

It appears from the documentation that you provided that you applied for a position from March through May 2021.

What position was this for?

Do you recall what dates you applied for the position?

Do you have documentation showing that you applied for the position?

Why do you believe you were denied the position?

In March 2022, did you apply to be the Food Services Manager? If so:

Do you recall when you applied for the position?

Do you have documentation showing that you applied for the position?

Why do you believe you were denied the position?

In your intake notes, you stated that in August 2022, there were general job openings for event planner, reception, and other roles, but that someone told you that you could not apply because you were disabled. Did you apply for any of these positions? If so, which positions? EAC Response – it was in August 2021 that those events took place.

Who told you that you could not apply for the position? Kristine Leander, then Executive Director of the Swedish Club. She just left employment there effective 3/7/23.

#### August, 2021 Newsletter



In early August 2021 job openings for lunch chef, receptionist, and an event coordinator were published in the Club's newsletter. At the time they had come out Kristine and I were standing in the lobby by the front doors talking about them. I was asking her details about the jobs, what all the jobs entailed, the hours, the pay – and she just came out and said to me, telling me to not even think of applying – she told me that I was disabled and couldn't do the jobs – and she said it with emphasis, no kindness, "You couldn't do the jobs!" And then she dismissed me.

On August 27<sup>th</sup> that's when Kristine told me for the *second time* that I couldn't work in the kitchen because I was not Swedish enough.<sup>7</sup> The first time had been in the Spring of 2021 when Malin and Kristine and I were talking about my making salads and helping with some of the events that had food associated with them. And then later on, it was agreed between Malin, Kristine, and I that I would do some consulting work with menus, presentation, and event planning. Malin asked me also to do the planning for the St. Martin's Day (Mortensaften (Danish holiday)) dinner event on November 11, 2021.<sup>8</sup>

I said yes to all of this. But incrementally each of the things that Kristine, Malin, and I had agreed upon was walked back. By Thursday, August 27, 2021 Kristine had clearly laid out the facts to me, I would not be hired to cook anything at the Swedish Club because I was not Swedish enough!

So notable were all of these things that occurred and what Kristine said to me that I wrote a Facebook post to Lars in the early morning of August 28, 2021.<sup>9</sup> I told him about Kristine's explanation to me about why I would not be hired to cook for the club because what Kristine said comported with something Lars had

mentioned to me months earlier, about the discrimination that goes on at the Swedish Club based on national origin - how people from the other Scandinavian countries, Norway, Denmark, Iceland, Finland, how the non-Swedes, were treated by Kristine and others as if they were not full Swedish Club members – because “they were not Swedish” or “not Swedish enough”. This is what I said to Lars in that Facebook post on August 28th:

“Yesterday I went to lunch with a friend, ‘at the Bay Café’. It was okay, I had fish and hash browns<sup>[10]</sup>...After that I went to the Swedish Club, listened to some nonsense and irritating things from Kristine...Swedish Club Nonsense. Really, I was informed yesterday<sup>[11]</sup> that I wasn’t Swedish enough. Your words came back to me. I fully understand what you said. It really is a thing. But more to the point and key to Swedish Club operations, that the ‘Swedish snobbishness,’ that is what Kristine called it yesterday, it is a big factor in the food operations, because what she told me, that for years now there has been and is a refusal in the SC kitchen to work with ‘American chefs’ - they don’t, in Malin’s, in the Swedish doyennes of culinary endeavors minds at the SC, this is what Kristine told me they (and I think her) think - American chefs don’t cook right. Because - astonishingly to me I was told this yesterday - they don’t speak Swedish, they haven’t lived in Sweden, therefore they cannot possibly or properly cook things ‘Swedish’.

“That is the most stupid thing I have ever heard of. And why? Because look, even with my late entry to the Scandinavian as tradition and heritage cuisine scene, the really poor quality of food and its presentation - it defies the Swedish clouded and conceited attitude by those women, and it is women, that there is something superior being produced by ‘real Swedish people’ at the SC. OMG. And then as an experienced and superior baker and cook, domestically and commercially, the things I listened to about the whole setup with the kitchen and food is just - what? Flabbergasting.

November 23, 2021

I texted Kristine and sent her a picture, “I meant to ask - share with you - I’d be willing to come in and make charcuterie plates for the bar if that ever becomes something that is resumed. I read about them in old newsletters and ran across this picture.



15 minutes later I received a phone call from Kristine,

I wrote Lars about the conversation:

“And just after I wrote you that above within 10 minutes I got myself a job with the Swedish club as a chef making cold boards, you’ll have to tell me the spelling and pronunciation and the plural. It is the fastest and craziest thing. I’ll have to tell you what happened. I’m surprised that this happened as quickly as it did all that cooking I have been doing has not gone gone unnoticed in multiple places. Like a paid chef.”

November 24, 2021

Had a two hour meeting with Malin and Kristine starting at 11:00 AM – I brought with me also the Lucia buns that I had made that morning, Kristine had mentioned that they needed some for an upcoming dinner and were looking for someone to make them. I also took some bourbon pecan cookies I had made to the meeting with Malin and Kristine.

They were excited to see the rolls and the cookies. Malin said there was an upcoming dinner where St. Lucia Rolls would be served, and they wanted the cookies to go along with it. They also were very excited about having me do the meat and cheese trays. Malin felt they could start having those in the bar, and in the future at the end of the year she thought that they would have a charcuterie tray component for the New Year's Eve dinner – I would be put in charge of that.



I was happy and excited that I would be getting an opportunity to be part of the cooking component at the Club, and it sounded like I would have a dab of leeway to be creative with presentation of the food, something that Kristine, Malin, and I had talked about as far back as March, April, and May of 2021.



Malin gave me a written offer of employment as an on-call cook. I accepted it and signed off on all the paperwork for the position that she gave me. The plan was to go ahead with my proposal to do the charcuterie plates in the bar on Friday nights.

Shortly thereafter Kristine gave me a Swedish Club name badge that had my name on it, I was designated as a "Cook".

December 2, 2021

This was the first day that I prepared the meat and cheese platters. I did all the shopping, prep, and assembly of the trays.



December 5, 2021



I worked as a cashier for the Sunday Pancake Breakfast

December 8, 2021, Wednesday

Had a short meeting at 3:30 PM w/ Kristine regarding doing a grazing table for the New Year's dinner. She confirmed that I would work with Malin. Malin would prepare the main dishes and I would be in charge of making the charcuterie plates for the NYE dinner.

December 10, 2021, Friday

Spent the afternoon making the meat and cheese plates.

Texted Lars: "I got them finished but they didn't fix the lights in the case like they were supposed to."

December 14, 2021

Malin Jonsson Resigns – "I just wanted to let you all know that I will be leaving my employment at the Swedish club effective after Friday's Lutfisk dinner [December 17<sup>th</sup>]." Carina Jonsson resigned the next day.

December 15, 2021



Made the St. Lucia buns and Bourbon Pecan cookies for the Members and Friends dinner. Two months now in a row I had made the dessert for the Members and Friends dinner.

December 16, 2021

Kristine and I had a conversation about her and Malin's plan to start a Swedish Club catering company, but it turns out unbeknownst to everyone else that those plans had gone awry. I had discovered that Malin rather than working on a catering business plan for the Club had gone a different direction and was doing another catering venture of her own, essentially riffing off of the startup plans that were supposed to be for the Club.

Malin's first catering job for her own portfolio came from the new initiative she had been working on for The Club, it was for the Sons of Norway/Leif Erickson Hall on December 8<sup>th</sup>. When I told Kristine what I had discovered she said she knew all about it. I was stunned. Stunned because rather than Malin working on the catering project for the Swedish Club she had abandoned that effort and was working on it for her own portfolio. Kristine said she had known that Malin had changed direction – despite Kristine acting since the

project had been announced by her in September 2021, that there was some kind of ongoing planning that her and Malin were going ahead with to create the catering company for the Club.

Kristine made no mention in the intervening time, over the last three months about Malin instead going off on her own was doing catering for an organization, the Leif Erickson/Sons of Norway. They would have been a potential customer for the Swedish Club's new catering company!

I wrote Lars that evening about what I had found out about Malin and my exchange with Kristine:

"It turns out by accident I found this, Malin is now doing catering at Leif Erickson Hall. I was looking this afternoon for who the caterer was you were talking about, so I Googled Leif Erickson and caterer and what popped up, Malin is the new caterer for LE. When I talked to Kristine I said Malin is the caterer at LE. She said, 'Oh, that's old news!' I'm thinking???"

"There are about three to four levels why Mallon left, and they are not that 'Malin is tired'. Malin is tired like we all are tired. That is the public story. Malin has been working for LE for a couple of weeks or more at this point."<sup>1</sup>

That same day Lars sent me the email with the cognac recipe for gravlax that he and I had talked about being a possibility for the NYE dinner.

Borscht practice run – served

Came up with budget

December 17, 2021, Friday

Morning

From 4:00 AM to 8:20 AM I researched possibilities for the meat and cheese trays and other appetizers that I would make and we could serve for the New Year's Eve dinner, still set for December 31<sup>st</sup>.

In late December 2021

Unbeknownst to me, in addition to the Head and Lead Chef positions being open,<sup>1</sup> Kristine created another food department position, Kitchen Coordinator. She created and filled that position without letting either RC Charles or I know. At that time, he and I were the only people employed in the Food Services Department of the Swedish Club. Both of us held the position of "Cook".

I was and am experienced and capable of handling the job, Kitchen Coordinator, which Kristine described later on as "someone to oversee the purchasing of food, the overall preparation and serving, and to handle the same chores for our Swedish Pancake Breakfasts." I was available and would have been interested in and would have asked to have the Kitchen Coordinator position had I known about it. However, and particularly for myself as I was in daily contact with Kristine at the time, she did not let either RC or I know that the position was available.

Lily Wright was hired by Kristine as the Kitchen Coordinator on or about the week of December 26<sup>th</sup>.

Kristine wrote to the Swedish Club board of directors that she had created the position and hired someone

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<sup>1</sup> As a result of Malin Jonsson and Carina Jonsson quitting on December 15<sup>th</sup>, 2022 after Kristine had treated them terribly, including taking away a portion of Malin's agreed upon pay to fund instead the salary of the man Kristine had hired to replace Malin – a prima facie case of discrimination if there ever was one.

to fill it – telling the board, “We have people to make meals, but not someone to oversee the purchasing of food, the overall preparation and serving, and to handle the same chores for our Swedish Pancake Breakfasts. We’ve had a very part-time person doing random tasks for us, associated with food and bar, and I’ve hired her to be a temporary kitchen coordinator until we get a permanent solution.”<sup>2,3</sup>

Most of Kristine’s representations to the board about the need and the genesis of her hiring Lily are untrue. The facts are this:

1. Lily was hired by Kristine on or just before December 1<sup>st</sup> as the “New Vax checker on Sunday”:

From: Kristine Leander <kristine@swedishclubnw.org>  
Date: Wed, Dec 1, 2021 at 11:40 AM  
Subject: New Vax checker on Sunday  
To: sky.image77 <sky.image77@protonmail.com>, Sharon Lucas <sharon.lucas@comcast.net>, browneyedswede <browneyedswede@comcast.net>, neighborhoodwarrior@gmail.com <neighborhoodwarrior@gmail.com>

Hello cashiers (Becky, Elizabeth and Sharon), We have a new employee, namely Lily Wright, copied on this email. She will be checking guests for vaccination status on Sunday morning. As the three of you cashiers and Lily will be near to each other, she may need to ask questions or have a bathroom time-out, or whatever, so I’m writing to introduce you to each other.

Thanks for what you will be doing on Sunday!

Kristine Leander

2. The first *and only* pancake breakfast that Lily would work at was on December 5<sup>th</sup>, as the vaccine checker.
3. Between December 1<sup>st</sup> through to December 17<sup>th</sup> Malin Jonsson, Carina Jonsson, RC Charles, and I are the only kitchen employees. In respective order our job titles are, Kitchen and Bar Manager/lead chef, lead chef, cook, and cook.

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<sup>2</sup> The “person” was Lily Wright who was hired on or about December 1, 2021 as the vaccine checker for the pancake breakfast, “We have a new employee, namely Lily Wright, copied on this email. She will be checking guests for vaccination status on Sunday morning”<sup>\*</sup>; if she did anything for the “food and bar”, “food” would have been what, a menial job with the pancake breakfast, and as for the “bar”, that would also be a bit astonishing as up until Malin left on December 17<sup>th</sup>, just short of three weeks before Kristine wrote these claims about Lily, with a week plus lost to the holidays, there is very little that Lily could have possibly be doing that would even support Kristine’s diminutive representations about what Lily had been doing. This was one of the most recent at the time grab bag hires Kristine commenced doing in 2022.

<sup>\*</sup> Leander, Kristine. “New Vax Checker on Sunday”. Gmail. December 1, 2021, 11:40 AM.

<sup>3</sup> Leander, Kristine. “ED’s Report to the Board Jan 5, 2022”. Swedish Club. January 5, 2022.  
[https://docs.google.com/document/d/1X-hYpitdEja0nOqpc2J3TkQO6zWPBLYO/edit?usp=share\\_link&oid=100863555452599437625&rtpof=true&sd=true](https://docs.google.com/document/d/1X-hYpitdEja0nOqpc2J3TkQO6zWPBLYO/edit?usp=share_link&oid=100863555452599437625&rtpof=true&sd=true)

4. Between December 1<sup>st</sup> through to December 17<sup>th</sup> Malin, Carina, and I each were “overseeing and purchasing the food for the meals”; RC and I continued to do so until February 1, 2023,<sup>4</sup> and for me until March 3, 2023.

5. Up and until they left the evening of December 17<sup>th</sup>, Malin and Carina “supervised the overall preparation and serving of the food”. I “supervised the preparation and serving” of a portion of the dinner menu.

6. After December 17<sup>th</sup> the only upcoming meal was the NYE dinner, first scheduled for December 31<sup>st</sup> then rescheduled to January 7<sup>th</sup>; as of December 14, 2021 Kristine had put me in charge of “overseeing and purchasing the food for the meal(s)”, and I was to “supervise and did supervise the overall preparation and serving of the food” at that point on through to January 7, 2021.

7. In late November 2021 Kristine hired Anis Rahman as Facilities Manager. Mid-December 2021 Kristine put Anis in charge of the “purchasing and oversight of the Pancake Breakfast.” The first pancake breakfast Anis purchased supplies for and supervised was on February 6<sup>th</sup>.

Conclusion: Between December 1, 2021 to January 5, 2022 when Kristine wrote her statements to the board – that she had no one that could oversee and purchase food, that she had no one to supervise the preparation and serving of meals, that she had no one to handle the same tasks for the pancake breakfast, and that Lily was doing “random tasks associated with food and bar,” I do not believe that was true as all during the same time Malin, Carina, RC, myself, and Anis were employed doing those things.

Kristine’s representations defy credibility, the ones she was making in general, and that she was making specifically about Lily, that Lily was doing this “random tasks associated with food and bar.” Outside of Lily being the vaccine checker for one pancake breakfast – none of us, Malin, Carina, RC, and I had any awareness of Lily’s random existence in the food and bar operations that Kristine was claiming.

In that same January 5<sup>th</sup> report Kristine also told the Swedish Club board of directors, “As you know, Malin ‘retired’ precipitously, giving us three days’ notice. My plan is to continue to use the cooks and helpers who have been helping Malin and to try to hire a *food services manager*.<sup>5</sup> Anis is overseeing the bar and I’m overseeing the food services.<sup>6</sup> (Emphasis added.)

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<sup>4</sup> RC Charles slipped, fell, and suffered a concussion on February 1, 2023 and has not returned to work as of even date, 3/8/23.

<sup>5</sup> Leander, Kristine. “Executive Director’s Report SC Board Meeting Jan. 5, 2022”. Swedish Club Board. January 5, 2022.  
[https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA\\_ueR2ckvg/edit?usp=doclist\\_api&filetype=msword](https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=doclist_api&filetype=msword)

<sup>6</sup> Leander, Kristine. “Executive Director’s Report SC Board Meeting Jan. 5, 2022”. Swedish Club Board. January 5, 2022.  
[https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA\\_ueR2ckvg/edit?usp=doclist\\_api&filetype=msword](https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=doclist_api&filetype=msword)

“I’m using menus from the past year or so to make sure that I’m planning meals in which the items go together in a Swedish way. In January, we are making only meatballs, (no extra entrée) just to make it easier on staff.”<sup>7</sup>

“Food Services Manager–In all the years since Ann-Margret began making food for us, we’ve had excellent chefs (Ann-Margret, Christine, Carina, Malin) but none have been trained in Food Service Management. I’ve learned that a chef and a food service manager may have an intrinsic conflict of interest. It’s time for us to introduce this sort of background into our food and bar services.

“It will reduce the sort of frustration earlier Boards have had with trying to understand what our food services are costing us.”<sup>8</sup>

“I plan to start searching at culinary schools in Sweden.”<sup>9</sup>

Unpacking Kristine’s additional January 5, 2022 representations to the Swedish Club board of directors:

1. Malin did not “retire” – Kristine treated her badly for a substantial period of time before she left. The final straw was in November 2021 when Kristine stole part of Malin’s salary to use it instead to pay the man who replaced Malin as the Facilities Manager. According to Malin, she chose to not be further abused.
2. The introduction of the “Food Services Manager” is a conception, not a position that was per se needed. It was a strategy to explain away a multiple of failures of Kristine’s that had occurred, the past. It is not a necessarily a solution that was arrived at by Kristine to fill literal kitchen department needs that had been identified – present or future needs.
3. In fact, Kristine alludes to the latter being the case, and only one failure, “It will reduce the sort of frustration earlier Boards have had with trying to understand what our food services are costing us.”

If “earlier Boards”, which by extension doesn’t include the then present board, had trouble understanding what the food services were costing the Swedish Club – isn’t their alleged trouble more a function of and the failure of the bookkeeping department and its accounting and disclosure practices – Toene Hayes and her supervisor Kristine, as opposed to who is the head of the kitchen department?

4. The main failure the introduction of the Food Service Manager job is being used to cover up is a very public message and humiliation for Kristine - that a ten years long, devoted employee, Malin, had quit. Kristine used the quest for the FSM to deflect blame and questions about that. The “need for a food service manager” infers that something had been missing all along, i.e., that Malin was not even the right person for the right time, despite the fact that she had been just that.

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<sup>7</sup> Leander, Kristine. “Executive Director’s Report SC Board Meeting Jan. 5, 2022”. Swedish Club Board. January 5, 2022.

[https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA\\_ueR2ckvg/edit?usp=doclist\\_api&filetype=msword](https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=doclist_api&filetype=msword)

<sup>8</sup> Leander, Kristine. “Executive Director’s Report SC Board Meeting Jan. 5, 2022”. Swedish Club Board. January 5, 2022.

[https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA\\_ueR2ckvg/edit?usp=doclist\\_api&filetype=msword](https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=doclist_api&filetype=msword)

<sup>9</sup> Leander, Kristine. “Executive Director’s Report SC Board Meeting Jan. 5, 2022”. Swedish Club Board. January 5, 2022.

[https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA\\_ueR2ckvg/edit?usp=doclist\\_api&filetype=msword](https://docs.google.com/file/d/1HqZz60B0pbWBBW8PegsE6wA_ueR2ckvg/edit?usp=doclist_api&filetype=msword)

Clearly, outside of the interpersonal aspects of her job, Malin had every reason to remain at the Swedish Club. She had been successfully doing her progression of jobs over a decade. She had a progression of increasing responsibilities, including that just before her departure she had been in charge of all facets of the building and event rental operations, and at the time of her departure she was the Food Services and Bar Manager, as well as she had been put in charge of developing a catering business for the Swedish Club.

Malin was a highly valued Swedish Club employee. She had gained a compensation package that was relatively competitive. Malin had the latitude without any administrative or financial restrictions to create menus, make the food and supply purchases she chose. As well as Malin had the authority to select and retain the staff she chose, to designate what duties and responsibilities they had, and what hours they were to work. She had the authority to work the hours she wanted.

Malin had no restrictions on the administrative duties she could undertake as part of her management of the food, bar, and catering departments. Malin had no restrictions on the Swedish Club resources she could employ to carry out her administrative duties – in fact she had even purchased a relatively expensive system to do just that, the TOAST restaurant operating system that can be integrated with the Swedish Club’s bookkeeping and accounting systems.

As well as Malin (and Kristine (and Toene)) were informed and aware of the range of food accounting tasks and obligations necessary for the profitable operation of all of those departments – and had the ability and means to do Cost of Goods Sold determinations, to budget for and establish the operating expenses, fixed vs. variable expenses, manage staffing, labor costs, make intelligent and market based pricing decisions, and plan for growth; prepare a full range of cost and sales analysis reports.

Because of the Food Services Manager job’s tenuous origins in the first place, that it was a strategy versus a necessity, and by extension its hiring and initiation process for it was never carried out in a professional manner, over time the Food Services Manager job was turned into a quixotic football.

Despite the Executive Director claiming for a solid year about the Swedish Club needing a Food Services Manager, all of 2022 on into 2023, and even when not one but two FSM’s were hired, and even when by her own admission the ED was acting as the FSM off and on throughout 2022, at no time were any of the kitchen purchasing and most importantly the accounting attributes of it were carried out by Toene or Kristine – and in fact – Kristine rejected my suggestions and literal work I did to do those financial tasks – she said it was something for the future! The reality is, all those FSM job functions Kristine claimed to need – she had all of the people and other resources to do just that and never turned her hand to do them, never allowed anyone else to do them, and never required that any of the foodservice staff do them!

Also, on January 5<sup>th</sup> Kristine sent out an email to RC, Lily, and I to establish the future lines of responsibility and portions of meals that each of us was going to be do after the January 7<sup>th</sup> New Year’s Eve dinner that I was in charge of:

From: **Kristine Leander** <kristine@swedishclubnw.org>

Date: Wed, Jan 5, 2022 at 2:19 PM

Subject: Tuesday plans!

To: sky.image77 <sky.image77@protonmail.com>, Elizabeth Campbell, MPA

<neighborhoodwarrior@gmail.com>, snocofo@gmail.com <snocofo@gmail.com>

Hello Lily, Elizabeth, and RC,

Lily, we talked about a morning meeting to go over recipes, resulting in purchasing food supplies...This brings us to a meeting to go over the food supplies needed for the Friday dinners. Can you each come at 1 pm on Tuesday, Jan 11, to go over that?

In summary, here are two events to which you are invited to come and to clock in: 1 pm meeting about food and recipes, etc.; 3 pm party to celebrate your employment at the Swedish Club.

I hope this works for each of you!

Kristine Leander

After Kristine's failure to secure any of the recipes for the food served by the Swedish Club she went on a quest to set in place a chosen, thereafter to be the standard meatball recipe for the Club:

From: **Kristine Leander** <kristine@swedishclubnw.org>  
Date: Thu, Jan 6, 2022 at 3:41 PM  
Subject: Gunnar & Birgitta Wallin's meatball recipe--Jan 28  
To: snocofo@gmail.com <snocofo@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>, sky.image77 <sky.image77@protonmail.com>, Ann Margret <ann-margret@wavecable.com>, Berit Lehner <beritlehner@yahoo.com>, Peppe Enfield <falumor@comcast.net>  
Cc: Chris Sisco <chris@swedishclubnw.org>

Between Chris Sisco and me, we spent hours looking for this recipe. Simultaneously with his finding it in the Swedish Press magazine, Berit Lehner announced that she had it at home. Hooray! Twice blessed.

I intend to publish this in the newsletter so that someone in the future doesn't have to search for it.

