



STATE of WASHINGTON

EXHIBIT P-1



SECRETARY of STATE

I, RALPH MUNRO, Secretary of State of the State of Washington and custodian of its seal, hereby issue this

CERTIFICATE OF AMENDMENT

to

SWEDISH CULTURAL CENTER

a Washington Non Profit corporation. Articles of Amendment were filed for record in this office on the date indicated below.

Restating Articles

UBI Number: 178 031 553

Date: October 19, 1998



Given under my hand and the Seal of the State of Washington at Olympia, the State Capital

Ralph Munro, Secretary of State 2-005961-4

RESTATED ARTICLES OF INCORPORATION

SWEDISH CULTURAL CENTER

FILED
STATE OF WASHINGTON
OCT 19 1998
RALPH MUNRO
SECRETARY OF STATE

Pursuant to RCW 24.03.183, the undersigned officer of the corporation hereby executes the following restated articles of incorporation. The following restated articles of incorporation correctly set forth without change the provisions of the articles of incorporation as amended and supersede the original articles of incorporation and all amendments thereto.

ARTICLE 1

NAME

The name of the Corporation is Swedish Cultural Center.

ARTICLE 2

DURATION

The period of duration of this corporation shall be perpetual.

ARTICLE 3

PURPOSES POWERS AND LIMITATIONS

3.1 This corporation is organized exclusively for charitable and/or educational and/or literary purposes under Section 501(c)(3) of the Internal Revenue Code of 1986, as it now exists or as hereafter amended (the "Code"), or the corresponding section of any future tax code.

3.2 The objectives of the Corporation are:

3.2.1 To promote a better understanding between the United States and the Nordic Countries with an emphasis on Sweden, and to perpetuate Swedish culture and traditions through the teaching, observing, practicing and celebrating of this culture and traditions. Culture and tradition includes but is not limited to the language, history, religion, day-to-day living, song, dance, and cooking as well as the unique celebrations and festivals of Sweden and the other Nordic lands.

3.2.2 To give moral and/or financial support to worthy projects undertaken by individuals or organizations for purposes aligned with those of the Swedish Cultural Center and which are acceptable for support by a 501(c)(3) organization.

UAC: 10/19/98-165350
\$ 80.00 10/19/98

3.3 This corporation may engage in any other lawful activity which may hereafter be authorized from time to time by the Board of Directors; provided, however, that the purposes for which the corporation is formed shall at all times be consistent with Section 501(c)(3) of the Code, including within such purposes the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Code.

3.4 No substantial part of the activities of this corporation shall be devoted to attempting to influence legislation by propaganda or otherwise, and the corporation shall not participate in, or intervene in (including the publication or distribution of statements with respect to) any political campaign on behalf of or in opposition to any candidate for public office.

3.5 This corporation shall have no capital stock and no part of the net earnings of this corporation shall inure in whole or in part to the benefit of, or be distributable to, any officer, director or other individual having a personal or private interest in the activities of the corporation, or to any person or organization other than an organization which is exempt from federal income taxation under Sections 501(a) and 501(c)(3) of the Code, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered, to make reimbursement for reasonable expenses incurred in its behalf, and to make payments and distributions in furtherance of the purposes stated in Article III. Notwithstanding any other provision of these Articles, this corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501(c)(3) or (b) by a corporation the contributions to which are deductible under Sections 170, 2055 and 2522 of the Code.

ARTICLE 4

MEMBERS

This corporation shall have members.

ARTICLE 5

REGISTERED OFFICE

The address of the registered office of this corporation is 1920 Dexter Ave. N., Seattle, WA 98109, and the name of its registered agent at such address is R. W. Clay. The written consent of such person to serve as registered agent is attached hereto.

ARTICLE 6

DISTRIBUTIONS UPON DISSOLUTION

Upon any dissolution of this corporation under provisions of the laws of the State of Washington for nonprofit corporations, all of its assets remaining after payment of creditors shall be distributed to one or more organizations selected by the Board of Directors which are qualified as exempt from taxation under the provisions of Sections 501(a) and 501(c)(3) of the Code, or any successor statutes, and which further the purposes set forth in Article III. In no event shall any of the corporation's assets be distributed to the officers, directors, or members of the corporation.

ARTICLE 7

PRIVATE FOUNDATION

If this corporation becomes a private foundation within the meaning of Section 509 of the Code, as long as its private foundation status continues the following provisions shall apply in the management of its affairs:

1. Each year the corporation shall distribute the, income of the corporation, for the purposes specified in Article III, at such time and in amounts at least sufficient to avoid liability for the tax imposed by Section 4942 of the Code;
2. The corporation shall not engage in any act of "self-dealing" (as defined in Section 4941(d) of the Code) which would give rise to any liability for the tax imposed by Section 4941(a) of the Code,
3. The corporation shall not sell, exchange, distribute or otherwise disposed any "excess business holdings" (as defined in Section 4943(c) of the Code) which would give rise to any liability for the tax imposed by Section 4943(a) of the Code;
4. The corporation shall not make any investments which would jeopardize the carrying out of any of its exempt purposes (within the meaning of Section 4944 of the Code) and which would, therefore, give rise to any liability for the tax imposed by Section 4945(a) of the Code.
5. The corporation shall not make any "taxable expenditures" (as defined in Section 4945(d) of the Code) which would give rise to any liability for the tax imposed by Section 4945(a) of the Code.

ARTICLE 8

AMENDMENTS

1. Articles. This corporation reserves the right to amend, alter, change or repeal any provision contained in these Articles of Incorporation by the affirmative vote of a majority of the directors present at a meeting of the Board of Directors.

2. Bylaws. The Board of Directors is authorized to make, alter, amend or repeal the Bylaws of this corporation.

3. Approval: Modifications to the Articles of Incorporation and/or the Bylaws made in accordance with 1. or 2. above shall be formally presented to the members at a regular membership meeting by a motion for approval and a second to the motion. The motion must then be tabled until the following regular membership meeting. In the interim, the proposed changes shall be published in the official newsletter in whole or in summary. If not published in whole, full copies shall be made available to any member at the corporation's office. The approval vote will be taken at the following membership meeting. A 2/3 majority of those members present and in good standing is required to approve the motion.

ARTICLE 9

INDEMNIFICATION

To the full extent permitted by the Washington nonprofit Corporation Act, RCW 24.03, the personal liability of a director to the corporation shall be eliminated and the corporation shall indemnify any person made a party to any proceeding by reason of the fact that he or she is or was a director, against judgment, penalties, fines, settlements and reasonable expenses actually incurred by him or her in connection with such proceeding. Provided, however, that the corporation shall neither indemnify a director, nor shall the director's liability be eliminated for acts or omissions that involve intentional misconduct by a director or a knowing violation of law by a director, or for any transaction from which the director will personally receive a benefit in money, property or services to which the director is not legally entitled. The corporation shall also indemnify any officer, agent or employee who is or was not a director, to the same extent, and with the same limitations, that the corporation is authorized to indemnify directors. The Board of Directors may, from time to time, approve by general or specific action of the Board, or by contract, the indemnification of any other person which the corporation has the power to indemnify under the Act. The indemnification provided by this article shall not be deemed exclusive of any other rights to which a person may be entitled as a matter of law or by contract.

SWEDISH CLUB OF SEATTLE

By 

Charles F. Anderson
Its President _____

CONSENT TO APPOINTMENT OF REGISTERED AGENTS ATTACHED HERETO.

CONSENT TO SERVE AS REGISTERED AGENT

The undersigned hereby consents to serve as registered agent in the State of Washington for the Swedish Cultural Center. It is understood that as registered agent for the corporation it will be the responsibility of Robert W. Clay to receive service of process in the name of the corporation, to forward all mail to the corporation, and to notify the office of the Secretary of State immediately in the event of its resignation or of any change in the registered office address of the corporation.



Robert W. Clay
1920 Dexter Ave. N.
Seattle, WA 98109



STATE of WASHINGTON



SECRETARY of STATE

I, **RALPH MUNRO**, Secretary of State of the State of Washington and custodian of its seal, hereby issue this

CERTIFICATE OF AMENDMENT

to

SWEDISH CLUB OF SEATTLE

a Washington Non Profit corporation. Articles of Amendment were filed for record in this office on the date indicated below.

Changing name to SWEDISH CULTURAL CENTER

UBI Number: 178 031 553

Date: October 19, 1998



Given under my hand and the Seal of the State of Washington at Olympia, the State Capital

Ralph Munro, Secretary of State
2-003961-4

**ARTICLES OF AMENDMENT TO
ARTICLES OF INCORPORATION**

OF

SWEDISH CLUB OF SEATTLE

FILED
STATE OF WASHINGTON

OCT 19 1998

RALPH MUNRO
SECRETARY OF STATE

Pursuant to RCW 24.03.170, the undersigned officer of the corporation hereby executes the following articles of amendment.

1. The name of the corporation is ~~SWEDISH CULTURAL CENTER~~ *club of Seattle*

2. The text of the amendments as adopted are as follows:

The Articles shall be amended in their entirety to read as set forth on Exhibit A attached hereto.

3. A meeting of the Members was held on August 12, 1998, at which a quorum was present, and the above amendments received at least two-thirds of the votes that members present at the meeting or represented by proxy at the meeting were entitled to cast.

Dated: October 5, 1998.

SWEDISH CLUB OF SEATTLE

By 
Charles F. Anderson, President

**ARTICLES OF AMENDMENT TO
ARTICLES OF INCORPORATION
OF**

SWEDISH CULTURAL CENTER

The Articles of Incorporation are amended in their entirety as follows:

ARTICLE 1

NAME

The name of the Corporation is Swedish Cultural Center.

ARTICLE 2

DURATION

The period of duration of this corporation shall be perpetual.

ARTICLE 3

PURPOSES POWERS AND LIMITATIONS

3.1 This corporation is organized exclusively for charitable and/or educational and/or literary purposes under Section 501(c)(3) of the Internal Revenue Code of 1986, as it now exists or as hereafter amended (the "Code"), or the corresponding section of any future tax code.

3.2 The objectives of the Corporation are:

3.2.1 To promote a better understanding between the United States and the Nordic Countries with an emphasis on Sweden, and to perpetuate Swedish culture and traditions through the teaching, observing, practicing and celebrating of this culture and traditions. Culture and tradition includes but is not limited to the language, history, religion, day-to-day living, song, dance, and cooking as well as the unique celebrations and festivals of Sweden and the other Nordic lands.

3.2.2 To give moral and/or financial support to worthy projects undertaken by individuals or organizations for purposes aligned with those of the

Swedish Cultural Center and which are acceptable for support by a 501(c)(3) organization.

3.3 This corporation may engage in any other lawful activity which may hereafter be authorized from time to time by the Board of Directors; provided, however, that the purposes for which the corporation is formed shall at all times be consistent with Section 501(c)(3) of the Code, including within such purposes the making of distributions to organizations that qualify as exempt organizations under Section 501(c)(3) of the Code.

3.4 No substantial part of the activities of this corporation shall be devoted to attempting to influence legislation by propaganda or otherwise, and the corporation shall not participate in, or intervene in (including the publication or distribution of statements with respect to) any political campaign on behalf of or in opposition to any candidate for public office.

3.5 This corporation shall have no capital stock and no part of the net earnings of this corporation shall inure in whole or in part to the benefit of, or be distributable to, any officer, director or other individual having a personal or private interest in the activities of the corporation, or to any person or organization other than an organization which is exempt from federal income taxation under Sections 501(a) and 501(c)(3) of the Code, except that the corporation shall be authorized and empowered to pay reasonable compensation for services rendered, to make reimbursement for reasonable expenses incurred in its behalf, and to make payments and distributions in furtherance of the purposes stated in Article III. Notwithstanding any other provision of these Articles, this corporation shall not carry on any activities not permitted to be carried on (a) by a corporation exempt from Federal income tax under Section 501(c)(3) or (b) by a corporation the contributions to which are deductible under Sections 170, 2055 and 2522 of the Code.

ARTICLE 4

MEMBERS

This corporation shall have members.

ARTICLE 5

REGISTERED OFFICE

5.1 The address of the registered office of this corporation is 1920 Dexter Ave. N., Seattle, WA 98109, and the name of its registered agent at such address is R. W. Clay. The written consent of such person to serve as registered agent is attached hereto.

ARTICLE 6

DISTRIBUTIONS UPON DISSOLUTION

Upon any dissolution of this corporation under provisions of the laws of the State of Washington for nonprofit corporations, all of its assets remaining after payment of creditors shall be distributed to one or more organizations selected by the Board of Directors which are qualified as exempt from taxation under the provisions of Sections 501(a) and 501(c)(3) of the Code, or any successor statutes, and which further the purposes set forth in Article III. In no event shall any of the corporation's assets be distributed to the officers, directors, or members of the corporation.

ARTICLE 7

PRIVATE FOUNDATION

If this corporation becomes a private foundation within the meaning of Section 509 of the Code, as long as its private foundation status continues the following provisions shall apply in the management of its affairs:

1. Each year the corporation shall distribute the, income of the corporation, for the purposes specified in Article III, at such time and in amounts at least sufficient to avoid liability for the tax imposed by Section 4942 of the Code;
2. The corporation shall not engage in any act of "self-dealing" (as defined in Section 4941(d) of the Code) which would give rise to any liability for the tax imposed by Section 4941(a) of the Code,
3. The corporation shall not sell, exchange, distribute or otherwise dispose of any "excess business holdings" (as defined in Section 4943(c) of the Code) which would give rise to any liability for the tax imposed by Section 4943(a) of the Code;
4. The corporation shall not make any investments which would jeopardize the carrying out of any of its exempt purposes (within the meaning of Section 4944 of the Code) and which would, therefore, give rise to any liability for the tax imposed by Section 4945(a) of the Code.
5. The corporation shall not make any "taxable expenditures" (as defined in Section 4945(d) of the Code) which would give rise to any liability for the tax imposed by Section 4945(a) of the Code.

ARTICLE 8

AMENDMENTS

1. Articles. This corporation reserves the right to amend, alter, change or repeal any provision contained in these Articles of Incorporation by the affirmative vote of a majority of the directors present at a meeting of the Board of Directors.
2. Bylaws. The Board of Directors is authorized to make, alter, amend or repeal the Bylaws of this corporation.
3. Approval: Modifications to the Articles of Incorporation and/or the Bylaws made in accordance with 1. or 2. above shall be formally presented to the members at a regular membership meeting by a motion for approval and a second to the motion. The motion must then be tabled until the following regular membership meeting. In the interim, the proposed changes shall be published in the official newsletter in whole or in summary. If not published in whole, full copies shall be made available to any member at the corporation's office. The approval vote will be taken at the following membership meeting. A 2/3 majority of those members present and in good standing is required to approve the motion.

ARTICLE 9

INDEMNIFICATION

To the full extent permitted by the Washington nonprofit Corporation Act, RCW 24.03, the personal liability of a director to the corporation shall be eliminated and the corporation shall indemnify any person made a party to any proceeding by reason of the fact that he or she is or was a director, against judgment, penalties, fines, settlements and reasonable expenses actually incurred by him or her in connection with such proceeding. Provided, however, that the corporation shall neither indemnify a director, nor shall the director's liability be eliminated for acts or omissions that involve intentional misconduct by a director or a knowing violation of law by a director, or for any transaction from which the director will personally receive a benefit in money, property or services to which the director is not legally entitled. The corporation shall also indemnify any officer, agent or employee who is or was not a director, to the same extent, and with the same limitations, that the corporation is authorized to indemnify directors. The Board of Directors may, from time to time, approve by general or specific action of the Board, or by contract, the indemnification of any other person which the corporation has the power to indemnify under the Act. The indemnification provided by this article shall not be deemed exclusive of any other rights to which a person may be entitled as a matter of law or by contract.

