[Audio\_02\_13\_2023\_10\_53\_02 1.mp3](https://1drv.ms/u/s%21AAveSP-gMLenhtEU)

[Note: Certain passages have been highlighted that are referenced in the complaint, and the participants’ names have been color coded in order to make it more readily apparent who is speaking. No portions have been edited – the transcript stands as it was transcribed by Microsoft Word’s *Transcribe*, part of its Office Intelligent Services.]

TRANSCRIPT OF FEBRUARY 13, 2023 MEETING BETWEEN SHAMA ALBRIGHT, SWEDISH CLUB BOARD OF DIRECTOR’S PRESIDENT, BOARD VICE PRESIDENT MOLLY OLSON SMITH, AND SWEDISH CLUB MEMBER AND EMPLOYEE ELIZABETH CAMPBELL

00:00:01 **Elizabeth Campbell**

All right, so we're. All agreed. We're recording OK with.

00:00:04 **Molly Olson Smith**

Molly Olson, Shama Albright. He was with you well.

00:00:08 **Elizabeth Campbell**

Yeah, well, sure and.

00:00:09 **Molly Olson Smith**

And just just to let you know, yeah, we've all agreed to the recording and we've got about an hour. Yeah, just like, you know, I I don't know what your time schedule is, but.

00:00:20 **Shama Albright**

Yeah. No, I can do now I've got to grab Ty up with. No, that'll that'll give me enough.

00:00:24 **Molly Olson Smith**

You got 2. So anyway, thank you for meeting with us. Appreciate this.

00:00:31 **Elizabeth Campbell**

No like guys.

00:00:32 **Shama Albright**

Well, no, I, mean we. So Sarah had told us that you had had one point, it sounded like you were willing to talk with a mediator and then something happened. We don't know what that was. Something happened that made you decide that you didn't want to do that. You wanted to talk to us instead. And so.

00:00:53 **Elizabeth Campbell**

That's kind of a version of that. So the thing is this that I met with Sarah on the 29th of November, so that was the first time after. Yeah, so that's when she first came on board.

00:01:06 **Molly Olson Smith**

That's important.

00:01:10 **Elizabeth Campbell**

And that was kind of the, oh, I want to reach out to you and talk to you from Sarah. So I came to that appointment with her and I covered a lot of things and I brought her a letter that I had put together about what had been going on.

00:01:32 **Shama Albright**

Is that the same thing you sent to Molly and I?

00:01:34 **Elizabeth Campbell**

I think that I did send you that letter from 11/29/20. I think it's in the DropBox.

00:01:42

OK.

00:01:43 **Elizabeth Campbell**

But anyway, at the conclusion of that meeting, I actually have suggested to her a settlement of the and she had the letter. Versus between us and she said that she would get back to me. She took that and then I never heard from her.

00:02:05 **Shama Albright**

What settlement did you suggest?

00:02:07 **Elizabeth Campbell**

So I had suggested that I would accept the $50,000 settlement and I said I would accept the Food Service Manager job. And I told her that I would want a signing bonus with that, and that since she was in the HR business that she could, you know, tell me what [she] thought that offer would look like and then that would be a settlement of the discrimination complaint. And it was also related to the defamation, and a bunch of probably several other causes of action.

So I never heard from Sarah after that, and when I talked to her next, it's probably, and I think January I think.

00:03:06 **Molly Olson Smith**

It's not recording.

00:03:10 **Elizabeth Campbell**

That's well, mine’s recording and I'll give you a copy.

00:03:17 **Molly Olson Smith**

Feel like I need to learn how to do this?

00:03:20 **Elizabeth Campbell**

Well, the other thing is mine’s not in the case and it's also a little bit newer, so that I noticed that the mic and the speaker on this are way better than the older versions. So this one probably'll pick up more of the.

00:03:35

Thank you.

00:03:36 **Elizabeth Campbell**

Ambient room noise.

But anyway, so the thing was we did meet and we did talk about it and then I never heard from her. That the that same day Paul Jefferson met with her.

00:03:46 **Shama Albright**

OK.

00:03:50 **Elizabeth Campbell**

And he was going to talk to Sarah and to Kristine about the problems with Jeff. So shortly after I met Sarah, Paul Jefferson.

00:03:57 **Molly Olson Smith**

And Paul, I don't know if he was a manager or not.

00:04:01 **Shama Albright**

Was that Paul was the part. Oh, he was the part.

00:04:06 **Molly Olson Smith**

He was at the bar.

00:04:08 **Shama Albright**

And then Jeff is he's the.

00:04:12 **Elizabeth Campbell**

So anyway, Paul had brought up the problems with Jeff, because Jeff is very abusive, a lot of times in his approach to people and that's I haven't lived yells at you. He yells at you a lot and tells you you know.

He he doesn't use his inside voice. He uses his words. But he can. He doesn't use the inside voice. He often will be abrupt.

00:04:48 **Molly Olson Smith**

OK.

00:04:48 **Elizabeth Campbell**

I've had problems with first and I talked to Kristine about it. It happened a couple times, but she kind of took the, “ohh if you just asked Jeff,” you know whatever.

