees, so let me know how I can help.

Yahoo Mail: Search, Organize, Conquer

On Fri, Apr 26, 2024 at 3:42 PM, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> wrote:

> Hi Paul - probably with encouragement - these guys are going for broke!!!! that's a hell of a lot of paper for the folks claiming that there is "nothing to see here" and that I am a lying nobody and a pro se person to boot! My best regards to you - are you doing alright? it's
>
> [Quoted text hidden]

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Court Case Info - www.SwedishClub411.com

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Mar 25, 2024 at 10:26 PM

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Bcc: Julie Pheasant-Albright <jdpheasant@gmail.com>, J Skrinde <jskrinde@gmail.com>, wideburg@ix.netcom.com, Christine Lea <christineandco1@aol.com>, Chris Sisco <chris@swedishclubnw.org>, pj98102@yahoo.com

About: Over a year ago, In January 2023 I created a website, Swedish Club 411 SwedishClub411.com to provide assorted information to members and employees alike about multiple issues and incidents that had been going on for quite some time at the Swedish Club.

There is no need to purchase a copy of the lawsuit from the court, a copy of the Complaint, the case document filed with King County Superior Court, #23-2-25295-4 SEA can be found on the Swedish Club 411 website here - I have divided it into three parts/files - so it can be easily downloaded, and opened up. There is also an information post on the website about the Swedish Club defendants and who has been retained to defend them; six law firms and 10 lawyers.

Other items of interest may be communications - those are on the Case Info page, and under the Board & Directors' menu there are documents from approximately 12 years ago when there was another kerfuffle over how the Swedish Club was being run. Many similarities to now.

See also the Reports and Articles page - in-depth information about SC years 2020 to 2024.

Check back soon - the website is now being updated daily.

If there are any questions I'll be happy to answer them.

Best,
Elizabeth
--
Elizabeth Campbell, MPA



Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update

5 messages

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 9:41 AM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, Christine Ross <chefcross45@yahoo.com>, Chris Sisco <chris@swedishclubnw.org>, Eckhard Schipull <eschipull@me.com>, patdolan@comcast.net, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, pj98102@yahoo.com, wideburg@ix.netcom.com, Eva Larson <evalarson33@gmail.com>, Christine Lea <christineandco1@aol.com>

Dear All,
In the last two weeks, multiple changes and new events have occurred in the Swedish Club litigations, the underlying case, Campbell v. Sharon Lucas, Swedish Club et al, and two additional actions have been filed:

- Petition for Review of April 17, 2024 Election and Election Process (attached)
- Lawsuit against the Swedish Club's, Norgren's, the Board's attorneys - Michael Rhodes, Mix Sanders
- Required RCW 24.03A.944, Notice given to the Washington Attorney General's Office regarding underlying legal proceedings and related matters
- A settlement between Campbell and Swedish Club's former lawyers, Lane Powell has been reached (attached)
- Campbell has offered and provided stipulations to dismiss Lisa Lindstrom, Ingrid Salmon, Gregory Albright, Vinda Sund, Nicholas Faino, John Alaimo, and the Club's other attorney, Vi Reno from the main case (attached)
- Pending: Breach of Duties and Receivership litigation re Swedish Club and Board of Directors

All case documents can also be accessed on the Swedish Club 411 website.

In regards to the Petition to Review the 4/17 Election/Election process - your assistance is needed - I need to notify as many Swedish Club members as possible of the pending action, that the Petition has been filed, and I am making a request for any Swedish Club member that would like to be a joint petitioner with me in the petition - that is a legal consideration, being a literal petitioner in the case. Please contact me at your earliest convenience if you are interested in that.

I need your help - if you could forward me contact information of any Swedish Club members I need that so I can develop as big of a list of Swedish Club members, I need to be sure that as many as possible members have been notified of the Petition for Review.

According to RCW 24.03A.966 - The petitioner shall provide notice of the proceeding to every other person the petitioner knows, or should reasonably know, to be affected by the proceeding.

My notifying you of the Petition is only that - notifying you that an underlying court action is pending related to the April 17th election/election process.

Let me know if you have any questions or comments. Thank you for your time.

Sincerely,
Elizabeth
--
Elizabeth Campbell, MPA



4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

Elizabeth Campbell <swedishclubnwlitigation@gmail.com> Mon, May 20, 2024 at 9:42 AM
To: neighborhoodwarrior@gmail.com

[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, May 20, 2024 at 2:19 PM
To: swedishclubnwlitigation@gmail.com
Bcc: Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>

[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

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pj98102@yahoo.com <pj98102@yahoo.com> Tue, May 21, 2024 at 3:29 PM
Reply-To: "pj98102@yahoo.com" <pj98102@yahoo.com>
To: neighborhoodwarrior@gmail.com

I hope that I'm apart of the lawsuit, many of us were a victim of their abuse. Paul Jefferson

Yahoo Mail: Search, Organize, Conquer
[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Tue, May 21, 2024 at 4:21 PM
To: RC Charles <snocofo@gmail.com>

---------- Forwarded message ---------
From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>
Date: Mon, May 20, 2024 at 9:41 AM
Subject: Swedish Club Litigation Update
To: <swedishclubnwlitigation@gmail.com>

[Quoted text hidden]
[Quoted text hidden]

4 attachments

- **Pet for Rev Final EAC v SC 04-29-24 Red Sz.pdf** 3293K
- **Campbell v Rhodes Mix Sander Filed Copy.pdf** 449K
- **Campbell v Lane Powell et al Settlement Notice.pdf** 18K
- **Stip Dismiss SC 7 05-22-24.pdf** 895K

Gmail Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Swedish Club Litigation Update - 5/24 Hearing Continued to June

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Thu, May 23, 2024 at 5:08 PM

To: swedishclubnwlitigation@gmail.com
Bcc: Chris Sisco <chris@swedishclubnw.org>, Christine Lea <christineandco1@aol.com>, Christine Ross <chefcross45@yahoo.com>, Eckhard Schipull <eschipull@me.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, a1Lorelei Stevens <lorelei.stevens@gmail.com>, dewcew@hotmail.com, patdolan@comcast.net, pj98102@yahoo.com, wideburg@ix.netcom.com

Hi, I know many of you were wondering about attending the hearing tomorrow, earlier in the month I asked for a continuance of the hearing tomorrow. The judge has decided to continue the hearing to a future date on June, everyone is checking there availability to let the court know which date the court has available so that they can attend.

There is still a lot of work to do.

Thank you for those who have gotten back to me with contact information for members so they can get notice about the court review of the April 17th election.

In the last two weeks I have filed an answer to every single motion that was filed against my lawsuit - 22 in all. 18 from the Swedish Club, 1 ea. from Leander/Hayes, Reno, and Matthiesen.

I filed my final four responses and objections with the court this afternoon.
I just so happen to have those four available, if you are at all interested in what that looks like I have attached a couple of them. No need to read, but if you want to you can get a peek inside they are here for you.

Next steps - The reality is this - one set of defendants has settled. My door has remained open all this time. Here is what I wrote one of the defense attorneys when they filed another batch of papers yesterday:

"My response to you is this - has anyone ever thought about talking to me as opposed to trying to best me? I have indicated for, let's see, we're now at two years, the door has been open for all that time to resolve this. Has anyone thought about an apology? Has anyone thought about arriving at a meeting of the minds and being decent about this?

"It's a grand and glorious display of what money can buy from a legal standpoint, but it has been hardly a wise or brilliant path to have chosen. So while you're churning out papers - you might go back and think about what I have said."

Many might do not know - that door, my door, has been open since 2022 - instead for my trouble the Swedish Club powers that be chose to spend $80,000 investigating me. In November 2022 another opportunity to put differences aside - an apology and a job - a very small concession. Instead, more gas was thrown on the fire.

In early 2023, I was in settlement talks with Sarah, Molly, and Shama. They said they would then never got back to me. In March I was fired, barred from the building. In December 2023 we had mediation - the door was wide open again to walk through. Think of that picture where the bully kicks sand in your face.

$100,000's of dollars in Swedish Club and insurer's legal fees later, we are at today.

This is a good pause for the Swedish Club side to think about all this.

The Club has gone to hell, board members have bailed out for a reason, some key people have and are deserting the ship, for a reason. And, there is a very hot potato that remains - the executive director. What torch is she going to light next? Her very own lawsuit against the Swedish Club?

A lot of things to think about.

Best Regards,
Elizabeth

EACampbell

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2 attachments

Campbell Reply to Leander et al MTD 1 05-23-24.pdf
364K

Campbell Reply to Vi Reno MTD 05-23-24 (Merged).pdf
1296K

Gmail

Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Notice of Filing - U.S. District Court Campbell v. Swedish Club/Elizabeth Norgren

1 message

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Mon, Jun 10, 2024 at 5:53 PM

To: swedishclubnwlitigation@gmail.com
Bcc: a1Lorelei Stevens <lorelei.stevens@gmail.com>, J Skrinde <jskrinde@gmail.com>, Julie Pheasant-Albright <jdpheasant@gmail.com>, patdolan@comcast.net, Eckhard Schipull <eschipull@me.com>, Chris Sisco <chris@swedishclubnw.org>, Christine Ross <chefcross45@yahoo.com>, pj98102@yahoo.com, Christine Lea <christineandco1@aol.com>, wideburg@ix.netcom.com, Kimberly Jacobs <kim@swedishfinnhistoricalsociety.org>, brianr@runberg.com, "markcolsen55@yahoo.com" <markcolsen55@yahoo.com>, Seattle-Bergen Sister City Association <SeattleBergenSisterCities@gmail.com>, Elizabeth Campbell <Neighborhoodwarrior@gmail.com>

Dear Swedish Club Members,

This lawsuit is founded in the fact that I and other people have been improperly treated by Elizabeth Norgren, banned by her from even attending a Swedish Club event, either as a Swedish Club member, with a Swedish Club member, or as a member of the general public - others are treated better than us.

Think about that. It is not just that a club member or a member of the public is banned from visiting the Swedish Club, but Ms. Norgren and the Swedish Club have unilaterally impaired the membership *of every Swedish Club member*, reserving to themselves the right to dictate to the members who it is a member may or may not have as their guest.

Moreover, this has to do with what rights a person has in comparison to others - for example, the general public. The distinction being grounded in the person's status, including that they engaged in lawful, protected activities related to protected class status, and were summarily banned from the Swedish Club.

Consider this also - why have some people, myself included, been banned from the Swedish Club, because I complained to the board about the unfair treatment I had been receiving as a member and employee, and yet there have been actual instances of "insubordination" and worse, physical attacks on members by staff and by member/volunteers, which includes Sharon Lucas roughing me up - and those staff members, members/volunteers - are feted. Hmmm. It is all arbitrary and capricious and poor reasons unlawful reasons people are getting banned from the Club - retaliation being one of them.

The current newsletter talks about the staff asking for guidance, "Staff have requested that we clearly state codes of conduct and consequences for violating those codes. We have conducted informal investigations of potential breaches of generally accepted codes of civility but now seek to prospectively articulate a framework for promoting positive member interactions and a safe and pleasant working environment."

What an irony - the "staff," starting with Elizabeth Norgren, starting with Sarah Alaimo, followed by staff Joel Cambern, starting with Sharon Lucas, followed by Charles Willi, and others who have supported the staff - physically taking on or in the strongest possible terms roughing up members - it isn't the member on member abuse as Langdon would have the readers believe - where is the accountability for the staff (with the knowledge and support of the board) which has instigated the free for all against the

members?

I believe given the last two letters of Langdon that the board support is behind Elizabeth Norgren, despite the chaos and abuse she has brought down on the members, physical abuse included - and the range of punitive actions she took against many members - myself included.

Reports are Langdon talks to members about "what if" Elizabeth Norgren were replaced, but his Board President Letters, including this latest one characterizing Norgen and her staff as unwitting victims in need of protection, belies any of the replacing Norgren talk he is engaging in with certain members.

This brings us to the lawsuit - the distinction about why things have really been done - in my case, it is related to my protected class status and the protected class-based activities I engaged in - then who it is that engaged in that illegal activity - the defendants, including, no surprise, the Swedish Club executive director, Elizabeth Norgren.

Case information is here - click the link to read a copy of the lawsuit,
Campbell v. Swedish Club, Elizabeth Norgren
U.S. District Court Case No. 2:24-cv-00816-JLR

--
Elizabeth Campbell, MPA



EXHIBIT 8

October 20, 2023

VIA ELECTRONIC MAIL ONLY

Mr. Abe Lorber, Associate
lorbera@lanepowell.com
Lane Powell
1420 Fifth Avenue Suite 4200
Seattle, WA 98101-2375

RE: Cease and Desist – Swedish Club

Mr. Lorber:

I am responding to your October 18, 2023 letter, attached hereto, wherein you level a number of baseless accusations against me, accuse me of defaming the Swedish Club, as if that were possible, and threaten to extinguish my constitutionally and statutorily protected rights and activities – including my free speech rights, rights of assembly, petition, and association rights "on a matter of public concern;"[1] and to stop my communications in a legislative, executive, judicial, administrative, or other government proceeding and communications on an issue under consideration by any of those bodies.[2]

I believe your threats in part are a forerunner to the Swedish Club filing a Strategic Lawsuits Against Public Participation, a "SLAPP" lawsuit – a lawsuit filed for the purpose of extinguishing public participation and constitutional rights.

Typically, that kind of lawsuit is often not intended to prevail in court, but is meant to be coercive or retaliatory, and a form of harassment against the target, intended to use the expense and inconvenience of defending a lawsuit as a negotiating tool or as a speech cudgel, in order to coerce a party to withdraw a public statement or cease participating in governmental proceedings – the latter of which is exactly what you are demanding.

I believe in the present instance the purpose of the threats you made are to also achieve a number of things, including but not limited to:

a. Diverting attention away from a range of questionable activities that Swedish Club employees or governance leaders have been/are engaged in;
b. Diverting City of Seattle attention away from the multiple of what you allude to in your letter – the non-permitted "contractual relationships with those undergoing [sic – ongoing] construction efforts" as you call them (the subject of the City of Seattle SDCI code complaint 010653-23CP (08-23-23);
c. To improperly gain an advantage in a governmental proceeding that is based on the City of Seattle lawfully exercising its police power, the granting or denying of building permits and certificates that ensure the protection of designated landmarks;

[1] UPEPA, 2021 Wash. Legis. Serv., ch. 259, § 2(2)(c). https://lawfilesext.leg.wa.gov/biennium/2021-22/Pdf/Bills/Session%20Laws/Senate/5009-S.sl.pdf

[2] UPEPA, 2021 Wash. Legis. Serv., ch. 259, § 2(2)(a)-(b). https://lawfilesext.leg.wa.gov/biennium/2021-22/Pdf/Bills/Session%20Laws/Senate/5009-S.sl.pdf

d. To force a citizen, myself, to withdraw from the City of Seattle processes for the mechanical permit, 696577-ME, the certificate of approval DON-COA-00997, and code complaint 010653-23CP which I have a constitutional and statutory right to participate in;
e. To collaterally attack and intimidate through your letter other Swedish Club members who are currently seeking information and redress regarding multiples of past and ongoing irregularities they have identified in the administration and activities of the Club; and
f. To improperly gain an advantage in an official proceeding, City of Seattle Office of Civil Rights Case No. 2023-01536-PE.

It is for all the above reasons that the State of Washington has an anti-SLAPP statute, the *Uniform Public Expression Protection Act*, RCW 4.105 et seq.[3] - to protect citizen activists and the like, myself, from individuals like you who drum up and angrily expound about a range of merit-less accusations, make threats about retribution and the lawsuits they'll file and pursue – in order to cancel or eliminate individuals they perceive as blocking their goals, or as in this case that are exercising their rights of free speech and participation in governmental proceedings.

Your letter and its threats are textbook examples of SLAPP activity, as well as exhibits the classic earmarks of intimidation and harassment – especially when linked not just to the protected activity I have engaged in but appears to be also designed and intended to intimidate or influence the government agency/agencies that are associated with the matters herein – in particular the City of Seattle.

I believe evidence of that intent includes your angry denunciation of my code and related complaints to the City of Seattle, the "number of written complaints" you reference, and your claim that the Swedish Club is losing its legitimacy with the City.

SDCI code complaint 010653-23CP is related in part to the multiples of construction projects by its own and now your admission that the Swedish Club has undertaken without benefit of the appropriate building permit(s), and without inspection by the City of Seattle.

In your letter of October 19th you claim that the information I have provided and characterized to the City is false and defamatory – however in your letter you reference the very projects I have accurately described and reported for noncompliance to the City. Your statements in the letter affirm what I have said, that there are multiples of building projects at the Swedish Club, and by implication that the effort is going into doing them without permits:

1) "…the Club's construction projects."
2) "…its progress in making necessary improvements to its premises."
3) "…the Club's efforts to make its improvements by bringing into question the projects' legitimacy."
4) "…delays in approval and completion of these projects."

Chapter and verse, every one of your references in your letter indicates a plurality of projects underway at the Swedish Club. For an organization that is apparently claiming to the City that it has only one project necessarily before the City, the HVAC one – you reference a considerable number of other building projects in your letter, implicate your client yourself in the bargain.

In addition, this letter of yours complains that I am somehow an impediment to the Swedish Club obtaining a building permit and certificate of approval for the HVAC project. Considering that the City of Seattle controls at every level the permit process of review and approval, has Seattle Municipal Code and

[3] https://app.leg.wa.gov/RCW/default.aspx?cite=4.105&full=true#4.105.020

Director's Decisions and the like that guide every step of its procedural activities, makes its choices and decisions based on the statutory and regulatory schemes it must follow – any delays are your client's delays. Your client, its contractor is the one submitting the incomplete application. At best – a citizen's influence is circumscribed by law and procedure, as well as is lucky to amount to anything more than some kind of advisory influence.

The other reality is – the suggestions I have provided to the City Landmark Preservation Board were in fact favorably adopted by the City, who passed them on to the contractor, who readily accepted them. That is hardly me acting in any kind of obstructive manner, "delaying that project" as you claim.

All information, statements, evidence, documents and the like that I have provided to the City of Seattle in the pending building/Certificate of Approval matters are accurate, supported by evidence and verifiable statements, and have been provided by me in good-faith to the City.

I have a well-documented record of over 30 years as a community activist and citizen advocate in Seattle. I have a reputation for fairness, for being well prepared, familiar with the laws, regulations, and plans that govern the projects and actions that I engage with.

My impression from your letter is you would like to believe that my engagement at the City of Seattle is distinctly focused on the Swedish Club, but even a fair number of the City of Seattle officials or employees would testify that the Swedish Club is far from unique, and not more exceptional in that regard. As a citizen I participate in a wide range of government projects, policymaking, environmental review activities, and have done so as noted above for decades.

Of note also here, the information, statements, evidence, and documents that I have provided over the last now almost two years, to not only the City of Seattle, but to the US EEOC, and the Washington State Human Rights Commission are likewise accurate, supported by evidence and verifiable statements, and were provided by me in good-faith – as well as for the benefit of others similarly situated as me, damaged by the Swedish Club's shenanigans and bad-faith activities.

I stand by the information and representations about wrong-doing, law-breaking, discriminatory, defamatory, harassing, and retaliatory activity by the Swedish Club executive director and senior staff, board members, and the Club's retainers and agents, such as Lane Powell and its client, the Great American Insurance Company, against myself as both a member and as an employee.

Considering also that the Swedish Club was found by the City of Seattle to have probably committed against me the acts of discrimination, retaliation, and harassment that I complained of to it, and has been charged by the City of Seattle Office of Civil Rights for that in Case No. 2023-01536-PE, not only is your letter seeking to take away my constitutionally and statutorily protected rights, including freedom of speech and a right to participate in a range of protected forums and proceedings misplaced, I believe it can be interpreted also as an effort by the Swedish Club gain an advantage in the discrimination case against the it that is before the City of Seattle.

Furthermore, I believe that your letter is also and collaterally may even rise to the level of the Swedish Club and its counsel engaging in an extortionate-like activity, including but not limited to an effort at witness tampering or threatening a witness – including but not limited to myself in the present case with the City of Seattle and in my upcoming civil case against the Swedish Club, and a multiple of its past and present employees, directors, and the like.

It is well known among the subject parties to this matter that litigation is pending by me against the "Swedish Club," vis-à-vis the now two litigation hold letters I have sent on May 5, 2022, and again on

April 17, 2023, to the Swedish Club, to its companion employee, member, and board director defendants, and its present counsel and its primary client; as well as on the basis of multiple notices I gave to the board throughout 2022 on into 2023 about ongoing wrongdoing and tortious activity taking place at the Swedish Club that damaged me; as well as on the basis of communications and meetings between myself and Ms. Leander in 2022, between myself and the Club's Perkins Coie attorneys, between myself and your agent Ms. Alaimo in November 2022 and in January and February 2023, between myself and the Board's officers, Shama Albright and Molly Smith Olson on February 13, 2023, and between your colleague's, Priya Vivian's communications this summer with my then attorney of record, Steven Toff.

I also believe your letter is also part of what is now a well established pattern of ongoing intimidation, harassment, and defamation against select Swedish Club members/employees by the current administrators and board of director officers that has been ongoing for the better part of at least 2023.

The record of the Swedish Club's intimidation and defamatory effort against targeted members or employees is very clear; as is its record of impermissibly truncating the membership rights of its members. Just last night, Wednesday October 18th, the people noted above actually brought in a bouncer to the members' meeting to shut down and escort Swedish Club members they disagreed with out of the building – despite their having every right vis-à-vis their membership to be there, subjected other members to ridicule and calls to stop talking and leave the premises, as well as commandeered the meeting in contravention to the bylaws. To get the full import of those actions – the Swedish Club is by and large a membership that is notable for their senior and advanced age.

I would note a similar comparison to myself, I am a 71 year old lady that can barely walk, with a multiple of health challenges. Your treatment of me in your letter defies this negative image you are attempting to craft about me. I have been a very good friend, member, and employee of the Swedish Club.

In contrast, the attached letters to this communication, including your October 19th letter, set out very clearly that the Swedish Club has engaged in a pattern of intimidation, defamation, and harassment against myself and others. As does the likewise attached over $79,000 attorney bill for last year's Swedish Club investigation of me - also more evidence of who the real tortfeasor in this matter is – the Swedish Club.

I have consistently objected to all of the Swedish Club's harsh treatment, first to the Swedish Club, and then as a last resort I have reported it to the appropriate governmental authority.

If you take any of your threatened legal action against me I'll vigorously and comprehensively defend against it, and will also go on the offensive, including but not limited to instituting counter legal measures against the Swedish Club, the senior management, its board directors, as well as against Lane Powell PC and the Great American Insurance Agency Inc. as co-conspirators with the Swedish Club and others.

As noted in RCW 4.24.500:[4]

> "Information provided by citizens concerning potential wrongdoing is vital to effective law enforcement and the efficient operation of government. The legislature finds that the threat of a civil action for damages can act as a deterrent to citizens who wish to report information to federal, state, or local agencies. The costs of defending against such suits can be severely

[4] Good faith communication to government agency—Legislative findings—Purpose.

burdensome. The purpose of RCW 4.24.500 through 4.24.520 is to protect individuals who make good-faith reports to appropriate governmental bodies."

RCW 4.24.510 provides that "[a] person who communicates a complaint or information to any branch or agency of federal, state, or local government . . . is immune from civil liability for claims based upon the communication to the agency or organization regarding any matter reasonably of concern to that agency or organization."

If you proceed with a lawsuit against me, I will also avail myself of the right of action against the Swedish Club granted by RCW 4.24.500-520, noting that, "A person prevailing upon the defense provided for in this section is entitled to recover expenses and reasonable attorneys' fees incurred in establishing the defense and in addition shall receive statutory damages of ten thousand dollars."[5]

Any SLAPP lawsuit you file against me pursuant to the merit-less claims you make in your letter – I'll promptly serve you with the requisite 14 days written notice pursuant to RCW 4.105.020, that I intend to file the special motion for expedited relief in the case – and I will follow through accordingly with the motion, including seeking costs of litigation.

E. A. Campbell

Elizabeth Campbell, MPA
3826 24th Ave W
Seattle, WA 98199
206-769-8459
neighborhoodwarrior@gmail.com

cc:	City of Seattle	DON/LPB	Sarah Sodt Erin Doherty
		SDCI	Nathan Torgelson
		SOCR	Katie Vail Monica Beach Alan Kirtley
		LAW	Civil Division
	Lane Powell	Priya Vivian Jesse Miles	

Addendum
Attachments

[5] RCW 4.24.510

REQUEST FOR PRODUCTION ADDENDUM

To: Abe Lorber

From: Elizabeth Campbell

Re: Requests for Information

Below are the multiple allegations you have made in your October 19th letter. You have provided no evidence to support them. They lack any specificity or detail that would allow me or anyone else to know or identify what it is you are talking about. You state, "We hereby demand that you cease from making the ~~aforementioned~~ [below] false statements defaming the club and tortiously interfering with its efforts to make site improvements[:]"

1. [Y]our ongoing actions defaming the Club and tortiously interfering with the Club's business expectancy during the Club's construction projects.

2. Further, you have misrepresented statements of club employees both in written complaints to the Club, as well as a number of written complaints to the Seattle Department of Neighborhoods ("Department").

3. In your written communications, you have made false statements regarding, in part, the Club's submission of plans to the Department as it relates to landmark preservation and accessibility.

4. These statements are causing ongoing damage to the Club's legitimacy with the Department and its progress in making necessary improvements to its premises.

5. Your false statements are likewise tortiously interfering with the Club's efforts to make its necessary improvements.

6. You are now intentionally interfering with the Club's efforts to make its improvements by bringing into question the projects' legitimacy. This interference has resulted in unnecessary delays in approval and completion of these projects as a result of your actions.

7. We hereby demand that you cease from making the aforementioned false statements defaming the club and tortiously interfering with its efforts to make site improvements.

Please provide the supporting documents or any kind of evidence, statements, verifiable or identifiable information you OR have that would support the allegations you have made above.

The Swedish Club

www.swedishclubnw.org
1920 Dexter Ave N, Seattle, WA 98109
Tel: 206.283.1080 Fax: 206.283.2030

James F. Williams
Managing Partner Seattle Office
Perkins Coie
1201 Third Avenue, Suite 4900
Seattle, WA 98101

December 14, 2022

Re: Swedish Cultural Center, dba The Swedish Club
Services Performed by Chelsea Petersen, Perkins Coie

Dear Mr. Williams,

I am a little reluctant to write this letter to bring this matter to your attention, but I would appreciate your consideration of the matter. The Swedish Club has been thankful for the assistance of Perkins Coie in the past on a variety of subjects: nonprofit matters and corporate issues (Lorri Dunsmore, beginning in about 2011, until her departure in 2022, and now Tony McCormick) and corporate logo-intellectual property issues (James Vanna in 2013). Vi Reno, a then-current member of the Board of Directors of the Swedish Club, originally recommended your firm to the Club.

