



The Starfish Foundation Annual Meeting Saturday, January 10, 2026 10:00 a.m. AGENDA

Meeting called to order at ____.

In attendance:

- A. Welcome Members – Robert Frost (President)
- B. Mission Statement – Robert Frost (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 family's lives.
 - b. Primary Goal: To offer transformative Healing Warrior Hearts retreats for veterans, facilitating emotional healing. We provide these retreats and other veterans' programs, at no cost to the veterans, by securing funding through donations, grants, and other resources.

We also offer scholarships for the Taking It Lightly and Renewal programs for trauma survivors, ensuring accessibility for all individuals seeking emotional healing and trauma recovery.

- C. Annual President's Report – Robert Frost (President)
- D. Annual Financial Report – Mark Spindler (Treasurer)
- E. Annual Fundraising Report – Robert Frost (President)
- F. Business Meeting – Robert Frost (President)
 - a. Election of new Board Members
 - i. Six candidates and eight open positions (vote for slate)
 - 1. Rob Frost (renewal – 3rd - two-year term)
 - 2. Mark Spindler (renewal – 3rd - two-year term)
 - 3. Mary Muse (renewal - 2nd - two-year term)
 - 4. Rachelle Manieri (new - two-year term)
 - 5. Richard Kent (new - two-year term)
 - 6. Catharine Han (new - two-year term)
 - ii. Two-year term (2026-2027)

- iii. Time to vote
 - 1. In-person voting - via slate
 - 2. Unanimous approval
- b. 2026 Planning – Robert Frost (President)
 - i. Upcoming events - HWH Event full schedule
 - 1. Dare to be Aware Fair – Saturday, June 13, 2026
 - 2. Milwaukee Milkmen Game – August 15, 2026
 - 3. Salute & Swing Golf Invitational - TBD
 - 4. Fill the Boat - Whiskey Ranch Delavan, December 2026
 - 5. Operation Grateful Giving - Christmas time, 2026
 - c. Get Involved – Robert Frost (President) - shared information on events, opportunities to support outreach, staffing retreats, staying connected
 - i. Register to Staff a Weekend (dates set – sign up online)
 - 1. Healing Warrior Hearts
<https://www.healingwarriorhearts.org/hwh-retreats-registration-page>
 - 2. Taking It Lightly
<https://centerforcreativelearning.com/registration.php>
 - ii. Monthly FUNdraising Meetings (1st Thursday of each month) @ 6:00 p.m. CST
 - iii. Monthly Healing Warrior Hearts Meetings (1st Tuesday of each month) @ 6:00 p.m. CST
 - iv. Staff Event Tables (not exhaustive list)
 - 1. Locust Street Days - Second Sunday of June 2026
 - 2. Summer Festivals (Mexican Fiesta, Irish Fest, etc.)
 - 3. Milwaukee County Zoo - July 5 Military and Veterans Event
 - 4. Neighborhood Nights Out - August evenings

See www.healingwarriorhearts.org for the complete event list for 2026

Retreat Dates:

HWH - Milwaukee	Center for Creative Learning	HWH - Houston
Jan. 23-25 HWH all vets	March 13-15 Taking It Lightly	Feb. 22-22 HWH Couples
March 27-29 HWH MST	Sept. 11-13 Taking It Lightly	June 26-28 HWH
May 29-31 HWH all vets		Oct. 9–11 HWH
July 24-26 HWH Couples		
Sept. 25-27 HWH MST		
Oct. 23-25 HWH LGBTQ+		

Close of Annual Meeting

The Starfish Foundation Annual Board Meeting
Saturday, January 10, 2026 12:30 p.m.
AGENDA

Board meeting started at _____ p.m. CST

Attendance:

A. Nomination and Election of 2026 Officers:

- a. President - _____ nominated _____; _____ seconded
- vote unanimous (_____ abstained)
- b. Vice President - _____ nominated _____; _____ seconded
- vote unanimous (_____ abstained)
- c. Treasurer - _____ nominated _____; _____ seconded
- vote unanimous (_____ abstained)
- d. Secretary - _____ nominated _____; _____ seconded
- vote unanimous (_____ abstained)

B. Established Date/Time for Monthly Board Calls (currently the board meets the 2nd Wednesday of each month at 6:00 p.m. CST)

- a. 2025 Meetings are 2nd Wednesday at 5:30 p.m. CST
 - i. Do we want to do in person meetings for the local members?

C. Board Orientation Meeting was held 12/29 A meeting was held on December 29th for all nominees.

- a. Link to the recording is available for board members if needed.
- b. All Members - Please complete the following documents and return to the president.
 - i. Board Job Descriptions
 - ii. Board Member Agreement

D. Mission Engine AI - Proposal Implementation Timeline

- a. Signed agreement to be made this month
- b. Board Retreat - Tentative date scheduled for the weekend of 3/21/2026.

E. Future Board Members: Make this a year long focus!

- a. Continually run the add on Jobsthathelp.com
- b. Continually evaluate retreat attendees & staff for the possible interest in joining the board.

F. Review 2026 Events Schedule & Fundraising Planning

- a. Patricia - conversation about 2026 Calendar of Events
 - i. Review the schedule and mark your calendar for events you intend to support

G. Follow-up Calls to grads - Tanya 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).

- a. Champion:
- b. Suggest setting up a campaign in NFG to send the follow-up emails to retreat attendees, after the phone connection with them after the retreat.
- c. 60 Day Call Log spreadsheet in Drive

H. Working Genius assessment: Would our new board members be willing to complete this assessment?

I. Patricia's Transition Year:

- a. Google Ad Grant Accelerator
- b. Facebook Ads
- c. Public Relations Committee
- d. Veterans Program Committee
- e. Website Maintenance

J. FUNdraising Committee - 2026 General Planning

- a. Focus is to receive corporate donations, major donors
- b. Goal for 2026 = \$75,000
 - i. Fundraising Chair:
 - ii. Fundraising Co-Chair:
 - iii. Fundraising Liaison:
- c. Raised in 2025 = \$71,562

K. Annual Task Timeline - Needs to be reviewed and updated before the next Board Meeting.

L. Volunteer Hours Spreadsheet

Check-outs

The meeting adjourned at _____.

Respectfully submitted,
Robert Frost, President