00:04:56

Right.

00:05:02 **Elizabeth Campbell**

But the thing was for Jeff and I, by and large he has not bothered me anymore. I have a one day when he chewed me out because I was putting the electrical cord not how he wanted them in the dining room.

But she just has some. He's done that to everybody.

Paul was complaining about it because Jeff is the bar manager or was and Jeff and and kind of all gotten into argument.

00:05:39 **Molly Olson Smith**

Was all was just directing Paul that his.

00:05:42

Right.

00:05:45 **Elizabeth Campbell**

I don't think that's entirely what it was. Is very you know, precise. It's got to be done this way and.

00:05:54

Right.

00:05:55 **Elizabeth Campbell**

You know, he just gets sideways if it's not doing it the way he wants it.

00:06:00 Shama or Molly

Who does Jeff report to?

00:06:02 **Elizabeth Campbell**

Jeff reports to Kristine. I mean, I think maybe sort of Anis, but I think Jeff is definitely directed by Kristine. Under probably the written hierarchy or something, I would say that maybe Jeff has listed as being under Anis, but the reality is look at how many years that Jeff and Kristine have worked together, I mean.

00:06:20

Right.

00:06:29 **Shama Albright**

How long has Jeff been there?

00:06:31 **Elizabeth Campbell**

I asked him the other day. I want to say 15 years or something.

00:06:38 **Shama Albright**

So it's been.

00:06:38 **Elizabeth Campbell**

A while he's he's been back in the old days because he's been before Arista was a tenant he was there, the catering company before that. So he's been there a long time. And so he's seen everything. He's seen the trajectory of everything, but he's he's pretty abusive when he gets going.

00:06:58 **Molly Olson Smith**

But I always had like 5.

00:07:01 **Elizabeth Campbell**

He's just insistent. He's bigger, he's louder and the other part?

00:07:03 **Molly Olson Smith**

Right.

00:07:07 **Elizabeth Campbell**

He's seen everything. He knows how everything works there, he knows how the.The systems were set up to set up prevents, you know everything like that Jeff's on.

But anyway, so Paul was talking about that. And then Paul brought up the twist that I had never seen. And I can tell you to today, I've never seen what I thought is Jeff drunk, I've never seen Jeff on drugs or whatever, Christine Ross and Jeff Paul bought brought that up and to me it's like I can't tell you I saw it because.

00:07:42 **Molly Olson Smith**

I had whatever.

00:07:44 **Elizabeth Campbell**

So that's what Paul was going to go talk to Kristine and to Sarah. And then Paul found the same thing that I found. He asked me about the same time about a month plus later, “Have you heard from Sarah?” and I said no because I had thought by then I would hear something from Sarah. And so, like, no, there was nothing feeding back from Sarah.

00:08:12 **Molly Olson Smith**

Yeah, I don't know anything about this.

00:08:13 **Elizabeth Campbell**

So when I did talk to Sarah, which I think I'm either in late December or in early January, she just said, “Oh. I didn't know there was anything that you offered.” Shuttle. It's like, oh, really? And I don't think that, you know the deal with Paul went anywhere. He never did talk to her as far as I knew.

I saw Sarah.

00:08:43 **Molly Olson Smith**

This video was. Called meeting, Paul was going to talk to someone.

00:08:46 **Elizabeth Campbell**

Yeah, that 20 minutes he said to her. But then he had.

So this is a a roundabout way that I'm coming back and saying, well, I need to know what you guys are doing with Sarah because it's like, well, that's not anything that I feel than anything from an employee perspective, you know.

It's like I've talked to her twice since then.

The last time I talked to her was about the job, about the Food service manager job in January, and when I talked to her about it. She had not told me that it was opening and her and Kristine went down to Christine Ross and told her that the job had been posted. And it was it's when Christine Ross told me it was posted. That's how I found out about it. And I had just talked to Sarah like.

00:09:44 **Molly Olson Smith**

OK. Yeah.

00:09:46 **Elizabeth Campbell**

Probably 20 minutes beforehand. And so I I saw Sarah after that and I said, well, ”Why didn't you talk to me? You know, I didn't appreciate that, that why would you have passed me by on that?” And as that conversation turned out. I didn't realize it, but I had pocket dialed Lorelai Stevens. So she sat.

00:10:12

Oh Lord.

00:10:14 **Elizabeth Campbell**

So she sat in on that whole conversation with Sarah, and I went through it with Sarah again and told her about what had happened. The whole thing with that job in August, you know how I've been treated by Kristine, all of that. So, Sarah, you know, she can't come to now, and I don't feel like you guys can come to now and say, oh, we don't know anything about this.

00:10:41 **Elizabeth Campbell**

Because it's like this has been going on sometimes with.

00:10:43 **Shama Albright**

Quite, we don't know anything about well.

00:10:45 **Elizabeth Campbell**

How about how Kristine has been acting for stuff that Kristine has been doing to the employees and a lot of that, I told Sarah. You know you you have a a, a son and I have a grandson. Well, we had an employee that worked at the Swedish Club that had some cognitive delays, Jared, and Jeff and Kristine and Malin and Anis, they treated him terribly and they ran him out of the Swedish Club.

