

## 2022 – My Year in Purgatory

### JANUARY 2023 POST SCRIPT

*Over one year ago at a January 18<sup>th</sup> one-on-one meeting between Kristine and I, I said to her, “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 shared with her what I felt my strengths were, but also made a request to 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.”<sup>1</sup>*

*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.”*

*From my perspective Kristine has continued apace to do in 2022 what I felt she had been doing in 2020, 2021, getting her digs in at me clearly related to Lars, the relationship I had with him, and marginalizing and putting me down as a member and then as an employee of the Swedish Club by whatever means were in her control.*

— Elizabeth Campbell  
January 2023

### Previously In 2021

I realize over time now that this woman, and others, Kristine Leander, she is the executive director – had been meddling in a personal relationship I was having with a man who also is a member of the club, Lars Matthiesen – that went on from October, 2020 through to December, 2021; and since then she has continued to stick it to me along with other women members; that's one item – I am both a member of the club and an employee by the way.

In 2021 Spring and Summer it was about the national origin – they would not hire me – look, not ever consider me for employment – because I was not Swedish – that is a real thing for them. Then in August that changed to I was disabled, I have mobility disability, walk with a limp. I was told to not even to think about applying for one of the two jobs I was well qualified for – one of which I had been doing as a volunteer. She told me I could not do those jobs. Then when they did hire me in November, 11/24/21 – they snatched me up in a moment like literally the same day when I initially volunteered to make meat and cheese trays. By then I had done a lot of food items that I shared with them, but I'm not sure that tipped things for me – it was more of some change in what they were doing, needed; they use people terribly at this place.

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December 20, 2021

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<sup>1</sup> The latter, the “break” that I was referencing was the fact that I did not charge the Swedish Club for all my hours worked. I underreported my hours in order to give the Swedish Club a money break, I felt that was one way for me to make my contribution to the Club as a member.

## Sample borscht

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Then the head chef and the next chef in line quit December 14<sup>th</sup>. They walked out with two day notice – they hated Kristine, the one gal had been at the SC for 10 years by that time – I was put in her position for about three weeks to carry out a main dinner for New Years, and then I was kicked to the curb big time – like I had done nothing.

## January 2022

Kristine's inserting herself into my personal life and my post Lars recovery process continued on in 2022. And I have never felt that the marginalization of me, which turned into isolating me, has ever ceased. There would be times when it seemed that Kristine's oppositional stance towards me might be in abeyance, but inevitably it reared its head and returned.

### December hires Lily

Since December 14<sup>th</sup> when Malin gave her two days notice and Kristine asked me if I would lead the planning, cooking, and serving of the New Year's Day dinner I had been hoping that would lead to my stepping into Malin's place, working as both a food service manager and as a part time chef. Over 2021 I just felt that the quality and variety of the food could be so much better as well as the general service of it could be improved. For awhile in between March and June that seemed to be the direction things were heading, that I would have a place in the Kitchen where I could assist Malin in that regard but it never happened.<sup>2</sup>

From my perspective the New Year's dinner was my chance to shine and demonstrate to Kristine the level of cooking and management skills that I have.

### Shining – New Year's Eve Dinner

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Events of First part of January – NYE  
Lily assigning RC to the honors  
his dinners

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<sup>2</sup> See document

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**January 14, 2022**

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**Dessert – Chili Infused Chocolate Cake**



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**January 14, 2022 Dinner**



**January 18, 2022, Kristine and I Have A Conversation**

Kristine continued to bring Judy up to me even after I had the break with Lars on December 17<sup>th</sup>. She brought her up on January 18, 2022 at a hastily called meeting.

The meeting was very last minute, I only learned about it two hours before it was held. As I recall, Kristine, Anis, RC, Wendy Clark, possibly – Gabe and Jared O’Connell, and myself are the meeting attendees:

From: Kristine Leander <[kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org)>

Sent: Tuesday, January 18, 2022 9:47:14 AM

To: [snocofo@gmail.com](mailto:snocofo@gmail.com) <[snocofo@gmail.com](mailto:snocofo@gmail.com)>; Elizabeth Campbell<[neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)>

Cc: Anis Rahman <[anis@swedishclubnw.org](mailto:anis@swedishclubnw.org)>

Subject: Re: Wednesday's Members' Dinner

Can you be around today to meet? Thanks  
You name the time. Again, thanks  
Kristine

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>  
Date: Tue, Jan 18, 2022 at 9:58 AM  
Subject: Re: Wednesday's Members' Dinner  
To: Kristine Leander <kristine@swedishclubnw.org>

Kristine,  
I am available to be at the Swedish Club at 10:45 this morning. Does that work?

In retrospect the meeting was a panicked response by Kristine, after the successful New Year's Event dinner I had put together she went on to have a pretty close to epic failed dinner on January 14<sup>th</sup> for the dinner that she had put RC in charge of. I believe after that Kristine called the meeting for a couple of reasons. The most plausible reasons were, a) after RC's shock January 14<sup>th</sup> poorly prepared and run meal,<sup>3</sup> and after b) Lily's even more shocking public display in how poorly she had done her job as Kitchen Coordinator (the person Kristine had extolled was going to do that great job), after how terribly Lily had treated Julie Pheasant Albright the night of the 14<sup>th</sup>, insolently and condescendingly dressing her down; then when she had done that, Lily sitting at the cashier's table and wolfing down her dinner in front of everyone, and next, after Lily up and quit of the next Monday, the 17<sup>th</sup>, that's when Kristine was casting about for a Plan B solution. But it did not include me. Despite having successfully done the thing that Kristine would ask her next chef candidate do in March – prepare and and serve a Friday dinner for the Swedish Club, I had done that and passed with flying colors.<sup>1</sup> But Kristine would have nothing to do with me planning and cooking another main meal at this point in time.

The other reason I believe the meeting was called, it was really to pave the way for Kristine to install Arista as the provider for most if not all of the Club's meals. It was one of her setups - Over time this has become apparent - it is always true. Kristine is always working out some plan, scheme, but rarely in a forthright manner.

In this instance, how she deals with or works her treatment of employees – Kristine does not reveal or tell the whole story about many things. My observation is she works in the background to undermine or replace staff that displeases her, in this case RC. He had made major errors relying on his cooking and conduct of the January 14<sup>th</sup> meal and so Kristine clearly had promptly contacted John Morovich, the owner of Arista Catering to see what she needed to do to turn RC out to pasture.

Morovich as I came to learn, *is Kristine's close ally and friend*, another one of these dominant males I feel she caters to. I believe the Swedish Club record is replete with instances and information that establishes Kristine's deferential behavior to certain males, but in this case to John over the life of Arista's lease and even afterwards.

Kristine continued her deferential behavior towards John related to the small office rental arrangements she made with him, and then on to the ensuing catering services Arista provided from February 4<sup>th</sup> through May 6<sup>th</sup>, all to the absolute detriment of the Swedish Club – in terms of lost dollars and lost

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<sup>3</sup> RC's January 14<sup>th</sup> 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.

good will, damage to the Swedish Club brand.<sup>4</sup>

At the January 18<sup>th</sup> meeting Kristine claimed to us that Arista was an “option” she might invoke – but in retrospect I do not believe that. Over time it has turned out that when it comes to something involving Arista that Kristine acts are informed by that 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 18<sup>th</sup> and certainly after – to this day, December 5, 2022. And, as with this and so many decisions and things that go on at the Swedish Club – I’ve find out later that rather than them being the “possibilities” that Kristine claims they are – the claims of possibilities are really the hints of the defacto things she has done. It’s after that the reveal and defend strategy of Kristine follows.

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 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.

It was after the main part of the employee meeting, everyone had left. We were still in the library, we rearranged out seating so that we were in proximity to one another. We started talking about the matter of Kristine not giving me credit or a job title that was commensurate with what had been bestowed on my predecessors in the Swedish Club kitchen, that of “Chef”. She had given it to every housewife before me. But not me.

