**SWEDISH CLUB CATERING PROJECT**

**2021 -2022 Swedish Club Catering Project Under Kristine Leander**

**By Elizabeth A. Campbell**

**September 1, 2021**

In the September 2021 issue of the *Swedish Club News* Kristine wrote, “Our current director of operations, Malin Jonsson, is moving laterally into the position of food, bar and catering manager. Swedish food and our bar are, after all, important to the enterprise of the Swedish Club, and we believe there is an opportunity to initiate a catering company that features Swedish food.”[[1]](#footnote-2)

**September 15, 2021**  
“In the Fall of 2021 I learned from one of the employees that there had been a big meeting with Kristine, Malin, and others, that the plan was that Malin was going to take the lead in creating a Swedish Club Catering business.  It was notable at the time because of the difficulties I observed the kitchen staff had with producing the regular Friday dinners and the occasional event dinners, I wondered how it was going to work creating another entity when there were so many obvious challenges the staff was having just producing the normal course of dinners and the like.”[[2]](#footnote-3)

**Thursday, September 16, 2021**

The day before I had brought in 300 cookies I had baked as a volunteer for the Wednesday Members Dinner that included a cookie gift box to each attendee. Malin had voiced her displeasure about what I had brought in – another story for another day. Kristine called me to follow-up on what had happened – she apologized to me for Malin’s rudeness and lack of gratitude –

During the call Kristine segued into talking about a number of staffing appointments that had been made and then brought up hers and Malin’s plans to start up a Swedish Club Catering business. I wrote Lars Matthiesen about my conversation with Kristine that day:

“6.  ☎️ Kristine’s call this afternoon - she called to apologize for Malin’s rudeness - however her fall back position is to defend Malin’s shortcomings on a number of fronts, poor people skills - I feel this is the problem when an employee is allowed to become a lynchpin such that you are overly dependent upon them.  They call the shots and I think Kristine is scared to upset her.

“During her talk she shared with me that as of a couple days ago Malin is now in charge of putting together a new entity, ‘Swedish Club Catering’.  Indeed - I did say to Kristine that it was an intriguing proposition, all this by the person [Malin] that refuses to budget and cost out the current food operations, relying on someone saying, Malin, that they just know; which foods/meals are money makers.

“Budgets and costing is something Kristine says they can do in the future, she doesn’t want to deal with that now.   So a new business developed and run by the housewife cum chef [Malin], with the Swedes only hiring policies, and the magic foodservice accounting system! 😃

“Isn’t that how the Club got so it was bleeding money - until the ‘Jane Foundation’ millions rescued them?  So now that same Foundation is basically subsidizing the Club’s operations.”[[3]](#footnote-4)

**December 16, 2021**

It turns out unbeknownst to everyone else, the Board in particular, that Kristine’s plans for the Swedish Club catering business had gone south.  Originally Kristine and I had a phone conversation about her plans to start a Swedish Club catering company. I wasn’t involved in those plans, it was just something that she had mentioned to me mid-September 2021 as part of her telling me about a number of staffing changes at the Swedish Club.

Over the next couple of months I hadn’t even thought about the catering project.

On December 16th I discovered by accident that Malin rather than working on a catering business plan for the Swedish Club commandeered the effort and turned it into a catering project to add to her existing business, with no benefit for the Swedish Club.     
  
I just stumbled across what had happened. A few days earlier Lars and I had talked about the quality of the food that was served at the Leif Erickson Hall for the Norwegian Commercial Club’s dinner meetings he attended. He had positive comments about the food, that it was served well, he thought the quality of it was fine, the meal was a good dollar value. He said that Leif Erickson had a new catering company providing the food service. He did not know the name of the catering company.

After Lars and I finished talking I took some time to follow up on what he had told me about a new catering company. I went online to see if I could find out who the catering company was that Lars had been talking about, get an idea of what kind of food and services they provided. I had been thinking about doing a Nordic food business, so it was just some research for my own self, for later reference.

My search was “Leif Erickson Hall” “Norwegian Commercial Club” and “catering”. Imagine my surprise when I discovered that Malin who was supposed to be setting up the Swedish Club Catering project had instead been independently doing catering for Leif Erickson – Leif Erickson Hall was supposed to be one of the potential customers for the Swedish Club’s catering company! Her first catering job for them was on December 8th while she was still working for the Swedish Club.