SWEDISH CLUB OF SEATTLE

By 
Charles F. Anderson
Its President

CONSENT TO APPOINTMENT OF REGISTERED AGENTS ATTACHED HERETO.

CONSENT TO SERVE AS REGISTERED AGENT

The undersigned hereby consents to serve as registered agent in the State of Washington for the Swedish Cultural Center. It is understood that as registered agent for the corporation it will be the responsibility of Robert W. Clay to receive service of process in the name of the corporation, to forward all mail to the corporation, and to notify the office of the Secretary of State immediately in the event of its resignation or of any change in the registered office address of the corporation.



Robert W. Clay
1920 Dexter Ave. N.
Seattle, WA 98109

AMENDED AND RESTATED
BYLAWS
OF
THE SWEDISH CLUB

Approved by Board for submission to Members on September 4, 2019.
Adopted by Members on November 20, 2019.

AMENDMENTS

Section	Text	Date Adopted

Contents

ARTICLE 1. OFFICES.....	1
ARTICLE 2. MEMBERSHIP.....	1
2.1 Members.....	1
2.2 Requirements for Membership.....	1
2.3 Voting Rights.....	1
2.4 Annual Meeting; Quorum Requirement.....	2
2.5 Monthly Meeting of Members.....	2
2.6 Special Meetings.....	2
2.7 Place of Meetings.....	2
2.8 Notice of Annual Meeting.....	2
2.8.1 Time and Place.....	2
2.8.2 Notice in a Tangible Medium; Effectiveness of Notice.....	3
2.8.2.1 Notice by Mail.....	3
2.8.2.2 Notice by Facsimile.....	3
2.8.2.3 Notice by Air and Ground Courier.....	3
2.8.3 Notice in an Electronic Transmission; Effectiveness of Notice.....	3
2.8.4 Posting Notice on an Electronic Network; Effectiveness of Notice.....	4
2.8.5 Notice of Meeting Called by Members.....	4
2.9 Voting at Annual Meeting.....	4
2.10 Waiver of Notice.....	4
2.11 Quorum for Monthly Membership Meeting.....	4
2.12 Manner of Acting.....	5
2.13 Extraordinary Actions.....	5
2.13.1 Notice of Meeting.....	5
2.13.2 Voting Rights.....	5
2.13.3 Unanimous Written Consent.....	5
2.13.4 Quorum Requirements for Extraordinary Actions.....	5
ARTICLE 3. BOARD OF DIRECTORS.....	5
3.1 General Powers.....	5

3.2	Number.....	6
3.3	Qualifications	6
3.4	Term of Office of Directors	6
3.5	Mid-Year Appointment of Directors.....	6
3.6	Regular Meetings	6
3.7	Special Meetings	6
3.8	Meetings by Telephone	7
3.9	Place of Meetings.....	7
3.10	Notice of Special Meetings.....	7
3.10.1	In Writing.....	7
3.10.2	Personal Communication.....	7
3.10.3	Electronic Transmission.....	7
3.11	Waiver of Notice	8
3.11.1	Record.....	8
3.11.2	By Attendance.....	8
3.12	Quorum.....	8
3.13	Manner of Acting.....	8
3.14	Presumption of Assent.....	9
3.15	Action by Board Without a Meeting.....	9
3.16	Resignation	9
3.17	Removal.....	9
3.18	Vacancies.....	9
3.19	Compensation	10
3.20	Executive and Other Committees of the Board	10
3.20.1	Standing Committees.....	10
3.20.2	Ad Hoc Committees.....	10
3.21	Executive Director	10
ARTICLE 4. OFFICERS		11
4.1	Number of Officers	11
4.2	Qualifications of Officers.....	11
4.3	Election and Term of Office.....	11

4.4	Resignation.....	11
4.5	Removal	11
4.6	Vacancies	12
4.7	President.....	12
4.8	Vice President	12
4.9	Secretary.....	12
4.10	Treasurer.....	12
4.11	Compensation	13
ARTICLE 5. STANDARDS OF CONDUCT FOR OFFICERS AND DIRECTORS		13
5.1	Duties of Care and Loyalty	13
5.2	Directors' Duties	13
ARTICLE 6. INTERESTS OF DIRECTORS AND OFFICERS.....		13
6.1	Compensation.....	13
6.2	Conflict of Interest	13
6.3	Review of Certain Transactions	14
ARTICLE 7. ADMINSTRATIVE AND FINANCIAL PROVISIONS		14
7.1	Contracts.....	14
7.2	Loans	14
7.3	Loans or Extensions of Credit to Officers and Directors.....	14
7.4	Checks, Drafts, Etc.....	14
7.5	Deposits.....	14
7.6	Books and Records.....	15
7.7	Corporate Seal	15
7.8	Accounting Year	15
7.9	Rules of Procedure	15
7.10	Indemnification of Officers, Directors, Employees and Agents	15

AMENDED AND RESTATED
BYLAWS
OF THE SWEDISH CULTURAL CENTER

ARTICLE 1. OFFICES

The principal office of the corporation shall be located at its principal place of business or such other place as the Board of Directors (the “*Board*”) may designate. The corporation may have such other offices, either within or without the State of Washington, as the Board may designate or as the business of the corporation may require from time to time.

ARTICLE 2. MEMBERSHIP

2.1 Members

The corporation shall have two classes of members: (a) general members, entitled to all of the rights and privileges of membership, including voting on any and all matters, and (b) social members, who are entitled to attend all events at the Swedish Cultural Center, but who are not entitled to voting privileges. Only a general member may serve as an Officer or Director of the Swedish Cultural Center. The Board may assess different levels of annual dues based upon the type of membership.

2.2 Requirements for Membership

Members are requested to declare support for the purposes of the corporation as stated in section 3.2 of its Articles of Incorporation. Members are required to pay dues in accordance with a schedule published by the Board of Directors, as it may be modified from time to time, in order to be considered members in good standing.

2.3 Voting Rights

The general members shall have the right (a) to elect the Directors and Officers of the corporation, (b) to amend or restate the Articles of Incorporation or Bylaws of the corporation, (c) to approve the sale of all or substantially all of the assets of the corporation, (d) to approve the voluntary dissolution of the corporation, and (e) to vote on any other matters on which the approval or vote of members is required by applicable law.

2.4 Annual Meeting; Quorum Requirement

The annual meeting of the Swedish Cultural Center shall be held during the month of April for the purposes of electing Directors and Officers and transacting such business as may properly come before the meeting. If the day fixed for the annual meeting is a legal holiday at the place of the meeting, the meeting shall be held on the next succeeding business day. If the annual meeting is not held on the date designated therefor, the Board shall cause the meeting to be held as soon thereafter as may be convenient.

A quorum will be required for the transaction of business at the annual meeting, and shall consist of at least twenty-five (25) members in good standing. However, for the election or removal of Directors or Officers or for a revision to the bylaws, a quorum shall consist of at least fifty (50) members. If a required quorum is not present at the annual meeting, business shall be rescheduled during the next sixty (60) days for which notification has been provided to all voting members, at which time a quorum will not be required.

2.5 Monthly Meeting of Members

Meetings of the membership shall be scheduled monthly for the purposes of conducting business that requires membership action and to inform the membership of Board of Directors' actions and concerns.

2.6 Special Meetings

The President, the Board, or not less than one-tenth of the members entitled to vote at such meeting, may call special meetings of the members for any purpose.

2.7 Place of Meetings

All meetings of members shall be held at the principal office of the corporation or at such other place within or without the State of Washington designated by the President, the Board, by the members entitled to call a meeting of members, or by a waiver of notice signed by all members entitled to vote at the meeting.

2.8 Notice of Annual Meeting

2.8.1 Time and Place

The President, the Secretary or the Board shall cause to be delivered to each member entitled to notice of or to vote at the meeting, not less than 10 or more than 50 days before the meeting, written notice stating the place, date and time of the meeting.

2.8.2 Notice in a Tangible Medium; Effectiveness of Notice

Notice may be provided in a tangible medium and may be transmitted by mail, private carrier, personal delivery, telephone or wire or wireless equipment that transmits a facsimile of the notice. Transmission of the Notice in the Swedish Cultural Center monthly newsletter, whether by printed mailing or electronic transmission, shall be considered sufficient notice.

2.8.2.1 Notice by Mail

Notice given by mail is effective when deposited in the United States mail, first-class postage prepaid, properly addressed to the member at the member's address as it appears in the corporation's records.

2.8.2.2 Notice by Facsimile

Notice given by facsimile equipment that transmits a facsimile of the notice is effective when dispatched to the member's address, telephone number or other number appearing on the records of the corporation.

2.8.2.3 Notice by Air and Ground Courier

Notice given by air courier is effective when dispatched, if prepaid and properly addressed to the member at the member's address as it appears in the corporation's records. Notice by ground courier or other personal delivery is effective when received by the member.

2.8.3 Notice in an Electronic Transmission; Effectiveness of Notice

Notices may be provided in an electronic transmission and be electronically transmitted. Such notices shall be effective with respect to those members who have consented, in the form of a record, to receive electronically transmitted notices and which members have designated in such consent the address, location or system to which such notices may be electronically transmitted. Said members may revoke consent by delivering a revocation to the corporation in the form of a record. Such consent shall be automatically revoked if the corporation is unable to electronically transmit two consecutive notices given by the corporation, and this inability becomes known to the person responsible for giving notice. Notice provided in an electronic transmission is effective when it is electronically transmitted to an address, location or system designated by the recipient for that purpose.

2.8.4 Posting Notice on an Electronic Network; Effectiveness of Notice

Notice may be provided to members who have consented to receipt of electronically transmitted notices by posting the notice on an electronic network and delivering to such members a separate record of the posting, together with comprehensible instructions regarding how to obtain access to the posting on the electronic network. Notice is effective when it has been posted to an electronic network and a separate record of the posting has been delivered to the recipient as provided by this Section 2.8.4.

2.8.5 Notice of Meeting Called by Members

At any time, upon the written request of not less than one-tenth of the members entitled to vote at the meeting, it shall be the duty of the Secretary to give notice of a special meeting of members to be held at such date, time and place as the Secretary may fix, not less than 10 or more than 35 days after receipt of such written request, and if the Secretary shall neglect or refuse to issue such notice in the manner provided by these Bylaws, the person or persons making the request may do so and may fix the date, time and place for such meeting.

2.9 Voting at Annual Meeting

Only general members in attendance at the Annual Meeting shall be entitled to vote on matters considered at the meeting.

2.10 Waiver of Notice

Whenever any notice is required to be given to any members under the provisions of these Bylaws, the Articles of Incorporation or applicable Washington law, a waiver thereof in the form of a record, including, without limitation, an electronic transmission from the person or persons entitled to such notice, whether before or after the time stated herein, shall be deemed equivalent to the giving of such notice.

2.11 Quorum for Monthly Membership Meeting

At least thirty (30) members of the corporation entitled to vote, represented in person or by proxy, shall constitute a quorum at a meeting of the members. If there is not a quorum present, a majority of the members so represented may adjourn the meeting from time to time without further notice.

2.12 Manner of Acting

A majority of the votes entitled to be cast by the members represented in person or at a meeting at which a quorum is present shall be necessary for the adoption of any matter voted on by the members, unless a greater proportion is required by applicable Washington law, the Articles of Incorporation or these Bylaws.

2.13 Extraordinary Actions

2.13.1 Notice of Meeting

In the event of (a) the amendment of the articles of incorporation or Bylaws of the corporation, (b) merger or consolidation of the corporation, (c) the sale, lease, exchange, or other disposition of all, or substantially all, the property and assets of the corporation, (d) the distribution of assets of the corporation, (e) the dissolution of the corporation, or (f) revocation of dissolution proceedings, the Board shall adopt a resolution to recommend such action to the members at either an annual or special meeting of the members. The Board shall cause notice of the meeting to be given to the members, which notice shall be in the form of a record, to consider such action in accordance with the provisions of Section 2.12 of these Bylaws.

2.13.2 Voting Rights

The members entitled to vote at such meeting may authorize such action by the Board of Directors by a vote of at least two-thirds of the members present or represented by proxy at the meeting.

2.13.3 Unanimous Written Consent

Notwithstanding the foregoing, the members may approve such actions by unanimous written consent in accordance with the provisions of these Bylaws.

2.13.4 Quorum Requirements for Extraordinary Actions

In the event a meeting of members is called to consider any of the subjects set forth in Section 2.13.1, then the quorum requirements of Section 2.4 shall apply.

ARTICLE 3. BOARD OF DIRECTORS

3.1 General Powers

The affairs of the corporation shall be managed by the Board.

3.2 Number

The Board shall consist of not less than eleven (11) nor more than seventeen (17) Directors, the specific number to be set by resolution of the members. The number of Directors may be changed from time to time by amendment to these Bylaws, provided that no decrease in the number shall have the effect of shortening the term of any incumbent Director.

3.3 Qualifications

Directors shall be elected from among the members of the Swedish Cultural Center provided that such individuals must have been general members in good standing for a least the immediately preceding twelve (12) months. Directors may have such other qualifications as the members may prescribe by amendment to these Bylaws.

3.4 Term of Office of Directors

Each Director shall serve a term of three (3) years from the date that Director was elected by the members at the annual meeting. Each Director may serve a maximum of three consecutive three-year terms. Partial years shall not be included for the purposes of calculation of these term limits.

3.5 Mid-Year Appointment of Directors

All mid-year vacancies on the Board of Directors, whether caused by resignation, death or otherwise, may be filled by the affirmative vote of a majority of the incumbent Directors. A Director elected to fill any vacancy shall stand for election by the membership at the next annual meeting.

3.6 Regular Meetings

By resolution, the Board may specify the date, time and place for the holding of regular meetings without other notice than such resolution. The Board shall conduct its regular meetings at least once per calendar month. Any Director who fails to attend three (3) consecutive regular board meetings during any twelve-month period shall forthwith resign from the Board of Directors, or alternatively, the President must remove such Director.

3.7 Special Meetings

Special meetings of the Board may be called by or at the written request of the President or any two Directors. The person or persons authorized to call special meetings may fix any place

either within or without the State of Washington as the place for holding any special Board meeting called by them.

3.8 Meetings by Telephone

Members of the Board may participate in a meeting of such Board via conference telephone or similar communications equipment by means of which all persons participating in the meeting can hear each other at the same time. Participation via such equipment shall constitute presence in person at a meeting.

3.9 Place of Meetings

All meetings shall be held at the principal office of the corporation or at such other place within or without the State of Washington designated by the Board, by any persons entitled to call a meeting or by a waiver of notice signed by all Directors.

3.10 Notice of Special Meetings

3.10.1 In Writing

Notices in writing may be delivered or mailed to the Director at his or her address shown on the records of the corporation not less than 10 days before the meeting. If notice is delivered via regular mail, the notice shall be deemed effective when deposited in the official government mail properly addressed with postage thereon prepaid. The business to be transacted at and the purpose of any special meeting must be specified in the notice of a special meeting.

3.10.2 Personal Communication

Notice may be by personal communication with the Director not less than 10 days before the meeting.

3.10.3 Electronic Transmission

Notices may be provided in an electronic transmission and be electronically transmitted not less than 10 days before the meeting. Notice in an electronic transmission is effective only with respect to those Directors that have consented, in the form of a record, to receive electronically transmitted notices and designated in such consent the address, location or system to which these notices may be electronically transmitted. A Director who has consented to receipt of electronically transmitted notices may revoke the consent by delivering a revocation to the corporation in the form of a record. Furthermore, the consent is automatically revoked if the corporation is unable to electronically transmit two consecutive notices given by the corporation,

and this inability becomes known the person responsible for giving notice. Notice provided in an electronic transmission is effective when it is electronically transmitted to an address, location or system designated by the recipient for that purpose.

