GFS Outreach– Diocese of Los Angeles



Fall Board Meeting – October 3, 2026

Agenda

Welcome to all; meeting guidelines

Special Visitors

Time Considerations – goal is to finish in about 1 1/2 hour

Voting eligibility: Officers of the Board, committee chairs and one rep. from each branch; a quorum is 1/5 of the voting members

Devotion and Invocation: Rev. Patricia Stansfield

Devotion

GFS OUTREACH

Prayers

GFS Prayer (updated): Holy and eternal God, we ask you to bless us and all of GFS. Strengthen us, protect us, and guide us with your Holy Spirit. Help us all to bear one another's burdens and to live, not for ourselves but for others as members of one family in Christ. Cleanse us from our sins, make us holy by the indwelling of your Holy Spirit, and bring us all at last to the joy of your dream society built upon love, justice and peace, through Jesus Christ our Lord. Amen

Agenda – Approval of Minutes

Request for Approval of Minutes from Last Board Meeting 04/18/2026- sent out by email

Highlights of Minutes

- **Report from Jóvenes Juntas Program (Movement and Dance)**
- **Patricia Stansfield became Treasurer**
- **Motions passed to add and remove signers to bank accounts and to allow the use of Zelle and Bill Pay to avoid handwritten check risk.**
- **Guest Alice Ageymang - Badu, New York Life - work in Ghana and Women of Impact**
- **Grant application for Hair Braiding Program**
- **Fundraising Strategies**

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Jóvenes Juntas Report



Overview

Located at Church of the Messiah in Santa Ana

Year 2 of the Program

Stephenie Fuentes - Program Manager

Two Youth Members Volunteer in the Class and at Check-in

Several Adult Church Members Volunteer to be the “Face of the Church of the Messiah” on Saturday mornings

Recruitment is mostly through the Public Schools

Banner on Church (left photo) also brought in students

GFS OUTREACH

Jóvenes Juntas Report



Growing Participation

- We’ve seen a big increase in enrollment this session!
  - TK–2nd grade: 13 girls, up from a previous average/max of 6
  - 3rd–4th grade: 13 girls, up from an average of 4
  - 26 girls are currently participating across both groups
- This session, girls are working toward learning a full routine they can perform and feel proud of.
- Families and parish community members will be invited to join us for the final performance.
- We’re also working with Dance 4Joy on the details of the performance

Jóvenes Juntas Report



Youth Volunteer





First day activities

Jóvenes Juntas Report



Celebrating Our Girls & Looking Ahead

- 8 girls have been part of the program since the beginning, making them our first cohort.
- We celebrated them at the first class with an award of gratitude, Jóvenes Juntas shirt, and a yogurt bar.
- We want to continue celebrating girls who return each session with a small gift and recognition of their commitment.
- I've also identified several grant opportunities to help us continue the program beyond the second year of GFS funding.

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Jóvenes Juntas Report



Sharing our Episcopal Values through Outreach

- Some families have checked out the church website as well to learn more about the church
- Adult volunteers have given tours of the church upon request
- Parents are connecting and becoming a small community

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Jóvenes Juntas MOU Recap

Grant Provided: $20,000

Milestone Payments Made as of 10/03/2026:

- 6/28/25 $6.500
- 1/17/26 $3,500

Milestones for Payment 1 and 2 have been completed:

Payment 3 for up to $5,000 to be made when Annual Report is submitted (see MOU)

Reminder – participants in the Jovenes Juntas are eligible to apply for the Supplies for Success Scholarship for school supplies, up yo $75 for school supplies.. In May, go to **https://gfscalifornia.org/scholarship/**

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Agenda – Jóvenes Juntas Report

Q & A

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Braiding Program Overview

Milly Nakafeero, Salome Kalule, Doreen

MOU is in signing process

Date for Award Presentation, possibly at Bilingual Service - likely the 1st Sunday of November

- All of the Grant Committee members are invited!