And you know, I have a letter that Jared wrote to Anis and Kristine and said, you know, they wrote him up in essence and said, oh, you didn't take care of something. But that young man was able to come back and show them that, “Well, no, I take my directions from you, and here's what you've been doing.”

So it's that kind of thing that's been going on that's hostile, you know, aggressive stuff. It's like Jeff touring to Jared all the time. And so did Anis. And so did Kristine and Malin. She tore into Jared's day. I was right there and it's like.

00:12:00 **Molly Olson Smith**

No. So what?

00:12:02 **Elizabeth Campbell**

Do you mean one? What do you mean? Dressing them down all the little asides, they're telling people that they're not working. I'm telling you guys. Kristine has done a thing on everyone there especially.

I'm only here for me. She has a reach your way of dealing with people and she lets you know and in no uncertain terms your your.

She'll make little comments like one of them, like a good one, I said. Well, we were having the dessert service before dinner. No big deal. I said, well, you know, I felt that I should get some recognition for it and she'll go, she said, “Well, why should I give you a recognition? I don't give Arista recognition.” And I'm like but how did those two man?

I can give I have all my e-mail. It's there. She just lets me know all the time. You know, and in person I've had two key meetings that I've written about in March, she told me I was nobody, she told me I was imagining things. She told me we're not embracing you. We're not embracing you.

Christy, Christy.

00:13:31 **Molly Olson Smith**

She's speaking just for herself.

00:13:32 **Elizabeth Campbell**

You know. We're not embracing and you know.

00:13:37 **Molly Olson Smith**

Maybe sound like?

00:13:39 **Shama Albright**

Right.

00:13:40 **Molly Olson Smith**

Yeah, I don't get that asset.

00:13:41 **Elizabeth Campbell**

Well, it's the royal “We.” The thing is, is that that whole thing that was done all about getting on the board. You what about my being on the board last year?

00:13:55 **Molly Olson Smith**

You nominated yourself in the floor, yeah.

00:13:57 **Elizabeth Campbell**

That's it. But I gave my I gave my application to Kristine clear back in September [2021]

00:14:01 **Molly Olson Smith**

Thank you.

00:14:04 **Elizabeth Campbell**

And I had for the board.

00:14:05 **Molly Olson Smith**

The head.

00:14:07 **Elizabeth Campbell**

And I had foster. I realized in retrospect, that's why she wouldn't allow me on the building, she wouldn't allow me to go to any of the building committee meetings last year. She left the last one, she allowed me in. I think it was by accident actually, that was February's every single building committee. Since then, she has refused to let me attend. What?

00:14:31 **Shama Albright**

Why? What is her reasoning?

00:14:31 **Molly Olson Smith**

What does she do? To refuse what is her?

00:14:33 **Elizabeth Campbell**

She won't give me the the link.

00:14:36 **Shama Albright**

And what does she say?

00:14:38 **Elizabeth Campbell**

Well, she helped it when I the last time I asked her, I asked her in probably May, June, July, March, she tagged it to doing desserts, she said, “We're not really talking about the kitchen,” that was one of them, “we're not really doing anything with the kitchen,” you know? But the reality was the building committee meetings had been taken up by the kitchen.

But she said, oh, that's you know, really allow employees in building committee meeting.

We don't allow billing. We don't allow employees in the committees that are not related to their jobs.

And I pointed out to her two and three times I said I'm a member also. And she just wouldn't answer that. She stuck it to my job.

I have an e-mail, she goes, “Well, we're not talking about desserts this meeting, and so if you have an item about the desserts you want to bring up for the building committee, you know, let me know and I'll put it on the agenda item for that particular thing. And then I'll get back to you,” and Shama, I'm going to have to say I gave you copies of the emails when she was refused. I BCC’d you on those because I felt as the board that you had an obligation to go intercede with Kristine.

00:16:09 **Shama Albright**

BCC me on.

00:16:11 **Elizabeth Campbell**

I did and I think it's the March and April right through there. I I see. See you I think at least a couple of times because I felt that the board should intercede because Kristine was violating the bylaws.

Actually, you know she, and she was actually violating the Employee Handbook too, because the employee, the book clearly said that spells out. That you can attend committee meetings of the club. It specifically says that.

And that was the other thing. That's where Kristine would tag it and say, well, it's not related to your position or job. You know, function like whether you were facilities or whether you were kitchen or even you could be the events person you know.

00:16:58 **Molly Olson Smith**

So. So in what way did you feel that was disenfranchising the membership?

00:17:03 **Elizabeth Campbell**

Well, I'm a member.

00:17:04 **Molly Olson Smith**

I'm new with this I just need you in particular.

00:17:06 **Elizabeth Campbell**

And because I'm a member it clearly says in the bylaws that the board meetings and the committee meetings are open to the Members. And Kristine passed by all of that. And it's like, yeah, the dynamics here.

