



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



GLO Center Board of Directors Meeting/Board Retreat Agenda

Sunday, December 8 2024

11:00 – 2:30 PM

Location: The GLO Center

Present: [Megan Baldrige](#), [Aaron Schekorra](#), [Courtney Cook](#), [Linda Leicht](#), [Caitlin Davies](#), Jeremy Dean, [Carolyn Esparza](#), [Jodey Fulcher](#), Madaline Mudd, Kyle Vesely, Holland Wilson

Apologies: N/A

Welcome and Call to order 11:16 am

1. 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.

Reflection- “Equality means more than passing laws. The struggle is really won in the hearts and minds of the community, where it really counts.” – Barbara Gittings

2. Approval of Agenda Megan motion to approve, Jeremy seconded, no discussion, all yea, motion carries
3. Approval of November meeting minutes Megan motion, Linda seconded, all yes, motion carries
4. Reports

-Questions/Concerns Linda brought up the concern of City Utilities having two charges. Aaron said he would review and find out.

New Business:

1. 2025 Goal Setting (Aaron)
 1. Aaron presented, divided members up to groups to work on SWAT analysis and then provided individual reflection. Priorities for 2025 are funding stability, planning for expanding the physical building, safety and community presence and partnership with other NGOs. Priorities have been divided up into communities for all board members to begin regular collaboration.
2. Pridefest Budget Overview (Aaron)
 1. Aaron presented, we only have two accounts now. Pridefest and General and each have savings accounts. Primarily based on what was spent last year. Discussion around the increase in sponsorship level. Committee will discuss concerns and suggestions.

3. 2025 Budget Approval (Aaron)
 1. Aaron presented, with adding an additional position there is negative 50k. Discussion on how to reallocate funds. Kyle presented forecasts of different insurance options. Preference is Anthem not through the Chamber. Additional plan is to reach out to donors to sponsor certain things like binder purchases. Add more small funding raising events monthly. Board members need to focus more on bringing in funding, even recruiting GLO membership. With these budget will be at a surplus of \$6,400. Megan motioned to approve the budget, Madaline seconded, all yea and motion carries.
4. One Year Review (For Aaron)
 1. Megan presented, all employees will get a 5% cost of living raise. Discussion on increasing Aaron's salary. With all the progress and growth that Aaron has contributed over the past year. All was in agreement to raise salary, on top of the 5% raise. Suggested to provide an additional 5%, increase by \$5,000 and/or bonuses. Megan motioned to raise salary to \$57,500, Carolyn seconded, all yea, motion carries.
5. Committee Meetings and Attendance (Caitlin)
 1. Caitlin presented, there is a spreadsheet to track attendance for all board members. This will help keep meetings scheduled as planned that way zoom links can be provided for GLO members to attend. It is part of bylaws and there will be follow-up for members that are routinely missing.
6. Board Governance (Courtney)
 1. Courtney presented, new board members need to sign anti-harassment, anti-racism, and conflict of interest forms. Secretary records and uploads these into drive.

Adjournment 2:32 pm