3.11 Waiver of Notice

3.11.1 Record

Whenever any notice is required to be given to any Director under the provisions of these Bylaws, the Articles of Incorporation or applicable Washington law, a waiver thereof in the form of a record, including, without limitation, an electronic transmission from the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice. Neither the business to be transacted at nor the purpose of any regular or special meeting of the Board need to be specified in the waiver of notice of such meeting.

3.11.2 By Attendance

The attendance of a Director at a meeting shall constitute a waiver of notice of such meeting, except where a Director attends a meeting for the express purpose of objecting to the transaction of any business because the meeting is not lawfully called or convened.

3.12 Quorum

A majority of the number of Directors currently elected or appointed shall constitute a quorum for the transaction of business at any Board meeting. If a quorum is not present at a meeting, a majority of the Directors present may adjourn the meeting from time to time without further notice.

3.13 Manner of Acting

The act of the majority of the Directors present at a meeting at which there is quorum shall be the act of the Board, unless the vote of a greater number is required by these Bylaws, the Articles of Incorporation or applicable Washington law. Additionally, in exceptional circumstances as determined by a majority of Directors, the Board of Directors may consider a motion made in writing, and may submit their vote on the motion by way of electronic transmission (email) to all other Directors.

3.14 Presumption of Assent

In the event that a majority of the Board deems it necessary to take any action before the next regularly scheduled board meeting, the President may request that the board vote on a motion by electronic means, and that electronic vote shall constitute an act of the board.

A Director of the corporation present at a Board meeting at which action on any corporate matter is taken shall be presumed to have assented to the action taken unless his or her dissent or abstention is entered in the minutes of the meeting, or unless such Director files a written dissent or abstention to such action with the person acting as secretary of the meeting before the adjournment thereof, or forwards such dissent or abstention by registered mail to the Secretary of the corporation immediately after the adjournment of the meeting. Such right to dissent or abstain shall not apply to a Director who voted in favor of such action.

3.15 Action by Board Without a Meeting

Any action which could be taken at a meeting of the Board may be taken without a meeting if a consent in the form of a record, which consent clearly sets forth the action to be taken, is executed by all the Directors. Any such record shall be inserted in the minute book as if it were the minutes of a Board meeting. For purposes of this Section 3.15, record means information inscribed on a tangible medium or contained in an electronic transmission.

3.16 Resignation

Any Director may resign at any time by delivering written notice to the President or the Secretary at the registered office of the corporation, or by giving oral or written notice at any meeting of the Board. Any such resignation shall take effect at the time specified therein or, if the time is not specified, upon delivery thereof and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

3.17 Removal

Any Director may be removed at any time, with or without cause, by the affirmative vote of two-thirds of the votes cast at a monthly members meeting or the annual meeting at which quorum of a least 50 members is present. Those eligible to vote for removal only include members who are eligible to vote for the election of Directors.

3.18 Vacancies

A vacancy in the position of Director may be filled in accordance with Section 3.5. A Director who fills a vacancy shall serve for the unexpired term of his or her predecessor in office.

3.19 Compensation

Directors shall receive no compensation for service as Directors but may receive reimbursement for reasonable expenses incurred on behalf of the corporation.

3.20 Executive and Other Committees of the Board

3.20.1 Standing Committees

There shall be four (4) standing committees of the Board of Directors, consisting of the Executive Committee, the Board Nominating Committee, the Finance Committee, and the Building and Property Committee. The Executive Committee shall consist of the five (5) Officers of the corporation set forth in Article 4.1, and may also include up to two (2) other board members selected at large by the President.

3.20.2 Ad Hoc Committees

The Board of Directors may appoint, from time to time, from its own number or from the membership or both, ad hoc or temporary committees each consisting of no fewer than two (2) persons. Such committees may be vested with such powers as the Board may determine by resolution passed by a majority of the Board of Directors. Each committee shall be under the general supervision of at least one (1) Director but the supervising Director need not be an active committee member. All committees so appointed shall keep regular minutes of their meetings and shall cause them to be placed in the office of the corporation.

3.21 Executive Director

The Board may select an Executive Director who shall be responsible for the administration and conduct of the business and affairs of the corporation pursuant to guidelines established by the Board. The Executive Director shall have full authority for direction of the employees of the corporation, if any. The Executive Director may be compensated for his or her services in that capacity in such amount and manner as the Board of Directors, acting through the Executive Committee, shall determine. The Executive Director is an ex officio member of the Board and all committees thereof, but shall not have a vote. The Executive Director may be excluded during discussions concerning his/her performance and compensation.

ARTICLE 4. OFFICERS

4.1 Number of Officers

The Officers of the corporation shall be a President, Immediate Past President, a Vice President, a Secretary and a Treasurer, each of whom shall be elected by the members at the annual meeting in April. The outgoing President shall become the Immediate Past President for a period of one year. Other Officers and assistant officers may be elected or appointed by the Board, such Officers and assistant officers to hold office for such period, have such authority and perform such duties as are provided in these Bylaws or as may be provided by resolution of the Board. Any two or more offices may be held by the same person, except the offices of President and Secretary cannot be held by the same person.

4.2 Qualifications of Officers

No person may be elected or appointed as an Officer unless he/she has served on the board for at least one full year in the previous five (5) years, except that the position of Treasurer is exempt from this rule.

4.3 Election and Term of Office

The Officers of the corporation shall be elected each year by the members at the annual meeting of members. Unless an Officer dies, resigns, or is removed from office, he or she shall hold office until the next annual meeting or until his or her successor is elected.

4.4 Resignation

Any Officer may resign at any time by delivering written notice to the President, the Vice President, the Secretary or the Board, or by giving oral or written notice at any meeting of the Board. Any such resignation shall take effect at the time specified therein, or if the time is not specified, upon delivery thereof and, unless otherwise specified therein, the acceptance of such resignation shall not be necessary to make it effective.

4.5 Removal

Any Director may be removed at any time, with or without cause, by the affirmative vote of two-thirds of the votes cast at a monthly members meeting or the annual meeting at which quorum of at least 50 members is present. Those eligible to vote for removal only include members who are eligible to vote for the election of Directors.

4.6 Vacancies

A vacancy in any office created by the death, resignation, removal, disqualification, creation of a new office or any other cause may be filled by the Board for the unexpired portion of the term or for a new term established by the Board.

4.7 President

The President shall preside over meetings of the Board and, subject to the Board's control, shall supervise all of the business of the corporation and execute documents on behalf of the corporation. The President shall also perform such other duties as may be assigned to him or her by the Board from time to time.

4.8 Vice President

In the event of the death of the President or his or her inability to act, the Vice President shall perform the duties of the President, except as may be limited by resolution of the Board, with all the powers of and subject to all the restrictions upon the President. The Vice President shall perform such other duties as from time to time may be assigned to him or her by the President or by the Board.

4.9 Secretary

The Secretary shall ensure the accurate minutes are kept of meetings of the members of the Board as well as any committees of the Board that maintain minutes. The Secretary shall ensure that all notices are duly given in accordance with the provisions of these Bylaws or as required by law. The Secretary shall also perform such other duties as from time to time may be assigned to him or her by the President or the Board. In the absence of the Secretary, an Assistant Secretary may perform the duties of the Secretary.

4.10 Treasurer

The Treasurer shall oversee the financial operations of the corporation and shall perform such other duties as from time to time may be assigned to him or her by the President or the Board. In the absence of the Treasurer, an Assistant Treasurer, if appointed, may perform the duties of the Treasurer. If requested by the Board, the Treasurer shall give a bond for the faithful discharge of his or her duties in such amount and with such surety or sureties as the Board may determine.

4.11 Compensation

The Officers shall receive no compensation for their service as Officers but may receive reimbursement for reasonable expenses incurred on behalf of the corporation.

ARTICLE 5. STANDARDS OF CONDUCT FOR OFFICERS AND DIRECTORS

5.1 Duties of Care and Loyalty

Officers and Directors shall discharge their respective duties, including the duties of any committee of the Board upon which a Director may serve:

- (a) in good faith;
- (b) with such care, including reasonable inquiry, as an ordinary prudent person in like position would exercise under similar circumstances; and
- (c) in a manner such Officer or Director believes to be in the best interests of the corporation.

5.2 Directors' Duties

- (a) Directors are expected to attend and actively participate in all regular and special meetings of the Board, except for good cause.
- (b) Directors shall serve on Board committees as needed.
- (c) Directors are expected to educate themselves regarding the history, purpose, and activities of the corporation so as to provide valuable service.

ARTICLE 6. INTERESTS OF DIRECTORS AND OFFICERS

6.1 Compensation

Directors who receive any compensation for services in any capacity, directly or indirectly from the corporation may not vote on matters pertaining to that Director's compensation.

6.2 Conflict of Interest

Directors and Officers shall disclose to the Board any financial interest which the Director or Officer directly or indirectly has in any person or entity which is a party to a transaction under consideration by the Board. The interested Director or Officer shall abstain from voting on the transaction.

6.3 Review of Certain Transactions

Prior to entering into any compensation agreement, contract for goods or services, or any other transaction with any person who is in a position to exercise influence over the affairs of the corporation, the Board shall establish that the proposed transaction is reasonable when compared with a similarly-situated organization for functionally comparable positions, goods or services rendered.

ARTICLE 7. ADMINISTRATIVE AND FINANCIAL PROVISIONS

7.1 Contracts

The Board may, by resolution, authorize the President, Vice President, or Executive Director, to enter into any contract or execute and deliver any instrument in the name of and on behalf of the corporation. Such authority may be general or confined to specific instances.

7.2 Loans

No loans shall be contracted on behalf of the corporation and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board. Such authority may be general or confined to specific instances.

7.3 Loans or Extensions of Credit to Officers and Directors

No loans shall be made by and no credit shall be extended by the corporation to its Officers or Directors.

7.4 Checks, Drafts, Etc.

All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the corporation shall be signed by such Officer or Officers, or agent or agents, of the corporation and in such manner as is from time to time determined by resolution of the Board.

7.5 Deposits

All funds of the corporation not otherwise employed shall be deposited from time to time to the credit of the corporation in such banks, trust companies or other depositories as the Board may select.

7.6 Books and Records

The corporation shall keep at its principal or registered office copies of its current Articles of Incorporation and these Bylaws; correct and adequate records of accounts and finances; minutes of the proceedings of its members and Board; records of the name and address and class, if applicable, of each member and Director, and of the name and address of each Officer; and such other records as may be necessary or advisable. All books and records of the corporation shall be open at any reasonable time to inspection by any members of three months standing or to a representative of more than five percent of the membership.

7.7 Corporate Seal

If the Board determines that it is advisable, the corporation shall have a corporate seal consisting of the name of the corporation and state and year of its incorporation.

7.8 Accounting Year

Unless a different accounting year is at any time selected by the Board, the accounting year of the corporation shall be the 12 months ending December 31.

7.9 Rules of Procedure

The rules of procedure at meetings of the Board shall be generally consistent with Robert's Rules of Order on Parliamentary Procedure (new rev.), so far as applicable and when not inconsistent with these Bylaws, the Articles of Incorporation or any resolution of the Board.

7.10 Indemnification of Officers, Directors, Employees and Agents

The corporation shall indemnify its Officers, Directors, employees and agents to the greatest extent permitted by law or as otherwise provided in the Articles of Incorporation. The corporation shall have power to purchase and maintain insurance on behalf of any person who is or was a Director, Officer, employee, or agent of the corporation against any liability asserted against such person and incurred by such person in any such capacity or arising out of any status as such, whether or not the corporation would have the power to indemnify such person against such liability under the provisions of these Bylaws or the Articles of Incorporation.



Mary Emerson, Secretary

On that note, one of my three degrees that I received from the University of Washington at age 59 is a BA in history, and my minor associated with that, which is 4 credits short of a BA, is in American Indian Studies. Family history, genealogy has been a lifelong pursuit of mine.

I have of course office skills, business management skills, both as an employee and a business owner. I'm probably not a good candidate for things that require lifting and being on my feet for long - I have osteoarthritis in my knees. But it might be helpful to know that for many years I had a wholesale bakery and USDA food manufacturing business on Queen Anne and in South Seattle, extensive experience and knowledge about volume baking, food production, creating formulas, using recipes, etc.

Yes I couldn't come in and would be able to practice all the social distancing and related protocols.

If you'd like a copy of my resume I can send you that also.

Let me know if you would like to talk - my phone number is 206-769-8459, I live on the northeastern side of Magnolia, a couple blocks away from Fishermen's Terminal.

Best Regards,
Elizabeth Campbell

by the way - you can Google me, there are a number of media stories related to my community work, activism in Seattle. And no, I've never been part of the protestor crowd running around Seattle now. ;)

[Quoted text hidden]

--

EACampbell

Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Tue, Jul 28, 2020 at 4:04 PM

Elizabeth, we'd love to snag you with the caveat that we are mostly not open right now. Are you available to talk to Kiki and me on Zoom?

[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Tue, Jul 28, 2020 at 5:29 PM

Yes, I am! Thursday from 130 on I have appts, Monday I'm available after 1200. Call any other times than those hours.

[Quoted text hidden]

--

EACampbell

Kristine Leander <kristine@swedishclubnw.org>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Wed, Jul 29, 2020 at 1:45 PM

Kiki and Elizabeth, what about Friday afternoon?

[Quoted text hidden]

Kiki Hendren <kiki@swedishclubnw.org>
To: Kristine Leander <kristine@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>

Wed, Jul 29, 2020 at 1:47 PM

That works for me, as long as it's not too late as we have dinner to set up for.

Kiki Hendren

Auction Director

kiki@swedishclubnw.org

206-283-1090

www.swedishclubnw.org

[Quoted text hidden]

Kristine Leander <kristine@swedishclubnw.org>

Wed, Jul 29, 2020 at 1:47 PM

To: Kiki Hendren <kiki@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>

How about 1 pm?

[Quoted text hidden]

Kiki Hendren <kiki@swedishclubnw.org>

Wed, Jul 29, 2020 at 1:48 PM

To: Kristine Leander <kristine@swedishclubnw.org>, "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>

Works for me

[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>

Wed, Jul 29, 2020 at 7:13 PM

To: Kiki Hendren <kiki@swedishclubnw.org>

Cc: Kristine Leander <kristine@swedishclubnw.org>

Let me know when, send Zoom link, looking forward to it.

[Quoted text hidden]

--

EACampbell

Kristine Leander <kristine@swedishclubnw.org>

Thu, Jul 30, 2020 at 12:51 PM

To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, Kiki Hendren <kiki@swedishclubnw.org>

I'm sorry. I didn't think to check whether this shared Zoom subscription is being used by one of our language teachers. She has three classes and it's hard to schedule.

Let's look at Tuesday afternoon? Say 2 p.m.?

Kristine Leander

Executive Director

Swedish Club

206-283-1090

Swedishclubnw.org

From: Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
Sent: Wednesday, July 29, 2020 7:14 PM
To: Kiki Hendren <kiki@swedishclubnw.org>

[Quoted text hidden]

[Quoted text hidden]

Kristine Leander <kristine@swedishclubnw.org> Wed, Aug 5, 2020 at 3:40 PM
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>, Kiki Hendren <kiki@swedishclubnw.org>

Gee whiz, I'm so sorry for missing this yesterday. The Swedish Club is buying property and so if there's a meeting with that process, all else falls out of my brain. That's what happened yesterday and it was intense.