I remember what the first thing she said to me was, going with the story, “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,<sup>5</sup> 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.”

Then Kristine changed the subject and the thrust of her commentary – digging into me – she said, “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 December 2021 to January 18, 2022.

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<sup>4</sup> On April 5, 2022 I mentioned this very thing to Kristine, her apparent favoritism in John’s/Arista’s regard, “Based on your remarks over time that I have heard, it sounds like Arista has consistently relied upon your giving them a break, time after time, whether it be for late or missed rent, forgiven rent, broken premises, disruption of a variety of Swedish Club situations, apparently this has gone on for years. So now they are in a situation where at best, they are producing food, any food, to fill a severe gap. I feel that’s the best that can be said.”

Source: Campbell, Elizabeth. “Re: Reply Thinking Ahead Placeholder.” Gmail. Tue, Apr 5, 2022 at 7:31 PM

<sup>5</sup> 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.

I asked Kristine, “The enemies are who?” I knew. I had been trying to put it together for a month, but I felt 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.” Lightning strikes, there it was, I got it. 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, another story, Kristine said, “We have used people's names if they bring a Swedish name to it.”

So 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, and by now I wasn’t under any misconceptions about how things worked at the Swedish Club, it all had been consistent with how Kristine operated.

To Lars and his harassment M.O., he had told me about it just a few months-ago. It 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.<sup>6</sup> And now unfortunately I was one of his targets, *and his proxies’ target*.

I will say at that point I realized more than ever that I had been right to follow my instincts about what had been going on with Kristine, Kristine had been targeting me, even on her own. My requesting that the Club institute an anti-harassment policy a couple of weeks earlier both put at least the board on notice and I mistakenly thought it would set some kind of standard of behavior, possibly protection against hostile behavior. The latter did not hold true in the end however.

I thought in the moment about how I believed Kristine had been treating me dismissively as an employee since Malin had left,<sup>7</sup> up to that point in time on January 18<sup>th</sup>, but I did not believe the dismissive and marginalizing treatment going on was all about my not having a “Swedish name.” The main factor that I believed then and now working against me was about the influence of Lars and his “camp,”<sup>8</sup> which includes Kristine. That became the sexual harassment dynamics, the cold, hard aspect of my existence as a member and an employee at the Swedish Club.

So I said to Kristine on January 18th, “I knew that's what you were doing. I don't appreciate it and I knew darn well that’s what you were doing, darn well, that's why you won't put my name on anything.<sup>9</sup> And it's not fair, that's not right. That's just disrespectful to me. I’m not some little fly by night.”

I also addressed during the meeting with Kristine the “Swedish name” slight. I remember saying to her, “I've really prepared and served one of your perfect dinners,<sup>[10]</sup> and you're acting like I am nothing. I

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<sup>6</sup> See Marianne Stecher Hansen chapter.

<sup>7</sup> And personally.

<sup>8</sup> The “Lar’s camp” solidly includes Judy Cooper, Sonja Richter, Karen Choyce, Jan Sullivan (w/ Bob Erickson), Chris Jones, Nancy (to a small degree), Monica Schilling, but more importantly, *in no small part* it includes Kristine Leander.

<sup>9</sup> Not “using my name” has had two purposes to it at the Swedish Club. One, not using my name was done to me in order to not offend the individuals that are the “enemies” that Kristine was talking about on the 18<sup>th</sup> of January, two, not using my name because it is not a Swedish name, neither “Elizabeth” or “Campbell”, have a clear Swedish cachet associated with them is part of the quite institutionalized bias at the Swedish Club against real or perceived inauthentic or nonSwedish individuals, practices, or activities.

<sup>10</sup> Until the January 7, 2022 dinner I managed, for months in 2021 the dinners had been late, and had had problems related to the presentation and quality of the food.

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 Carina did.”

Kristine wanted to know what I was talking about, she claimed ignorance.

I continued, “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 three parts.”

I broke it down further to Kristine, one, “Well, what happened? We got here because it does have implications in 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 2021,<sup>11</sup> “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!”

Two, 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 volunteered. I've showed up at so many things and given them my time and committed to being a good 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.”<sup>12</sup>

The third item I brought up to Kristine was that she didn't put me to good use, “So you don't use me as a good resource on some of this.” For example, I mentioned a recent discussion we had about event setup details, I said, “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 her last week, along with the fact that I had also shared with her that I felt there was resistance my some in the staff to carry out things that she asked her employees to do, including I said, “That's where the recently departed Lily got into her problems because nobody is in charge of anything.”

I continued setting out what I felt what should be concerns about how the Swedish Club functioned, “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 also

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<sup>11</sup> March 17, 2021 at the Swedish Club

<sup>12</sup> See Elizabeth Campbell Participation Log, September 2020 to April 2022

[https://drive.google.com/file/d/1JfXk2mqtW8PZkBaAF\\_pK5Dg0ZSSJ2RsG/view?usp=drivesdk](https://drive.google.com/file/d/1JfXk2mqtW8PZkBaAF_pK5Dg0ZSSJ2RsG/view?usp=drivesdk)

factor in, that you tend to focus on with your decisions. That I'm not able to do something because of that.”

I then returned the conversation focus back to how I felt Lars had been behind her marginalizing me, and questioned her about why she had been reprimanding me about my relationship with Lars, but had not put any focus on him and his antics at the Swedish Club. For his years of inappropriate behavior. I said, “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. 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 another man had been taken to task for his inappropriate behavior towards women members – at the July 19, 2021 Membership Committee meeting most of the discussion at the meeting was about removing this man for a number of reasons, particularly his sexist behavior towards the women. At the meeting Kristine told us he directly made sexist comments to multiple women members when he attended dinners.<sup>13</sup> The matter was referred to the Club’s attorney Vi Reno.) I continued to talk to Kristine about Lars and his years of disruptions and disagreements with certain members, his treating the Swedish Club like his personal sexual hunting ground, “I've thought about this a lot, he's just been a sexual predator here this whole time for the last however many years he's been a member, and I have come to the conclusion about Lars, is who hasn't Lars tried to seduce or seduced?” I also said to her, “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 went on to say to Kristine on the 18<sup>th</sup>, “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.”

I'm trying to be positive, sharing my perspective on problem solving at the Swedish Club on the 18<sup>th</sup> 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

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<sup>13</sup> I always thought it was ironic and improper for Vi Reno, attorney to be passing judgment on men hitting on and accosting women at the Swedish Club.

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 had it not been for my intervention, checking on what RC's plan was, that he would have gone on made the meal for the next week as opposed to the one that was on the menu for this week/day.<sup>ii</sup>

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, 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.”<sup>14</sup>

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

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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.”

I cast about again for opportunities to do more to help with the food services, including I offered to be the Sunday pancake boss, she had been having trouble finding someone to fill that spot. The final thing we talked about on the 18<sup>th</sup>.

That part of the conversation went like this:  
pancake breakfast? So Lily was supposed to head that up.

00:21:20 Kristine Leander

Well, she's not going to now so I don't know yet there's a woman named Desiree Gobel who was supposed to take it on, Desiree has transportation problems, so I was trying to hire someone who would take that on, but it'll have to fall back to to Desiree.

00:21:40 Elizabeth Campbell

So what do they have to do what? does the pancake person do as coordinators?

The pancake boss man knows the flow of things and as volunteers come in, she makes sure that all the roles are filled with volunteers, most volunteers know.

What they're?

Doing a few come in.

You know 'cause they've just heard about it.

They want to.

Help so it's a matter of using the volunteers. And then making decisions of oh, gosh, we had this huge influx of people, do we need to make more batter or? Bob Blair has done it for years. He doesn't want to do it anymore and I don't like he's done so well, why?

00:22:44 Elizabeth Campbell

Why don't you train me to do that and let me do the pancake breakfast. I think I could do a good job of it if he's still around, I read his book, that's pretty good.