In January 2022, an employment and employee discrimination (based on disability) claim arose, and on the recommendation of Ms. Reno, we again selected Perkins Coie, and Ms. Chelsea Petersen in particular. I initially met with Ms. Petersen and Ms. Reno on May 10, 2022. I asked for a budget for Ms. Petersen's work, which she provided on May 12, 2022 (copy attached). Ms. Shannon McDermott was the primary investigator. The total budget was $13,500–$16,500.

Until last week, our total invoices from Perkins Coie for this case were $59,893.45, which we have paid in full. Last week we received an additional invoice for $18,205, bringing the total of Perkins Coie charges to $78,098.45 for this investigation. We received no further revised budgets from Ms. Petersen, nor any verbal warning that the total fees and costs would be nearly five times the original budget.

As you can understand, we are a small non-profit organization, answerable only to our members, and we have for the past 130 years kept a very tight rein on our annual budget. We paid the Perkins bills in full when rendered, but now that the case has been transferred (with Ms. Petersen's full approval) to Lane Powell for defense under the Club's insurance policies, we ask you to review the invoices to see whether an adjustment can be made.

Thank you for considering my request. The Swedish Club values our relationship with Perkins Coie, and we hope that, if the need arises, to be able to use your firm in the future.

Sincerely,

Kristine Leander

Kristine Leander
Executive Director
The Swedish Club

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Sent: Thursday, May 12, 2022 12:16 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: McDermott, Shannon (SEA) <SMcDermott@perkinscoie.com>
Subject: Swedish Club investigation budget estimate

Kristine – I offered to provide you with a potential budget to investigate Elizabeth Campbell's extensive allegations. Below is an estimated budget that assumes the primary investigator is our experienced associate Shannon McDermott ($530/hr), who is copied on this message. In an effort to try to avoid underestimating, I have itemized below what I anticipate to be realistic potential interviews and tasks required in order to conduct a thorough investigation. That said, it is possible that some interviews will not run the full scheduled time or we will not end up needing to interview some of the optional folks listed below. And, of course, it's possible that we learn of additional information or individuals who might expand the scope of the investigation. As discussed, if this budget is out of range for the Swedish Club we can work with you to explore referrals to potential other options.

Possible range for investigation: $13,500-$16,500

Scope of the work:

- Prepare for interviews by reviewing file materials, preparing interview outlines, facilitating logistics of interviews: 4-6 hours

- Interviews: 14-16 hours

  Expected two-hour interview:
  - Elizabeth Campbell
  - Executive Director, Kristine Leander

  Expected one-hour interviews:
  - Building manager, Anis Rahman
  - Bookkeeper, Toene Hayes
  - Board chair, Gary Sund
  - Former board member/attorney, Vi Reno
  - Club member, alleged former lover, Lars Matthiesen

  Potential 3-5 additional one-hour interviews that arise as a result of the above interviews:
  - Potential additional Directors (related to allegation of "failure to carry out their duties of oversight, accountability, fiduciary responsibilities, their failure to independently monitor and be informed about the operations of the Swedish Club (financially and operationally), and by their recent hostile and defamatory treatment of me over the last three months and particularly on April 20, 2022.")
  - Potential committee members (related to allegation that the ED spoke to the committee members about her plans for the kitchen and food service)

- Unlikely interview, but possible: Malin Johnson (former lead chef who allegedly cited that she left because of a hostile workplace, wage "theft" by the Club, the refusal of the Executive Director to compensate her for hours worked)

- Post interview summarizing of information and preparation of oral summary report to board executive committee: 4-6 hours

- Supervision/follow-up: 2-3 hours

Chelsea Dwyer Petersen | Perkins Coie LLP
CHAIR, CLASS ACTION DEFENSE GROUP
1201 Third Avenue Suite 4900
Seattle WA 98101-3099
D +1.206.359.3993
F +1.206.359.4993
E CDPetersen@perkinscoie.com

EXHIBIT 10

Dear Swedish Club Board, Administration and Members, Oct. 18, 2023

I have heard from many of you that at the last members' dinner, I was criticized for the events surrounding the Club's transition to the new ED. Thank you to all of you gathered tonight for listening to my response.

Whether a new U.S president badmouths his predecessor or the Swedish Club leadership belittles me, trashing your predecessor is not professional. It actually says more about the trasher than the trashee—that you have no grace or decency, no diplomacy or respect for the position your predecessor held. Publicly blaming me at the last meeting for events around the transition, when I had no opportunity to defend myself, is as wrong as announcing to members that our bookkeeper, Toene, was fired, which Board Members have done twice now. Evidently some Board Members don't understand that publicly announcing a firing is bad HR practice, and in some cases, may be grounds for a lawsuit.

I'd like to give an account of events during the transition so you understand my experience. On Oct. 3, 2022, I announced to the Board that I wanted to retire within six months. They held a meeting with me between then and the day I was escorted to the door. No one said, "Let's plan the transition together," discussed their expectations, or asked what I needed to prepare for a new ED, except giving me a list of questions I was to answer. I responded to some of those questions in writing, but determined that some were better left for explaining. I also started a document of items as they came to me—the thousand and one things one knows in my position. Sort of a brain dump.

Elizabeth was due to arrive on Monday, March 6, 2023, and the Board scheduled me to be gone by noon on Tuesday, March 7. One and a half days of overlap. Planning such a short time together implied that there was not much Elizabeth would need to learn from me. She arrived and we started to debrief. On Tuesday morning, she said to me, "I don't want you to leave yet. Can you stay longer?" "Of course," I said, "as long as you need." I asked her to check with the Board, since they had planned the one and a half day overlap. By the way, since files were on my PC I asked her if I could stay at my computer during our training. She agreed.

However, from Tuesday on, Elizabeth kept busy meeting individually with staff members, and had an all-staff meeting from which I was excluded. I did not think it was my role to lasso her to get her to sit down with me. By Friday morning, March 10, we both agreed that we had not spent enough time together. Fridays are busy with lunch and dinner, and so I suggested we go two more days—the following Monday and Tuesday, so Elizabeth could dedicate herself to spending time with me to wrap it up. She agreed.

But at 4 p.m. on that same Friday, Vice President Molly arrived in the office, saying that I had to leave *right now*, because the Board wanted me gone. I explained about the Monday and Tuesday wrap-up, but she was adamant that I had to leave and it was a Board decision. I negotiated to stay one more hour to do a bit more clean-up. Elizabeth gave me a bouquet of yellow roses, which she said signified friendship, and then Molly came back at 5 p.m. to make sure I left the building. It was humiliating.

Now I hear I'm being blamed for not training Elizabeth. There's a tacit admission here: if the Board hired someone who wasn't ready for the job, her lack of preparation isn't my fault. Board Members can't both boot me out and complain that I haven't adequately trained my replacement.

Keep in mind: I brought the Club from being $335,000 in debt in 2011 to having a $3m foundation, a Vanguard investment account of just under $1m, and a new property acquisition when I left in 2023. I'm getting very tired of the bashing I'm receiving from the Board and Club leadership. From Vice President Molly ejecting me from the Club at the request of the Board, to Executive Director Elizabeth's and Facility Manager Joel's frequent complaints about "previous administration," to what was said about me at the last members' meeting, Swedish Club members deserve more professionalism from their leaders. If you can't stop bashing me for the sake of simple courtesy, or the sake of the Executive Director role—or your own appearance of professionalism—please stop for the sake of Swedish Club members who deserve better from their leaders.

Again, thank you for listening and sharing this letter.

Kristine Leander Kristine Leander

Swedish Club

VIA EMAIL AND COURIER

March 9, 2023

Elizabeth Campbell
Seattle, Washington

Re: Termination

Dear Elizabeth,

This letter is an official notice to inform you that your employment and membership at the Swedish Club is being terminated effective today.

You were notified by letter dated March 3, 2023 that the Swedish Club was placing you on administrative leave as it considered your conduct at the March 1, 2023 Board meeting.

At the March 1, 2023 Board meeting, you engaged in insubordinate and disruptive behaviour toward Board members, other members, and a volunteer. This follows another instance of disruptive conduct at the November 2022 Board meeting, which you were told was inappropriate and unacceptable. Yet you repeated and escalated this conduct during the March 1, 2023 meeting.

Additionally, we have received a report of verbal abuse by you towards a fellow employee which could also be additional grounds for termination.

Your employment is therefore terminated effective, immediately. Additionally, your membership to the Swedish Club is also revoked, effective immediately. In October 2022, you paid for membership from October 1, 2022-October 31, 2023. We will refund you the remaining 7 months of your membership dues.

Because of the circumstances, the Swedish Club has packed your personal belongings found on Swedish Club premises. To avoid any disruption, we are sending these items to you via courier. Until further notice, you are not to be on club premises as an employee, member, volunteer, guest of a member, or in any other capacity.

If you have any questions, please direct them to me by email at sarah@swedishclubnw.org.

Sincerely,

Sarah Alaimo
Director, Human Resources
Swedish Club

LANE POWELL

JESSE MILES
206.223.7035
milesj@lanepowell.com

July 25, 2023

VIA ELECTRONIC AND REGULAR MAIL

James Skrinde
14306 Frans Drive
Stanwood, WA 98292
E-Mail: James.R.Skrinde@usace.army.mil

Re: Notice of Trespass - The Swedish Club

Dear Mr. Skrinde:

We are attorneys for The Swedish Club ("Club"). We write to provide you with this Notice of Trespass ("Notice"). This Notice serves as a revocation of your right to enter the Club or its property at 1920 Dexter Ave. N, Seattle, WA 98109 ("Property").

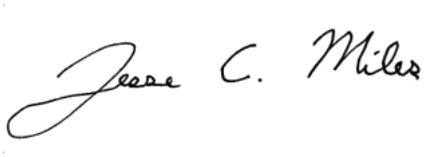
This Notice is being issued as a result of your violations of the Club's Code of Conduct. The Club does "not tolerate any harassment, bullying, or inappropriate behavior . . ." On May 22, 2023, following several violations of the Code of Conduct, the Club's Director of Human Resources emailed you informing you that you are no longer permitted on the Property. On July 14, 2023, the Club reaffirmed this decision.

The Club reserves all rights and remedies regarding this Notice. For example and without limitation, upon any violation of this Notice or entry onto the Property, the Club may promptly notify the Seattle Police Department and pursue all criminal trespass charges available under SMC 12A.08.040, RCW 9A.52.070, and RCW 9A.52.080. Additionally, should you continue to harass, bully, or inappropriately contact the Club and its employees, the Club may petition the King County District Court for an antiharassment protection order under RCW 7.105.100(f).

This Notice will be kept on record with our firm, the Club, and the Seattle Police Department as evidence of our communications with you. Please direct any questions regarding this Notice to the undersigned counsel.

Respectfully,

LANE POWELL PC



Jesse Miles

cc: milesj@lanepowell.com
lorbera@lanepowell.com
sarah@swedishclubnw.org

134804.0004/9449332.1

LANE POWELL

ABRAHAM K. LORBER
206.223.7434
lorbera@lanepowell.com

October 19, 2023

VIA FEDEX AND ELECTRONIC MAIL

Elizabeth Campbell
2826 24th Ave W
Seattle, WA 98199
E-Mail: neighborhoodwarrior@gmail.com

Re: Cease and Desist - The Swedish Club

Dear Ms. Campbell:

We are attorneys for The Swedish Club ("Club"). We write to provide you with this Cease and Desist Notice ("Notice"). This Notice serves as a warning following you actions against the Club. Failure to comply with the demands of this Notice may result in further legal action, not limited to filing suit.

This Notice is being issued as a result of your ongoing actions defaming the Club and tortiously interfering with the Club's business expectancy during the Club's construction projects. Further, you have misrepresented statements of club employees both in written complaints to the Club, as well as a number of written complaints to the Seattle Department of Neighborhoods ("Department").

In your written communications, you have made false statements regarding, in part, the Club's submission of plans to the Department as it relates to landmark preservation and accessibility. These communications are false, defamatory, and unprivileged. These statements are causing ongoing damage to the Club's legitimacy with the Department and its progress in making necessary improvements to its premises. *Alpine Indus. Computers, Inc., v. Cowles Pub. Co.*, 114 Wn. App. 371, 57 P.3d 117 (2002).

Your false statements are likewise tortiously interfering with the Club's efforts to make its necessary improvements. The Club has contractual relationships with those undergoing construction efforts, relationships of which you have demonstrated knowledge through your submission of the Club's plans to the Department. You are now intentionally interfering with the Club's efforts to make its improvements by bringing into question the projects' legitimacy. This interference has resulted in unnecessary delays in approval and completion of these

projects as a result of your actions. *Manna Funding, LLC v. Kittitas Cnty.*, 173 Wn. App. 879, 295 P.3d 1197 (2013).

We hereby demand that you cease from making the aforementioned false statements defaming the club and tortiously interfering with its efforts to make site improvements. Should you continue these actions, the Club reserves all rights and remedies regarding this notice, including legal recourse.

This Notice will be kept on record with our firm and the Club as evidence of our communications with you. Please direct any questions regarding this Notice to the undersigned counsel.

Respectfully,

LANE POWELL PC



Abraham K. Lorber

cc: vivianp@lanepowell.com
milesj@lanepowell.com

134804.0002/9544919.1

Fwd: Request for meeting with Board Executive Committee

1 message

Julie Pheasant-Albright <jdpheasant@gmail.com> Wed, Dec 13, 2023 at 8:14 PM
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>

---------- Forwarded message ---------
From: **Sarah Alaimo** <Sarah@swedishclubnw.org>
Date: Wed, Dec 13, 2023, 11:23 AM
Subject: Request for meeting with Board Executive Committee
To: Julie Pheasant-Albright <jdpheasant@gmail.com>
Cc: Shama Albright <shamaalbright@msn.com>, molly Olson <mollyasolson@gmail.com>, Elizabeth Norgren <Elizabeth@swedishclubnw.org>

Dear Julie,

It has come to our attention that at the Swedish Club Christmas Bazaar this Dec. 3 2023, as well as a previous pancake breakfast, there were some stressful interactions between you and Swedish Club staff members, and also a vendor. We are requesting a meeting between you and the Board Executive Committee. We would like to discuss the situations with you and come to an understanding of what happened. Please get back to us within this next week with some times and dates that will work for you.

Respectfully,
Swedish Club Executive Committee
Shama Albright
Molly Olson
Neil Snyder
Mary Emerson
Martin Johansson

With thanks,
Sarah Alaimo | **Director of People Partnerships**
1920 Dexter Ave N. Seattle, WA 98109
Email | sarah@swedishclubnw.org
Phone| 206.283.1090 Cell| 206.963.8850

2 attachments



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67K



Outlook-p1vlm2ee.png
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EXHIBIT 9

From: Sarah Alaimo <Sarah@swedishclubnw.org>

Subject: Fw: Letter of Resignation

Date: August 17, 2024 at 12:27:45 PM PDT

To: Langdon Miller <langdonlmiller@gmail.com>, Anna Faino <avforssen@gmail.com>, Ib odderson <ibodderson@hotmail.com>, Kris Johansson <fiddlerkris@hotmail.com>, Brian Runberg <brianr@runberg.com>, Mary Emerson <maryemerson115@gmail.com>, Malin Jonsson <malinj@comcast.net>, "rcoenning@gmail.com" <rcoenning@gmail.com>, "Kim@swedishfinnhistoricalsociety.org" <Kim@swedishfinnhistoricalsociety.org>, Patrick Dolan <patdolan@comcast.net>, Eckhard Schipull <eschipull@me.com>, Mark Olsen - Yahoo <markcolsen55@yahoo.com>

Cc: Elizabeth Norgren <Elizabeth@swedishclubnw.org>

Hello BOD,

Below please find Nicole's letter of resignation that was effective as of 8/16/24.
Please let me know if you have any questions.

Sarah

From: Nicole Armour

Sent: Friday, August 16, 2024 5:08 PM

My name is Nicole. I'm an alcoholic. In the 9 months I worked at the Swedish Club, I helped with administrative assistant duties, volunteer coordinating, managed memberships, helped in the dining room and worked as the event coordinator. Over those months I have seen and experienced many situations which should not occur in the workplace. I have seen members continually email "helpful" corrections when any email or newsletter went out. Most of the items brought to our attention felt nit-picky instead of actually helpful and due to that inundation of negative emails regardless of how hard we worked, I witnessed some co-workers become more

and more defeated until they decided to leave the Swedish Club. When we met with a potential board member president so the employees could feel seen and hopefully protected, it became clear that their concern was more about how they felt and not how the employees felt. The entire meeting was us explaining how we are treated by certain members and that person explaining away how we felt. They then made it obvious they were more concerned about how uncomfortable they felt than trying to create a safer working environment for us. We have been yelled at, called names, condescended to, treated less than, had slander written about us on-line, spit on, etc. We are employees of the club but it seems some members feel they can treat us however they wish because of the nominal amount of money they pay annually. I have never worked at or been a customer of another venue where it seems this attitude of not respecting the people who work at the establishment you are visiting is so accepted by other members and some board members and there seems to be no recourse when an employee feels threatened, insulted or worse.

I understand change is hard and that some feel like they're not getting all the information they are entitled to. I know there have been many invitations for people to come sit with management to discuss their concerns and they have yet to show up. Instead they want to yell at meetings and stir up controversies. I have helped reconcile the bank statements, create orders and process returns and I can tell you the team is very conscientious about what we buy and making sure we do not waste anything. I am a rule follower, would be whistleblower and I have not seen anything untoward, in respect to the finances, the entire time I have worked at the Swedish Club. I can tell you it's a huge building in an expensive area that costs a lot to just keep open and running and the annual memberships do not begin to cover those costs. It also seems the people who talk the loudest actually donate and volunteer the least.

I understand there is concern about the budget and spending on employees. I will tell you that we are unable to offer the right wage to attract the kind of worker we need at the club. I can tell you that if the current budget is held there will never be enough people to let this clubs' light shine brightly. We are all doing more than one job, trying to keep things going the best we can but that burns people out quickly. I loved working at the Swedish Club most days and enjoyed the people I worked with but after a short 9 months I realized that no matter how hard we work or how much we try, there are certain parameters set by others that we cannot seem to change

and therefore the same issues will continue. IE: how we are treated and never being able to have the right amount of good workers.

In summation: If you have been somebody standing on the sidelines, supporting those who appear to be attacking the people who work their butts off to keep this club going, then I beg you to reconsider your position now. Why did I tell you I'm an alcoholic? Because that means I have been a member of one of the largest non-profits for 14 years. That means that I have seen the power of belonging, the power of being a member and how that can save lives. I was thinking, well The Swedish club probably doesn't save lives, but somebody created the club because they felt that need to belong and when we feel alone or othered then our lives sometimes seem less important to us. So I would like to believe that more than once, because this club was here, that lives were changed and made better.

It's with a heavy heart that I leave the club and all those I have met and became friends with, it's with a heavy heart that I give up trying to fix what others keep trying to break, it's with a heavy heart that I see some deliberately misunderstanding others and refusing to try to find common ground, it's with a heavy heart I fear for the future of the club as it seems personalities are more important than principles.

EXHIBIT 11

Jared O'Connell
8103 Greenwood Avenue North, Apt. #5
Seattle, WA 98103
508-333-7618
jaredoc1994@gmail.com

To Anisur Rahman and Kristine Leander,

On Wednesday, April 6, 2022, I received a letter from Mr. Rahman entitled "Disciplinary warning action for leaving the office without closing." Mr. Rahman's letter concluded with a request that I provide a written explanation for my actions on "Saturday, April 4th, 2022," which, by my understanding, refers to the events of Saturday, April 2, 2022. In any case, here is my written explanation, as solicited. I have placed a copy of Mr. Rahman's letter within this envelope alongside my response for the purpose of clarity.

I will begin by giving an overview of the events which transpired on and prior to Saturday, April 2, 2022, and elucidating the context behind the decisions I made on that day. On Friday, April 1, a coworker informed me that the week's schedule was near-identical to last week's, despite the clothing sale and Pancake Breakfast events being held over the weekend.


Swedish Club
Schedule for Week of March 28th – April 2nd, 2022


Swedish Club
Schedule for Week of March 21st – March 27th, 2022

	Monday Mar 21	Tuesday Mar 22	Wednesday Mar 23	Thursday Mar 24	Friday Mar 25	Saturday Mar 26	Sunday Mar 27
Open	9am Jeff	9am Jeff	9am Jeff	9am Jeff	9am Jeff	11AM Chris	9:30am Jared
Close	Close Jared	Close Gabe	Close Jared	Close Gabe	Close Jared	Close Jared	Close Jared
Jeff	9am - 5pm	9am - 5pm	9am - 5pm	9am - 7pm	9am - 5pm	-	-
Chris	12pm - 5pm	12pm - 5pm	12pm - 5pm	12pm - 5pm	12pm - 8pm	-	-
Gabe	-	4pm - close	-	4pm - close	3pm - close	11am – 3pm	9:30am – 2pm
Jared	-	-	3pm - close	-	3pm - close	3pm - close	2pm - close
Paul	-	-	-	-	4pm - close	-	-

It is certainly not unusual for the schedule to be inaccurate, but for it to be carelessly copied over on the week that we hold our once-yearly clothing sale was concerning. If I were to follow the schedule, I would have come in at 3PM, only to close the building and leave at 4PM, when everyone had left.

Instead of doing that, my coworker and I opted to come in at noon so that we could set up for Pancake Breakfast, as the schedule seemed to indicate. I say "seemed to" because the schedule had in fact called for one or both of us to "set up pancakes" for the last 5 weeks, despite Pancake Breakfast being a once-monthly event. Moreover, Pancake Breakfast was not listed as an event occurring on Sunday, April 3. Instead, the events listed were "Swede School" and "NW Dance." I had also not been informed that Pancake Breakfast would be held on April 3, nor was I asked to prepare the Vasa and Stockholm rooms for it. Luckily, I had noticed the Pancake Breakfast sign in front of the building, and was able to infer that it would indeed be happening this week. On our own initiative, my coworker and I agreed to come in and set up for Pancake Breakfast, to avoid the certain disaster that would have transpired if we hadn't.

Less than an hour after making this mutual decision, I was approached by another coworker, who told me that he would be coming in between 3PM and 4PM on Saturday, April 2. He warned me not to set the alarm while he was there, since he would be working on a project and I might not see him; instead, he would be the one to close the building. I saw no issue with this arrangement, so I agreed.

The next day, Saturday, April 2, my coworker and I both arrived at the Swedish Club at 12PM. We set out tables, tablecloths, chairs, and a stage across the two lower-level rooms, eventually finalizing the arrangement at about 3PM. We then attended to the minutiae of building maintenance and assisted other employees and volunteers until 3:30PM, at which

point there seemed to be little else that could be done. Before leaving, I looked around the building to observe the state of things. I saw that there were 4 Swedish Club employees within the premises, aside from myself, and that the majority of people were preparing to leave the building. I attempted to locate my other coworker who had informed me that he would be there around that time, but I could not find him. He *had* specifically told me that I probably would not see him, so I decided not to worry about it, and went home.

It is important to note that the sequence of events I have outlined in the preceding paragraphs was not an unique occurrence. Examining the schedule, realizing that it is faulty, and figuring out what I actually need to do in order to make things function—it's normal, it's routine, and it happens with such regularity that I would consider it to be a fundamental part of my job. I say this without hyperbole: there is no "management" at Swedish Club. That's not a secret or anything, in fact it's so widely acknowledged it's practically mundane. When there is an event of any sort, in 19 out of 20 cases, nobody tells me anything. I am essentially an independent agent, going on minimal or even false information, trying, hoping, to the best of my ability, to ensure everything goes smoothly.

Hands-off management is one thing, but anarchy is something else entirely. If you're running a place on anarchy, you can't be too surprised when something breaks. Blaming your lowest-level employees when the fruits of your negligence spring to fruition is just kicking the problem down the road. By the way, I did the best I could given the circumstances. I *always* do the best I can, even if the absence of communication, coordination, or management means I sometimes have to take a shot in the dark. It would be difficult to overstate how far I go above and beyond what is required at this job for zero benefit to myself. I'm fine with zero benefit, but continuously being flung into the spotlight and having to answer for other people's blunders goes beyond zero benefit, it is an *active detriment* to my life.

Please accept this as my formal notice of resignation from Swedish Club, effective two weeks from this date. My last day will be Friday, April 22, 2022. Thank you for having me here for all this time. I wish you all the best.

_____

Jared O'Connell 04/08/2022

Email conversation start. Email count: 1. Started: Jan 2, 2026 1:00:00 PM

Subject: Email forward of 22 email conversations Mar '21 to Jul '21
From: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
To: Elizabeth Campbell <Neighborhoodwarrior@gmail.com>
Date Sent: Friday, January 2, 2026 1:00:25 PM GMT-08:00
Attachments: Board Meeting MInutes June 2_2021.docx,agenda for July 7 2021 meeting.docx,ED_s report to Board July 7_2021.docx,BC report for May 26 2021.docx,Building committee agenda May 26_ 2021.docx,image001.jpg,Swedish Club Budget 2021.xlsx,Swedish Club Employee Handbook May 2021.docx,BC report for April 28 2021.docx,EDs report to the Board May 5_ 2021.docx,VortexDoorQuote.pdf,Swedish Club Modernfold accordion door Quote.pdf,Swedish Club Board Meeting Minutes - April 7 2021.docx,Agenda for May 5_ 2021 meeting.docx,Agenda for May 5 2021 meeting.docx,Copy of 3-31-21 Balance Sheet.xlsx,P_L.xlsx,2021 Q1 P_L by Class.xlsx,2021-1 SC Fin Report summary.xlsx,Board Meeting Minutes - February 3 2021.docx,Swedish Club Board Meeting Agenda for March3_2021.docx,Executive Director_s report to Board March3_ 2021.docx

Attachment: image001.jpg

Malin Jonsson

From: Chris Sisco
Sent: Tuesday, April 06, 2021 12:14 PM
To: Malin Jonsson
Subject: FW: Meeting room accordion door
Attachments: DOC792.pdf

From: Earl Thompson (SEA) <earlt@vortexind.com>
Sent: Monday, July 20, 2020 5:05 PM
To: Chris Sisco <chris@swedishclubnw.org>
Subject: FW: Meeting room accordion door

Earl Thompson | Service Manager
Vortex Industries, Inc.
6705 South 209th Street Suite 105
Kent, WA 98032
Tel: 425-251-0225
Email: earlt@vortexind.com
Complete Door Service Since 1937

From: Earl Thompson (SEA)
Sent: Monday, February 17, 2020 4:14 PM
To: 'CHRIS@SWEDISHCLUBNW.ORG'
Subject: FW: Meeting room accordion door

See below in the email thread for the quote. I can send a formal on which product you prefer.