Shall we try again? Say tomorrow afternoon? Thursday?

Again, I apologize.

[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Wed, Aug 5, 2020 at 5:39 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Hi Kristine, no problem - we're on Corona Time! Tomorrow what time works for you?

[Quoted text hidden]

--

EACampbell

Kristine Leander <kristine@swedishclubnw.org> Thu, Aug 6, 2020 at 10:25 AM
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Hello, does 2 pm work for you today?

[Quoted text hidden]

Kristine Leander <kristine@swedishclubnw.org> Thu, Aug 6, 2020 at 1:59 PM
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Hi, we haven't heard back from you and now something has come up for us. Maybe tomorrow?

[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> Thu, Aug 6, 2020 at 3:16 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

I got carried away cooking and didn't look at my email, sorry. For my breakfast and FB.

Tell me a time tomorrow, I am available from 11 AM on.



[Quoted text hidden]

--
EACampbell

Elizabeth Campbell <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Sun, Aug 9, 2020 at 11:00 PM

Monday, I have a dental appt, unavailable between 10 and noon. Other than that I'm here.

Sent from my iPad

On Aug 6, 2020, at 3:16 PM, Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com> wrote:

I got carried away cooking and didn't look at my email, sorry. For my breakfast and FB.

Tell me a time tomorrow, I am available from 11 AM on.

<IMG_0048.jpg>

[Quoted text hidden]

Kristine Leander <kristine@swedishclubnw.org>
To: Elizabeth Campbell <neighborhoodwarrior@gmail.com>
Cc: Kiki Hendren <kiki@swedishclubnw.org>

Mon, Aug 10, 2020 at 10:38 AM

Kiki doesn't work for us on Mondays, so what about the rest of your week? thanx

[Quoted text hidden]

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>

Mon, Aug 10, 2020 at 3:38 PM

Now I'm pretty much free - you can text me the time/arrangements if you want - 206-769-8459

[Quoted text hidden]

--

EACampbell

Elizabeth Campbell, MPA <neighborhoodwarrior@gmail.com>
To: Kristine Leander <kristine@swedishclubnw.org>

Fri, Aug 14, 2020 at 11:37 AM

Checking back with you - next week?

[Quoted text hidden]

--

EACampbell

September 8, 2020

Elizabeth Campbell
3826 24th Ave W
Seattle, WA 98199

Dear Elizabeth,

Välkommen! Thank you for joining the Swedish Club in this era of corona upheaval. We heartily welcome you and look forward to meeting you in person once we're open again. We have added an extra month to your membership in acknowledgement that not much is happening at the Club this month.

As an incentive to eventually take part in the events and activities at the Club, we have enclosed \$5 in Viking dollars, which can be used for food, drinks and other expenditures only at the Club.

When we resume business, our newsletter and "What's Coming Up" flyer will list all of the upcoming activities. New members get a special invitation to attend their first Members' & Friend's dinner as our "free of charge" guests. It's always the second Wednesday of the month. When you call to reserve your place, please tell us that it will be your first Members' Dinner and we'll be sure to introduce you to other members.

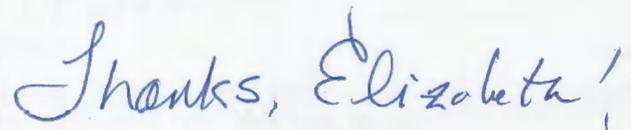
Another way to become acquainted at the Club is to volunteer in an area that appeals to you. Some of these might be working at the monthly Swedish Pancake Breakfast, joining the Swedish Club Guild, volunteering for the auction, etc. If you'd like to help, just let us know.

Our members share a common interest in all things Swedish, and so by joining and contributing, you are helping to support Swedish and other Nordic cultural activities in the Northwest. We are very grateful for your support. If you have questions and suggestions, please call me at 206-283-1090. Again, thank you for joining!

Sincerely yours,



Kristine Leander, Executive Director, Swedish Club
kristine@swedishclubnw.org



Elizabeth Campbell
3826 24th Ave W
Seattle, WA 98199

August 3, 2021

Dear Elizabeth,

Your membership is due for renewal in **September**. We invite you to renew soon. The corona virus has changed everything. Everything, that is, except our commitment to our members and the wonderful community we enjoy at the Swedish Club. The Club has existed for 129 years, and our building has been here for 60 years. We plan to be here and serve our members for decades and decades into the future.

Our full activities are starting up again, and we'll soon offer Friday lunches, Swedish celebrations, and everything you have come to enjoy at the Club. We hope you'll still be a part of it all. **In fact, we bet you a buck you'll want to be a part of it.**

Your membership is also an opportunity to support a treasure in the local Nordic community. In our temporary situation, our income is down substantially, but most of our expenses continue. Please support us so, once we open again, we'll still be able to offer what you love about the Club.

Thank you for your membership and your support in the past. I hope we can continue to count on you to remain a member of the Swedish Club and to be here with your applause when we fully re-open.

Tack så mycket!



Kristine Leander

Executive Director, Swedish Club, kristine@swedishclubnw.org

*Elizabeth — talk to me
about ways to get gratis
membership if you want to!*

P.S. When you consider the cost of membership on a monthly basis, it's surprisingly reasonable. An individual membership is \$8.33 per month, and a household membership is \$10.83—roughly the cost of a take-out restaurant meal these days. We hope you'll renew and help us keep the Swedish Club as a vibrant Nordic community in the Northwest.

August 10, 2021

Elizabeth Campbell
3826 24th Ave W
Seattle, WA 98199

Dear Elizabeth,

Thank you for joining the Swedish Club in September 2020. It was exciting that during the pandemic closure, people—such as you—were confident that the Swedish Club would come back stronger than ever and joined to become the newest members of our 129-year-old organization.

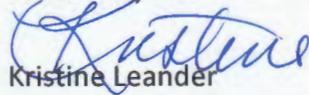
To thank you for your confidence in the Club and to reinforce your new membership, we're inviting you to a special dinner upstairs in our dining room in honor of all our "pandemic-era" members. It's also for you to get to know other new members and for us to get to know you.

The dinner is Wednesday evening, Sept. 8, at 6 pm. You will enjoy a welcome drink, a Swedish Club specialty dinner of our chef's meatballs, plus accompaniments and dessert. Some of the Club's Board members will be there to welcome you, to tell you about upcoming events and volunteer opportunities and to offer a tour of the building for those who are interested!

We must have your RSVP for this special dinner in your honor by Friday, Sept. 3. Please call us at 206-283-1090 or email rsvp@swedishclubnw.org to tell us you'll be here.

I hope to see you on Wednesday, Sept. 8, at 6 pm for dinner at the Club! Please let us know.

Tack så mycket!



Kristine Leander
Executive Director

Swedish Club

kristine@swedishclubnw.org

www.swedishclubnw.org

October 27, 2021

Elizabeth Campbell
3826 24th Ave W
Seattle, WA 98199

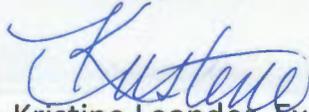
Dear Elizabeth,

Thank you for renewing your membership in the Swedish Club. In these days of coronavirus upheaval, we greatly appreciate your support. Like you, we look forward to the time when all our events are happening again.

We are slowly adding Friday dinners, Happy Hours and Swedish celebrations. Soon lunches and Wednesday dinners will be back on the schedule. We welcome you to return and be part of it.

Again, thank you! Tack så mycket. See you soon around the Club.

Sincerely yours,



Kristine Leander, Executive Director
kristine@swedishclubnw.org

August 2, 2022

Elizabeth Campbell
3826 24th Ave W
Seattle, WA 98199

Dear Elizabeth,

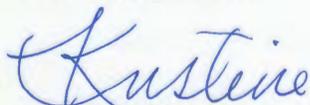
Your membership is due for renewal in **September**. We invite you to renew soon. The last two years have changed everything except our commitment to our members and the wonderful community we enjoy at the Swedish Club. The Club has existed for 130 years, and our building has been here for 60 years. We plan to be here and serve our members for decades and decades into the future.

Our full activities are starting up again, with Friday dinners and Happy Hours. We'll soon offer everything you have come to enjoy at the Club. We hope you'll still be a part of it all. **In fact, we bet you a buck you'll want to be a part of it.**

Your membership is also an opportunity to support a treasure in the local Nordic community. Please support us so we'll still be able to offer what you love about the Club.

Thank you for your membership and your support in the past. I hope we can continue to count on you to remain a member of the Swedish Club and to be here with your applause when all of our activities are back.

Tack så mycket!



Kristine Leander

Executive Director, Swedish Club, kristine@swedishclubnw.org

September 20, 2022

Elizabeth Campbell
3826 24th Ave W
Seattle, WA 98199

Dear Elizabeth,

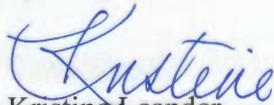
If there's one thing we've learned from this pandemic, it's to value what's important in life: family, friends, connections, socializing, heritage, trust in our institutions—all things that the Swedish Club offers its members.

Now, more than ever, we need the support of our members. The Club has been in Seattle since 1892 and we want to be here for generations to come.

Your renewal month is **September**. Can we count on you to renew your membership and be our partner in continuing to be a home for the Nordic community in the Northwest?

Thank you for your loyalty and support in the past and for staying with us now. We wholeheartedly appreciate you.

Hjärtligt tack,



Kristine Leander
Executive Director
Swedish Club

kristine@swedishclubnw.org

P.S. Your two- or three-year renewal gives you a discount, helps us plan for the future and eliminates reminder letters for a couple of years.

October 4, 2022

Elizabeth Campbell
3826 24th Ave W
Seattle, WA 98199

Dear Elizabeth,

Thank you for renewing your membership in the Swedish Club. In these days following coronavirus upheaval, we greatly appreciate your support. Like you, we look forward to the time when all our events are happening again.

We are slowly adding Friday dinners, Happy Hours and Swedish celebrations. We also have Wednesday suppers back on the schedule. We welcome you to return and be part of it.

Again, thank you! Tack så mycket. See you soon around the Club.

Sincerely yours,



Kristine Leander, Executive Director
kristine@swedishclubnw.org



The Swedish Club

1920 Dexter Ave. N., Seattle, WA 98109
206-283-1090 | www.theswedishclubnw.org

MEMBER

Elizabeth Campbell

NAME

40054

MEMBER NUMBER

Sep 2022

EXPIRATION DATE



The Swedish Club

1920 Dexter Ave. N., Seattle, WA 98109
206-283-1090 | www.theswedishclubnw.org

MEMBER

Elizabeth Campbell

NAME

40054

MEMBER NUMBER

Sep 2021

EXPIRATION DATE

Standard Swedish Club membership includes:

- The opportunity to support a Swedish-based, Nordic organization
- Price reduction on Swedish pancake breakfasts
- Price reduction on Swedish language classes
- Entrance to members-only events
- Monthly *Swedish Club News*
- Vote on Club matters and participate in committee work and Board Membership
- Free genealogy services
- Free translation services for one hour per year
- Library use

Standard Swedish Club membership includes:

- The opportunity to support a Swedish-based, Nordic organization
- Price reduction on Swedish pancake breakfasts
- Price reduction on Swedish language classes
- Entrance to members-only events
- Monthly *Swedish Club News*
- Vote on Club matters and participate in committee work and Board Membership
- Free genealogy services
- Free translation services for one hour per year
- Library use



Good morning, Elizabeth

PORTAL PAGES

- Dashboard
- Additional Personal Information
- Change Password
- Memberships
- Donations
- Support the Kitchen Renovation Drive
- Volunteer Registration
- Masquerade Gala 2024



Elizabeth Campbell

@ neighborhoodwarrior@gmail.com

3826 24th Ave W
Seattle, WA 98199

Edit Profile

Change Password

Active

Manage Auto-Renew

Upgrade

Renew

Membership

Individual

Member since 2022

1 Year Term

Oct 3, 2022 - Sep 11, 2024

Donate Now



Make a donation today

Set Up Recurring Donation

October 20, 2023

VIA ELECTRONIC MAIL ONLY

Mr. Abe Lorber, Associate
lorbera@lanepowell.com
Lane Powell
1420 Fifth Avenue Suite 4200
Seattle, WA 98101-2375

RE: Cease and Desist – Swedish Club

Mr. Lorber:

I am responding to your October 18, 2023 letter, attached hereto, wherein you level a number of baseless accusations against me, accuse me of defaming the Swedish Club, as if that were possible, and threaten to extinguish my constitutionally and statutorily protected rights and activities – including my free speech rights, rights of assembly, petition, and association rights “on a matter of public concern;”¹ and to stop my communications in a legislative, executive, judicial, administrative, or other government proceeding and communications on an issue under consideration by any of those bodies.²

I believe your threats in part are a forerunner to the Swedish Club filing a Strategic Lawsuits Against Public Participation, a “SLAPP” lawsuit – a lawsuit filed for the purpose of extinguishing public participation and constitutional rights.

Typically, that kind of lawsuit is often not intended to prevail in court, but is meant to be coercive or retaliatory, and a form of harassment against the target, intended to use the expense and inconvenience of defending a lawsuit as a negotiating tool or as a speech cudgel, in order to coerce a party to withdraw a public statement or cease participating in governmental proceedings – the latter of which is exactly what you are demanding.

I believe in the present instance the purpose of the threats you made are to also achieve a number of things, including but not limited to:

- a. Diverting attention away from a range of questionable activities that Swedish Club employees or governance leaders have been/are engaged in;
- b. Diverting City of Seattle attention away from the multiple of what you allude to in your letter – the non-permitted “contractual relationships with those undergoing [sic – ongoing] construction efforts” as you call them (the subject of the City of Seattle SDCI code complaint 010653-23CP (08-23-23);
- c. To improperly gain an advantage in a governmental proceeding that is based on the City of Seattle lawfully exercising its police power, the granting or denying of building permits and certificates that ensure the protection of designated landmarks;

¹ UPEPA, 2021 Wash. Legis. Serv., ch. 259, § 2(2)(c). <https://lawfilesexternal.wa.gov/biennium/2021-22/Pdf/Bills/Session%20Laws/Senate/5009-S.sl.pdf>

² UPEPA, 2021 Wash. Legis. Serv., ch. 259, § 2(2)(a)-(b). <https://lawfilesexternal.wa.gov/biennium/2021-22/Pdf/Bills/Session%20Laws/Senate/5009-S.sl.pdf>

- d. To force a citizen, myself, to withdraw from the City of Seattle processes for the mechanical permit, 696577-ME, the certificate of approval DON-COA-00997, and code complaint 010653-23CP which I have a constitutional and statutory right to participate in;
- e. To collaterally attack and intimidate through your letter other Swedish Club members who are currently seeking information and redress regarding multiples of past and ongoing irregularities they have identified in the administration and activities of the Club; and
- f. To improperly gain an advantage in an official proceeding, City of Seattle Office of Civil Rights Case No. 2023-01536-PE.

It is for all the above reasons that the State of Washington has an anti-SLAPP statute, the *Uniform Public Expression Protection Act*, RCW 4.105 et seq.³ - to protect citizen activists and the like, myself, from individuals like you who drum up and angrily expound about a range of merit-less accusations, make threats about retribution and the lawsuits they'll file and pursue – in order to cancel or eliminate individuals they perceive as blocking their goals, or as in this case that are exercising their rights of free speech and participation in governmental proceedings.

Your letter and its threats are textbook examples of SLAPP activity, as well as exhibits the classic earmarks of intimidation and harassment – especially when linked not just to the protected activity I have engaged in but appears to be also designed and intended to intimidate or influence the government agency/agencies that are associated with the matters herein – in particular the City of Seattle.

