



**The Starfish Foundation Annual Meeting
Saturday, January 20, 2024 at 10:00 a.m. CST
Minutes**

Hybrid Meeting

In Person:

Center for Creative Learning, 10919 W. Bluemound Road, #50, Wauwatosa, WI 53226

or

Virtual attendance options:

<https://us02web.zoom.us/j/4143745433?pwd=enZDbkpvR1owZHBzUSswcUJGK1h6QT09>

Meeting ID: 414 374 5433; Passcode: 10919

Audio only +13126266799; Meeting ID: 414 374 5433

For reference, materials for this meeting are posted under the “Annual Meeting” section on the Starfish Foundation website, www.starfishfound.org (e.g., agenda, nominee biographies, reports, etc.).

- A. Attendance/Establish a Quorum (Michelle R. Hawley, President)**
 - a. Meeting started at 10:03 a.m. CST
 - b. Members: Michelle Hawley, Robert Frost, Mark Spindler, Ramesh Upadhyaya, Dawn (Sky) Strobel, Mary Harvey, Dianne Young, Rosie Wolbrink, Laura Nitschke, Ellen Kozel, Donald Harvey, Becky Yunk, Nancy Guerrero, Lisa Johnson
 - c. Guests: Patricia Clason, Jay Valasquez
- B. Welcome Members (Michelle R. Hawley, President)**
- C. Mission Statement (read by Robert Frost, Vice President)**

- a. Mission: Assist emotional trauma survivors to release their grief, rage and shame; and allow joy, productivity and prosperity back into their and their families lives.
 - b. Primary Goal: Provide funds for those unable to pay for participation in Taking It Lightly, Renewal, and programs for veterans designed to promote emotional healing.
- D. Business Meeting (Michelle R. Hawley)** - to provide an opportunity for those members who are unable to stay for the entire meeting, Michelle moved voting up in the agenda to ensure all members could participate.
- a. Election of new Board Members
 - i. Lifetime Honorary Starfish Foundation Membership for Rosie Wolbrink - Rosie was acknowledged for her lifetime of service to the foundation and to healing hearts. She has staffed over 100 weekends, previously served as a member of the Starfish Foundation Board of Directors, a supervisor for MANY Taking It Lightly Retreats, and is one of the best guides/angels to participants going through Taking It Lightly and Healing Warrior Hearts retreats.
 - 1. Motion by Laura Nitchke to gift a lifetime Starfish Foundation Membership to Rosie Wolbrink; Seconded by Rob Frost - approved unanimously by membership
 - ii. Five candidates and five open positions (vote for 5) - please see associated candidates' biographies
 - 1. Robert Frost (renewal – 2d two-year term)
 - 2. Mark Spindler (renewal – 2d two-year term)
 - 3. Mary Harvey (renewal – 2d two-year term)

With the decision to grow the Starfish Board and individuals found interested in supporting that goal, Nancy Guerrero and Lisa Johnson agreed to accept one-year terms, if selected to serve by the membership. The staggered start date will help ensure all board member expirations/renewals do not occur in the same year.

 - 4. Nancy Guerrero (one-year term)
 - 5. Lisa Johnson (one-year term)
 - iii. Time for Membership to Vote either by paper ballot (in person) or via Zoom. Secret ballot via Zoom was accomplished with members “replying only to Patricia Clason” using the chat function. **SLATE PASSED and record of vote given to Treasurer for organizational records.**

Annual reports can be read and downloaded on the annual meeting page of our website - <https://www.starfishfound.org/annual-meeting>

- E. **Annual President's Report (Michelle R. Hawley)**
 - a. Michelle Hawley acknowledged Dawn (Sky) Strobel for her position on the Board over the last six years and noted the intention of both Michelle and Sky to remain involved in this important work.
 - b. Read the full report of all the events, retreats, support that we received in 2023. <https://www.starfishfound.org/annual-meeting>