Earl Thompson | Service Manager
Vortex Industries, Inc.
6705 South 209th Street Suite 105
Kent, WA 98032
Tel: 425-251-0225
Email: earlt@vortexind.com
Complete Door Service Since 1937

From: Kristine Leander [mailto:kristine@swedishclubnw.org]
Sent: Monday, February 17, 2020 3:18 PM
To: Malin Jonsson; Chris Sisco
Cc: Earl Thompson (SEA)
Subject: FW: Meeting room accordion door

Earl, you will be working with Malin and Chris, copied here on the installation, etc.. neither one was here when you came and measured. We will decide which option to go with. Thanks

Kristine Leander
Executive Director
Swedish Club
206-283-1090
Swedishclubnw.org

From: Earl Thompson (SEA) <earlt@vortexind.com>
Sent: Monday, February 17, 2020 2:56 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Subject: Meeting room accordion door

Here are some options for your meeting room replacement door. Attached is an FSTC rating chart which will help you determine how much sound rating each unit will have. New unit(s) will be white finish, silver track and hardware finish, will lock together in the middle

Option #1: Standard room divider, no FSTC rating. $6,284.00 plus tax

#2: FSTC 21 rated, $7,994.00 plus tax

#3: FSTC 33 rated, $16,764.00 plus tax

Earl Thompson | Service Manager
Vortex Industries, Inc.
6705 South 209th Street Suite 105
Kent, WA 98032
Tel: 425-251-0225
Email: earlt@vortexind.com
Complete Door Service Since 1937

interiorTech

PO BOX 3695
SEATTLE, WA 98124
206.447.3005, 425.775.7333 FAX
www.interior-tech.com

BUDGET QUOTE

QUOTED TO	All Bidders	**PROJECT** Swedish Club		10/2/20
ATTN		**LOCATION** Seattle, WA		
LEAD TIME	**Accordion:** 8 Weeks after approved submittals, color selection, order dimensions, and contract **Folding Panel**: 4 weeks track, 8-10 weeks panels after approved submittals, order dimensions, color selection, and contract	**ADDENDA** NA	**PLAN DATE** NA	PAGE 1 *of* 1

Quotation is valid for thirty (30) days, excludes all taxes (resale cert. required), and is based on our Standard Terms & Conditions.
Pricing shown is based on current market conditions. Prices subject to verification upon receipt of contract and firm ship date.

MODERNFOLD ACCORDION PARTITIONS

Modernfold Soundmaster 8 Series manually operated accordion partition system, 19'-2"w x 7'-10"h and to include:

- **39 STC**
- **Steel pantographs and inner panels**
- **Modernfold's standard Koroseal Vinyl finishes**
- **#5 aluminum box track w/steel ceiling contact guard**
- **Polymer wheeled trolleys**
- **Grip style handle with thumb turn-two sides**

FURNISHED AND INSTALLED…… $8,984.00

MODERNFOLD FOLDING PANEL PARTITION

Modernfold AcoustiSeal 932 series manually operated panel partition system 19'-2"w x 7'-10"h and to include:

- **50 STC**
- **Welded steel frames w/gypsum substrates**
- **Modernfold's standard Koroseal Vinyl finishes**
- **#17 steel track with four wheel steel tired trolleys**
- **Vinyl (PVC) fixed top sweeps w/2" automatic bottom seals**
- **Expandable (crank driven) final closure panels**

FURNISHED AND INSTALLED…… $14,704.00

BUDGET QUOTE

QUOTE IS BASED ON ALL STRUCTURAL SUPPORT / ENGINEERING BY OTHERS WITH THE MINIMUM OPERATING CLEARANCES / LAYOUT AS SHOWN ON THE ATTACHED MODERNFOLD DRAWINGS

EXCLUSIONS:

- Washington State Sales Tax
- Deferred Seismic Design/Engineering
- Seismic Bracing
- Lifting/hoisting of material
- Soffit construction
- All structural support, backing, and blocking
- Drilling/Punching of support beam (template provided)
- Removal/replacement of fireproofing
- Blocking above ceiling contact guard
- Demolition
- Removal / disposal of the existing system

PAYMENT TERMS: 25% deposit prior to submittals, 25% payment prior to release for fabrication or ordering, 25% at time of installation with remaining balance due net 30 (no retention)

ACCEPTED BY _____

PRINTED NAME _____

POSITION _____

COMPANY NAME _____

PURCHASE ORDER # _____ DATE _____

ANDREW HAAKENSON

ANDREW HAAKENSON
ESTIMATOR
andrew.haakenson@interior-tech.com
206.549.7475

Swedish Club Board Meeting Minutes
June 2, 2021

Board Members Present
Shama Albright
Mary Emerson
Kris Johansson
Martin Johansson
Langdon Miller
Ib Odderson
Larry Omdal
Judith Peterick
Lori Ann Reinhall
Dale Roberts
Molly Smith
Gary Sund

Board Members Absent
Neil Snyder

Staff
Kristine Leander

Guests
Amanda O'Rourke

President Gary Sund called the meeting to order at 6:00 pm.

Minutes of Previous Meeting
A motion was made, seconded, and passed to approve the minutes of the May 5, 2021 meeting.

Treasurer's Report
Amanda O'Rourke presented the financial report. She shared her screen with Board Members to view documents she organized in excel. She will load the new chart of accounts into Quick Books and start using new the Quick Books files for next month's financial reporting. Amanda will attend the July 7, 2021, Board Meeting. Please send any follow up questions to Kristine Leander and she will ask Amanda to research for the meeting.

Building Report
Malin Jonsson presented a monthly building report that was sent to Board Members prior to the meeting. A few items discussed:

- The replacement **fire door** is now installed upstairs
- The top floor **bathrooms** and lower-level women's bathroom are completed
- We are continuing to work on the new **ED's office** and corridor
- We hope **the top floor kitchen** will be completed by the end of summer
- Thank you to Bob and Connie Blair who have offered to pay for a **new griddle** for the top floor kitchen.
- The repairs to the **fencing on lower-level parking lot** are complete
- We are in process of ordering an **accordion door** between the Viking & Svea Rooms; Once ordered it will take 6 to 8 weeks for delivery
- Mark Hillman is helping us guide us to the best solution on the **HVAC system**
- We are obtaining additional bids on the **roof vents**

- We do not have a formal plan yet to replace or repair the **entrance canopy** and are continuing to evaluate before approaching the Landmark Committee

Executive Director's Report

Kristine Leander reported on the following:

- Zoom Board Meetings? At this time, we will continue Board meetings on Zoom. This will be Gary's and the Board's decision.
- Landmark Plaque – Placement must be approved by the Landmark Board – it will be placed on the Dexter side of the building.
- Acoustical consultant for Viking and Svea Rooms – We are working on additional bids from other consultants.
- Dining room chandeliers – Salesman from Seattle Lighting will provide consultation to find the right fixtures.
- Jane Foundation gave the Club $150,000 in May.
- Dinners To Go – most likely continue until September.
- Pancake Breakfast – Current plan is to have an in-person Pancake Breakfast in September.
- Auction – We are changing the Annual Auction into a special fund-raising dinner making it a celebration of the building and its improvements. Save the date of Saurday. Oct. 16, 2021.
- Membership Committee – Thanks to Shama Albright, Martin Johansson, and Molly Smith for volunteering to be on the committee. Thank you all!
- Employee Handbook – There will be an employee party when it's rolled out. The handbook was emailed to Board Members for review. Kristine reviewed Jury Duty wording to be included in the Employee Handbook.
- National Day is June 6 – Please attend the event at the Club if you are available.

Old Business

There was no old business to report.

New Business

- Gary Sund mentioned that we are looking for additional individuals to serve on the Nominating Committee. They typically meet on a quarterly basis and possibly additional meetings closer to the Annual Meeting. We look forward to Board Members being involved in this important process. Martin Johansson volunteered to be on it.
- Suggestion that the Finance Committee reach out to Chris Jones for advice regarding the Swedish Club investments. Kristine will reach out to Steve Jones to inquire the Swedish Club Foundation's portfolio and whether their experiences are enlightening to the Club's Vanguard holdings.
- A motion was made by Martin Johansson & Langdon Miller and seconded by Larry Omdal to accept the wording presented by Kristine regarding how jury duty will be handled for employees of the Swedish Club. This will be included in the Employee Handbook. The motion states: "The Swedish Club supports employees doing their civic duty of serving on a jury and if called for jury duty the club will pay for regularly scheduled hours of work the employee missed for showing up and serving on the jury." The motion was unanimously approved.

The meeting was adjourned at 7:21 pm.

Respectfully submitted, Mary Emerson, Secretary

Swedish Club Board Meeting Agenda
July 7, 2021

The meeting will be by Zoom.

6:00 – Call the meeting to order.

6:05 – Approval of minutes from Board meetings on June 2, 2021

Financial Report (Amanda O'Rourke)

ED's report (Kristine Leander)

Old business

New business

Adjourn meeting.

Reminders: We will ask everyone to be muted and to raise your hand physically to have the floor to speak.

Please remember to notify Board President Gary Sund *(garysund@ymail.com)* or 206-724-4830) before the meeting if you are unable to attend the meeting. In addition, please notify him, in writing, as soon as possible, if you want to add any items to this agenda.

If you have questions about any item in the reports sent prior to the meeting, please ask in advance. It will be easier to find the information you request if staff have time to research it.

Executive Director's Report
SC Board Meeting
July 7, 2021

Facilities

- **Dining room chandeliers**–We are taking only baby steps toward new chandeliers. The salesman basically told us that Seattle Lighting has many examples of light fixtures that would be appropriate, so now we need to select one.
- **New ED's office**–We have asked our contractor to prioritize getting the new office done. They started with the Swede-Finn office in mid-December so it's getting a little tiresome for my office to remain unfinished while I work out of a storage area. At this point, the carpeting is left to install and the wiring for Internet, etc. The latter will be done after I move in.
- **Landmark Plaque**–After the last Board meeting, I realized that we need to have the Landmark Plaque translated and included in Swedish. I'm working to get it exactly right.

Finances

- **Swedish Club Foundation's pledged donation of $150,000**—I've promised the SCF a report on the small amounts they have spent money on (accountants' fee, etc.) before they move funds into our account.
- **Financial reports**—Our accountant Amanda's computer ate her financial report AND it was too hot to think inside our building, so we cancelled last Wednesday's June Financial Committee meeting. I anticipate that Amanda will have reports for our Board meeting.

Food & Beverage

- **Dinners to go + dine-in dinners**–We are not setting the world on fire with dinner orders. I think the heat is so distracting, people are not rushing in. Malin is anxious to get another chef hired as our new Chef Carina will be gone for several weeks in December, our busiest month.
- **Opening up in September**–We anticipate resuming our usual Swedish Pancake Breakfasts and Friday lunches in September. The lunches will depend on having adequate chef personnel.

Fundraising

- **Gala Fundraising Dinner**– Keep Oct 16 on your calendar! Our dinner will be prepared by Gert Kvalsund, a Norwegian-born, European chef, currently running a restaurant in Nevada. We were committed to him for our auction in 2020, but with travel restrictions, his participation was cancelled, so, he's returning for this gala dinner. See Appendix I.

Language Classes

The summer classes have set another record: 127 students! Forty-nine are out of area and taking our classes only because they can learn Swedish by Zoom. Many are from other locations in Washington, and the states represented are: California, Colorado, Georgia, Indiana, Kentucky, Minnesota, North Carolina, North Dakota, Oklahoma, Oregon, and Wyoming.

Membership

- **Membership Committee**– The Membership Committee will have its first meeting on Monday, July 12. Shama, Molly, and Martin will join the other Club member volunteers. We are entertaining the ideas of offering Social Memberships on Groupon and scheduling a New Member Reception relatively soon.

Personnel

- **Employee Handbook**–The staff have raised good questions about very minor details. We have told them that the new manual is now in affect while we clarify their questions (For example: can two 15-minute breaks be combined into one, etc.)
- **Greta Englund's parental leave**–Greta's baby Alma came on June 12, nearly a week early. This will put her back into the office around the last week in July or first week in August. We are managing with volunteers and one very part-time college student. See Appendix II.
- **Bar Manager**–We have elevated Jeff Hubner, our lead maintenance man, to be Bar Manager. He will still do other maintenance tasks, but this takes the logistics of bar management away from Malin's shoulders.
- **Chef Assistant.** Malin has hired R.C. Charles to help in the kitchen and to begin learning how to prepare various items. Tomorrow he starts with meatballs.
- **Vacations**–Malin plans to be gone for about three weeks in July. I hope to go to Norway in September for some hiking (if they let foreigners in.)

Programs

- We have scheduled **ABBA Night 2021** for Sept 25. The July newsletter had a summary of the procedures for getting tickets. Brown Paper Tickets, through whom we sold about $5,000 worth of tickets for ABBA 2020, which was cancelled, is somewhere between "not in operation" and bankruptcy. We do not expect to see that reimbursement. We are trying to keep costs down since this is already not the money-maker that it has been in other years.
- **Wednesday, Aug. 18. Members' Dinner and Program.** Program by Ballard Food Bank, Colleen Martinson.
- **Saturday & Sunday, Sept. 11 & 12.** Women's Clothing Exchange
- **Sunday, Sept.12.** First Swedish Pancake Breakfast "back to normal"
- **Saturday, Oct. 16.** Fundraising Gala with Chef Gert Kvalsund.
- **Wednesday, Oct. 20. Members' Dinner and Program.** Program by Leif Erikson International Foundation about their projects to give statues of Leif Erikson to Saga sites around the world.
- **Saturday & Sunday, Nov 6 &7** Swedish Club's annual Holiday Bazaar
- **Saturday, Nov.** 13. Finnish Bazaar
- **Wednesday, Nov 17.** Members & Friends dinner meeting with program by representative of the Queen Silvia Nursing Award program at the UW.
- **Monday, Jan 10, 2022:** Winter quarter language classes. Through Friday, March 11. (No scheduled holidays.)
- **Monday, April 4, 2022:** Spring quarter language classes. Through Friday, June 6. (Holiday May 30.)
- **Monday, June 20, 2022:** Summer quarter language classes begin. Through Aug 22. (July 4 is holiday.)
- **Monday, Oct 3, 2022:** Fall quarter language classes. Through Friday, Dec 9. (No classes Nov 24 & 25.)

Appendix I

Chef Gert Kvalsund

Our Gala Fundraising Chef for Saturday, Oct 16



Appendix II
Greta's baby Alma



Building Report for committee meeting May 26, 2021

DOORS: Vortex installed the replacement fire door on May 10 and 11. Fabric Panels came and put the acoustic panels and fabric back on May 21 after Eric Johnson's crew had built new straight wood edges which F.P. could attach their rails to. Last thing to do is to hook it up with the fire alarm. I need to contact Guardian security for that.

BATHROOM REMODEL: Top floor bathrooms are completed, only four more to go. Jeff is working on the women's lower-level bathroom next as we have a wedding rental coming up next weekend.

E D's NEW FRONT OFFICE: This is moving along slowly but surely. The plaster guy Tim Healey is working on the ceiling and walls in the office and corridor this week.

TOP FLOOR KITCHEN:

- The walk-in fridge is up and running. Our maintenance men have scraped and washed the ceiling and walls in the corridor and started to paint it white.

- I talked to Brett Willard, Arista Catering, about the range he bought. It was a 6-burner range with one standard oven for about $1200 at restaurant depot in SODO. They have similar prices at www.webstaurantstore.com. Bob and Connie Blair have offered to pay for a new griddle in the top floor kitchen. A range similar to the one on the lower level (4 burners with a 48" griddle and 2 standard ovens) will cost about $7,500. We can buy a 6 burner for about $1200 and a countertop griddle (size 48") for about $1000. As this is under Kristine's decision-making authority, we will go forward with it.

- The plaster guy Tim Healey is putting mud on two walls in the kitchen to cover the worst holes. After that we can start to paint the walls.

- Dish washing pit: I got a quote from Paul Reid from Wilson & Hayes, recommended by Joe Wall, on securing the shelves and putting in a new stainless top on the same counter by the dishwasher for $280. This counter is completely falling apart and is holding together with string and bubble gum.

RUSTED POSTS BY THE FIRE LANE & REBUILD THE FENCE ON THE LOWER PARKING LOT: Paul Reid also quoted me for securing the six metal posts on the railing by the fire lane for $468. He will drill 4 wires into the concrete and make a "top" box and pour in new concrete to secure the posts. We intend to go ahead with this project.

- Peter Lippman, carpenter, has been fixing the fence on the lower parking lot. He has replaced missing slats and failing posts and securing them with bolts. He has put up the missing section in the corner and will work on putting up the missing section close to the entrance. We need to stain the fence before it looks like new again.

LANDSCAPING: I have reached out to BLOOMA to schedule them to come out and remove 2 branches off the birch tree (one dead and one obstructing the view of the flag). They have not come back with a date yet.

ACCORDION DOOR BETWEEN VIKING & SVEA ROOMS AND ACOUSTIC WALL PANELS:

- I have reached out to Andrew Haakanson from Interior Tech saying we are ready to order the accordion door with a 39 STC rating. The bid was made in October, so I let him know to adjust it or confirm the cost of $8,985. It will be close to 8 weeks for delivery. As the motion to purchase it was accepted at the last Board meeting, we will go ahead with this order.
- I have also reached out to Mark Midkiff at Acoustic Panels for a bid on sound reducing panels for the walls in Svea room. It will cost about $5,600 - $6000 for 1" thick acoustical wall panels covering two walls in Svea, and with an inexpensive commercial grade fabric. We need another quote from another company and are looking to Kim Myron to help us with that.

HVAC SYSTEM: Can we please have some volunteering long-time Building Committee members to help us evaluate the competing proposal from Vital Mechanical and that Jon Heller did with Ecotope in 2017?

ROOF VENTS: I have reached out to Greenwood heating and Air, McDonald Miller services and All-Star Heating and air to have them give us another quote on replacing our kitchen vents on the roof. None of them has come back to me as of today.

ENTRANCE CANOPY: Kristine has not pushed the canopy folks (Brian Runberg) for his advice about the canopy this month. We don't have a replacement plan yet, which is the first step before approaching the Landmark Committee.

Agenda for Building Committee May 26, 2021

1. Door: Fire door replacement.
2. Bathroom remodel.
3. Ed's new front office.
4. Top floor kitchen (Walk-in fridge, rang & griddle, dish pit, walls).
5. Rusted posts by the Fire lane & rebuild of the fence on the lower parking lot.
6. Landscaping, front yard.
7. Accordion door & Acoustic wall panels.
8. HVAC system.
9. Roof vents.
10. Entrance Canopy.

Swedish Cultural Center, Inc.
Profit & Loss Budget Overview
January through December 2021

	Jan - Dec 21
Ordinary Income/Expense	
Income	
4000 · Dues Summary	
4011 · Dues - One Year	104,645.00
4021 · Dues - 2 Years	15,192.00
4031 · Dues - 3 Years	16,699.00
4071 · Dues - Lifetime	22,000.00
4081 · Dues - Subject to Deferral	(29,695.00)
4091 · Amort.-Deferred Income-Dues	20,642.00
Total 4000 · Dues Summary	149,483.00
4100 · Donations Unrestricted Summary	
4111 · Donations-Annual Appeal	14,540.00
4112 · Donations-General	26,187.00
4114 · Donations from SC Foundation	50,000.00
4115 · Donations from Jane Fdn (JIL)	150,000.00
4116 · Donations-Memorials	2,616.00
4118 · Donations-Unique	12,500.00
4131 · Donation-Subject to Restriction	(1,550.00)
Total 4100 · Donations Unrestricted Summary	254,293.00
4200 · Social Events & Programs	
4210 · Membership Dinners Summary	
4211 · Member Dinner Income	10,167.00
4215 · Member Dinner Donations	20.00
4219 · Member Dinner Expenses	(5,901.00)
4210 · Membership Dinners Summary - Other	0.00
Total 4210 · Membership Dinners Summary	4,286.00
4230 · Honoree Kvinnor Kan Summary	
4239 · Honorees Events Expenses	0.00
Total 4230 · Honoree Kvinnor Kan Summary	0.00
4250 · Film Presentations Summary	
4255 · Film Events Donations	1,255.00
4259 · Film Expenses	(50.00)
Total 4250 · Film Presentations Summary	1,205.00
4320 · New Year's Eve Event Summary	
4321 · New Year's Eve Dinner Income	2,042.00
4322 · New Year's Eve Party tickets	4,619.00
4329 · New Year's Eve Expenses	(2,000.00)
Total 4320 · New Year's Eve Event Summary	4,661.00
4390 · Social Events-Misc. Summary	
4395 · Social Events/Prog-Misc Donatio	5.00
Total 4390 · Social Events-Misc. Summary	5.00
Total 4200 · Social Events & Programs	10,157.00
4400 · Ed. Programs Summary (Serv B&O)	
4470 · Swedish Classes	

Swedish Cultural Center, Inc.
Profit & Loss Budget Overview
January through December 2021

	Jan - Dec 21
4471 · Swedish Classes Income	63,779.00
4477 · Swedish Classes-SCC PR taxes	(3,475.00)
4478 · Swedish Classes-SCC Wages	(46,723.00)
4479 · Swedish Class Expenses	(233.00)
Total 4470 · Swedish Classes	13,348.00
4490 · Educational Programs-Misc.	
4491 · Educ. Programs-Misc. Income	2,085.00
4499 · Educ. Programs-Misc. Expenses	(1,764.00)
Total 4490 · Educational Programs-Misc.	321.00
Total 4400 · Ed. Programs Summary (Serv B&O)	13,669.00
4500 · Rental-Halls & Equipment Summ	
4510 · Equipment Rentals-Sales Taxable	
4511 · Equipment Rental Income	860.00
4519 · Equipment Rental Expenses	0.00
Total 4510 · Equipment Rentals-Sales Taxable	860.00
4520 · Hall/Room Rentals-Sales Taxable	
4521 · Rentals-Stockholm/Vasa	24,364.00
4522 · Rentals-3 Crown Room	50,303.00
4524 · Rentals-Viking/Svea	17,064.00
4525 · Rentals-All Other Halls/Rooms	1,200.00
Total 4520 · Hall/Room Rentals-Sales Taxable	92,931.00
4530 · Rentals-Exempt/prop tax not DOR	
4531 · Designated Space LTRentals	25,500.00
Total 4530 · Rentals-Exempt/prop tax not DOR	25,500.00
4540 · Parking Lot Rentals-Service B&O	
4541 · Parking Income- LTServ B&O Only	402.00
4546 · Designated Spaces (B&OTaxed)	1,500.00
4549 · Parking Lot Exp & RE tax	(2,472.00)
Total 4540 · Parking Lot Rentals-Service B&O	(570.00)
4550 · Other Charges-Sales Taxable	
4551 · Kitchen Rental Income	3,600.00
4552 · Cleaning Fees	2,413.00
4553 · Bartender Fees	2,925.00
4557 · Tips BILLED on Rentals	0.00
4559 · Kitchen Equip Rental Expenses	(3,480.00)
Total 4550 · Other Charges-Sales Taxable	5,458.00
4560 · Other Charges-Service B&O Only	
4562 · Corkage Fees	2,817.00
Total 4560 · Other Charges-Service B&O Only	2,817.00
4580 · Wages/Taxes-Facilities Staff	
4581 · Facilities Staff- Wages	(121,581.00)
4587 · Facilities Stafff- PR Tax	(14,900.00)
Total 4580 · Wages/Taxes-Facilities Staff	(136,481.00)
Total 4500 · Rental-Halls & Equipment Summ	(9,485.00)

Swedish Cultural Center, Inc.
Profit & Loss Budget Overview
January through December 2021

	Jan - Dec 21
4600 · Bar and Food Operations	
4610 · Other Bar Income	
4615 · Bar Music Donations	20.00
4616 · Beer Club	1,500.00
4617 · Tips Charged Income	5,231.00
4618 · Tips Cashed out	(490.00)
4619 · Tips Charged that paid out	(4,624.00)
Total 4610 · Other Bar Income	1,637.00
4620 · Bar Sales-Beverages	
4621 · Liquor Sales	17,332.00
4622 · Wine Sales	12,336.00
4623 · Beer Sales	8,331.00
4624 · NonAlcoholic Beverage Sales	1,355.00
4625 · Bar snacks(not lunch)	5.00
Total 4620 · Bar Sales-Beverages	39,359.00
4630 · Beverage Expenses	
4631 · Liquor Expenses	(4,349.00)
4632 · Wine Expenses	(3,073.00)
4633 · Beer Expenses	(1,995.00)
Total 4630 · Beverage Expenses	(9,417.00)
4640 · Bar Related Expenses	
4641 · Bar Supplies/Consumables Exp.	(68.00)
4642 · Licenses-Bar and Food	(4,097.00)
4644 · Bar Comps	(1,017.00)
4646 · Music Costs	(6,450.00)
4647 · Bartenders- PR Tax	(2,550.00)
4648 · Bartenders- Wages	(13,115.00)
4649 · Bar Expenses - Misc	(1,123.00)
Total 4640 · Bar Related Expenses	(28,420.00)
4650 · Pancake Breakfast Summary	
4651 · Pancake Breakfast Income	27,324.00
4655 · Pancake Breakfast Donations	1,790.00
4657 · Pancake Breakfast-PR Taxes	(70.00)
4658 · Pancake Breakfast-PR-Wages	(700.00)
4659 · Pancake Breakfast Expenses	(5,875.00)
Total 4650 · Pancake Breakfast Summary	22,469.00
4660 · Friday Kafe Lunch Summary	
4661 · Friday Kafe Lunch income	4,367.00
4664 · Friday Kafe Lunch-Food Comps	0.00
4666 · Friday Kafe Lunch Food Expenses	(2,800.00)
4667 · Friday Kafe Lunch Food Catering	0.00
4669 · Friday Kafe Lunch Misc Expense	0.00
Total 4660 · Friday Kafe Lunch Summary	1,567.00
4670 · Friday Dinner Summary	

Swedish Cultural Center, Inc.
Profit & Loss Budget Overview
January through December 2021

	Jan - Dec 21
4671 · Friday Dinner Income	60,828.00
4674 · Friday Dinner-Food Comps	(652.00)
4675 · Friday Dinner Food Catering	0.00
4676 · Friday Food Expenses	(18,288.00)
4677 · Friday Dinner-PR Wages	(34,036.00)
4678 · Friday Dinner - PR Taxes	(3,408.25)
4679 · Friday Dinner Misc Expense	(2,698.00)
Total 4670 · Friday Dinner Summary	1,745.75
4680 · Lilla Fredag Summary	
4681 · Lilla Fredag Food Income	0.00
4689 · Lilla Fredag Expenses	0.00
Total 4680 · Lilla Fredag Summary	0.00
Total 4600 · Bar and Food Operations	28,940.75
4700 · Fundraising Summary(income=5)	
4710 · Bazaar/Loppis Summary	
4711 · Bazaar/Loppis Income	7,501.00
4719 · Bazaar /Loppis Expenses	(1,110.00)
Total 4710 · Bazaar/Loppis Summary	6,391.00
4740 · Great Finds Sale Summary	
4741 · Great Finds Income	0.00
4745 · Great Finds Donations	0.00
4749 · Great Finds Expense	0.00
Total 4740 · Great Finds Sale Summary	0.00
4750 · ABBA Summary	
4751 · ABBA Dinner Income	7,000.00
Total 4750 · ABBA Summary	7,000.00
4770 · Auction Summary	
4771 · Auction Income-class 5	15,000.00
Total 4770 · Auction Summary	15,000.00
4790 · Misc Fundraising Events	
4791 · Fundraise Misc Income (no tax)	598.00
4799 · Fundraising Misc Expense	(326.00)
Total 4790 · Misc Fundraising Events	272.00
Total 4700 · Fundraising Summary(income=5)	28,663.00
4800 · Fundraising-Raffles/Bingo	
4880 · Bingo Summary	
4881 · Bingo Income	160.00
4889 · Bingo Expenses	(153.00)
Total 4880 · Bingo Summary	7.00
Total 4800 · Fundraising-Raffles/Bingo	7.00
4900 · Misc Income Summary (taxed)	
4910 · Other Miscellaneous Income	
4915 · Advertising income	1,500.00
4919 · Misc Income Expenses	0.00