I believe evidence of that intent includes your angry denunciation of my code and related complaints to the City of Seattle, the “number of written complaints” you reference, and your claim that the Swedish Club is losing its legitimacy with the City.

SDCI code complaint 010653-23CP is related in part to the multiples of construction projects by its own and now your admission that the Swedish Club has undertaken without benefit of the appropriate building permit(s), and without inspection by the City of Seattle.

In your letter of October 19th you claim that the information I have provided and characterized to the City is false and defamatory – however in your letter you reference the very projects I have accurately described and reported for noncompliance to the City. Your statements in the letter affirm what I have said, that there are multiples of building projects at the Swedish Club, and by implication that the effort is going into doing them without permits:

- 1) “...the Club’s construction projects.”
- 2) “...its progress in making necessary improvements to its premises.”
- 3) “...the Club’s efforts to make its improvements by bringing into question the projects’ legitimacy.”
- 4) “...delays in approval and completion of these projects.”

Chapter and verse, every one of your references in your letter indicates a plurality of projects underway at the Swedish Club. For an organization that is apparently claiming to the City that it has only one project necessarily before the City, the HVAC one – you reference a considerable number of other building projects in your letter, implicate your client yourself in the bargain.

In addition, this letter of yours complains that I am somehow an impediment to the Swedish Club obtaining a building permit and certificate of approval for the HVAC project. Considering that the City of Seattle controls at every level the permit process of review and approval, has Seattle Municipal Code and

³ <https://app.leg.wa.gov/RCW/default.aspx?cite=4.105&full=true#4.105.020>

Director's Decisions and the like that guide every step of its procedural activities, makes its choices and decisions based on the statutory and regulatory schemes it must follow – any delays are your client's delays. Your client, its contractor is the one submitting the incomplete application. At best – a citizen's influence is circumscribed by law and procedure, as well as is lucky to amount to anything more than some kind of advisory influence.

The other reality is – the suggestions I have provided to the City Landmark Preservation Board were in fact favorably adopted by the City, who passed them on to the contractor, who readily accepted them. That is hardly me acting in any kind of obstructive manner, “delaying that project” as you claim.

All information, statements, evidence, documents and the like that I have provided to the City of Seattle in the pending building/Certificate of Approval matters are accurate, supported by evidence and verifiable statements, and have been provided by me in good-faith to the City.

I have a well-documented record of over 30 years as a community activist and citizen advocate in Seattle. I have a reputation for fairness, for being well prepared, familiar with the laws, regulations, and plans that govern the projects and actions that I engage with.

My impression from your letter is you would like to believe that my engagement at the City of Seattle is distinctly focused on the Swedish Club, but even a fair number of the City of Seattle officials or employees would testify that the Swedish Club is far from unique, and not more exceptional in that regard. As a citizen I participate in a wide range of government projects, policymaking, environmental review activities, and have done so as noted above for decades.

Of note also here, the information, statements, evidence, and documents that I have provided over the last now almost two years, to not only the City of Seattle, but to the US EEOC, and the Washington State Human Rights Commission are likewise accurate, supported by evidence and verifiable statements, and were provided by me in good-faith – as well as for the benefit of others similarly situated as me, damaged by the Swedish Club's shenanigans and bad-faith activities.

I stand by the information and representations about wrong-doing, law-breaking, discriminatory, defamatory, harassing, and retaliatory activity by the Swedish Club executive director and senior staff, board members, and the Club's retainers and agents, such as Lane Powell and its client, the Great American Insurance Company, against myself as both a member and as an employee.

Considering also that the Swedish Club was found by the City of Seattle to have probably committed against me the acts of discrimination, retaliation, and harassment that I complained of to it, and has been charged by the City of Seattle Office of Civil Rights for that in Case No. 2023-01536-PE, not only is your letter seeking to take away my constitutionally and statutorily protected rights, including freedom of speech and a right to participate in a range of protected forums and proceedings misplaced, I believe it can be interpreted also as an effort by the Swedish Club gain an advantage in the discrimination case against the it that is before the City of Seattle.

Furthermore, I believe that your letter is also and collaterally may even rise to the level of the Swedish Club and its counsel engaging in an extortionate-like activity, including but not limited to an effort at witness tampering or threatening a witness – including but not limited to myself in the present case with the City of Seattle and in my upcoming civil case against the Swedish Club, and a multiple of its past and present employees, directors, and the like.

It is well known among the subject parties to this matter that litigation is pending by me against the “Swedish Club,” vis-à-vis the now two litigation hold letters I have sent on May 5, 2022, and again on

April 17, 2023, to the Swedish Club, to its companion employee, member, and board director defendants, and its present counsel and its primary client; as well as on the basis of multiple notices I gave to the board throughout 2022 on into 2023 about ongoing wrongdoing and tortious activity taking place at the Swedish Club that damaged me; as well as on the basis of communications and meetings between myself and Ms. Leander in 2022, between myself and the Club's Perkins Coie attorneys, between myself and your agent Ms. Alaimo in November 2022 and in January and February 2023, between myself and the Board's officers, Shama Albright and Molly Smith Olson on February 13, 2023, and between your colleague's, Priya Vivian's communications this summer with my then attorney of record, Steven Toff.

I also believe your letter is also part of what is now a well established pattern of ongoing intimidation, harassment, and defamation against select Swedish Club members/employees by the current administrators and board of director officers that has been ongoing for the better part of at least 2023.

The record of the Swedish Club's intimidation and defamatory effort against targeted members or employees is very clear; as is its record of impermissibly truncating the membership rights of its members. Just last night, Wednesday October 18th, the people noted above actually brought in a bouncer to the members' meeting to shut down and escort Swedish Club members they disagreed with out of the building – despite their having every right vis-à-vis their membership to be there, subjected other members to ridicule and calls to stop talking and leave the premises, as well as commandeered the meeting in contravention to the bylaws. To get the full import of those actions – the Swedish Club is by and large a membership that is notable for their senior and advanced age.

I would note a similar comparison to myself, I am a 71 year old lady that can barely walk, with a multiple of health challenges. Your treatment of me in your letter defies this negative image you are attempting to craft about me. I have been a very good friend, member, and employee of the Swedish Club.

In contrast, the attached letters to this communication, including your October 19th letter, set out very clearly that the Swedish Club has engaged in a pattern of intimidation, defamation, and harassment against myself and others. As does the likewise attached over \$79,000 attorney bill for last year's Swedish Club investigation of me - also more evidence of who the real tortfeasor in this matter is – the Swedish Club.

I have consistently objected to all of the Swedish Club's harsh treatment, first to the Swedish Club, and then as a last resort I have reported it to the appropriate governmental authority.

If you take any of your threatened legal action against me I'll vigorously and comprehensively defend against it, and will also go on the offensive, including but not limited to instituting counter legal measures against the Swedish Club, the senior management, its board directors, as well as against Lane Powell PC and the Great American Insurance Agency Inc. as co-conspirators with the Swedish Club and others.

As noted in RCW 4.24.500:⁴

“Information provided by citizens concerning potential wrongdoing is vital to effective law enforcement and the efficient operation of government. The legislature finds that the threat of a civil action for damages can act as a deterrent to citizens who wish to report information to federal, state, or local agencies. The costs of defending against such suits can be severely

⁴ Good faith communication to government agency—Legislative findings—Purpose.

burdensome. The purpose of RCW 4.24.500 through 4.24.520 is to protect individuals who make good-faith reports to appropriate governmental bodies.”

RCW 4.24.510 provides that “[a] person who communicates a complaint or information to any branch or agency of federal, state, or local government . . . is immune from civil liability for claims based upon the communication to the agency or organization regarding any matter reasonably of concern to that agency or organization.”

If you proceed with a lawsuit against me, I will also avail myself of the right of action against the Swedish Club granted by RCW 4.24.500-520, noting that, “A person prevailing upon the defense provided for in this section is entitled to recover expenses and reasonable attorneys' fees incurred in establishing the defense and in addition shall receive statutory damages of ten thousand dollars.”⁵

Any SLAPP lawsuit you file against me pursuant to the merit-less claims you make in your letter – I’ll promptly serve you with the requisite 14 days written notice pursuant to RCW 4.105.020, that I intend to file the special motion for expedited relief in the case – and I will follow through accordingly with the motion, including seeking costs of litigation.



Elizabeth Campbell, MPA
3826 24th Ave W
Seattle, WA 98199
206-769-8459
neighborhoodwarrior@gmail.com

cc: City of Seattle DON/LPB Sarah Sodt
Erin Doherty

SDCI Nathan Torgelson

SOCR Katie Vail
Monica Beach
Alan Kirtley

LAW Civil Division

Lane Powell Priya Vivian
Jesse Miles

Addendum
Attachments

⁵ RCW 4.24.510

REQUEST FOR PRODUCTION ADDENDUM

To: Abe Lorber

From: Elizabeth Campbell

Re: Requests for Information

Below are the multiple allegations you have made in your October 19th letter. You have provided no evidence to support them. They lack any specificity or detail that would allow me or anyone else to know or identify what it is you are talking about. You state, “We hereby demand that you cease from making the aforementioned [below] false statements defaming the club and tortiously interfering with its efforts to make site improvements[::]”

1. [Y]our ongoing actions defaming the Club and tortiously interfering with the Club’s business expectancy during the Club’s construction projects.
2. Further, you have misrepresented statements of club employees both in written complaints to the Club, as well as a number of written complaints to the Seattle Department of Neighborhoods (“Department”).
3. In your written communications, you have made false statements regarding, in part, the Club’s submission of plans to the Department as it relates to landmark preservation and accessibility.
4. These statements are causing ongoing damage to the Club’s legitimacy with the Department and its progress in making necessary improvements to its premises.
5. Your false statements are likewise tortiously interfering with the Club’s efforts to make its necessary improvements.
6. You are now intentionally interfering with the Club’s efforts to make its improvements by bringing into question the projects’ legitimacy. This interference has resulted in unnecessary delays in approval and completion of these projects as a result of your actions.
7. We hereby demand that you cease from making the aforementioned false statements defaming the club and tortiously interfering with its efforts to make site improvements.

Please provide the supporting documents or any kind of evidence, statements, verifiable or identifiable information you OR have that would support the allegations you have made above.

James F. Williams
Managing Partner Seattle Office
Perkins Coie
1201 Third Avenue, Suite 4900
Seattle, WA 98101

December 14, 2022

Re: Swedish Cultural Center, dba The Swedish Club
Services Performed by Chelsea Petersen, Perkins Coie

Dear Mr. Williams,

I am a little reluctant to write this letter to bring this matter to your attention, but I would appreciate your consideration of the matter. The Swedish Club has been thankful for the assistance of Perkins Coie in the past on a variety of subjects: nonprofit matters and corporate issues (Lorri Dunsmore, beginning in about 2011, until her departure in 2022, and now Tony McCormick) and corporate logo-intellectual property issues (James Vanna in 2013). Vi Reno, a then-current member of the Board of Directors of the Swedish Club, originally recommended your firm to the Club.

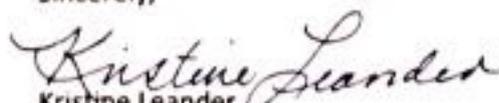
In January 2022, an employment and employee discrimination (based on disability) claim arose, and on the recommendation of Ms. Reno, we again selected Perkins Coie, and Ms. Chelsea Petersen in particular. I initially met with Ms. Petersen and Ms. Reno on May 10, 2022. I asked for a budget for Ms. Petersen's work, which she provided on May 12, 2022 (copy attached). Ms. Shannon McDermott was the primary investigator. The total budget was \$13,500-\$16,500.

Until last week, our total invoices from Perkins Coie for this case were \$59,893.45, which we have paid in full. Last week we received an additional invoice for \$18,205, bringing the total of Perkins Coie charges to \$78,098.45 for this investigation. We received no further revised budgets from Ms. Petersen, nor any verbal warning that the total fees and costs would be nearly five times the original budget.

As you can understand, we are a small non-profit organization, answerable only to our members, and we have for the past 130 years kept a very tight rein on our annual budget. We paid the Perkins bills in full when rendered, but now that the case has been transferred (with Ms. Petersen's full approval) to Lane Powell for defense under the Club's insurance policies, we ask you to review the invoices to see whether an adjustment can be made.

Thank you for considering my request. The Swedish Club values our relationship with Perkins Coie, and we hope that, if the need arises, to be able to use your firm in the future.

Sincerely,


Kristine Leander
Executive Director
The Swedish Club

From: Petersen, Chelsea D. (SEA) <CDPetersen@perkinscoie.com>
Sent: Thursday, May 12, 2022 12:16 PM
To: Kristine Leander <kristine@swedishclubnw.org>
Cc: McDermott, Shannon (SEA) <SMcDermott@perkinscoie.com>
Subject: Swedish Club investigation budget estimate

Kristine – I offered to provide you with a potential budget to investigate Elizabeth Campbell's extensive allegations. Below is an estimated budget that assumes the primary investigator is our experienced associate Shannon McDermott (\$530/hr), who is copied on this message. In an effort to try to avoid underestimating, I have itemized below what I anticipate to be realistic potential interviews and tasks required in order to conduct a thorough investigation. That said, it is possible that some interviews will not run the full scheduled time or we will not end up needing to interview some of the optional folks listed below. And, of course, it's possible that we learn of additional information or individuals who might expand the scope of the investigation. As discussed, if this budget is out of range for the Swedish Club we can work with you to explore referrals to potential other options.

Possible range for investigation: \$13,500-\$16,500

Scope of the work:

- Prepare for interviews by reviewing file materials, preparing interview outlines, facilitating logistics of interviews: 4-6 hours
- Interviews: 14-16 hours

Expected two-hour interview:

- Elizabeth Campbell
- Executive Director, Kristine Leander

Expected one-hour interviews:

- Building manager, Anis Rahman
- Bookkeeper, Toene Hayes
- Board chair, Gary Sund
- Former board member/attorney, Vi Reno
- Club member, alleged former lover, Lars Matthiesen

Potential 3-5 additional one-hour interviews that arise as a result of the above interviews:

- Potential additional Directors (related to allegation of "failure to carry out their duties of oversight, accountability, fiduciary responsibilities, their failure to independently monitor and be informed about the operations of the Swedish Club (financially and operationally), and by their recent hostile and defamatory treatment of me over the last three months and particularly on April 20, 2022.")
- Potential committee members (related to allegation that the ED spoke to the committee members about her plans for the kitchen and food service)

- Unlikely interview, but possible: Malin Johnson (former lead chef who allegedly cited that she left because of a hostile workplace, wage “theft” by the Club, the refusal of the Executive Director to compensate her for hours worked)
- Post interview summarizing of information and preparation of oral summary report to board executive committee: 4-6 hours
- Supervision/follow-up: 2-3 hours

Chelsea Dwyer Petersen | Perkins Cole LLP

CHAIR, CLASS ACTION DEFENSE GROUP

1201 Third Avenue Suite 4900

Seattle, WA 98101-3099

D: +1 206 359 3993

F: +1 206 359 4993

E: CDPetersen@perkinscole.com

Dear Swedish Club Board, Administration and Members,

Oct. 18, 2023

I have heard from many of you that at the last members' dinner, I was criticized for the events surrounding the Club's transition to the new ED. Thank you to all of you gathered tonight for listening to my response.

