



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 Minutes

Monday, December 08, 2025

6:02pm – 7:44pm

Location: The GLO Center & Zoom

Meeting ID: <https://zoom.us/j/93814759553>

Present: Aaron Kitchens, Caitlin Davies, Carolyn Esparza, Jodey Fulcher, Rebecca Damron, Theo Bennett, Holland Wilson, Julia Kamper

Apologies: Linda Leicht, Jeremy Dean

Welcome and Call to order: 6:15 pm

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: N/A

Approval of Agenda: Caitlin motions to approve the agenda, Carolyn seconds, no discussion, all yays, motion passes.

Approval of December meeting minutes: Caitlin motions to approve the minutes, Carolyn seconds, no discussion, all yays, motion passes.

Reports

1. President's Report

- Caitlin presented, Monthly GLO Executive BOD met to discuss current staffing concerns as well as a meeting with START. GLO Board retreat set for 01/11/2026 & will take the place of the regular GLO Board meeting. Pride committee is reaching out to performers

2. Treasurer's Report

- Carolyn presented December budget tracker. Statement month running thru 12/28/2025. Uptick in individual business contributions. Healthcare spending seems lower, because the charge will appear after 12/28/2025. Memberships have leveled out, looking into making calls in January for new memberships & renewals.

3. Staff Report

- **Developemnt:**
 - Expected \$10K payment from the Human Right Campaign; \$7,500 from the Musgrave Foundation; \$11,047 from CFO Welcoming Communities grant; \$1K Grant from the Red Cross as well as \$1K for Pride Sponsorship already received.
- **Grants submitted, pending response:**
 - Unitarian Universalist grant Fund for a Just Society, submitted \$9,500; Springfield Black Tie, ask is \$66,000, expecting \$52,000
- **Grants in progress:**
 - Ben & Jerry's open call for grant submissions
 - LGBTQ Center Mental Health Capacity-Building Initiative 2026 Funding Opportunity, ask is \$37,500
 - MO ID Access Coalition, ask is \$5,000 (If we receive this, we will have to ask SBT for permission to reallocate name change funding already awarded (ideally to cover related program expenses).
- **Events:**
 - GLO 30th Anniversary logo finalized. 2026 Member t-shirt with the new logo. Will form a 30th Anniversary committee.
 - Together We GLO
- **Fiscal Sponsorships/Acquisition, Community Service, Arts & Culture**
 - Ozarks Pride Pageant, START, Community Services (older adult program, Food pantry, CCWS, HRC Next Level Program, Tansgender Advocacy), Arts & Culture (Queen City Shakespeare performance at GLO, Quarterly movie nights, Querr Artist Showcase).
- **Groups**
 - Collins is no longer on the GLO staff. The E.D. Will discuss changes with the groups. Youth is also going through a policy change after reviewing their procedures. This is to ensure that all youth are appropriately supervised the entire time they are in the Center.
 - Game Night attendance is down.
 - Men & Non-Binary should be restarting in January.
 - Working with SRAC to determine how Rainbow Kids art classes will run next year.
- **Volunteer Program**
 - Volunteer appreciation event is on the schedule

- New volunteer management system has been obtained, and should be implemented before the end of the year. Includes volunteer sign up, tracking, shift scheduling, etc. (free via CenterLink)
- Changes to volunteer training are in process to ensure volunteers understand the sensitive nature of some of GLO's new programs (i.e. pantry).

4. Committee Reports

i. Pride

- Caitlin presented; introductions & discussed the theme & aesthetic (Circus & Circus reallted activities & performances), mood board, 2026 sponsor levels, entertainment, & fundraising.

ii. Building and Maintenance

• Jodey presented

- Updates & discussions on the security of the back window, reinforcing the front window, camera setup, & additional security (locking cabinets for electronics, converting back entry step to a ramp, approved staff/BOD member access to the pantry, updating sign-in system, posting written policies on GLO procedures during operation & emergency situations), background checks, more secure filing cabinets

- **CPR training** by Red Cross as well as crisis training & current policy reviews.

• Roof

- • No evidence of leaks.
- • Gap seen in the roof on the front right corner.

• General Maintenance updates

- • Electrical work
- ◦ 11/07/2025 Tony came to reapiir some of the electrical issues.
- • Pest Control
- ◦ Bug Zero set mouse traps, plugged some holes.
- • Fire Extinguishers are being checked & fire code inspection passed.

iii. Board Governance and Development

- N/A

iv. Fundraising

- Carolyn & Aaron presented; Rescheduling of the La Roux/GLO event.

- Caitlin presented ideas on fundraising & selling tickets for events. Also education opportunities for fundraising training.

v. QTBIPOC- N/A

New Business

1. Recent changes with Collins no longer on staff . Dealing with gaps in coverage by staff or board members. Not immediately filling the role, as the role will be reimagined to better support the needs of the GLO Center.
2. 2026 Holiday bonus for GLO staff (Matt & Emilia)
3. START to become part of GLO eventually as a committee.
4. Discussion on the Pride committee budget as Ozarks Pridefest grows & if the budget & spending should come to the GLO BOD for approval or if decisions can be made with the Pride committee after getting the budget approved.
5. Updated application & now in Google Forms. Discussion on the application process & dividing the process into simpler steps.
6. Volunteer Appreciation, GLO Board & staff are invited
7. Open Discussion

Adjournment: 07:44pm

Respectfully Submitted,

Jodey Fulcher, GLO Executive BOD, Secretary