00:17:22 **Molly Olson Smith**

I'm just trying to.

00:17:24 **Shama Albright**

No, I'm trying to understand.

00:17:26 **Elizabeth Campbell**

Well, the thing that I feel is you guys are going to have to, if you haven't then need to get up to speed because it's like now they've been doing this to the members for a long time.

This is not how it's done. Kristine has engaged with the membership in such a way that just because I'm here doesn't mean there's nobody else here doing that.

You know, there's other people that she's been doing the same things too. And so she's created not only the hostile environment for the employees, she did it for the membership and it's like.

00:18:03 **Molly Olson Smith**

So I'm sorry, just for the sake of brevity and our time frame. Just just you're explaining why you stepped back from the offer to mediate.

00:18:20 **Elizabeth Campbell**

Because you know what the thing is? What? What is that with Sarah? A young girl, that's what, 35 years old. She's all of a sudden forgetting.

My way. She didn't just forget stuff that I told her. There's other employees that she told stuff to and she's turned around and said she forgot.

It's like, you know, really, that was kind of a big thing that I would offer her, that she continued to insist that Christine Ross was a, I went through that with with Sarah that Christine Ross was a vendor, that she was an independent contractor.

00:18:53

That's true.

00:19:00 **Molly Olson Smith**

So you feel like she was a vendor?

00:19:01 **Elizabeth Campbell**

No, no. OK. She never was. So not only did Sarah sit there, but Kristine sat there and was OK with breaking the law. And that's like I lined out to Sarah, which the laws were Christine Ross was making meatballs and soup and everything else at home.

And ignorance of the law is not even something that Kristine can say because you know what? They came after me in August, in September her and Toene and made it a point to say to me, well, you can't bake your cakes at home. So that's when I ended that. And here it is Christine Ross came along and they sat there and went, oh, yeah, they let her do it and land farms there all by that.

00:19:46 **Shama Albright**

How do you know that she was doing it?

00:19:50 **Molly Olson Smith**

Hey Cortana.

00:19:50 **Elizabeth Campbell**

At home, she said she was, she said, and I have all of her text messages about it. I'm not training on Christine Ross, but I have all of Christina's Ross's text messages to me, and we've talked about it, and she is, you know fine. If I want to share that. And I did share some of that with Sarah. And so this thing's coming now. Well, you know.

00:20:16 **Molly Olson Smith**

I'm sorry. Go ahead. Yeah.

00:20:18 **Elizabeth Campbell**

There's like all these incidents of things that. It was the, you're bringing to people. So OK, I'm not going to make cakes at home. That's fine. I agree with that. And I understood that. But but then you go and say, oh, and this is even beyond making cakes.

Do you realize that as a wholesale baker as a wholesale business I could not do meat products?

So in order to do meat products, to cook them and bring them to a place like, say, the Swedish club or any place like that and sell them that you wouldn't have to have a USDA license, you would have to have a federally approved company to go make meatballs and bring them into a place like the Swedish club. And yet Sarah didn't even didn't even phase her. She kept insisting that. So it's just you've got this string of just kind of like lies and subterfuges and you know.

00:21:24 **Shama Albright**

Let me ask you this. What do you want to see happen? I mean, obviously Kristine Leander is moving. We're hiring a new executive director.

00:21:35 **Elizabeth Campbell**

That doesn't solve the problem that we're creating, but.

00:21:41 **Molly Olson Smith**

But what what would solve your problem that's.

00:21:44 **Elizabeth Campbell**

So The thing is is that I have kind of a schedule of things that I'm interested in. And there's the kind of there's the employee side, and there's the member side. So as me and then there's kind of probably this. So the defamation thing is right there.

00:22:06 **Shama Albright**

And by defamation, explain that again that defamation. But I just want to be clear on what I mean. I understand when when you're talking about the discrimination part but defamation.

00:22:18 **Elizabeth Campbell**

April 20th there was a member meeting the annual member meeting and Gary Sund.

00:22:23 **Shama Albright**

I had, I had some little good. I wasn't, I wasn't there again.

00:22:27 **Elizabeth Campbell**

Gary Sund got up and made this huge announcement about what a terrible person I was how I shouldn't be on the board and how they shouldn’t vote for me. And then he alluded to many things, so that they should just trust him, that I was not suitable to be on that board.

So that's one part of it, OK, you've got April 20th [2021]

Then the other thing that Kristine has done, she's gone to every single employee from I would say at least Jocelynn. So you've got Jocelynn, you've got Tom, you've got Christine Ross. And you've got at last one this Cristo Yaranoff.

And then I think over here you've got some secondary employees. And what she's done is she's told each one of those people about the discrimination complaint, she's told them not to talk to me.

She's gone down the line and run me down thing is done that put me in a false light.

Them so that the is that she's, defamation, whatever you want to put it.

And then in the bargain, you've got this intentional infliction of emotional distress. I mean, that's been just constant for her.

00:23:47 **Shama Albright**

But that's a personal thing between.

00:23:50 **Elizabeth Campbell**

Between the club and me too, because she is your employee. Kristine is your employee and Gary Sund was on the Gary Sund was on the board.