Kristine's reply was a non-starter, I could tell. She said, "I will talk to Desiree about it." Of course I heard nothing after that in terms of my being under any consideration for managing the pancake breakfast. Instead for the rest of the year I would hear one of two things, often, that she couldn't find anyone to do the job, and then multiple people that she hired for the job:

Lily Wright

Faith

Tom Perricone

Pat McDonagle

*I have shared my above sentiments and outlook on the Club and on Kristine, with Kristine, both before and after the January 18<sup>th</sup> 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 date, November 2022.*

After the meeting on January 18<sup>th</sup> I continued to make the desserts for January's meals.

### **January 19, 2022**

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#### **Budapest Roll Members Dinner**



#### **2<sup>nd</sup> RC Dinner**

#### **January 19, 2022 M&F Dinner – RC in Charge**

Chicken Piccata – no sauce, dinner was late. Five minutes after six when dinner was to be served Kristine told everyone that the chicken was put on the wrong burner so it was being cooked now.

#### **January 21, 2022 Dinner**

Two Days Later, January 20, 2022

On January 20, 2022 Kristine had a lunch appointment just after noon time with Judy Cooper, Lorelei Stevens, and the Wahlquist's at the Arnie's restaurant in Edmonds. The purpose of the meeting was to

develop a Swedish Club relationship with Lorelei as part of Kristine's ongoing efforts to get rid of the Club's treasurer, Larry Omdahl. By that time she had railed to me and others often how she couldn't stand his presence at board meetings.<sup>15</sup> Lorelei was to be set in his place.

I had suggested to Kristine that she do something like that, take Lorelei to lunch, to schmooze her, because Lorelei was not quite sure about taking on the treasurer position.

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The backstory to what had been going on that had led to the lunch meeting was this, I wrote a text message about it to my daughter, Candy Martin, "I am the one that introduced Lorelei to the club, and she is going to be the treasurer. They have been desperate to get someone to do that. Well, I suggested Lorelei to Kristine, I coached Kristine a little to reach out to Lorelei because Lorelei is super qualified to do that job."<sup>16</sup>

I also noted to Candy, "I think Lorelei will ascend to her position and then they'll close ranks around her and they'll try to freeze me out. They know we're friends but the reality after Lars is I feel friendship just means nothing. Zero. So I expect that's what'll happen - I just think somethings off, they are just desperate to get a treasurer - I think there are some odd things going on with the money and this is Kristine's game, she only wants people that agree with her that don't ask questions. Judy is one of them. Lorelei won't ask questions - but I'm sure they have her pegged as someone they can work."<sup>17</sup>

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At the the over hour long lunch Kristine and Judy asked Lorelei about her business qualifications, about the successful financial note trading business she had run for decades. Topics discussed between them also included the nature and scope of Swedish Club treasurer activities they had in mind for Lorelei. They said it as a very minimal activity type of job. Kristine and Judy also talked about whether the Swedish Club should get an audit. Donors often want an audit before they donate. Judy insisted that the Swedish Club is not big enough for an audit and it would be too expensive.

After the lunch was over everyone went outside to their cars. Kristine made a detour and decided to buttonhole Lorelei before she left. Without any prefacing comments Kristine asked Lorelei, how did Lorelei know me! Even though she was somewhat taken aback by Kristine's bold inquiry, Lorelei referenced a \$4 Million trusteeship involving a West Seattle businessman that she had managed jointly with me for a short time in 2015. After that I managed it through to November 2016.

When Lorelei told her that, Kristine immediately wanted to know if the man in question had been my boyfriend. Lorelei said no. Lorelei thought about Kristine's inquiries into my personal life, she wondered why Kristine had asked her about that.

I have wondered myself, Kristine's inquiry exceeded the bounds of relevancy to the Swedish Club treasurer job, and moreover was way out of context for what had just transpired, a business lunch.

Lorelei has observed that Kristine did not seem entirely satisfied with the information she had received but Kristine dropped the conversation and went on her way.

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<sup>15</sup> Statement to Lars

<sup>16</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Feb 25, 2022, 9:28 PM.

<sup>17</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Feb 25, 2022, 9:28 PM.

**January 21, 2022**

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**Cheesecake**

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**January 25, 2022 Email**

Kristine sent out a notice to the members that one of the meatball recipes would be repeated, “Feb 4: We didn’t give Marcus Samuelsson’s recipe a good trial, so we’re repeating it.”

The truth was Kristine had hoped that the Marcus Samuelsson’s meatballs would be the meatball contest winner but RC’s rendition of them on January 14<sup>th</sup> had if nothing else killed that possibility - It wasn’t that they didn’t have a good trial - it was that despite all indications to the contrary that it was a good idea, Kristine continued to let RC carry on as the lead chef with no oversight.

**January 26, 2022** I sent an email out to Kristine to let her know that I had two cakes in the oven that I could bring to our meeting on 1/27 for Wendy’s birthday. I was not paid for these cakes, it was something I made on my own time and dime. I was generously contributing to the Swedish Club family – that’s how I thought things worked – I liked doing that.

**January 27, 2022**

Served the cakes, the chocolate chili infused cake and the kladdkaka to the staff working that day.

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**Samples - Cakes**



**January 28, 2022**

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**Kladdkaka w/ Ganache**

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**January 28, 2022 – Friday Dinner – RC in charge**

Dinner – the burned meatball dinner

Note to Birgit Ages: “Wanted to let you know - I got up to see what was happening - I could tell they were in trouble with the dinner service – I asked Kristine if I could help, she emphatically said yes and thanked me. I ended up making the salads b/c they had not been made - and the shrimp was still frozen.”



In order to cover up that the meatballs were burned Kristine had RC go get some gravy, pour it on the meatballs and then also sent him to get some of Malin's months old meatballs out of the freezer and then heat them up and add them to the burned meatballs.

## **January 31, 2022**

Hi Kristine,

I see the note in the email blast about the repeat - is that to deal with the massive amount of meatballs that were made last week?

I was shocked this morning when we were checking to see how much gravy was frozen to see that many bags of "extra" meatballs that had been made last week. Not to mention that is meatballs that we have in addition to the ones left over from Malin last year.

I spent time with RC going through each of his dishes to be sure where things were heading. I can be wrong, I'm willing to hear things out - but my calculations for the breadcrumbs was not wrong, I said 50 grams, RC claimed that the bread crumbs for the recipe were really 112 grams; after the meeting we went downstairs to the kitchen weigh bread crumbs. Even with RC struggling I felt to get as many grams as he could into the measuring cup at the less than 50% mark to establish that his bread crumb weight measurement calculations were correct - he could only come up with 62 grams.

So no contest, but this goes to the concern I have, he does need some direction and oversight because he is not the experienced cook, he is doing fine - but, things like today, his wanting to add sliced pears to a shrimp salad for example, or some of the other things he was thinking of - having or not having - need gentle corrections.

I shared with him - some of the things I talk with him about they are to assist him or to give him some insight as to why he might do things a certain way or not. His response is to often invoke Malin or Carina - they did something a certain way, he watched them do it - However I remarked that neither Malin nor Carina are here anymore, RC said - "Malin never measured anything" as if that was a good thing, my response was yes, "Malin never measured anything, and the freezers are full of food and the wasted food are testament to that." Which they are.

RC actually was not done a favor in some respects via some less than productive things he learned from Malin and Carina. Bless their souls and we shall not speak ill of the "dead" but these are the people that in the end did not hold the Swedish Club in good stead through their actions.

I mentioned to RC also - some things I suggest are to help him with his time management challenges. He has both deadlines and then a personal time budget of his own to work with. If he wears himself out or runs the clock out with extraneous or unnecessary steps, lack of foresight, or planning, then that's when time deadlines are not met. RC insisted that he could handle it all, however I gently noted that he was scrambling at the end of Friday - he had Gabe and Jared helping him, and he conceded that he had a lot of trouble meeting the deadline.