Description of Program and Plans by UCC Team

GFS OUTREACH

Sustaining Members Report - Alex Jacobs

Spring Appeal

Celebrating Margaret's 20 years as Diocesan President

Included quotes for former GFS members

Mailed to Sustaining Members and Margaret's Friends and Family

$5,318 raised to date

GFS OUTREACH

In Their Own Words . . . Margaret Nolde



Anna Clare: LMU Loyola Law School
As someone who grew up without sisters, GFS provided me a space where I was able to uplift and provide advice to younger girls while also being supported by mentors.

Hazel Senteza: Studying Biochemistry & Public Health at Santa Clara University
Margaret is a true embodiment of joy and sunshine. From the very first moment that I met her, I was greeted with an abundance of kindness that was immediately comforting. I could just tell that it was genuinely coming from her heart.





Holly Shafer: Licensed Marriage and Family Therapist serving as a Program Manager/Clinical Supervisor
GFS has given me a space where people from diverse backgrounds come together, rooted in a shared faith, allowing relationships to grow in a genuine and lasting way. Because of GFS, I have become a more confident woman and a stronger, and more curious Christian.

Mikaela Sesler: Works in ministry as an RUF Intern at Florida Gulf Coast University
One of my favorite memories with Mrs. Nolde is exploring Philadelphia together on our free day during the GFS National Conference. We talked about everything and anything—school, friends, family, faith. It meant a lot to have a trusted older adult to guide and encourage me during that formative time.





Jaydin Sanchez : Works at Target
GFS helped me be able to develop friendships and connect with other woman and girls my age across the country. My favorite memories of Margaret - our National Convention trips and how she is like a superhero when need be.

Sara Ertac: Working in Berkeley student housing administration and about to start a new position at a local plant nursery.
I think the most special impact GFS had on me was teaching me to live by bearing each other's burdens. Also, looking back, I realize how much effort and work Margaret put into each event for us!





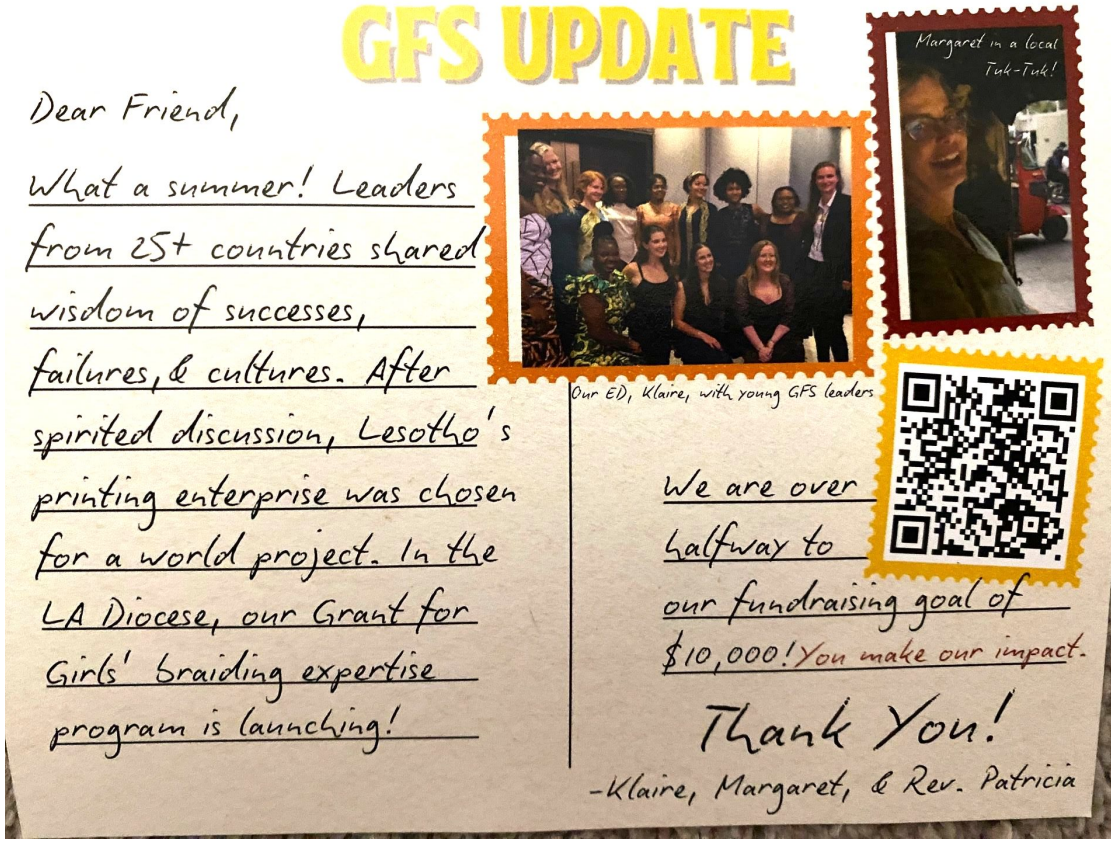
Isabel Ertac: Living in Madrid, Spain and working as an English teacher's assistant at a bilingual school
I would like to congratulate Margaret on reaching her 20th year as President. I know it takes a lot of hard work and dedication. GFS wouldn't be the same without her!