I wrote Lars on the evening of December 16th about what I had found out that day about Malin, the “Swedish Club Catering” project, and my subsequent exchange with Kristine about it:

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

“There are about three to four levels why Mallon [sic] left, and they are not that ‘Malin is tired’.  Malin is tired like we all are tired. That is the public story.[[[4]](#footnote-5)]  Malin has been working for LE for a couple of weeks or more at this point.”[[5]](#footnote-6)

From what I found out then Malin’s catering job for her own portfolio had come out of the September 2021 initiative she had been working on for the Swedish Club. Her first event under that effort was for the Sons of Norway/Leif Erickson Hall on December 8th.  When I told Kristine what I had discovered she said she knew all about it.  I was stunned.   Stunned because rather than Malin working on the catering project for the Swedish Club she had abandoned that effort and was working on it for herself, but that Kristine had known about it! That didn’t make sense, why would Kristine have gone along with Malin diverting a Swedish Club initiative into a private effort by an employee?  
  
I suspected that Kristine’s “she knew all about it and approved of it” was one of her spin stories she comes up with on the spot to deflect or cover up something involving her that isn’t quite right.

Kristine told me she had known that Malin had changed direction in mid-December, but Kristine had made no mention about that in the intervening time, over the last three months of 2021, to the board, in any of her Executive Director reports about Malin instead of putting together a catering company component for the Swedish Club she had gone off on her own and was doing catering for her own portfolio.

As a club member and in general I thought this was disturbing that this is what had happened because Kristine told me in September, that the Leif Erickson organization was solidly one of the potential customers Malin and Kristine had spoken with about who would be customers of the Swedish Club’s new catering company!     
   
After December 2021 Kristine made a brief comment at the end of February 2022 that if a new food service manager was hired they might eventually help put together a catering company as part of a future job opportunity, but that was it. Judith Dern had asked Kristine, “Now on to find a food service manager. Would be a part-time position, right?” Kristine replied, “Could grow to be fulltime with the advent of Swedish Club Catering. “[[6]](#footnote-7)

Kristine made no further mention to anyone about forming a Swedish Club catering company until March 22, 2022. That’s when Kristine made the proposal to me to put together a *division* of the Swedish Club catering program, to put together a desserts only catering enterprise for the Swedish Club.

**March 22, 2021**

Kristine’s “Desserts by Elizabeth” catering proposal to me I believe was prompted by a very bitter in-person exchange between Kristine and I the day before on March 21, 2022, related to her refusal to consider my March 17, 2022 application through ZipRecruiter for the Food Service Manager position.

The next morning Ms. Leander sent me an email and proposed that rather than my being considered for the foodservice manager job that I become the lead in the effort to establish a Swedish Club catering company, a project that had been conceived of the last months of 2021, but that never came to fruition. Within four days Kristine started backpedaling on the dessert catering proposal, within six days it was a dead deal.

I believed at the time and now that she proposed the dessert catering opportunity to me in the moment as a compromise after the terrible things she had said to me the day before, but upon further reflection and as time went on she abandoned it when it didn’t serve her purposes anymore.

As time went on she had no need to make a friendly overture to me, her new need was to sustain her spur of the moment decision to change course about needing to hire a foodservice manager, and launching another course, to hire a catering company fulltime to do the Swedish Club’s dinner and events.

On March 26, 2022 Kristine wrote the Food Committee members, myself, Judith Dern, and Lori Ann Reinhall, “I think we are looking for the wrong thing, the wrong model [the foodservice manager]...I think we should look for a catering company to rent our upstairs kitchen and provide our meals for us as part of the deal.”[[7]](#footnote-8), [[8]](#footnote-9), [[9]](#footnote-10)

At the April 6th Board meeting Kristine told the board about her new plans to rent out the upstairs kitchen, and by extension change the format and tone for the upstairs kitchen renovation project that was supposed to have been going on during the ensuing time, “I’ve asked the Building Committee to expedite the completion of the upstairs kitchen, in hope that renting the kitchen to another caterer might solve our lack of a chef problem. As part of the contract, the caterer could produce our meals. It will mean completing the new electrical system for the kitchen.[[10]](#footnote-11)

The board never questioned Kristine about her abrupt decision; neither did they inquire of her or Anis about the status of the kitchen project for the rest of 2022 on into 2023 – that the upstairs kitchen project had gone nowhere.[[11]](#endnote-2)

A month later, on April 28th, Kristine had changed courses again, she had dropped her plan to remodel the upstairs kitchen and rent it out to a catering company, despite having secured the Board’s tacit approval for her to do that. She abandoned that effort and instead had in fact hired a foodservice manager, Jocelynn Lillis, her first of several foodservice manager hires.