Here's our meatball schedule:

Jan 7: Marcus Samuelsson's grandmother's recipe  
Jan 14: Magnus Nilsson's grandmother's recipe.  
Jan 28: Birgitta & Gunnar Wallin's recipe.

I've asked our new kitchen coordinator, Lily, to buy the same pork and ground beef for each recipe so that we are not tasting the difference in fat in each recipe.

R.C. Charles will do the honor of making the meatballs, while Elizabeth will make small plates & desserts.

That's our plan for January! Working together, we'll make it work.

Thanks, everyone!

--Kristine

And just like that – before I had even made my debut as the lead chef, as a more than proficient and efficient food service manager, after I had stepped into the breach and would put on a beautiful New Year’s dinner that featured food I had chosen, prepared the majority of, Kristine kicked my ass to the curb!

No if, and, or buts about it. I was put into supplicant place. Lily who was little more than a glorified vaccine checker at that point, and even RC – who certainly had seniority over Lily, Kristine installed Lily as her number one, go to, point person in the kitchen.

It was my first taste as an employee of Kristine’s still to be uttered axiom in March, “We’re not embracing you!” This first taste was but the first of many bitter draughts of Kristine’s spite, and disparaging treatment of me to come.

01-13-22

From: **Kristine Leander** <kristine@swedishclubnw.org>  
Date: Thu, Jan 13, 2022 at 8:47 AM  
Subject: RE: Attendance on Friday?  
To: sky.image77 <sky.image77@protonmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>  
Cc: snocofo@gmail.com <snocofo@gmail.com>

Hi, thanks for asking to get this clarified.

Elizabeth can assemble what she needs for the cake.

This dessert is for this Friday evening, right, Elizabeth? I don’t think we know what the dessert will be for next Wednesday. It needs to be simple, simple, simple. Simple to make and simple to serve. Elizabeth, can you make suggestions and, then, on Wednesday, make it?

Elizabeth, can you tell RC and Lily where the party leftovers are? I assume, Lily, they are mostly in the downstairs kitchen.

Thanks, Kristine

**From:** sky.image77 [mailto:[sky.image77@protonmail.com](mailto:sky.image77@protonmail.com)]  
**Sent:** Thursday, January 13, 2022 8:27 AM  
**To:** Kristine Leander <[kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org)>; Elizabeth Campbell, MPA <[neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)>  
**Cc:** [snocofo@gmail.com](mailto:snocofo@gmail.com)  
**Subject:** RE: Attendance on Friday?

Hi,

I am gathering that we need to assemble ingredients to make a cake for tomorrow night?

Do we know where the holiday party leftovers are for this?

Or am I confusing it with the Wednesday night dinner? If so, what's the dessert for tomorrow?

RC and I did go through the refrigerator and had talked about those salad ingredients except adding some cheese. We will be sure to do so. Thank you.

We will discuss the prosciutto rosebuds too. Thank you for saying this.

Lily wrote January 13, 2021 at 8:43 a.m.

RC and I did go through the refrigerator and had talked about those salad ingredients except adding some cheese. We will be sure to do so. Thank you.

We will discuss the prosciutto rosebuds too. Thank you for saying this.

This is the salad that was served Friday night - no blue cheese, no prosciutto, a slight nod to the vegetable produce, more produce was purchased when none was needed, radishes and pears, and certainly not a vinaigrette dressing:

#### Review of the January 14, 2022 Dinner

The reality is that the salad that Kristine said to make was not made. RC thought up a whole new salad, to me it was "okay", it was average. I feel the salad was a mis-mash, and the pears were misplaced - more money spent buying pears and radishes, that I feel was unnecessary with so much produce already in the refrigerator - tomatoes, cucumbers, carrots et al.

Not one iota of cheese to be found on the salad served either. As I noted, one of the blue cheeses, from Malin's tenure needed to be used.

RC led on the salad - he may seem a bit halting and uncertain but he doggedly is insisting and leading on doing everything the way Malin w/ Carina's assistance did things. Then he more than doggedly reflects his training with whatever catering company he worked for. That's where his plastic wrapping everything, insisting on to the beyond necessary food handling procedures which just end up in timing failures can late dinner service as opposed to preventing any kind of real life food safety crisis - Meatballs in the oven warming and going onto a chaffing dish five minutes later where they are going to be hotter than when in the oven and hotter than they need to be overall are not going to endanger anyone.

I have tussled with him and then watched him yesterday, delay sending food/meat upstairs, insisting that it needs to stay in the oven until it hits 161 degrees. This is error on his part.

Another weak spot - he is safety wise but safety foolish - along with re-enacting over and over how his work was laid out for him to do at a prior job. There is no happy medium. I absolutely remember when he came to work with Carina and Malin - he was as we in general were told at the time, what I observed, he was a relatively inexperienced chef's helper that was being brought along by Malin and company to fill in for help that was needed in the Swedish Club kitchen.

He is an extremely nice guy, he is generally willing to do a lot of things, but often gets confused about what is a priority, how to lay out the steps to handle preparing assorted dishes. He flails around at times without

direction. I feel RC also lacks the finer skill of food and meal planning and engineering, some of his basic food and flavor creation skills could use further development.

“Cucumber Salad”. “Thousand Island Dressing”

For example - that salad dressing he created last night - it was by his choice, it was supposed to be Thousand Island dressing - which we have to set aside I think the fact that it did not go with a vegetable with fruit salad, but say it did and that it was a nod to the possibility that people might put shrimp on their salad (most did not know it was a possibility) - what RC created was lightly flavored mayonnaise. He set out on the counter, mayonnaise, ketchup, red pepper jelly, and horseradish cream sauce.

What he concocted was a dressing that was barely colored or flavored by the ketchup, there were no additional seasonings that changed one iota of the flavor, it was ultimately barely flavored mayonnaise.

Real “Thousand Island dressing” is one of the easiest of things to make - 3:2 ratio of chili or cocktail sauce or catchup to mayonnaise, or even 1/3 ketchup and 2/3rds mayonnaise. It always has pickle relish in it, without pickles it is merely fry sauce, kind of what was served on the salad

The dressing for last night could have had chopped dill pickles in it which there were plenty of in the refrigerator, throw in some horseradish cream, yes, lemon juice, a dash of worcesterhire sauce, paprika - plenty of all of those items in the kitchen. But that dressing that was served is a far cry from Thousand Island dressing, and it was not the salad that was outlined previously outlined in detail and approved by Kristine.

Then there was a whole discussion between RC and Lily about carrots in the process, carrots were needed for both the salad and for the meatball dinner. He and Lily decided which carrots to leave and which to throw out. RC discussed with Lily your comments you had made at our meeting, which I agree with - about the artificial “baby carrots” often tasting poor and needing to be thoroughly washed up. So a fair amount of carrots got thrown out - but they decided they had left the best for the meal.

Personally - I ate the one of three carrots with my meal - it was so stale I left the other ones.

At the incredibly few junctures I said anything yesterday - one was in the morning - Lily’s response was to ask me what I was doing in the kitchen in the first place.

We can throw everything into the freezer however this is a well known phenomenon -

Gravy - there was no way the gravy was functional as gravy unless it was greatly reduced. I’ve studied Samuelsson’s recipes and they are a little skimpy on details, not all entirely functional, and it is part of the culture of celebrity chefs, they often add touches, steps, or ingredients that can be questionable - do they really add anything to the recipe. Samuelsson’s meatballs and gravy have a number of those elements.

But to the gravy - I’ve seen other pictures of the meatball gravy recipe that was followed by Lily and they all show that the gravy is more like a thin gruel. This is because there is not much of an ability for the gravy to turn into gravy were it to be made according to Marcus’s recipe.

Lily followed the recipe but an experienced cook would have known that the gravy was a fail and needed to be thickened by using a thickening agent.

The January 14<sup>th</sup> dinner was RC and Lily’s first dinner. It had not turned out well.<sup>i</sup>

January 18, 2022 Staff Meeting Notes

On January 18, 2022 there was a meeting of the employees associated with or working directly in the food service department, . Kristine Leander, Anis Rahman, RC Charles, Wendy Lundin, possibly – Gabe and Jared O’Connell, and myself are the main people that I remember attending the meeting.

I believe that Kristine called the meeting for a range of reasons. The plausible reasons were a) after RC’s shock January <— 14th meal, poorly prepared,<sup>10</sup> and b) Lily’s even more shocking public display in how poorly she had done her job as Kitchen Coordinator, how terribly she had treated Julie Pheasant Albright the night of the 14th, insolently and condescendingly dressing her down; and then sitting at the cashier’s table and wolfing down her dinner in front of everyone. She left of her own accord before the 18<sup>th</sup>.



And then the other reason, I believe this the meeting was called really to pave the way for Kristine to install Arista as the provider for most if not all of the Club’s meals. Over time this has become apparent - it is always true, Kristine always is working out some plan that she does not reveal to either undermine or replace staff that displeases her, in this case RC, he had made major errors with his cooking and conduct of the 1/14 meal and so Kristine had contacted John, her close ally and friend as it turned out, the owner of Arista Catering.

At the meeting Kristine claimed that Arista was an “option” she might invoke – but in retrospect I do not believe that because time has shown that Kristine has a strong, even personal connection with John, she has a history of giving him and his company preferential treatment to the detriment of the Club – both before January 18<sup>th</sup> and certainly after – to this day, December 5, 2022.

#### Food Committee

“Have, well, you know there's a food committee. Yeah, so I need to pull that together and tell them that this is what we're doing for right now and Lori Ann wants to get that really involved and she wants she wants to get involved so it takes some pressure off of the bridge. The board wants to.

After the meeting Kristine and I stayed in the room and then had a private conversation. The following is my recollection and recreation of that private conversation that Kristine and I had in the Library on the 18<sup>th</sup> after the other meeting participants left:

Kristine first said to me, “We have used people's names if they bring a Swedish name to it. I said, “What did they bring?” Kristine said, “A Swedish name.” I thought for a moment and then said to Kristine, “I’m just as much of a chef as is Ann-Margret or Malin, or Christine, or Carina,<sup>[11]</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.”

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<sup>10</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.

<sup>11</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.

Then Kristine changed the subject and the thrust of her commentary – savaging me – she said to me, “I know I'm gonna say something, what I am about to say may make you angry. And then she delivered the coup de grace that I believe was in place both before she said it, and that has continued to inform much of the disparaging treatment and comments from Kristine throughout 2022, she said, “You have created some enemies here.” I was like, what?? I wasn't surprised but there it was what I had thought had been going on the last few weeks in later December 2021 to January 18, 2022.

I asked Kristine, “The enemies are who?” I knew, I had been trying to put it together, I had figured it out but I wanted to hear it from her. Kristine said, “Well, you, you should know who, Lars, well. Lars' camp. And so it doesn't buy us anything to use your name.” Then she added what I thought was a throw away line to pull attention from what was the real motivation behind how she had been treating me, Kristine said, “We have used people's names if they bring a Swedish name to it.”

So there it was. That's exactly what I had thought had been going on – the rancor from Lars and his coterie of women was being directed at me by Kristine. I knew that was how he operated, they operated. For Lars, his harassment M.O. included drawing others in to get even with someone. I just had never thought he would do it to me, his friend and lover of 36 years – but there it was, Kristine letting me know the drill.

Lars had already told me in 2020 and 2021 about how he got back at people that made him mad – especially women who he felt had crossed him.<sup>12</sup> And now unfortunately I was one of his targets, and his proxies' target.

How I believed Kristine had been treating me dismissively as an employee since Malin had left,<sup>13</sup> up to that point in time on January 18<sup>th</sup> I believed it was not about my not having a “Swedish name.” Although I believed and believe still that is a factor. However, the main factor that I believed then and now that was working against me was about the influence of Lars and his “camp,”<sup>14</sup> which includes Kristine. That's the sexual harassment part of aspect of my situation.

So I said to Kristine on the 18th, “I knew that's what you were doing. I don't appreciate and I knew darn well that's what you were doing, darn well, that's why you won't put my name on anything.<sup>15</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 addressed the “Swedish name” slight also. I went on to say to Kristine, “I've really prepared and served one of your perfect dinners,<sup>16</sup> and you're acting like, oh, you know, I acquitted myself very well. And I didn't even have, you know you've been here 11 years. And so has Malin and look what they (Malin and Carina) did. Look at what they did. The whole thing where they left you in the lurch.” I had been thinking about it, here Kristine was putting me down on the basis of national origin but her “Swedish kin”, they had not held Kristine or the Swedish Club in good stead. I continued on, “This whole food service thing is an outfall of that. This current deal is an outfall of what Malin and Karina did.”

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<sup>12</sup> See Marianne Stecher Hansen chapter.

<sup>13</sup> And personally.

<sup>14</sup> The “Lar's camp” solidly includes Judy Cooper, Sonja Richter, Karen Choyce, Jan Sullivan (w/ Bob Erickson), Chris Brown, Nancy (to a small degree), Monica Schilling, *and in no small part* Kristine Leander.

<sup>15</sup> Not using my name has two elements, one, not using my name was done to me in order to not offend the individuals that are “enemies” that Kristine was talking about, and two, not using my name because it is not a Swedish name, neither “Elizabeth” or Campbell”, have a clear Swedish cachet connected to them.

<sup>16</sup> Until the January 7, 2022 dinner I managed, for months the dinners had been late, and had had problems related to the appearance and quality of the food.

Kristine wanted to know what I was talking about.

I said to her, "Being that they told you FU you Kristine, we're walking off! That's why you got that no notice. It's like, well, I'd be offended. That's why you're on the hot seat now is because of what they did. They probably would have walked off with RC if they could have. The thing is the insurrection's there. That's the whole point. The whole point you got into this mess with the food now is because of what went on. And the thing that I'm talking to you about is 2 parts."

I broke it down further to Kristine, one, "Well, what happened, yeah? Well, we got here because it does have implications and then how it is that I'm perceived. Some drunk women I'm going to be like, "Oh OK." I thought they were drunk the first time I met them and that was clear back in March.<sup>17</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!"

I also mentioned to Kristine my many and ongoing contributions to the Club and how in light of that I shouldn't be marginalized by her. I said, "I have done, I've volunteered. I've showed up at so many things and given them my time and committed to being a good part of partner to the Club. So I just think that's a little you know, that isn't a right way to have treated me. I honestly think that.

The second part I emphasized to her was that she didn't put me to good use. I basically said that to her, "So you don't use me as a good resource on some of this. For example, I did tell you and shared with you what I thought the way the dining room should be laid out was. Going from South to North, I told you that last week."

Kristine then wondered to me, why it wasn't set up that way? I told her that I had set it up to flow from south to north and then it got changed around to like a free for all for everybody to come in and do what they want. I was countermanded, and nobody [Kristine] controls that." I went on and said to Kristine that I did say that to her last week, along with, "The other part is resistance from the worker bees. That's where Lily got into a thing 'cause nobody is in charge of anything."

I continued setting out my case, "You know I'm trying to be your good friend at the club Kristine but I feel that you marginalized me for reasons that I don't think are valid. I talked to you about my disability. I think that is the thing you a factor in, that you tend to focus on with your decisions. That I'm not able to do something because of that.

And then yeah, I get the thing with Judy and Karen. But really, you know what? Why is Lars even at the club anymore? He's been nothing but a sexual predator. He's been a sexual predator basically. You know, so why is he still a member even?"

Kristine responded, "We have no mechanism to do that." But I knew that was untrue. I responded, "Well, you know that you do." I knew that because in the Membership Committee meeting I attended in July 2021 the majority of the discussion at the meeting was about removing another man for similar reasons, his misogynistic behavior towards women at the Club.

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

I went on and said to Kristine, "I've thought about this a lot and I know my part and all that [regarding the text exchange with Karen Choyce], but I think he's just been a sexual predator here this whole time for the last however many years he's been a member, and I I came to the conclusion about Lars, is who hasn't Lars tried to seduce or seduced. And it starts with you and I even. Let's face it." Kristine said something about how she hadn't slept with Lars, but I said to her, "Well, he thinks you're one of his women. He's told me plenty about what he thinks has gone on between you and him. We've talked about that."

I have shared the below sentiments and outlook on the Club and on Kristine, with Kristine, both before and after the January 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 to date, November 2022. I said to her on the January 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."

Staying with being 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 Club – I said to Kristine, she wanted her meals prepared and cooked well, presented on time, but the problem was there was a lack of management of the food service situation, including that she had relied on the wrong person, RC, to accomplish her goals, "I'm just saying that you know when you're investing all that, 'Oh RC, go do that, this and the other thing,' he doesn't have the capacity to do it. That's why your dinner was late on on Friday [1/14/22] because even though RC and them thought it was supposed to be served at 6:30, you'll notice it still didn't come out at 6:30.

I also shared with her that but for my intervention that RC had not even planned on serving the next meal she had directed him to prepare.<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, and let me help you. But treat me nice about this thing about credit. It's like I, I feel like I've contributed and put in some time here, so it's not all about Judy and Karen.

I did say again to Kristine what I felt my strengths were, but also that I wanted her to treat me decently, as a person and as an employee – and I brought up even how I felt she was negatively factoring my disability in when she made her job assignment decisions about me. I said to Kristine, “I can do logistics well, it is because I'm an organized person. I put everything together and make it work extremely well when I do things. I feel like I'm being treated by you, like, I shouldn't be defined by Lars and those women, I shouldn't be defined by my disability challenges. And I resent being treated like I'm less than somebody like an RC. I've been very fair about my time too.”<sup>18</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 solution until I can hire the food service manager. That's what we need. Somebody who's trained in this and then that person can make these decisions.”

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

## February

The entire front page of the February newsletter was devoted to a headliner article about the Club's foodservice, “Meatball Mania.” The story covered at length the Club's meatball dinner. It's genesis was related to the fact that the prior head chef and lead chef had abruptly quit in December, taken theirs and the Club's recipes and left the foodservice department in disarray. As a consequence a new meatball recipe was needed, three were selected by Kristine and were tried out on January 14, 21<sup>st</sup>, and the 28<sup>th</sup>.

This article was on both the front page and continued on inside the newsletter,<sup>1</sup> and it went on in depth about that dinner, current iterations of it, and the history of it at the club. It particularly referenced by name past and present club members and their contributions to the meatball dinner and recipes at the club. It also even included a reference by inference to the Club's prior cooks, Christine Lea, and the two chefs who had caused the “meatball dinner flap” in the first place, Malin and Carina, “...instead of depending on each chef using her own recipe, we tried out three recipes in January...”.

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<sup>18</sup> The later, the “break” that I was referencing was the fact that I did not charge the Swedish Club for all my hours worked. That I underreported my hours in order to give the Swedish Club a money break, that was my contribution to the Club as a member.

There was no credit given in the article to the then present kitchen staff which was RC and myself; and even if I am to be relegated to an invisible presence in the kitchen, despite making ongoing lead contributions to the Club's desserts and salads, RC who Kristine had clearly put in a lead position and in charge of each of those three dinners that she was sending up in the article, received zero recognition also for his work, in print or online, during the time he was cooking the meatball dinner tryouts.

The claim could be made that Kristine did not want to draw attention to the fact that they were three failed meatball dinners, however, there were highlights and successes in the foodservice department, in particular the desserts during that time. Why were those, if not the person making them, myself, not promoted? After the successful New Year's Eve dinner, which included not only successful food but successful desserts, the rest of the month the desserts continued least the desserts themselves should have been featured, and yet they were they not promoted online or in the newsletter?

### **Attention Katie: HELP WANTED – FOOD SERVICE MANAGER/CHEF**

February 21, 2022

On February 21, 2022 I found out at a meeting of the food committee that the Food Service Manager ("FSM") job was also posted on the job search site, Indeed.com,<sup>19</sup> and that it was supposed to be a part time position.<sup>20</sup>

I have included the below because one of my allegations is the discrimination based on National Origin. It is a real thing – it was literally said to me in the Spring of 2021 and in December 2021/January 2022 Kristine literally started her search for Malin's replacement in Sweden.

Today, 3/8/23 I had a conversation with Christine Lea – she worked seven years as a chef at the Swedish Club, her last day was in May 2021. She told me today that the last straw is they would not promote her to lead chef, Malin Jonsson and Kristine Leander because she was not Swedish. She told me that Malin told her she was not Swedish, she didn't speak Swedish, so she could not be in a lead position in the kitchen.

Building Committee Improvements  
Swedish Chefs cooking Swedish Food

**Requesting funds from the Swedish Club Foundation**—The Foundation is aware of our needs for facility improvements. Earlier they approved spending up to \$150,000 on the acoustical improvements in the Svea and Viking rooms and the accordion door. We were waiting to have products picked out before formally requesting the funds. The Board of the Foundation is OK with our now asking for the lump sum they have set aside to use on: the accordion door, the acoustical improvements in Svea and Viking and the **roof vents for the kitchens**.<sup>21</sup> All of these improvements are related to the cultural mission of the Club, since Svea and Viking rooms are used by folk musicians and dancers and the kitchen is used by our Swedish chefs cooking Swedish food. **Their approval of this request includes the condition that a report is made to**

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<sup>19</sup> Campbell, Elizabeth. "SC Food Comm 2-20-22 [sic]" February 21, 2022. EAC Food Committee Meeting Notes.

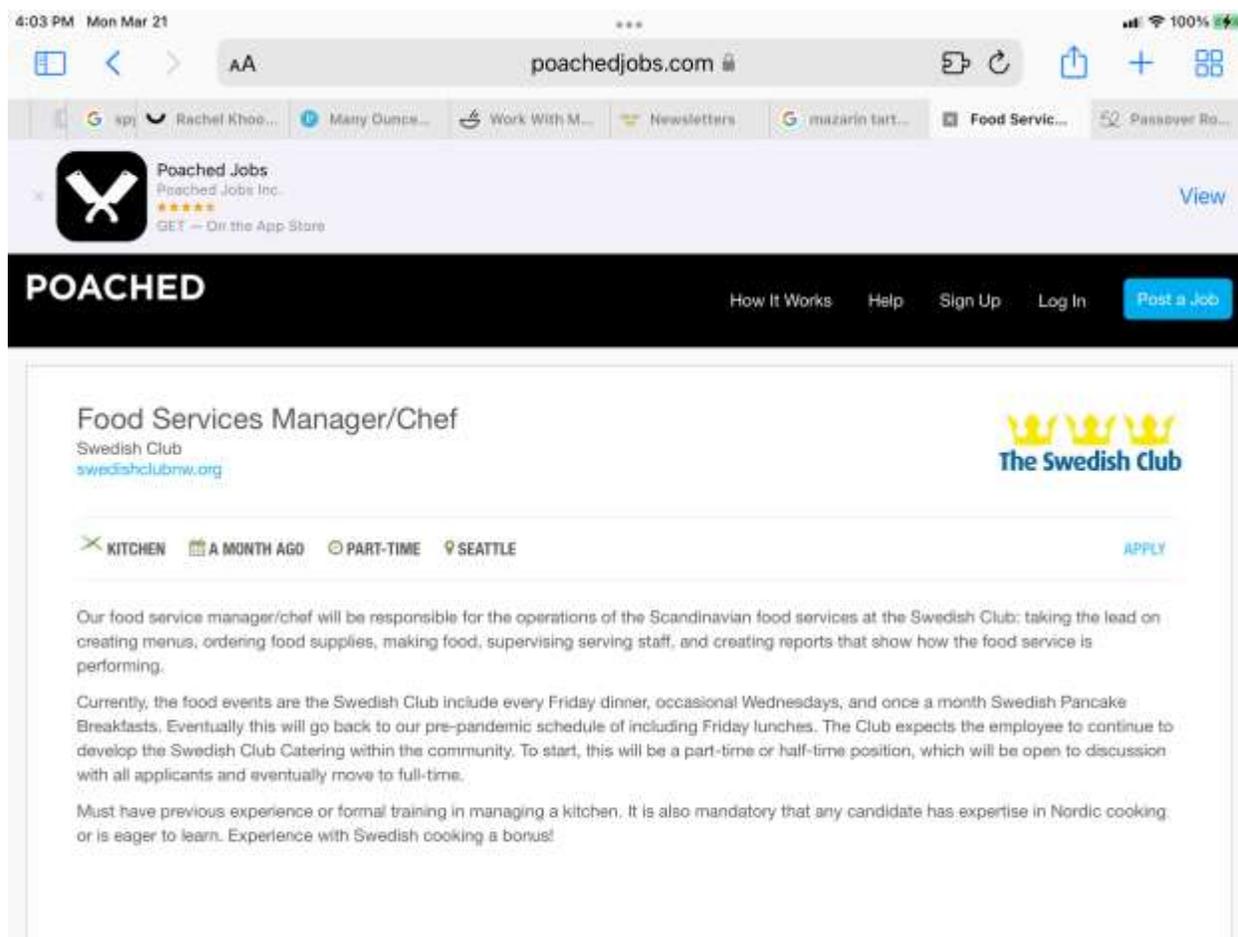
<sup>20</sup> Dern, Judith. "Re: Food Committee today at 4". Gmail. Mon, February 21, 2022

<sup>21</sup> Leander, Kristine. "Executive Director's Report SC Board Meeting May 5, 2021". Swedish Club Board. May 5, 2021. [https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=doclist\\_api&filetype=msword](https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=doclist_api&filetype=msword)

them after the funds are spent detailing how the funds were used. See Appendix I for a draft motion authorizing me to request \$150,000 from the Foundation.<sup>22</sup>

The original Food Service Manager/Chef job ad I believe was posted in February 2022 with Poached Jobs. I believe Kristine mentioned “Poached” during one of the food committee meetings. For sure she mentioned the FSM job being posted on Indeed.com during the February 21, 2022 meeting of the food committee, I noted that in my notes for the meeting.<sup>23</sup> My notes state, “Indeed is current agency”.