So when I look at who it is, I'm going to sue, I'm suing Kristine and Gary Sund.

Kristine wrote up that thing, whatever it was that Gary was delivering that day, Kristine wrote it up.

So I'm going after Kristine personally.

I'm going after Gary personally, and then I'm going after the Board of Directors.

And then after that, it's the Swedish Club and then it's the Swedish Club Foundation. And it's the Jane Isakson Lee Foundation. Because all of those are in the same pot, you've been doing the same stuff. So you've got that.

Over here on the membership side, you've got consumer protection. Consumer protection relates to the fact of the contract between the members and the Club in those bylaws.

I had the right to go to the meetings. I didn't have to be excluded like that.

00:25:08 **Shama Albright**

For what meetings?

00:25:10 **Elizabeth Campbell**

Board meetings and committee meetings.

00:25:12 **Shama Albright**

What board meeting have you ever been excluded?

00:25:14 **Elizabeth Campbell**

I wasn't ever excluded, per se, but look at how she treated that both of those in person [board] meetings. Those were not nice when she sat us over in the corner [11/02/22 board meeting] and and, you know, come on. That's more of the, you know, that's gets her back into the defamation and the emotional distress and all of that. It's like, oh, yeah, technically, I was at that meeting. But it's like, no.

So you've got consumer protection claims, you've got breach of contract claims.

And it's like I just, you know, I don't appreciate how I was treated overall.

And and the board, it's like you guys should have been protecting over here for employees.

You've got the discrimination. Got more of this emotional distress. You've got the retaliation.

00:26:15

No man, no one.

You've got the hostile environment, and those are all causes of action under the law. You're saying discrimination.

00:26:30 **Shama Albright**

What's your second one? What's E?

00:26:33 **Elizabeth Campbell**

About the emotional infliction.

00:26:42 **Shama Albright**

How do you see this being resolved?

00:26:46

Burgess them with our hands up, woman.

00:26:48 **Elizabeth Campbell**

If you if I looked at it pre trial free filing, I've thought about it so here is some of the on the ground, the chipmunk pen got the king.

So I want a monetary settlement. It will be. And I'm not going to put a figure on that.

Now I had a figure that I offered and that wasn't accepted I want. I don't blame them.

So want employment at a certain level, and what I've thought now is I'd like to be the hospitality manager and slash catering, there's a whole history behind that. So as a hospitality manager, I don't look at as that as the food service manager, as a hospitality manager would. I would look at that. I'm looking at cultural traditions in our hospitality services, whether it's events or. Get in house. You know our, our club meal, our club events that we hold.

The catering catering Kristine had already offered me part of that. She went and rescinded it.

So that was back in March of 2022, Kristine offered to institute a catering section that I would head and that was called desserts by Elizabeth. And that lasted all of about not quite, and even to become an emo 8 days, 7-7 days. Yeah. Could we turn the music down?

00:28:34 **Molly Olson Smith**

No, I thought about half the time to.

00:28:35 **Shama Albright**

Turn it down like I can't even hear myself is ridiculous. So March 22 often. Yeah. Thank you. No. Like, I literally can't even.

00:28:42 **Molly Olson Smith**

OK.

00:28:47 **Shama Albright**

OK. So offer catering and it was desserts.

00:28:51 **Elizabeth Campbell**

Desserts by Elizabeth and Kristine will run down and tell you all her stories about why that didn't happen, but I have the paperwork.

00:29:00 **Molly Olson Smith**

For it.

00:29:00 **Shama Albright**

So she talked to you about it, and then seven days later, said we're not going.

00:29:06 **Elizabeth Campbell**

She did that, she said that Vi Reno told her that they shouldn't do it with me as part of the other. Part now, did you read any of the things that I gave you about the statement about Lars? Part of that thing I think that that's a literal thing that's been carrying all this time. Yes, so it's like that's who told her.

But there's a twist in there. This is another piece of board business that the board never checked and followed this stuff.

That upstairs kitchen that's been a project since January of 2021. That old kitchen was supposed to be remodeled, done, whatever it had to do. In 2021. By 2020.

Two, it's been tabled, Kristine told me. You know about this catering thing? But she's in trouble. She's in trouble with the food.

And so in a food committee meeting, Kristine up and says our committee e-mail is Saturday, March 26th. Kristine says to the Food Committee member, she said, oh, I have another thing we're going to do. We're going to take the kitchen upstairs. And we're going to rent it out to. A catering company. And she said to me, she said well, but that doesn't affect what I'm talking about doing review we still want. To do that. And so I was like, OK, and then two days later, that's when she [Kristine] sent me the e-mail that said, “Oh, Vi Reno says we shouldn't do that. You know, I have to go along with that.”

But you know, so you're. I know this is confusing, and I know you're looking at me, but it's like it's all not confusing.

00:31:01 **Shama Albright**

I mean it's it's a lot, it is converging. It is a lot of information.

00:31:06 **Elizabeth Campbell**

Well, that upstairs kitchen project is a project. You know, it's before the board, the board's been told about it. It's in that building committee meeting.