- F. **Annual Financial Report (Mark Spindler, Treasurer)** - full details can be read on annual meeting page
<https://www.starfishfound.org/annual-meeting>

- G. **Annual Fundraising Report (Patricia Clason, Chair Fundraising Committee)** - full details can be read on annual meeting page
<https://www.starfishfound.org/annual-meeting>

- H. **2024 Planning – (Michelle R. Hawley)** - Michelle highlighted some important dates/events already scheduled for 2024. Make a plan to participate how you can - and mark your calendars. For board members who are out of state, consider how you can help make calls, fundraise, and/or spread the word about these events. Every little bit helps.
 - a. Upcoming events
 - i. Dare to be Aware Fair – Saturday, March 30, 2024
 - ii. 2024 Center Picnic – Saturday, June 29, 2024
 - iii. Milwaukee Milkmen Game – Saturday, July 13, 2024
 - iv. Operation Grateful Giving - (Monday, December 23 - bag stuffing; Tuesday, December 24 - gift bag deliveries)

- I. **Get Involved – (Michelle R. Hawley)** - Michelle encouraged everyone to get involved. It is not necessary to participate in EVERY SINGLE event. Find events/projects that interest you and participate. There are plenty of events/tasks to go around. Here are some examples (of course, not an exhaustive list):
 - a. Register to Staff a Weekend (dates set – sign up online)
 - i. Healing Warrior Hearts
 - ii. Taking It Lightly
 - b. Monthly FUNdraising Meetings (currently 1st Thursday of each month) @ 6:30 p.m. CST - subject to change after 1st meeting of the 2024 Board of Directors
 - c. Monthly Healing Warrior Hearts Meetings (4th Tuesday of each month) @ 6:30 p.m. CST - subject to change after 1st meeting of the 2024 Board of Directors
 - d. Staff Event Tables (not exhaustive list)
 - i. Locust Street Days
 - ii. Summer Festivals (Mexican Fiesta, Irish Fest, etc.)

- iii. Milwaukee County Zoo
- iv. Neighborhood Nights Out

J. Close of Annual Meeting

- a. Meeting closed at 11:15 a.m. CST
- b. **Starfish Foundation Board Meeting and Brainstorming** - following the annual meeting. All members are welcome to attend. Same zoom link 12n.

**SHORT BREAK FOR THOSE LEAVING THE MEETING/SHARE HUGS/LUNCH
PRIOR TO STARFISH FOUNDATION BOARD MEETING**

STARFISH FOUNDATION BOARD MEETING

Board meeting started at 12:00 p.m. CST

In Attendance:

Board Members: Rob Frost, Mary Harvey, Becky Yunk, Laura Nitschke, Mary Harvey, Mark Spindler, Lisa Johnson, Nancy Guerrero

Other: Patricia Clason, Dianne Young, Michelle Hawley (Past President), Dawn Strobel

Absent: Ram Upadhyaya

A. Nomination and Election of 2024 Officers:

- a. President - Mary Harvey nominated Rob Frost; Laura Nitchke seconded - vote unanimous (Rob abstained)
- b. Vice President - Rob Frost nominated Ramesh Upadhyaya; Becky Yunk seconded - vote unanimous (Ram absent - and aware of the nomination)
- c. Treasurer - Rob Frost nominated Mark Spindler; Becky Yunk seconded - vote unanimous (Mark abstained)
- d. Secretary - Rob Frost nominated Lisa Johnson; Mark Spindler seconded - vote unanimous (Lisa abstained)

B. Establish Date/Time for Monthly Board Calls (currently the board meets the 2nd Wednesday of each month at 6:00 p.m. CST) - time will remain the same for 2024 with some variation for the next three months

- a. February Board Meeting will take place in conjunction with Board Orientation on **Saturday, February 10, 2024 starting at 10:00 a.m.**
 - i. Plan for approximately 4 hours
 - ii. Michelle will do her best to participate (daughter's birthday) - commits to helping Rob with meeting preparation
- b. March Board Meeting will be held on Wednesday, March 13, 2024 and **START at 7:00 p.m. CST**
- c. April Board Meeting will be held on Wednesday, April 10, 2024 and **START at 7:00 p.m. CST**
- d. Patricia suggested (and everyone agreed) that Starfish Board should have their own Business Zoom Account. Rob to establish the account and pay

out of pocket, submitting the invoice to Mark for reimbursement. After establishing the account, Rob will send out meeting invites for future board meetings.