Swedish Cultural Center, Inc.
Profit & Loss Budget Overview
January through December 2021

	Jan - Dec 21
Total 4910 · Other Miscellaneous Income	1,500.00
4930 · Merchandise Items Summ (taxed)	
4931 · Merchandise Items Income	169.00
4932 · Commission Income	526.00
4939 · Merchandise Items Expenses	(270.00)
Total 4930 · Merchandise Items Summ (taxed)	425.00
Total 4900 · Misc Income Summary (taxed)	1,925.00
Total Income	477,652.75
Expense	
6000 · Operating Expenses Summary	
6100 · Advertising & Promotion	
6101 · Advertising	6,633.00
6105 · Advertising - Website	8,317.00
6108 · Promotional Expense	8,347.00
Total 6100 · Advertising & Promotion	23,297.00
6140 · Member/Donor Related Expenses	
6141 · Meeting Expenses-Annual/Special	0.00
6145 · Membership and Donor Costs	781.00
6148 · Board Expenses	675.00
Total 6140 · Member/Donor Related Expenses	1,456.00
6160 · Newsletter Costs Summary	
6161 · Newsletters	18,850.00
Total 6160 · Newsletter Costs Summary	18,850.00
6200 · Donation/Grant/Scholarship Summ	
6201 · Donations Paid	1,073.00
6205 · Honorarium/Speakers	0.00
6206 · Scholarships	3,791.00
Total 6200 · Donation/Grant/Scholarship Summ	4,864.00
6300 · Occupancy Expenses Summary	
6331 · Security	319.00
6351 · Taxes - Real Estate	88,488.00
6355 · Taxes - RE Park Lot use GL 4549	576.00
6371 · Utilities	41,801.00
Total 6300 · Occupancy Expenses Summary	131,184.00
6410 · Insurance Summary	
6411 · Insurance-Corp Officers Liab	455.00
6415 · Insurance-General Liability	42,231.00
Total 6410 · Insurance Summary	42,686.00
6450 · Professional Fees/Services Summ	
6453 · Prof. Fees-Legal	135.00
6455 · Prof Fees-Accounting & Audit	10,380.00
6458 · Prof Fees-Consultants	938.00
Total 6450 · Professional Fees/Services Summ	11,453.00
6500 · Office Expenses Summary	

Swedish Cultural Center, Inc.
Profit & Loss Budget Overview
January through December 2021

	Jan - Dec 21
6515 · Auto, Parking & Related Costs	1,429.00
6531 · Dues/memberships/subscriptions	60.00
6541 · Office Equip & Rental & Lease	8,910.00
6551 · Office Computer Support	11,327.00
6561 · Postage	4,241.00
6571 · Phone,Internet/Communication	5,608.00
6591 · Office Expense-Supplies & Misc.	1,994.00
Total 6500 · Office Expenses Summary	33,569.00
6610 · Salaries and Wages Summary	
6611 · Salaries & Wages	245,929.00
Total 6610 · Salaries and Wages Summary	245,929.00
6650 · Other Employee Benefits/Costs	
6651 · Medical Insurance-Employees	21,310.00
6659 · Other EE Benefits/Costs-Misc	171.00
Total 6650 · Other Employee Benefits/Costs	21,481.00
6660 · Payroll Taxes	
6662 · Payroll Taxes	16,191.00
Total 6660 · Payroll Taxes	16,191.00
6680 · Volunteer Costs	
6681 · Volunteer Appreciation	330.00
6685 · Volunteer Meals	35.00
6687 · Payroll Taxes (L&I)-Volunteers	9.00
Total 6680 · Volunteer Costs	374.00
6700 · Repairs and Maintenance	
6711 · Elev & Dumbwaiter Rpr & Maint	6,548.00
6721 · Equip (not Office/Kit)Rpr Maint	1,509.00
6731 · Equip Kitchen Rpr & Maint	3,472.00
6741 · Exterior Repair & Maint	10,605.00
6751 · Interior Repair & Maint	86,147.00
6761 · Janitorial Supplies	2,404.00
6771 · Safety & Sanitary Supplies	0.00
Total 6700 · Repairs and Maintenance	110,685.00
6800 · Business Taxes, Licenses & Fees	
6811 · Licenses & fees	2,000.00
6851 · Taxes - State B&O (Excise)	4,246.00
6855 · Taxes - Personal Prop(x6501)	1,212.00
6856 · Taxes - City Business Tax	857.00
Total 6800 · Business Taxes, Licenses & Fees	8,315.00
6900 · Other Business Related Costs	
6901 · Bad Debt/NSF Expense	318.50
6905 · Credit Card/Bank Fees	8,888.00
6911 · Cash Over/Short	95.00
6921 · Displays	0.00
6951 · Flowers, Decorations & Gifts	232.00

Swedish Cultural Center, Inc.
Profit & Loss Budget Overview
January through December 2021

	Jan - Dec 21
Total 6900 · Other Business Related Costs	9,533.50
Total 6000 · Operating Expenses Summary	679,867.50
7600 · Expenses Subject to Restriction	(123,031.00)
Total Expense	556,836.50
Net Ordinary Income	(79,183.75)
Other Income/Expense	
Other Income	
8900 · Miscellaneous Income Summary	
8910 · Investment Income	
8911 · Interest Income-Investments	36.00
8914 · Dividend Income-Investments	6,050.00
Total 8910 · Investment Income	6,086.00
8920 · Realized Gains Summary	
8922 · Realized Gains-Bal. Index Fund	6,496.00
Total 8920 · Realized Gains Summary	6,496.00
8930 · Unrealized Gain- Adj to Mkt Sum	
8932 · Adj. to market-Balanced Index	33,598.00
8934 · Adj. to market-LS Growth Fund	59,118.00
Total 8930 · Unrealized Gain- Adj to Mkt Sum	92,716.00
8950 · Misc. Other Income Summary	116,000.00
Total 8900 · Miscellaneous Income Summary	221,298.00
Total Other Income	221,298.00
Other Expense	
9111 · Depreciation/Amort-Non Cash	35,988.00
Total Other Expense	35,988.00
Net Other Income	185,310.00
Net Income	**106,126.25**

Swedish Club

Employee Handbook

May 2021

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Core Policies

1.0 Welcome

1.1 A Welcome Policy

Welcome! You have just joined a dedicated organization. We hope that your employment with Swedish Club will be rewarding and personally satisfying. We take pride in our employees as well as in the products and services we provide.

The Club complies with all federal and state employment laws, and this handbook generally reflects those laws. The Club also complies with any applicable local laws, although there may not be an express written policy regarding those laws contained in the handbook.

The employment policies and/or benefits summaries in this handbook are written for all employees. When questions arise concerning the interpretation of these policies as they relate to employees who are covered by a collective-bargaining agreement, the answers will be determined by reference to the actual union contract, rather than the summaries contained in this handbook.

Please take the time now to read this handbook carefully. Sign the acknowledgment at the end to show that you have read, understood, and agree to the contents of this handbook, which sets out the basic rules and guidelines concerning your employment. This handbook supersedes any previously issued handbooks or policy statements dealing with the subjects discussed herein. The Club reserves the right to interpret, modify, or supplement the provisions of this handbook at any time. Neither this handbook nor any other communication by a management representative or other, whether oral or written, is intended in any way to create a contract of employment. Please understand that no employee handbook can address every situation in the workplace.

If you have questions about your employment or any provisions in this handbook, contact the Executive Director.

We wish you success in your employment here at the Swedish Club!

All the best,

Kristine Leander, Executive Director
Swedish Club

1.2 At-Will Employment

Your employment with Swedish Club is on an "at-will" basis. This means your employment may be terminated at any time, with or without notice and with or without cause. Likewise, we respect your right to leave the Club at any time, with or without notice and with or without cause.

Nothing in this handbook or any other Club document should be understood as creating a contract, guaranteed or continued employment, a right to termination only "for cause," or any other guarantee of continued benefits or employment. Only the Executive Director has the authority to make promises or negotiate with regard to guaranteed or continued employment, and any such promises are only effective if placed in writing and signed by the Executive Director.

If a written contract between you and the Club is inconsistent with this handbook, the written contract is controlling.

Nothing in this handbook will be interpreted, applied, or enforced to interfere with, restrain, or coerce

employees in the exercise of their rights under Section 7 of the National Labor Relations Act.

2.0 Introductory Language and Policies

2.1 About the Club

Founded in Seattle in 1892, the Swedish Club has grown from modest beginnings to become a prominent presence in the Pacific Northwest community. Membership consists not only of Swedes and others of Nordic descent, but people of many cultural backgrounds.

The Swedish Club is a nonprofit 501(c)(3) organization with the objective of promoting a better understanding between the United States and the Nordic countries, through learning about, practicing and celebrating the culture and traditions of Scandinavia, with an emphasis on Sweden.

Completed in 1961, the current building overlooks beautiful Lake Union and downtown Seattle, and is ideally located just a few minutes north of downtown Seattle. It serves its members as well as visitors and guests from other parts of the United States and Scandinavia. Among our several prominent visitors over the years has been the Swedish King, Carl XVI Gustaf, and his daughter, Crown Princess Victoria.

The Club hosts a variety of educational and cultural events and celebrates traditional Swedish and American holidays.

2.2 Ethics Code

The Swedish Club will conduct business honestly and ethically wherever operations are maintained. We strive to improve the quality of our services, products, and operations and will maintain a reputation for honesty, fairness, respect, responsibility, integrity, trust, and sound business judgment. Our managers and employees are expected to adhere to high standards of business and personal integrity as a representation of our business practices, at all times consistent with their duty of loyalty to the Club.

We expect that officers, directors, and employees will not knowingly misrepresent the Club and will not speak on behalf of the Club unless specifically authorized. The confidentiality of trade secrets, proprietary information, and similar confidential commercially-sensitive information (i.e. financial or sales records/reports, marketing or business strategies/plans, product development, customer lists, patents, trademarks, etc.) about the Club or operations, or that of our customers or partners, is to be treated with discretion and only disseminated on a need-to-know basis (see policies relating to privacy).

Violation of the Code of Ethics can result in discipline, up to and including termination of employment. The degree of discipline imposed may be influenced by the existence of voluntary disclosure of any ethical violation and whether or not the violator cooperated in any subsequent investigation.

2.3 Mission Statement

To promote better understanding between the United States and the Nordic countries, with emphasis on Sweden, and to perpetuate Nordic culture and traditions through the teaching, observance, practice and celebration of this culture and its traditions.

2.4 Revisions to Handbook

This handbook is our attempt to keep you informed of the terms and conditions of your employment, including Swedish Club policies and procedures. The handbook is not a contract. The Club reserves the right to revise, add, or delete from this handbook as we determine to be in our best interest, except the policy concerning at-will employment. When changes are made to the policies and guidelines contained herein, we will endeavor to communicate them in a timely fashion, typically in a written supplement to the handbook or in a posting on Club bulletin boards.

3.0 Hiring and Orientation Policies

3.1 Conflicts of Interest

The Swedish Club is concerned with conflicts of interest that create actual or potential job-related concerns, especially in the areas of confidentiality, customer relations, safety, security, and morale. If there is any actual or potential conflict of interest between you and a competitor, supplier, distributor, or contractor to the Club, you must disclose it to your manager. If an actual or potential conflict of interest is determined to exist, the Club will take such steps as it deems necessary to reduce or eliminate this conflict.

3.2 Employment of Relatives and Friends

We will not employ domestic partners, spouses, or relatives in circumstances where actual or potential conflicts may arise that could compromise supervision, safety, confidentiality, security, and morale at the Swedish Club. It is your obligation to inform the Club of any such potential conflict so the Club can determine how best to respond to the situation.

3.3 Employment Authorization Verification

New hires will be required to complete Section 1 of federal Form I-9 with documentation and a W-4 form specifying your federal withholding on the first day of paid employment and must present acceptable documents authorized by the U.S. Citizenship and Immigration Services proving identity and employment authorization no later than the third business day following the start of employment with Swedish Club. If you are currently employed and have not complied with this requirement or if your status has changed, inform your manager.

If you are authorized to work in this country for a limited period of time, you will be required to submit proof of renewed employment eligibility prior to expiration of that period to remain employed by the Club.

Optional forms for new hires:

- Direct bank deposit form (a voided check) in order to deposit your paycheck in your bank
- Emergency contact information
- Employee check-off list for keys, uniforms, etc.

4.0 Wage and Hour Policies

4.1 Attendance Policy

If you know ahead of time that you will be absent or late, provide reasonable advance notice to your manager. You may be required to provide documentation of any medical or other excuse for being absent or late where permitted by applicable law.

The Swedish Club reserves the right to apply unused vacation, sick time, or other paid time off to unauthorized absences where permitted by applicable law. Absences resulting from approved leave, vacation, or legal requirements are exceptions to the policy.

4.2 Job Abandonment

If you fail to show up for work or fail to call in with an acceptable reason for the absence you may be considered to have abandoned your job and voluntarily resigned from the Swedish Club.

4.3 Paycheck Deductions

The Swedish Club is required by law to make certain deductions from your pay each pay period, including deductions for federal income tax, Social Security and Medicare (FICA) taxes, state disability tax, state paid family and medical leave tax, etc. and any other deductions required under law or by court order for wage garnishments. The amount of your tax deductions will depend on your earnings and the information you list on your federal Form W-4 and applicable state withholding form. You may also authorize voluntary deductions from your paycheck, including contributions for insurance premiums, retirement plans, spending accounts, or other services. Your deductions will be reflected in your wage statement.

The Club will not make deductions to your pay that are prohibited by federal, state, or local law. If you have any questions about deductions from your pay, contact your manager. You will be reimbursed in full for any isolated, inadvertent, or improper deductions, as defined by law. If an error is found, you will receive an immediate adjustment, which will be paid no later than your next regular payday.

4.4 Recording Time

The Swedish Club is required by applicable federal, state, and local laws to keep accurate records of hours worked by certain employees. To ensure that the Club has complete and accurate time records and that employees are paid for all hours worked, hourly employees are required to record all working time using timecards, which are located on the wall next to the Director of Operation’s office.

Each hourly employee is the only person responsible and is the only person authorized to "punch" his or her timecard, unless directed differently by your manager. If a mistake was made on a timecard, please notify a manager immediately. DO NOT WRITE ON YOUR TIMECARD. To address a mistake on a timecard, please use a post-it note to explain the error.

Punch your timecard for the following:

- Immediately before starting your shift.
- Immediately after finishing work, before your meal period
- Immediately before resuming work, after your meal period
- Immediately after finishing work
- Immediately before and after any other time away from work

Falsifying time entries is strictly prohibited. Falsifying time entries includes working "off the clock."

5.0 Performance, Discipline, Layoff, and Termination

You are expected to be on the job, ready to work, when scheduled. Inability to report to work as scheduled may lead to disciplinary action, up to and including termination of employment, for violation of an attendance policy or job abandonment.

5.1 Criminal Activity/Arrests

The Swedish Club will report all criminal activity in accordance with applicable law. Involvement in criminal activity while employed by the Club, whether on or off Club property, may result in disciplinary action including suspension or termination of employment.

5.2 Open Door/Conflict Resolution Policy

The Swedish Club strives to provide a comfortable, productive, legal, and ethical work environment. To this end, we want you to bring any problems, concerns, or grievances you have about the workplace to the attention of your manager and, if necessary, to anyone in management. To help manage conflict resolution we have instituted the following problem-solving procedure:

If you believe there is inappropriate conduct or activity on the part of the Club, management, its employees, vendors, customers, or any other persons or entities related to the Club, bring your concerns to the attention of your manager at a time and place that will allow the person to properly listen to your concern. Most problems can be resolved informally through dialogue between you and your immediate manager. If you have already brought this matter to the attention of your manager before and do not believe you have received a sufficient response, or if you believe that person is the source of the problem, present your concerns to another person in management or a Board member. Describe the problem, those persons involved in the problem, efforts you have made to resolve the problem, and any suggested solution you may have.

5.3 Outside Employment

Outside employment that creates a conflict of interest or that affects the quality or value of your work performance or availability at the Swedish Club is prohibited. The Club recognizes that you may seek additional employment during off hours, but in all cases expects that any outside employment will not affect your attendance, job performance, productivity, work hours, or scheduling, or would otherwise adversely affect your ability to effectively perform your duties or in any way create a conflict of interest. For example, emails or phone calls related to your outside employment are prohibited while you are clocked in at the Swedish Club. Any outside employment that will conflict with your duties and obligations to the Club should be reported to your manager. Failure to adhere to this policy may result in discipline up to and including termination.

5.4 Performance Improvement

Performance reviews are typically conducted on initial employment at six months and then an annual basis and usually on the employee's hire anniversary date. Performance reviews may be conducted at shorter intervals if determined to be necessary by the employee’s manager or agreed upon by the employee and manager.

During the review, employees and managers are given the opportunity to review the employee's past performance as well as to create a development plan for any short and/or long-term goals.

5.5 Standards of Conduct

The Swedish Club wishes to create a work environment that promotes job satisfaction, respect, responsibility, integrity, and value for all our employees, clients, customers, and other stakeholders. We all share in the responsibility of improving the quality of our work environment. By deciding to work here, you agree to follow our rules.

While it is impossible to list everything that could be considered misconduct in the workplace, what is outlined here is a list of common-sense infractions that could result in discipline, up to and including immediate termination of employment. This policy is not intended to limit our right to discipline or discharge employees for any reason permitted by law.

Examples of inappropriate conduct include:

- Violation of the policies and procedures set forth in this handbook.
- Possessing, using, distributing, selling, or negotiating the sale of illegal drugs or other controlled substances.
- Being under the influence of alcohol during working hours on Club property (including in Club vehicles), or on Club business.
- Inaccurate reporting of the hours worked by you or any other employees.
- Spending Club time on outside employment, personal social media or family affairs.
- Providing knowingly inaccurate, incomplete, or misleading information when speaking on behalf of the Club or in the preparation of any employment-related documents including, but not limited to, job

applications, personnel files, employment review documents, intra-club communications, or expense records.
- Taking or destroying Club property.
- Possession of potentially hazardous or dangerous property (where not permitted) such as firearms, weapons, chemicals, etc., without prior authorization.
- Fighting with, or harassment of (as defined in our EEO policy), any fellow employee, vendor, or customer.
- Disclosure of Club trade secrets and proprietary and confidential commercially sensitive information (i.e., financial or sales records/reports, marketing or business strategies/plans, product development information, customer lists, patents, trademarks, etc.) of the Club or its customers, contractors, suppliers, or vendors.
- Refusal or failure to follow directions or to perform a requested or required job task.
- Refusal or failure to follow safety rules and procedures.
- Excessive tardiness or absences.
- Smoking in non-designated areas.
- Working unauthorized overtime.
- Solicitation of fellow employees on Club premises during working hours.
- Failure to dress according to Club policy.
- Use of obscene or harassing (as defined by our EEO policy) language in the workplace.
- Engaging in outside employment that interferes with your ability to perform your job at the Club.
- Gambling on Club premises.
- Lending keys or keycards to Club property to unauthorized persons.

Nothing in this policy is intended to limit your rights under the National Labor Relations Act, or to modify the at-will employment status where at-will is not prohibited by state law.

6.0 General Policies

6.1 Meetings and Communication

Meetings - One way to communicate is through formal or informal meetings. Having a chance to exchange ideas or talk about concerns allows people to express opinions and listen to others' experiences. The Center has three types of formal meetings that take place at scheduled times on a regular basis:

- **Staff Meetings -** Every week, the Directors may hold office staff meetings to discuss upcoming events and to set expectations for the week to come.
- **Committee Meetings -** Some different committees meet at the Club. Employees may be a member of one or more of these committees. During these meetings, which may consist of at least one Board Member and possibly some volunteers, events related to the committee and ideas on how to improve these events or issues are discussed.
- **Board Meetings -** The Board conducts a meeting that is open to blue card members once a month. The Board may also meet for closed door executive sessions.

Concerns - If, at any time, an employee has a concern, issue or complaint with anyone on staff, the first action is to discuss it directly with the person involved. If the issue is not resolved, the employee can take it to the next higher level, but he or she must tell the other party that it will be taken up the chain of command. If the issue remains unresolved, the employee may continue to take it higher. This step-by-step progression and discussing it with the parties involved must be followed before taking it to a higher level. This process must also be followed in cases where an employee has concerns, issues or complaints over policies and procedures at the Swedish Club. They should be discussed first with the employee's manager before taking the issue up the chain of command.

6.2 Employer Sponsored Social Events

The Swedish Club may hold periodic social events for employees. Be advised that your attendance at these events is voluntary and does not constitute part of your work-related duties. Any exceptions to this

policy must be in writing and signed by a manager prior to the event.

Alcoholic beverages may be available at these events. If you choose to drink alcoholic beverages, you must do so in a responsible manner. Do not drink and drive. Instead, please call a taxi or appoint a designated driver.

Employees who are also members of the Swedish Club may consume alcohol at the Club in a reasonable amount, if they are not clocked in. Employees who are not members of the Club may not consume alcohol at the Club, even if they are off the clock unless it is an employer sponsored event as described above.

6.3 No solicitation/No distribution Policy

To avoid disruption of business operations or disturbance of employees, visitors, and others, the Swedish Club has implemented a No solicitation/No distribution Policy. For purposes of this policy, "solicitation" includes, but is not limited to, selling items or services, requesting contributions, and soliciting or seeking to obtain membership in or support for any organization. Solicitation performed through verbal, written, or electronic means is covered by the No solicitation/No distribution Policy.

You are prohibited from soliciting other employees during your assigned working time. For this purpose, working time means time during which either you or the employees who are the object of the solicitation are expected to be actively engaged with assigned work. You may conduct solicitations during your lunch period, coffee breaks, or other authorized nonworking time, so long as you do so when the other employees are also on nonworking time.

To avoid inappropriate litter, clutter, and safety risks, you may not distribute literature or other items that are not work related in working areas at any time. Working areas do not include break/rest areas, lunchrooms, or parking lots. Electronic distribution of materials is prohibited during work time. Literature that violates the Club's equal employment opportunity (EEO) and no harassment policies (including threats of violence), or is knowingly and recklessly false, is never permitted. Non-employees are not permitted to distribute materials on Club premises at any time.

This policy is not intended to restrict the statutory rights of employees, including the right to discuss terms and conditions of employment.

Violations of this policy should be reported to your manager.

6.4 Personal Appearance

Below are general guidelines for appropriate dress:

- Employees must wear nametags when on duty.
- Office staff may dress in "office casual" but not jeans.
- Maintenance staff may wear clean jeans, without holes or tears. Underwear should not be visible. No gym clothes.
- Jeans and hats are not appropriate during the work week for bartenders or office staff but may be acceptable when office staff are required to work weekends.
- Bartenders are asked to wear black tops and bottoms. One exception is a plain white dress shirt. Bartenders must wear aprons. Black half-aprons are provided.
- Staff and volunteers serving food or bussing tables are requested to wear Swedish Club aprons.
- Maintenance staff are requested to wear the dark blue polo shirts with the Swedish Club emblem. It is their responsibility to wash and maintain the Club shirt given to them. When serving food or bussing, they must put on a Swedish Club apron.

6.5 Security

All employees are responsible for helping to make the Swedish Club a secure work environment. Upon leaving work, lock all desks, lockers, and doors protecting valuable or sensitive material in your work area

and report any lost or stolen keys, passes, or similar devices to your manager immediately. Refrain from discussing specifics regarding Club security systems, alarms, passwords, etc. with those outside of the Club.

Immediately advise your manager of any known or potential security risks and/or suspicious conduct of employees, customers, or guests of the Club. Safety and security are the responsibility of all employees and we rely on you to help us keep our premises secure.

All doors, indoor and outdoor, must be secured and locked before the last staff person leaves in the evening.

6.6 Social Media Policy

At the Swedish Club, we recognize the Internet provides unique opportunities to participate in interactive discussions and share information using a wide variety of social media. However, use of social media also presents certain risks and carries with it certain responsibilities. To minimize risks to the Club, you are expected to follow our guidelines for appropriate use of social media.

This policy applies to all employees who work for the Club

Guidelines

For purposes of this policy, ***social media*** includes all means of communicating or posting information or content of any sort on the Internet, including to your own or someone else's web log or blog, journal or diary, personal website, social networking or affinity website, web bulletin board or a chat room, whether associated or affiliated with the Club, as well as any other form of electronic communication.

Club principles, guidelines, and policies apply to online activities just as they apply to other areas of work. Ultimately, you are solely responsible for what you communicate in social media. You may be personally responsible for any litigation that may arise should you make unlawful defamatory, slanderous, or libelous statements against any customer, manager, owner, or employees of the Club.

Know and Follow the Rules

Ensure your postings are consistent with these guidelines. Postings that include unlawful discriminatory remarks, harassment, and threats of violence or other unlawful conduct will not be tolerated and may subject you to disciplinary action up to and including termination.

Be Respectful

The Club cannot force or mandate respectful and courteous activity by employees on social media during nonworking time. If you decide to post complaints or criticism, avoid using statements, photographs, video, or audio that reasonably could be viewed as unlawful, slanderous, threatening, or that might constitute unlawful harassment. Examples of such conduct might include defamatory or slanderous posts meant to harm someone's reputation or posts that could contribute to a hostile work environment on the basis of race, sex, disability, age, national origin, religion, veteran status, or any other status or class protected by law or Club policy. Your personal posts and social media activity should not reflect upon or refer to the Club.

Maintain Accuracy and Confidentiality

When posting information:

- Maintain the confidentiality of trade secrets, intellectual property, and confidential commercially sensitive information (i.e., financial or sales records/reports, marketing or business strategies/plans, product development, customer lists, patents, trademarks, etc.) related to the Club.
- Do not create a link from your personal blog, website, or other social networking site to a Club website that identifies you as speaking on behalf of the Club.

- Never represent yourself as a spokesperson for the Club. If the Club is a subject of the content you are creating, do not represent yourself as speaking on behalf of the Club. Make it clear in your social media activity that you are speaking on your own behalf.
- Respect copyright, trademark, third-party rights, and similar laws and use such protected information in compliance with applicable legal standards.

Using Social Media at Work

Do not use social media while on your work time, unless it is work related as authorized by your manager or consistent with policies that cover equipment owned by the Club.

Media Contacts

If you are not authorized to speak on behalf of the Club, do not speak to the media on behalf of the Club. Direct all media inquiries for official Club responses to the Executive Director.

Retaliation and Your Rights

Retaliation or any other negative action is prohibited against anyone who, based on a reasonable belief, reports a possible deviation from this policy or cooperates in an investigation. Those who retaliate against others for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination.

