



10-20-25 Board Meeting Minutes

Attendees: President Debora Ocloo, 1st Vice Nicole Swanson, 2nd Vice Brianna Kisch Springer, Treasurer Amanda St. George, Secretary Christina Mignone, Historian Audra Rawlings, Communications Director Abby Mumme

Members Present: Tabatha Wood, Malary House, Rigo Aguirre

Meeting in order at 1640 Hours

Guest Speaker 1641 hours : Potential speaker for conference Crystal Kanada CEO Capital Edge Financial-(Cost flight and hotel, no cost for her to present) Needs

1.5 Hours

- Speaking for 6 years and been wanting to connect with NAWLEE
- Financial Services 25 years
- First Response Financial Planning
- Family in LE, Husband and Father Inlaw
- Lives in Northern California
- They work with over 12,000 agencies across the company
- 1.5 hour presentation
- Lexipol Speaker
- PoliceOne financial articles are from Capital Edge Financials
 - First 45 minutes main financial need-Beginning to middle of the career
 - Last 45 minutes is pre-retirement-Last part of career
 - Ability to discuss financial stress
 - Having a financial plan
 - Wellness with financial planning and alleviating stress from your family and having the need to work so much overtime
 - Where are you saving your money
 - Discussion of target amounts

- Deferred comp is taxable
 - Understanding pensions and deferred comp
- Empowering women as they deal with finances in their homes
- President Ocloo advised that it has been a few years since we had a presentation on financials
- Social Security, education, all areas of financial plans covered in hours
- If department based wants them to come out they can and/or they can also do the individual stuff and put together one holistic plan

Meeting minutes approved from 9/25/2025 by 1st Brianna, 2nd Abby at 1704 hours.

President Debora Ocloo: Present

- Raffles-If we know anyone that wants to donate for raffles
- We post on social media to advise about raffles
- Sharing old conference banquet time frame, based on member feedback we moved it to dinner time and conversation come back up to do a different time, Monday lunch or dinner, or last day to give people option to stay if they want to
- In the past we did predinner apps and people were still able to go eat dinner, this last year we did dinner
- History-Preconference or Monday
 - **Discussion open to members:**
 - Timing felt weird 2 years ago and thinks that for the people, awards and acknowledgments
 - Question? Has it been offered in the morning? Board member advised we have not
 - Lunch is a good option, or dinner with longer break in between so people are more engaged with it
 - Chapter NLPOA President and MAWP Member-Banquets for the NLPOA is always at the end: Everyone is staying for the last day on purpose
 - NLPOA they keep it business professional and they don't do class A's
 - Lunches they have a guest speaker
 - Last day shorten up and do banquet in the evening
 - Awards assembly with food or a cocktail hour before hand
 - Clear badge holders or lanyard that identifies you as a board member
 - Possibly doing Sunday night board meeting and Monday night banquet

- 1 Day Conference day with main speakers on Tuesday
- Member thought it would be good to add more activities, painting

New business & 2026 Conference:

- Banquet:
 - Decision-Monday night at 6pm
 - Have Monday's conference end around 4pm and then have dinner start at 6:00pm
 - Last year 9am start time end at 5pm
 - Massages as an option in the morning instead of workouts, or move things to evening
 - For next conference not add workouts to schedule
 - Open up continued hospitality so people can mingle after banquet
 - Will need to request cash bar
 - Doing continued hospitality on Monday
 - Chamber of Commerce
- **Speaker: Crystal Kanada-Vote TBD**
 - As long as it's not a sales pitch vs making yourself better in this profession
 - Other departments bring in people to speak about financials
 - Smaller departments don't offer that, and maybe being a vendor and by doing a 15 min sales pitch
 - Looking at financial wellness stressors, some agencies don't provide that
- As a board we can ask for our speakers to tailor their message for our members
- **Speaker: Mark Mirabella-Vote TBD**
 - No fee-sponsorship
 - www.marcamirabella.com/about-us#
 - Tailoring message to law enforcement and worked with law enforcement in the past-New York
- **Look into Voya (St. Paul PD), member recommended**
- **Speaker: Jen Ellis-Moral Injury-Lives close to Willmar-Vote Yes**
 - Cost: \$700-\$1,000
 - Duration 1.5 hours-2 hours
 - Not a clinical view but geared towards police career field
 - Occurs alongside PTSD and biggest neglected need
 - Making healing possible
 - From Australia from Global Non Profit
 - Prior working with military and trying to work more with law enforcement
 - (Several Interested)
- Monday: 3-4 speakers-8 hours, Tuesday 2-3 speakers-8 hours, Wednesday 1-2 speakers- 4 hours