In an email to Kristine on May 12th I checked back with Kristine about several things related to my cook job, including to see what possibility if any might exist to do the dessert catering:

“Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?” Kristine responded, “WE HAVE NO PLANS TO ESTABLISH ANY CATERING (DESSERT OR OTHERWISE) AT THE CLUB AT THIS TIME.”[[12]](#footnote-12)

**Campbell Notes and Threads Re: Trajectory of Kristine’s “Desserts by Elizabeth” Catering Proposal**

According to what Kristine had told me around Spring 2022, during the time that each of the three prior chefs, Malin Borgstrom-Johnson, Ann-Margret Lightle, and Christine Lea were working at the Swedish Club they also were engaged privately in catering ventures, and from time-to-time they were paid by the Club as caterers as opposed to being strictly employees, chefs to the Club.

According to Kristine, on May 18th she wrote, “For a period, Christine did the Members’ Dinners as a caterer. Mostly toward the end of her tenure. Malin and Ann-Margret did the julbord as caterers.”[[13]](#footnote-13)

Later on, when Kristine and I talked about it in person, she said it was the Members and Friends dinners in particular that the catering arrangement had been used, there was an agreed upon set per head price for the dinner and whatever money the chef for that dinner “saved” out of the price was theirs to keep. Events such as the annual Julbord also were done under that arrangement.

I was both surprised and pleased when Ms. Leander sent me the proposal on March 22nd for the *Desserts by Elizabeth* catering project.  I thought that would be a good position to be in, that I would be able to make an important contribution towards growing the foodservice department, and that the position would match my considerable entrepreneurial, organizing, and cooking talents.     
   
“To that end in writing I responded in the affirmative to Ms. Leander’s proposal, and I shared with her some of the goals I hoped we could meet.”[[14]](#footnote-14)

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

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

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

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

Kristine

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

Dear Kristine,

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

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

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

*In addition, one of my goals that I have been thinking we could reach by maybe Summer [2022] is to have baked goods, Swedish Limpa bread, or rye bread, cookies, rolls, or desserts that people could buy regularly.  You have the oven capacity - were the ovens working.  That’s part of the reason I have been very concerned about the problems with not getting the kitchen equipment repaired and the other kitchen functional, a lot more could be on the table so to speak.*

*Well and you won’t be surprised either to know, yes, I’ve been working my way through to doing the Princesstarta, I even bought a special cake pan in February as part of that project, surprising myself and you with a Princesstarta - the challenge to meet the bar for the cakes and food that Ann-Margret had set.[[15]](#endnote-3)*

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

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

*These some additional questions I would like to have considered:*

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

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

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

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

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

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

*Final Paragraph*

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

Best Regards,

Elizabeth

Elizabeth Campbell, MPA

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

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

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

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

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

*Incidentally, everyone who hears this idea says, “What a great idea!”*

*Thanks, Kristine*

“On or about March 23, 2022 I met with Kristine and Anis and we discussed the general outlines of what my relationship would be with the Club, to the catering entity being discussed.  Kristine noted that in the past they had discussed creating a separate entity to be the catering company, an LLC, but she thought that maybe it would be best to keep it as just a department of the Swedish Club, which is where the conversation stayed, that it would be an offshoot of the general foodservice department, just not run by a future foodservice manager, it was to be under my management; and it would start with desserts only, ‘Desserts by Elizabeth’.     
   
“At one point during the meeting Anis thought that I was going to Lease the upstairs kitchen, he thought that was a good idea, but Kristine corrected him and said that it was all going to be in-house, I would be a Swedish Club employee. His contribution to the discussion was that he was happy to work with me to accomplish getting this venture going – particularly to move forward with finishing up the refurbishment and organizing of the upstairs kitchen.