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



Note RE Poached ad reference to date placed: “A MONTH AGO” = February 21, 2022 approximate

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

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<sup>22</sup> Leander, Kristine. “Executive Director’s Report SC Board Meeting May 5, 2021”. Swedish Club Board. May 5, 2021. [https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=doclist\\_api&filetype=msword](https://docs.google.com/file/d/1wxBa5LrI7cRWsLhszcmAZAL8NsW7bGbQ/edit?usp=doclist_api&filetype=msword)

<sup>23</sup> Campbell, Elizabeth. “SC Food Comm 2-20-22 [sic]” February 21, 2022. EAC Food Committee Meeting Notes.

“Personnel

Food Services Manager – I widened the search by paying money to Zip Recruiter to get their assistance. To date (one week in) only three have applied, none are really qualified, and [sic] not one has responded to my inquiry to come in and meet us so we can determine if they are qualified. Discouraging. I am planning now to try to hire someone to manage the kitchen for the pancake breakfast once a month and be content with Arista providing meals, for a while anyway.”<sup>24</sup>

By March 14<sup>th</sup> it was very apparent that Arista’s meals were of subpar quality, that the food at the Swedish Club was going downhill. We had a special dinner coming up, seafood lasagna. I thought it would be better if we made it in-house, to be able to control what was going into it, not use cheap ingredients like what Arista had been doing. If it was made in-house we would be able to control the palatability, food quality of it – which Arista food had been sorely lacking.

I sent Kristine an email on March 14<sup>th</sup> and asked if RC and I could make the seafood lasagna, and I shared with her that I thought he and I could manage the work process in a productive manner:

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>  
Date: Mon, Mar 14, 2022 at 8:48 AM  
Subject: Possible Changes Re Food, Arista  
To: Kristine Leander <kristine@swedishclubnw.org>

Dear Kristine,

A suggestion, I feel that you should let us make the seafood lasagna. I believe if Arista does it they will probably get some kind of off brand or cheap seafood, not that we need to buy the super expensive stuff, but they probably won’t buy anything good plus with their track record I figure they’ll mess it up. Somehow.

But the caveat is, RC can make it but as I’ve noted consistently he needs supervision. His challenges are ensuring that he sets his work place up in order, that he needs to watch his time better, and he often does not plan his workflow so he may backtrack or he may not have something prepared in the order it needs to be done so that his work goes smoothly.

He doesn’t need somebody standing over him but he certainly needs somebody asking him where he’s at and offering gentle suggestions about what might be better to do first last or always.

I think we could do a far better job making the seafood lasagna than Arista and that’s probably an understatement!

EACampbell

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<sup>24</sup> Leander, Kristine. “Executive Director’s Report SC Board Meeting March 2, 2022”. March 2, 2022.

In person Kristine told me no, she was sticking with Arista. The reality of that was that Kristine changed her mind and *did not* let Arista make seafood lasagna for the meal. That week Arista instead made salmon, salad, boiled potatoes, pork roast, Brussels sprouts, and potatoes.

On March 16, 2022 Kristine sent an email to the food committee members telling us about her hiring another person as the pancake breakfast organizer, Faith Doe:

From: Kristine Leander <kristine@swedishclubnw.org>  
Date: Wed, Mar 16, 2022 at 2:12 PM  
Subject: Pancake overseer  
To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

I have hired a woman who is going to oversee the next breakfast.<sup>1</sup> Both she and we know that she is sort of doing a trial run at it. If it's not to her liking or if we discover she doesn't have the skills for it, we'll call it off.

She was a volunteer at the last breakfast. She's been taking culinary classes at Seattle Central but focusing on baked goods. She has a wealth of background experiences working in health care, etc.

She's sort of a jolly, smiling woman and I think she'll do well with volunteers. Part of her role is to check for all the supplies on hand on the Thursday before the breakfast. So, it's a day and a half role each month.

The woman who Kristine had hired for the pancake overseer was Faith.<sup>25</sup>

At this point in time, it was clear to me that Kristine was not of her own volition going to even consider me for the FSM position. I decided to formally apply for the job through the online job company it was listed with. On Thursday, March 17, 2022 I applied for the FSM position through ZipRecruiter. I believe at the time when I looked the FSM job up on the web it was posted on both Indeed.com and ZipRecruiter (and it remained on Poached.com also). ZipRecruiter confirmed receiving my application and notified me that my application had been sent to the Swedish Club and was awaiting the hiring manager's response:

From: **Phil @ ZipRecruiter** [phil@ziprecruiter.com](mailto:phil@ziprecruiter.com)<sup>[26]</sup>  
Date: Thu, Mar 17, 2022 at 1:18 PM  
Subject: Your "Food Services Manager/Chef" application  
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

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<sup>25</sup> I do not know Faith's last name.

<sup>26</sup> "Phil" is ZipRecruiter's AI persona for handling its correspondence with a job applicant.



Hi Elizabeth,

I'm here with some good news: your application for the **Food Services Manager/Chef** at **Swedish Club** has been received. As soon as the hiring manager takes a look at it, you can be sure I'll update you again.

In the meantime, check out [these similar jobs](#) I found for you—and if you see a role that looks great—throw your hat in the ring! If my matches don't look quite right, go ahead and update your preferred job title and/or location for me [here](#).

See? We got this. No sweat.

Keep up the good work,



**Phil**  
Your AI Personal  
Recruiter

March 18, 2022

I saw Kristine at the Swedish Club the day after I applied for the FSM job, on Friday, March 18<sup>th</sup>. I was there twice that day to work on my desserts, during the afternoon between 1:42 PM and 2:35 PM, and in the evening, between 5:30 PM and 8:14 PM. I saw Kristine during both of my visits to the Swedish Club. I did not ask her if she had seen my application for the FSM job as I was not sure how quickly ZipRecruiter forwarded the application to her, and when Kristine would read it; neither did Kristine bring it up.

On March 19, 2022 I sent my daughter, Candy Martin, a text message about what all had been going on: “Kristine hired some gal off the street practically to be in charge of the Pancake Breakfast. See email I’ll send you. She’s been to all of one pancake breakfasts as a volunteer. But Kristine prattled on about how wonderful she was - which is what she did with that Lily she hired. Who she also picked up after one of the pancake breakfasts. as you recall she lasted all of two days.

“So this new gal, turns out she is going to culinary school and taking baking - I thought to myself, really. I know Kristine’s little beady mind after all the time I’ve spent with her. I asked her a couple of times to let me run the Pancake Breakfast - but no, she spent several months complaining to everyone even with that offer, in front of me how she could not find anyone.

“She does what I call these grab bag hires instead, desperately snatching up someone and ignoring me. I heard her even last night, she was chatting up these two ladies next to me at the table, she was standing there talking to them, one is that Judith Dern...and Judith’s friend. I don’t think Kristine was paying any

attention to my being there, she just was doing her thing - going on about how challenging the food is - but she was talking about the pancake gal she just hired and then she said something else about some other person and how these people just were showing up and talking to her.

“I’ve spent a lot of personal and business time with Kristine and I wouldn’t trust her to save my soul. She has ranged through a lot of things with me, telling me these “confidential” things, her job, we’ve spent a fair amount of time together, however I think she was up to her eyeballs in some of what went on with Lars, an old flame of some kind [Kristine’s], and the whole Judy and Karen and their crowd, Judy is a fast friend of Kristine’s, in fact the ‘Lars Camp’ is one of her mainstays, that poison continues.”<sup>27</sup>

March 21, 2022

The next time I saw Kristine was on the afternoon of Monday, March 21, 2022. I texted Kristine and asked her if she had time to meet with me that day so we could discuss Swedish Club food and related items.<sup>28</sup> She said she was available anytime between 2 and 4 PM:



We met in her office. Kristine almost immediately acknowledged I had applied for the FSM job but told me she wasn't going to interview me for the job, she was not going to consider me for it. She followed those comments up quickly and said she had hired a woman a few days earlier, it sounded like it was the same day I had applied or just after I applied. Kristine added that the woman was going to cook her first dinner for the Club on Friday, April 1, 2022.

I said to Kristine that I disagreed with her handling of the FSM job in my regard. She told me “you won’t cook,” referencing again hers and my disagreement the month before, in February, before and during a food committee meeting. At that time I had brought up my doing the FSM job. Kristine responded that the job was all cooking, and then we quibbled over her comment. I responded that it was not all about cooking, that was secondary – it was the managing component that she had been after.

However, she stuck with the “won’t cook/can’t cook” *that was her code for my disability*; that was the basis for her pre-textual claim in February 2022 that I wouldn’t want to do the cooking because it was something I couldn’t do because of my disability – that I couldn’t stand and cook for extended periods of time.

In fact, Kristine I believe intentionally changed the focus of the foodservice manager job from someone who manages the department, what she originally said she needed, wanted, clear back in December 2021, and in January 2022, and instead made it out to be a cooking job, one that she insists requires standing for long periods of time, lifting heavy objects kind of a job. I believe those latter things are pre-textual, intended to screen me out.

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<sup>27</sup> Campbell, Elizabeth. Text messages to iMessage.

<sup>28</sup> Text Messages, Mon, Mar 21 12:25 PM

And so, she persisted in making cooking the centerpiece in all of her future Food Service Manager, Chef, Cook, and even the Combo Food and Bar Service Manager job listings – that working alone, standing and cooking, heavy lifting, those were mainstays of the food services manager job at the Swedish Club.

What Kristine completely or willfully overlooks is in order to shop, cook, and serve the meals that I have done, supervising and working the various food and sale workstations included, is that I have in fact lifted many heavy things at the Swedish Club, *and* stood for extended periods doing cooking, prep, *and* when not standing have sat on a high stool that has allowed me to accomplish the same prep and cook activities as if I have been standing!

That leaves what reason then for Kristine to have done all the things she has done to keep me from at this point – even being considered for the FSM job?

Furthermore – whenever I prepared dinners or other portions of meals, I shared half *or more* of the prep and cooking duties with RC, and I did the shopping and desserts *with no assistance*, in addition to those other duties.

I have made it a point all the time I have worked at the Swedish Club to not slough off work to RC, and frankly I tend to do better work and have better cooking skills than him – so why would I bail out of work – plus it's a point of honor to show that I can do the same level of physical work as anyone else! I don't want anyone saying things about me like, "Oh she's an old lady, she can't do things!"

And of special note – Kristine has never:

- Made any effort, even at my suggestion, to ascertain what my physical limitations are or are not,
- Gone through any formal process to determine the extent of my disability,
- Ascertained whether there was even an ADA mandated, reasonable accommodation that could be worked out and applied to my working as the Food Services Manager/Chef.

Kristine's narratives to me on the 21<sup>st</sup> of March about all the cooking for the job and my not wanting to or being capable of doing it were untrue. I could do the cooking – I had already done it and more on my shifts from November 2021 through March 2022, I would go on and do the same in the rest of March, and when Kristine pressed me back into service to lead on the meals in April and May of 2022.

But the conversation with Kristine on March 21<sup>st</sup> was not positive. She was dismissive of the work I had done to date. She did not acknowledge my contributions. And Kristine repeated again how she had already hired someone for the position – no name, only that the woman was from Tacoma.

Kristine said that the woman had lots of experience with the kinds of things Kristine needed, *managing things* – she said the woman had opened many restaurants, had worked events as a manager. She reiterated again, the woman would be doing the April 1<sup>st</sup> dinner.

I memorialized my March 21, 2022 conversation in my March 29, 2022 online request for ADA advice to JAN, the Job Action Network that provides extensive information and services to employees with ADA questions, problems with an employer:

*"The morning of March 21st I met with Ms. Leander in her office to discuss with her a range of situations that had been happening wherein Ms. Leander had been cutting back my job duties in favor of others less qualified, and giving them more hours. The*

*ongoing minimizing of me, and even I felt outright disregard she treated me with in general, that she had particularly shown me related to her refusal to consider me for the foodservice manager job.*

*“When I spoke to her about what I felt she had done, Ms. Leander switched to a well known gaslighting tactic, telling me that she didn’t know what I was talking about and that I was imagining things. She then went on to tell me that ‘We’re not trying to embrace you.’ And then said, ‘Do you want to really know what the problem is? You’re negative.’ I replied to Ms. Leander that I did get that, that I did get that there was an effort by her to marginalize me, to diminish me in the eyes of others through the way she had been treating me, telling me that I had ‘enemies’ in the Club, that she wouldn’t use my name, by repeatedly bringing up my disability, by maligning me about my then and now past relationship with Mr. Matthiesen, and by refusing to grant me even a shred of being a valued staff member of the Club – instead I feel she has pigeonholed me one as disabled, two, that I am a social outlier in the Club because of my past association with Mr. Matthiesen, and I absolutely feel that she is predominately using me as a stop gap measure to save herself, her job and image, not based on a commitment to ensure the success of the Club. I am a dependable person she can use to help her over a rough patch, but given the way she treated me after I put together the successful NYE dinner for her, she has in the past and will in the future kick me to the curb when she finds whomever this savior is that she is looking for.”*

When Kristine and I were finished talking on the 21st I clearly remember that I thought hers and my relationship, my employment with the Swedish Club was over. I was dejected by what she had said to me. It was very stressful listening to how little Kristine thought about me, and having to endure all this time her marginalization of me. I felt the whole Swedish Club relationship - it was a bad scene.

I still believed that the personal things with Lars, with Kristine, with the whole Lars’s crowd, Kristine’s crowd in reality, her January 18, 2022 comment to me, “You have made enemies” treatment of me was still going on.

Later on in the afternoon of March 21<sup>st</sup> I was looking at the Swedish Club’s website and read the *Job Notices* section, I wanted to see if the FSM job was still listed in light of Kristine telling me she had hired someone for the job. It was still there. But something was notable to me about it because I believed that the copy for the Food Service Manager/Chef job description on the Swedish Club website had been changed from when I had seen it previously on the Club’s website, *before* I applied for the FSM position. There was a new twist, the insertion of a reference that the job applicant must be able to physically do the job.

I took a screen shot of it, see below - the Club’s March 21<sup>st</sup> version of the website, the FSM job notice, it included a reference that the FSM position had a physical strength requirement. The successful applicant would need “the physical strength to work alone in a kitchen and/or prepare meals for a large group of people.”:



I believed at the time and still do that the physical requirement reference was added after I had applied, that it was directed at me, it was a pretext to screen me out. I believe it was added after Kristine had insisted to me in February and March that the Food Service Manager job was more about cooking than managing. I felt, feel, that Kristine had been advised by the Club's attorney, Vi Reno, to add that sentence in there as a workaround to screen me out of the FSM position.<sup>29</sup>

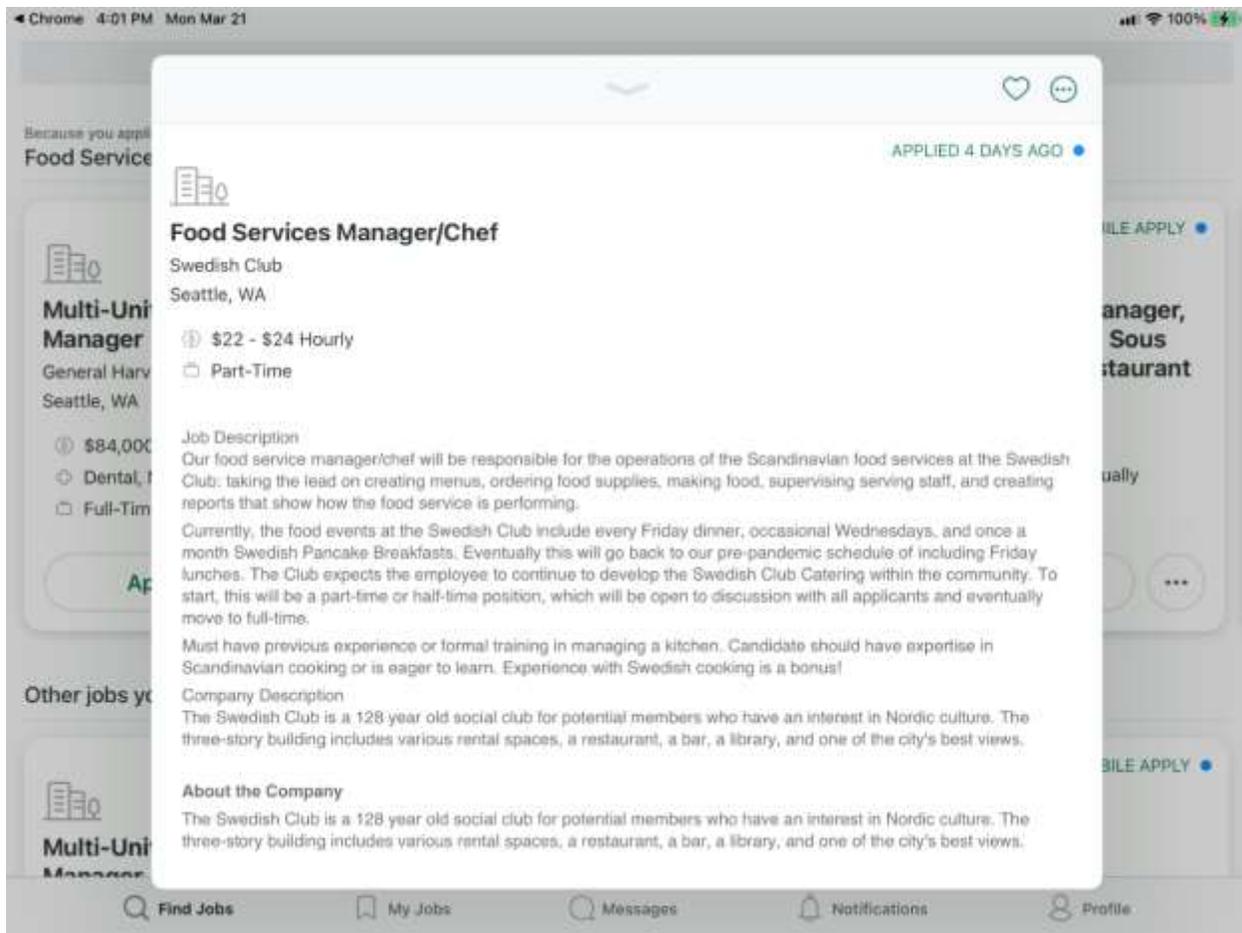
After seeing this change in the Swedish Club website version of the help wanted ad I decided to check and see if that reference to there being a specific physical requirement was added on to what I remembered of the online FSM job notices. Those and the Club's website job narratives and descriptions up and until then had tracked the same.

Note: the copy on all the FSM help wanted ads is written by the same person, Kristine, at that time she provided the content of the Swedish Club's website, help wanted notices.

When I checked, *none* of the FSM online ads had a reference in them about a "physical strength" requirement for the job:

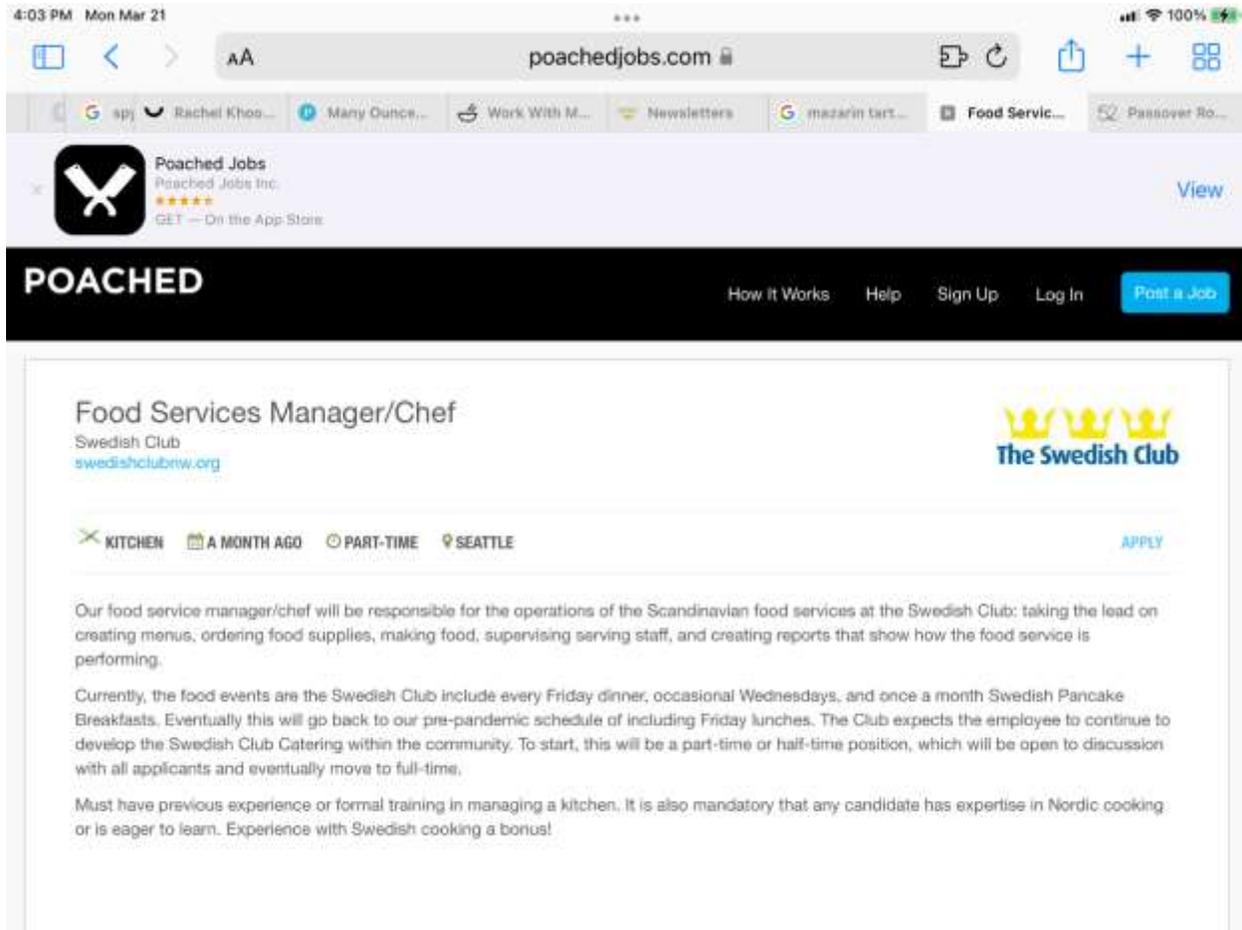
I first went to the ZipRecruiter website for the job at 4:01 PM and took a screenshot of it. There was no statement in the job description about there being this physical requirement that was under consideration:

<sup>29</sup> The only person that would have had the authority to change any statements in the job ad is Kristine; with the note that the only person who works with her on the website is Martin Stilion, he is the webmaster. Only Kristine and Martin have access to manage the content on the Swedish Club website.