You know, all this time. And that's part of what I'm trying to tell you. It's like you've been sold a bill of goods all this time. You have not been doing your jobs, you've been not providing oversight over Kristine over Anis over these capital projects.

They've just been doing nonsense behind the scenes and then, you know, as a Member I have something to complain about that too, it's like well, but you're not holding the Swedish club members in the good stead. When that happens, so you spend money on things like the catering project, you spend money on the upstairs kitchen repair, but then you also pay for it when the club is not operating efficiently, when it's goofing around and its food service isn't working right. But back to that. That's kind of a little aside about that catering history.

There's more.

So I want the employment, the hospitality manager and catering.

Kristine and them have talked forever about developing a catering arm. That's the part that I would like to work on.

That gives me a light arrangement. A light working relationship with whoever is your food service with Richard.

And then I want a commissary contract, so the commissary contract, what that is that allows me to come in as time allows and on a point in times to use the kitchen in the Swedish Club for my own business, so a business that's in the food business, like catering or whatever, you can come in and have a commissary contract with a no comment, no, a commissary contract is a literal thing.

00:33:07 **Molly Olson Smith**

Ohh commissary if I say commentary.

00:33:14 **Elizabeth Campbell**

It's a public health thing. So you can have a commissary contract Kristine and company know what those are. She has them I think. I think they have one with Christine Lea and maybe with Malin, because Malin and Christine Lea both have catering. And both of them I think are listed as caterers for the Swedish club. But if you're developing the Swedish club catering then that allows you when you have events, to tell your people that are coming into event event. Rent rental situation. You can go, “Oh, we can cater for you. We can give you dessert, food, cake”, whatever you can have that whole in-house you.

00:33:57 **Shama Albright**

So like if there was a wedding at the club, you could be like oh I could make you. Yeah. OK.

00:34:02 **Molly Olson Smith**

So so how is going to resolve the problems that you were talking about?

00:34:08 **Elizabeth Campbell**

About how does it resolve them while? They're going to stop, aren't they, you know leaves that's over? I'm going to be sitting there digging her away at anybody issue. But these are the things to settle all of those claims.

And then on your side, on the board side.So one of the first things I'm going to ask for is a receiver for the Swedish club. The thing is, is the board of receiver, so a receiver is a third party that comes in and and manages the property, the operations whatever it is. So the standard for that is.

00:34:52 **Molly Olson Smith**

Are you assuming that the Swedish club should go bankrupt?

00:34:55 **Elizabeth Campbell**

No, but you can see that its assets have been wasted and that they've been put in peril.

That's that case can absolutely be be made.

The thing is, is that the board has sat there and Kristine has offered up. So losses, I mean basically it's operating in a deficit every month. And so what are your deficits? Board’s sat there and watched them go up and up and.

So over this last year, what were your deficits every single month. It's not that you're required to make a profit, but if you were operating as a business, but even as a non profit, then why would you be sitting there thinking it's a good idea to go twenty, thirty thousand, $40,000 in the hole? Every single month.

Even if you have those dollars coming in from donors, even if. You've had that. That isn't a good use of your money, that isn't a good use of those donors' money, and there's some history that the Jane Isakson Lea money and even the money coming from that was put into the foundation that those were not to be used for the operations.

Those were things for like capital projects, special project, or still not because it's a reformation you're looking at reforming the Swedish club in terms of it, how it's relating to its members and how it's doing its business.

00:36:15 **Molly Olson Smith**

Talking about.

00:36:27 **Elizabeth Campbell**

Because it's not sustainable to sit and do those deficits, it just isn't. And so if there's no will on the board to do that, then that's when you have to look to another board.

And so the other thing that I would be asking for is that all of the board's present board has to resign.

That there's new elections held free and open real elections.

The thing is is I have documents now that show that there were arrangements going on in the background and basically what you're looking at, you're looking at a board trying to be self sustained.

So a lot of what Martin Johansson has done, some of what that membership committee has done, some of what the nominating committee is doing. They're trying to be self-sustaining. They want to self-sustaining board where they self select who it is, that's on it and that's not how the bylaws are written up. That's just not how they're. And I ran into some of it.

00:37:24 **Molly Olson Smith**

So what? What are the background things that are going on that?

00:37:28 **Elizabeth Campbell**

There's documents where they were voting on one person for president with the intention that they would resign and another person would become president, and that's in Kristine's writing. And that was actually, here's the odd part, Kristine. In a lot of ways, she'll go say what she's been doing you know this whole thing with that, that was, I think that's in a board meeting minutes that the fix was in there. They didn't do it, but there's probably about, I'd say a year and it's during Gary, it's it's during Gary Sund’s. How long ago was that?

00:38:06 **Shama Albright**

Gary was there. You know, Gary was there through. It was last year that they asked me to run.

00:38:22 **Molly Olson Smith**

Anyway, this is.

00:38:25 **Elizabeth Campbell**

These are the details.

00:38:25 **Molly Olson Smith**

I'm just trying to understand what's going on here.