I thought that was a good direction you gave him that he should be prepared by 5:00 when the Arista program is in place b/c they are not going to want to do a bunch of corniness with production and setup, and things not being ready.

As always - things are going to waste - the refrigerator in particular has to be the food menu guide at some level - it contains the things that are "going goodbye" marching to an expiration date. You may think that I am running a one note in that regard - however the solution is not to just put everything in the freezer and then throw it away some other day - which is slowly what is transpiring over time.

There is a fair amount for example of meats and cheeses which should have been, from Malin's tenure, are heading to the freezer, where they lose some of their quality and in the end sit around for a considerable amount of time before they end up being used.

The matter of the delay in the lighting of the cold case not being fixed for over a month now even has contributed to the food retention challenges. Products were purchased on the basis that the cold case was functional - it works from a temperature standpoint - it holds the food cold in it - it was the lighting that did not work. The lighting is necessary to show case the food that will be offered in the bar.

February 4

February 11

RC goes on and trashes additional meals – Arista is installed – insert Arista comments

## February 2022

**February 4, 2022**

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**Lemon Meringue Tarts**



**February, 2022**

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**Samples – Honey Roasted Pears, Shrimp Salad, Salad Dressings**

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**February 11, 2022**

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**Dessert – Chili Infused Chocolate Cake w/ Marzipan Peppers**

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**Arista Burning Love Mess**



**February 15, 2022**

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**Small Smørrebrød – Private SC Meeting**



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February 16, 2022

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Salad – Shrimp Side Salad

Dessert – Honey Roasted Pears



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February 18, 2022

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<b>Dessert – Spice Cake w/ Lingonberry Cream Cheese Icing and Lingonberry Sauce</b>	<b>Salad Dressings – House Creamy Horseradish</b>
 	 

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Arista – Rotten Potatoes  
Quiche Dinner



**HELP WANTED – FOOD SERVICE MANAGER/CHEF**

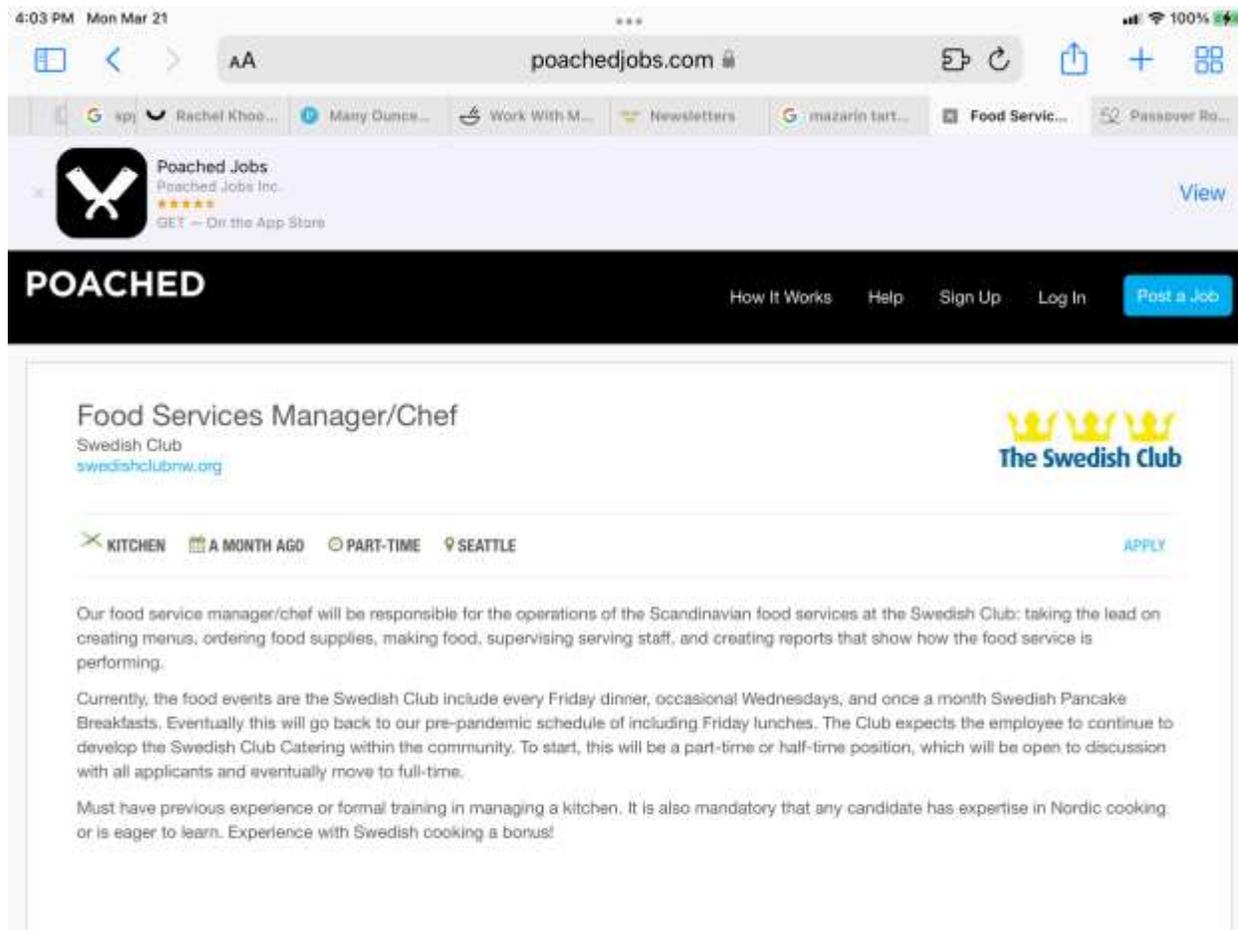
**Help Wanted – Food Service Manager/Chef**

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 meeting notes, “Indeed is current agency.”<sup>18</sup>

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<sup>18</sup> Campbell, Elizabeth. “SC Food Comm 2-20-22 [sic]” February 21, 2022. EAC Food Committee Meeting Notes.

I looked at the Poached FSM ad in February. I did not take a screenshot of it until the 21<sup>st</sup> of March, it looked the same in March as what I remember it looking like in February:



Note RE Poached's ad reference: "A MONTH AGO" = February 21, 2022 approximate

March 2022

On March 2, 2022 Kristine described her FSM/Chef job search activities in her executive director report to the Swedish Club Board. She wrote:

"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 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."<sup>19</sup>

<sup>19</sup> Leander, Kristine. "Executive Director's Report SC Board Meeting March 2, 2022". March 2, 2022.

By March 14<sup>th</sup> it was very clear that Arista's meals were of sub par quality, that the food at the Swedish Club was going downhill – we had a special dinner coming up, seafood lasagna, and I thought it would be better if we made it in-house. That way we could control what was going into it, not cheap ingredients like what Arista had been doing, and control the palatability, food quality of it – which Arista's food had been sorely lacking in.

I sent Kristine an email on March 14<sup>th</sup> about all of that and asked her if RC and I could make the seafood lasagna. I also shared with her that I thought RC 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

In person Kristine told me "No." She said she was sticking with Arista.

#### Who Is Authorized to Make Semla Buns?

In spite of everything going on with Kristine I'm trying to rally and contribute positivity and value to the Swedish Club. After the New Year's Eve dinner there were about three dozen cardamom rolls leftover. I had asked Kristine about using them for successive dinners after that but she said no. She said to freeze

them. She said they could be used later on to make semla buns. Semla buns (singular), Semlor (plural) are a seasonal pastry that accompanies the Lenten season. They are made using cardamom buns, a patch of the top of the bun is sliced off, the insides are hollowed out, filled with a Marzipan cream filling, whipped cream is piped on top of that, the sliced off top is put back on over the mound of whipping cream, and the whole concoction is sprinkled with powder sugar.