I then went to the Poached.com website and looked up the job description at 4:03 PM and took a screenshot of it also. It was the same as it had always been, there was no reference made to having to stand and cook for long periods of time. It was the same as ZipRecruiter job description for the foodservice job I applied for, with the exception that the Poached.com description did not have the statement "About the Company" attached to it. See below:

March 21, 2022



I ended the day on March 21<sup>st</sup> depressed with how everything had turned out, and was really stressed by just how terribly I felt Kristine had spoken to me.

March 22, 2022

First thing the next morning, March 22<sup>nd</sup> I received two emails related to the Food Service Manager situation. The first was an email from ZipRecruiter. It notified me that my application had not been viewed by the Swedish Club. That was no surprise. It was consistent with Kristine's statements to me the day before that she was not going to consider my application:

March 22, 2022

From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>  
Date: Tue, Mar 22, 2022 at 8:00 AM  
Subject: Application Status: Food Services Manager/Chef at Swedish Club  
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>



I noticed your application with **Swedish Club** hasn't been viewed yet on the ZipRecruiter platform. It doesn't mean it won't—these things can take a while.

Check out these similar jobs I think you'd be a good fit for:

You got this,



**Phil**  
Your AI Personal Recruiter

The second email was from Kristine, subject line, "Consider this?"

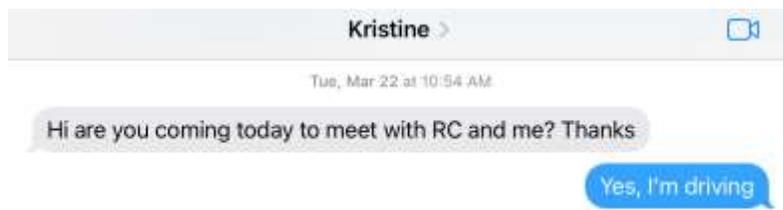
With trepidation I opened the email. I wasn't expecting something positive from Kristine. When I opened it, I was shocked! Kristine had written up an incredibly positive email proposing that I be given a different project/position at the Swedish Club, that would even use my name – *Desserts by Elizabeth!*

The email was a surprising turn of events!! I went from the depths of despair to being very happy! I also felt that with how Kristine and I had left things the prior day, that maybe things had weighed on Kristine too, hence her coming up with this positive response.

I wrote back to her relatively quickly by return email. I was so happy to have heard from her, especially with such an exciting offer. I went from down in the dumps to hopeful. I hoped she would read into what I wrote to her and understand that I too had felt terribly about the blowout between her and I the day before.

Before she received my email though Kristine texted me, “Hi are you coming today to meet with RC and me? Thanks”<sup>30</sup>

I think in light of the tenor of the prior day’s blowout between Kristine that she was uncertain whether I was going to show up for the staff meeting. The reality was I had every intention of coming to the staff meeting and in fact was driving to it when she texted me. I texted her that:



I was feeling very hopeful that this was a new beginning. This is the email I sent to Kristine in response to her “Desserts by Elizabeth” proposal to me that morning:

From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>  
Date: Tue, Mar 22, 2022 at 10:56 AM  
Subject: Re: Consider this?  
To: Kristine Leander <kristine@swedishclubnw.org>

Dear Kristine,

I was happy to receive your email! It is an excellent idea. I’d like to explore this with you further. Could we meet today and do that?

I’m sure you won’t be surprised but I had spent some time thinking through the catering aspect related to the foodservice operations. I even looked at whether the domain name is available, [swedishclubcatering.com](http://swedishclubcatering.com), it is, and played around with what a logo would look like.

And, I also thought about the fact that I carry with me a familial association with a rental company if need be that can garner us a Friends and Family discount for catered events.

In addition, one of my goals that I have been thinking we could reach by maybe Summer is to have baked goods, Swedish Limpa bread, or rye bread, cookies, rolls, or desserts that people could buy regularly. You have the oven capacity - were the ovens working. That’s part of the reason I have been very concerned about the problems with not getting the kitchen equipment repaired and the other kitchen functional, a lot more could be on the table so to speak.

Well and you won’t be surprised either to know, yes, I’ve been working my way through to doing the Princesstarta, I even bought a special cake pan in February as part of that project, surprising myself and you with a Princesstarta - the challenge to meet the bar for the cakes and food that Ann-Margret had set.

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<sup>30</sup> Leander, Kristine. Text message to Elizabeth Campbell. iMessage. Tue, Mar 22, 10:54 AM

And you may or may not remember, I've tried my hand at a number of other related items to the dessert theme - the World's Best Cake [Norwegian standard], and of course the good old smorgastorta is in that genre also -

Coming back around though - some questions - the desserts for the Friday nights, M&F's, club events etc. that are being made by me now - would that still continue - I would like it to. Then there are the meat and cheese boards/the charcuterie boards, what happens with those? I'd like to still do those also subject to this situation with the repair of food related equipment being worked out.

These some additional questions I would like to have considered:

I'd like to be given an email address, as well as have dedicated desk space for this move. Perhaps Malin's old office could be shared office space w/ two desks instead of one?

I would also like to suggest investing in this particular program for costing and pricing food items, and it also may be used for creating nutrition labels for products being sold - [Nutracoster](#). Its price is \$399 or \$699 depending on which version you purchase; for our purposes the \$399 version is more than adequate. I have successfully used it for many years. An addition module is available also that can support an inventory program for the club's food operations, that could come later when your cook is established.

It would good to be able to use a Swedish Club computer, particularly if we setup a costing program - I would be more than happy to also input all the costing information and recipes related to the food items we cook for both sides, cooking and catering.

I have been meaning to ask you anyway for a key to the bottom south door, as it would eliminate my parking in front, and/or having to inconvenience someone to come downstairs and unlock the back door when I use the handicapped parking.

We've talked also about the shopping situation where I first spend my own money on club food purchases. However I would prefer a more streamlined to a system where I could use a credit card or established food accounts.

It would be exciting to work with you to develop a catering operation and a marketing plan, and a price list, and be able to have additional goods and services for people renting space, having events at the club. Not to mention supporting our own events.

Final Paragraph

I want to support you and work with you and our team to stabilize and develop the Swedish Club's foodservice department. You know I will work hard to ensure that my work is well received by the Club members, and is a credit to your confidence in me.

Best Regards,

Elizabeth

The foodservice staff meeting with Kristine, Wendy, RC, and I went as usual. We discussed the menu for the upcoming dinner that week. Because Arista was still supplying the majority of the food for the meals, RC and I had a small part we played – RC did salads and served. I did the dessert, plated and served those.

During the staff meeting Kristine told RC and Wendy that she had hired a woman from Tacoma for the FSM job and that she was going to have the woman cook the April 1<sup>st</sup> dinner. There was neither any mention about my having applied for the job, nor that Kristine had blown me off over it.

March 23, 2022

Kristine seemed to be as anxious as I was to get things going for the small Swedish Club catering project. We arranged for me to meet as soon as possible with her and Anis. Kristine also promptly started laying out a brief plan to move forward with establishing the Desserts by Elizabeth business:

From: Kristine Leander <kristine@swedishclubnw.org>  
Date: Wed, Mar 23, 2022 at 11:03 AM  
Subject: RE: Consider this?  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi Elizabeth, let's try to figure out this week what we'd need to do to have a soft launch in time for Easter? I can see people perhaps buying a Princess Torte or other treats for their Easter table.

I don't have the bandwidth today to focus on it, but if we can talk tomorrow or Friday and lay out a plan, that would be great. I'm working on the newsletter this weekend, so that's why I'm pushing for this week.

We need to sit down with Wendy and figure out the mechanics of ordering, etc.

In all things, my goal is to start small and be successful!

Incidentally, everyone who hears this idea says, "What a great idea!"

Thanks, Kristine

I believe that Kristine, Anis, and I met the afternoon of March 23<sup>rd</sup>, I wrote about that meeting in my [March 29<sup>th</sup> inquiry to JAN](#):

"On or about March 23, 2022 I met with Kristine and Anis and we discussed the general outlines of what my relationship would be with the Club, to the catering entity being discussed. Kristine noted that in the past they had discussed creating a separate entity to be the catering company, an LLC, but she thought that maybe it would be best to keep it as just a department of the Swedish Club, which is where the conversation stayed, that it would be an offshoot of the general foodservice department, just not run by a future foodservice manager, it was to be under my management; and it would start with desserts only, 'Desserts by Elizabeth'.

"At one point during the meeting Anis thought that I was going to Lease the upstairs kitchen, he thought that was a good idea, but Kristine corrected him and said that it was all going to be in-house, I would be a

Swedish Club employee. His contribution to the discussion was that he was happy to work with me to accomplish getting this venture going – particularly to move forward with finishing up the refurbishment and organizing of the upstairs kitchen.”<sup>31</sup>

Another item I interjected in the meeting on the 23<sup>rd</sup> with Anis and Kristine, I suggested that we start costing out our recipes, meals. I introduced that as part of the catering company project, that I would like the Swedish Club to purchase a commercial food costing program called [Nutracoster](#). I previously used it in my wholesale bakery business. I brought with me to the meeting some cost reports for Swedish Club food items that I had costed out using an older version of the Nutracoster program that I had on my personal computer and gave those to Kristine and Anis so they could get an idea of how the program worked, what the costed recipe reports looked like. Anis seemed particularly interested in what I was showing him and Kristine. He made a point of writing down the details of the program’s name and what it could do.

“Kristine, Anis, and I all ended on the same page, that this would be the direction we would go – with the only caveat being that she was going to check with the Club’s attorney about why forming the LLC was necessary – but that was still not going to be an obstacle to moving forward, it would just be part of the process for getting started with a Swedish Club catering venture, and towards providing me with a distinct position that had both a public presence at the Club and more responsibility that in turn would result in accomplishing something that had previously gone nowhere when others had worked on it, getting the Swedish Club into the catering business.”<sup>32</sup>

Afterwards Anis and I went upstairs to the main kitchen, and we walked through it and discussed what things needed to be done to get it functional so we could do this Swedish Club catering, *Desserts by Elizabeth* project. It was all very positive – Anis was enthusiastic – I actually thought at the time he was happy to get some support, some direction for moving the upstairs kitchen project along.

Over the next few days Kristine and I communicated by email, she was anxious to get things going so we could sell products to Swedish Club members for Easter. However, on Saturday afternoon, March 26th, I received an email from Kristine that to me seemed to portend the demise of the Desserts by Elizabeth initiative. It was an email to the foodservice committee, attached and incorporated herein as [Exhibit 3-26](#). In it Kristine was running up a trial balloon for what really was a decision she had already made - to rent out the upstairs kitchen to a catering company.

In that same email Kristine mentioned that renting out the upstairs kitchen might change our plans for the proposed *Desserts by Elizabeth* project, “*Elizabeth, I still want to work with you to develop “Swedish Club Catering Desserts” and then perhaps take some sort of catering from there. Maybe working in conjunction with the rental client caterer?”*.

I could see red flags on the horizon after reading that email. Knowing what I knew then of how things work at the Swedish Club I was now worried that the small catering project proposal Kristine had offered me was on its way out, on its way to going down in flames.

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<sup>31</sup> Campbell, Elizabeth. “JAN Inquiry re ADA Employment Practices 03-29-22”. March 29, 2022. [https://drive.google.com/file/d/1BmUDPpXHWr\\_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk](https://drive.google.com/file/d/1BmUDPpXHWr_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk)

<sup>32</sup> Campbell, Elizabeth. “JAN Inquiry re ADA Employment Practices 03-29-22”. March 29, 2022. [https://drive.google.com/file/d/1BmUDPpXHWr\\_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk](https://drive.google.com/file/d/1BmUDPpXHWr_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk)

A couple of hours later Kristine sent me another email, *Is this OK?*, to see what I thought about the announcement she had drafted to the members for the upcoming newsletter, to tell them about an upcoming opportunity for them to purchase baked goods from the Swedish Club:

From: Kristine Leander <kristine@swedishclubnw.org>  
Date: Sat, Mar 26, 2022 at 3:31 PM  
Subject: Is this OK?  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

What's Cooking at the Swedish Club?

We know that food is very important to our members, and we appreciate your patience in the post-COVID, post-Chef period we are in. A brand-new Club Food Committee has been working with me to plan the next iteration of how to provide wonderful, mostly Swedish food for our members. In the meantime, we have been using a catering company to fill in the gaps. Some meals have hit the mark, other meals not so much. If you have come on Friday evening in 2022, though, you will probably agree that our desserts of late have been nearly uniformly wonderful. We can thank our new baker, Elizabeth Campbell, for that. To test out whether you'd like to take Elizabeth's desserts home with you, we are offering some options for your Easter dinner table on April 17. You can order semlor (Lenten cream buns) to be picked up through Friday, April 15, or Saturday, April 16, and Princess Torte cakes or a spring spice cake on the same schedule. Princess Torte cakes are small 4 inches, medium 6 inches or large 9 inches. The spring spice cake is a standard 9-inch cake. Read our website [swedishclubnw.org](http://swedishclubnw.org) for more details about ordering these catered desserts in time for Easter.

Kristine Leander

Executive Director

After some discussion between Kristine and I about wording for the debut email to the Club members about how desserts were soon going to be available for them to purchase, days later on March 28<sup>th</sup> Kristine threw me a curve. As quickly as the catering opportunity for me began it abruptly ended.

Kristine told me that the Club's attorney, Vi Reno, had opposed her proceeding with the catering/*Desserts by Elizabeth* project with me. Kristine said it was related to the food department being "in flux" and some legal technicalities – but the reality – then and now – it seemed to me the whole thing was tainted with the Lars, "Lars crowd" enemy brush, and certainly with the big "We're not embracing you!" brush:

From: Kristine Leander <kristine@swedishclubnw.org>  
Sent: Monday, March 28, 2022 2:05 PM  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>  
Subject: Heads up about "desserts to go"

Our attorney has advised me not to try to sell desserts to go yet for two reasons. One, because we are in flux about food at the Club anyway and two, because she really wants us to explore setting up the LLC first. I'm disappointed and I know you will be too.

It's always wiser for me to honor her advice than to go against it, particularly if I expect her to bail us out down the road.

Kristine Leander

Of course I was disappointed, very disappointed. I also had observed that many things at the Swedish were done on a giveth and taketh away basis. Based on Kristine's politics or tactical whims. For that reason alone, I was not surprised when the *Desserts by Elizabeth* project did not pan out. Very disappointed but not surprised.

I also reserve some judgment, but thought it was entirely possible that Kristine in a rare moment of regret on March 22<sup>nd</sup> had made the offer for the *Desserts by Elizabeth* as a stop gap measure, or carrot offering. She had planned to follow through with it – but "things" got in the way.

Between March 22<sup>nd</sup> and March 25<sup>th</sup> there were a couple of times that Kristine mentioned to me, to the other Food Committee members about how this new woman from Tacoma that Kristine had hired for the Food Services Manager position, how the plan for her to cook her first dinner on April 1<sup>st</sup> was progressing. Both times Kristine said that the woman had called her up, I believe she had even come to the Club once, and that the woman was working with a friend that also had foodservice experience, that the woman and her friend were trying to figure out what all was necessary to put on the dinner.

By the second time Kristine mentioned the woman Kristine was indicating that things did not seem to be working out, there were red flags, the woman appeared to be asking more questions that seemed to indicate she was having difficulty just planning the dinner.

March 24, 2022

On March 24<sup>th</sup> I texted and asked **to meet with Kristine, 12:02 PM**

I had followed up on my March 22<sup>nd</sup> enthusiasm about doing the relatively complex Prinsesstårta cake for the Swedish Club, I wrote Kristine that I had made my first one, and wanted to bring it to the Club and share it with her and the staff.

Kropkaker

At the Friday dinner on March 25<sup>th</sup> a man followed Kristine out to her car and complained about the Anis was hired to be the facility manager – the building manager. However, I feel when Malin left that Anis was inserted into a number of foodservice related situations that one, he was not qualified to handle, and two, when he did handle them, he handled them poorly, and at best I feel his attitude towards the foodservice operation ranges from ambivalent to hostile.

dining experience he and his family and guests had had at the Club that evening. The next day Kristine wrote the food committee members and said she was sick of the comments about the food – *"I'm tired of being disappointed in the meals, tired of hearing complaints, tired of our staff not being up to snuff. (Last evening a man followed me out to tell me how their six people were disappointed in dinner, for one thing, the small portion of meatballs."*



When I saw Kristine the next week she said she was so sick of the criticisms by certain Club members, in particular she said it was members of the Book Club. Kristine told me she was so disgusted by the whole thing that she asked them to give her their suggestions and recipes for the next week's menu, that their selection would be what was served. One of the selections Kristine said was Joanne Foster had suggested that kroppkakor, stuffed potato dumplings, be served.

I knew what they were because I had made them in November

2021. In fact at the time I had showed Malin and Kristine pictures of my dumplings. Malin had been impressed that I made them, and that I knew they could be served with a cream sauce or melted butter. See picture right of my kroppkakor in November 2021 and in July 2022

As it turned out Kristine did not use the menu suggestions of the women. instead for the next three dinners she directed me to work with RC and make soup and salad as the alternate dish to the regular meatball dinner.

Several weeks later, Sunday evening, April 24<sup>th</sup>, Kristine and I were exchanging emails about plans for a rhubarb dessert and other upcoming menu items for dinners and events. I tagged onto that conversation a suggestion for the next week's Friday dinner. I suggested that we serve kroppkakor. I had remembered Joanne's suggestion, and thought it would be an old school Swedish food choice as well as I thought it would make Joanne happy that her suggestion had been taken up.

I wrote Kristine, "One suggestion I'll bring up is kroppkakor; isn't that what Joanne Foster wanted a few weeks back! <https://www.196flavors.com/sweden-kroppkakor/>"

Kristine wrote me back and stated she did not want to do them, they were too much work, "Regarding these dumplings, I don't think we should make menu items that require individual prep for each serving. Take a leaf from the book of the professional caterers...."

I saw Kristine the next day at the Swedish Club, we briefly talked about the kroppkakor. She said that they were way too much work to make. I said I thought they were doable and reminded her that I had made them a few months back.

Kristine countered that it was the kind of food item that a bunch of the ladies would need to get together and make them; that it wasn't simple, she only wanted dishes that were simple to make. There was no controversy, I dropped it, mainly I thought it would have been a nice gesture to make with Joanne and her

book club crowd. That it would be an inclusive moment, making something they thought would make a good Swedish meal.

Two months later on June 20<sup>th</sup> Kristine sent out the “What’s Coming Up at the Club?” email, it set out the next month and a half’s worth of menus for the Club’s dinners and events. One of the Friday menus included kroppkakor, “Our menu is meatballs with potatoes and a vegetable, or kropkaker (Swedish potato dumplings).” Kristine had reversed her position against making kroppkakor and decided that Jocelynn should make kroppkakor for the July 29<sup>th</sup> dinner.

Of course. Kristine is free to change whatever the dishes in the menus are; however the point here is that this was another instance where one, she disrespected members, and two, where she took a hard line with me and then when she had her new hires, she became more collaborative, reversed courses, made allowances and was far more receptive and flexible than she had been with me

March 25, 2022

On March 25, 2022 I also received the below email from Kristine. It references the person she had hired to thwart my application for the foodservice manager position on the 21<sup>st</sup> of March. That hire had come to an epic fail, the woman never came to work:

From: Kristine Leander <[kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org)>  
Date: Fri, Mar 25, 2022 at 4:09 PM  
Subject: Food Committee, Monday, March 28?  
To: Seattle-Bergen Sister City Association <[seattlebergensistercities@gmail.com](mailto:seattlebergensistercities@gmail.com)>, Judith Dern <[jhsdern@gmail.com](mailto:jhsdern@gmail.com)>, Elizabeth Campbell, MPA <[neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)>

... I had hoped to have a potential new chef trying out cooking for the Swedish Club on Friday, April 1. She left our offices very enthusiastic about the possibility, but maybe the drive from here back to her home near Tacoma burned the idea out of her brain. Darn!...

March 26, 2022

The next day, March 26<sup>th</sup>, Kristine wrote in the same email thread, “I thought We had a woman hired to become our new chef. She was excited when she was here, then seemed to cool to the idea and then said “no go” to me today.”<sup>33</sup>

At the food committee meeting on March 28, 2022 Judith Dern asked Kristine about the progress on the FSM job. Kristine told her it was now listed listed on Poached.com. Then there was a whole conversation between her and Judith about who and where she was making inquiries too. Kristine told Judith that she was contacting several local and state colleges, along with Farestart. I wrote in my meeting notes about this exchange, “Still looking for food manager [posted on] Poached 2X Seattle Com College Vancouver West Seattle Farestart Mt. Vernon possibly”<sup>34</sup>

It’s at that point when Judith talked about needing to find a young person that was in a foodservice training program, someone starting out in their career, someone who was eager to come and take on the Swedish

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<sup>33</sup> Leander, Kristine. “Email: Food Committee, Monday, March 28<sup>th</sup>?”. Gmail. March 26, 2022 1:55 PM

<sup>34</sup> Campbell, Elizabeth. “Food Com 3-28-22” March 28, 2022.

Club job. Kristine agreed with her. I was just sitting there listening to them say all of that, and thinking too – like they were talking past me like I was of no consideration whatsoever.

I mentioned that I wanted the job, that Kristine and I had talked about it, and I said, I felt Kristine was holding my disability against me. Kristine said to Judith that I didn't want to cook. I responded that was untrue, that the FSM job was not entirely about cooking, it was about managing the food service at the Club.

I said I could do the cooking, [and had been doing, and would do even more of in the future].<sup>35</sup> I did not belabor the subject, but made a point of bringing Lori Ann's and Judith's attention to Kristine having specifically stated to me that my disability was the reason she didn't want me to be the food service manager; that the "cooking" claim of hers was a diversionary comment, cloaking her original sentiments and statements to me, that I couldn't do the job, she didn't want me to have the job, my disability was her reason to deny me the job.

Again, I'm sitting there at the meeting and just thinking, here Kristine was passing me by again.