Whether a new U.S president badmouths his predecessor or the Swedish Club leadership belittles me, trashing your predecessor is not professional. It actually says more about the trasher than the trashee—that you have no grace or decency, no diplomacy or respect for the position your predecessor held. Publicly blaming me at the last meeting for events around the transition, when I had no opportunity to defend myself, is as wrong as announcing to members that our bookkeeper, Toene, was fired, which Board Members have done twice now. Evidently some Board Members don't understand that publicly announcing a firing is bad HR practice, and in some cases, may be grounds for a lawsuit.

I'd like to give an account of events during the transition so you understand my experience. On Oct. 3, 2022, I announced to the Board that I wanted to retire within six months. They held a meeting with me between then and the day I was escorted to the door. No one said, "Let's plan the transition together," discussed their expectations, or asked what I needed to prepare for a new ED, except giving me a list of questions I was to answer. I responded to some of those questions in writing, but determined that some were better left for explaining. I also started a document of items as they came to me—the thousand and one things one knows in my position. Sort of a brain dump.

Elizabeth was due to arrive on Monday, March 6, 2023, and the Board scheduled me to be gone by noon on Tuesday, March 7. One and a half days of overlap. Planning such a short time together implied that there was not much Elizabeth would need to learn from me. She arrived and we started to debrief. On Tuesday morning, she said to me, "I don't want you to leave yet. Can you stay longer?" "Of course," I said, "as long as you need." I asked her to check with the Board, since they had planned the one and a half day overlap. By the way, since files were on my PC I asked her if I could stay at my computer during our training. She agreed.

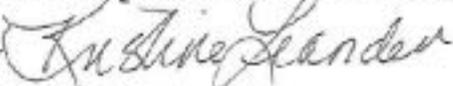
However, from Tuesday on, Elizabeth kept busy meeting individually with staff members, and had an all-staff meeting from which I was excluded. I did not think it was my role to lasso her to get her to sit down with me. By Friday morning, March 10, we both agreed that we had not spent enough time together. Fridays are busy with lunch and dinner, and so I suggested we go two more days—the following Monday and Tuesday, so Elizabeth could dedicate herself to spending time with me to wrap it up. She agreed.

But at 4 p.m. on that same Friday, Vice President Molly arrived in the office, saying that I had to leave *right now*, because the Board wanted me gone. I explained about the Monday and Tuesday wrap-up, but she was adamant that I had to leave and it was a Board decision. I negotiated to stay one more hour to do a bit more clean-up. Elizabeth gave me a bouquet of yellow roses, which she said signified friendship, and then Molly came back at 5 p.m. to make sure I left the building. It was humiliating.

Now I hear I'm being blamed for not training Elizabeth. There's a tacit admission here: if the Board hired someone who wasn't ready for the job, her lack of preparation isn't my fault. Board Members can't both boot me out and complain that I haven't adequately trained my replacement.

Keep in mind: I brought the Club from being \$335,000 in debt in 2011 to having a \$3m foundation, a Vanguard investment account of just under \$1m, and a new property acquisition when I left in 2023. I'm getting very tired of the bashing I'm receiving from the Board and Club leadership. From Vice President Molly ejecting me from the Club at the request of the Board, to Executive Director Elizabeth's and Facility Manager Joel's frequent complaints about "previous administration," to what was said about me at the last members' meeting, Swedish Club members deserve more professionalism from their leaders. If you can't stop bashing me for the sake of simple courtesy, or the sake of the Executive Director role—or your own appearance of professionalism—please stop for the sake of Swedish Club members who deserve better from their leaders.

Again, thank you for listening and sharing this letter.

Kristine Leander 



VIA EMAIL AND COURIER

March 9, 2023

Elizabeth Campbell
Seattle, Washington

Re: Termination

Dear Elizabeth,

This letter is an official notice to inform you that your employment and membership at the Swedish Club is being terminated effective today.

You were notified by letter dated March 3, 2023 that the Swedish Club was placing you on administrative leave as it considered your conduct at the March 1, 2023 Board meeting.

At the March 1, 2023 Board meeting, you engaged in insubordinate and disruptive behaviour toward Board members, other members, and a volunteer. This follows another instance of disruptive conduct at the November 2022 Board meeting, which you were told was inappropriate and unacceptable. Yet you repeated and escalated this conduct during the March 1, 2023 meeting.

Additionally, we have received a report of verbal abuse by you towards a fellow employee which could also be additional grounds for termination.

Your employment is therefore terminated effective, immediately. Additionally, your membership to the Swedish Club is also revoked, effective immediately. In October 2022, you paid for membership from October 1, 2022-October 31, 2023. We will refund you the remaining 7 months of your membership dues.

Because of the circumstances, the Swedish Club has packed your personal belongings found on Swedish Club premises. To avoid any disruption, we are sending these items to you via courier. Until further notice, you are not to be on club premises as an employee, member, volunteer, guest of a member, or in any other capacity.

If you have any questions, please direct them to me by email at sarah@swedishclubnw.org.

Sincerely,

Sarah Alaimo
Director, Human Resources
Swedish Club



JESSE MILES
206.223.7035
milesj@lanepowell.com

July 25, 2023

VIA ELECTRONIC AND REGULAR MAIL

James Skrinde
14306 Frans Drive
Stanwood, WA 98292
E-Mail: James.R.Skrinde@usace.army.mil

Re: Notice of Trespass - The Swedish Club

Dear Mr. Skrinde:

We are attorneys for The Swedish Club (“Club”). We write to provide you with this Notice of Trespass (“Notice”). This Notice serves as a revocation of your right to enter the Club or its property at 1920 Dexter Ave. N, Seattle, WA 98109 (“Property”).

This Notice is being issued as a result of your violations of the Club’s Code of Conduct. The Club does “not tolerate any harassment, bullying, or inappropriate behavior . . .” On May 22, 2023, following several violations of the Code of Conduct, the Club’s Director of Human Resources emailed you informing you that you are no longer permitted on the Property. On July 14, 2023, the Club reaffirmed this decision.

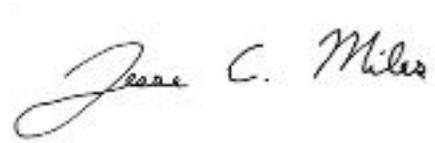
The Club reserves all rights and remedies regarding this Notice. For example and without limitation, upon any violation of this Notice or entry onto the Property, the Club may promptly notify the Seattle Police Department and pursue all criminal trespass charges available under SMC 12A.08.040, RCW 9A.52.070, and RCW 9A.52.080. Additionally, should you continue to harass, bully, or inappropriately contact the Club and its employees, the Club may petition the King County District Court for an antiharassment protection order under RCW 7.105.100(f).

This Notice will be kept on record with our firm, the Club, and the Seattle Police Department as evidence of our communications with you. Please direct any questions regarding this Notice to the undersigned counsel.

James Skrinde
July 25, 2023
Page 2

Respectfully,

LANE POWELL PC

A handwritten signature in black ink that reads "Jesse C. Miles". The signature is written in a cursive style with a large, looping initial "J".

Jesse Miles

cc: milesj@lanepowell.com
lorbera@lanepowell.com
sarah@swedishclubnw.org

134804.0004/9449332.1



ABRAHAM K. LORBER
206.223.7434
lorbera@lanepowell.com

October 19, 2023

VIA FEDEX AND ELECTRONIC MAIL

Elizabeth Campbell
2826 24th Ave W
Seattle, WA 98199
E-Mail: neighborhoodwarrior@gmail.com

Re: Cease and Desist - The Swedish Club

Dear Ms. Campbell:

We are attorneys for The Swedish Club (“Club”). We write to provide you with this Cease and Desist Notice (“Notice”). This Notice serves as a warning following your actions against the Club. Failure to comply with the demands of this Notice may result in further legal action, not limited to filing suit.

This Notice is being issued as a result of your ongoing actions defaming the Club and tortiously interfering with the Club’s business expectancy during the Club’s construction projects. Further, you have misrepresented statements of club employees both in written complaints to the Club, as well as a number of written complaints to the Seattle Department of Neighborhoods (“Department”).

In your written communications, you have made false statements regarding, in part, the Club’s submission of plans to the Department as it relates to landmark preservation and accessibility. These communications are false, defamatory, and unprivileged. These statements are causing ongoing damage to the Club’s legitimacy with the Department and its progress in making necessary improvements to its premises. *Alpine Indus. Computers, Inc., v. Cowles Pub. Co.*, 114 Wn. App. 371, 57 P.3d 117 (2002).

Your false statements are likewise tortiously interfering with the Club’s efforts to make its necessary improvements. The Club has contractual relationships with those undergoing construction efforts, relationships of which you have demonstrated knowledge through your submission of the Club’s plans to the Department. You are now intentionally interfering with the Club’s efforts to make its improvements by bringing into question the projects’ legitimacy. This interference has resulted in unnecessary delays in approval and completion of these

Elizabeth Campbell
October 19, 2023
Page 2

projects as a result of your actions. *Manna Funding, LLC v. Kittitas Cnty.*, 173 Wn. App. 879, 295 P.3d 1197 (2013).

We hereby demand that you cease from making the aforementioned false statements defaming the club and tortiously interfering with its efforts to make site improvements. Should you continue these actions, the Club reserves all rights and remedies regarding this notice, including legal recourse.

This Notice will be kept on record with our firm and the Club as evidence of our communications with you. Please direct any questions regarding this Notice to the undersigned counsel.

Respectfully,

LANE POWELL PC



Abraham K. Lorber

cc: vivianp@lanepowell.com
milesj@lanepowell.com

134804.0002/9544919.1

Date: April 6th, 2022

Jared E O'Connell
8615 Greenwood Ave. N. #5
Seattle, WA 98103

Subject: Disciplinary warning action for leaving the office without closing

Dear Mr. Connell,

This letter is to inform you that you left the office on Saturday, April 4th, 2022, without locking the building, despite the fact that it was clearly stated in the schedule that you were responsible for closing on that day.

This unforeseen condition has forced me to write to you to warn you that I consider this to be very irresponsible and possibly jeopardizing the Club building but also the items for sale from the vendors. You are hereby cautioned against such behavior and will face harsh consequences in the future.

You are also requested to provide a written explanation for your departure without closing the office, and we look forward to seeing your good behavior in the future.

Thank you very much.

With regards,



Anisur Rahman
Facilities Manager

Jared O'Connell
8103 Greenwood Avenue North, Apt. #5
Seattle, WA 98103
508-333-7618
jaredoc1994@gmail.com

To Anisur Rahman and Kristine Leander,

On Wednesday, April 6, 2022, I received a letter from Mr. Rahman entitled “Disciplinary warning action for leaving the office without closing.” Mr. Rahman’s letter concluded with a request that I provide a written explanation for my actions on “Saturday, April 4th, 2022,” which, by my understanding, refers to the events of Saturday, April 2, 2022. In any case, here is my written explanation, as solicited. I have placed a copy of Mr. Rahman’s letter within this envelope alongside my response for the purpose of clarity.

I will begin by giving an overview of the events which transpired on and prior to Saturday, April 2, 2022, and elucidating the context behind the decisions I made on that day. On Friday, April 1, a coworker informed me that the week’s schedule was near-identical to last week’s, despite the clothing sale and Pancake Breakfast events being held over the weekend.

The photograph shows a printed schedule for the Swedish Club for the week of March 28th to April 2nd, 2022. The schedule is organized into columns for each day: Monday (Mar 28), Tuesday (Mar 29), Wednesday (Mar 30), Thursday (Mar 31), Friday (Apr 1), and Saturday (Apr 2). Each column lists various activities such as 'Lunch', 'Dinner', and 'Event' with corresponding times and descriptions. For example, on Saturday, there is a 'Pancake Breakfast' event from 10:00 AM to 12:00 PM. The text is somewhat blurry but the layout is clear.

The photograph shows a printed schedule for the Swedish Club for the week of March 21st to March 27th, 2022. The schedule is organized into columns for each day: Monday (Mar 21), Tuesday (Mar 22), Wednesday (Mar 23), Thursday (Mar 24), Friday (Mar 25), Saturday (Mar 26), and Sunday (Mar 27). Each column lists various activities such as 'Lunch', 'Dinner', and 'Event' with corresponding times and descriptions. For example, on Saturday, there is a 'Pancake Breakfast' event from 10:00 AM to 12:00 PM. The text is somewhat blurry but the layout is clear.

It is certainly not unusual for the schedule to be inaccurate, but for it to be carelessly copied over on the week that we hold our once-yearly clothing sale was concerning. If I were to follow the schedule, I would have come in at 3PM, only to close the building and leave at 4PM, when everyone had left.

Instead of doing that, my coworker and I opted to come in at noon so that we could set up for Pancake Breakfast, as the schedule seemed to indicate. I say “seemed to” because the schedule had in fact called for one or both of us to “set up pancakes” for the last 5 weeks, despite Pancake Breakfast being a once-monthly event. Moreover, Pancake Breakfast was not listed as an event occurring on Sunday, April 3. Instead, the events listed were “Swede School” and “NW Dance.” I had also not been informed that Pancake Breakfast would be held on April 3, nor was I asked to prepare the Vasa and Stockholm rooms for it. Luckily, I had noticed the Pancake Breakfast sign in front of the building, and was able to infer that it would indeed be happening this week. On our own initiative, my coworker and I agreed to come in and set up for Pancake Breakfast, to avoid the certain disaster that would have transpired if we hadn’t.

Less than an hour after making this mutual decision, I was approached by another coworker, who told me that he would be coming in between 3PM and 4PM on Saturday, April 2. He warned me not to set the alarm while he was there, since he would be working on a project and I might not see him; instead, he would be the one to close the building. I saw no issue with this arrangement, so I agreed.

The next day, Saturday, April 2, my coworker and I both arrived at the Swedish Club at 12PM. We set out tables, tablecloths, chairs, and a stage across the two lower-level rooms, eventually finalizing the arrangement at about 3PM. We then attended to the minutiae of building maintenance and assisted other employees and volunteers until 3:30PM, at which

point there seemed to be little else that could be done. Before leaving, I looked around the building to observe the state of things. I saw that there were 4 Swedish Club employees within the premises, aside from myself, and that the majority of people were preparing to leave the building. I attempted to locate my other coworker who had informed me that he would be there around that time, but I could not find him. He *had* specifically told me that I probably would not see him, so I decided not to worry about it, and went home.

It is important to note that the sequence of events I have outlined in the preceding paragraphs was not an unique occurrence. Examining the schedule, realizing that it is faulty, and figuring out what I actually need to do in order to make things function—it's normal, it's routine, and it happens with such regularity that I would consider it to be a fundamental part of my job. I say this without hyperbole: there is no “management” at Swedish Club. That's not a secret or anything, in fact it's so widely acknowledged it's practically mundane. When there is an event of any sort, in 19 out of 20 cases, nobody tells me anything. I am essentially an independent agent, going on minimal or even false information, trying, hoping, to the best of my ability, to ensure everything goes smoothly.

Hands-off management is one thing, but anarchy is something else entirely. If you're running a place on anarchy, you can't be too surprised when something breaks. Blaming your lowest-level employees when the fruits of your negligence spring to fruition is just kicking the problem down the road. By the way, I did the best I could given the circumstances. I *always* do the best I can, even if the absence of communication, coordination, or management means I sometimes have to take a shot in the dark. It would be difficult to overstate how far I go above and beyond what is required at this job for zero benefit to myself. I'm fine with zero benefit, but continuously being flung into the spotlight and having to answer for other people's blunders goes beyond zero benefit, it is an *active detriment* to my life.

Please accept this as my formal notice of resignation from Swedish Club, effective two weeks from this date. My last day will be Friday, April 22, 2022. Thank you for having me here for all this time. I wish you all the best.