Nothing in this policy is designed to interfere with, restrain, or prevent employees from communications regarding wages, hours, or other terms and conditions of employment, or to restrain employees in exercising any other right protected by law. All employees have the right to engage in or refrain from such activities.

6.7 Third Party Disclosures

From time to time, the Swedish Club may become involved in news stories or potential or actual legal proceedings of various kinds. When that happens, lawyers, former employees, newspapers, law enforcement agencies, and other outside persons may contact our employees to obtain information about the incident or the actual or potential lawsuit.

If you receive such a contact, you should not speak on behalf of the Club and should refer any call requesting the position of the Club to the Executive Director. If you have any questions about this policy or are not certain what to do when such a contact is made, contact the Executive Director.

6.8 Use of Club Technology

This policy is intended to provide Swedish Club employees with the guidelines associated with the use of the Club's information technology (IT) resources and communications systems.

This policy governs the use of all IT resources and communications systems owned by or available at the Club, and all use of such resources and systems when accessed using your own devices, including but not limited to:

- Email systems and accounts
- Internet and intranet access
- Telephones, cell phones, smart phones and voicemail systems
- Printers, photocopiers, and scanners
- Fax machines, e-fax systems, and modems
- All other associated computer, laptop, network, and communications systems, hardware, peripherals, and software, including network key fobs and other devices
- Security systems

General Provisions

Club IT resources and communications systems are to be used for business purposes only unless otherwise permitted under applicable law.

All content maintained in Club IT resources and communications systems are the property of the Club. Therefore, employees should have no expectation of privacy in any message, file, data, document, facsimile, telephone conversation, social media post, conversation, or any other kind or form of information or communication transmitted to, received, or printed from, or stored or recorded on the Club's electronic information and communications systems.

The Club reserves the right to monitor, intercept, and/or review all data transmitted, received, or downloaded over Club IT resources and communications systems in accordance with applicable law. Any individual who is given access to the system is hereby given notice that the Club will exercise this right periodically, without prior notice and without prior consent.

The interests of the Club in monitoring and intercepting data include, but are not limited to: protection of Club trade secrets, proprietary information, and similar confidential commercially-sensitive information (i.e. financial or sales records/reports, marketing or business strategies/plans, product development, customer lists, patents, trademarks, etc.); managing the use of the computer system; and/or assisting employees in the management of electronic data during periods of absence.

You should not interpret the use of password protection as creating a right or expectation of privacy, nor should you have a right or expectation of privacy regarding the receipt, transmission, or storage of data on Club IT resources and communications systems.

Do not use Club IT resources and communications systems for any matter that you would like to be kept private or confidential.

Violations

If you violate this policy, you will be subject to corrective action, up to and including termination of employment. If necessary, the Club will also advise law enforcement officials of any illegal conduct.

6.9 Workplace Privacy and Right to Inspect

Swedish Club property, including but not limited to lockers, phones, computers, tablets, desks, work place areas, vehicles, or machinery, remains under the control of the Club and is subject to inspection at any time, without notice to any employees, and without their presence.

You should have no expectation of privacy in any of these areas. We assume no responsibility for the loss of, or damage to, your property maintained on Club premises including that kept in lockers and desks.

7.0 Benefits

7.1 Continuing Education Policy and Tuition Assistance

The Swedish Club encourages its employees to continuously improve by attending professional development courses or industry related seminars. For more approval on attending such courses or seminars, please see your manager.

7.2 Salaried Exempt Personnel

If you are classified as exempt at the time of your hiring, you are not eligible for overtime pay as otherwise required by federal, state, or local laws. If you have a question regarding whether you are exempt or nonexempt, contact your manager for clarification. All salaried employees at Swedish Club are exempt from overtime.

7.3 Health Insurance Policy

Begins the first day of the month following 30 days of employment for full-time employees. (For example, if an employee was hired on 28 September, that employee would be eligible for benefits on 01 November. If an employee was hired on 01 November, that employee would be eligible for benefits on 01 December.)

To see details on the complete Swedish Club Benefits Plan, please refer to your benefits packet.

Benefits may be canceled or changed at the discretion of the Club, unless otherwise prohibited by law.

If you or a dependent become ineligible for benefits due to a change in work hours or through a life event, or you leave employment with us, you may have the right to continue your health benefits under federal or state law, known as COBRA (Consolidated Omnibus Budget Reconciliation Act). In such event, the Club will provide you with information about your rights to continue your benefits coverage.

7.4 Holidays

The Swedish Club observes the following holidays each year for all employees:

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- 4th of July
- Labor Day
- Veterans Day
- Thanksgiving
- Christmas Eve
- Christmas Day

If a full-time hourly employee works on the observed holiday, he/she receives time and half for all hours worked. If they work less than 8 hours, they will receive the balance of the 8 hours as straight holiday pay (normal hourly rate). If they are off and not working, they will receive 8 hours holiday pay (normal hourly rate).

If a part-time hourly employee works on the observed holiday, he/she receives time and a half for all hours worked. If they are off, they do not receive pay.

7.5 Hourly Nonexempt Personnel

If you are classified as nonexempt (paid hourly) at the time of your hiring, you will be eligible for minimum wage and overtime pay in accordance with federal, state, and local laws. If you have a question regarding whether you are exempt or nonexempt, contact your manager for clarification. All hourly employees at Swedish Club are eligible for overtime pay.

7.6 Paid Time Off (PTO)

The Swedish Club recognizes the importance of work-life balance and so has established a Paid Time Off Policy (also known as PTO). This policy addresses paid time off desired for vacation, illness, disability, appointments, emergencies, parental leave or other such desired needs for paid time away from work.

Eligibility - PTO is accrued upon hire date for all part-time and full-time employees.

Availability - PTO accruals are available for use in the pay period following completion of 90 days of employment.

Accrual and Payment of PTO - Accruals are based upon paid worked hours. PTO does not accrue on unpaid leaves of absence or PTO cash outs upon termination.

Accrual Rates After completing 90 days of employment, an employee is eligible to use their accrued PTO. The accrual rates are as follows:

- **Full Time Salaried and hourly employees** accrue .0578 hours per hour worked. The employee will continue to accrue at this rate until he/she has completed their fourth year of employment with the Club. Up to 120 accrued and unused PTO hours will roll-over at the end of each calendar year.
- **Full Time Salaried and hourly employees** who have been employed with the Club for five years or more, accrue .0769 hours per hour worked. Up to 160 accrued and unused PTO hours will roll-over at the end of each calendar year.
- **Part-time hourly employees** accrue .025 hours per hour worked. The employee will continue to accrue at this rate until he/she has completed their fourth year of employment with the Club. Up to 40 accrued and unused PTO hours will roll-over at the end of each calendar year.
- **Part-time hourly employees** who have been employed with the Club for five years or more, accrue .0313 per hour worked. Up to 56 accrued and unused PTO hours will roll-over at the end of each calendar year.

Use and Scheduling of PTO Whenever possible, employees must submit a written request in advance, to their supervisor for PTO use for: vacations, personal leave appointments or other foreseeable reasons.

PTO may be used to cover the regular work schedule for the day. PTO may not be used for missed time because an employee reports late to work, except during inclement weather.

PTO is paid at the employee's straight time rate.

Employees are required to use available PTO when taking time off from work with the exception of a club-required absence due to low workload or absences occasioned by the Club. PTO may be taken in increments as low as 1/4 hour. Employees may not borrow against their PTO banks.

Cash Out and Rollovers The Swedish Club encourages its eligible employees to take any and all accrued paid time off hours. Employees are not allowed to cash out any unused paid time off hours.

Payment upon Termination If an employee voluntarily resigns or leaves in good standing the employee is entitled to compensation for accrued & unused PTO up to their maximum annual roll-over.

7.7 Personal Leave of Absence

The Swedish Club recognizes that you may need time off from work in special circumstances that other leave policies may not address. In such cases, you may request an unpaid personal leave of absence.

Eligibility

All regular/full-time employees employed for at least 1 year are eligible to apply for an unpaid personal leave of absence.

Requesting Leave

Requests for unpaid personal leave must be submitted to your manager in writing 30 days in advance where practical. In emergency situations, written notice must be provided as soon as possible. The request should include the reason for the leave as well as the dates you expect to begin and end the leave.

Job performance, absenteeism, and departmental requirements will be taken into consideration before a request is approved. Requests for unpaid personal leave may be denied or granted for any reason and are within the sole discretion of the Club.

You will be required to use all available paid leave balances prior to taking an unpaid personal leave of absence.

PTO, seniority, or other benefits will not accrue during an unpaid personal leave of absence. Holidays that occur during an unpaid personal leave of absence will not be paid.

If you are granted a personal leave of absence, reinstatement to your position or any position is not guaranteed.

Benefits:
Where applicable and permittable - Your Club -provided benefits will be continued at the same level and under the same conditions as prior to the leave, for up to 2 months if allowable by insurance plans. You are responsible for payment of your portion of the insurance premium while on personal leave.

Extension of Leave

You are required to return from unpaid personal leave on the originally scheduled return date. If you are unable to return, you must request an extension of the leave in writing 2 weeks in advance of the return date. Leave extensions will be considered on a case-by-case basis. If the Club denies the extension request, you must return to work on the originally scheduled return date or be considered to have voluntarily resigned from your employment.

Return to Work

In advance of your scheduled return date, your manager will arrange for you to resume your previous position, if available. However, the Club 's need to fill a position may override the ability to hold a position open until your return. Therefore, we cannot assure our ability to reinstate you to any position after your leave. The Club retains the discretion to determine the similarity of any available positions and your qualifications. If we are unable to reinstate you or you refuse the offer of reinstatement to a different position, your leave status will be changed to a voluntary termination.

Failure to Return from Leave

If you fail to return to work after an unpaid leave of absence, you will be considered to have resigned your employment.

Alternative Employment

While on an unpaid leave of absence, you may not work or be gainfully employed either for yourself or others unless express, written permission to perform such outside work has been granted by the Club. If you are on a leave of absence and are found to be working elsewhere without permission, you will be subject to disciplinary action up to and including termination.

7.8 Full-Time Personnel

Full-time employees are those who have completed their introductory period and are regularly scheduled to work 30 or more hours per week. Unless stated otherwise or specifically permitted by law, all the benefits provided to employees at the Swedish Club are for regular full-time employees only. This includes vacation, holiday pay, health insurance, and other benefits coverage. Swedish Club reviews this classification on a quarterly basis.

7.9 Part-Time Personnel

Part-time employees are those who work fewer than 30 hours per week. Part-time employees are not eligible for Swedish Club benefits unless specified otherwise in this handbook, in the benefit plan summaries, or specifically permitted by law. Swedish Club reviews this classification on a quarterly basis.

7.10 Military Leave (USERRA)

The Swedish Club complies with applicable federal and state law regarding military leave and re-employment rights. Unpaid military leave of absence will be granted to members of the uniformed services in accordance with the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA; with amendments) and all applicable state law. You must submit documentation of the need for leave to your manager. When returning from military leave of absence, you will be reinstated to your previous position or a similar position, in accordance with state and federal law. You must notify your manager of your intent to return to employment based on requirements of the law. For more information regarding status, compensation, benefits, and reinstatement upon return from military leave, contact your manager.

8.0 Safety and Loss Prevention

8.1 Business Closure and Emergencies

The Swedish Club recognizes that inclement weather and other emergencies may affect your ability to get to work. In such situations, your safety is paramount.

Club Closure

Examples of emergencies when the Club may close include, but are not limited to, snowstorms and earthquakes.

Notification

In an emergency, the Club will make every effort to notify you of the closing by phone, text or email. These notification efforts assume that you have access to electricity and Internet and/or phone service.

When the Club is unable to notify you of the closure, use common sense to assess the safety and practicality of the situation. In a regional power outage, for example, the Club is likely to have no power. If there is reported flash flooding in your area, report to work only if you can make it safely.

If You Cannot Get to Work

Unique circumstances may affect your ability to come to work even when the Club is able to remain open. The Club recognizes that in a severe national or regional disaster, all methods of communication may be unavailable; however, you should continue to try and contact your manager, by any method possible.

Time missed under circumstances where the Club remains open, and you are unable to report to work is to be used as PTO time or is unpaid.

8.2 Drug and Alcohol Policy

The Swedish Club is committed to providing a safe, healthy, and productive work environment. Consistent with this commitment, it is the intent of the Club to maintain a drug and alcohol-free workplace. Being under the influence of alcohol, illegal drugs (as classified under federal, state, or local laws), or other impairing substances while on the job may pose a serious health and safety risk to others and will not be tolerated.

Prohibited Conduct

The Club expressly prohibits employees from engaging in the following activities when they are on duty or conducting Club business or on Club premises (whether or not they are working):

- The use, abuse, or being under the influence of alcohol, legal or illegal drugs, or other impairing substances.
- The possession, sale, purchase, transfer, or transit of any illegal or unauthorized drug, including prescription medication that is not prescribed to the individual, or drug-related paraphernalia.
- The illegal use or abuse of prescription drugs.

While the use of marijuana has been legalized under some state laws for medicinal and/or recreational uses, it remains an illegal drug under federal law. The Club does not discriminate against employees solely based on their lawful off-duty use of marijuana. You may not consume or be under the influence of marijuana while on duty or at work. If you have a valid prescription for medical marijuana, refer to the Club Disability Accommodation policy for additional information.

Nothing in this policy is meant to prohibit your appropriate use of over-the-counter medication or other medication that can legally be prescribed under both federal and state law, if it does not impair your job performance or safety or the safety of others. If you take over-the-counter medication or other medication that can legally be prescribed under both federal and state law to treat a disability, inform your manager if you believe the medication may impair your job performance, safety, or the safety of others or if you believe you need a reasonable accommodation before reporting to work while under the influence of that medication.

Employer-Sponsored Events

From time to time, the Club may sponsor social or business-related events where alcohol may be served. This policy does not prohibit the use or consumption of alcohol at these events. However, if you choose to consume alcohol at such events, you must do so responsibly and maintain your obligation to conduct yourself properly and professionally at all times.

Violations

Violation of this policy may result in disciplinary action, up to and including termination of employment.

8.3 General Safety Policy

It is very important to the Swedish Club that a safe and comfortable workplace is maintained. If you ever notice an unsafe situation, please be sure to bring it to the attention of your manager or the Executive Director. If you ever feel uncomfortable or unsafe, for any reason, please immediately notify your manager or the Executive Director.

The Swedish Club does not allow weapons on its premises. To maintain a sanitary and safe environment, the only animals allowed in the building are those which are needed for service-related functions, or by special permission of the Executive Director.

8.4 Policy Against Workplace Violence

As the safety and security of our employees, vendors, contractors, and the general public is in the best interests of the Swedish Club, we are committed to working with our employees to provide a work environment free from violence, intimidation, and other disruptive behavior.

Zero Tolerance Policy

The Club has a zero-tolerance policy regarding workplace violence and will not tolerate acts or threats of violence, harassment, intimidation, and other disruptive behavior, either physical or verbal, that occurs in the workplace or other areas. This applies to management, co-workers, employees, and non-employees such as contractors, customers, and visitors.

Workplace violence can include oral or written statements, gestures, or expressions that communicate a direct or indirect threat of physical harm, damage to property, or any intentional behavior that may cause a person to feel threatened.

Prohibited Conduct

Prohibited conduct includes, but is not limited to:

- Physically injuring another person

- Threatening to injure a person or damage property by any means, including verbal, written, direct, indirect, or electronic means
- Taking any action to place a person in reasonable fear of imminent harm or offensive contact
- Possessing, brandishing, or using a firearm on Club property or while performing Club business except as permitted by state law.
- Violating a restraining order, order of protection, injunction against harassment, or other court order.

Reporting Incidents of Violence

Report to your manager in accordance with this policy, any behavior that compromises our ability to maintain a safe work environment. All reports will be investigated immediately and kept confidential, except where there is a legitimate need to know. You are expected to cooperate in any investigation of workplace violence.

Violations

Violating this policy may subject you to criminal charges as well as discipline up to and including immediate termination of employment.

Retaliation

Victims and witnesses of workplace violence will not be retaliated against in any manner. In addition, you will not be subject to discipline for, based on a reasonable belief, reporting a threat or for cooperating in an investigation.

If you initiate, participate, are involved in retaliation, or obstruct an investigation into conduct prohibited by this policy, you will be subject to discipline up to and including termination.

If you believe you have been wrongfully retaliated against, immediately report the matter to the Executive Director.

Washington Policies

Hiring and Orientation Policies

Accommodations for Victims of Domestic Violence, Sexual Assault, or Stalking

The Swedish Club will provide reasonable safety accommodation to employees who are victims of domestic violence, sexual assault, or stalking, provided the accommodation would not pose an undue hardship on Club business.

Reasonable safety accommodations may include, but are not limited to:

- Transfer or reassignment
- Modified job schedule
- Change in work telephone number, email address, or workstation
- Installed locks
- Implementing safety procedures or
- Any other adjustment to a job structure, workplace facility, or work requirement in response to an actual or threatened act of domestic violence, sexual assault, or stalking

If you require a safety accommodation, notify your manager. You may be required to provide documentation verifying that you are a victim of domestic violence, sexual assault, or stalking. This requirement may be satisfied by providing the Club with documents such as a police report, court order, or written statement.

After receiving your request for a safety accommodation, the Club y will work with you to explore potential accommodations. The Club encourages you to suggest specific accommodations that you believe would be effective. However, the Club is not required to make any requested accommodation and may provide an alternative accommodation that can be made without imposing an undue hardship on the Club.

The Club will not discriminate or retaliate against employees who are victims of domestic violence, sexual assault, or stalking, or who request an accommodation in accordance with this policy.

Disability Accommodation

The Swedish Club complies with the Americans with Disabilities Act (ADA), the Pregnancy Discrimination Act, and all applicable state and local fair employment practices laws and is committed to providing equal employment opportunities to qualified individuals with disabilities, including disabilities related to pregnancy, childbirth, and related medical conditions. Consistent with this commitment, the Club will provide reasonable accommodation to otherwise qualified individuals where appropriate to allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship on the business.

Where an individual is suffering from a pregnancy-related disability or medical condition, reasonable accommodation may include, but is not limited to:

- Providing more frequent, longer, or flexible restroom breaks
- Modifying a no food or drink policy
- Job restructuring, part-time or modified work schedules, reassignment to a vacant position, or acquiring or modifying equipment, devices, or an employee's workstation
- Providing seating or allowing the employee to sit more frequently if her job requires her to stand
- Providing for a temporary transfer to a less strenuous or less hazardous position
- Providing assistance with manual labor and limits on lifting; or
- Scheduling flexibility for prenatal visits

If you require an accommodation because of your disability, it is your responsibility to notify your manager. You may be asked to include relevant information such as:

- A description of the proposed accommodation
- The reason you need an accommodation
- How the accommodation will help you perform the essential functions of your job

After receiving your request, the Club will engage in an interactive dialogue with you to determine the precise limitations of your disability and explore potential reasonable accommodations that could overcome those limitations. Where appropriate, we may need your permission to obtain additional information from your medical provider. All medical information received by the Club in connection with a request for accommodation will be treated as confidential.

The Club encourages you to suggest specific reasonable accommodations that you believe would allow you to perform your job. However, the Club is not required to make the specific accommodation requested by you and may provide an alternative accommodation, to the extent any reasonable accommodation can be made without imposing an undue hardship on the Club.

If leave is provided as a reasonable accommodation, such leave may run concurrently with leave under the federal Family and Medical Leave Act and/or any other leave where permitted by state and federal law.

The Club will not discriminate or retaliate against employees for requesting an accommodation.

EEO Statement and No harassment Policy

Equal Opportunity Statement

The Swedish Club is committed to the principles of equal employment. We are committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations. It is our intent to maintain a work environment that is free of harassment, discrimination, or retaliation because of age (40 and older), race (including traits historically associated or perceived to be associated with race, which include, but are not limited to, hair texture and protective hairstyles such as afros, braids, locks, and twists), color, national origin, ancestry, religion, sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability (including obesity), genetic information (including testing and characteristics), veteran status, uniformed servicemember status, or any other status protected by federal, state, or local laws. The Club is dedicated to the fulfillment of this policy in regard to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, rates of pay, and other compensation, termination, and all other terms, conditions, and privileges of employment.

The Club will conduct a prompt and thorough investigation of all allegations of discrimination, harassment, or retaliation, or any violation of the Equal Employment Opportunity Policy in a confidential manner. The Club will take appropriate corrective action, if and where warranted. The Club prohibits retaliation against employees who provide information about, complain about, or assist in the investigation of any complaint of discrimination or violation of the Equal Employment Opportunity Policy.

We are all responsible for upholding this policy. You may discuss questions regarding equal employment opportunity with your manager or any other designated member of management.

Policy Against Workplace Harassment

The Swedish Club has a strict policy against all types of workplace harassment, including sexual harassment and other forms of workplace harassment based upon an individual's age (40 and older), race (including traits historically associated or perceived to be associated with race, which include, but are not limited to, hair texture and protective hairstyles such as afros, braids, locks, and twists), color, national origin, ancestry, religion, sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability (including obesity), genetic information (including testing and characteristics), veteran status, uniformed servicemember status, or any other status protected by federal, state, or local laws. All forms of

harassment of, or by, employees, applicants, vendors, visitors, customers, and clients are strictly prohibited and will not be tolerated.

Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when (1) submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment; (2) submission to, or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

While it is not possible to identify every act that constitutes or may constitute sexual harassment, the following are some examples of sexual harassment:

- Unwelcome requests for sexual favors
- Lewd or derogatory comments or jokes
- Comments regarding sexual behavior or the body of another
- Sexual innuendo and other vocal activity such as catcalls or whistles
- Obscene letters, notes, emails, invitations, photographs, cartoons, articles, or other written or pictorial materials of a sexual nature
- Repeated requests for dates after being informed that interest is unwelcome
- Retaliating against another for refusing a sexual advance or reporting an incident of possible sexual harassment to the Club or any government agency
- Offering or providing favors or employment benefits such as promotions, favorable evaluations, favorable assigned duties or shifts, etc., in exchange for sexual favors and
- Any unwanted physical touching or assaults or blocking or impeding movements

Other Harassment

Other workplace harassment is verbal or physical conduct that insults or shows hostility or aversion toward an individual because of the individual's age (40 and older), race (including traits historically associated or perceived to be associated with race, which include, but are not limited to, hair texture and protective hairstyles such as afros, braids, locks, and twists), color, national origin, ancestry, religion, sex, sexual orientation (including transgender status, gender identity or expression), pregnancy (including childbirth, lactation, and related medical conditions), physical or mental disability (including obesity), genetic information (including testing and characteristics), veteran status, uniformed servicemember status, or any other status protected by federal, state, or local laws.

Again, while it is not possible to list all the circumstances that may constitute other forms of workplace harassment, the following are some examples of conduct that may constitute workplace harassment:

- The use of disparaging or abusive words or phrases, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to the above protected categories
- Written or graphic material that insults, stereotypes, or shows aversion or hostility toward an individual or group because of one of the above protected categories and that is placed on walls, bulletin boards, email, voicemail, or elsewhere on our premises, or circulated in the workplace and
- A display of symbols, slogans, or items that are associated with hate or intolerance toward any select group

Reporting Discrimination and Harassment

If you feel that you have witnessed or have been subjected to any form of discrimination or harassment, immediately notify your manager or any member of management.

The Club prohibits retaliation against applicants or employees who, based on a reasonable belief, provide information about, complain, or assist in the investigation of any complaint of harassment or discrimination.

We will promptly and thoroughly investigate any claim and take appropriate action where we find a claim

has merit. To the extent possible, we will retain the confidentiality of those who report suspected or alleged violations of the harassment policy.

Discipline for violation of this policy may include, but is not limited to, reprimand, suspension, demotion, transfer, and discharge. If the Club determines that harassment or discrimination occurred, corrective action will be taken to effectively end the harassment. As necessary, the Club may monitor any incident of harassment or discrimination to assure the inappropriate behavior has stopped. In all cases, the Club will follow up as necessary to ensure that no individual is retaliated against for making a complaint or cooperating with an investigation.

Religious Accommodation

The Swedish Club is dedicated to treating its employees equally and with respect and recognizes the diversity of their religious beliefs. All employees may request an accommodation when their religious beliefs cause a deviation from the Club dress code or the individual's schedule, basic job duties, or other aspects of employment. The Club will consider the request but reserves the right to offer its own accommodation to the extent permitted by law. Some, but not all, of the factors that will be considered are cost, the effect that an accommodation will have on current established policies, and the burden on operations — including other employees — when determining a reasonable accommodation. At no time will the Club question the validity of a person's belief.

If you require a religious accommodation, speak with the Executive Director.

Wage and Hour Policies

Accommodations for Nursing Mothers

Swedish Club will provide nursing mothers reasonable unpaid break time to express milk for their infant child(ren) for up to two years following the child's birth.

If you are nursing, you will be provided with a space, other than a restroom, that is shielded from view and free from intrusion from co-workers and the public, provided such a location exists. If the Club does not have such a location for you to express milk, the Club will work with you to identify a convenient location and work schedule to accommodate your needs.

Expressed milk can be stored in Club refrigerators or your own personal cooling device. Sufficiently mark or label your milk to avoid confusion for other employees who may share the refrigerator.

Break time should, if possible, be taken concurrently with any other break time already provided. If you are nonexempt, clock out for any time taken that does not run concurrently with normally scheduled rest periods.

You are encouraged to discuss the length and frequency of these breaks with your manager.

Meal and Rest Periods Policy

The Swedish Club strives to provide a safe and healthy work environment and complies with all federal and state regulations regarding meal and rest periods. Check with your manager regarding procedures and schedules for rest and meal breaks. You will not be required to work more than five consecutive hours without a 30-minute meal break. A 10-minute rest period will be provided for every four hours of working time.

Under Washington law, employers are required to provide employees with at least a 30-minute meal period beginning no less than two nor more than five hours from the beginning of a shift, and at least an additional 30-minute meal period before or during an overtime period of three or more hours after the normal work day. Employees cannot be required to work more than five consecutive hours without a meal break. Meal

periods will be on the employer's time (paid) when the employee is required by the employer to remain on duty on the premises.

The Club requests that employees accurately observe and record meal and rest periods. If you know in advance that you may not be able to take your scheduled break or meal period, let your manager know; in addition, notify your manager as soon as possible if you were unable to or prohibited from taking a meal or rest period.

Overtime

If you are paid hourly, you may qualify for overtime pay. All overtime must be approved in advance, in writing, by your manager.

At certain times the Swedish Club may require you to work overtime. We will attempt to give as much notice as possible in this instance. However, advance notice may not always be possible. Failure to work overtime when requested or working unauthorized overtime may result in discipline, up to and including discharge.

Unless otherwise required or exempted by law, overtime pay of one and one-half times your regular rate of pay is paid for any hours worked in excess of 40 hours in a workweek. The workweek is defined as Monday – Sunday. Holidays, vacation days, and sick leave days do not count as time worked for computing overtime.