- **Speaker: O2X Sara Davidson-Mental Health, Sleep, Nutrition-Vote TBD**
 - \$1,000-\$6,000
 - Duration: 1 hour
 - Retired military-Wide range of topics and works with first responders, based in Texas
 - Nutrition supporting health, career longevity, and strong relationships on and off the job
 - Unity in yourself too, exploring health, hydration and supplements
 - Include flight and hotel
- **Speaker: Dave & Christy Dyke-from MN-Beneath the Badge-Vote TBD**
 - Spoken on several platforms
 - \$3,000-All Inclusive
 - Duration: TBD
- **Speaker: Scott Welle-Outperform the Norm-Vote Yes, Checking Cost**
 - \$4,000 + Hotel
 - Unleash sustainable energy, stamina, productivity, and increase mental functioning and push beyond existing performance barriers
 - Passion for wanting to make an impact
- **Speaker: Taylor Wenci-Sex-Trafficking and missing murdered indigenous people-Vote No**
 - \$2,000 for travels
 - In depth look at human trafficking and law enforcement networks and operating a crossed the rural and urban areas
- **Speaker: CTK Iowa DPS-Vote Yes**
 - Interview and Interrogation
 - \$2900 4hrs, \$3800 8hrs
 - Interview and interrogate research based cognitive interview models and backed by feds. Presentations + Case Study
- **Speaker: Lt. Julia Clasby-Longbeach California-Empowering leadership and support working parents-Vote Yes**
 - \$750 + flight and hotel
 - Duration: 2 Hours and Q&A
 - Many speaking ops with women's events IAWP conference speaker
 - Tailor speaking arrangement to the conference
 - Article for Police1
- **Speaker: Danielle-Kingdom Killers-Personal Growth and PTSD-Rosemount-Vote TBD**
 - \$2,000
 - Duration: 1 Hour
 - Husband retired from PTSD

- **Speaker: Jenni June-Sleep Expert-Vote No**
 - Speaker Fee Waived-Cover flight and hotel
 - Duration: TBD
 - How to retrain yourself and form new sleep routines
 - 4 Pillars of Sleep Hygiene

1st Vice Nicole Swanson: Present

- No Updates

2nd Vice Brianna Kisch: Present

- Sent out donation request to MN Wild
- Linda will donate blankets, patches etc.
- Wood plaque willing to donate
- Will get Target Donation form turned in
- Gluten Free options for menu, pasta options (Let chef know ahead of time)

Amanda St. George's Treasurer Report: Present

- Sitting over \$10,000 checking
- \$20,000 in savings
- Catering roughly based on 160 attendees
- Estimate to do banquet as lunch 15,000 for catering 14000 if we do lunch instead of dinner
- 166 last year
- Coming in a good place with those numbers relative to last years cost and 2 years ago
- Breakfast not included
- Coffee bar (TI 15 Gallons we were charged for)
- President advised as a 501C3 clause we are not exempt from service charges or taxes
- Estimates include service charges not the tax
- Receipts or any financial documentation, email digital going forward
- Donation forms to be used for donations
- In terms of document security issues, use a ledger, so it would prevent for documents from being edited
- President advised that there used to be individual accounts and merged to the current one
- Treasurer, it would be one of the back up treasurers like a Vice Presidents to assist

Secretary Christina Mignone: Present

- *New Merch Website Review*
- *Flyer Design*
- *Brochures and branding*
- *Newsletter-Add Brianna's training list*
- *MAWP Merch Brand Ambassador Campaign*
- *Special Olympics*

Historian Audra Rawlings: Present

- Assisting with merch site R & D
- Vision and Mission
 - 22 Responses on pole
 - Majority Mission top two at 36.4%
 - Vision Statement 1 at 59.1% and 40.9%

Communications Abby Mumme: Present

- None

Meeting Finished: Hours: 1920 hrs Brianna first motioned and Amanda second.