March 29, 2022

On Tuesday, March 29, 2022 I went online and checked to see the status of the FSM job – it showed up as a Google ad, which is comprised of information Google pulls from the prior job search sites that the ad was originally listed on. Below is the copy and paste copy I made of the Google ad:

Identified by Google from the original job post

Qualifications

- Must have previous experience or formal training in managing a kitchen
- Candidate should have expertise in Scandinavian cooking or is eager to learn
- Experience with Swedish cooking is a bonus!

Responsibilities

- Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies, making food, supervising serving staff, and creating reports that show how the food service is performing
- Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts
- Eventually this will go back to our pre-pandemic schedule of including Friday lunches
- The Club expects the employee to continue to develop the Swedish Club Catering within the community
- To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time

Full description

Job Description Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies making food, supervising serving staff, and creating reports that show how the food service is performing. Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake

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<sup>35</sup> Campbell, Elizabeth. "Food Com notes". March 28, 2022.

Breakfasts. Eventually this will go back to our pre-pandemic schedule of including Friday lunches. The Club expects the employee to continue to develop the Swedish Club Catering within the community. To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time. Must have previous experience or formal training in managing a kitchen. Candidate should have expertise in Scandinavian cooking or is eager to learn.

“Experience with Swedish cooking is a bonus! Company Description The Swedish Club is a 128 year old social club for potential members who have an interest in Nordic culture. The three-story building includes various rental spaces, a restaurant, a bar, a library, and one of the city's best views.”<sup>36</sup>

There was no reference in this ad to the “physical strength” requirement.

Elizabeth Campbell Activity Log  
Wednesday, March 30, 2022

9:18 AM Early on the morning of March 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>37</sup>

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<sup>36</sup> Accessed on A

<sup>37</sup> Source: Google Timeline for March 30, 2022

10:56 AM I took pictures of Pantry organization charts, setup vegetable prep for making the salads for Friday and for the split pea soup for the Great Finds Sale on April 2<sup>nd</sup> and 3<sup>rd</sup><sup>38</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>39</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>40</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>41</sup> I talked to a support worker for 44 minutes<sup>42,43</sup> I was bereft, emotionally gutted by what had just

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<sup>38</sup> Source: IOS Pictures from March 30, 2022

<sup>39</sup> Including related to matters related to the housekeeping and organization of the kitchen from mid-December 2021 to March 30, 2022.

<sup>40</sup> Activity that includes an individual, myself researching or making inquiries into Swedish Club finances or operations, or asking questions about decision making or decisions is labeled by the executive director as "being negative".

<sup>41</sup> Washington Listens was a support program and phone line to help people manage elevated levels of stress due to the pandemic, callers speak with a support specialist and...helps people cope and strengthen their resiliency in uncertain times...complements the state's behavioral health response services by providing an outlet for people who are not in crisis but need an outlet to manage stress...supports short-term interventions to mitigate stress, promote the use or development of coping strategies, and provides emotional support to help Washingtonians understand and process their stress.

<sup>42</sup> Source: T-Mobile 3/14/22 – 4/13/22 Bill

<sup>43</sup> Source: Google Timeline for March 30, 2022

happened. It was bad. At first I could barely breath because I was so overcome emotionally. Kristine’s treatment of me just triggered me horribly.

I had been working through for the last three and a half months the heartbreak of what had happened with Lars, then all of the chaos in the foodservice department, months of Kristine’s mistreatment of me as a person, as a member, as an employee, and how she had spoken to me this day – it just landed me right back to the night at the Club on December 17<sup>th</sup> when Lars had berated me, made a public spectacle of things, and stormed out of the place leaving me heartbroken.

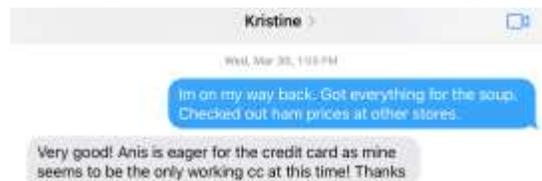
It brought back the clearly dismissive treatment by Kristine, of her telling me I was disabled, I wasn’t good enough to lead the foodservice department – it was bad. The Washington Listens phone worker helped calm me down but the whole encounter with Kristine had been horrible.

12:54 PM I called and left a voicemail for Malin Borgstrom,<sup>44</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>45</sup> about what had gone on during my interaction with Kristine.

1:32 PM Arrived at Ballard Market<sup>46</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>47</sup>

2:09 PM Called Lorelei Stevens, talked to her for 10 minutes<sup>48</sup>

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<sup>44</sup> Source: T-Mobile 3/14/22 – 4/13/22 Bill

<sup>45</sup> Source: T-Mobile 3/14/22 – 4/13/22 Bill

<sup>46</sup> Source: Google Timeline for March 30, 2022

<sup>47</sup> Source: Google Timeline for March 30, 2022

<sup>48</sup> Source: T-Mobile 3/14/22 – 4/13/22 Bill

2:10 PM Arrived at the Swedish Club<sup>49</sup>

2:20 PM Called Swedish Club for someone to come downstairs and unlock south lower door<sup>50</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>51</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, her compulsion to do the vindictive, punitive stuff, and her inability to consider the wider interests of the Club's members as a whole, versus what she wanted things to be like, what her crowd wanted things to be like – i.e. operating in a self serving, self created vacuum.

I went to bed that night and just felt like my world at the Swedish Club had crashed and burned after the encounter with Kristine.

March 31, 2022

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<sup>49</sup> Source: Google Timeline for March 30, 2022

<sup>50</sup> Source: T-Mobile 3/14/22 – 4/13/22 Bill

<sup>51</sup> Source: Google Timeline for March 30, 2022

April 18, 2022

The conflict between Toene, Kristine, and I over the payment of my invoices continued on into April. Shortly after another encounter between us over payment I texted Malin to see how the personal employee shopping for the Club and getting paid for the purchases had worked, and at the same time detailed what had been occurring to me. I made a reference to what Anis had said to me on the 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 the Swedish Club has no food vendor and supply accounts, Toene told me today that it has been this way as far as she knows. I asked her where Anis is buying the pancake supplies, Toene says that she doesn’t know, he has a card. He goes and picks up the supplies. And I don’t understand how it is that every order he has placed has had something that is wrong, missing.

“I had an outstanding invoice from last week. It was on Kristine’s desk waiting for approval. Before it was paid I had to do more shopping. I wanted to stop advancing money so Kristine agreed to give me a \$300 advance for last week’s shopping. I used all of that and another \$170 of my own money. I have a new batch of receipts as of the end of last week then to apply against the \$300.

“Today I checked to see if the prior invoice had been paid, Toene told me no, that she had backdated the \$300 and applied it to that, that no check was available.

“I have been also what I feel abused by Toene, she has remonstrated with me that on three prior receipts that I had included an item for my own consumption. The majority of the time I keep it all strictly separate - a transaction for the SC, a transaction for me, however on those occasions it was easier to just do it all at once.

“I told Toene it was my credit card and how I used it was not something I felt she had a right to dictate to me. She always gets loud and obstreperous and goes on how her bookkeeping has priority, her job has priority, she is just doing her job.

“And then, she turns it further and says in the future I should do things differently; she is going to make an exception and pay the prior invoice.

“Is this typical, what is the deal why the Swedish Club does not have any vendor accounts?”

June 2022

Two months later, on June 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. That was another notable and emotionally trying

encounter for me, another stressful situation occurred that clearly had Kristine's fingerprints all over it, the effort to inflict discomfiture.

I had requested the day before to be included at the meeting, I have since late 2020 attended the majority of the Club's board meetings. Up and until then they had been on Zoom. But this one was going to be in-person meeting with the added component that it would include having a light supper prepared for the board. As a Club member/visitor to the board meeting the food was not automatically going to be provided gratis to me, but I learned through my friend Lorelei Stevens, the then board treasurer-in-waiting, that it could be ordered and paid for by any visitor attending that evening. Accordingly, I called and asked Wendy Lundin to put me down for one of the supper dinners that the board members were being served, that Lorelei Stevens had also ordered.

When I arrived at 6:00 PM, the time when the board meeting had been scheduled for, it turned out everyone had already eaten. Unbeknownst to me the dinner part of the meeting had been scheduled earlier. Lorelei was seated at a table that was away from the board's U-shaped table layout, it had been setup with some board handouts, papers and the like, and there were some wine bottles on it. Literally it was like an afterthought setup – Lorelei was perched beside the very edge of the table, with little space for her food dishes to set out. To me, I felt it was very intentional and by design, an effort by someone to send the message and make it clear, non-board member, member visitors were not welcome!

After I arrived there was no effort or follow up with me – there was no food offered to me, and certainly there was no spot even if there had been a meal for me where I could have eaten it. I said nothing about it, but just took what was going on in – another one of the clear Kristine messages emanating from her March 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 presentation by member and former interim executive director, Sharon Lucas. From my perspective her presentation was tailor made to support the notion and reality that there should be a strong executive director running the Swedish Club, and a weak board giving her relatively free reign to do as Kristine wanted.

However, part of what Sharon said during her presentation, about how important the staff bookkeeper's/Toene's Hayes position was – including filing the Club's state mandated reports and making sure that all the Club's bills were paid, and then what Toene said later – about how diligent she was to do those things, all the while telling the board at the same time that the Club's foodservice income and costs were not being presented to them with any kind clarity – prompted me to bring up those subjects, that the Club's corporate reports were often filed with Washington's Secretary of State's office late, that at least as far as my own invoices, the Club had not paid those in a timely fashion, and neither had according to Anis, had Toene paid its credit card bills in a timely manner (see my above March 30, 2022 remarks), and it was I thought unacceptable that the foodservice financial operations were not being shared with the board in a far more detailed and transparent way.

At the board meeting Toene blustered through my comments, there was no resolution, she said she thought she had sent the reports in on time, that she thought there was a delay in how the state was handling what she had sent in. As to the rest – the delayed payments and lack of transparency about the foodservice department – Toene provided no cogent response to that.

Later on after the perfunctory recitation by Kristine and Anis about what they had been up to since the last board meeting, the meeting was adjourned to what was now becoming a regular occurrence at the board

meetings, the board retired to another exclusionary, executive session. Lorelei and I accordingly left the meeting and went home.

The next day, June 2<sup>nd</sup>, Kristine sent out an explanatory email,<sup>52</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 <anis@swedishclubnw.org>, Lorelei Stevens <lorelei.stevens@gmail.com>, SeattleBergenSisterCities@gmail.com <SeattleBergenSisterCities@gmail.com>, ddrconstruction@gmail.com <ddrconstruction@gmail.com>, fiddlerkris@hotmail.com <fiddlerkris@hotmail.com>, garysund@ymail.com <garysund@ymail.com>, ibodderson@hotmail.com <ibodderson@hotmail.com>, langdonlmiller@gmail.com <langdonlmiller@gmail.com>, lareinhall@hotmail.com <lareinhall@hotmail.com>, larryaomdal@hotmail.com <larryaomdal@hotmail.com>, maosmith@msn.com <maosmith@msn.com>, maryemerson115@gmail.com <maryemerson115@gmail.com>, mkj011779@msn.com <mkj011779@msn.com>, neilsnyder@outlook.com <neilsnyder@outlook.com>, peterickj122@msn.com <peterickj122@msn.com>, shamaalbright@msn.com <shamaalbright@msn.com>

I hope this information is helpful.

One, in regard to chefs spending their own money on food expenditures. We are too small to order food on behalf of our chefs' future needs. Chefs who request to receive what I call "seed money" for their future food expenditures are always welcome to request it. Elizabeth has requested it several times and has received it every time that she requested. We do not do reimbursement checks on a same-day turn around. We have established a procedure for doing check requests in a timely and efficient process. Sometime that means a next-day response for check requests, reimbursement requests, seed money requests, etc. This helps us account for a very busy day or one of us, namely me, being out when the check is requested. This has been frustrating to Elizabeth, but I'm sorry.

Two, we have never not paid our credit card invoices. Each of us—Anis and I—have a limit of how much we are allowed to charge in a single transaction. Elizabeth must have heard Anis venting when he ran up against his credit card limit. Let me repeat. We have never, in recent years, not paid our credit card invoices.

Three, we will continue to file our Secretary of State filings on time, but we have no control over their internal processes.

Again, I hope this is helpful!

Kristine

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<sup>52</sup> Leander, Kristine. "RE: Delinquent SOS Filing, Swedish Club Inactive Status". Gmail. Jun 2, 2022 at 5:08 PM.

My responses to Kristine’s claims are these, to her statement, “Elizabeth must have heard Anis venting when he ran up against his credit card limit.” Unpacking Kristine’s statement, she clearly implies I was listening in on a conversation.

This is not what happened on the 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 up there listening to some conversation between Kristine and Anis about their credit cards.

This is a good example of what I used to call the “spin” that Kristine engages in. The reality of this tactic of hers is that she comes up with lies to explain and deflect situations that cause her discomfort, might call into question her actions, how she has or has not handled something. Concomitantly, these false asides of hers are used to shore up her positions to the detriment of her targets – staff or members of the Swedish Club.

Anis claims now that he doesn’t remember talking to me in the elevator, but I’m sure he wouldn’t want to confirm that he had said such things to me. All I know it was remarkable that given the nature of the subject and his staff position that he would have said such a thing to me that day, and given how long he had worked at the Swedish Club, including that he literally sits right across from the Club’s bookkeeper’s desk, that he doesn’t have all of the info about how his Swedish Club credit card works defies the reality.

I also personally resent Kristine’s implication that I was listening at some doorway and then misconstruing what was said. The day went down as noted above, I was hardly hanging around and skulking the hallways of the Swedish Club, not to mention, at that point I doubly was not hanging around the place, being in the position where I felt I was, thoroughly rejected. I was not hanging around on the chance that I might have more of Kristine’s abuse heaped upon me.

The facts are, my memory is not faulty. I told several people about what Anis had said to me the day of, March 30<sup>th</sup>, and later on I wrote about it to Chris Sisco – he is the person that literally sat outside Anis’s office – I shared with him on May 10, 2022 what Anis had said to me on the 30<sup>th</sup>.<sup>53</sup>



And I also recounted my interaction with Anis on the 30<sup>th</sup>, on June 3, 2022 I wrote my daughter, Candy Martin, an extensive text message about what all had been going on for months related to my subsidizing the food purchases - about this very event related to the credit card, Anis, Kristine, etc. - detailing what happen that day,

“I was on my way back but I thought, no, it didn’t sound right, why would Anis need the credit card, they had another one he used, I just thought it was a setup, the woman [Kristine] just is always on spin mode - so I got back and at the same time Anis gets there, I thought okay - I’ll give him the credit card - so I

<sup>53</sup> Campbell, Elizabeth. Text message exchange w/ Chris Sisco. iMessage. Tue May 10, 2022 11:17 AM.

approached him with it, I said you need this, here it is - he was like Huh? Well the long story short is the card he had was declined. It was declined, he was returning from shopping and mad b/c the card he had - he said to me it had not been paid; and that was something - Anis is not my buddy, he is Kristine's so for him to have told me that it was a big thing."<sup>54</sup>

In regards to Kristine's statements about how she has this payment system set up and inferring that she has been proactive in her handling of my, employee's purchases on behalf of the Swedish Club, my response to Kristine's claims are the same as what I wrote the next day to my daughter after Kristine's commentary to the board (see 6/3/22 below), "And the 'procedure' she referenced to the board, this is what she wrote me about that on May 18th, this is her procedure: 'Toene has turned checks around when it's doable. The check requester can't expect that it's always doable. Mostly it's not doable. If you want a hard and fast rule, let's go with 'it's not doable' and then when it happens it's a pleasant surprise.' That was her final word on it - she added nothing else; to me it was high handed and arrogant. So get this nuance, the spin to the board yesterday, she has an 'established procedure for doing check requests in a timely and efficient that process' - the reality is there is no procedure - it's when they feel like it."<sup>55</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. Then after going through the slight over the board meeting, the food, the seating, and then the misleading and false claims Kristine made to the board in her June 2<sup>nd</sup> email, it was just triggering. I was really struggling with what was to me a hostile employment and membership environment all maintained by Kristine.

On June 3<sup>rd</sup> I texted my daughter Candy Martin<sup>56</sup> 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:

"I have something to tell you about the Swedish Club, things are not working well with Kristine. You can take it for what it is worth, but she is a very cruel and vicious woman who basically is always in half lie mode, her spin about how things are, why things happen the way they do, why something is right that is wrong.

"Then she has this propensity to put people under her boot and just crush them and let them know they are nobody - it is a steady drip drip of innuendo here, unkind words there, taking away something, letting you know you are nobody,

"I've watched it done to others - in the last six months two employees have left that were at the Club like for years, one for four years, one for 10, and another for over two years - they got sick of Kristine being terrible to them.

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<sup>54</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri Jun 3, 2022 6:32 AM.

<sup>55</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.

<sup>56</sup> Campbell, Elizabeth. Text message to Candy Martin. iMessage. Fri, Jun 3, 2022, 6:32 AM.

"I'm waiting and sticking it out but I'm just being run over. She has been jerking my chain for probably a year and a half now, heading to two years. I didn't recognize it originally, but I see it now, one aspect is she was really working some things in the background with Lars - doesn't let Lars off the hook, but she was doing me no favors; but go past that.

"In terms of my employment, she has used me and then kicked me to the curb when she is out of the woods, then all along the way made it known that I am nobody at the Swedish Club. As you would expect - I'm great at what I do - there is not a meal or a dessert that I have been in charge of and cooked that hasn't been successful.

"I have done it all - meals for the multitudes, I instituted a salad program, I have done the soup program, and the reality all this time since the first of the year - the desserts have been the only consistently high performing part of the foodservice program.

"And make zero mistake about it - the failures for months are Kristine's, her poor choices are the bedrock of all the failures.

"But - she spins it all away - oh she needs a real cook, she just doesn't have the right people, she can't find anyone. Well now she has this gal [Jocelynn Lillis], and she has her old man [Tom Perricone]. Now she is just showering them with praise and glory in her newsletter and to the board - they're the greatest, as the uneven food show goes on.

"Here's the deal - a part of what has been going on - from the outset when I got employed by them Kristine had this setup whereby the food staff paid for the food they were using in whatever they were cooking and then they got reimbursed by the SC.

"So, since I started I have been funding the purchase of the food things I have been responsible for, and then getting reimbursed. The turnaround on reimbursement is uneven, I've gotten it down to sometimes within a day of invoicing them, but a week might have gone by where purchases are ongoing and then I put the invoice together and get paid in a day or so - it's gone out longer a couple of times; but there is a rub in it, of course, its the attitude - by the bookkeeper Toene, she's busy, she's doing me a favor kind of thing.

"Kristine has not been entirely solicitous - this has been a moving situation, we've already come to blows a couple of months ago - but backing up I funded the meat and cheese tray thing for a couple of weeks but it wound down because the cold case in the bar was not lit - people could not see that the trays were there. It took Anis three months to get that working - but now Kristine has changed courses and abandoned that program - another hallmark of hers - she cannot work through and solve a problem it's always abandon, make excuses, and come up with some new approach.

"Then Malin quit and took her friend Carina with her, they hated Kristine by that time and left after less than two days notice. Kristine turned to me, save me. So I did, but then the expectation was still that I would fund the purchases for the department and get reimbursed. Well buying all the food for a meal of 50 or more people is a little different than buying for 10 trays of odd pieces of cheese and sliced meats.

"I got into it where wait a minute, I cannot afford this - I had an order for \$350 worth of meats, cheese, nuts, olives, etc. I had a couple hundreds of dollars for the rest of the main meal items, ingredients for the cakes so I went to Kristine and told her I couldn't float the SC the money for the entire meal - she thought about it and said well, they could give me an advance, she needed a budget - so I gave her one.

"I felt it was all very reluctant, but you know me - I was super over the top careful to make sure that I accounted for everything, I did and still do - worked my prices, checking a lot of sources, making sure I was getting the best deal on everything, and getting good quality food for the SC.

"Of course - that whole NYE dinner ended with me being kicked to the curb - it mattered not all my hard work; she hired some moron woman [Lily Wright] who Kristine insisted was just on it, she had all this experience, she was in charge of it all, purchasing - I was out of that business.

"But they still wanted me to tell them how to put it all together - and of course - I should make the desserts.

"Well that gal went sideways and quit within a week. I'm back in the food purchasing, money loaning to the Club business arrangement. We have fought over it in general ever since then - sometimes they will advance me money; but it's been really spotty - Toene has turned my checks around - but it always had some crappy commentary [from Toene]. We had a blowout about three months ago - they seriously told me they were doing me a favor because it was all to my advantage - they thought I had a credit card and was getting points on it; I told them no, and then they went the rest of the way - oh, I didn't even have a credit card - oh, that was humiliating, but they continued, well they would work on it sort of.

"but the reality for them was that they just didn't have any accounts with suppliers; oh, so finally, only two times - they let me use the credit card when I had a couple of couple hundred dollar purchases I needed to make; but even that couldn't be pleasant, the first one was for the NYE dinner - Toene went to Kristine afterwards and claimed she didn't know what a charge on the credit card was for - I had had that card but she didn't know what the charges were for.

"It was a fake bullshit thing she was doing - Kristine remonstrates with me, I needed to be sure to turn in my slips - uh, I sent Kristine the email wherein I had requested pre approval for one charge - I had the company supply them before I got the card with the invoice that I was going to charge on the credit card - I sent it to both Kristine and Toene at the time, then I turned in the actual charge slip and the invoice with the rest of my invoice - I went through it with Kristine - it wasn't possible that Toene did not know, and I had done only one charge.

"Then I had to make a butter purchase in March so I asked for the card again. That day Kristine and I had a terrible encounter - she told me in no uncertain terms that I was not wanted, she said to me, "We're not embracing you as an employee". She had given me no recognition to speak of for my work, she had told me that Lars and his crowd were my enemies, she had told me that I was disabled, that I was too old, they wanted someone younger, I couldn't have an email address, I couldn't have a key so I could come into the building where the handicap parking is, it was bitter; I held my own all this time and through that conversation, but I left and I just lost it. It was like a repeat of the whole Lars thing, it was terrible to have endured her months of crap, I'm not Swedish enough, the kicking me to the curb, the whole demoralizing treatment.

"So I used the credit card a second time for this butter purchase; seriously, it is cringeworthy. I had to go through the whole thing - bring it to their attention I wasn't going to pay for the butter, I needed them to pay for it, could I use the credit card - I hated asking it is just uncomfortable but I was trying to be firm with them. Okay - I can use the credit card, Kristine wasn't at the Swedish Club, she told me it was in her coat

pocket in the office, go in her left hand pocket of her coat and get it. This was before the blow out. So that was weird getting the card out of Kristine's clothing.

"But I left to go do the purchases after our blowout, I had my meltdown; and then I got a call from Kristine, she was frantic - did I have the credit card? Of course I did, she is relieved but I need to get back to the SC right away, it is just desperate - Anis needs the credit card - so this is where I was kind of like this seems odd; Kristine spins things so much I was kind of thinking that it was a pretext, that she was telling me Anis needed the credit card because she was worried about my having the credit card after our big blowout - like maybe she thought I was going to disappear with the credit card - because our set to was bad - she had told me that I was just nothing, she emphasized that I was imagining things, that she didn't know what I was talking about. Yes, she had even done gaslighting on me that day.

"I was on my way back but I thought, no, it didn't sound right, why would Anis need the credit card, they had another one he used, I just thought it was a setup, the woman just is always on spin mode - so I got back and at the same time Anis gets there, I thought okay - I'll give him the credit card - so I approached him with it, I said you need this, here it is - he was like Huh? Well the long story short is the card he had was declined. It was declined, he was returning from shopping and mad b/c the card he had - he said to me it had not been paid; and that was something - Anis is not my buddy, he is Kristine's so for him to have told me that it was a big thing.