I asked Kristine at the time, mid-January 2022, how were the semla buns made. I had forgotten about my first semla bun Malin had given me on February 26, 2021. But I asked her, was it something I could make? Kristine made it a firm “No!” She said in no uncertain terms to me, that *no one* at the Club would eat a semla bun unless a Swedish person made them! *Kristine’s exact statement.*

Shock registered in my brain when she said that. It was still there, alive and well, a year later after she had made it clear in the Spring, Summer, and Fall of 2021 about the sentiments underlying how things operate at the Swedish Club - that only-Swedish-people-can-do certain-things-at-the-Club bias, and in the case of cooking – only Swedish people could be the cooks! It was still alive and well and being decreed, practiced, and enforced by Kristine in 2022.

I wrote my daughter, Candy Martin, about Kristine’s semla bun response to me and in general how Kristine seemed to be always working to manipulate things, “Kristine made a big thing about the semlor buns. Now none are being made. I have found she is spinning all the time. She is very adept at it.”<sup>20</sup>

Despite Kristine’s bucket of cold water being dumped on the Semla bun opportunity I persevered on. I had been researching how they were made, their literal and cultural history in Sweden and in Scandinavia in general. Especially I had looked it up to see if there was some restriction on “who” could make a Semla bun, was it only Swedish people like Kristine had said? No, there were no cultural restrictions.

I had done a lot of research about all the permutations of Semla, looked through dozens of recipes, looked through lots of pictures of them, so I picked what I thought was the best of all versions and proceeded to make my first batch of Semlor on Sunday, March 6, 2022.



On Monday, March 7, 2022, I broached the subject of making the Semla buns again to Kristine, I took a sample of my semla buns to Kristine. She tried one and said – they were perfect. I was shocked! Pleasantly so, but it just made me wonder about these false or unnecessary things that went on at the

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<sup>20</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Sat, Mar 5, 2022, 7:43 AM

Swedish Club, curated and cultivated by Kristine. Kristine's Semla legend, that only real Swedish people could make them.

She gave her blessing for me to make them for the Cub, I was to start with the next Friday, and the rest is Semla history for the time being at least. As the big day dawned I noted to my daughter, "I'm getting ready for my big 'Swedish' debut. The Semla buns. I wonder what my Swedish Norwegian ancestors would say? We never ate those! [when I was a child] It should be a no fail. Putting whipping cream and sugary filling on a fresh baked anything probably is always successful."<sup>21</sup>

On March 9, 2022 I sent Kristine four screen shots of some Facebook pictures I had seen on a Facebook post for the Leif Erickson Lodge. It was part of short, general non-work related conversations Kristine and I had from time to time.



The pictures I sent her were from the Facebook page of the Leif Erickson Lodge in Ballard, they were from a dinner that had been held that night at the Lodge. I had noticed the general array of people at the event and the food they were serving and saw how it contrasted with the Swedish Club's. I thought it would be a fun, relationship building opportunity with Kristine.

One of the pictures I sent Kristine was of the Leif Erickson members lining up to get food. I sent that and the other pics to Kristine with the note, "Post from tonight. I think our food, place, and people look better."

An hour later Kristine wrote me with the comment, "Hmmm, interesting! I think I see Judy Cooper in the lineup." I was like ?? I wondered why Kristine would bring Judy up to me? I had sent her the picture as an olive branch building offer and because it showed the food service lineup at Leif Erickson, how they were doing it. It had zero to do with who was in attendance. I went back and looked at the pictures – in the one picture of the lineup of guests I saw at the very end of the line, yes, Judy was there, but she was practically obscured in the picture.

I had not examined the picture in any depth before I sent it, I hadn't thought anything about Judy being there, and yet Kristine brought her up to me. This was still a sensitive subject.

It just was more distress to me. I was still trying to recover over the heartbreak of the whole Lars thing and was trying to navigate some trying things going on with Kristine, her vituperative way of treating me as a member and as an employee. I didn't need reminders either about Kristine's Judy Cooper boogeyman cinders she was heaping on my head.

By this point in time Kristine had for the better part of a year and a half kept Judy Cooper front and center in her cross hairs with me and negatively referenced Lars if nothing else by inference and implication. Her campaign in that regard was draining and demoralizing. I was in heartbreak recovery, I didn't need Kristine doing what I thought she was doing, piling on the Lars and Judy opprobrium. And as

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<sup>21</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Mar 11, 2022, 7:27 AM

for my job – my career prospects at the Club – it’s summed up by this saying – “Abandon hope all ye who enter in.”

#### Laboring In Vain – No Danish People Need Apply

On March 10<sup>th</sup> I sent out an email that had two attachments, one was a [Swedish Club event planning calendar](#) I had compiled, it included Scandinavian and American holidays, along with the regular Swedish Club dinner and event schedule for 2022. The second item was a [dessert and menu planning guide](#) that showed what had been served from the beginning of 2022 to the then even date of March 10<sup>th</sup>. The latter guide then could be used from there on out to plan meals including on the basis of seeing what had already been served for meals and desserts.

I was inspired to create the calendar because in the previous Food Committee meeting with Judith Dern and Lori Ann Reinhall, Kristine and I, Lori Ann and Judith had wondered what Nordic holidays there might be that could be used to create and plan an event or dinner for at the Club. The discussion between Judith, Lori Ann, Kristine and I was basically, asking each other, “what holiday or Swedish Club event is next?”. Our conversation had made me think, the Club and the employees, the executive director, we needed to have some kind of event calendar that could be followed that would include the Scandinavian holidays, that could be used to suggest events or meals that could be planned for the Swedish Club members.

What I had in mind – I felt it was an entirely doable project, to use Excel and create a master calendar for the Club – one that combined Scandinavian and American holidays and had the Swedish Club’s regularly calendared events interspersed into it.

And I was prompted to create the second item, the dessert and meal guide because it would allow us to keep track of what we had served, and then be a central place to plug in future meals as they were planned and scheduled.

I worked on both of those things for hours, for well over a week. I was not on the clock, I did the work for free. My motivation was I wanted to make things better, easier at the Club, better in the food department in particular. I thought it would be a useful tool with the events people even, Wendy and Chris, maybe help them with event ideas for their job.

When I was finished, it had been a pretty intensive effort for me to get it all together, time-wise and thought-wise. I sent the calendar/menu planning documents to Kristine and the other committee members, Judith Dern and Lori Ann Reinhall. I hoped they would especially find my calendar and menu planning effort useful:

#### [Email #1](#)

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>  
Date: Thu, Mar 10, 2022 at 9:10 AM  
Subject: Mtg Notes, Calendar, Excel Menu Planning Sheet  
To: <kristine@swedishclubnw.org>, <loriann@na-weekly.com>, <jhsdern@gmail.com>

Good Morning,

Attached are 1. my notes from our prior meeting; 2. I created a calendar that combines Scandinavian holidays and celebrations with SC food and events and US

holidays; 3. An Excel spreadsheet I use to both track the prior food items that have been served since the first of this year, the current food items we have committed to through March, and then where the cells are blank - those are the main opportunities for menu planning.

The spreadsheet for the rest of the year after March has the basic dates/events penciled in, those are the Friday and Member and Friends dinners; Abba Night is shown, that menu is set - but other than that any events can be added to the spreadsheet as new line items.

I envisioned the calendar as a central document that could be used by all the departments and people in the Club, where they could go to and see what is coming up in terms of holidays and celebrations.

Best Regards,  
Elizabeth

And then I received Kristine's response:

[Email #2](#)

From: **Kristine Leander** <kristine@swedishclubnw.org>  
Date: Thu, Mar 10, 2022 at 11:07 AM  
Subject: RE: Mtg Notes, Calendar, Excel Menu Planning Sheet  
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, loriann@na-weekly.com <loriann@na-weekly.com>, jhsdern@gmail.com <jhsdern@gmail.com>

Hi and thanks,

**It's helpful, but your Danish bias is coming through! (And it's distracting.)** Some of the holidays that you have labeled as Danish are celebrated by Swedes and Norwegians too. Lori Ann and Judith, what are your thoughts? I'd prefer to lose the Danish and Norwegian aspects of the calendar unless we can find someone who can correctly nominate the Swedish holidays.