Pay Period

All employees receive a paycheck every two weeks on a Thursday. Paychecks include your salary as well as any Paid Time Off hours accrued or deducted during those ten days (see PTO policy for details on this benefit).

Review your paycheck for accuracy. If you find an issue, report it to your manager immediately.

Benefits

Jury Duty Leave

The Swedish Club encourages employees to fulfill their civic duties related to jury duty. If you are summoned for jury duty, notify your manager as soon as possible to make scheduling arrangements.

If you are classified as exempt, you will not incur any deduction in pay for a partial week's absence due to jury duty. If you are classified as hourly nonexempt, you will not be compensated for time spent on jury duty. You may opt to use PTO in place of unpaid leave.

The Club reserves the right to require employees to provide proof of jury duty service to the extent authorized by law.

The Club will not retaliate against employees who request or take leave in accordance with this policy.

Leave for Victims of Domestic Violence, Sexual Assault, or Stalking Policy

If you are a victim, or a family member of a victim, of domestic violence, sexual assault, or stalking, Swedish Club will provide you with reasonable unpaid leave from work to take care of legal or law enforcement needs or to get medical treatment, social services assistance, or mental health counseling. ***Family member*** means a child, spouse, parent, parent-in-law, grandparent, or person you are dating. The Club may request verification of your family relationship.

When possible, you must provide reasonable advance notice of the need for leave. If advance notice

cannot be given because of an emergency or unforeseen circumstance due to domestic violence, sexual assault, or stalking, you or someone on your behalf must provide notice no later than the end of the first day you take leave.

You may be required to provide verification that you or your family member is a victim of domestic violence, sexual assault, or stalking and that the leave is being taken for purposes described above. Verification must be provided in a timely manner and will only be used to establish that the leave is legally protected. You may satisfy the verification requirements by providing the Club with documents such as a police report, court order, or written statement.

With exception, information provided by you will be kept confidential. This includes:

- The fact that you or your family member is a victim of domestic violence, sexual assault, or stalking.
- That you have requested or obtained domestic violence leave.
- Any written or oral statement, documentation, record, or corroborating evidence you provide.

Information provided by you will only be disclosed under the following circumstances:

- When requested or consented to by you.
- When ordered by a court or administrative agency.
- Where otherwise required by applicable federal or state law.

Leave under this policy is unpaid; however, you may choose to use any accrued paid leave. Leave may be taken intermittently on a reduced work schedule, or in a single block of time, as the circumstances warrant. During the leave, the Club will maintain any health insurance coverage being provided in the same manner as if you had not taken leave.

The leave must be reasonable in duration, which will be determined by management and you, based upon the circumstances.

Upon return from leave, you will be reinstated to the position held prior to taking leave or to an equivalent position with equivalent benefits, pay, and other terms and conditions of employment, subject to certain exceptions as provided under Washington law.

The Club will not retaliate against employees who request or take leave in accordance with this policy.

Military Family Leave

In accordance with the Washington Military Family Leave Act (MFLA), the Swedish Club will provide employees who are the spouse of a military member up to 15 days of leave from work for each deployment when the military spouse is deployed or called up to active duty. The leave may be used prior to the deployment, or during the period when the military spouse is on leave during the deployment.

As used in this policy:

- ***Spouse*** includes same-sex spouses and state-registered domestic partners.
- ***Military member*** means a member of the U.S. Armed Forces, National Guard, or reserves.

To be eligible for such leave, you must work 20 or more hours per week.

To take military family leave, you must provide notice of intention to take leave within five business days of receiving official notice of an impending call or order to active duty or of a leave from deployment.

The leave provided under this policy is unpaid; however, you may substitute any available paid leave. You may split the 15-day leave between different periods of time (pre-deployment or while the military member is on leave during deployment). The total number of days of leave, however, cannot exceed 15 days per deployment.

The Club may count FMLA-qualified leave related to a deployment as state MFLA leave if the leave is taken before the deployment, or during any period when the military spouse is on leave from deployment.

You will be allowed to continue available group health benefits at your own expense.

Upon return from leave, you will be restored to your prior position.

The Club will not retaliate against employees who request or take leave in accordance with this policy.

Paid Family and Medical Leave Insurance

Washington State's Paid Family and Medical Leave program is a mandatory statewide insurance program that provides most employees in Washington with paid time off to give or receive care. The program is administered by the Washington Employment Security Department (ESD) and is funded by premiums paid by both employees (through payroll deductions) and/or employers, depending on the size of the employer.

This program allows eligible employees to take up to 12 weeks of paid time off to:

- Welcome a child into their family (through birth, adoption, or foster placement).
- Deal with a serious illness or injury.
- Care for a seriously ill or injured relative.
- Prepare for a family member's pre- or post-deployment activities, or deal with childcare issues related to a family member's military deployment.

In certain cases, eligible employees may be entitled to up to 18 weeks of leave.

Eligibility

To be eligible for Paid Family and Medical Leave you must have:

- Worked at least 820 hours (or about 16 hours a week) in Washington during the qualifying period. The 820 hours are cumulative, regardless of the number of employers or jobs you have had during the year. All paid work in Washington over the course of the year counts toward the 820 hours, including part-time, seasonal, and temporary work.
- Experienced a qualifying event. Qualifying events include:
    - Your own, or a family member's, serious health condition.
    - The birth, adoption, or foster placement of a child with you.
    - A qualifying exigency under the federal Family and Medical Leave Act (FMLA).

Requesting Leave

If the need for leave is foreseeable, provide 30 days' written notice of your intent to take leave. Notice must contain at least the anticipated timing and duration of leave. When unforeseeable, provide written notice as soon as practicable.

Failure to provide proper notice may result in the denial of leave for a period of time equal to the number of days that notice was insufficient.

Questions and Applying for Benefits

While on leave, you are entitled to partial wage replacement benefits. The weekly benefit range is up to 90 percent of your weekly pay, depending on your income. Your wage replacement benefits are determined and paid by the ESD.

If you have questions regarding this policy, contact your manager. If you are eligible for Paid Family and Medical Leave benefits, apply through the Washington Employment Security Department (ESD) online application at *https://paidleave.wa.gov/.*

If leave is being taken due to your own serious health condition or the serious health condition of a family member, certification from a health care provider will be required. Certification must include:

- The name, address, telephone number, and contact information of the health care provider and type of medicine the health provider is licensed to practice
- The anticipated duration of leave
- Other information as requested by the ESD to determine eligibility for the qualifying event

The information must also include either:

- For medical leave, information from a health care provider that the employee has a serious health condition or
- For family leave, information sufficient to establish that the family member has a serious health condition requiring physical or psychological care

If leave is taken to bond with your child after birth or placement, the ESD may request a copy of:

- The child's birth certificate
- Certification from a health care provider
- Court documents to show placement or
- Other reasonable documentation to substantiate the qualifying event

If leave is taken because of a qualifying military exigency, you will be required to provide documents or information such as:

- Active-duty orders
- The approximate dates in which leave will be needed or
- Other information to substantiate the qualifying event

The ESD may also request documentation or information from you that is sufficient to establish the familial relationship for the purposes of benefit eligibility.

Leave Duration

Eligible employees may take up to 12 weeks of paid leave per year. If you give birth to a baby, you qualify for up to 16 weeks of paid leave. If you experience complications from pregnancy, you may qualify for up to 18 weeks.

If leave is taken to bond with a new child, leave must be taken during the first 12 months following the child's birth or placement.

Paid Family and Medical Leave may be used intermittently rather than all at once.

Health Insurance

Your health insurance will remain active while you are on leave. If you contribute to the cost of your health insurance, you must continue to pay your portion of the premium cost during your leave.

Retaliation

The Club will not retaliate against employees who request or take leave under the Washington Paid Family and Medical Leave program.

Voting Leave

If your work schedule prevents you from voting on Election Day, the Swedish Club will allow you a reasonable time off to vote. The time when you can go to vote will be at the discretion of your manager, consistent with applicable legal requirements.

Safety and Loss Prevention

Nonsmoking Policy

The Swedish Club is a non-smoking facility and abides by Washington state's "Smoking in Public Places" law (RCW 70.160)

Closing Statement

Thank you for reading our handbook. We hope it has provided you with an understanding of our mission, history, and structure as well as our current policies and guidelines. We look forward to working with you to create a successful Club and a safe, productive, and pleasant workplace.

Kristine Leander, Executive Director

Swedish Club

Acknowledgment of Receipt and Review

By signing below, I acknowledge that I have received a copy of the Swedish Club Employee Handbook (handbook) and that I have read it, understand it, and agree to comply with it. I understand that the Club has the maximum discretion permitted by law to interpret, administer, change, modify, or delete the rules, regulations, procedures, and benefits contained in the handbook at any time with or without notice. No statement or representation by a supervisor, manager, or any other employee, whether oral or written, can supplement or modify this handbook. I also understand that any delay or failure by the Club to enforce any rule, regulation, or procedure contained in the handbook does not constitute a waiver on behalf of the Club or affect the right of the Club to enforce such rule, regulation, or procedure in the future.

I understand that neither this handbook nor any other communication by a management representative or manager understand that, unless I have a written employment agreement signed by an authorized Club representative, I am employed "at-will" (to the extent permitted by law) and this handbook does not modify my "at-will" employment status.

If I am covered by a written employment agreement (signed by an authorized Club representative) or a collective-bargaining agreement that conflicts with the terms of this handbook, I understand that the terms of the employment agreement or collective-bargaining agreement will control.

This handbook is not intended to preclude or dissuade employees from engaging in legally protected activities under the National Labor Relations Act (NLRA).

This handbook supersedes any previous handbook or policy statements, whether written or oral, issued by Swedish Club.

If I have any questions about the content or interpretation of this handbook, I will contact Kristine Leander.

_____ _____

Signature Date

_____

Print Name

Building Report for committee meeting April 28, 2021

DOORS: Vortex will install the replacement fire door on May 10 and 11. As you recall, there is an issue with the acoustical fabric panels in the ceiling, so Mark Midkiffof of Fabric Panels will come out and take down the fabric or the whole panel and then replace it, so Vortex can replace the fire door.

BATHROOM REMODEL: Carpenter Peter Lippman has worked this week reconstructing the remaining five countertops in the bathrooms according to ADA guidelines. Our maintenance man Jeff Hubner has finished the countertop, laminated and installed new sinks and faucets in the women's bathroom on the top floor.

ED's NEW FRONT OFFICE: Contractor Erik Johnson's crew has erected new walls, installed the door and side light and put in new electrical outlets. Clear Net installed new wires in the crawlspace above. We are still waiting for new windows on the north side and plaster work on a couple of walls. After that, Erik has another contractor to lay the lobby flooring in the new hallway. Last of all, carpeting will be installed by the company that has installed carpeting elsewhere in the building. Unfortunately for Kristine, we don't have a potential date for completion.

TOP FLOOR KITCHEN: Our maintenance men cleaned the walk-in fridge thoroughly several times, including the fans, and painted the floor three times. Jeff Hubner installed the missing panels and caulked all joints. The space is now ready to be used again. New shelving units were purchased today, costing about $1100 including tax. We also need to purchase a new range with ten burners and two ovens, since Arista removed the range that they had purchased for the kitchen. The cost is between $2,500 and $10,000 for such a range. I will contact Brett Willard from Arista and ask if he has any opinion on the different brands. We still need to fix leaking sinks, faucets and rearrange pipes in the kitchen before we can use it again.

LANDSCAPE: We are contemplating selling bags of wood chips at the pancake breakfasts to get rid of the big pile out on the parking lot and make some money on it. I don't think we will use it to spread on the flower beds or to keep control over the blackberry bushes.

NEW CEILING LIGHT FIXTURES FOR 3 CROWNS DINING ROOM: We bought one Arne Jacobsen light fixture but unfortunately the base is too wide to replace the existing chandeliers. We had not realized that a larger base would require removing the fabric ceiling to install them. Good thing we bought only one! We will continue to look for a light fixture that either uses the current chandelier base or has the same footprint.

ACCORDION DOOR BETWEEN VIKING & SVEA ROOMS: We had entertained the possibility of installing hanging baffles in the ceiling to mitigate the bad acoustic in the Svea and Viking rooms. We met with sound engineer Basel Jurdy and he recommended that we leave the ceiling alone if we do not wish to abate the asbestos ceiling plaster. Instead, he recommended that we put up acoustic wall panels in the rooms. As the area is currently being used for storage and Kristine's office, we will research the wall panels later when the room is cleared out. He also said that there is no accordion door being manufactured that will be within 70+ FSTC (field sound transmission class), which is almost soundproof, with only faint music being heard. Vortex gave us a bid for an accordion door that will come within 33 FSTC, where individual words and phrases are clearly heard and understood. The cost will be $16,764. Andrew Haakanson from Interior Tech, which Kim Myran recommends, gave us a bid for a Modernfold Soundmaster 8 Series, manually operated accordion partition system**,** costing $8,984,00 with a 39 STC rating which is equivalent to the 33 FTSC. We intend to recommend to the Board that the $8,984 door be selected. The Swedish Club Foundation will pay for both the accordion door and the acoustical treatment.

HVAC SYSTEM: Aaron Carter from Vital Mechanical came back to me with the cost to develop engineered drawing for a new HVAC system. The fee for Reed Jackson to design and develop the drawings and to submit to the city is $18,500. A rough budget for installing the system is about $850,000. He recommended that we use the drawing to solicit bids for the project. Long-time Building Committee members need to help us evaluate the competing proposal that Jon Heller with Ecotope did in 2017.

ROOF VENTS: The existing vents on the roof are not compliant with City of Seattle codes. Vital Mechanical also gave us a bid to replace all three vents on the roof from our present three hood system and construct them according to current energy code. They are a fire hazard as they are not a one-piece welded unit. If grease ignites, they will set the kitchen and building on fire. They are also rusty and not very pretty. The vent from the downstairs kitchen has a lining of wood inside the vent. The project consists of removing existing fans and installing three new VFD fans. They would also provide help with the permitting process with the City of Seattle. The cost is approximately $37,442 plus tax.

There is also the issue with having only one fire alarm in the building, which was installed to service the elevator. Because of this we will have to hook up our fire suppression system to this fire alarm to be compliant.

ENTRANCE CANOPY: Adam Schaefer is a construction consultant recommended to us by Brian Runberg. He had a sample of the paint analyzed to check for lead. Luckily, there is no lead in the canopy paint. He will investigate whether a cover can be made and placed over the existing rusting canopy or a completely new construction must be made. He also wants us to investigate whether the ribs on the top of the canopy can be eliminated. This is a question for the Landmark Board. See the photo below.


THE SWEDISH CLUB

Executive Director's Report
SC Board Meeting
May 5, 2021

Board business

- **Board officers**–We have revised the plan for Gary to be elected at the May Annual meeting and then resign once Ken Walkky reached one year on the Board. The responsibilities of the job of president did not mesh well with Ken's schedule, and he has resigned from the Board. Gary will run for President and around September he will decide whether to continue or resign. If necessary, at that time the Board would select a new president.
- **Change in Financial Reporting**–Amanda O'Rourke, a managing partner of our new CPA firm, Greenwood Ohlund, will be at our meeting to walk us through new financial reporting. Except for a very few details, the Finance Committee members were in favor with the style of the new report.
- **Change in Building Committee Reports to the Board**–Malin will make the Building Committee report to the Board.
- **Requesting funds from the Swedish Club Foundation**–The Foundation is aware of our needs for facility improvements. Earlier they approved spending up to $150,000 on the acoustical improvements in the Svea and Viking rooms and the accordion door. We were waiting to have products picked out before formally requesting the funds. The Board of the Foundation is OK with our now asking for the lump sum they have set aside to use on: the accordion door, the acoustical improvements in Svea and Viking and the roof vents for the kitchens. All of these improvements are related to the cultural mission of the Club, since Svea and Viking rooms are used by folk musicians and dancers and the kitchen is used by our Swedish chefs cooking Swedish food. Their approval of this request includes the condition that a report is made to them after the funds are spent detailing how the funds were used. See Appendix I for a draft motion authorizing me to request $150,000 from the Foundation.
- **Memorial for Janice Bogren**–Thank you to the Board members who attended the memorial reception on April 24 and those who donated for the flowers we had sent from the Board. (We are still taking donations to cover it if you haven't had a chance to send in $10.) It was heartening to see that many people attended the reception.

Facilities

- **New ED's office–**Construction work continues. We hope the office will be habitable at the end of May. Two separate companies will lay the floor and the carpeting and it's anyone's guess when their work can be scheduled
- **Acoustical consultation for Viking and Svea Rooms**–See the Building Committee report. It's on hold until we empty the room of my desk and the items that shall go into storage, once the remodeling is done.
- **Accordion door between Viking and Svea Rooms**–See Building Committee report. See Appendix II for a draft motion, authorizing the Club to purchase the selected door.
- **Marketing the Club for weddings**–Using the ED's fund, we purchased a wedding crown. We have not yet formalized a plan about how to market the Club as a wedding venue using the crown. A bride getting married at the Club could use it or a bride who is a member of the Swedish Club marrying in another location could also use it. See appendix III for a photo.

Finances

- **Budget**–Please find the budget for 2021 in your emailed packet. It's a "soft" budget with many predictions based on a both what happened in 2020 and hope for a better fall season. See Appendix IV for a draft motion to accept the 2021 budget.

Food & Beverage

- **Opening the bar**–We have advertised a "Back to the Bar" event for May 21. We will limit attendance to 50 people. Even if King County goes back to 25% capacity due to raising COVID rates, we think we are OK, considering guests can be in the dining room and bar and on the decks.
- **Dinners to go**–The numbers for the take-out dinners are waning. We will start in-person dining on May 21 and invite people to pick up takeout dinners as well.

Membership

- **Membership numbers**–They continue to decline. We plan to use the Back to the Bar event to entice lapsed members back.

Personnel

- **Employee Handbook**–This was mailed to you earlier. See Appendix V for a draft motion to accept it.

- **Auction Chair and coverage for Greta Englund's parental leave**–Last month, I announced that our auction chair, Kiki Hendren, would cover for Greta and manage our auction. She has changed her plans and is no longer available to cover for Greta or be our auction manager. I am interviewing potential auction chairs.

Programs

- **Fridays**–Still providing films. It brings at least 5-6 people in each Friday.
- **Wednesday May 19**. Annual Meeting. There will be no program that evening. It will include the annual financial reports from the Swedish Club and Swedish Club Foundation.
- **Friday, May 21.** Back to the Bar event in the bar at the Club.
- **Saturday, June 5**. Annual Swedish Car Show.
- **Sunday, June 6.** Swedish Pancake Breakfast "amped up". We will offer a 10:30 am film in the lobby and an urban hike around Lake Union, culminating in Swedish pancakes to interest people to come for pancakes.
- **Sunday, June 6**. National Day dinner celebration.
- **Wednesday, June 16**. Members' dinner and program by the UW student, Alissa Acheson, whom you selected to receive our annual scholarship. Her topic is "Swedish Influence on Design."
- **Summer and fall language classes**. Announce in the summer that language class fees will go up with fall classes. Invite prepays. Members: $99 ($6 dollar increase) and non-members: $139 ($15 dollar increase).
- **Sunday, Aug. 1.** Flea Market Sale in conjunction with Swedish pancakes.
- **Friday, Oct. 8.** Viking Dinner
- **Saturday, Oct. 16.** Annual Auction; Confirmed with Auctioneer Nelson Jay.
- **Saturday & Sunday, Nov 6 &7** Swedish Club's annual Holiday Bazaar
- **Saturday, Nov.** 13. Finnish Bazaar

Appendix I
Draft Motion to request funds from the Swedish Club Foundation

Executive Director Kristine Leander is authorized to request funds in the amount of $150,000 from the Swedish Club Foundation to be used for an accordion door between Svea and Viking rooms, acoustical treatment of Svea and Viking rooms, and new roof vents for our kitchens. As part of the request, the Club will make a report to the Foundation on how the funds were used.

Appendix II
Motion to purchase accordion door

Purchase Accordion Door
May 5, 2021

Rational for the purchase: The former accordion door between Svea and Viking rooms became unusable when the new floor was installed as the floor was too high for the door. The door had become old anyway and needed to be replaced.

Specifications for new door. We hoped to find a door that would provide a soundproof barrier between the two rooms, so that activities could take place simultaneously in both rooms. With the former door, music still came through and we had to be careful about not renting out both rooms at the same time if one group could be bothered by the noise of the other group. We could not find a door with the amount of soundproofing we hoped for.

Pricing options

Contractor	Date	Scope	Estimate or Bid	Notes
Vortex	2/17/2021	FSTC 33 rated	$16,764	
Interior Tech	10/2/2020	STC 39 rated	$8,984	

Selection Criteria
Both doors had a similar rating, so the Building Committee suggests we select the door for $8,984.

Schedule: Will be installed per Interior Tech's schedule.

Recommended Motion: I move the Swedish Club authorize the purchase and installation of the door quoted by Interior Tech.

Appendix III
Photo of Swedish Club's new bridal crown



Appendix IV
Draft Motion to Accept 2021 Budget

The Swedish Club approves and adopts the 2021 budget, as submitted to the Board for the May 5 Board meeting.

Appendix V
Draft Motion to Accept the New Employee Manual

The Swedish Club hereby adopts the Employee Manual dated May 2021 and directs Executive Director Kristine to distribute it to every staff member.

Swedish Club Board Meeting
Minutes April 7, 2021

Board members present
Mary Emerson
Dave Enfield
Kris Johansson
Martin Johansson
Langdon Miller
Ib Odderson
Larry Omdal
Judith Peterick
Vi Reno
Dale Roberts
Neil Snyder
Gary Sund
Ken Walkky

Board members absent
Janice Bogren

Staff
Kristine Leander

Guest
Shama Albright
Brandon Benson
Sharon Lucas
Lori Ann Reinhall
Molly Smith

President Gary Sund called the meeting to order at 6:08 pm.

Prior to the meeting, candidates for the Board and members of Nominating Committee introduced themselves.

Minutes of previous meeting
A motion was made and seconded to approve the minutes of the March 3, 2021, meeting with one correction. Under New Business the wording in first sentence in second paragraph should be corrected to "Candidates for the Swedish Club scholarship were presented *by* means of a document" not *my* means of a document prepared by the UW which the candidates had submitted information for."

Treasurer's Report
Treasurer Larry Omdal summarized the current financial position of the Club as outlined in his report sent to the Board Members. He mentioned that we will have a budget for 2021 soon. He mentioned that the accounting for the Swedish Club properties is not correct yet but is in the process of properly accounting for this asset.

Executive Director's Report
ED Kristine Leander reported on the following:

- Approval of Landmark Status
- Change in financial reporting: starting next month our CPA will create and present the Financial Report to the Finance Committee and the Board. This will eventually become a staff function.
- Facilities: Kristine's office is not quite ready yet. Acoustical upgrades will be paid for by the Swedish Club Foundation. Anyone interested in a tour of the building please contact Kristine for a time during daytime hours.

- Finances: The 2021 budget is delayed due to staff working on other tasks and the difficulties predicting the future.
- Food & Beverage: The number of take-out dinners is waning most likely due to other restaurants opening for more inside dining. An event is being planned for opening the bar in May.
- Membership: The Membership Committee requests that the Board increase the cost of Non-Resident memberships from $50 to $65.
- Personnel: The Employee Handbook will be sent again to all Board Members who will vote to approve it or not via email by Friday April 16. Auction Manager Kiki Hendren has agreed to fill in for Greta Englund during her parental leave. Kiki will start the auction plans for October 16th event. She may be unable to be in charge for the event so we may hire someone to take over at that time.
- A motion was made to increase the cost of a Non-Resident Membership to $65 a year, effective May 1, 2021. The motion was seconded and approved by all Board Members.

Building Committee Report
Malin Jonsson, Director of Operations, submitted a comprehensive report that was sent to Board Members prior to the meeting. A few items were discussed during the meeting: fire doors, new light fixtures for Three Crowns dining room, with a goal to have fixtures that complement the mid-century modern fixtures in the bar.

Old Business
There was no old business for discussion.

New Business
The Nominating Committee discussed the slate of officers for the 2021-2022 term, including Gary Sund for President, Dale Roberts for Vice President, Larry Omdal for Treasurer and Mary Emerson for Secretary. Gary and Vi also explained the plan for Gary to run for President, but then resign when Ken Walkky is eligible, based on the length of his membership on the Board, to be appointed to the presidency.

Review of the purpose and members of the Executive Committee. Election is on May 19, 2021 and Officers / Board Members will start their terms in June, 2021.

The meeting was adjourned at 7:12 pm.

Respectfully submitted, Mary Emerson, Secretary

Swedish Club Board Meeting Agenda
May 5, 2021

The meeting will be by Zoom.

6:00 – Call the meeting to order.

6:05 – Approval of minutes from Board meetings on April 7, 2021

Financial Report (Amanda O'Rourke)

ED's report (Kristine Leander)

Building report (Malin Jonsson)

Old business

New business

- Motion authorizing ED Kristine to request $150,000 from the Swedish Club Foundation.
- Motion authorizing the purchase of an accordion door.
- Motion to accept the 2021 Budget.
- Motion to adopt the Employee Manual May 2021.

Adjourn meeting.

Reminders: We will ask everyone to be muted and to raise your hand physically to have the floor to speak.

Please remember to notify Board President Gary Sund *(garysund@ymail.com)* or 206-724-4830) before the meeting if you are unable to attend the meeting. In addition, please notify him, in writing, as soon as possible, if you want to add any items to this agenda.

If you have questions about any item in the reports sent prior to the meeting, please ask in advance. It will be easier to find the information you request if staff have time to research it.