C. Establish Date/Time for Full Board Orientation Meeting (for new board members – all members welcome to attend)

- a. February 10, 2024 starting at 10:00 a.m. (see note above about combination meeting with February Board meeting)

D. Review 2024 Events Schedule & Fundraising Planning

- a. Patricia led the conversation about 2024 Calendar of Events
 - i. Document is on drive “HWH Event Schedule 2024” and at the end of this document.
 - ii. Review the schedule and mark your calendar for events you intend to support
 - iii. https://docs.google.com/document/d/1jEd5Cl_1jqZXtd-prutv8cuiUkX9urFB/edit?usp=drive_web&oid=110594522542995701555&rtpof=true
- b. Patricia will reach out to Holly at Wehr Nature Center to schedule Operation Recon 2024 - a special nature hike for HWH
- c. Patricia will reach out to Reed’s Marine about Day on the Lake and Fill the Boat to attempt to finalize dates
- d. Identify individual to lead Fundraising Committee
 - i. Rob Frost and Mary Harvey will co-chair the FUNdraising Committee
 - ii. Meetings will take place on the 1st Thursday of the month, starting in March at 6:00 p.m. CST
 - iii. Rob, Mary, Patricia, and Dianne to meet on Wednesday, January 31 at 6:00 p.m. CST to discuss expectations, current projects, etc. as Patricia and Dianne are unavailable to meet on Feb 1 - PC to schedule meeting

E. Follow-up Calls to grads - Nancy has agreed to do the follow-up calls after retreats, welcoming grads to the community, asking for GreatNonProfits.org testimonials, encouraging them to be a part of the community (staffing and other events). Mary will teach Nancy the procedures.

F. Working Genius assessment Rob made a motion that the Foundation will pay for the three new board members to do the Working Genius Assessment. Laura seconded. Unanimous agreement. Patricia will set up assessment links for Nancy, Lisa and Becky

G. Rock-a-Flock - The URL is up for renewal. Mark Spindler offered to cover the cost. Patricia will advise Badger/Ellen to renew

H. Overview of Board Member Agreements/Expectations

- a. Board Member Agreement 2024
<https://docs.google.com/document/d/1vSI7FHfnG3TW1VUocxPMiAZLUg2FY6KNxvjKwD57bHQ/edit>

- b. Board Member Expectations 2024
https://docs.google.com/document/d/1axyweelfqLdn3TI_Ms3j_7IYNQqbsqrP/edit
- c. Review of Starfish Board Volunteer Hours Spreadsheet
<https://docs.google.com/spreadsheets/d/1yub5VaFshnlPt7tACPadetceajv0zwwTBI0r0ZbO6o/edit#gid=1051724932>

Check-outs

Meeting ended at 2:06 p.m. CST

**HEALING WARRIOR HEARTS – retreat schedule –
registration.healingwarriorhearts.org**

MKE 2024	TX 2024
January 26 - 28 HWH all vets	
February 2 - 4 <i>Taking It Lightly</i> Houston	February 16-18 – HWH Couples
March 15 - 17 HWH MST	
May 31 - June 2 <i>Taking It Lightly</i>	May 17-19 – Houston HWH
June 21 - 23 HWH all vets	
July 26-28 HWH Couples	August 9 – 11 – Houston, HWH
September 6 – 8 <i>Taking It Lightly</i>	
September 27 - 29 HWH MST	
November 22 - 24 <i>Walking in the Light</i>	
December 13-15 HWH LGBTQ+	