[One other item I interjected in the meeting was the suggestion that we start costing out our recipes, I introduced that as part of the catering company project, that I would like the Swedish Club to purchase a commercial food costing program called [Nutracoster](https://www.sweetware.com/). I had previously used it in my bakery business. I brought with me some cost reports for Swedish Club food items that I had costed out using an older version of the Nutracoster program that I had on my personal computer. Anis seemed particularly interested in what I was showing him and Kristine. He made a point of writing down the details of the program’s name and what it could do. The next time I saw Anis that week I brought him some printed out pages from the Nutracoster program so he could see how it could be used to cost food items.]

“Kristine, Anis, and I all ended on the same page, that this would be the direction we would go – with the only caveat being that she was going to check with the Club’s attorney, Vi Reno, about why forming the LLC was necessary – but that was still not going to be an obstacle to moving forward, it would just be part of the process for getting started with a Swedish Club catering venture, and towards providing me with a distinct position that had both a public presence at the Club and more responsibility that in turn would result in accomplishing something that had previously gone nowhere when others had worked on it, getting the Swedish Club into the catering business.”[[16]](#footnote-15)

**From: Kristine Leander <**[**kristine@swedishclubnw.org**](mailto:kristine@swedishclubnw.org)**>  
Sent: Saturday, March 26, 2022 1:55 PM  
To: Elizabeth Campbell <**[**neighborhoodwarrior@gmail.com**](mailto:neighborhoodwarrior@gmail.com)**>; Seattle-Bergen Sister City Association <**[**seattlebergensistercities@gmail.com**](mailto:seattlebergensistercities@gmail.com)**>; Judith Dern <**[**jhsdern@gmail.com**](mailto:jhsdern@gmail.com)**>  
Subject: RE: Food Committee, Monday, March 28?**

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

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

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

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

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

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

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

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

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

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

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

*Thanks,*

*Kristine*

Emphasis added.

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

**Date: Sat, Mar 26, 2022 at 3:31 PM**

**Subject: Is this OK?**

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

*What’s Cooking at the Swedish Club?*

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

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

**Date: Sat, Mar 26, 2022 at 4:42 PM**

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

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

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

**Date: Sat, Mar 26, 2022 at 5:37 PM**

**Subject: Re: Is this OK?**

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

*You are good at this, the test out story, how about “sharing good fortune” storyline, we’d like to contribute to your meal, or special offer, Easter is the season for sharing.*

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

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

*This is your lane. You’re great at the spin on things. Think - Thank you Mrs. “Spring Spice Cake” Lady.*

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

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

**Subject: RE: Is this OK?**

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

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

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

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

**Subject: Re: Is this OK?**

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

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

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

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

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

*Kristine Leander*

The next time the catering/Desserts by Elizabeth project was discussed was in May after Jocelynn Lillis was hired as the Food Service Manager. On May 12th I wrote Kristine and asked her about a number of things that she had previously planned for me to do in the foodservice department. I asked her where those things stood in light of her hiring Jocelynn, including whether Kristine had any intention or interest in proceeding with the Desserts by Elizabeth/catering project. She did not:

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

*Good Morning Kristine*

*1.  Your Wednesday Night and Friday Day Meals - is there a dessert option for either of those!*

*2.  The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that?*

*3.  The Meat and Cheese Boards and the Sandwiches in general - Cold Case Bar - where are you at with that also.*

*4.  Baked products in general - Desserts - And the Desserts by Elizabeth - Any thoughts regarding those?*

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

Hi, see my responses below.

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

2.  The Car Show - We talked about that - you wanted the sandwiches - and I asked about the lunch franchise for that - we talked about hot dogs also - what is your plan for that? SINCE YOU AND I TALKED ABOUT IT WITH NO FIRM COMMITMENT AND SINCE IT’S AFTER JOCELYNN STARTS “FULL THROTTLE” I’VE ASKED HER TO PREPARE THAT MEAL.

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

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

**January 29, 2023**

Indeed Food and Beverage Services Manager ad excerpt:

Duties include:

* Market catering opportunities, think creatively, quote, book and plan events

1. Leander, Kristine. “Now Hiring.” *Swedish Club News*. Vol. 60, Issue 11 : November 2021 [↑](#footnote-ref-2)
2. Campbell, Elizabeth. “JAN Inquiry Re ADA Employment Practices 03-29-22”. March 29, 2022. [↑](#footnote-ref-3)
3. Campbell, Elizabeth.  Facebook post to Lars Matthiesen.  Facebook.  September 16, 2021.  [↑](#footnote-ref-4)
4. Note: Kristine engaged with the matter of Malin abruptly quitting like she did on December 14th as she did on an almost constant basis, Kristine spinning unfortunate, bad, or marginal situations so that they did not reflect badly on her, or framing things so that a situation served her purposes; in this instance she was telling members, employees, and the Board multiple versions on a theme, that Malin had left because she was tired, that she wanted to consider life/career options, or that she had “retired,” “Malin’s retirement–As you know, Malin ‘retired’ precipitously, giving us three days’ notice.” This instead of the reality – that the acrimony between Malin and Kristine was so high that Malin left in spite, leaving Kristine in the lurch.