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3						July through August 2012		
4							07/16/12	Aug 16
5						Ordinary Income/Expense		
6						MONEY IN (aka Income)		
7						40100 · Construction Income		
8						40110 · Design Income	3,054.02	3,900.00
9						40199 · Less Discounts given	0.00	-48.35
10						Total 40100 · Construction Income	3,054.02	3,751.65
11						40500 · Reimbursement Income		
12						40520 · Permit Reimbursement Income	0.00	487.00
13						Total 40500 · Reimbursement Income	0.00	487.00
14						Total Income	3,054.02	29,197.65
15						* Labor Income less Design Income	3,054.02	13,227.00
16						Cost of Goods Sold		

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Swedish Cultural Center, Inc.
Balance Sheet
As of March 31, 2021

	Mar 31, 21
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash	
1005 · Checking-Columbia x0100 working	5,726
1010 · Savings-Columbia x5091	302,309
1015 · PayPal	43
1020 · Cash Event Banks/Change Funds	435
Total 1000 · Cash	308,512
Total Checking/Savings	308,512
Accounts Receivable	
1100 · Accounts Receivable	-14,725
Total Accounts Receivable	-14,725
Other Current Assets	
1200 · Inventory	
1205 · Liquor	5,168
1210 · Wine	1,769
1215 · Beer	822
Total 1200 · Inventory	7,759
1300 · Prepaids	
1305 · Prepaid Auction Expenses	1,000
1310 · Prepaid Event Expenses	599
1315 · Prepaid Expenses	76,778
Total 1300 · Prepaids	78,377
Total Other Current Assets	86,136
Total Current Assets	379,924
Fixed Assets	
1500 · Property and Equipment	
1505 · Building	467,694
1510 · Building Improvements	1,586,849
1515 · Equipment	296,365
1520 · Furniture & Fixtures	265,368
1525 · Land	190,827
Total 1500 · Property and Equipment	2,807,103
1600 · Accum Depreciation	-1,806,289
Total Fixed Assets	1,000,815
Other Assets	
1400 · Investments	
1405 · Vanguard-Balanced Index	425,252
1410 · Vanguard-LS Growth Fund	395,383
Total 1400 · Investments	820,635
1500 · Investment in SC Properties LLC	2,395,572
1705 · Deposits	372
1800 · Undeposited Funds	1,150
Total Other Assets	3,217,729

Swedish Cultural Center, Inc.
Balance Sheet
As of March 31, 2021

	Mar 31, 21
TOTAL ASSETS	4,598,468
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	109,155
Total Accounts Payable	109,155
Credit Cards	
2175 · CC Columbia x3999 Malin	1,376
2180 · CC-Columbia 4442,6871 - KL	664
Total Credit Cards	2,041
Other Current Liabilities	
2100 · Accrued Payroll Expenses	
2120 · Direct Deposit Liabilities	-11,783
2125 · Family Med Leave Payable-SUTA	250
2130 · Fed W/H & FICA	-4,858
2135 · L&I Industrial Insurance	1,090
2140 · SUTA-State Unemployment Tax	1,083
Total 2100 · Accrued Payroll Expenses	-14,219
2150 · Accrued Business Taxes	
2165 · Seattle Business Tax Payable	1,363
2170 · State Sales/B&O Taxes Payable	434
Total 2150 · Accrued Business Taxes	1,797
2200 · Deferred Income	
2205 · Deferred Income from Dues	62,820
2215 · Other Unearned Income	-24,746
2200 · Deferred Income - Other	-101,350
Total 2200 · Deferred Income	-63,276
2300 · Deposits - Hall Rentals	-5,401
2500 · SBA PR Protection Program	116,710
Total Other Current Liabilities	35,612
Total Current Liabilities	146,808
Total Liabilities	146,808
Equity	
3000 · Unrestricted Net Assets	3,328,986
3010 · Board Restricted Net Assets	532,687
3050 · Donor Restricted Misc.	618,704
Net Income	-28,717
Total Equity	4,451,660
TOTAL LIABILITIES & EQUITY	4,598,468

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Swedish Cultural Center, Inc.
Profit & Loss
January 2019 through March 2021

	Jan - Dec 19	Jan - Dec 20	Jan - Mar 21
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	50,013.65	203,679.51	40,686.05
4010 · FoundationS	192,400.00	312,932.14	24,900.00
4020 · Individuals	38,388.19	210,610.45	37,036.04
4025 · Swedish Club Foundation	165,862.00	130,000.00	0.00
4030 · Bequests	1,525.00	1,765.00	100.00
Total 4000 · Contributions	448,188.84	858,987.10	102,722.09
4100 · Dues	126,481.77	98,894.45	37,675.64
4200 · Fundraising Events	134,407.00	60,389.23	749.01
4300 · Social Event Income	61,737.33	33,180.48	1,417.00
4400 · Education Programs Income	41,834.42	44,065.77	19,604.00
4500 · Rental Income	347,350.29	148,405.52	16,622.63
4600 · Bar and Food Income	248,743.70	73,963.68	21,989.39
Total Income	1,408,743.35	1,317,886.23	200,779.76
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	54,340.91	16,483.09	313.49
5010 · Food	3,397.21	684.71	14.42
Total 5000 · Cost of Goods Sold	57,738.12	17,167.80	327.91
Total COGS	57,738.12	17,167.80	327.91
Gross Profit	1,351,005.23	1,300,718.43	200,451.85
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	490,601.25	441,668.70	100,176.69
6010 · Medical Insurance-Employees	21,681.45	18,547.10	4,525.10
6015 · Other EE Benefits/Costs-Misc	1,145.94	1,372.99	159.85
6020 · Payroll Processing Fees	310.49	0.00	0.00
6025 · Payroll Taxes	48,387.16	38,219.91	10,263.85
Total 6000 · Payroll Expenses	562,126.29	499,808.70	115,125.49
6100 · Professional Fees			
6105 · Accounting & Audit	12,528.75	11,393.00	1,380.00
6110 · Consultants	50,860.58	6,057.40	938.75
6115 · Legal	2,706.00	23,681.04	135.00
Total 6100 · Professional Fees	66,095.33	41,131.44	2,453.75
6200 · Fundraising Expenses	60,063.52	42,564.03	501.21
6300 · Social Events & Program Expense	54,240.68	15,289.43	1,351.31
6400 · Education Programs Expenses	3,282.25	2,488.68	620.25
6500 · Rental Expenses	4,170.43	3,285.16	681.41
6600 · Bar and Food Expenses	125,675.14	27,311.33	8,915.33
6700 · Occupancy Expense			
6705 · Janitorial Supplies	6,646.70	9,517.81	747.30
6715 · Repair & Maintenance	33,950.52	100,710.41	43,313.63
6720 · Security	393.24	1,142.85	318.58

Swedish Cultural Center, Inc.
Profit & Loss
January 2019 through March 2021

	Jan - Dec 19	Jan - Dec 20	Jan - Mar 21
6725 · Utilities	60,602.47	48,511.74	11,930.61
Total 6700 · Occupancy Expense	101,592.93	159,882.81	56,310.12
6750 · Office Expenses			
6755 · Office Equipment	9,457.53	6,650.34	2,915.48
6760 · Office Supplies	800.89	2,878.61	451.39
6765 · Phone,Internet/Communication	11,167.40	27,642.22	4,809.25
6770 · Postage	3,764.10	5,084.87	1,541.35
6750 · Office Expenses - Other	2,894.32	4,184.15	0.00
Total 6750 · Office Expenses	28,084.24	46,440.19	9,717.47
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	4,538.11	7,149.84	1,156.47
6810 · Licenses & fees	4,559.97	5,857.67	2,884.00
6815 · Real Estate Taxes	79,414.80	87,782.50	21,239.01
6820 · Tax Penalties	1,206.82	269.24	0.00
Total 6800 · Taxes, Licenses, and Fees	89,719.70	101,059.25	25,279.48
6900 · Other Operating Expenses			
6905 · Advertising	15,164.47	10,758.65	6,355.66
6910 · Auto, Parking & Related Costs	860.54	1,816.73	0.00
6915 · Bad Debt/NSF	47.22	853.03	318.05
6925 · Cash Over/Short	-504.31	472.31	5.25
6930 · Credit Card/Bank Fees	28,836.63	11,430.82	2,588.04
6935 · Depreciation/Amort-Non Cash	37,130.33	35,992.20	8,998.05
6940 · Donations and Scholarships	7,801.70	5,315.00	3,964.00
6945 · Dues/memberships/subscriptions	892.00	453.95	60.00
6950 · Insurance	23,009.56	23,689.00	5,330.60
6955 · Interest Exp/Bank Loan Fees-Ops	0.00	1,732.97	0.00
6960 · Membership and Donor	7,576.78	2,516.81	294.76
6965 · Miscellaneous	2,344.34	118.94	1,527.03
6970 · Newsletters	22,021.93	22,196.51	4,899.25
6980 · Staff Recruitment	14,109.51	366.00	0.00
6985 · Volunteer	1,855.83	1,384.06	34.90
Total 6900 · Other Operating Expenses	161,146.53	119,096.98	34,375.59
Total Expense	1,256,197.04	1,058,358.00	255,331.41
Net Ordinary Income	94,808.19	242,360.43	-54,879.56
Other Income/Expense			
Other Income			
7005 · Advertising Income	45.00	220.00	1,500.00
7010 · Dividend	30,880.14	30,870.37	1,547.72
7015 · Interest	930.74	192.83	8.66
7020 · Miscellaneous	2,758.33	975.99	694.09
7025 · Realized Gain/Loss on Investmen	0.00	159,646.53	1,695.75
7350 · Unrealized Gains/Losses	167,849.08	-27,006.28	20,716.39
Total Other Income	202,463.29	164,899.44	26,162.61
Other Expense			
8000 · Interest Expense	110.56	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January 2019 through March 2021

	Jan - Dec 19	Jan - Dec 20	Jan - Mar 21
9999 · Suspense Items Clearing	0.00	50.55	0.00
Total Other Expense	110.56	50.55	0.00
Net Other Income	202,352.73	164,848.89	26,162.61
Net Income	**297,160.92**	**407,209.32**	**-28,716.95**

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15						* Labor Income less Design Income	3,054.02	13,227.00
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Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Administrative and General	Bingo (Fundraising)	Other Events (Fundraising)
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	0.00	0.00	0.00
4010 · FoundationS	0.00	0.00	0.00
4020 · Individuals	0.00	0.00	0.00
4030 · Bequests	0.00	0.00	0.00
Total 4000 · Contributions	0.00	0.00	0.00
4100 · Dues	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	749.01
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income	0.00	0.00	0.00
4600 · Bar and Food Income	0.00	0.00	0.00
Total Income	0.00	0.00	749.01
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	0.00	0.00	0.00
5010 · Food	0.00	0.00	0.00
Total 5000 · Cost of Goods Sold	0.00	0.00	0.00
Total COGS	0.00	0.00	0.00
Gross Profit	0.00	0.00	749.01
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	61,455.08	0.00	0.00
6010 · Medical Insurance-Employees	4,525.10	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	159.85	0.00	0.00
6025 · Payroll Taxes	4,188.06	0.00	0.00
Total 6000 · Payroll Expenses	70,328.09	0.00	0.00
6100 · Professional Fees			
6105 · Accounting & Audit	1,380.00	0.00	0.00
6110 · Consultants	938.75	0.00	0.00
6115 · Legal	135.00	0.00	0.00
Total 6100 · Professional Fees	2,453.75	0.00	0.00
6200 · Fundraising Expenses	0.00	65.00	436.21
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar and Food Expenses	0.00	0.00	0.00
6700 · Occupancy Expense			
6705 · Janitorial Supplies	747.30	0.00	0.00
6715 · Repair & Maintenance	43,313.63	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Administrative and General	Bingo (Fundraising)	Other Events (Fundraising)
6720 · Security	318.58	0.00	0.00
6725 · Utilities	11,930.61	0.00	0.00
Total 6700 · Occupancy Expense	56,310.12	0.00	0.00
6750 · Office Expenses			
6755 · Office Equipment	2,915.48	0.00	0.00
6760 · Office Supplies	451.39	0.00	0.00
6765 · Phone,Internet/Communication	4,809.25	0.00	0.00
6770 · Postage	1,541.35	0.00	0.00
Total 6750 · Office Expenses	9,717.47	0.00	0.00
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	1,156.47	0.00	0.00
6810 · Licenses & fees	200.00	0.00	0.00
6815 · Real Estate Taxes	22,121.76	0.00	0.00
Total 6800 · Taxes, Licenses, and Fees	23,478.23	0.00	0.00
6900 · Other Operating Expenses			
6905 · Advertising	6,355.66	0.00	0.00
6915 · Bad Debt/NSF	318.05	0.00	0.00
6925 · Cash Over/Short	5.25	0.00	0.00
6930 · Credit Card/Bank Fees	2,588.04	0.00	0.00
6935 · Depreciation/Amort-Non Cash	8,998.05	0.00	0.00
6940 · Donations and Scholarships	3,964.00	0.00	0.00
6945 · Dues/memberships/subscriptions	60.00	0.00	0.00
6950 · Insurance	5,330.60	0.00	0.00
6960 · Membership and Donor	294.76	0.00	0.00
6965 · Miscellaneous	142.00	0.00	0.00
6970 · Newsletters	4,899.25	0.00	0.00
6985 · Volunteer	34.90	0.00	0.00
Total 6900 · Other Operating Expenses	32,990.56	0.00	0.00
Total Expense	195,278.22	65.00	436.21
Net Ordinary Income	-195,278.22	-65.00	312.80
Other Income/Expense			
Other Income			
7005 · Advertising Income	0.00	0.00	0.00
7010 · Dividend	0.00	0.00	0.00
7015 · Interest	0.00	0.00	0.00
7020 · Miscellaneous	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**-195,278.22**	**-65.00**	**312.80**

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Total Fundraising	Bar Sales - Food and Beverages (Bar and Food Operation)	Friday Dinner (Bar and Food Operation)
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	0.00	0.00	0.00
4010 · FoundationS	0.00	0.00	0.00
4020 · Individuals	0.00	0.00	0.00
4030 · Bequests	0.00	0.00	0.00
Total 4000 · Contributions	0.00	0.00	0.00
4100 · Dues	0.00	0.00	0.00
4200 · Fundraising Events	749.01	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income	0.00	0.00	0.00
4600 · Bar and Food Income	0.00	1,415.98	15,827.67
Total Income	749.01	1,415.98	15,827.67
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	0.00	313.49	0.00
5010 · Food	0.00	0.00	0.00
Total 5000 · Cost of Goods Sold	0.00	313.49	0.00
Total COGS	0.00	313.49	0.00
Gross Profit	749.01	1,102.49	15,827.67
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	0.00	0.00	7,936.23
6010 · Medical Insurance-Employees	0.00	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	0.00	0.00	0.00
6025 · Payroll Taxes	0.00	0.00	0.00
Total 6000 · Payroll Expenses	0.00	0.00	7,936.23
6100 · Professional Fees			
6105 · Accounting & Audit	0.00	0.00	0.00
6110 · Consultants	0.00	0.00	0.00
6115 · Legal	0.00	0.00	0.00
Total 6100 · Professional Fees	0.00	0.00	0.00
6200 · Fundraising Expenses	501.21	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar and Food Expenses	0.00	0.00	6,033.62
6700 · Occupancy Expense			
6705 · Janitorial Supplies	0.00	0.00	0.00
6715 · Repair & Maintenance	0.00	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Total Fundraising	Bar Sales - Food and Beverages (Bar and Food Operation)	Friday Dinner (Bar and Food Operation)
6720 · Security	0.00	0.00	0.00
6725 · Utilities	0.00	0.00	0.00
Total 6700 · Occupancy Expense	0.00	0.00	0.00
6750 · Office Expenses			
6755 · Office Equipment	0.00	0.00	0.00
6760 · Office Supplies	0.00	0.00	0.00
6765 · Phone,Internet/Communication	0.00	0.00	0.00
6770 · Postage	0.00	0.00	0.00
Total 6750 · Office Expenses	0.00	0.00	0.00
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	0.00	0.00	0.00
6810 · Licenses & fees	0.00	0.00	0.00
6815 · Real Estate Taxes	0.00	0.00	0.00
Total 6800 · Taxes, Licenses, and Fees	0.00	0.00	0.00
6900 · Other Operating Expenses			
6905 · Advertising	0.00	0.00	0.00
6915 · Bad Debt/NSF	0.00	0.00	0.00
6925 · Cash Over/Short	0.00	0.00	0.00
6930 · Credit Card/Bank Fees	0.00	0.00	0.00
6935 · Depreciation/Amort-Non Cash	0.00	0.00	0.00
6940 · Donations and Scholarships	0.00	0.00	0.00
6945 · Dues/memberships/subscriptions	0.00	0.00	0.00
6950 · Insurance	0.00	0.00	0.00
6960 · Membership and Donor	0.00	0.00	0.00
6965 · Miscellaneous	0.00	0.00	1,115.03
6970 · Newsletters	0.00	0.00	0.00
6985 · Volunteer	0.00	0.00	0.00
Total 6900 · Other Operating Expenses	0.00	0.00	1,115.03
Total Expense	501.21	0.00	15,084.88
Net Ordinary Income	247.80	1,102.49	742.79
Other Income/Expense			
Other Income			
7005 · Advertising Income	0.00	0.00	0.00
7010 · Dividend	0.00	0.00	0.00
7015 · Interest	0.00	0.00	0.00
7020 · Miscellaneous	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**247.80**	**1,102.49**	**742.79**

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Other Bar (Bar and Food Operation)	Pancake Breakfast (Bar and Food Operation)	Total Bar and Food Operation (Program)
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	20.00	173.00	193.00
4010 · FoundationS	0.00	0.00	0.00
4020 · Individuals	0.00	0.00	0.00
4030 · Bequests	0.00	0.00	0.00
Total 4000 · Contributions	20.00	173.00	193.00
4100 · Dues	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income	0.00	0.00	0.00
4600 · Bar and Food Income	1,180.21	3,565.53	21,989.39
Total Income	1,200.21	3,738.53	22,182.39
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	0.00	0.00	313.49
5010 · Food	14.42	0.00	14.42
Total 5000 · Cost of Goods Sold	14.42	0.00	327.91
Total COGS	14.42	0.00	327.91
Gross Profit	1,185.79	3,738.53	21,854.48
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	1,144.55	0.00	9,080.78
6010 · Medical Insurance-Employees	0.00	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	0.00	0.00	0.00
6025 · Payroll Taxes	1,096.11	0.00	1,096.11
Total 6000 · Payroll Expenses	2,240.66	0.00	10,176.89
6100 · Professional Fees			
6105 · Accounting & Audit	0.00	0.00	0.00
6110 · Consultants	0.00	0.00	0.00
6115 · Legal	0.00	0.00	0.00
Total 6100 · Professional Fees	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar and Food Expenses	1,183.33	1,698.38	8,915.33
6700 · Occupancy Expense			
6705 · Janitorial Supplies	0.00	0.00	0.00
6715 · Repair & Maintenance	0.00	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Other Bar (Bar and Food Operation)	Pancake Breakfast (Bar and Food Operation)	Total Bar and Food Operation (Program)
6720 · Security	0.00	0.00	0.00
6725 · Utilities	0.00	0.00	0.00
Total 6700 · Occupancy Expense	0.00	0.00	0.00
6750 · Office Expenses			
6755 · Office Equipment	0.00	0.00	0.00
6760 · Office Supplies	0.00	0.00	0.00
6765 · Phone,Internet/Communication	0.00	0.00	0.00
6770 · Postage	0.00	0.00	0.00
Total 6750 · Office Expenses	0.00	0.00	0.00
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	0.00	0.00	0.00
6810 · Licenses & fees	2,684.00	0.00	2,684.00
6815 · Real Estate Taxes	0.00	0.00	0.00
Total 6800 · Taxes, Licenses, and Fees	2,684.00	0.00	2,684.00
6900 · Other Operating Expenses			
6905 · Advertising	0.00	0.00	0.00
6915 · Bad Debt/NSF	0.00	0.00	0.00
6925 · Cash Over/Short	0.00	0.00	0.00
6930 · Credit Card/Bank Fees	0.00	0.00	0.00
6935 · Depreciation/Amort-Non Cash	0.00	0.00	0.00
6940 · Donations and Scholarships	0.00	0.00	0.00
6945 · Dues/memberships/subscriptions	0.00	0.00	0.00
6950 · Insurance	0.00	0.00	0.00
6960 · Membership and Donor	0.00	0.00	0.00
6965 · Miscellaneous	0.00	0.00	1,115.03
6970 · Newsletters	0.00	0.00	0.00
6985 · Volunteer	0.00	0.00	0.00
Total 6900 · Other Operating Expenses	0.00	0.00	1,115.03
Total Expense	6,107.99	1,698.38	22,891.25
Net Ordinary Income	-4,922.20	2,040.15	-1,036.77
Other Income/Expense			
Other Income			
7005 · Advertising Income	0.00	0.00	0.00
7010 · Dividend	0.00	0.00	0.00
7015 · Interest	0.00	0.00	0.00
7020 · Miscellaneous	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**-4,922.20**	**2,040.15**	**-1,036.77**

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Other Education Programs (Education Programs)	Swedish Classes (Education Programs)	Total Education Programs (Program)
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	0.00	0.00	0.00
4010 · FoundationS	0.00	0.00	0.00
4020 · Individuals	0.00	0.00	0.00
4030 · Bequests	0.00	0.00	0.00
Total 4000 · Contributions	0.00	0.00	0.00
4100 · Dues	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	825.00	18,779.00	19,604.00
4500 · Rental Income	0.00	0.00	0.00
4600 · Bar and Food Income	0.00	0.00	0.00
Total Income	825.00	18,779.00	19,604.00
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	0.00	0.00	0.00
5010 · Food	0.00	0.00	0.00
Total 5000 · Cost of Goods Sold	0.00	0.00	0.00
Total COGS	0.00	0.00	0.00
Gross Profit	825.00	18,779.00	19,604.00
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	0.00	9,822.95	9,822.95
6010 · Medical Insurance-Employees	0.00	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	0.00	0.00	0.00
6025 · Payroll Taxes	0.00	990.61	990.61
Total 6000 · Payroll Expenses	0.00	10,813.56	10,813.56
6100 · Professional Fees			
6105 · Accounting & Audit	0.00	0.00	0.00
6110 · Consultants	0.00	0.00	0.00
6115 · Legal	0.00	0.00	0.00
Total 6100 · Professional Fees	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	594.00	26.25	620.25
6500 · Rental Expenses	0.00	0.00	0.00
6600 · Bar and Food Expenses	0.00	0.00	0.00
6700 · Occupancy Expense			
6705 · Janitorial Supplies	0.00	0.00	0.00
6715 · Repair & Maintenance	0.00	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Other Education Programs (Education Programs)	Swedish Classes (Education Programs)	Total Education Programs (Program)
6720 · Security	0.00	0.00	0.00
6725 · Utilities	0.00	0.00	0.00
Total 6700 · Occupancy Expense	0.00	0.00	0.00
6750 · Office Expenses			
6755 · Office Equipment	0.00	0.00	0.00
6760 · Office Supplies	0.00	0.00	0.00
6765 · Phone,Internet/Communication	0.00	0.00	0.00
6770 · Postage	0.00	0.00	0.00
Total 6750 · Office Expenses	0.00	0.00	0.00
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	0.00	0.00	0.00
6810 · Licenses & fees	0.00	0.00	0.00
6815 · Real Estate Taxes	0.00	0.00	0.00
Total 6800 · Taxes, Licenses, and Fees	0.00	0.00	0.00
6900 · Other Operating Expenses			
6905 · Advertising	0.00	0.00	0.00
6915 · Bad Debt/NSF	0.00	0.00	0.00
6925 · Cash Over/Short	0.00	0.00	0.00
6930 · Credit Card/Bank Fees	0.00	0.00	0.00
6935 · Depreciation/Amort-Non Cash	0.00	0.00	0.00
6940 · Donations and Scholarships	0.00	0.00	0.00
6945 · Dues/memberships/subscriptions	0.00	0.00	0.00
6950 · Insurance	0.00	0.00	0.00
6960 · Membership and Donor	0.00	0.00	0.00
6965 · Miscellaneous	0.00	0.00	0.00
6970 · Newsletters	0.00	0.00	0.00
6985 · Volunteer	0.00	0.00	0.00
Total 6900 · Other Operating Expenses	0.00	0.00	0.00
Total Expense	594.00	10,839.81	11,433.81
Net Ordinary Income	231.00	7,939.19	8,170.19
Other Income/Expense			
Other Income			
7005 · Advertising Income	0.00	0.00	0.00
7010 · Dividend	0.00	0.00	0.00
7015 · Interest	0.00	0.00	0.00
7020 · Miscellaneous	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**231.00**	**7,939.19**	**8,170.19**

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Equipment Rental	Hall and Room Rental	Other Rental
	(Rentals)	(Rentals)	(Rentals)
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	0.00	0.00	0.00
4010 · FoundationS	0.00	0.00	0.00
4020 · Individuals	0.00	0.00	0.00
4030 · Bequests	0.00	0.00	0.00
Total 4000 · Contributions	0.00	0.00	0.00
4100 · Dues	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	0.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income	-100.00	16,744.95	-125.00
4600 · Bar and Food Income	0.00	0.00	0.00
Total Income	-100.00	16,744.95	-125.00
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	0.00	0.00	0.00
5010 · Food	0.00	0.00	0.00
Total 5000 · Cost of Goods Sold	0.00	0.00	0.00
Total COGS	0.00	0.00	0.00
Gross Profit	-100.00	16,744.95	-125.00
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	0.00	0.00	19,817.88
6010 · Medical Insurance-Employees	0.00	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	0.00	0.00	0.00
6025 · Payroll Taxes	0.00	0.00	3,989.07
Total 6000 · Payroll Expenses	0.00	0.00	23,806.95
6100 · Professional Fees			
6105 · Accounting & Audit	0.00	0.00	0.00
6110 · Consultants	0.00	0.00	0.00
6115 · Legal	0.00	0.00	0.00
Total 6100 · Professional Fees	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	0.00
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	0.00	681.41
6600 · Bar and Food Expenses	0.00	0.00	0.00
6700 · Occupancy Expense			
6705 · Janitorial Supplies	0.00	0.00	0.00
6715 · Repair & Maintenance	0.00	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Equipment Rental	Hall and Room Rental	Other Rental
	(Rentals)	(Rentals)	(Rentals)
6720 · Security	0.00	0.00	0.00
6725 · Utilities	0.00	0.00	0.00
Total 6700 · Occupancy Expense	0.00	0.00	0.00
6750 · Office Expenses			
6755 · Office Equipment	0.00	0.00	0.00
6760 · Office Supplies	0.00	0.00	0.00
6765 · Phone,Internet/Communication	0.00	0.00	0.00
6770 · Postage	0.00	0.00	0.00
Total 6750 · Office Expenses	0.00	0.00	0.00
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	0.00	0.00	0.00
6810 · Licenses & fees	0.00	0.00	0.00
6815 · Real Estate Taxes	0.00	0.00	0.00
Total 6800 · Taxes, Licenses, and Fees	0.00	0.00	0.00
6900 · Other Operating Expenses			
6905 · Advertising	0.00	0.00	0.00
6915 · Bad Debt/NSF	0.00	0.00	0.00
6925 · Cash Over/Short	0.00	0.00	0.00
6930 · Credit Card/Bank Fees	0.00	0.00	0.00
6935 · Depreciation/Amort-Non Cash	0.00	0.00	0.00
6940 · Donations and Scholarships	0.00	0.00	0.00
6945 · Dues/memberships/subscriptions	0.00	0.00	0.00
6950 · Insurance	0.00	0.00	0.00
6960 · Membership and Donor	0.00	0.00	0.00
6965 · Miscellaneous	0.00	0.00	0.00
6970 · Newsletters	0.00	0.00	0.00
6985 · Volunteer	0.00	0.00	0.00
Total 6900 · Other Operating Expenses	0.00	0.00	0.00
Total Expense	0.00	0.00	24,488.36
Net Ordinary Income	-100.00	16,744.95	-24,613.36
Other Income/Expense			
Other Income			
7005 · Advertising Income	0.00	0.00	0.00
7010 · Dividend	0.00	0.00	0.00
7015 · Interest	0.00	0.00	0.00
7020 · Miscellaneous	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**-100.00**	**16,744.95**	**-24,613.36**