Otherwise, it's helpful. Thank you.

Kristine

[Emphasis added.]

It was another shock to my system when I read what Kristine wrote! "Danish bias!" Where had that come from? It was absolutely triggering, and the first sentence and the associated anti-Danish sentiments was a clear reference to my relationship to Lars.

*In the bargain, I was crestfallen!*

After the massive number of hours I had put into the calendar and menu planner that I thought would be a big help towards organizing things and making things simpler, it was disappointing to have it all

dismissed by Kristine. And more so she had done it in front of my food committee colleagues, people that were well respected in their fields.

The work I had done on my kitchen and event planner spreadsheets was a Swedish Club labor of love. I absolutely felt in the moment and later that Kristine's comments were dismissive, negative, but definitely intended to be a reminder about Lars, a dig about his and my former relationship. And as usual – it was about delivering another spike in me. By this time, I was coming to realize that was not an unusual way for Kristine to do things where I was concerned. It was really dragging on me and demoralizing.

Kristine's comments in the email stung quite a bit because front and center in that first comment Kristine made was a dig at my relationship with Lars - It is a well known aspect of Lars – his Danish-ness. And she had known about this, that it was a large part of his and my relationship – he and I infusing our relationship with all things Danish.

I have to be honest, I still have an appreciation for Lars and the immense effort and time he spent instilling in me a love and appreciation for Denmark, for its food, its culture, and by extension for Lars. Our time together often had very much a Pygmalion<sup>iii</sup> to it, Lars the Danish Master, me, his *skole kaereste*.<sup>22</sup> Lars often told me he wanted me to be the best “Danish” person I could be.

However, the fact was over the last couple of months in 2022 I had reached out a few times and suggested to Kristine some Danish food items for the menus. It was just there – Kristine made little to no effort to make food choices that were a nod to the other Scandinavian countries that supposedly were welcome at the Club, like the Norwegians and the Danes.

Kristine rejected my suggestions out of hand.

I had pretty much figured out what was behind her rejection – just like I had about giving me credit for my work in the Swedish Club's foodservice department, it was the relation it had to Lars and to the journey I had gone on with him to be a credible Danish and Swedish cook, Nordic cook.

It was pretty disappointing the sometimes even contempt she had for subject of “Danish” food even outside of the Lars thing. It was disappointing because it felt like a rejection of my prodigious, years-long efforts to self-teach myself Danish cooking, culture, and language, supported by Lars. I possessed at that point in time a very credible degree of proficiency with Danish cooking and an understanding of its culture – as well as now – for Sweden.

Because of Kristine's anti-Danish, anti-Lars as my friend and lover attitude, and her related campaign, from then to now, I'm here in February 1, 2023, literally afraid to say or do anything when she is around that has any Danish overtones lest I incur her contempt, wrath, or some acerbic comment, be subjected to some withering treatment by her.

At this time in March 2022 I thought it was just more pain she was generating for me. At the time it was three and a half months out after my having broken up with Lars, two months after Kristine telling me that Lars and his camp were my enemies. Kristine absolutely knew my ongoing vulnerability. But here she was bringing that situation and memories up – and she had even done it in front of two women that

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<sup>22</sup> School sweetheart.

I wanted to at least be respected by – Lori Ann Reinhall and Judith Dern. I was mortified lest they discern the personal, undermining subtext Kristine was going after. Or heaven forbid, that Kristine had already bent their ears with her gossipy, ill will treatises on me.

### Swedish Over All

The second disappointment in Kristine’s response were her other comments, “I’d prefer to lose the Danish and Norwegian aspects of the calendar...”, that all reeked with her well known disdain for members who where not Swedish at the Club. It was not like this was the first time she had expressed to me her disdain for the non-Swedish members and nationalities in Club programming. Under Kristine’s tenure the programming of the Swedish Club, the meals and events, it clearly marginalizes the non-Swedish members and elements of the Club.

I thought her comments and sentiments on the subject were also not nice given that the Swedish Club is supposed to be a welcoming place for all nationalities – but also not nice because Kristine regularly hangs out with the Danes, Nina Pedersen in particular, and *often* solicits and receives money from her/them.<sup>23</sup>

And it was triply not nice because by this time, if nothing else the whole matter of civility at the Club had been brought up by me to both the Board and to Kristine. They, Kristine and the board, couldn’t even abide by the credo they had just crafted for themselves. On March 2, 2022 they had revealed their Code of Conduct – that stated this whole civility framework. It was barely off the press and there it was, in March, April...continuing uninterrupted on into the future - it isn’t even given lip service at this point.<sup>24</sup>

**I wrote a [strong response back to Kristine, Lori Ann, and Judith](#) – the point being she had mistaken the inspiration for my work – it had nothing to do with Lars – it was my independent work – inspired by my work and friends at the Swedish Club, the esteem I held for the Swedish Club.**

**March 11, 2022**

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**Salad Dressing – Creamy Horseradish Dressing**



**Dessert – Bumbleberry Pie, Semla Buns**



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<sup>23</sup> In fact, it is a running observation by staff, how Kristine attaches herself to Ms. Pedersen when she is at the Swedish Club – it is always understood what is going on, what Kristine draws the board’s attention to herself in her 02-01-23 *Executive Director’s Report* to the Swedish Club Board of Directors – “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.” Emphasis added. It has and is all rather mercenary and embarrassing Kristine’s “development” activities.

<sup>24</sup> February 1, 2023.

March 15, 2022 – Kvinnor Kan

EAC Statement Re L

March applying for job, March 22, March 30th

March 16, 2022

Ltr prior to the meeting

Passed by

At the dinner I said something about her giving me credit for my desserts, Kristine sharply said to me that she doesn't give credit to Arista so why should she give me credit? I thought that was an odd statement, if nothing else why would she give Arista credit after the multiple of bad meals they had provided? however to that end

Birgit calls and tells me that Kristine gave credit to RC Candy's text

Came up to me with a folder at dinner time and said she had a number of papers for me to sign. Claimed that she had found the folder on her desk and she assumed that it was intended for me. Until I reminded her about the staff party that had been called together on Xxx, I thought mostly to get us to blanket sign off on the Employee Handbook, Kristine had apparently forgotten about that and had also forgotten about the fact that she had also given the Employee Handbook in an email she sent me on January 6, 2022, after I had written to the Board and requested that they take up the matter of establishing an anti-harassment policy that included member-on-member harassment as well as member on employee harassment; as opposed to what seemed to be the least likely to happen at the Club, employee-on-employee anti-harassment.

me the Hon January xx 2022, some reason wanted me to sign off again on

that has this iteration been

“On March 17, 2022 I formally applied for the job through the Internet based job search site the job had been posted on, ZipRecruiter. The executive director of the organization who is also my direct manager and the sole authority for processing any employment application to the Club did not acknowledge my application at the time I applied;

March 21, 2022

When Kristine acknowledged my application a few days later she brought it up by telling me that she would not consider me for the job - specifically that she felt my disability and age prevented me from doing the job, that there would be no interview, and she went on to tell me that she had just interviewed someone else, hired a younger person (her exact words) that same day on a trial basis, and reiterated that I could not do the job because of my disability.

Ms. Leander went on to tell me that she had only hired the woman on a temporary basis, I felt she was just saying this in order to give me the impression that there was some thoughtful, deliberative process Ms. Leander had gone through as part of her hiring this woman. I believe the opposite is true, that what really had happened is that she had snatched this woman up as quick as she could and hired her in order to negate my having applied for the job. In fact, the same day I applied for the Swedish Club foodservice manager job this is the very thing I told two other people what I thought Ms. Leander would do when she saw that I had applied for the job, that she would hire anyone she could get her hands on just to thwart my application to be foodservice manager.