00:38:28 **Elizabeth Campbell**

Well, I'm kind of writing it down for you, so you've got the board resigning, you've got new elections. Then I want to have a new website where the members have access to the club’s information.

So the financial information, the board meeting minutes, all of the bylaws, all that. That should all be online for the board board members to access. Because the reality is, unless somebody floats into the Swedish Club and goes and asks for the notebook at Kristine's office, the members are not informed.

And I've looked at other clubs and they do have that arrangement. It's a password protected website where members can go in and you know, look at business for the club, make reservations, do whatever. But you should have that so that the.

00:39:24 **Shama Albright**

Will we find to put all this on there? I mean, that's the thing. I mean these are all great ideas, but what I'm, I mean, but we are not a big club.

00:39:31 **Elizabeth Campbell**

Well, they're not well, but that's not entirely the excuse you've spent the money on. That kind of thing. You spent almost $80,000 on legal fees. That that could have gone, you know, a long ways to, for example. I'm done.

00:39:48 **Molly Olson Smith**

And how did you get that information?

00:39:51 **Elizabeth Campbell**

Because it was in the board meeting folder and look, it's been said at the meetings at the board meetings, Toene has sat there and said that if you look at her last reports and probably November. Maybe even December. It's in her, her financial statements that she releases. So you spent that kind of money. It didn't go anywhere. And that's money that you know I'm going to digress. You've guys kept me off of that board and went after me and it's like, you know, you know what, my.

00:40:32 **Molly Olson Smith**

I'm going to say right now I don't appreciate you pointing your pen at me.

00:40:34 **Elizabeth Campbell**

All right, all right. But you all right, but you guys were on the board.

00:40:37 **Shama Albright**

I am a volunteer and you took it on, but I did not come after you, Elizabeth and I don't appreciate you.

00:40:38 **Elizabeth Campbell**

I know, but it doesn't matter. It doesn't matter. Gary, Gary, Gary, Gary. Sund got up there and said the board was 100%.

00:40:43 **Shama Albright**

I have always been very kind to you item.

00:40:49 **Elizabeth Campbell**

For it, he said the board 100% backed everything he was saying. He said we 100% are in agreement. She should not be on the board, but I'm saying, well, what was my platform? Nobody bothered to ask. My platform was to say well. We should invest some money in the kitchen. We should get them some knives, get them some new pans, get them some new dishes. Fix up the landscaping. The flags. I mean the flags were falling apart of a year ago.

00:41:29 **Shama Albright**

Fixed it now so.

00:41:29 **Elizabeth Campbell**

You know. Yeah, she did. But what was her story? Oh, we'll do it in spring.

00:41:34 **Molly Olson Smith**

Could be resolved at mediation, so that's kind of part of our Constitution.

00:41:37 **Elizabeth Campbell**

I don't know that I don't know that it will. You know, you're going to have to go think about this and come back to me and tell me what it is you think about. Because what are we going to do in mediation?

I'm not going to be run down the line somewhere because that's what I feel that the the ball's been run out. Right down line. Look at Sarah. I told her clear back in. Remember, you know I told the attorney that's clear back in August. So how is it everybody comes to now and it's like none of that was ever resolved clear back.

00:42:10 **Molly Olson Smith**

Well, this is this is a platform.

00:42:11 **Elizabeth Campbell**

Clear back in August when Perkins Coie is finishing up their report. You know we talked about this.

And then and then and then Kristine embarked on another deal. She embarked on another of stuff about that foodservice manager. Then she demoted me. She demoted me and promoted RC at the end of August. She hired Christine Ross, then unhired her. My name is. She's Shama told me. And I think you actually told me in the 11th. And 12th, but I.

00:42:52 **Molly Olson Smith**

You're pointing your pen again. For Elizabeth?

00:42:53 **Elizabeth Campbell**

Well, I'm just emphasizing it, but The thing is.

00:42:55 **Molly Olson Smith**

Yeah, that is not very friendly.

00:42:58 **Elizabeth Campbell**

Well, but this isn't friendly. This isn't friendly because you guys have not been friendly to me.

You know. Well, yeah. No, you're not going to cut me off because you know what? I've had to sit and go through 2022 on into 2023. I've had to sit and go through 2021 with Kristine goofing around in my love affair.

00:43:05 **Molly Olson Smith**

I'm not going to get involved here so but a lot of these can be resolved at mediation. That's probably our best, our best venue.

00:43:24 **Elizabeth Campbell**

Had her going through and and jerking me around as a member even in 2020, and in 2020, for that matter, it's like, so now I'm not feeling very friendly about all of this, I brought it to you in a friendly manner multiple times. I've given you one whole year, 2022 to work this out.

00:43:45 **Molly Olson Smith**

And we're at the point where we do want to work this out through mediation venue. That has binding results.

00:43:51 **Elizabeth Campbell**

Well, I need to see some proof of what it is you think you want to offer to me, because that's the mediation. We can go sit and chat up with staring about whatever, but I want to see something. You've got a basic outline here of where it is that we're here. And it's like.