Sustaining Members Report - Alex Jacobs



Summer Postcard

Sharing news from World Council in Sri Lanka



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Sustaining Members Report - Alex Jacobs

Fall Appeal Plans

Suggestions Welcome!

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Agenda – President's Report - Diocesan Work

Diocesan Activities
Branch Reports filed with GFS-USA by St. Mark's Van Nuys; St. Joseph's, Buena Park; St. Hilary's, Hesperia; and St Timothy's, Apple Valley. Branch leaders, be on the lookout for a $300 check from GFS-USA for your branch activities.

Diocesan Report has been filed with GFS-USA

Klaire and I meet on a regular basis to set priorities and share information. I've been able to check in with most board members and branch leaders during the past two weeks. Thank you for your patience and support throughout the Spring and Summer.

Upcoming Annual Meeting

- Rollover of 3 year terms: President, Vice President, Secretary, Treasurer and Standing Committees
- 3 Director-At-Large positions of 1 year term. Open to any woman in our community interested in furthering the work of GFS in the Diocese of Los Angeles.
- Margaret will post positions, along with descriptions of the work to be done, relationship to the board and other committees, expectations, time commitment to website by end of October.
- Open process to add members to committees and provide more opportunities for impact and leadership

Executive Director Annual Review Committee - at least 3 people - complete by end of October

GFS OUTREACH

President's Report - World Council

GFS-USA World Council in Sri Lanka, July 1-9, 2026 - Klaire Harris, Patricia Stansfield and Margaret Nolde represented GFS-LA as part of the GFS-USA team. This was a beautiful opportunity to meet GFS leadership from all over the world. Jeanne Withanage, the outgoing World President and her Sri Lankan team were sweet and kind hosts. The conference was collegial and just the right mix of fun, fellowship and business. I was definitely inspired by the time with GFS sisters.

Klaire - Patricia please share your reflections on the event.

The new GFS World President:
Lois Frankforter from GFS-USA.

The next World Council will be in the USA in 2029.



GFS World Project; GBFS Youth Creative Studio Printing and Design Hub (Lesotho) with objectives to provide skill acquisition, income generation, community engagement and sustainability. ***(Klaire and Patricia - please add additional color.)***



GFS OUTREACH

President's Report - Relationship of Executive Director and the GFS Outreach Board

A board governs:

- protects the mission
- sets strategic direction
- ensures financial and legal oversight
- hires and evaluates the executive director.

An executive director manages:

- they lead staff
- run programs
- implement strategy
- provide the board with the information needed for informed oversight

A healthy relationship maintains clear boundaries between governance and management, grounded in trust, communication, and role clarity. When each stays in its lane while collaborating intentionally, the organization operates effectively and advances its mission.

GFS OUTREACH

Gather, Flourish, Shine

President's Report - Relationship of Executive Director and the GFS Outreach Board

GFS Outreach has historically been a "working board":

- Board members handle hands-on tasks and function like unpaid staff.

