

Snowball Fight Kickoff ❄️ Team & Board Retreats

Icebreaker Purpose | Board and staff may enter the retreat with some apprehension about fundraising. This playful exercise breaks tension, energizes the room, and helps people connect on a personal level.

Facilitator Script

Step 1 – Set the Scene

“Good morning, everyone! We take our work seriously, but hopefully not ourselves. To warm up and get to know each other in a spirit of play, we’re going to begin the day with a Snowball Fight! Don’t be shy — your inner child is welcome here. You have permission to laugh — in fact, it’s required. And if you haven’t had a snowball fight in decades, today is your chance.”

Step 2 – Explain the Rules

- “In the middle of the table you’ll see a pile of snowballs; grab one!”
- “When I yell ‘*Snowball fight!*’, start throwing snowballs at each other. Be playful, be fierce!”
- “We’ll do this for about a minute and a half — so keep them moving!”

Step 3 – Kick It Off

Facilitator yells: “Snowball fight!” and throws 2-3 snowballs to start.

Group plays for ~90 seconds.

Step 4 – Stop & Grab

“Stop! Keep the snowball in your hand, or pick up the one nearest you. Open it up — Surprise! That’s your question to share with the group.”

Step 5 – Model Best Practice

“I’ll go first to show how it works.” *(Choose a question in advance.)*

Read aloud and give a short, authentic answer (20-30 seconds).

Step 6 – Group Sharing

“Now it’s your turn! Each person will read their question and share a short answer. Keep it from the heart — there are no wrong answers. Let’s celebrate each other’s answers with smiles, nods, or a quick round of applause. The goal is connection, not perfection.”

Choose a volunteer to start, then popcorn around the room (or go in order).

✨ End with:

“Beautiful. Now that we’ve warmed up with laughter and stories, we’re ready to dive into the rest of our day together.”

Snowball Fight Questions

(Print one per sheet of paper in large font, then crumple into snowballs.)

- If you were granted 3 wishes (non-material), what would they be?
- What 3 things would you take to a deserted island?
- You’re stuck in a cabin for 2 years — what 3 books would you take?
- As a child, what did you want to be when you grew up?
- What’s the most unusual job you’ve had?
- What’s something no one here would guess about you?
- What’s the kindest thing a stranger has ever done for you?
- What’s your favorite way to spend a Sunday morning?
- What’s your proudest moment?
- What’s your favorite piece of technology?
- Where were you born, and would you live there again?
- If you could change one thing in the world today, what would it be?
- Name one thing you really like about yourself.
- What’s the most challenging thing you’ve ever done?
- If you won the lottery, what’s the first thing you’d do?

- What's the most exciting thing you've done so far in 2025?
 - What advice would you give your 12-year-old self?
 - What brand could you not live without (besides Apple, ChatGPT, Starbucks!)?
 - If you could remain at one age forever, which and why?
 - If you could go anywhere in the world, where would you go?
 - If you could time travel, when and why?
 - Who has inspired you the most?
 - What was the best compliment you've received?
 - What was one of the biggest decisions you've ever made?
 - What is your biggest wish for the next 12 months (not work related)?
 - Which personal achievement are you most proud of?
 - What was your best purchase under \$100?
 - What valuable lesson has life taught you?
 - What was your most memorable day in the last 12 months?
 - Which moment in your life would you most like to relive?
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Final Note

Adapt the questions to fit your board or staff culture. Remember: the more laughter and stories you share, the stronger the connections you'll build.

Have a blast! ❄️