"So I'm putting these things together, this whole setup is bullshit, and what's the deal with the credit card, why does a business that has millions in endowments, that blows through hundreds of thousands of dollars a year, that has a spendthrift I think approach to money - this is insane - I'm a pensioner basically - they're acting like they deserve me to be their banker, by turns - 'I don't have a credit card' - and I want this special treatment of getting quick turnaround on their bill, how dare I!

"But I hung in there and yes, I should still be the SC's banker and buy their damn food for them, it was expected, she tried to tell me then oh, they would give me an advance - well the reality is I think I got maybe two advances, the turn around on my invoices is a day to a couple of days - but I'm always out money to the Swedish Club; I explained this to them, Kristine and the board even - I get social security and what little I make from the SC. I figured out that anywhere from 50 to 80 percent of my money each month is tied up floating money for SC supplies.

"A good example - is I got paid up last week, but the same day it started over again, I had to go buy \$55 worth of nuts to keep on going, this week I turned in another invoice for \$200.

"It is outrageous to me - I've talked to them - they should have accounts, they should order things and have them delivered - but I think part of it is Kristine is against e-commerce, yes, I have a couple of times used Insta-Cart - I've given her the numbers that it is cheaper to pay insta-cart the fee then it is for me to literally go to the store and do the shopping, they deliver it to the Swedish Club within two hours; boom. And I feel like I have to apologize for that even because e-commerce is akin to Amazon and she doesn't want the Swedish Club supporting Amazon. She begrudgingly has allowed some Amazon purchases but she makes it known she doesn't approve of that.

"I keep thinking - just put in instacart orders, the Swedish Club pays for it through their own Instacart account. But no - yes, even the new chefs, it's been thrown into my face - oh Jocelynn, she asked for a check and she didn't even pick it up for several days. And Tom, oh he's showed me, he wrote me the other

day - can I pick up anything at the store for you on the way in? It let me know that she's worked the story with him - oh, Elizabeth has problems with that but he doesn't.

"So now we are back on the discussion of the money, Kristine, the board, she has spun it to them that it is my problem, she claims that she has generously supplied me with 'seed money' - like she is funding my business, that I find it painful and she is sorry it hurts me, but the Swedish Club is just not big enough to do real business things - this is what she wrote to the board yesterday [June 2, 2022, see also complete email above]:

'I hope this information is helpful.

'One, in regard to chefs spending their own money on food expenditures. We are too small to order food on behalf of our chefs' future needs. Chefs who request to receive what I call 'seed money' for their future food expenditures are always welcome to request it. Elizabeth has requested it several times and has received it every time that she requested. We do not do reimbursement checks on a same-day turn around. We have established a procedure for doing check requests in a timely and efficient process. Sometime that means a next-day response for check requests, reimbursement requests, seed money requests, etc. This helps us account for a very busy day or one of us, namely me, being out when the check is requested. This has been frustrating to Elizabeth, but I'm sorry.'

"And the 'procedure' she referenced to the board, this is what she wrote me about that on May 18th, this is her procedure: 'Toene has turned checks around when it's doable. The check requester can't expect that it's always doable. Mostly it's not doable. If you want a hard and fast rule, let's go with 'it's not doable' and then when it happens it's a pleasant surprise.' That was her final word on it - she added nothing else; to me it was high handed and arrogant.

"So get this nuance, the spin to the board yesterday, she has an 'established procedure for doing check requests in a timely and efficient that process' - the reality is there is no procedure - it's when they feel like it. And then her referencing herself - she's so busy - she invokes that all the time along with poor her - she's putting out all these fires - like her staff leaving - she's the victim, always. Kristine neglects to mention - she lit the match on all of her fires. And sometimes even throws some gasoline on them for good measure with her 'poor judgment' by her not being 'strategic and judicious' - more of her spin about other people, she has said that to me even about Lars.

"She is a master about it all being other people, not making good choices, or they just aren't up to helping the poor Swedish Club, they're in the wrong place - and they're hurting and she is 'so sorry they're hurting' after she stabbed them in the back and stomped on them!

"That's the long way of saying, I'm hanging in here - I'm being pleasant - in fact Kristine cracked last Friday - she couldn't keep up the facade when I talked to her about the desserts that evening, showed them to her, she wanted no part of the conversation - but I was pleasant and was nice to her, showed her the desserts, and we're still in person doing that - oh, they were so damn nice when I brought in cake samples yesterday - I got big smiles and hi's from Anis, and Toene, Toene went on about what great cakes I made, she couldn't do what I do - and Anis, he was oh, happy to see me, and oh cake, he was happy to share in that - I had put slices on individual plates for them and wrapped them in plastic, I didn't take the whole cake there - yeah and Kristine - she was just beaming at me yesterday - no big conversation - she had her old man chef in her office and as I approached he's explaining why what he had cooked didn't turn out right - ugh.

“So I removed the knives that I was pretty sure were in my back after being there - and then Kristine wrote the board and me later on her little send up about how I have the problem.

“And then she went on at length in the newsletter about how her chef [Jocelynn] was just the end all be all - because after all - Lars and his camp are not the new chef’s enemies, so Kristine can talk ad nauseum about her. She has all these credentials, she went to the online rouxbe do culinary academy, and she has served royalty and celebrities - and the reality is - I think that that royalty and celebrity part is like literally made up, but Kristine is repeating that story now; this gal according to Kristine left her oh so successful private catering business to come to the broken down kitchen and serve the SC over spiced food made with Phase, a toxic chemical substitute for butter, like really. She’s a slob too - the first thing I did was clean and straighten up the kitchen and tried valiantly to keep it that way - this gal - no, dirty is okay, old food is okay, and it’s okay to have the other, sick covid chef come to work and handle everything too. But according to Kristine - Jocelynn is just eager to learn to be a Swedish chef, she is on it!

“I’m staying and working through this, I think she’s really frustrated that I’m sticking around - she’s in a pickle too - I haven’t done anything that she can fire me for.”

END OF MARCH 30 2022

The reality is I continued to be an incredibly professional employee. I did not miss a beat and continued on and did the next Friday meal and the food for the weekend bazaar, the Great Finds Sale.

April

April 2, 2022

On Saturday, April 2, 2022 Faith, who had been hired to be the pancake breakfast organizer worked with me at the Swedish Club’s baked goods booth at the Great Finds Sale. Towards noon time it was necessary to send someone to Larsen’s Bakery to pick up additional pastry items. I asked Faith if she could do that, she said yes. Prior to her actually going there myself and the other person working at the bakery booth with me spent considerable time with Faith telling her where Larsen’s was located and how to drive there.

Later in the day after Faith returned from the Larsen’s errand she shared with me that she had been hired by Larsen’s prior to coming to the Swedish Club and was about ready to start her job there. She said she had had a good time at Larsen’s because she was able to talk to the people she was going to be working with. When she said that it puzzled me about how she had earlier acted earlier like she did not know where Larsen’s was located.

The next day, April 3<sup>rd</sup>, was Faith’s first test/taste for coordinating the Pancake Breakfast. I never did hear about how she had fared with that. But presumably it had not been well because a week and a half later Kristine told the Food Committee members that she had hired another person for the Pancake Coordinator job.

I believe the person she hired was Tom Perricone, who Kristine later morphed his hiring into, “Chef”/Cook – he took the cook job that I already had.

It is a fact – once Tom Perricone started that job I was never used as a cook after that; I only was allowed to make desserts.

A further fact, Kristine and Anis even used housekeeping and maintenance staff to fill in when they were in a cooking pinch, including to literally assist with food preparation.

So despite my holding the job title of cook until August 26, 2022, at which point Kristine I feel demoted me and made me a dessert cook, I was never allowed to cook item one in the kitchen – other than strictly dessert related items.

Still to come as the year transpired, I saw the progression – Kristine’s strategic and judicious touch she had bragged to me about. She wasn’t going to take me out in one fell swoop – it was an incremental game.

Every now and then she would give dessert work to others, even though I was totally available to do the dessert work. Yes, it truly was a death by a thousand paper cuts existence working for Kristine, existing as a member at the Swedish Club.

On April 5, 2022 at the regularly scheduled food department meeting w/ RC, Kristine, Wendy and I, Kristine told us that the FSM job had not been posted wide enough, and that she was reposting the job online. She also said that Faith, the former pancake breakfast organizer had a friend that hopefully might be interested in the FSM job.<sup>57</sup> Her comments were distressing to me as I had applied for the FSM job, Kristine refused to even consider me for the job, and was continuing to make these ongoing statements in front of me that she could find no one for the FSM position.

On April 14, 2022 Kristine wrote the food committee members, “I am still working to hire A chef, and or a food services manager, and or a caterer... We have hired a new person to be the Swedish pancake organizer and boss. He is a chef and works daytimes at a job he loves, so I don’t think we can lure him to do more. But meanwhile, from his background in restaurant cooking, he’s going to assist Anis in where to buy the pancake supplies.”<sup>58</sup> The “him” Kristine was referring to was Tom Perricone who did in fact become one of the chefs in May.

Kristine closed the Food Services Manager/Chef position on ZipRecruiter. I was there the day she took the call from them and told them she did not wish to run the ad any longer – she said it was too expensive, something like \$900 per month.

April 18, 2022

I received notice that the position had been closed:

From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>

Date: Mon, Apr 18, 2022 at 9:00 AM

Subject: Application Update: Food Services Manager/Chef at Swedish Club job posting was closed

To: [neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)

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<sup>57</sup> Campbell, Elizabeth. “Mtg w/ KL 4-5-22”. April 5, 2022.

<sup>58</sup> Leander, Kristine. “Email: Food Committee Meetings?”. Gmail. April 14, 2022 4:38 PM



Hi Elizabeth,

I wanted to let you know that **Swedish Club** has closed or temporarily put the **Food Services Manager/Chef** on hold.

Not to worry! Now that we know, we can focus our energy on getting you other opportunities.

Check out these similar jobs I think you'd be a good fit for:

Let's do this!



April 20, 2022  
Filed with the City of Seattle

April 26, 2022  
Screenshot - The job is still listed on the Swedish Club's website – See right -->

At the Building Committee meeting Kristine announces she has and interview the next day for someone for the FSM job.

The following is an email response to Kristine's email to me on September 7, 2022 – she informed me she wasn't going to hire me for the FSM job the third time around then. I did not send this response to Kristine, it is a draft. I was still trying to avoid conflict with her – but I also was continuing to create and contribute to the record of what was occurring over 2022. In my response on 9/7 I give the history of what went on around the hiring of Jocelynn Lillis and Tom Perricone in April and May 2022:

“Then you hired Jocelynn, and you hired Tom and you lied about both of those hires also. You seem to forget that I can interview people too; I had a sit down interview with Tom on August 13th and found out the timing for his hiring. Not to mention the job listings themselves you took the exact



things that I had already been doing, listed them in the help wanted notice - my job tasks, you listed them as something that you needed the new chef person to do, and something that the person to be the cook was to do, and the person to be the food service manager would have to do them. Every single one of them were tasks, things that I had performed multiple times and excellently – they were literally part of my job description!

“But that didn’t matter – That my job description ended up as part of a help wanted ad tells me that is what you were doing – outsourcing my job. I didn’t figure that out until late May.

“But you even lied to Peppe and claimed that you had not hired anybody when you had, that was on May 5th. Shades of now. You said the exact same thing that day in May as you did today, 9/7, that you had not hired anyone. But you had hired Jocelynn and told Peppe you hadn’t. I was in that meeting, not to mention Jocelyn had already told me 20 minutes earlier that she was starting work on May 9th! You hired her clear back in late April.

“And Tom, you gave him every single one of the food events that you had already been planning with me that included the Abba night, the car show, and the members and friends dinner, including the Wednesday night soup suppers - you gave all of that away to him after having sat there the prior two months and planning those events with me, for me to do the lead, with RC’s assistance.

“Your response when I said that today, and you even put it into an email – that you had made no firm commitments to me about that. Well, those events had to be something that you had committed to me doing because at the time they were being committed to, planned, and discussed – there was no Tom even on the horizon – so it had to be it was something that I was supposed to be part of.

“And I have the emails and notes from all of that too. For example - insert email re Abba night.

“You also not only sat there and acted like Jocelynn was the next best thing to sliced bread, but she went off and she did what she wanted with all of that food, there was no Swedish thing going on about any of it, including the cookbook she was cooking out of, it was a New Orleans cookbook - *Breakfast at Brennan's and Dinner Too!* Jocelynn's Swedish Club food clearly had a distinct southern twist to it.

“You also claimed Jocelynn was this expert on Covid, that she had a certification from the American Federation of Chefs. And then you let Tom come to work sick; not only did you

let him come to work sick but Jocelyn also let him come to work sick - the people that are supposed to be so concerned about the health of the employees and the health of the people that are at the Club as guests and members.

“Jocelynn lasted all of a month and a half - she leaves to take care of her dying mother - she represented that her time away needs were so great that she needed to leave without notice and absent herself for a period, too long for her to remain an employee. And then she returns two weeks later and wants her job back with a substantial increase in pay.

“And Tom - you put him then in first place - and despite all your claims to me about how things that I made had to be Swedish, all the comments you have made to me about a dessert not being Swedish or Swedish enough, about a meal choice not being Swedish or Swedish enough, all the effort you went to to mold Tom and Jocelynn into Swedish cooks, all the while and before I supplied you with well executed Swedish and even Danish main dishes and desserts, you let Tom run off and cook whatever version of "Swedish" food he wanted. The reality was his cooking was not Swedish - he was serving boarding house and diner style food and meals.

“He admitted to me that he never made the Swedish meatballs the same from week to week - they tasted good - but they were not made the same every week. Lost in the shuffle was the whole thing the Club had gone through in January and February, you meatball contest – “

“He made the worst versions of Raksmorgas and Skagen, as had Jocelynn before him - and still you countenanced that, then you went on and let him toss the hard tack out of the meal rotations, the salads were turned into this boardinghouse service style, complete with slabs of cheese served with them.

“In contrast you had remonstrated with me early on in January and in March and April when I tried to introduce some authentic Swedish and Danish rye breads from Larson’s, planning to serve it in addition to the hardtack. No - you would have none of that when I asked. Tom apparently didn't even ask - he proceeded to load up every meal with all sorts of varieties of clearly American style breads and rolls - along with free-style plates of butter.

“You insisted and I agreed on having as much as possible authentic Swedish foods. I took your lead and studied and learned even more about how do even more Swedish and Scandinavian dishes. I did so on my own time and at my own expense - that was nothing you supported.

“However for Jocelynn and Tom you hired these two and provided them with tutors, and classes, you pulled out all the stops to support them - and they never came close to equalling my Swedish and Nordic cooking repertoire and skill - never - but you still made it a point to straight arm me - let me know - I was not part of the team.

“And on that note, “the foodservice team” you never had such a thing during Tom and Jocelynn’s tenure either, not to this day [10/7/22]. Yours and Anis's version of the foodservice team was you and Anis and Jocelynn, or you and Anis and Tom that was the "team". Now it is you and Ann-Margret and Christine with RC thrown in for good measure. Or you and Toene, and Christine, as the case may be.

“From my perspective - For months you have kept everyone in silos related to the foodservice department. Things have been designed to cut me out. If I know anything it is because 95% of the time I inadvertently hear something or someone tells me some snippet of info, and then I go on to ask about whatever I hear.

“The regularly scheduled Tuesday foodservice meeting that we had in January, February, and March, that was scrapped. RC became a glorified dishwasher and I was always in a separate category - the desserts - never was there any effort to make us a team like before when it had been you, Wendy, RC and I. After everyone of these failed hires, the woman from Tacoma, Jocelynn, Tom, and now this Christine\* - to me it all turned into a big secret thing - first RC and I don't need to know anything, then when you need RC then I don't need to know anything - as it remains today [9-7-22].

On May 12, 2022 I doubled back and wanted to check in with Kristine and see if the *Desserts by Elizabeth* proposal was still dead in the water, and to make a brief foray into trying to determine where I stood in general in the greater plans for the foodservice department.

At this point in time Jocelynn Lillis has been installed as the Foodservice Manager/Chef – I'd heard nothing about where my job, I, stood in the foodservice department plans, where I literally stood in the chain of command, what my job as "cook" entailed at that point in time.

Accordingly, I wrote an [email](#) to Kristine<sup>59</sup> and asked her about some of her plans for upcoming events, meals, desserts, and specifically if there was any plan to resume the *Desserts by Elizabeth* project:

Excerpt EAC: "4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?"

Answer, Kristine: "YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME."

As for the rest of my questions – was I included for a number of events and meals that were coming up? It was a solid "No." As I read her responses to each of my questions about what opportunities were there for me in the food service department Kristine's words rung in my ears – "We're not embracing you!"

No truer words were spoken. And Kristine would remain true to what turned out to be over the course of 2022 to even date, March 2023 to be a promise – she made and delivered at every point there was an opportunity to send home her message to me – "We're not embracing you!"

#### The Big Freeze – Isolation, Shut Out, Retaliation

By mid May 2022, from May 18, 2022 on to be exact,<sup>60</sup> the regular Tuesday meeting with Kristine and the foodservice staff, with me included, that ceased to take place.

In the beginning I chalked the exclusion off to Kristine jealously guarding some close relationship she wanted with her succession of new FSM/chef, Jocelynn Lillis, and chef Tom Perricone. But the cracks in that theory showed up when it turned out that it wasn't just Kristine and the chef du jours meetings that were taking place, meetings included RC and other people who were associated with the support for the foodservice staff. Kristine was embracing her retinue of culinary retainers. Meetings with those folks were ongoing. Despite being a full on employee in the foodservice department – I was excluded.

From that point on through to even date, February 23, 2023, Kristine held meetings and was in sometimes daily consultation with what were to become her succession of food service managers, chefs, with RC, and she continued to do meetings and consultations with Lori Ann Reinhall, Ann-Margret Lytle, and Judith Dern, her "kitchen cabinet".

The fact is after May 1, 2022 I never was considered by Kristine to be part of the foodservice team. Mostly I found out what was going on, what meals and menus might be under consideration and by extension where the dessert work I was doing fit in, predominately after the fact when either RC or one of the chefs might mention something. What direct information I received from Kristine was when she chose to provide

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<sup>59</sup> Campbell, Elizabeth. "Exploring Things Further". Gmail. May 12, 2022.

<sup>60</sup> Campbell, Elizabeth. "Foodservice staff meeting notes". Handwritten Notes. May 18, 2022.



He then directed Gabe, the maintenance/event setup worker to clean up the pantry and organize it according to the charts Anis had posted because Anis wanted the pantry to be neat and orderly for Faith, the new pancake organizer that Kristine had hired.

On the morning of Thursday, March 31, 2022 Kristine had RC and I, Faith, and Kirsten the pancake batter manager all assembled in the kitchen. RC and myself were there to do some of the prep work for Friday's dinner, Kirsten to make the pancake batter for the Sunday, April 3<sup>rd</sup> pancake breakfast, and Kristine told us Faith was there to mainly hang out and get familiar with the kitchen. Kristine chatted up Faith mostly, RC and I were standing nearby, as was Kirsten. As Kristine wrapped up her visit she made it a point to tell RC, myself, and Faith, "Now everyone play nice!". I felt that the comment was not necessary – there wasn't anything of import that was going to be happening that morning. I was functioning fine despite the set-to Kristine and I had the day before. If nothing else I have engaged professionally in my job the entire duration of this matter.



The other item of note that day was that Gabe when he cleaned up the pantry the night before that he had proceeded to take all the things in the pantry that were not explicitly on the organization charts and dumped them all over the kitchen, making the kitchen in greater



disarray than it had already had been in. Of course Kristine failed to notice any of it when she was in the kitchen.

The mess and the cleanup situation that confronted us in the kitchen was particularly disappointing to me. One, because for over the last three months I had asked both Kristine and Anis for help with organizing and cleaning up the kitchen and pantry and then to enforce some kind of policy to keep it that way. Neither Kristine nor Anis though had made any effort to assist me with that. In fact I felt Anis had exhibited a great deal of animosity towards me over the subject. Now this Faith woman had been hired that they liked and they were pulling out all the stops to make a good impression on her and to support her in her job. That had not been the case so far in my regard.

On April 18, 2022 I received a notice from ZipRecruiter that the Swedish Club's Food Services Manager/Chef position had been put on hold:

From: **Phil @ ZipRecruiter** <phil@ziprecruiter.com>

Date: Mon, Apr 18, 2022 at 9:00 AM

Subject: Application Update: Food Services Manager/Chef at Swedish Club job posting was closed

To: <neighborhoodwarrior@gmail.com>



Hi Elizabeth,

I wanted to let you know that **Swedish Club** has closed or temporarily put the **Food Services Manager/Chef** on hold.

Not to worry! Now that we know, we can focus our energy on getting you other opportunities.

Check out these similar jobs I think you'd be a good fit for:

Let's do this!



**Phil**

Your AI Personal  
Recruiter

On May 4, 2022 I notified by email my supervisor, the Executive Director of the Club, Kristine Leander, and the Club's Board of Directors of the discrimination claims I had filed, and the hostile treatment of me during the first quarter and half of the second quarter of 2022 at the hands of Ms. Leander and others. I sent Ms. Leander and the then board members a cover letter and attached to also to a second email to the same parties, a complete copy of my complaint to the State of Washington (04-29-22), with copies of my discrimination complaints on May 4, 2022.<sup>iii, 61.</sup>

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<sup>61</sup> From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>

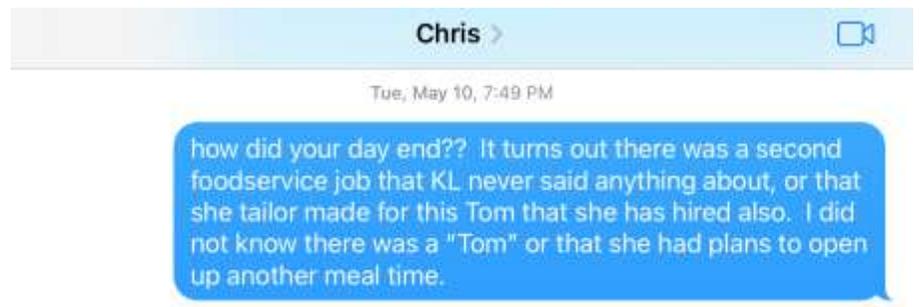
Date: Wed, May 4, 2022 at 6:21 PM

Subject: Part Two - Copy of 4-29-22 State of Washington Discrimination Complaint

To: <kristine@swedishclubnw.org>, <shamaalbright@msn.com>, <maosmith@msn.com>, <ddrconstruction@gmail.com>, <langdonlmiller@gmail.com>, <garysund@ymail.com>, <neilsnyder@outlook.com>, <fiddlerkris@hotmail.com>, <SeattleBergenSisterCities@gmail.com>, peterickj122@msn.com

[Attachment: Copy of Discrimination Complaint to the State of Washington filed on 4-29-22]

By May 10, 2022 I had discovered that the job description had been actually developed so that it was my job as cook that Kristine was looking for someone to fill, I noted my discovery to Chris Sisco, then event coordinator for the Swedish Club:



On May 30, 2022 I wanted to find out the status if any of the FSM job. I went online and looked up the Swedish Club’s FSM help wanted ad on Poached.com.<sup>62</sup> This is what it looked like on that day – it stated that it was posted “A MONTH AGO”, which would be approximately on or about April 30<sup>th</sup>:

Cook/Chef/Kitchen manager  
Swedish Club  
[swedishclubnw.org](http://swedishclubnw.org)



KITCHEN A MONTH AGO PART-TIME. \$21-35/HR SEATTLE APPLY

**Friday evening special dinners for a membership organization. We love good food!**

The Swedish Club is a non-profit private club looking east over Lake Union in Seattle. We have a great view and lots of free parking and our building is right next to a bus stop on a Metro main line. We have two big commercial kitchens providing for small and big, and simple or elegant events. The Club specializes in Swedish Scandinavian food but offers a variety of eating options. There are multiple positions open. If interested contact our Executive Director, Kristine Leander: or call 206-283-1090.