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Parking	Total Rentals	Membership Dinners
	(Rentals)	(Program)	(Social Events)
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	0.00	0.00	20.00
4010 · FoundationS	0.00	0.00	0.00
4020 · Individuals	0.00	0.00	0.00
4030 · Bequests	0.00	0.00	0.00
Total 4000 · Contributions	0.00	0.00	20.00
4100 · Dues	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	0.00	1,417.00
4400 · Education Programs Income	0.00	0.00	0.00
4500 · Rental Income	102.68	16,622.63	0.00
4600 · Bar and Food Income	0.00	0.00	0.00
Total Income	102.68	16,622.63	1,437.00
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	0.00	0.00	0.00
5010 · Food	0.00	0.00	0.00
Total 5000 · Cost of Goods Sold	0.00	0.00	0.00
Total COGS	0.00	0.00	0.00
Gross Profit	102.68	16,622.63	1,437.00
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	0.00	19,817.88	0.00
6010 · Medical Insurance-Employees	0.00	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	0.00	0.00	0.00
6025 · Payroll Taxes	0.00	3,989.07	0.00
Total 6000 · Payroll Expenses	0.00	23,806.95	0.00
6100 · Professional Fees			
6105 · Accounting & Audit	0.00	0.00	0.00
6110 · Consultants	0.00	0.00	0.00
6115 · Legal	0.00	0.00	0.00
Total 6100 · Professional Fees	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	0.00	0.00	1,251.31
6400 · Education Programs Expenses	0.00	0.00	0.00
6500 · Rental Expenses	0.00	681.41	0.00
6600 · Bar and Food Expenses	0.00	0.00	0.00
6700 · Occupancy Expense			
6705 · Janitorial Supplies	0.00	0.00	0.00
6715 · Repair & Maintenance	0.00	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Parking	Total Rentals	Membership Dinners
	(Rentals)	(Program)	(Social Events)
6720 · Security	0.00	0.00	0.00
6725 · Utilities	0.00	0.00	0.00
Total 6700 · Occupancy Expense	0.00	0.00	0.00
6750 · Office Expenses			
6755 · Office Equipment	0.00	0.00	0.00
6760 · Office Supplies	0.00	0.00	0.00
6765 · Phone,Internet/Communication	0.00	0.00	0.00
6770 · Postage	0.00	0.00	0.00
Total 6750 · Office Expenses	0.00	0.00	0.00
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	0.00	0.00	0.00
6810 · Licenses & fees	0.00	0.00	0.00
6815 · Real Estate Taxes	-882.75	-882.75	0.00
Total 6800 · Taxes, Licenses, and Fees	-882.75	-882.75	0.00
6900 · Other Operating Expenses			
6905 · Advertising	0.00	0.00	0.00
6915 · Bad Debt/NSF	0.00	0.00	0.00
6925 · Cash Over/Short	0.00	0.00	0.00
6930 · Credit Card/Bank Fees	0.00	0.00	0.00
6935 · Depreciation/Amort-Non Cash	0.00	0.00	0.00
6940 · Donations and Scholarships	0.00	0.00	0.00
6945 · Dues/memberships/subscriptions	0.00	0.00	0.00
6950 · Insurance	0.00	0.00	0.00
6960 · Membership and Donor	0.00	0.00	0.00
6965 · Miscellaneous	0.00	0.00	0.00
6970 · Newsletters	0.00	0.00	0.00
6985 · Volunteer	0.00	0.00	0.00
Total 6900 · Other Operating Expenses	0.00	0.00	0.00
Total Expense	-882.75	23,605.61	1,251.31
Net Ordinary Income	985.43	-6,982.98	185.69
Other Income/Expense			
Other Income			
7005 · Advertising Income	0.00	0.00	0.00
7010 · Dividend	0.00	0.00	0.00
7015 · Interest	0.00	0.00	0.00
7020 · Miscellaneous	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**985.43**	**-6,982.98**	**185.69**

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Other Social Events	Total Social Events	
	(Social Events)	(Program)	Total Program
Ordinary Income/Expense			
Income			
4000 · Contributions			
4005 · Donations	360.00	380.00	573.00
4010 · FoundationS	0.00	0.00	0.00
4020 · Individuals	0.00	0.00	0.00
4030 · Bequests	0.00	0.00	0.00
Total 4000 · Contributions	360.00	380.00	573.00
4100 · Dues	0.00	0.00	0.00
4200 · Fundraising Events	0.00	0.00	0.00
4300 · Social Event Income	0.00	1,417.00	1,417.00
4400 · Education Programs Income	0.00	0.00	19,604.00
4500 · Rental Income	0.00	0.00	16,622.63
4600 · Bar and Food Income	0.00	0.00	21,989.39
Total Income	360.00	1,797.00	60,206.02
Cost of Goods Sold			
5000 · Cost of Goods Sold			
5005 · Beverage	0.00	0.00	313.49
5010 · Food	0.00	0.00	14.42
Total 5000 · Cost of Goods Sold	0.00	0.00	327.91
Total COGS	0.00	0.00	327.91
Gross Profit	360.00	1,797.00	59,878.11
Expense			
6000 · Payroll Expenses			
6005 · Salaries & Wages	0.00	0.00	38,721.61
6010 · Medical Insurance-Employees	0.00	0.00	0.00
6015 · Other EE Benefits/Costs-Misc	0.00	0.00	0.00
6025 · Payroll Taxes	0.00	0.00	6,075.79
Total 6000 · Payroll Expenses	0.00	0.00	44,797.40
6100 · Professional Fees			
6105 · Accounting & Audit	0.00	0.00	0.00
6110 · Consultants	0.00	0.00	0.00
6115 · Legal	0.00	0.00	0.00
Total 6100 · Professional Fees	0.00	0.00	0.00
6200 · Fundraising Expenses	0.00	0.00	0.00
6300 · Social Events & Program Expense	100.00	1,351.31	1,351.31
6400 · Education Programs Expenses	0.00	0.00	620.25
6500 · Rental Expenses	0.00	0.00	681.41
6600 · Bar and Food Expenses	0.00	0.00	8,915.33
6700 · Occupancy Expense			
6705 · Janitorial Supplies	0.00	0.00	0.00
6715 · Repair & Maintenance	0.00	0.00	0.00

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Other Social Events	Total Social Events	
	(Social Events)	(Program)	Total Program
6720 · Security	0.00	0.00	0.00
6725 · Utilities	0.00	0.00	0.00
Total 6700 · Occupancy Expense	0.00	0.00	0.00
6750 · Office Expenses			
6755 · Office Equipment	0.00	0.00	0.00
6760 · Office Supplies	0.00	0.00	0.00
6765 · Phone,Internet/Communication	0.00	0.00	0.00
6770 · Postage	0.00	0.00	0.00
Total 6750 · Office Expenses	0.00	0.00	0.00
6800 · Taxes, Licenses, and Fees			
6805 · Business Taxes	0.00	0.00	0.00
6810 · Licenses & fees	0.00	0.00	2,684.00
6815 · Real Estate Taxes	0.00	0.00	-882.75
Total 6800 · Taxes, Licenses, and Fees	0.00	0.00	1,801.25
6900 · Other Operating Expenses			
6905 · Advertising	0.00	0.00	0.00
6915 · Bad Debt/NSF	0.00	0.00	0.00
6925 · Cash Over/Short	0.00	0.00	0.00
6930 · Credit Card/Bank Fees	0.00	0.00	0.00
6935 · Depreciation/Amort-Non Cash	0.00	0.00	0.00
6940 · Donations and Scholarships	0.00	0.00	0.00
6945 · Dues/memberships/subscriptions	0.00	0.00	0.00
6950 · Insurance	0.00	0.00	0.00
6960 · Membership and Donor	0.00	0.00	0.00
6965 · Miscellaneous	0.00	0.00	1,115.03
6970 · Newsletters	0.00	0.00	0.00
6985 · Volunteer	0.00	0.00	0.00
Total 6900 · Other Operating Expenses	0.00	0.00	1,115.03
Total Expense	100.00	1,351.31	59,281.98
Net Ordinary Income	260.00	445.69	596.13
Other Income/Expense			
Other Income			
7005 · Advertising Income	0.00	0.00	0.00
7010 · Dividend	0.00	0.00	0.00
7015 · Interest	0.00	0.00	0.00
7020 · Miscellaneous	0.00	0.00	0.00
7025 · Realized Gain/Loss on Investmen	0.00	0.00	0.00
7350 · Unrealized Gains/Losses	0.00	0.00	0.00
Total Other Income	0.00	0.00	0.00
Net Other Income	0.00	0.00	0.00
Net Income	**260.00**	**445.69**	**596.13**

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Unclassified	TOTAL
Ordinary Income/Expense		
Income		
4000 · Contributions		
4005 · Donations	40,113.05	40,686.05
4010 · FoundationS	24,900.00	24,900.00
4020 · Individuals	37,036.04	37,036.04
4030 · Bequests	100.00	100.00
Total 4000 · Contributions	102,149.09	102,722.09
4100 · Dues	37,675.64	37,675.64
4200 · Fundraising Events	0.00	749.01
4300 · Social Event Income	0.00	1,417.00
4400 · Education Programs Income	0.00	19,604.00
4500 · Rental Income	0.00	16,622.63
4600 · Bar and Food Income	0.00	21,989.39
Total Income	139,824.73	200,779.76
Cost of Goods Sold		
5000 · Cost of Goods Sold		
5005 · Beverage	0.00	313.49
5010 · Food	0.00	14.42
Total 5000 · Cost of Goods Sold	0.00	327.91
Total COGS	0.00	327.91
Gross Profit	139,824.73	200,451.85
Expense		
6000 · Payroll Expenses		
6005 · Salaries & Wages	0.00	100,176.69
6010 · Medical Insurance-Employees	0.00	4,525.10
6015 · Other EE Benefits/Costs-Misc	0.00	159.85
6025 · Payroll Taxes	0.00	10,263.85
Total 6000 · Payroll Expenses	0.00	115,125.49
6100 · Professional Fees		
6105 · Accounting & Audit	0.00	1,380.00
6110 · Consultants	0.00	938.75
6115 · Legal	0.00	135.00
Total 6100 · Professional Fees	0.00	2,453.75
6200 · Fundraising Expenses	0.00	501.21
6300 · Social Events & Program Expense	0.00	1,351.31
6400 · Education Programs Expenses	0.00	620.25
6500 · Rental Expenses	0.00	681.41
6600 · Bar and Food Expenses	0.00	8,915.33
6700 · Occupancy Expense		
6705 · Janitorial Supplies	0.00	747.30
6715 · Repair & Maintenance	0.00	43,313.63

Swedish Cultural Center, Inc.
Profit & Loss
January through March 2021

	Unclassified	TOTAL
6720 · Security	0.00	318.58
6725 · Utilities	0.00	11,930.61
Total 6700 · Occupancy Expense	0.00	56,310.12
6750 · Office Expenses		
6755 · Office Equipment	0.00	2,915.48
6760 · Office Supplies	0.00	451.39
6765 · Phone,Internet/Communication	0.00	4,809.25
6770 · Postage	0.00	1,541.35
Total 6750 · Office Expenses	0.00	9,717.47
6800 · Taxes, Licenses, and Fees		
6805 · Business Taxes	0.00	1,156.47
6810 · Licenses & fees	0.00	2,884.00
6815 · Real Estate Taxes	0.00	21,239.01
Total 6800 · Taxes, Licenses, and Fees	0.00	25,279.48
6900 · Other Operating Expenses		
6905 · Advertising	0.00	6,355.66
6915 · Bad Debt/NSF	0.00	318.05
6925 · Cash Over/Short	0.00	5.25
6930 · Credit Card/Bank Fees	0.00	2,588.04
6935 · Depreciation/Amort-Non Cash	0.00	8,998.05
6940 · Donations and Scholarships	0.00	3,964.00
6945 · Dues/memberships/subscriptions	0.00	60.00
6950 · Insurance	0.00	5,330.60
6960 · Membership and Donor	0.00	294.76
6965 · Miscellaneous	270.00	1,527.03
6970 · Newsletters	0.00	4,899.25
6985 · Volunteer	0.00	34.90
Total 6900 · Other Operating Expenses	270.00	34,375.59
Total Expense	270.00	255,331.41
Net Ordinary Income	139,554.73	-54,879.56
Other Income/Expense		
Other Income		
7005 · Advertising Income	1,500.00	1,500.00
7010 · Dividend	1,547.72	1,547.72
7015 · Interest	8.66	8.66
7020 · Miscellaneous	694.09	694.09
7025 · Realized Gain/Loss on Investmen	1,695.75	1,695.75
7350 · Unrealized Gains/Losses	20,716.39	20,716.39
Total Other Income	26,162.61	26,162.61
Net Other Income	26,162.61	26,162.61
Net Income	**165,717.34**	**-28,716.95**

Swedish Club

Summary of Financial Activities versus Budget (Income Statement or P&L fig

2021 January

QuickBooks Report Revenue Only

General Ledger Account #	Account Description	QB Actual	QB Actual Prior Year	% Change
4000	Dues	21,428	17,196	24.61%
4100	Donations	20,865	21,885	(4.66%)
4200-4300	Social Events & Programs	0	11,197	(100.0%)
4400	Educational Programs	9,040	8,584	5.31%
4500	Rental, Halls & Equipment	7,498	29,456	(74.55%)
4600	Bar & Food Operations	5,916	23,638	(74.97%)
4700	Fundraising	7	160	(95.32%)
4800	Fundraising Raffles/Bingo	0	540	(100.0%)
4900	Miscellaneous	73	0	100.0%
	Gross Revenue	**$64,827**	**$112,656**	**(42.46%)**
6000				Less Oper
				Net Or

Notes:

	New Budget is still needed. Jan 2020 was prior to Covid and prior to the big renovat
2/19/2021	Almost ready to send QuickBooks to CPA for preparation of 2020 taxes, trying to cle
RE Tax	2021 King County Real Estate Prop tax =$90,954 for the year. Qualified consultanta
Prop tax	King Cty Personal Property tax are being updated and currently handled by Judith.
SBA Money	Currently waiting for full forgiveness of May 2020 SBA loan $116,515
SBA Money	Jan 29, 2021 Received 2nd SBA loan $116,710, deposited GL 2603 SBA PPP. We a
WA Grant	2/3/2021 Received $12,500 as a WW3 Grant, recorded GL 4118 Donations-Unique
4000 Dues	Total Dues (Std P&L) are reduced by amount deferred (see #4081 Subject to Deferr
4800 Raffles	Swedish Club is not licensed to do raffles, therefore we will not have any raffle incon
GL# 3801	Purchase of 1749 Dexter Ave. N. Bldg, set-up new entity as SC Investment, equity a

Legend: cell color: yellow is new entry information, blue is a formula

gures)

QuickBooks Standard Report of Income (Net of Expense

	QB Actual	QB Actual Prior Year	$ Change	2021 Partial Budget
	16,617	11,329	5,288	10,864
	20,865	21,885	(1,020)	1,816
	(50)	10,717	(10,767)	(43)
	7,494	6,760	734	4,758
	1,073	14,749	(13,676)	
	237	7,459	(7,222)	
	(22)	(147)	125	
	0	435	(435)	
	141	0	141	
Gross Profit	**$46,355**	**$73,186**	**($26,832)**	**$17,395**
rating Expenses	$55,141	$67,940	($12,798)	
dinary Income	**($8,787)**	**$5,247**	**($14,034)**	**$17,395**

tions that are ongoing.
ean up rental deposits.
ant will be hired to research Real Estate Exemption, which SC has lost.

anticipate being able to get full forgiveness.

al) each month & increased by prior year deferred (4091 Amort.-Deferred Income-Dues)
ne. (wine at Member Dinner is a donation)
account, which absorbs most of GL#3810 Property Development & Vanguard

es)

$ Change from Budget
5,753
19,049
(7)
2,736
1,073
237
(22)
0
141
$28,960
$55,141
($26,182)

Swedish Club Board Meeting Minutes
February 3, 2021

Board Members Present
Janice Bogren
Dave Enfield
Kris Johansson
Martin Johansson
Langdon Miller
Ib Odderson
Larry Omdal
Judith Peterick
Vi Reno
Dale Roberts
Neil Snyder
Gary Sund
Ken Walkky

Board Members Absent
Mary Emerson

Staff
Kristine Leander

President Gary Sund called the Zoom meeting to order at 6:12 pm.

Minutes of Previous Meeting
A motion was made and seconded to approve the minutes of the January 6, 2021, meeting.

Treasurer's Report
Treasurer Larry Omdal reviewed the Club's financial position. Larry sent out documents that afternoon to Board Members. There are two items in particular: office expenses, repairs & maintenance that are higher than the prior year. Larry explained the differences and reason for the increases. Larry indicates that the Club will reflect a good cash flow for the year 2020 even though the books have not yet been closed. The balance sheet will soon reflect that the 2020 PPP funds are formally forgiven. Kristine and Toene are working with the management company for proper accounting of the Swedish Club Properties.

Executive Director's Report
- We are making progress with the new Swedish Finn Historical Society Offices. The carpet will be installed on Feb. 19.
- We have been approved for new PPP funds.
- We have been given a free and clear Washington state pandemic grant of $12,000. It will be arriving soon.
- Friday Happy Hours outdoors: The take-out Friday dinners are picking up! In February we will continue with the take-out meals and allow diners to watch the film series inside.
- The February Member's Dinner will be held with social distancing in Stockholm Hall.

Building Report

- The staff are continuing to work on the repairs needed for the front doors.
- Upstairs fire door: Bids are for $7,000 and $10,000. We are trying to determine if we can remove the current door ourselves.
- Better acoustics for the Viking Room: The Swedish Club Foundation has set aside funds for this. They want us to bring on a consultant and we will reach out to a consultant we used in the past, Greenbusch.
- We are continuing to work on updating the sinks and countertops on the upstairs bathrooms to make them ADA compliant.
- Front canopy: We have asked Susan Boyle to give us recommendations on the needed repairs.
- Board members asked about the butler kitchen and whether any work is remaining. Kristine reported that only the door is left. Although a contractor had a contract with us, the contractor didn't complete the work.

Old Business

- There was no old business to report.

New Business

- Update to the Executive Director's job description – Gary Sund sent the update to Board Members. A few corrections will be made and then he will re-send to the Board.

The Meeting was adjourned at approximately 7:30 pm

Respectfully submitted, Mary Emerson, Secretary

Swedish Club Board Meeting Agenda
March 3, 2021

The meeting will be by Zoom.

6:00 – Call the meeting to order.

6:05 – Approval of minutes from Board meetings on Feb 3, 2021

Financial Report (Larry Omdal)

ED's report (Kristine Leander)

Building report (Gary Sund)

Old business

New business

- Motion to reschedule Annual Meeting from April 21 to May 19.
- Motion to accept a Land Acknowledgement statement or form a committee to do so
- Motion to select UW scholarship winner or a committee to select winner.

Adjourn meeting.

Reminders: Please remember to notify Board President Gary Sund *(garysund@ymail.com)* or 206-724-4830) before the meeting if you are unable to attend the meeting. In addition, please notify him, in writing, as soon as possible, if you want to add any items to this agenda.

If you have questions about any item in the reports sent prior to the meeting, please ask in advance. It will be easier to find the information you request if staff have time to research it.

Executive Director's Report
SC Board Meeting
March 3, 2021

Board business

- **Land Acknowledgement Statement**–Those who attended the February Members & Friends dinner learned about the historical occupation of this area by the Duwamish people. They also learned about Land Acknowledgment Statements and have probably realized, as I have, that the Swedish Club should adopt a land acknowledgment statement. See Appendix I for a description of these statements and examples of statements honoring the Duwamish Tribe.
    - We would use it on our website and in our newsletter.
    - Can we decide at the meeting on a statement for the Swedish Club or is there anyone who would like to work with me to develop one?
- **Reschedule the Annual Meeting to May 19**–The last Annual Meeting was in September. I suggest the Club move the regularly scheduled April meeting to May 19. The Nominating Committee has been delayed in their work and this gives us an eight-month year between meetings, rather than a seven-month year.
- **Landmark Status**–Our Landmark nomination is sitting on the mayor's desk, awaiting her signature before it's official**.**

Facilities

- **Swedish Finn Historical Society offices**–Their new offices are done! See Appendix II for a photo of their library.
- **New ED's office–**There are several steps yet before the ED's office is ready to be moved in to. We did receive the Landmark Board's permission to change the wall and door opening to the lobby and the north side windows. Now we must get the contractor back in to do the work and then the carpet company back in to do the carpeting. No idea how long it will take! Maybe a month? News flash: The contractor hopes to start next week.
- **Arista Catering**–Our upstairs kitchen rental client, Arista, has found another kitchen, so they are moving out this coming weekend. Malin is itching to start cleaning, painting, and refurbishing their space for our chefs' use. More than a year ago, we concluded that it was a lop-sided arrangement. They were costing us more and more in utilities, parking, and wear and tear on the building, but their rent didn't increase enough to cover it. They were set to move out a year ago when the pandemic hit. The current arrangement is that they are renting the office space that they rented all along, but no

kitchen space from us. Our chefs have needed a larger kitchen, so this is a win for us. I don't know what will need to be updated or what we'll need to replace. We'll know within a week or so.

- **Marketing the Club for rentals**–We are gearing up to market the Club for rentals, specifically for weddings. Toward that end, we are looking into purchasing a Swedish wedding crown. We used to own one, but it disappeared well before I came on board. We have discovered that there are a fair number of used Swedish wedding crowns available in Swedish online auctions, used jewelry stores, etc. We would offer it to members and/or people who got married in our building. See Appendix III.
- **Acoustical consultation for Viking and Svea Rooms**–The consultation from Greenbausch resulted in their telling us that the report they provided in 2011 still stood. Their report simply listed companies and their products. Greenbausch was unwilling to make a recommendation. Kim Myron from the Building Committee connected us with Basel Jurdy who came today (2/26) and he will get back to us with recommendations. The Swedish Club Foundation is willing to pay for it, once the Building Committee and Board decide what the solution will be.

Finances

- **New PPP funds**–Our bookkeeper Toene did a projection of salaries and I'm no longer apprehensive about having to "use up" those funds on salaries in the allotted time. We will use it up.

Food & Beverage

- **Friday Happy Hour**–Our take-out dinners continue to be popular and each week. When we offered crab cakes, we set a record for nearly 80 take-out dinner. Yes, we are repeating crab cakes in March!

Personnel

- **Employee Handbook**–I sent changes to her in early February and we are fiddling over some details.
- **New Chef**–We have hired a new Swedish chef, Carina Johnsson, to eventually work Friday lunches and every other Members & Friends dinner. For now, she's helping with Friday dinners. Ann-Margret Lightle will help us out occasionally, but she's needed at home and is unwilling to spend the time here that she used to spend.
- **Rentals Coordinator**–Chris Sisco, who has been employed as a Facilities Coordinator, will move into the Rentals Coordinator position, which became vacant when Court

Potter moved to Bellingham. It will be a challenge for Chris to see if he can find his extroverted side in order to perform in that position.

- **New Language Teacher**–Pia Nystrom has resigned, effective the end of Spring quarter. We have hired a grad student from the UW, who had already joined the Club, Karin Filipsson, to take over Pia's classes.

Programs

- **Fridays**–The option of watching a film upstairs in the dining room has been popular so we are continuing with another series in March. Film attendees are invited to buy their take-out dinner from us and take it to the dining room to eat.
- **Friday, March 5, 12, 19, 26.** Friday Dinners to go, plus films in the dining room.
- **Sunday, March 7. Swedish Pancake Breakfast to Go.** The only issue we ran into last month was the large number of last-minute orders. We hope to educate people to order early.
- **Wednesday, March 17. Members & Friends dinner program**: One of our members, Maria Mannisto, has been working with the newest musical technology to produce concerts using participants who are recording their music, which is then put together in the studio. She will describe and show us what she's been doing.
- **Saturday & Sunday, April 10 & 11**. **Loppis (Flea Market).** We are planning a Flea Market, in large part to sell the items we've found from emptying our storage areas. It will be in Stockholm Hall, the same weekend as the April pancake breakfast.
- **Saturday, June 5**. Annual Swedish Car Show.

Appendix I

Examples of Land Acknowledgment Statements

A Land Acknowledgement is a statement recognizing the traditional territory of the Indigenous people who called the land home before the arrival of settlers, and in many cases still do call the land home. Land Acknowledgements reflect the indigenous cultural practice of protocol — acknowledging and appreciating that one is on the land of another.

NOTE: This first one comes directly from the Duwamish Tribe and is my favorite. It could be amended to say that "the Swedish Club acknowledges…"

"I would like to acknowledge that we are on the traditional land of the first people of Seattle, the Duwamish People, past and present, and we honor with gratitude the land itself and the Duwamish Tribe."

My grandson's statement, which his first grade class recites each day: *We pledge to acknowledge throughout the day that we are living on the traditional and stolen territory of the Coast Salish people, specifically, the Duwamish Tribe."* He recited this at the M&F dinner.

"On behalf of Seattle Central College, I acknowledge the land on which we stand today as the traditional home of the Coast Salish people, the traditional home of all tribes and bands within the Duwamish, Suquamish, Tulalip and Muckleshoot nations. Without them, we would not have access to this gathering and to this dialogue. I ask that we take this opportunity to thank the original caretakers of this land who are still here."

"United Way of King County acknowledges that we work on the unceded, traditional land of the Coast Salish Peoples, specifically the first people of Seattle, the Duwamish People past and present. We honor with gratitude the land itself and the Duwamish Tribe."

Quoting a UW employee: *"Land acknowledgements are very common at the UW in email signature lines and at the beginning of meetings or conferences. We don't have one standard one, but here are a few that I found on our website or in people's email that you could modify a bit."*

> "We acknowledge the ancestral homelands of those who walked here before us and those who still walk here, keeping in mind the integrity of this territory where area Native peoples identify as the Duwamish, Suquamish, Snoqualmie, and Puyallup, as well

as the tribes of the Muckleshoot, Tulalip, other Coast Salish peoples, and their descendants."

"The University of Washington acknowledges the Coast Salish peoples of this land, the land which touches the shared waters of all tribes and bands within the Duwamish, Puyallup, Suquamish, Tulalip and Muckleshoot nations."

I acknowledge the land I sit and occupy today as the traditional home of the Duwamish, Tulalip, Muckleshoot, and Suquamish tribal nations. Without them I would not have access to this working, teaching, and learning environment. I take the opportunity to thank the original caretakers of this land who are still here.

"We would like to acknowledge that we are on the ancestral lands and traditional territories of the Puget Sound Coast Salish People."

"We acknowledge that we live and study on the ancestral lands of the Duwamish Tribe, the People of the Inside. We honor with gratitude the land itself and the Duwamish People."

"The Burke Museum stands on the lands of the Coast Salish Peoples, whose ancestors resided here since time immemorial. Many Indigenous peoples thrive in this place—alive and strong."

"We acknowledge the people – past, present, and future – of the Dkhw'Duw'Absh, the Duwamish Tribe, the Muckleshoot Tribe, and other tribes on whose traditional lands we study and work."

Appendix II
New Swede-Finn Library



This is the new Swede Finn Historical Society's library in the former storage area (which prior to that, was a hat and coat check room.) Once the cabinets were removed, it's surprising how large the room is.

Appendix II
An example of a Swedish wedding crown