Ms. Leander then told me that the woman she hired was very well qualified, that she had extensive chef experience, that she had opened restaurants and was in all respects the perfect person for the Club's foodservice manager position. Ms. Leander told me however that she had conditioned the woman's permanent hiring upon the condition that in a couple of weeks time the woman was to plan, cook, and serve one of the Friday night dinners at the Club.

Within a week of this conversation and for the next few days Ms. Leander told others and myself that the woman she had hired was calling Ms. Leander and asking her questions about what needed to be done in order to do that dinner; and then later, Ms. Leander said that she felt the woman had misgivings about what needed to be done. In the end the woman ultimately declined by the last week of March.

Quote from April 1

03-22-22

Subject: Consider this?

From: Kristine Leander <kristine@swedishclubnw.org>

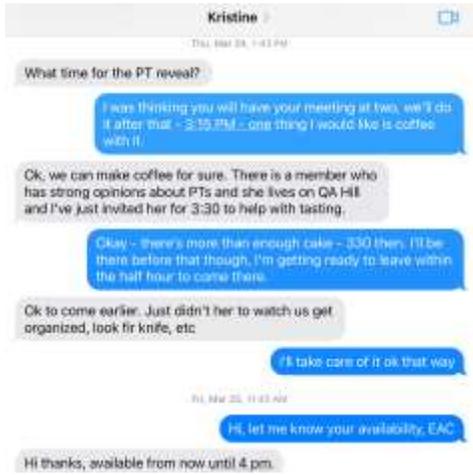
Date: Tue, Mar 22, 2022 at 8:22 AM

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  
March 24, 2022



March 25, 2022  
Friday

Two





Wednesday, March 30, 2022 – The Log for A Disaster Day

9:18 AM Early on the morning of March 30<sup>th</sup> I was working on the planning for the Great Finds Sale bazaar that was going to be held that weekend, on April 2<sup>nd</sup> and 3<sup>rd</sup>. 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<sup>1</sup>

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 2<sup>nd</sup> and 3<sup>rd</sup><sup>2</sup>

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.<sup>3</sup>

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!"<sup>4</sup>

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.<sup>5</sup> I talked to a support worker for 44 minutes<sup>6,7</sup> I was bereft, emotionally gutted by what had just 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.

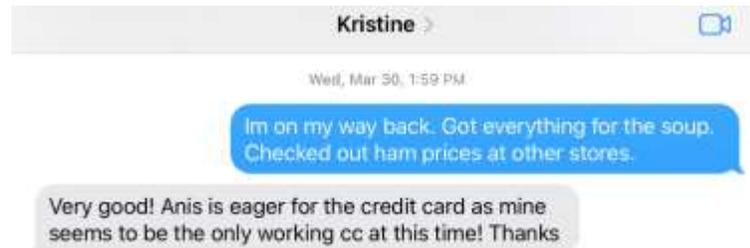
I had been working through for the last three and a half months the heartbreak of what had happened with Lars, then all of the chaos in the foodservice department, months of Kristine's mistreatment of me as a person, as a member, as an employee, and how she had spoken to me this day – it just landed me right back to the night at the Club on December 17<sup>th</sup> 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,<sup>8</sup> 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<sup>9</sup> about what had gone on during my interaction with Kristine.

1:32 PM Arrived at Ballard Market<sup>10</sup> 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<sup>11</sup>

2:09 PM Called Lorelei Stevens, talked to her for 10 minutes<sup>12</sup>

2:10 PM Arrived at the Swedish Club<sup>13</sup>

2:20 PM Called Swedish Club for someone to come downstairs and unlock south lower door<sup>14</sup>  
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 30<sup>th</sup>, 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<sup>15</sup>

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 2021. Kristine’s compulsion was to put her energy towards doing the manipulative, vindictive, punitive stuff. She has an inability to consider the wider interests of the Club’s members as a whole, versus what she wants things to be like, what her crowd wants 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.

This horrific encounter with Kristine continued to haunt me. So much so that I wrote my daughter Candy about it two months later on June 3, 2022.<sup>25</sup> I texted her and told her how bitter the encounter with Kristine had been on the 30<sup>th</sup> of March, and that I was still struggling with Kristine’s contemptuous treatment of me, “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,<sup>[26]</sup> 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.”

Make rolls prinsesstarta cake

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<sup>25</sup> Campbell, Elizabeth. Text messages with Candy Martin. iMessage. Friday, Jun 3, 2022, 6:32 AM.

<sup>26</sup> I had asked Kristine for all those things in my email to her on March

xMarch 31, 2022  
Board Candidacy

Jan,

Please take the time to carefully formulate your response to my next statements to you, and understand that there will be no “face-to-face” meeting for you to deliver any commentary whatsoever about the reasons that the nominating committee is rejecting me as a candidate for the Swedish Club Board. The reality is this. In order to be “blindsided” by such information I would first have to be , and please know –

At the Annual Meeting on Wednesday, Apr. 20, we will vote for new Board Members and officers. If you want to join the Board, tell Executive Director Kristine or the head of the Nominating Committee, Jan Sullivan (sullivan4299@juno.com), that you’re interested. You’ll be sent the membership criteria and an application. After you return the application, the Nominating Committee will schedule you for an interview. Nominations can also be made from the floor at the monthly Members’ Dinner on Mar. 16— but not at the Apr. 20 dinner, when voting will take place. One year of Club membership is required before running for the Board, while one year of Board Membership is required for anyone running for an office, except for the role of Treasurer.”

April 2022

April 14, 2022

“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.”<sup>27</sup>

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 Toene and I had happened over paying me I texted Malin to see how the personal employee shopping for the Club and getting paid for the purchases had worked when she was at the Club as an employee, and at the same time I detailed what had been occurring to me.

I made a reference to what Anis had said to me on the 30<sup>th</sup> 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

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<sup>27</sup> Leander, Kristine. “Food Committee Meetings?”. Gmail. April 14, 2022 4:38 PM.

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?"

### **March April Board debacle**

Swedish Club Newsletter – March Issue

Website – Accessed March 29, 2022 <http://swedishclubnw.org>

Board Position

Swedish Club Newsletter – March Issue

Website – Accessed March 29, 2022 <http://swedishclubnw.org>

Board Position

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Vi ses pa klubben,

After the April 20<sup>th</sup> board election debacle I really have to say – there continues to be what I have come to look as a “death by a thousand paper cuts” campaign that Kristine has been running on me.

After the board vote dust up

May 2022

June 2022

June 1, 2022

On June 1<sup>st</sup> I attended the Swedish Club board meeting, it was not held on Zoom this time but was an in-person, at the Club meeting. It had been over a year that an in-person meeting had occurred.

For my situation as a member it was another notable and emotionally trying encounter for me, another stressful situation that occurred that clearly had Kristine’s fingerprints all over it, her effort to inflict discomfort where I was concerned.

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. I had no objection to that. I understood that the Board was considered more special and entitled to free food as opposed to a member. Accordingly, I called and asked Wendy Clark, the then Event Rental Coordinator, to put me down for one of the supper dinners that the board members were going to be 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 side table that was away from the board’s U-shaped table layout in the room. The table she was sitting at had been set up with some board handouts, papers and the like on it, and there were also some wine bottles on it. Literally it was like an afterthought setup in terms of Lorelei being able to eat her dinner at it.

Lorelei was perched sidewise at the short end of the table, alongside the very edge of the table, with little space for her food dishes to be 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 sat at a tabletop space and eaten it. I said nothing about it, but just took in what was going – another one of the clear Kristine messages emanating from her March 30<sup>th</sup> pronouncement to me, “We’re not embracing you!”.