**Availability to start:** Weekly Friday dinners, once a month Wednesday dinner, once a month Sunday Swedish pancakes breakfast. In our post pandemic future, we will be increasing service with additional meals, events and expanding to outside catering. All applicants can discuss if they would be interested in a more full-time position at that time.

Requirements: Consider guests and members first.

Cook: Experience with Swedish cooking would be a big bonus!

- Kitchen experience and ‘from scratch’ cooking, and food prep for large groups
- **Physical strength, ability to stand for long periods of time and lift heavy supplies and pans**
- Read and speak English (Swedish would be fantastic!), be able to follow recipes and presentation criteria
- Clean and maintain station, equipment, and kitchen per sanitation and food production codes
- Current and valid Food Handler’s permit, understanding food safety, health codes and rules

Chef: All of the above.

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<sup>62</sup> Accessed May 30, 2022 <https://poachedjobs.com/jobs/seattle-wa-kitchen-jobs-swedish-club-cookchefkitchen-manager/>

- Ability to create menus and work with event planners
- Order and pickup kitchen and food supplies (valid driver's license)
- Prepare cost analysis reports
- Supervise serving and kitchen staff, communicate in a positive and supportive manner

Food Services Manager: All of the Above.

- Hire and fire staff, supervise staff and prepare staff schedules, listen and resolve issues
- Market catering opportunities, think creatively, quote, book and plan events
- Manage kitchen

The club is an equal opportunity employer (EEO).

**Emphasis added above.**

What was notable to me was about this version of the FSM wanted ad, was that previous ads for the position listed only one job, the FSM/Chef one. Now the listing stated, "There are multiple positions open".

I had heard nothing about there being three jobs open. There was a cook job, which at the time that is what my existing job was. I had been hired on 11/24/21 as a cook and remained officially a cook until August 26, 2022, when Kristine demoted me to dessert cook; while promoting the other cook, RC, to sous chef.

Also listed in the ad was a chef job, which I had also performed the tasks for that job, from the end of December 2021 on up and until Jocelynn was hired in late April; I was the chef for one final dinner after Jocelynn was hired, that was on May 25<sup>th</sup>.

The third job was the food services manager job. I had performed the tasks for that job, "Manage kitchen."

In summary, the Food Service job description and requirements were also no longer entirely in paragraph form, there were now three jobs listed, and a list of the duties and requirements for each set out for them.

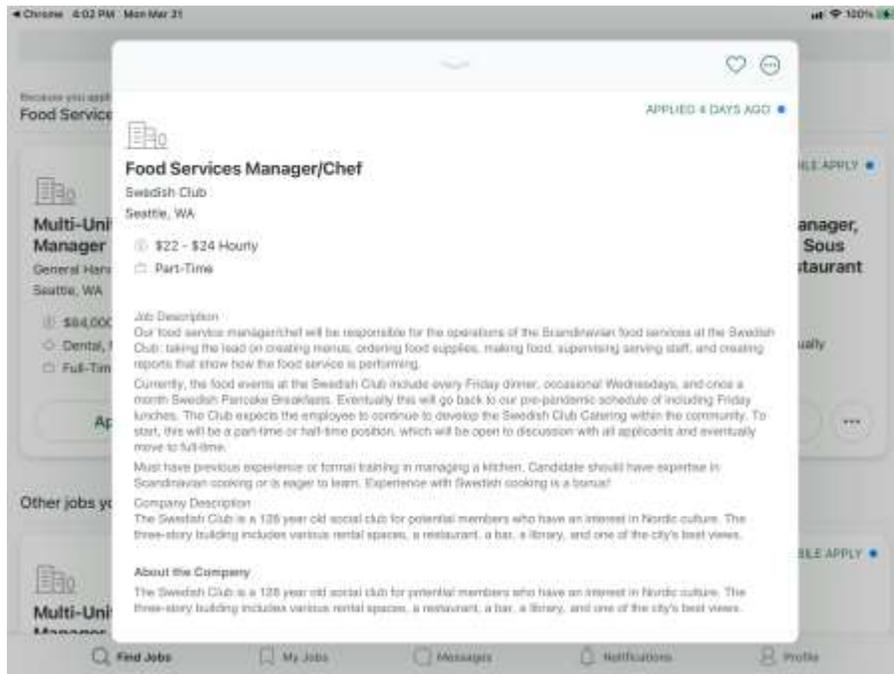
Also, the reference about the requirement for "physical strength" was now included with this online ad.

## SCREENSHOT BACKGROUND INFO FOR SERVICE MANAGER/CHEF POSITION

On Monday afternoon, March 21<sup>st</sup> I was looking at the Swedish Club's website and happened to read the *Job Notices* section - it was notable to me because I believe that the copy for the Food Service Manager/Chef job description had been changed from when I had seen it previously, before I applied for the position. I believe after I applied a reference was added to the Club's website help wanted add, about and applicant/employee needing "the physical strength to work alone in a kitchen and/or prepare meals for a large group of people.":

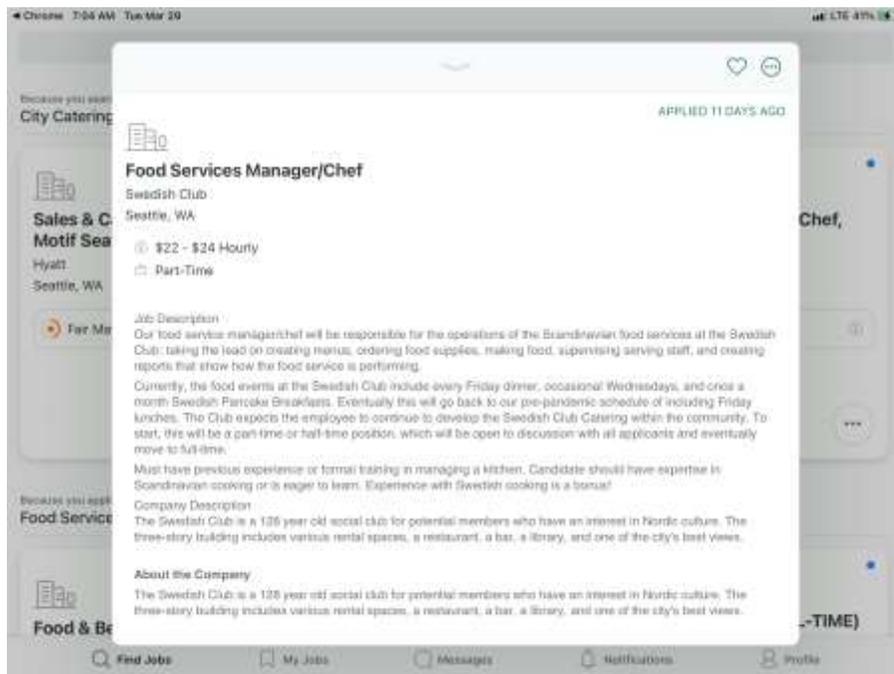
The screenshot shows a mobile view of the Swedish Club website. At the top, the status bar indicates '3:03 PM Mon Mar 21' and 'LTE 100%'. The website URL is 'www.swedishclubnw.org'. The main content area is titled 'Job Notices' and features a job notice for a 'Food Service Manager/Chef'. The notice describes the role as responsible for Scandinavian food service at the Swedish Club, including menu creation, ordering, food preparation, and staff supervision. It lists current events like Friday dinners and Sunday pancake breakfasts, and mentions the goal of resuming pre-pandemic lunch services. A 'Must have' section lists requirements: previous kitchen management experience, physical strength to work alone, and expertise in Scandinavian cooking. The notice also mentions the need for part-time maintenance staff. To the right, there are several other articles: 'Speak Like a Swede' (Swedish language classes), 'Support the Ballard Food Bank' (community support), 'Friday, Mar. 25. Swedish TV Series: The Restaurant (Mår tid är nu), Season 3, Episode 5' (TV review), 'Semlor at the Kaffé' (cinnamon buns), and 'It's Happening Here' (calendar for events). A small calendar snippet shows dates 24, 25, 26, 27, 28, 29, 30, and 31.

I wanted to check and make sure that it was an addition to what I remembered of the job notice previously – as the Swedish Club's website's job notice tracked with the Indeed.com help wanted ad (and was written by the same person that wrote the content of the Swedish Club's website, help wanted notice). I checked the Indeed.com help wanted ad, there was no reference to a "physical strength" requirement for the job:

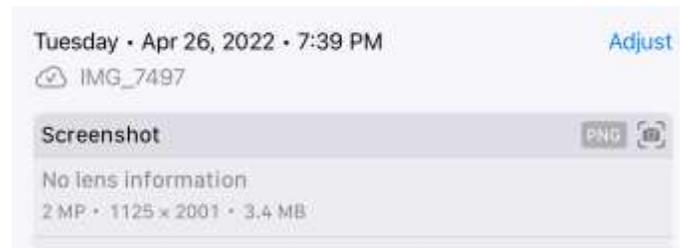


(“APPLIED 4 DAYS AGO” = March 17, 2022)

Eight days later on March 29, 2022 I checked the Indeed.com ad again to see if the Food Services Manager/Chef job description requirements had been changed, including the insertion of a physical strength requirement – it had not changed:



On April 26, 2022 the Food Service Manager/Chef job was still posted on the Swedish Club’s website – the job description/requirements remained the same as what it had been since at least March 21, 2022:



May changes

## Cook/Chef/Kitchen man...

Swedish Club  
swedishclubnw.org (http://swedishclubnw....



KITCHEN 📅 6 MONTHS AGO ⌚ PART-TIME 💰 \$ 21-35/HR 📍 SEATTLE APPLY

### Friday evening special dinners for a membership organization. We love good food!

The Swedish Club is a non-profit private club looking east over Lake Union in Seattle. We have a great view and lots of free parking and our building is right next to a bus stop on a Metro main line. We have two big commercial kitchens providing for small and big, and simple or elegant events. The Club specializes in Swedish Scandinavian food but offers a variety of eating options. There are multiple positions open. If interested contact our Executive Director, Kristine Leander: or call 206-283-1090.

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Kitchen experience and 'from scratch' cooking, and food prep for large groups

Physical strength, ability to stand for long periods of time and lift heavy supplies and pans

Read and speak English (Swedish would be fantastic!), be able to follow recipes and presentation criteria

Clean and maintain station, equipment, and kitchen per sanitation and food production codes

Current and valid Food Handler's permit, understanding food safety, health codes and rules

Indeed Scenario

May 2022

In May Kristine is blocking off and eliminating any possibility that I would be employed as a cook in the future.

The first part was to sever any arrangement that Kristine and I had come prior to Jocelynn being hired that I would cook for particular events, Abba, the car show, any future meals, and then the second part was to deconstruct my cook job, advertise it as available, replace me, then demote me by steps, no job description then new job description, and then actively relegate me to only preparing desserts. Was I still a cook when the housekeeper helped RC in August?

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Date: Thu, May 12, 2022 at 11:16 AM

Subject: Exploring Things Further

To: Kristine Leander <kristine@swedishclubnw.org>

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those!
2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that?
3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also.
4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?

EACampbell

From: Kristine Leander <kristine@swedishclubnw.org>  
Date: Thu, May 12, 2022 at 1:42 PM  
Subject: RE: Exploring Things Further  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi, see my **responses below**.

---

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>  
Sent: Thursday, May 12, 2022 11:16 AM  
To: Kristine Leander <kristine@swedishclubnw.org>  
Subject: Exploring Things Further

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! **WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHESES.**
2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? **SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.**
3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. **THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPERTOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHESES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM**
4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? **YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME**

**Emphasis added..**

June

Wednesday June 15<sup>th</sup>

The menu is your choice, meatballs or cod cakes with potatoes, salad, and dessert.

Friday, June 17<sup>th</sup>

Menu is meatballs, potatoes, lingonberries, etc. or venison, mushrooms, and Hasselback potatoes.

Wednesday, June 22<sup>nd</sup>

“Our new Chef Tom will offer soup, salad, and bread in the bar.”

Friday, June 24<sup>th</sup>

“New chefs Jocelynn and Tom will make typical Swedish Midsommar food!”<sup>2</sup>

New chefs Jocelyn and Tom will make typical Swedish Midsommar food! We'll dance around the Midsommar pole. Come at 4 p.m. and help us decorate it. Bring flowers from your garden too! A traditional Swedish summer smörgåsbord at 6 p.m.<sup>3</sup>

Friday, July 1<sup>st</sup>

"Our menu is meatballs or baked cod."

Friday, July 8<sup>th</sup>

"Our menu is meatballs or baked potato with shrimp Skagen and salad; Please order in advance by visiting our website or calling the Club."

Friday, July 15<sup>th</sup>

"Our menu is meatballs with potatoes and a vegetable, or raggmunk (Swedish potato pancakes) served with bacon and lingonberries."

Wednesday, July 20<sup>th</sup>

"Tonight, we'll enjoy pizza, salad, dessert of strawberries and reduced wine"

Friday, July 22<sup>nd</sup>

"The menu is meatballs or roaster chicken with potatoes and kale."

Friday, July 29<sup>th</sup>

"Our menu is meatballs with potatoes and a vegetable, or krokaker (Swedish potato dumplings)."

June 3, 2022 SC Board meeting, KL announced she had hired two new chefs. In person dinner meeting – no place, no dinner, promptly go into executive session.

#### July Board Meeting

Position opened again, on or about July 27, 2022 because both of the cooks hired by Kristine in April and May quit. Foodservice Manager Jocelynn Lillis quit on June 30th; she was moving back to the south to provide long term care for her dying mother; approximately two weeks later she returned to Seattle and she asked for her job back but wanted a substantial raise; according to Kristine, shared this with the board of director's at their July 6, 2022 meeting. From Kristine's report to the board that day:

"**Chefs**—One of our new chefs, Jocelynn, has already quit. She reported that her mother in New Orleans became suddenly ill and Jocelynn flew to be with her. Jocelynn assumed that she would be there for an indeterminate length of time, so she quit her position at the Club. Our other chef, Tom, is pulling his weight by, for now, providing food for both Wednesdays and Fridays. He had planned to be at a summer camp during July, but he's changed his plan to help us. It's uncertain how long he wants to be both our Friday and Wednesday chef. I intend to go over the resumes that came in when they were hired and see if there's anyone I overlooked."<sup>63</sup>

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<sup>63</sup> Leander, Kristine. "Executive Director's Report to Swedish Club Board July 6, 2022." Swedish Club. July 6, 2022.

August

It appears from the documentation that you provided that you applied for a position in August 2021.  
Notes from email to city

Chef Tom Perricone gave his notice on or about mid-July, 2022.

I applied again on July 27<sup>th</sup> for the then latest FSM/Chef ad:

On July 27, 2022 I received confirmation from Indeed.com that my application for the Food Service Manager/Chef position had been received:

From: **Indeed Apply** <indeedapply@indeed.com>

Date: Wed, Jul 27, 2022 at 5:27 PM

Subject: Indeed Application: Cook, Chef or Food Services Manager

To: <neighborhoodwarrior@gmail.com>



**Application**  
✓ submitted

## Cook, Chef or Food Services Manager

Swedish Club - Seattle, WA 98109



The following items were sent to Swedish Club. Good luck!

- Application

- Resume
- Cover letter

### **When will you hear back?**

This employer typically responds to applications in 6-7 days.

Candidates are encouraged to respond within 3 days of employer contact.

---

### **Next steps**

- No longer interested in this job? [Close this application.](#)
- 

### **Keep track of your applications**

You will receive an application status update from Indeed within a few weeks.

[View your applications](#)

Never share financial info or take job offers without an interview. [Learn how to avoid scams.](#)

Please don't reply directly to this automatically generated email message. Swedish Club has instructed Indeed to automatically send application updates to applicants.

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I also received a request from Indeed to complete two skills tests through their portal:

From: **Swedish Club** <donotreply@indeed.com>  
Date: Wed, Jul 27, 2022 at 5:28 PM  
Subject: You received a request from Swedish Club  
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>



[Find Jobs](#) [Sign in](#)

ACTION REQUIRED

## Complete your application process for Swedish Club

Swedish Club requests applicants to complete **2 skills tests** for their **Cook, Chef or Food Services Manager** role.



### **Cooking skills: Basic food preparation**

Knowledge of principles and techniques for preparing food  
Knowledge of cooking equipment and its proper use in the preparation of food  
Converting ingredient measurements and quantities



### **Food safety**

Knowledge of proper food-handling and storage procedures  
Knowledge of proper equipment use

 10 minutes total

[Start test](#)



Did you know?

**Taking this test will more than **double your chance of getting an interview** with this employer**

Questions or concerns? Check out our [FAQ](#).



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I took the tests. Then on August 1, 2022 I received an invitation from Kristine to take part in a job interview that week before she left on her vacation to Norway; the interview was to be held with her, Anis Rahman and Toene Hayes:

GMail

Subject: Responding to your application? 9 messages

**From: Kristine Leander** <kristine@swedishclubnw.org>

Date: Mon, Aug 1, 3:33 PM

To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>

To be consistent with all the applicants, I responded to your application through Indeed. Have you seen it? This is what I wrote to your Indeed email:

Thank you, Elizabeth, for applying for our open chef/food services manager position at the Swedish Club. At this point in time, the position is to make Friday lunches and dinners for our guests. There is an opportunity for it to grow if we add more evenings to our repertoire and/or offer catering both in our building and in the community. That's a little bit down the road however, months away. Are you still interested if you know that for right now, the Friday meals are a maximum of 15 hours a week with shopping, preparing, and serving?

If you are still interested, please tell us and we'll invite you in for a chat.

Thanks,  
Kristine Leander

Executive Director  
Swedish Club

206-283-1090  
Swedishclubnw.org

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

**From: Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>  
Date: Tue, Aug 2, 12:36 PM  
To: Kristine Leander <kristine@swedishclubnw.org>

Please invite me. Thanks

**From: Kristine Leander** <kristine@swedishclubnw.org>  
Date: Tue, Aug 2, 3:48 PM  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>  
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes <Toene@swedishclubnw.org>

How about 10 am on Friday? The Executive Team (Anis, Toene and I ) will interview you!

**From: Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>  
Date: Tue, Aug 2, 4:27 PM To: Kristine Leander <kristine@swedishclubnw.org>

That would be great however two things going on that day, I have an appointment at the hip and knee replacement clinic at 1030 and the rest of the day I have to be free to make sure I have the time and flexibility to deliver the dessert service for the evening.

**From: Kristine Leander** <kristine@swedishclubnw.org>  
Date: Tue, Aug 2, 4:29 PM  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>  
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman [anis@swedishclubnw.org](mailto:anis@swedishclubnw.org)

10 am on Thursday?

**From: Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>  
Date: Wed, Aug 3, 2:59 PM  
To: Kristine Leander <kristine@swedishclubnw.org>  
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman [anis@swedishclubnw.org](mailto:anis@swedishclubnw.org)

Hi, sorry for the delayed reply, Marly has been sick and I've been taking care of her personal and health needs. My dog. Anyway, it would be nice to have the opportunity to talk with you, Anis, and Toene as soon as we can. My attorney however wanted to talk to me first so it looks like between getting dessert together for Friday and seeing the attorney this week just ran a little tight. But sign me up at your convenience next Monday or as soon or as soon as you're able - as you know I do not live far away and I have nothing on the schedule for then, so you folks pick a time and I will be there when you ask. I meant to ask also - did you need a cashier or some other help

on Sunday? I'm available, let me know if you want  
to plug me in - I think you know me well enough to find an appropriate spot and time.  
Talk to you soon, Elizabeth

**From: Kristine Leander** <kristine@swedishclubnw.org>  
Date: Wed, Aug 3, 10:11 PM  
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>  
Cc: Toene Hayes <Toene@swedishclubnw.org>, Anis Rahman [anis@swedishclubnw.org](mailto:anis@swedishclubnw.org)

Elizabeth,

I'm leaving on my trip on Monday, so I'm afraid that next week isn't an option. We are working to schedule all candidate interviews by the end of day Friday. We'll do what we can though to try to make ourselves available at a time that also works for you. Right now, Toene, Anis and I could meet you at any of the below times. I understand that you may have appointments that conflict with some of these times, but we are offering all options in case something changes for you or if it is possible to set a conversation before/after your other commitments.

- Thursday 11 a.m. – 12 p.m.
- Thursday 12 p.m. – 1 p.m.
- Thursday 1 p.m. – 2 p.m.
- Thursday 2 pm – 3:30 p.m.
- Friday 9:00 a.m. – 10 a.m.
- Friday 10 a.m. – 11:30 a.m.
- Friday 1:30 p.m. – 2:30 p.m.
- Friday 2:30 p.m. – 4:00 p.m.

Please let me know as soon as possible so that we can get something set.

Thank you for offering to help out with Sunday's Swedish Pancake Breakfast. We have the cashier's slots filled, but I'll know tomorrow if we have other needs. Thanks,

**From: Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>  
Date: Thu, Aug 4, 2:50 PM  
To: Kristine Leander<kristine@swedishclubnw.org>  
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes [Toene@swedishclubnw.org](mailto:Toene@swedishclubnw.org)

If it is still open let's do the last one on Friday, then I can plate the dessert right afterwards.

**From: Kristine Leander** <kristine@swedishclubnw.org>  
Date: Thu, Aug 4, 2:53 PM  
To: Elizabeth Campbell, MPA<neighborhoodwarrior@gmail.com>  
Cc: Anis Rahman <anis@swedishclubnw.org>, Toene Hayes [Toene@swedishclubnw.org](mailto:Toene@swedishclubnw.org)

Still works for me, 2:30. In my office. Thanks,

Prior to the meeting I did ex, letter and skill work information

On August 5<sup>th</sup> I met with Kristine, Anis, and Toene.

September 8, 2022 I received an email from Kristine that

Two days after I received the notice from Kristine that the Food Service Manager job had been put on hold it was posted on the the Swedish Club's Facebook page – that it was open:



## Swedish Club

...

Sep 8 · 🌐

Job opportunity! We're looking for a Food Service Manager/Chef, responsible for the operations of the Scandinavian food service at the Swedish Club. You'll take the lead on creating menus, ordering supplies, making food, supervising serving staff and reporting on food service performance.

Currently our food events include weekly Friday dinners, a monthly Wednesday dinner and Sunday pancake breakfast, and occasional weekend events. Eventually we expect to resume our pre-pandemic Friday lunch service. We'd also like you to work to develop a Swedish Club catering service within the community.

This position will be part- or half-time to begin, moving to full-time.

We're looking for someone with previous experience or formal training in managing a kitchen and the physical strength to work alone in a kitchen and/or prepare meals for a large group of people. We want someone with expertise in Scandinavian cooking or who is eager to learn. Experience with Swedish cooking a big plus! Contact [kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org).



During September also the FSM/Chef job was posted online – Google picked it up:

## Food Services Manager/Chef <sup>[64]</sup>



Swedish Club  
Seattle, WA

1 month ago [September 2022] \$40 an hour Full-time  No degree mentioned

### Job highlights

Identified by Google from the original job post

#### Qualifications

- It is also mandatory that any candidate has expertise in Nordic cooking or is eager to learn Responsibilities

- Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts
- Eventually this will go back to our pre-pandemic schedule of including Friday lunches
- The Club expects the employee to continue to develop the Swedish Club Catering within the community
- To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time. Must have previous experience or formal training in managing a kitchen.