00:44:08 **Molly Olson Smith**

Yeah, we're not authorized to offer you that.

00:44:10 **Elizabeth Campbell**

No, I, no, I recognize that.

00:44:11 **Molly Olson Smith**

And I, so that we're authorized to offer.

00:44:15 **Elizabeth Campbell**

I mean, we have to come, you're the board. You're the you're, you're the, you're the people that run the Swedish club or have it. You know you're the stewards of it.

00:44:23 **Molly Olson Smith**

I am not a mediator.

00:44:24 **Elizabeth Campbell**

No, I'm not saying that, Molly.

00:44:25 **Molly Olson Smith**

Yeah, yeah.

00:44:26 **Elizabeth Campbell**

But The thing is, is that it's not enough to go, “I don't know anything.” It's not enough to go well, but that's kind of how it's been going.

00:44:30 **Molly Olson Smith**

I'm not saying. I don't know anything. I don't. I'm not authorized.

00:44:35 **Elizabeth Campbell**

The thing is, I know that you have your insurance lawyer.

00:44:39 **Elizabeth Campbell**

And I have to say, you know, I'm going to mention this also, Sarah is he. Does she work for it? That was one of the first things that I asked her. Sarah told me she was she had the right to offer me confidentiality.

00:44:55 **Shama Albright**

Which is what agent was.

00:44:56 **Elizabeth Campbell**

She said she she said that she went and reported to Lane Powell. She's also indicated that she's a friend of the attorney and that's how she came to the Swedish club, she says that she reports to Kristine. Whoever the attorney is at Lane Powell that she's worked with there before.

You know there has got a lot of stories out there going and it's like it's none of it's consistent because I've asked her directly.

Then she says she reports to Kristine. It's like well. Who does Sarah work for exactly?

And if she was supposed to be working on these things, how come she didn't work on them? It's like that hasn't been a helpful. New and the reality is Shama, you told me in August 24th, you suggested that idea about hiring the HR person. Toene has taken that and took it and said, oh, that was their idea. And on October, I forget what the date is, but Toene and Anis and Kristine are having a champagne toast in the bar over hiring Sarah and I asked Toene that day and Toene said, oh, I said, well, it wasn't that the board's idea. And she said, Oh no, we sold them on that. So I mean, you know, you look at all this stuff and it's like, well, where Is the board and all?

00:46:31 **Shama Albright**

I remember our conversation. We’re sitting on the bench and what I said is I asked you what would you think if we hired an age short and that's what I said?

00:46:37 **Elizabeth Campbell**

Yeah, yeah.

00:46:40 **Shama Albright**

I asked that question.

00:46:40 **Molly Olson Smith**

Yeah, right.

00:46:42 **Elizabeth Campbell**

And so here you are back in August and it's down in October and then it gets hijacked, apparently.

00:46:50 **Shama Albright**

It's just. Oh, you're saying it's not hijack?

00:46:53 **Elizabeth Campbell**

Hijacked and then it turned out to be a loss. If nothing else. I mean, what is the benefit been for the employees? They got one got fired. Just refer. You know Paul Jefferson lost his job. And what was the deal she was running with Christine Ross. Why didn't she tell her?

00:47:15 **Molly Olson Smith**

So so again I'm, I'm curious how you see this being resolved. If not through. Mediation then how?

00:47:22 **Elizabeth Campbell**

Going to court. I'm going to court and we'll spend the time there. Because it's like no. I think these are all things that were are they're all things that are in your ability to affect. But you know, like I said, I've given opportunity all of last year and instead all of last year, all I've seen is if I look at where I was in January and I look at where I was in December, Kristine had incrementally gone through my job. Diminished it diminished it diminished it. And by the time I got to December last year. It's like I was. She had probably replaced 50% of my dessert job. She had probably replaced 50% of them because she started farming it out to Christine [Ross]. And it's like, you know, don't kid yourself for 10 seconds that Kristine didn't know what she was doing. Kristine Leander. She plays. Long game I would tell you and we'll put it on recording this, 50% of what she tells is probably not after it's like I've been around Kristine. Kristine was actually acting like my friend for a lot of this.

00:48:48 **Molly Olson Smith**

I won't.

00:48:50 **Elizabeth Campbell**

I've known her since July of 2020. I spent a lot of time with her. She gave me a lot of entrees.

00:48:59 **Shama Albright**

Can I take? A picture of your little document because my notes are always. I'm sure you. Just haven't laid out better of what it just. Would be helpful for me if that's OK. Thank you. OK. I wrote it, but you laid it out so.

00:49:15 **Molly Olson Smith**

Yeah, if you remember that way.

00:49:17 **Shama Albright**

My notes are never.

00:49:18 **Elizabeth Campbell**

I'm going to quit our little recording now, yeah, I.

00:49:22 **Molly Olson Smith**

Just want to, I'm not sure I got that the beginning of my recording that. We have all agreed that this recording. Everybody's knowledge and agreements, yes.

00:49:31 **Shama Albright**

Yeah, we know. Yeah.

00:49:33 **Molly Olson Smith**

Thank you very much.