   Source: Leander, Kristine. “Executive Director’s Report

   SC Board Meeting Jan. 5, 2022.” Swedish Club. January 5, 2022. [↑](#footnote-ref-5)
5. Campbell, Elizabeth.  Message to Lars Matthiesen.  Facebook Messages.  DEC 16, 2021, 8:45 PM. [↑](#footnote-ref-6)
6. Leander, Kristine. “Food Committee today at 4.” Gmail. Feb 23, 2022 at 1:45 PM. [↑](#footnote-ref-7)
7. Leander, Kristine. “Food Committee, Monday, March 28?” Gmail. Sat, Mar 26, 2022, 1:55 PM [↑](#footnote-ref-8)
8. Note: Without any further study or input into her idea Kristine reversed courses on setting up the upstairs kitchen for the Swedish Club’s use, and launched a different project, remodeling it for a tenant/catering company, “We will need to finish the renovation Malin started in the upstairs kitchen.” Source: Leander, Kristine. “Food Committee, Monday, March 28?” Gmail. Sat, Mar 26, 2022, 1:55 PM. [↑](#footnote-ref-9)
9. See also: *SC History Upstairs Kitchen Plans* [↑](#footnote-ref-10)
10. Leander, Kristine. “Executive Director’s Report SC Board Meeting April 6, 2022.” Swedish Club. April 6, 2022. [↑](#footnote-ref-11)
11. Likewise, the Board never noticed that Kristine had dropped her plans for renting out the upstairs kitchen, but more importantly had dropped the matter of even cleaning up and finishing the remodel work to get the kitchen so it could be used in the first place. It had been a project of record for over a year starting in 2020, Malin had shepherded it during her tenure until September of 2021. Then when Anis Rahman took over, all during 2022 he never engaged with the upstairs kitchen project. He fobbed off even critical repairs, such as the leaking gas; all of one time he actually had the kitchen mostly picked up; but by November 2022, during the Gala dinner, that dinner was literally served out of the dirty, cold, disorganized kitchen – neither Kristine nor Anis gave a hoot about that.   
      
    On February 13, 2023 at my meeting with the Board president and vice president, Shama Albright and Molly Smith I shared all of these details about how the upstairs kitchen project had not been taken care of by Kristine and Anis, and that the problems about it, their lack of carrying out the project, had been right in front of all of the board members’ faces – and they had done nothing about if for over a year:

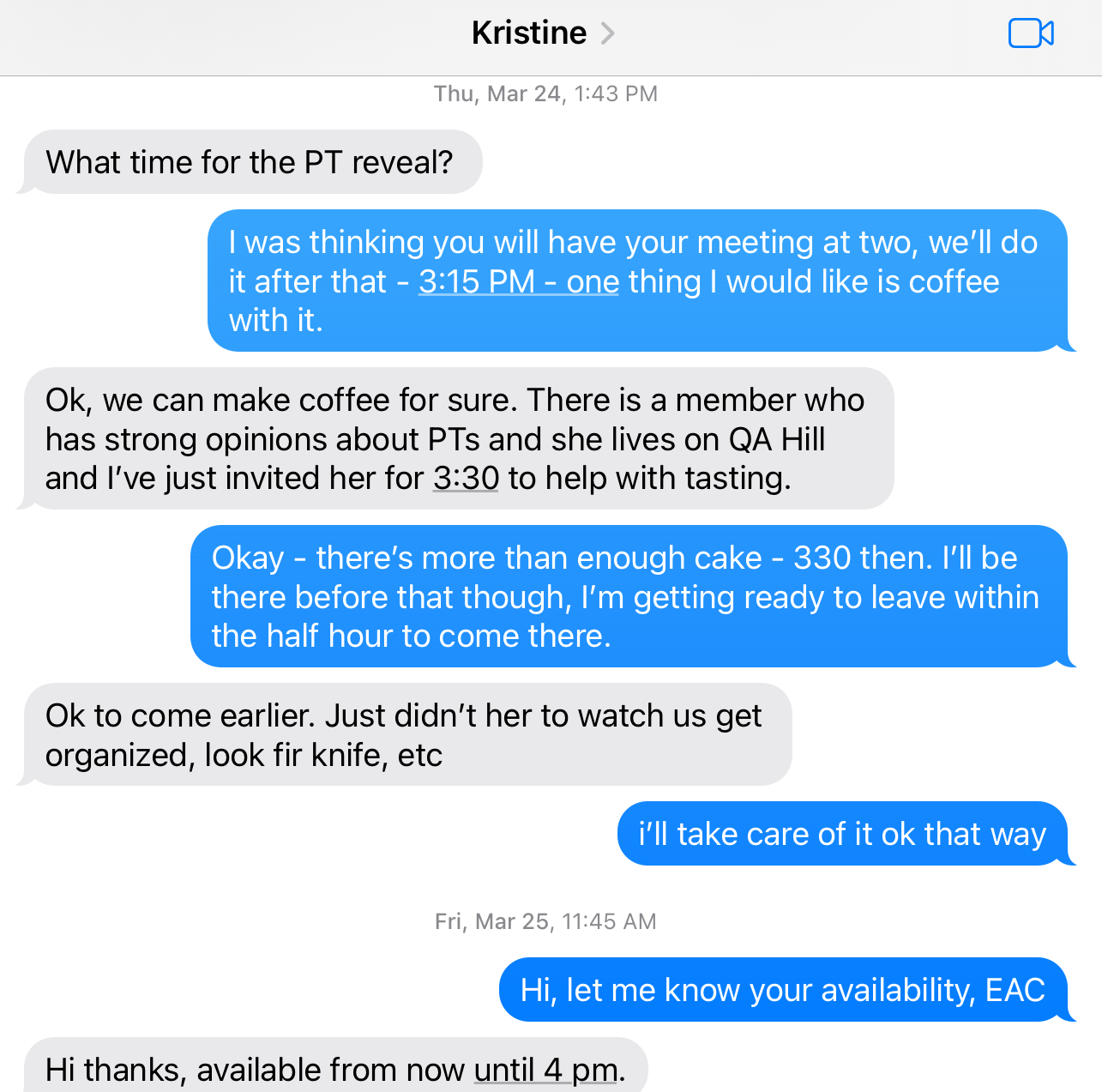
    “This is another piece of board business that the board never checked and followed this stuff. That upstairs kitchen that's been a project since January of 2021. That old kitchen was supposed to be remodeled, done, whatever it had to do. In 2021. By 2020. Two, it's been tabled, Kristine told me. You 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.

    “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.”

    Shama and Molly responded that they were confused by all the information I was sharing with them.

    Source: Campbell, Elizabeth. “02-13-23 Exhibit A Transcript EAC SA MO Meeting Paragraphs.” [↑](#endnote-ref-2)
12. Campbell, Elizabeth. “Exploring Things Further.” Gmail. Thu, May 12, 2022 at 11:16 AM [↑](#footnote-ref-12)
13. Campbell, Elizabeth. “Check Request for Advance Today.” Gmail. Wed, May 18, 2022 at 1:39 PM [↑](#footnote-ref-13)
14. Campbell, Elizabeth. “JAN Inquiry re ADA Employment Practices 03-29-22”. March 29, 2022.

    https://drive.google.com/file/d/1BmUDPpXHWr\_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk [↑](#footnote-ref-14)
15. Three days after sharing with Kristine that I was on the precipice of making my first Prinsesstarta Cake, on March 25, 2021 I made the cake. Two things happened after that, one, Kristine was the first person I told. She promptly convened for that afternoon a small gathering of ladies who were at the Club that day and invited another lady who lived nearby, to sample my cake and pass judgment on it – “Swedish” or “Not-Swedish (Enough)”.

    [↑](#endnote-ref-3)
16. Campbell, Elizabeth. “JAN Inquiry re ADA Employment Practices 03-29-22”. March 29, 2022.

    https://drive.google.com/file/d/1BmUDPpXHWr\_LJ3AHFoIJFoOjDCCqCgib/view?usp=drivesdk [↑](#footnote-ref-15)