Jared O'Connell

04/08/2022



Elizabeth Campbell <neighborhoodwarrior@gmail.com>

Fwd: Request for meeting with Board Executive Committee

1 message

Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>

Wed, Dec 13, 2023 at 8:14 PM

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

From: **Sarah Alaimo** <Sarah@swedishclubnw.org>
Date: Wed, Dec 13, 2023, 11:23 AM
Subject: Request for meeting with Board Executive Committee
To: Julie Pheasant-Albright <jdpheasant@gmail.com>
Cc: Shama Albright <shamaalbright@msn.com>, molly Olson <mollyasolson@gmail.com>, Elizabeth Norgren <Elizabeth@swedishclubnw.org>

Dear Julie,

It has come to our attention that at the Swedish Club Christmas Bazaar this Dec. 3 2023, as well as a previous pancake breakfast, there were some stressful interactions between you and Swedish Club staff members, and also a vendor. We are requesting a meeting between you and the Board Executive Committee. We would like to discuss the situations with you and come to an understanding of what happened. Please get back to us within this next week with some times and dates that will work for you.

Respectfully,
Swedish Club Executive Committee
Shama Albright
Molly Olson
Neil Snyder
Mary Emerson
Martin Johansson

With thanks,
Sarah Alaimo | **Director of People Partnerships**
1920 Dexter Ave N. Seattle, WA 98109
Email | sarah@swedishclubnw.org
Phone | 206.283.1090 Cell | 206.963.8850

2 attachments



Outlook-p1v1m2ee.png
67K



Outlook-p1v1m2ee.png
67K

Subject: Fwd: Request for meeting with Board Executive Committee
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, December 13, 2023 8:14:38 PM GMT-08:00
Date Received: Wednesday, December 13, 2023 8:09:25 PM GMT-08:00

Dear Julie,

It has come to our attention that at the Swedish Club Christmas Bazaar this Dec. 3 2023, as well as a previous pancake breakfast, there were some stressful interactions between you and Swedish Club staff members, and also a vendor. We are requesting a meeting between you and the Board Executive Committee. We would like to discuss the situations with you and come to an understanding of what happened. Please get back to us within this next week with some times and dates that will work for you.

Respectfully,
Swedish Club Executive Committee
Shama Albright
Molly Olson
Neil Snyder
Mary Emerson
Martin Johansson

With thanks,
Sarah Alaimo | **Director of People Partnerships**
1920 Dexter Ave N. Seattle, WA 98109
Email | sarah@swedishclubnw.org
Phone | 206.283.1090 Cell | 206.963.8850

Subject: Fwd: Newsletter
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:04:40 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 6:58:22 PM GMT-08:00

I do not know who is responsible for the newsletter but it is amateurish. It's an embarrassment and reflects badly on the club. And the glaring omission of our mission statement, and the numbers of members and the numbers of people at pancake breakfast has not only been noticed by myself.

Not only is it typically full of errors and typos (please learn to spell the king of Sweden's name correctly!) but there is a reason that you use serif type and not sans serif type in printing. Sans serif type like Arial is very difficult to read. It is also incredibly unprofessional to have many different type fonts. Not only is there no actual style sheet in place but It would appear that there is absolutely no knowledge or intention or even awareness that there should be a cohesive style.

Whoever is doing this certainly does not have a degree in graphic design. I would hazard a guess that whoever is doing this does not know the difference between an em dash, an en dash, and a hyphen, and is a stranger to kerning.

The newsletter is full of "widows and orphans", meaning stories that continue on one page to another. I may or may not send you the extremely long letter that someone sent me detailing all of the errors in one newsletter. I assume it was sent to me because I am a professional editor. It may surprise you that some of us have gone to college to learn how to do this.

Stylistically it is horrifying. The excessive use of black pages and white type may look great on a computer but it looks terrible on a page. You would know this if anyone there had any experience in actual publishing. The giant swathes of black background is difficult to read and absolutely horrific from a design standpoint.

I have a degree in writing from the University of Washington, 12 years experience at Publication Services at the UW and I've been a newsletter editor for decades. I was the editor of the Vikingen, for the Sons of Norway, for Seattle Mountain Rescue, and for 8 years I was the editor for the Washington Kayak Club. I put out a 24 to 36 page 8.5 x 11 newsletter every month for 8 years, with original artwork, to a membership of 1200 people. These may be viewed at Special Collections of the University of Washington and at MOHAI.

I have 177 books that I've edited and a couple I've written at the Library of Congress. So I think I can safely say that I know what I'm talking about. It seems that anyone with a computer and a Microsoft Publisher program believes that they are a copywriter or an editor or graphic designer.

It was a true tragedy the day that they fired Martin from the staff of the Swedish Club. He was a professional and he did a professional job. To say it's money-saving is laughable considering all the four color printing that's been going on, which is exponentially more expensive than any salary Martin ever got.

To be honest with you the last newsletter I got was December even though I paid my dues on December 29th. But I have read other people's newsletters. It cannot be a case of losing my address, because I got the extremely expensive printing job of the "Masquerade" in the mail.

I know I checked the boxes to get it via print and via email and I've gotten neither. Update; I just received the March issue.

I'm not even going to touch on the content because it is juvenile and amateurish. It also does not reflect Swedish culture, tradition or heritage and is laced with errors. We do however get treated to employee biographies down to the janitors. Very enlightening.

Having pages and pages of a calendar which will be out of date by the time it rolls around is excessively and foolishly expensive.

We can do better. Please bring back Martin or someone who knows what they're doing. I suggest that someone look at the format of the previous newsletter administration's newsletter and copy it. And hire someone who knows what they're doing. I'm not going to volunteer to do it myself.

Respectfully
Julie Pheasant -Albright

Subject: Fwd: Request for meeting with Board Executive Committee
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:04:27 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 6:58:10 PM GMT-08:00
Attachments: Outlook-p1v1m2ee.png, Outlook-p1v1m2ee.png

I have written a series of letters to the Swedish Club board today with the exceptions of Molly and Shama.

Dear Julie,

It has come to our attention that at the Swedish Club Christmas Bazaar this Dec. 3 2023, as well as a previous pancake breakfast, there were some stressful interactions between you and Swedish Club staff members, and also a vendor. We are requesting a meeting between you and the Board Executive Committee. We would like to discuss the situations with you and come to an understanding of what happened. Please get back to us within this next week with some times and dates that will work for you.

Respectfully,
Swedish Club Executive Committee
Shama Albright
Molly Olson
Neil Snyder
Mary Emerson
Martin Johansson

With thanks,
Sarah Alaimo | Director of People Partnerships
1920 Dexter Ave N. Seattle, WA 98109
Email | sarah@swedishclubnw.org
Phone | 206.283.1090 Cell | 206.963.8850

Attachment: Outlook-p1vlm2ee.png



Attachment: Outlook-p1vlm2ee.png



Subject: Fwd: Volunteering at the Swedish Club
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:05:43 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 6:59:25 PM GMT-08:00

I was quite dismayed to find out that I was not invited to the Volunteer dinner this fall at the Swedish Club.

I have not been volunteering because the atmosphere is so toxic and unwelcoming. But last summer I put on a fashion show of 1962 fashions for a club event highlighting the Seattle's World's Fair. Erik Witzoe was the organizer. He was not invited either.

As it happens, the publicity for this was on the backpage of the newsletter only days before the event. My name was not mentioned at all in the newsletter as being the fashion show organizer. I probably spent 80 hours putting this together, dragging vintage clothes and accessories out of storage, dragging them to my car on the hottest day of the year and then dragging them upstairs. I had to beg somebody to help me move a rolling rack across the threshold. The staff could not have been more unpleasant or unhelpful. At 9:30 that evening, after my exhausted and sweaty models and I went into the bar to get a drink we were told "You better get all that s*** out of here before 10:00".

In the past I have done Frederick and Nelson fashion shows and hat shows/luncheons every year with local milliners. I decorated the cases in the lobby and the first floor for years, I served coffee at pancake breakfasts, waited tables, and helped with catering. For 17 years, Berit and I have sorted through and priced the donations to the Swedish Club for the bazaars, both summer and winter. The last time we did it was right before the current regime came into power.

You know who else wasn't invited to the volunteer dinner? Judith Womack. That woman has been serving coffee at pancakes breakfasts for years and years and years. She only heard about it through the grapevine and when she inquired was told that they must have lost her email address.

For at least the last 17 years, there were so many volunteers at the volunteer dinner they held it in the Stockholm room. I saw the pictures of all the empty tables in the dining room at this year's volunteer dinner. There couldn't have been 40 people there.

This regime is replacing volunteers with paid staff. No doubt they can control them better. They made an enormous mistake in firing Desiree, who came in for decades and made the pancakes at dawn for the pancake breakfasts. No doubt this is led to

the enormous uptick in personnel costs (and a serious degradation in the pancake breakfasts ie: running out of pancakes before noon.)

I have been the president of three 501c3s. You actually have to treat your volunteers better than paid staff because they can quit it anytime and an organization like this cannot run without them. Correction : It can with paid staff but you will drive yourself directly into bankruptcy.

This was annoying and irritating but I don't miss having another inedible meal. But it is indicative of the way that volunteers are treated at the Swedish Club today. I know in the past that I would have and I have gotten at least a glass of wine from the director and a letter of thanks in the mail. Not bullying from the staff.

Respectfully,
Julie Pheasant -Albright

Subject: Fwd: Swedish Club furniture
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:05:00 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 6:58:42 PM GMT-08:00

I have previously emailed members of the board as to what has happened to the Swan chairs at the bar in the Swedish Club. I was told that they were "taken out of service". This is an unsatisfactory answer. There are only four options .

Sold
Given away
Thrown away
Stored.

These chairs cost \$4,500 new. They were not the cheaper \$1,500 chairs. It was a huge hue and cry at the time but it was decided by the board that they would last longer. The original Arne Jacobsen chairs at the SAS Hotel in Copenhagen have been in continuous use since the 1960s.

To replace them would cost \$6,000 apiece or \$48,000. They are still available. They were not the cheaper knock offs.

Last year after a board meeting, Molly chased me down as I was leaving and informed me that "they found the original receipts, and they cost \$1,500."

This is not true. In fact it's an outright lie. Because three of the members of the board, Lori Ann Reinhall (editor of the Norwegian American paper) and Eric Pihl (development director, National Nordic Museum) and Karl Larsson, President of the board of directors the time have all confirmed that the original price was \$4,500 each. Eric Pihl has the original budget from the time they were ordered.

So where is \$48,000 worth of Swedish Club property? Are they in a landfill somewhere or are they at someone's house? If one broke why would you get rid of the other seven instead of ordering one, from the design center in Seattle where they were originally purchased?

What has happened to the glass tables in the bar?

What has happened to the Chinese bench that was donated to the Svenska Klubben in in 1902?

Where are the Swedish antique table and chairs that were in the lobby?

Where is the antique child's rocking horse and antique child's tractor from the lobby?

The Swedish Club is looking more and more like a Steinway showroom every single time I've been there.

But more to the point is that the club's furniture has been disappearing at an alarming rate.

I would like to point out that the Swedish Club is not in fact owned by the Swedish Club foundation nor is it owned by the staff. It is owned by the members. And the members have a right to know where their property has gone. I believe that there are words in the bylaws to that effect.

Respectfully
Julie Pheasant -Albright

Subject: Fwd: Elections
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:05:27 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 6:59:09 PM GMT-08:00

Per the bylaws of the Swedish Club, we abide by Roberts Rules of Order. And to that end we have always taken nominations from the floor.

And now it appears, that the board has changed the bylaws without any input whatsoever from the members. What kind of Star Chamber is going on there? What secret cabal is deciding who is going to be on the board?

I was very dismayed to find that Charles Willi was put forward as a candidate by the nominating committee. Not only has he never, as far as I know done one single volunteer activity but his only claim to fame is throwing the previous executive director out of a members meeting, and trying to threaten and intimidate lifetime members. By the Swedish Club's own admission, and their own statement on bullying, he should not be promoted, rather he should be sanctioned. He does not mention what two other organizations he served on their boards. As far as I can tell, his only qualification is as Molly's boyfriend and in-house heavy.

There were very qualified and dedicated long-term members who applied to be elected to the board, nominated from the floor.

Our bylaws, like all bylaws of nonprofits, are not strongly worded suggestions. The Attorney General's office of Washington State oversees non-profits. Changing them in secret committee meetings is unethical to say the least.

Sharon Lucas making them up on the spot does not make them authentic.

I am not the only person who feels very strongly about this.

Respectfully,
Julie Pheasant -Albright

Subject: Fwd: Christmas at the Swedish Club
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:06:06 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 6:59:48 PM GMT-08:00

I would like to point out that the Swedish Club receives its tax-free status as a 501c3 because it showcases Swedish culture.

Pray tell, what part of a black Christmas tree says "Sweden"? I would hazard a guess that no one on the staff has ever been to Sweden. The decor was highly reminiscent of a bank lobby or a car dealership. I know that we have boxes and boxes of traditional Swedish because I donated many of them.

But even worse than that was the Facebook page. First of all it started a fictitious countdown of the 12 Days of Christmas somewhere around St Lucia Day. The 12 Days of Christmas go from Christmas until Epiphany, January 6th, NOT the 12 days before Christmas. This is a very important tradition in Sweden. No mention of St Knut's Day, January 13th, the day that it is traditional to take down the Christmas tree and decorations.

Even stranger was the fact that none of our important cultural traditions were mentioned in any way and were completely Americanized. There was no mention of Lille Julaften, December 23rd. This is a very important day in Sweden because it is the day that the tree is typically either cut down or brought inside and decorated. Native Swedes will confirm this. Per-Ola confirms that it was his unhappy duty as a child to go cut down the tree himself.

Julaften, December 24th was also completely ignored. This is the main event in Sweden and for all Swedish Americans and in fact all Nordic people. They didn't even use that name, they called it Christmas Eve. When my mother was a girl, the tree was set up on the 23rd, and the candles lit on the tree ends on the 24th. They stood holding hands, and singing and dancing around the Christmas tree. In every Scandinavian home in America and overseas, Christmas Eve, Julaften, is the day for the big dinner, the opening of presents, the church service typically and the big celebration.

And then we come to Christmas Day itself. And what does our Facebook page say? "Merry Christmas". Not "God Jul". It says "Well it's the big event. 'Christmas Day in Sweden is not the big event.

There is no mention of the days after Christmas including Annandagen, December 26th, the second day of Christmas. No mention of "fortsättning" or the third day of Christmas. No mention of "Mellandagarna", the in-between Days between Christmas and New Year's Day. No mention of "dancing the tree out" the traditional activity on St Knut's Day.

I don't know what they did after that because I was blocked from the Facebook page, despite the fact that I am a dues paying member of almost 20 years. No doubt there's some reference to Fat Tuesday or other American traditions like Valentine's Day.

If only there was someone on staff who is being paid to be a cultural director like... Stina Cowan. And it's too bad that you got rid of Laura Wideburg, or frankly anyone who could put a Swedish spin on the Swedish clubs official Facebook page.

The Americanization of the Facebook page is a disgrace. I don't know who's writing it but they don't even have a passing knowledge of Scandinavian tradition or culture. And for this our 501c3 tax-free status is based.

Which brings me to our newsletter in December. Whoever wrote the article about Lucia Day has apparently cobbled together some information that they got off Google or made up wholesale. For the record, the Lucia procession/songs) was not in fact widely practiced or known until 1924 when it was broadcast from Stockholm.