### Job description

Our food service manager/chef will be responsible for the operations of the Scandinavian food services at the Swedish Club: taking the lead on creating menus, ordering food supplies, making food, supervising serving staff, and creating reports that show how the food service is performing. Currently, the food events at the Swedish Club include every Friday dinner, occasional Wednesdays, and once a month Swedish Pancake Breakfasts. Eventually this will go back to our pre-pandemic schedule of including Friday lunches. The Club expects the employee to continue to develop the Swedish Club Catering within the community. To start, this will be a part-time or half-time position, which will be open to discussion with all applicants and eventually move to full-time. Must have previous experience or formal training in managing a kitchen. It is also mandatory that any candidate has expertise in Nordic cooking or is eager to learn. Experience with Swedish cooking a bonus.

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<sup>64</sup> Job Ad on Google accessed 10/26/22 @ <https://g.co/kgs/P3myys>

## The Cover Up

Tuesday, January 24, 2023

Christine Ross has a meeting with Sarah and Anis at 11:00 AM regarding her application for the Food Service Bar Manager job.

She is told they will let her know a decision on Friday, January 27<sup>th</sup>.

Friday, January 27, 2023

Christine Ross quits.

Saturday, January 28, 2023

February 23, 2023

Swedish Club FB Help Wanted ad from September 8, 2022 is marked that the Job is filled:



EDIT: JOB HAS BEEN FILLED!!! /

Job opportunity! We're looking for a Food Service Manager/Chef, responsible for the operations of the Scandinavian food service at the Swedish Club. You'll take the lead on creating menus, ordering supplies, making food, supervising serving staff and reporting on food service performance.

Currently our food events include weekly Friday dinners, a monthly Wednesday dinner and Sunday pancake breakfast, and occasional weekend events. Eventually we expect to resume our pre-pandemic Friday lunch service. We'd also like you to work to develop a Swedish Club catering service within the community.

This position will be part- or half-time to begin, moving to full-time.

We're looking for someone with previous experience or formal training in managing a kitchen and the physical strength to work alone in a kitchen and/or prepare meals for a large group of people. We want someone with expertise in Scandinavian cooking or who is eager to learn. Experience with Swedish cooking a big plus! Contact [kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org).



Exhibit –  
Consider This Thread

\*From: **Kristine Leander** <kristine@swedishclubnw.org>  
Date: Tue, Mar 22, 2022 at 8:22 AM  
Subject: Consider this?  
To: Elizabeth Campbell, MPA [neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)

When Malin was here, we had big plans to initiate Swedish Club catering. What if we (you?) started first with “Swedish Club Caters Desserts by Elizabeth” ? It could be cakes for dinner parties, maybe even Princess Tortes if you wanted to go that far. Cakes or other desserts for rental events inside the Club? Pies at Thanksgiving? Etc.

You would be an employee of the Club as we’d provide the advertising, the kitchen and the name. (as opposed to your being a sole practitioner entrepreneur without our name.)

I think it’s an idea worth exploring. Thanks,

Kristine

\*From: **Elizabeth Campbell** <neighborhoodwarrior@gmail.com>  
Date: Tue, Mar 22, 2022 at 10:56 AM  
Subject: Re: Consider this?  
To: Kristine Leander [kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org)

Dear Kristine,

I was happy to receive your email! It is an excellent idea. I’d like to explore this with you further. Could we meet today and do that?

I’m sure you won’t be surprised but I had spent some time thinking through the catering aspect related to the foodservice operations. I even looked at whether the

domain name is available, [swedishclubcatering.com](http://swedishclubcatering.com), it is, and played around with what a logo would look like.

And, I also thought about the fact that I carry with me a familial association with a rental company if need be that can garner us a Friends and Family discount for catered events.

In addition, one of my goals that I have been thinking we could reach by maybe Summer is to have baked goods, Swedish Limpa bread, or rye bread, cookies, rolls, or desserts that people could buy regularly. You have the oven capacity - were the ovens working. That's part of the reason I have been very concerned about the problems with not getting the kitchen equipment repaired and the other kitchen functional, a lot more could be on the table so to speak.

Well and you won't be surprised either to know, yes, I've been working my way through to doing the Princesstarta, I even bought a special cake pan in February as part of that project, surprising myself and you with a Princesstarta - the challenge to meet the bar for the cakes and food that Ann-Margret had set.

And you may or may not remember, I've tried my hand at a number of other related items to the dessert theme - the World's Best Cake, and of course the good old smorgastorta is in that genre also -

Coming back around though - some questions - the desserts for the Friday nights, M&F's, club events etc. that are being made by me now - would that still continue - I would like it to. Then there are the meat and cheese boards/the charcuterie boards, what happens with those? I'd like to still do those also subject to this situation with the repair of food related equipment being worked out.

These some additional questions I would like to have considered:  
I'd like to be given an email address, as well as have dedicated desk space for this move. Perhaps Malin's old office could be *shared* office space w/ two desks instead of one?

I would also like to suggest investing in this particular program for costing and pricing food items, and it also may be used for creating nutrition labels for products being sold - [Nutracoster](http://Nutracoster). Its price is \$399 or \$699 depending on which version you purchase; for our purposes the \$399 version is more than adequate. I have successfully used it for many years. An addition module is available also that can support an inventory program for the club's food operations, that could come later when your cook is established.

It would good to be able to use a Swedish Club computer, particularly if we setup a costing program - I would be more than happy to also input all the costing information and recipes related to the food items we cook for both sides, cooking and catering.

I have been meaning to ask you anyway for a key to the bottom south door, as it would eliminate my parking in front, and/or having to inconvenience someone to come downstairs and unlock the back door when I use the handicapped parking.

We've talked also about the shopping situation where I first spend my own money on club food purchases. However I would prefer a more streamlined to a system where I could use a credit card or established food accounts.

It would be exciting to work with you to develop a catering operation and a marketing plan, and a price list, and be able to have additional goods and services for people renting space, having events at the club. Not to mention supporting our own events.

Final Paragraph

I want to support you and work with you and our team to stabilize and develop the Swedish Club's foodservice department. You know I will work hard to ensure that my work is well received by the Club members, and is a credit to your confidence in me.

Best Regards,

Elizabeth

\*From: **Kristine Leander** <kristine@swedishclubnw.org>

Date: Wed, Mar 23, 2022 at 11:03 AM

Subject: RE: Consider this?

To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi Elizabeth, let's try to figure out this week what we'd need to do to have a soft launch in time for Easter? I can see people perhaps buying a Princess Torte or other treats for their Easter table.

I don't have the bandwidth today to focus on it, but if we can talk tomorrow or Friday and lay out a plan, that would be great. I'm working on the newsletter this weekend, so that's why I'm pushing for this week.

We need to sit down with Wendy and figure out the mechanics of ordering, etc.

In all things, my goal is to start small and be successful!

Incidentally, everyone who hears this idea says, "What a great idea!"

Thanks, Kristine

\*From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>  
Date: Sat, Mar 26, 2022 at 4:42 PM  
Subject: Re: Is this OK?  
To: Kristine Leander <kristine@swedishclubnw.org>

👍 a descriptor, options one or more, whipping cream, marzipan filling, cardamom buns, cream cheese icing, roasted hazelnuts on top.

\*From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>  
Date: Sat, Mar 26, 2022 at 5:37 PM  
Subject: Re: Is this OK?  
To: Kristine Leander <kristine@swedishclubnw.org>  
You are good at this, the test out story, how about "sharing good fortune" storyline, we'd like to contribute to your meal, or special offer, Easter is the season for sharing.

And confession may be good for the soul but maybe not for public relations. De link new and promising, successful from the old and challenging, no need to remind or revisit for this go round with.

"Nearly", I know you are not a fan of wordsmithing by others, however given the attacks you have been enduring a dab of fatigue and hopelessness I feel comes thru, see if you don't agree, "what a challenge Covid etc we've endured and making it thru. Great to see everyone as we ramp up, adjusting food situation, some exciting developments in that area to come. Desserts have been great. Thanks EAC. Can we share that with you?

This is your lane. You're great at the spin on things. Think - Thank you Mrs. "Spring Spice Cake" Lady.

I received the following reply from Kristine:

\*From: **Kristine Leander** <kristine@swedishclubnw.org>

Date: Sun, Mar 27, 2022 at 4:28 PM

Subject: RE: Is this OK?

To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

I don't agree with not being upfront with folks about the meals. I can't sugarcoat some of the meals. I had someone following me out the door on Friday evening, complaining about the food. I had to agree with him. Another man has written to say he won't be back until we improve it, and on it goes. I try to be honest with folks.

When I received this email I was like "uh oh", I was trying to encourage Kristine to put a happy and hopeful face on the new Desserts by Elizabeth enterprise, but I felt her response took us back to the weeds of despair. I felt the Swedish Club members needed hope for the future, not reminders of the past – plus, I felt uncomfortable with her reference questioning that I was encouraging dishonesty. I shared my perspective – let's encourage positive messaging:

From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>

Date: Sun, Mar 27, 2022 at 4:51 PM

Subject: Re: Is this OK?

To: Kristine Leander <kristine@swedishclubnw.org>

? Where is there a question of honesty? I feel it is counterproductive bringing up failures and missteps some more at this point. I feel Everyone knows the history by now. I feel it's time to move forward with an action plan and execution. Provide stability and positive working environment. Encouraging and positive messaging accompanied by action that starts to rebuild confidence in the Club's operations.

On May 12, 2022 I sent an email Kristine and asked her about some of her plans for upcoming events, I wanted to see if there was still any interest in the Desserts by Elizabeth proposal; *and* the email was a general inquiry by me in order to see where I stood in general in the greater plans for the foodservice department (see below x):

I asked her, "4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?"

Kristine responded that afternoon:

"YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME."

New plan and food info to food committee

From: **Kristine Leander** <kristine@swedishclubnw.org>

Date: Sat, Mar 26, 2022 at 1:55 PM

Subject: RE: Food Committee, Monday, March 28?

To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>, Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>

Dear Food Committee, if Lori Ann can come at 3:30, let's meet then.

I want to introduce a new idea and get your brainstorming on it.

I thought we had a woman hired to become our new chef. She was excited when she was here, then seemed to cool to the idea and then said "no go" to me today.

I think we are looking for the wrong thing, the wrong model. Yes, we had good chefs with Ann-Margret, Christine and Malin, but maybe that "one-chef" model doesn't work at this current, post-pandemic time.

I think we should look for a catering company to rent our upstairs kitchen and provide our meals for us as part of the deal.

This potential new catering company would not become Swedish Club Catering. They would have their own catering company. Elizabeth, I still want to work with you to develop "Swedish Club Catering Desserts" and then perhaps take some sort of catering from there. Maybe working in conjunction with the rental client caterer?

But for now, I think that a catering company that would allow us to use the griddle on pancake Sunday, and store things in the walk-in and provide dinners, etc., for us might be just the way to go.

I'm tired of being disappointed in the meals, tired of hearing complaints, tired of our staff not being up to snuff. (Last evening a man followed me out to tell me how their six people were disappointed in dinner, for one thing, the small portion of meatballs. I found out that RC was serving 4 instead of 5 because he was worried about running out. RC, follow the orders!!!! 5 meatballs!!!! Don't make me tell you this again!!!!)

We will need to finish the renovation Malin started in the upstairs kitchen.

Ten or so years ago, when we got Arista Catering as a rental client, we used a broker to find them. I'm not sure the same broker is in business, but maybe there are brokers out there to help us?

Let's see what we can do to develop this idea on Monday?

Thanks,

Kristine

---

**From:** Elizabeth Campbell <[neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)>  
**Sent:** Saturday, March 26, 2022 7:32 AM  
**To:** Kristine Leander <[kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org)>; Seattle-Bergen Sister City Association <[seattlebergensistercities@gmail.com](mailto:seattlebergensistercities@gmail.com)>; Judith Dern <[jhsdern@gmail.com](mailto:jhsdern@gmail.com)>  
**Subject:** Re: Food Committee, Monday, March 28?

My time remains flexible, whatever time is decided upon will be fine with me.

Get [Outlook for iOS](#)

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

**Sent:** Friday, March 25, 2022 4:09:12 PM

**To:** Seattle-Bergen Sister City Association <[seattlebergensistercities@gmail.com](mailto:seattlebergensistercities@gmail.com)>;  
Judith Dern <[jhsdern@gmail.com](mailto:jhsdern@gmail.com)>; Elizabeth Campbell, MPA  
<[neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)>

**Subject:** Food Committee, Monday, March 28?

Does this date work for you, Judith? From 4 until 5 pm?

I had hoped to have a potential new chef trying out cooking for the Swedish Club on Friday, April 1. She left our offices very enthusiastic about the possibility, but maybe the drive from here back to her home near Tacoma burned the idea out of her brain. Darn!

So, we are still in Arista's hands.

Judith, I sent them scans of all the possibilities you had marked, and they have chosen roast pork with glazed potatoes for next Friday.

Meanwhile, if everyone can come on Monday, let's meet. Thanks

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

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

EACampbell

April 14<sup>th</sup> – dumps food committee

----- Forwarded message -----

From: **Kristine Leander** <kristine@swedishclubnw.org>

Date: Thu, Apr 14, 2022 at 4:38 PM

Subject: Food Committee meetings?

To: Seattle-Bergen Sister City Association <seattlebergensistercities@gmail.com>, Judith Dern <jhsdern@gmail.com>, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hello, I'm sorry that I haven't pulled any meetings together in the last few weeks. The decisions I need to make must be made with urgency, so I don't have time to pull the group together.

This is where we are at this point:

Friday food is meatballs from Arista and a second entrée by Elizabeth and RC. Last week and this week, that entrée has been soup and salad. (Come tomorrow

evening for Bergen's Fish Soup. It will be delicious!) Elizabeth is making the desserts. I will continue with this format for Fridays for the foreseeable future.

Elizabeth and RC are making the Members' dinner next week.

I am still working to hire a chef, and/or a food services manager, and/or a caterer.

We have hired a new person to be the Swedish Pancake organizer and boss. He is a chef and works daytimes at a job he loves, so I don't think we can lure him to do more. But meanwhile, from his background in restaurant cooking, he's going to assist Anis in where to buy the pancake supplies.

That's my status report! Come tomorrow evening for a delicious soup!

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

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

From: **Kristine Leander** <kristine@swedishclubnw.org>  
Date: Thu, May 12, 2022 at 1:42 PM  
Subject: RE: Exploring Things Further  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi, see my responses below.

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHES.
2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT'S AFTER JOCELYNN STARTS "FULL THROTTLE" I'VE ASKED HER TO PREPARE THAT MEAL.
3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM
4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME.

EACampbell

NEXT BATCH OF EMAILS – Testing the waters to see how much she planned on using me

----- Forwarded message -----

From: **Elizabeth Campbell, MPA** <neighborhoodwarrior@gmail.com>  
Date: Thu, May 12, 2022 at 11:16 AM  
Subject: Exploring Things Further  
To: Kristine Leander <kristine@swedishclubnw.org>

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those!
2. The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that?
3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also.
4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?

--

EACampbell

----- Forwarded message -----

From: **Kristine Leander** <kristine@swedishclubnw.org>  
Date: Thu, May 12, 2022 at 1:42 PM  
Subject: RE: Exploring Things Further  
To: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Hi, see my responses below.

---

**From:** Elizabeth Campbell, MPA <[neighborhoodwarrior@gmail.com](mailto:neighborhoodwarrior@gmail.com)>  
**Sent:** Thursday, May 12, 2022 11:16 AM  
**To:** Kristine Leander <[kristine@swedishclubnw.org](mailto:kristine@swedishclubnw.org)>  
**Subject:** Exploring Things Further

Good Morning Kristine

1. Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those! WE HAVE NEVER OFFERED DESSERTS ON WEDNESDAY EVENINGS, SO WE WON'T BE DOING SO NOW. NO DECISION ON DESSERTS FOR FRIDAY LUNCHESES.

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3. The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also. THE MEAT AND CHEESE BOARDS WERE NOT BIG SELLERS, SO FOR NOW WE WILL NOT BE ADDING THEM TO THE REPETOIRE. IF WE EVENTUALLY GO TO SANDWICHES FOR FRIDAY LUNCHESES—AS WE USED TO—Hi, JOCELYNN WILL PREPARE THEM

4. Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those? YOU WILL CONTINUE TO MAKE DESSERTS FOR FRIDAY EVENING DINNERS. WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME.

EACampbell

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<sup>i</sup> Review of the January 14, 2022 Dinner

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The reality is that the salad that Kristine said to make was not made. RC thought up a whole new salad, to me it was “okay”, it was average. I feel the salad was a mis-mash, and the pears were misplaced - more money spent buying pears and radishes, that I feel was unnecessary with so much produce already in the refrigerator - tomatoes, cucumbers, carrots et al.

Not one iota of cheese to be found on the salad served either. As I noted, one of the blue cheeses, from Malin’s tenure needed to be used.

RC led on the salad - he may seem a bit halting and uncertain but he doggedly is insisting and leading on doing everything the way Malin w/ Carina’s assistance did things. Then he more than doggedly reflects his training with whatever catering company he worked for. That’s where his plastic wrapping everything, insisting on the beyond necessary food handling procedures which just end up in timing failures can late dinner service as opposed to preventing any kind of real life food safety crisis - Meatballs in the oven warming and going onto a chaffing dish five minutes later where they are going to be hotter than when in the oven and hotter than they need to be overall are not going to endanger anyone.

I have tussled with him and then watched him yesterday, delay sending food/meat upstairs, insisting that it needs to stay in the oven until it hits 161 degrees. This is error on his part.

Another weak spot - he is safety wise but safety foolish - along with re-enacting over and over how his work was laid out for him to do at a prior job. There is no happy medium. I absolutely remember when he came to work with Carina and Malin - he was as we in general were told at the time, what I observed, he was a relatively inexperienced chef’s helper that was being brought along by Malin and company to fill in for help that was needed in the Swedish Club kitchen.

He is a nice guy, he is generally willing to do a lot of things, but Often gets confused about what is a priority, how to lay out the steps to handle preparing assorted dishes. He flails around without direction. I feel RC also lacks the finer skill of food and meal planning and engineering, some of his basic food and flavor creation skills are off.

“Cucumber Salad”

“Thousand Island Dressing”

For example - that salad dressing he created last night - it was by his choice, it was supposed to be Thousand Island dressing - which we have to set aside I think the fact that it did not go with a vegetable with fruit salad, but say it did and that it was a nod to the possibility that people might put shrimp on their salad (most did not know it was a possibility) - what RC created was lightly flavored mayonnaise. He set out on the counter, mayonnaise, ketchup, red pepper jelly, and horseradish cream sauce.

What he concocted was a dressing that was barely colored or flavored by the ketchup, there were no additional seasonings that changed one iota of the flavor, it was ultimately barely flavored mayonnaise.

Real “Thousand Island dressing” is one of the easiest of things to make - 3:2 ratio of chili or cocktail sauce or catchup to mayonnaise, or even 1/3 ketchup and 2/3rds mayonnaise. It always has pickle relish in it, without pickles it is merely fry sauce, kind of what was served on the salad

The dressing for last night could have had chopped dill pickles in it which there were plenty of in the refrigerator, throw in some horseradish cream, yes, lemon juice, a dash of worcesterhire sauce, paprika - plenty of all of those items in the kitchen. But that dressing that was served is a far cry from Thousand

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Island dressing, and it was not the salad that was outlined previously outlined in detail and approved by Kristine.

Then there was a whole discussion between RC and Lily about carrots in the process, carrots were needed for both the salad and for the meatball dinner. He and Lily decided which carrots to leave and which to throw out. RC discussed with Lily your comments you had made at our meeting, which I agree with - about the artificial “baby carrots” often tasting poor and needing to be thoroughly washed up. So a fair amount of carrots got thrown out - but they decided they had left the best for the meal.

Personally - I ate the one of three carrots with my meal - it was so stale I left the other ones.

At the incredibly few junctures I said anything yesterday - one was in the morning - Lily’s response was to ask me what I was doing in the kitchen in the first place.

We can throw everything into the freezer however this is a well known phenomenon -

Gravy - there was no way the gravy was functional as gravy unless it was greatly reduced. I’ve studied Samuelsson’s recipes and they are a little skimpy on details, not all entirely functional, and it is part of the culture of celebrity chefs, they often add touches, steps, or ingredients that can be questionable - do they really add anything to the recipe. Samuelsson’s meatballs and gravy have a number of those elements.

But to the gravy - I’ve seen other pictures of the meatball gravy recipe that was followed by Lily and they all show that the gravy is more like a thin gruel. This is because there is not much of an ability for the gravy to turn into gravy were **it to be made according** to Marcus’s recipe.

Lily followed the recipe but an experienced cook would have known that the gravy was a fail and needed to be thickened by using a thickening agent.

ii This is the gist of what I said to Kristine, that the meatballs were small because he insisted on doing them by hand. Him and Lily and I sat down and I. Said to Lily, you need to get a cookie scoop and have him scoop them out You've got it measured and then form it up into a ball, then you have portion control and she caught on to it and she said, Oh yeah, you're right, you're right and he fought back against her, and.

That's why those meatballs looked through the way they did. He says oh, you know there's so many grams. He just decided to sit and scoop them up by hand and make what he wanted and then they came out small. It's like it's stuff like that, that's just entirely frustrating to me. And I do think that I have talked to you and I thought maybe that you caught what I was saying. I care a lot. About this, and I've made my life making food. I've had a USDA plant. I've had a commercial bakery wholesale. It's like so I know what I'm talking about. The meatball recipe. He sat and told you he'd gone through it. I sat down with with Lily and with him and I spent 45 minutes. I figured out how many portions they needed. I figured out how much each ball should be weighing.

I worked out the whole thing, multiplied it out for them, I adjusted the spices for them. And here today when I was downstairs with him [RC], he wasn't going to make that meatball he's supposed to make [the Magnus Nilsson one next]. On Friday, he had another recipe. And I told him, no, I said here's the one you're supposed to do. He said, “well, that's not the one I have” and I go, “yeah it is.” And he finally conceded he did need to do the recipe that Magnus Nilsson one.

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

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<sup>iii</sup> From: Elizabeth Campbell <neighborhoodwarrior@gmail.com>  
Date: Wed, May 4, 2022 at 6:03 PM  
Subject: Discrimination Complaints Filed Against the Swedish Club  
To: <kristine@swedishclubnw.org>, <shamaalbright@msn.com>, <maosmith@msn.com>, <langdonlmiller@gmail.com>, <neilsnyder@outlook.com>, <fiddlerkris@hotmail.com>, <maryemerson115@gmail.com>, <peterickj122@msn.com>, <ddrconstruction@gmail.com>, <garysund@ymail.com>, <SeattleBergenSisterCities@gmail.com>

Please find attached my letter advising you that starting on April 20th I have filed with the appropriate agencies, the City of Seattle Office of Civil Rights, the Washington State Human Rights Commission, and with the U.S. EEOC regarding multiple instances of discrimination against me as an employee and as a member by the Executive Director related to age, disability, national origin, along w/ complaints regarding retaliation, a hostile workplace; in order to comply with the required legal administrative procedures that must be followed prior to pursuing litigation.

In addition I have shared my thoughts and comments regarding board elections and efforts to impair blue card memberships.

[Attachment: [SC Letter Re Discrimination Complaint 05-04-22](#)]