Transition Status:

- Klaire is currently ¼ time; hopefully transition to ½ time in 2027. (At 30 hours per week, we need to pay health benefits.)
- We have no other staff.
- We are still determining which programs and direction work; board involvement provides valuable support to the Executive Director.
- As board members, we are a resource of our history, direction and mission.
- Board committees provide continuity, fellowship opportunities, and leadership and skill development for members.

GFS OUTREACH

Gather, Flourish, Shine

Agenda – Treasurer's Report and Budget

GFS TREASURER REPORT TO THE BOARD
10/3/2026

Notes:

1. Donations are above budget thanks to our generous sustaining member donations and the dedicated effort of Alex Jacobs.
2. Our largest expense is for the Executive Director position and the budget accommodates for the position for the remainder of the year.
3. There are two outstanding grants still to be paid totaling $11,500.
4. Our financial documents for 2024 and 2025 have been sent to the auditor but we have not received a bill.
5. Travel expenses for the World Council were well below budget.
6. $15,000 has been transferred from the savings account to the checking account and it will likely be necessary to transfer funds from our investments later this year.

Reported by,
Patricia Stansfield (GFS Treasurer)

Agenda

Motion Requested to Accept Treasurer's Report for Audit

GFS OUTREACH

Executive Director Report – Klaire Harris

GFS Board Reflection: 4 Responses

Where is girls-specific programming most valuable/needed?

- **Lower SES** communities
- **Confidence** in self & abilities
  - Explicitly faith-based (Luke 1:37)
  - Skill-building
  - Travel

GFS's main strength?

- **Values**
  - Service, Respecting everyone's dignity
  - Build self esteem, promote sisterhood
- **Authentic involvement**
  - Betterment of girls/women in all creation
- **Faith formation** for times of trouble

Reflect the population of Southern CA?

- Branches in **Lower SES** communities
- Recruit **leadership from ^**
- Engage **Latino** congregations
- Some stumped

IDEAS: Intergenerational activities

- Fashion Show
- Spa Day
- Current Issue Advocacy (alongside trad. games/crafts)
- Potlucks and community "work" days
- Skill-building workshops
  i.e. Car maintenance, clothes repair, nail care

GFS OUTREACH

Executive Director Report – Klaire Harris

GFS Board Reflection (cont.): 4 Responses

What brings your congregation/community hope?

- Engaged young families, young adults
- "Helping **young people understand God's unconditional love** for them as they are, where they are"
- Connection with the community

Other thoughts:

- "I think we need to be open to **God's will** for us and trust in Him to show us the way"
- "I am grateful for GFS Outreach **going into the present and the future with the strength of God , the support of one another** and beyond."

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Executive Director Report – Klaire Harris

global CATALYST

IGNITING GIRL-LED CHANGE.

"mentoring girls to advocate for themselves and strengthen their communities

"GLOW Club"

- Woman mentor
- 4-10 girls (Ages 10-18)
  $3,000 Funding
  - $2,000 Program Budget
  - $1,000 Mentor stipend



- 20+ Sessions
- Project building
- Rotated leadership



- Bimonthly/Quarterly events
- All GFS-LA programs
- Intergenerational
  - Professional dev.
  - Social
  - Spiritual

GFS OUTREACH

Grant Committee – Klaire Harris reporting

- Mary Frances Ypma-Wong, Chair
- Committee Members: Martha Watson, Holly Shafer, Isabel Ertac, Sara Ertac, Anastasia Winley, Julia Wong, Klaire Harris
- 2026-2027 Grant Award to: St. Mark's Van Nuys Braiding Program
- New Application Timeline
- Committee Report

