Mission
The GLO Center serves the LGBTQIA community in the Ozarks through support resources, education, and advocacy to create a more inclusive and welcoming community where all can thrive.

Values
Anti-Racism, Transparency, Accessibility, Service

Date & Time: February 7th, 2022 6pm-7:30pm
Present: Caleb Gentry, Arianna Beckham Lindsey Mingucci, Megan Block, Nick Clinton-Elliott, Amy Hoogstraet Safley
Apologies: Alex Neville-Verdugo, Bri Warner
Guest: Courtney Pinkham, Linda Leicht, Lexi Mason, Megan Baldridge

Location: Zoom
Meeting ID: https://us06web.zoom.us/j/81215962907
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1. Welcome and call to order
   a. Mission statement - The GLO Center serves the LGBTQIA community in the Ozarks through support, resources, education and advocacy to create a more inclusive and welcoming community where all can thrive.

2. Woos and Woes

3. Co-President Report
   a. Arianna, Megan Block and Caleb conducted board interviews with interested candidates
   b. Board orientation slideshow has been updated
   c. Met with Lost Signal to discuss creating a beer brew for GLO in June
   d. Made connections with Expedia and T-Mobile to discuss Pride sponsorships
   e. A performance review and review process will be done for ED
   f. Arianna noted a higher engagement on social media but not translating to attendance in events
Arianna discussed the transition of the annual meeting from March to September.

The GLO website is still in process, as we wait on our new vendor’s development.

Arianna is developing a conflict of interest policy and confidentiality policy that will be discussed at the next board development meeting.

4. Consent Agenda - Caleb motioned to approve the consent agenda, Lindsey seconded.
   Unanimous approval
   
   a. Approval of minutes & consent agenda
   b. Approval or revision of agenda
   c. Treasurer’s Report
   d. Other Executive Committee Reports
   e. Committee & Program Reports
      i. Special QTBIPOC Committee
      ii. Programming Committee
      iii. Building Committee
      iv. Board Development
      v. Fundraising/Finance Committee
      vi. Communication Committee
      vii. Pride Committee
      viii. Executive Director Weekly Report
      ix. Paid holiday policy
          1. Lindsey motioned to remove the paid holiday policy from the consent agenda and Caleb seconded. Unanimous approval
   
   x. PTO and Sick Time Policy

5. Discussion Topics
   
   a. New Hire - Youth Coordinator Introduction
   b. New board member nominees
      
      i. Lexi Mason
         1. Unanimous approval
      
      ii. Courtney Pinkham
         1. Unanimous approval
iii. Megan Baldridge
   1. Unanimous approval

iv. Linda Leicht
   1. Unanimous approval

6. Unfinished Business
   a. Paid holiday policy
      i. Lindsey motioned to amend the policy to change the “Two December
         Holidays” to “Two floating holidays renewable on hire date”, Caleb
         seconded. Unanimous approval
      ii. Caleb motioned to approve the paid holiday policy. Lindsey seconded.
           Unanimous approval
   b. Amendment to Fundraising Policy- Caleb
      i. Caleb discussed an amendment to specify the fundraising expectations for
         new board members. Lindsey motioned to approve the amendment, Linda
         seconded. Unanimous approval.
   c. Co-President Nomination
      i. Megan Block nominated herself for the position. Courtney motioned to
         approve the nomination, Lindsey seconded. Unanimous approval, with the
         exception of Megan Block abstaining.
   d. Queer Artist Showcase update
      i. Megan Block noted 12 art submissions were accepted. Approximately
         $800-$1,000 have been raised through sponsorships. The program is still
         in progress as sponsorships are being accepted through Feb 15. The charge
         for attending is $5 for non-members and $4 for members. The GLO
         Center will receive 15% of sales generated from the show. Subsequent to
         the event, the Center will continue displaying art as a gallery and will
         receive 20% of sales of these items. Megan mentioned that we are still
         looking for donations of refreshments for the event.
   e. Member socials update and participation guidelines
      i. Arianna discussed expanding our online presence. Arianna encouraged the
         board to attend the socials and events as often as able.
7. **Announcements and reminders**
   a. Member social February 16th, 6-8pm at Big Momma’s
   b. Queer Artist Showcase February 26th, 3-5pm at The GLO Center
   c. Annual meeting date, March 6pm details TBD
   d. Member social March 26th, 6-8pm at Lost Signal w/ Unessential Jane
   e. **Organizational Assessment Survey due 2/11**

8. **Date of next meeting: Monday, March 14, 2022**
   [link](https://us06web.zoom.us/j/81215962907)

9. **Adjournment:**
   a. Megan Block motioned to adjourn the meeting, Courtney seconded. Unanimous approval

**Future Considerations/To-Do:**
- **Fundraising:** QTBIPOC fund, quarterly fundraisers, membership benefits
- **Communications:** Communications plan
- **Building & Maintenance:** N/A
- **Special QTBIPOC Committee:** Continue working on fund, membership to group
- **Programming:** additional programming, poetry night, drag queen story hour, monthly socials
- **Board Development:** new board orientation training, anti-racism training, developing policies
- **Officer Nominations:**
- **Nominating Committee**