At the board meeting the majority of it was taken up by a training session for the board, 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 Kristine relatively free reign to do as she 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 – Sharon’s and Toene’s commentary prompted me to bring up those subjects during the meeting.

I knew that the Club’s corporate reports were often filed with Washington’s Secretary of State’s office late, and 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.

After I laid out my concerns Toene blustered through with some responses but they were far from definitive. Toene 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 costs, 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 2<sup>nd</sup>, Kristine sent out an explanatory email,<sup>16</sup> 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...<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. [Emphasis added.]

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

My response to Kristine's claims about my listening in on her and Anis's conversation, to her statement, "Elizabeth must have heard Anis venting when he ran up against his credit card limit," is this, Kristine's statement clearly implies I was listening in on a conversation, however, this is not what happened on the 30<sup>th</sup> 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 near the offices 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. That's what she was doing with her statement about my listening in.

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 he said what he did to me given the nature of the subject and his staff position, 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. So any claim that Anis doesn't have all of the info about how his Swedish Club credit card works and that he doesn't have information about when and how his credit card is paid 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 Swedish Club, remaining in a place 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.

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, an employee's purchases on behalf of the Swedish Club, my response is the same as what I wrote the next day to my daughter (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."<sup>28</sup>

June 3, 2022

My memory and the emotional impact of this encounter with Kristine on March 30<sup>th</sup> was so upsetting that it had stayed with me. After going through the slight over attending the in-person board meeting in June, not being given the supper, the hostile seating for Lorelei and I, and then the misleading and false claims Kristine made to the board in her June 2<sup>nd</sup> email, it was just triggering. I was really struggling with what was to me a hostile employment and membership environment maintained against me by Kristine.

On June 3<sup>rd</sup> I texted my daughter Candy Martin 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 30<sup>th</sup>. This is what I texted Candy about all of those incidents and exchanges involving Kristine:<sup>29</sup>

"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 three 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.

"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

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<sup>28</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.

<sup>29</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.

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.<sup>iv</sup>

July 2022

X

August 2022

X

September 2022

x

October 2022

X

November 2022

X

December 2022

X

January 2023

#### What I Think About It – January 2023

My observation is that Kristine has continued with her targeted activities and tactics against me, to even date, February 1, 2023, in an unfettered and indiscriminate manner.

My perspective and good intentions towards the Club and even towards Kristine mean nothing to her, both then and on through to even date, February 1, 2023. And I feel she has spread her anti-Elizabeth dicta or inserted it into a lot of situations – all of which has been uncalled for and if not illegal it is actionable.

Fact – she has informed the membership at large about the enmity she feels for me, denouncing me as did the board of directors on April 20, 2022 – before approximately 80 members and my coworkers, she had directly informed and discussed with my coworkers, for example chefs, Tom Perricone (April 2022), Christine Ross (August 2022), workers, Jeff Hubner, Wendy Clark, Chris Sisco, Sean (August 2022), not to mention Anis Rahman and Toene Hayes. She has run her and the Lar’s Crowd’s rumors and misinformation campaign about my relationship with Lars, including about the successive discrimination complaints I filed April and May 2022 past multiple members. She has done it in an inflammatory manner – intended for whatever sting to be delivered to me – **and most importantly, there is no provable or even remotely, legally defensible reason the Executive Director or anyone else can give that what she has done has all been done for Swedish Club business purposes or was borne out of a business necessity.**

February 2023

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<sup>i</sup> On March 21, 2022 the woman that Kristine had hired to thwart my application for the Food Service Manager job, Kristine informed me, after she extolled the woman’s chef virtues, that she had asked the woman to cook and serve a provisional hire, Friday night meal. In the next 10 days the woman went back and forth with Kristine about what and how to do the meal service.

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On April 1<sup>st</sup> the woman bailed, and dumped the FSM job she had been hired for. I've thought then and now – isn't that interesting, in essence I had cooked and served that provisional meal and done it excellently. I've shown my skill sets, then and through 2023 – but it has been to no avail.

Kristine has never since then made such a request for a provisional meal from Jocelynn Lillis in late April, the 28<sup>th</sup> when she hired her, nor did she make a request to Tom Perricone when she hired him around the same time. Likewise she did not make such a request to Christine Ross in late August, neither did she make a request to Chris Potter also, in late September. In fact Kristine shockingly so had Christine Ross cook the meal Chris "served" as his own on September 30<sup>th</sup>; that was part of the fake setup, the coverup, the whole "visiting chef" routine that followed Christine Ross's August 7<sup>th</sup> hiring by Kristine. Neither did Kristine request a provisional meal of Christo Yaranoff in January 2023 when she hired him!

Hence my conclusion – the whole commentary by Kristine to me on March 21<sup>st</sup> about how she hadn't completely hired this woman, her hire was pending based on how successfully she cooked and served a Friday meal, I believe that was part of the setup to give Kristine maneuvering room to help explain away the fact that her snap hire was really to thwart processing my application for the FSM job; and to thwart any possible claims I might make of discrimination or retaliation, as the case might be, against Kristine, the Swedish Club.

And as I had come to learn, I wouldn't for one minute necessarily believe that Kristine hatched all of the tactics she was doing in March 2022 on her own. There were similar plots or narratives Kristine latched onto around her hirings in April and May, around the whole visiting chef plot in August, and some of the other questionable goings-on in 2022.

I figure that Kristine has had the all too willing and with ill-will towards me, assistance of Vi Reno, Chelsey Peterson, and later on Sarah Alaimo and others, to come up with all of Kristine's work arounds, the half truths, deceptions that have ensured 1) that I do not get the FSM position, 2) that downgraded and eliminated my employment status as a cook, 3) that kept me pigeonholed in my position as a dessert cook, and 4) ensured my ongoing marginalization, isolation, being kept from cooking opportunities, leave me open for Kristine to stick the opprobrium to me at will.

<sup>ii</sup> 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 before they were made. 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. Lily caught on to what I was saying and she said, Oh yeah, you're right; and he fought back against her.

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, the Magnus Nilsson one.

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And, RC was not going to make that unless I had said something to him.”

iii “*Pygmalion* is a play by Irish playwright [George Bernard Shaw](#), named after the [Greek mythological figure](#), and is the basis for *My Fair Lady*, featuring pompous phonetics professor Henry Higgins (Rex Harrison) who is so sure of his abilities that he takes it upon himself to transform a Cockney working-class girl into someone who can pass for a cultured member of high society.

“In ancient Greek mythology, [Pygmalion](#) fell in love with one of his sculptures, which then came to life. According to Ovid, when Pygmalion saw the [Propoetides](#) of Cyprus practicing prostitution, he began ‘detesting the faults beyond measure which nature has given to women’.<sup>[1]</sup> He determined to remain celibate and to occupy himself with sculpting. He made a sculpture of a woman that he found so perfect he fell in love with it. Pygmalion kisses and fondles the sculpture, brings it various gifts, and creates a sumptuous bed for it.

“In time, [Aphrodite](#)'s festival day came and Pygmalion made offerings at the altar of Aphrodite. There, too scared to admit his desire, he quietly wished for a bride who would be ‘the living likeness of my ivory girl’. When he returned home, he kissed his ivory statue, and found that its lips felt warm. He kissed it again, and found that the ivory had lost its hardness. Aphrodite had granted Pygmalion's wish.”

Side Note: “The 2007 film [Lars and the Real Girl](#) tells the story of a man who purchases a doll and treats her as a real person in order to reconnect with the rest of the world. Although she never comes to life, he believes she is real, and in doing so develops more connections to his community. When he no longer needs her, he lets her go. This is a reversal of the myth of Pygmalion.”<sup>[6]</sup>

iv Campbell, Elizabeth. Text message to Candy Martin. iMessage. June 3, 2022. ...CONTINUED:

“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.

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"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

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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 [week of May 22<sup>nd</sup>], 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 than it is for me

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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!

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“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 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, but I’m heading to hating Kristine, she is a terrible woman. 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.”