Toastmasters Group – 1st and 3rd Wednesday evenings @ Center for Creative Learning, 10919 W Bluemound Rd #50, Wauwatosa, WI 53226, 7:00 – 8:00 pm

HEALING WARRIOR HEARTS SPONSORED EVENT

Earth Day Operation Recon (Wehr Nature Center) – April TBD – open to all veterans (not a family event)

Day on the Lake (Lake Delevan) – June TBD – a relaxing day, pontoon boat rides, not a resource-tabled event, just a summer day together

Chicken Dinners – Monogram Club – 25 chicken dinners – second Saturday Sept 14

Fill the Boat – 2nd Saturday December yearly – Whiskey Ranch Delevan – fill the Lake Geneva Police Boat with items for Healing Warrior Hearts retreats, R&R house and other veteran organizations

Operation Grateful Giving – week before Christmas, fill gift bags for VA patients, Vets Place Central, Boudicca House and R&R House – bag delivery is 12/24 each year (9am-11am)

OTHER PROGRAMS

RACE Suicide Prevention Training – offered bi-monthly, virtually – visit www.racesuicideprevention.us for dates and registration

Reboot Recovery – 12 week recovery support group, using the Reboot Recovery model. Offered several times a year. Visit www.healingwarriorhearts.org/events for more information

Event Schedule 2024

- February 3 – Frost Fest
- April TBD Wehr Vet Family Hike – offered by them multiple times all year – not a resource event – negotiable date
- June TBD – MKE Urban Stables event
- June TBD – Dog Days of Summer – War Memorial
- June TBD – Music in the Garden – WMC
- June TBD - Motorcycle Ride and Event - MiddleEast Memorial Wall, Marseilles Illinois
- June 29 – Center Picnic
- July – day at the Zoo – exact date not known – check with CVSO office Milwaukee County – Sunday closest to July 4 (7/7/2024?)
- July TBD – Music in the Garden – WMC
- July 13 - Milkmen Game – HWH charity of the game – date negotiated each year -Milkmen have multiple “charity of the Game” veteran organizations every season

- July TBD Harley Fest!!!! – usually mid-July, not a resource event, just planning info
- July – third weekend – Air Show Blue Angels
- July 21 – Day on the Lake with Reed’s Marine – open to public, Lake Delevan (moved to Aug 5)
- July TBD – National Nights Out (Wauwatosa,/zoo Oak Creek, Milwaukee)
- July – National Night Out West Allis (last Monday of July annually)
- August TBD – Music in the Garden WMC
- August – State Fair Veterans Day (First Sunday in 2023)
- August TBD – EIG event (Ellenbecker Investment Group annual veteran recognition event) – request made to not schedule on Thursday before IrishFest and Mexican Fiesta
- August – Irish Fest – third weekend
- August – Mexican Fest – last weekend
- September – Chicken Dinners, Monogram Club – (third Saturday in Sept)
- September – Project 22 (MAVRC-UWM) at Harley Museum (third Sunday in Sept)
- October – MKE Urban Stables event – date TBD
- October TBD – Vets Chamber Expo
- October – Out of the Darkness Walk (3rd Sunday in Oct)
- **October - November Balls and Galas**
 - CVI
 - Shorewest - Greater Milwaukee Assn of Realtors/Military Relocation Professionals
 - MAVRC
 - Healthcare for Heroes

- November – LaCrosse Veterans Bonanza (first Saturday in November)
- November TBD – Veterans Day Parade
- December – MC3 Jingle Mingle – resource event (first Wed in December)
 - <https://www.mc3milwaukee.org/>
- December – Fill the Boat – Fundraising event HWH (second weekend in December)
- December – Operation Grateful Giving – 12/23 – 12/24