The entire article on the front page is absolute word salad. Luciafest was never a pagan celebration. And they didn't just believe that December 13th was the shortest day of the year... Until the advent of the Gregorian calendar It WAS the longest night of the year and the shortest day. (Interesting factoid, Sweden decided to change from the Julian calendar to the Gregorian calendar In 1700. It wasn't changed until 1740, by eliminating leap years. For 40 years, Sweden's calendar was not in sync with any other calendar in any other country in the world.)

And what's up with the Julebord? We used to have at least 150 people for at least the last 20 years and held it in the Stockholm room. Why limit it to 60 people? We even had a magnificent takeout julebord during the pandemic, complete with glögg and live music, thanks to Christine Lea and Kristine Leander. They served well over a hundred meals. I ate the same meal, with the same chefs, at the Sons of Norway for \$65 this year.

I avoided the lutefisk dinner but I heard reports that the lutefisk was a tiny little portion, devoid of sauce, with kale. The traditional accompaniments are butter and/or white sauce with shrimp and potatoes and peas. Kale is not typically eaten in Sweden at all. I actually found it impossible to buy in several grocery stores for my friend's rabbit in Småland. Once again, we used to do this down in the Stockholm room with over 100 people and this year it was restricted to what... 40 people? 60 people?

The Americanization of the Swedish Club and it's transformation into an "event venue and performance space" (which is how it is described online on many sites including Google) It's almost complete. No doubt the attorney general's office will look into what you are getting your tax-free status for exactly. Because it isn't Swedish culture.

Respectfully,
Julie Pheasant -Albright

Subject: Fwd: Donation
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:06:33 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 7:00:15 PM GMT-08:00

Almost 6 years ago I donated \$600 to the Swedish Club to have plaques put on the back of the chairs that were used in the Stockholm room. I paid \$300 a chair to have my mother's name on one and \$300 to have my grandparents name on the other.

More than 2 years ago I donated another \$600 to names put on the back of two further chairs. This was never done. My interaction was Sarah about this was fairly contentious as she was quite unpleasant even though I produced the bank statement.

First of all I don't see these chairs being used anymore at events. But more importantly, this was a campaign for donations specifically targeted to have plaques put on the back of these chairs.

Since this was never done, I am requesting my second \$600 back. Contrary to both state and federal law, donations solicited for a specific campaign cannot be used for any other purpose whatsoever. My \$600 has gone into some sort of slush fund somewhere and I would like it back. I would hate to have to go to some higher authority like the Attorney General's office.

I have been the President of three 501c3 non-profits, and I'm very familiar with Washington state laws for nonprofits and donations. I'm going to leave it up to someone who gets paid at the Swedish club to quote chapter and verse on this one.

At the rate the furniture at the Swedish Club has been disappearing, I expect these chairs to be "out of service" somewhere in the near future anyway.

I expect a check at your earliest convenience.

Respectfully
Julie Pheasant -Albright

Subject: Fwd: Disgusting food at the Swedish Club
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:07:43 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 7:01:25 PM GMT-08:00

<https://www.facebook.com/share/p/B18JnaBi2wnmTceG/?mibextid=qj2Omg>

What is this you might ask? This is \$28+ tax buys you at the Swedish club. This was supposed to be Jonsson's Temptation, a simple dish that contains potatoes, anchovies, onions, and cream.

Cream there was none.

Anchovies there were none.

Tempting it certainly was not.

What you see before you in this picture is about 30 cents worth of frozen french fries, cooked in oil so rancid that it left a strange chemical aftertaste. I certainly did not finish it after the first couple of bites. It was absolutely inedible.

The other unappetizing item on that plate is about 1/4 of a parsnip ; seven pieces of absolutely rock hard, undercooked, stone cold parsnip. I actually had a steak knife and a mouthful of titanium dental implants and I couldn't make any headway on these rock hard items.

For this I paid over \$30. For \$2.80 you can get hand cut and peeled real french fries from Dick's Drive-In. For \$28 you can get two orders of delicious soup dumplings at Din Tai fung. You can get an actual entree at Ivar's Salmon House.

Shame on the Swedish Club.

This is the third time I've eaten Christo's food. The first time was billed as "Stroganoff". Stroganoff is a particular dish made with beef and typically mushrooms. Christo's version was with strips cut off a ham, in a Pepto-Bismol pink "white sauce". Absolutely revolting.

The second time I ate his food (against my better judgment,) it was ham that he had brined, so salty as to be inedible. I actually forced my table mates to try it. I complained to Christo at the time, who blew it off. I didn't get a refund.

This is the final straw. \$30.84 for a small pile of frozen french fries.

I'm pretty sure that this is not the same kind of food that he is making for the board for the board meetings.

If this was served in a prison there would be riots.

The following picture is from the freezer at the Swedish Club from someone who used to work there. You can see the bags of frozen french fries. Swedish club has never served actual French fries.

Below it you can see the photos of the cheap frozen meatballs that he serves. Swedish meatballs do not contain chicken as these do nor they do contain mace or allspice or nutmeg or even pork. Next you can see the bucket of cheap prepared gravy. This is what served to our members. I can assure you that our previous chefs, Ann-Margaret, Malin, and Christine Lea made their own meatballs according to Swedish recipes. And, I might add, for less money. These are not even as good as meatballs from IKEA by a long stretch.

I did not eat the lobster because I have a shellfish allergy. I believe there are actually more people with shellfish allergies that are Swedish club members than vegans. It seems like the only choices are vegan or one other entree.

I was a caterer. Photos available upon request. The Swedish Club is charging El Gaucho prices for prison level industrial food.

Shame on you.

Regretfully
Julie Pheasant -Albright

Subject: Fwd: Heritage dinners
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:07:23 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 7:01:06 PM GMT-08:00
Attachments: received_410154154841142.jpeg

Along with the frozen, pre-cooked chicken and soy meatballs, this is the kind of gravy we can expect. No doubt there will be instant mashed potatoes to go with it.

This is a disgrace.

I assure you and I speak from experience, that no other private club in the City of Seattle is serving this kind of slop. Not the Women's University Club, The College Club, The Washington Athletic Club, the Rainier Club, the Sunset Club, The Sons of Norway, or the Polish Club or any other private club in this city.

We have always had Swedish chefs at this club who have cooked Swedish food. The current chef has delusions of grandeur and just does not have the experience to back it up.

Sadly, he was hired under an emergency condition and his credentials were not checked. He may have told you that he was a Cordon Bleu trained chef. There was in fact a diploma mill in Chicago (that has been since shut down) that pumped out diplomas. I have a friend who did graduate from that school in Paris which was a three-year commitment and cost a fortune.

He was not a chef at the Chicago Club, he was a line cook. A former employee who was not Kristine Leander, but found the food disgusting went to the trouble to find out and call.

So don't shoot the messenger. You may be eating delicious food at the board meeting, but I assure you this is not what the members are getting.

Respectfully
Julie Pheasant -Albright

Attachment: received_410154154841142.jpeg



Subject: Fwd: Volunteering at the Swedish Club
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:08:49 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 7:02:31 PM GMT-08:00

I was quite dismayed to find out that I was not invited to the Volunteer dinner this fall at the Swedish Club.

I have not been volunteering because the atmosphere is so toxic and unwelcoming. But last summer I put on a fashion show of 1962 fashions for a club event highlighting the Seattle's World's Fair. Erik Witzoe was the organizer. He was not invited either.

As it happens, the publicity for this was on the backpage of the newsletter only days before the event. My name was not mentioned at all in the newsletter as being the fashion show organizer. I probably spent 80 hours putting this together, dragging vintage clothes and accessories out of storage, dragging them to my car on the hottest day of the year and then dragging them upstairs. I had to beg somebody to help me move a rolling rack across the threshold. The staff could not have been more unpleasant or unhelpful. At 9:30 that evening, after my exhausted and sweaty models and I went into the bar to get a drink we were told "You better get all that s*** out of here before 10:00".

In the past I have done Frederick and Nelson fashion shows and hat shows/luncheons every year with local milliners. I decorated the cases in the lobby and the first floor for years, I served coffee at pancake breakfasts, waited tables, and helped with catering. For 17 years, Berit and I have sorted through and priced the donations to the Swedish Club for the bazaars, both summer and winter. The last time we did it was right before the current regime came into power.

You know who else wasn't invited to the volunteer dinner? Judith Womack. That woman has been serving coffee at pancakes breakfasts for years and years and years. She only heard about it through the grapevine and when she inquired was told that they must have lost her email address.

For at least the last 17 years, there were so many volunteers at the volunteer dinner they held it in the Stockholm room. I saw the pictures of all the empty tables in the dining room at this year's volunteer dinner. There couldn't have been 40 people there.

This regime is replacing volunteers with paid staff. No doubt they can control them better. They made an enormous mistake in firing Desiree, who came in for decades and made the pancakes at dawn for the pancake breakfasts. No doubt this is led to the enormous uptick in personnel costs (and a serious degradation in the pancake breakfasts ie: running out of pancakes before noon.)

I have been the president of three 501c3s. You actually have to treat your volunteers better than paid staff because they can quit it anytime and an organization like this cannot run without them. Correction : It can with paid staff but you will drive yourself directly into bankruptcy.

This was annoying and irritating but I don't miss having another inedible meal. But it is indicative of the way that volunteers are treated at the Swedish Club today. I know in the past that I would have and I have gotten at least a glass of wine from the director and a letter of thanks in the mail. Not bullying from the staff.

Respectfully,
Julie Pheasant -Albright

Subject: Fwd: Swedish meatballs?
From: Julie Pheasant-Albright <jdpheasant@gmail.com>
To: "Elizabeth Campbell, MPA" <neighborhoodwarrior@gmail.com>
Date Sent: Wednesday, March 6, 2024 7:08:11 PM GMT-08:00
Date Received: Wednesday, March 6, 2024 7:01:54 PM GMT-08:00
Attachments: received_728594889100249.jpeg

How Swedish so are these meatballs ? These frozen cheap meatballs are what are served at dinners. They contain chicken and soy and all sorts of other things not found in Swedish meatballs. What isn't found? Cream. Nutmeg or mace. Pork. Mine have a third pork, a third veal and a third beef. And this is what we are paying for and what we are paying a chef for.

These are well below the standard of IKEA meatballs. Notice that they are all precooked.

These photos are from a previous employee who shall remain anonymous. This is the standards of the Swedish Club food has dropped to.

Attachment: received 728594889100249.jpeg



Dear Lars,

12-2-20

Yesterday was a little bit of a challenging day at the Swedish Club. I suppose because since it only recently came to be known that I am a friend of yours. More upsetting things said about you. I almost cried. I didn't, but I had to really take deep breaths while I was sitting there listening.

Fortunately, I'm glad you had told me everything about this Diane and some of the other players, about what is going on overall. I feel so much better after talking to you about that. It made me stronger yesterday, I stood up for you yesterday and said that I know little to nothing about this claimed womanizing you are being accused of.

When I defended you, when the stuff about Diane came out, her allegations, I had said that I knew you to be a decent man, that you and I had been good friends for over 35 years. I got the impression that it was felt I needed to hear some things others had to say.

I was very surprised yesterday to be told that you have this open reputation at the club as not even being a "ladies man", your reputation at the club is that you go after any woman you can get your hands on. I took the message to be that I should not feel like I have what I think of as this friendship with you, that women are not your friends. I was told all you're looking for is women, plural, to screw. "Screw" was the word used.

It hurt me to listen to someone talk about you that way. Even when that is not true it still hurt my heart to have people talk about the man I now love, the one I have known all these years that way. I didn't cry in front of them but I did go out to my cry afterwards, it made me cry for you, not wanting people to think or act that way about you. I pulled myself together though and went back in and acted like nothing had happened.

These things that have gone on with Yara, the confrontation, this Diane and this Sandy, then the Swedish Club gossip – Lars it is a lot for me to take in, deal with. I have a very tender heart in your regard. I don't have the kind of experience dealing with this kind of thing. I think I've led somewhat of a sheltered life, or not been involved with people or in circles with people that carry on this way. Thank goodness. I am also not used to this kind of situation where the man in my life is being drug into these kinds of gossipy, wink and a nod, sniggering kinds of peccadillos.

I just wonder, what have you gotten yourself into, or who have you gotten yourself mixed up with, who are you hanging out with? Have you been careful with what you say and do? You know, I would have thought you knew, social clubs thrive on gossip, on talking about who is screwing around. That is always of prime interest. You have to be careful. I would think a man of your stature locally would be concerned about your reputation, in business or otherwise. You have a lot of cross connections in business, socially, and with friendships and relations. Did you know that this is what people say about you?

Certainly too, Yara has made no friends there and has fueled the ugly gossip about you herself with her accusations and behavior. It makes me wonder too now how she acts in your business world, what kind of things she does behind your back, what does she say in order to build herself up and to undermine you and your reputation there, with people you know?

The Lars I know is honest with me is what I said. I said from my experience with you, you try to do what is right, and have always been consistent in how you act with me. I've seen none of this behavior with you.

This is one of the reasons I have a relationship with you, I would never be in a relationship with someone I could not have confidence in. You know I want you to be successful and respected especially in business and in the community, in all your endeavors.

My feedback to you is to be more circumspect in who you are hanging out with, watch what you say, especially to women. I know you have that flirty, kind of charming thing you do, but you must realize that it is easily misconstrued? Visiting or having drinks with women, doing things that are not clear – like for example I was told that you had even rented a room one time during some event that was going on and had some woman you were meeting there at the time. Do you see how easy it is to become someone who is talked about and joked about? And don't kid yourself for a moment that women do not talk about what they are up to or want to be up to with you. Many men deal with the fallout that comes from some woman's tale about them. It is more true than ever. It's not just young women telling the tales either – women of all ages, older, old ones included.

I'm nobody to these people, initially they have no idea that I even know you, this is years' of club stories about you that come tumbling out to me, a stranger. That also tells me, you, that you have even inadvertently given an impression about yourself as a player. In case you don't know a "player" is what a man is called who is only after women to get sex.

Somehow you have gotten this reputation, undeserved or not. This is what happens when you are not careful and do not keep your wits about you about how things you say or do might look. In the era of Me Too that is clear. I want you my friend and lover to be talked about with respect. I don't want to hear this negative stuff that is circulating about you.

I also am concerned when you tell me this other thing – about leaving that doctored picture of you and Diane on your Facebook page. You don't know how to delete it? I suspect that is what has been in part encouraging someone like her to continue with her stories about how you are together with her, her claims about how things are between you and her. If she is putting up doctored pictures of you and her, what else is she saying and doing that involves you? It is clear to me that is why these stories are circulating among the club members. A picture like that is enough to fuel a story that someone like me who hardly knows anybody at the club would come to hear. It's a no brainer, I'd cut off this Diane thing certainly – making fake pictures of you two may seem funny, but if she is a little nutty like you said, see how she damages you with her gossip about you two? Just delete it and be done with it. It only encourages her and the stories and more of the same to go on.

And this Sandy – how does it look to me – again, someone I don't even know is contacting me about you? It needlessly upsets me when something like that happens. It wastes our time. I think you like to be outgoing and have the big social whirl going on, but ask yourself are you unintentionally sending out mixed messages, doing things that are painting you in this questionable light? You have to be careful.

I trust you. I'm also not hyper worried about my pride like Yara is. I have no axe to grind with you over this. You are my dearest friend, my lover. You have my trust and confidence in your integrity, I have entrusted my heart with you. Please continue to inspire my confidence and trust in you and work to ensure that these kinds of situations do not come up - that I am not contacted by Yara again, and that I don't have to hear about or deal with things about you and these stray women you know, have known. I do not want contact with them. They are nobody to me. I don't want them intruding into yours and my relationship, my life. I am asking you to promise me that will not happen again.

*Best Regards,
Beth*