Q&A

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Branch Reports

St. Hilary's, Hesperia - Bev Waters

St. Joseph's, Buena Park - Helen Dyell

St. Timothy's, Apple Valley - Violet Limo

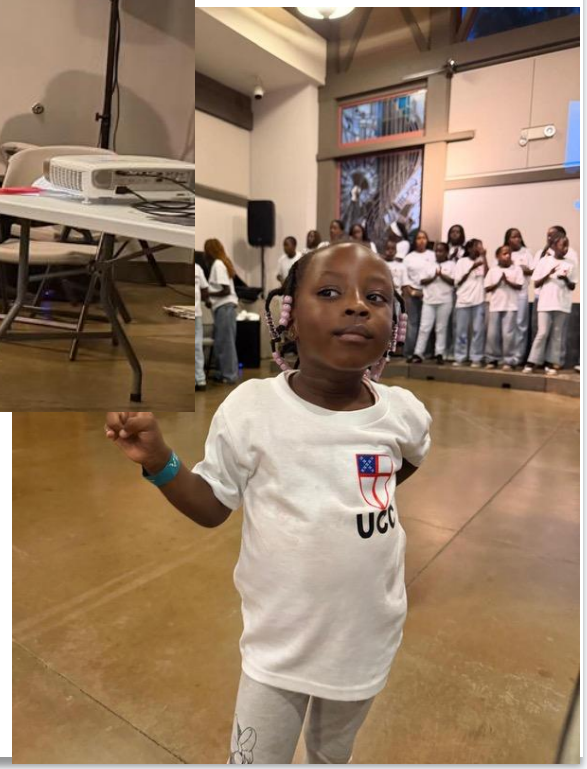
Ugandan Community Church at St. Mark's Van Nuys - Salome Kalule and Millie Nakafeero

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UCC Concert Photos



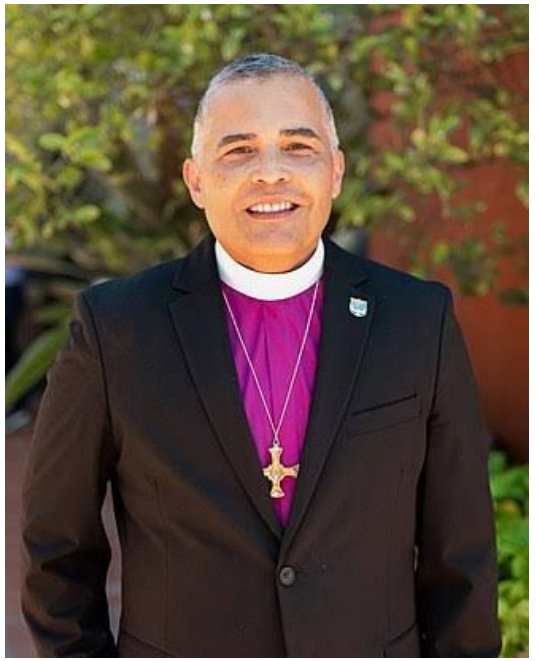




September 19, 2026

Diocesan Convention Friday & Saturday, Nov 13 and 14

- Table Reserved
- Table to be colorful - new backdrop - additional giveaways (stress balls?)
- Ad Reserved (English and Spanish language) to promote
  - Grant Program
  - Global Catalyst Program
  - “Friends of GFS” for fundraising
- Printed Materials
  - Grant Applications
  - Global Catalyst Program One Pager
  - Outreach to Female Clergy to learn their stories
  - Board Recruitment
- Volunteers needed
  - Branch Representatives
  - Grant Committee and Program Representatives
  - Spanish Skills Needed



Antonio José Gallardo Lucena

GFS OUTREACH

Diocesan Convention Friday & Saturday, Nov 13 and 14

Opportunities for Young People

Young people aged 16-22 are invited to participate in The Episcopal Diocese of Los Angeles's 2026 Annual Convention by applying to become a **Diocesan Convention Youth/Young Adult delegate (DYYAD)**. Youth/Young Adult Delegates are leaders in their congregation and the diocese and have seat, voice, and vote at convention.

Anyone is welcome to nominate a youth, and youth are welcome to apply. The formation staff will contact nominees in late September regarding the status of their applications.

There is no out-of-pocket cost for DYYAD delegates to participate. Lodging, food, and registration fees are included. Youth/Young Adult Delegates will be housed in a local hotel.

One delegate will be chosen from each of the ten deaneries.

Qualifications for Applying to DYYAD:

- Applicants must be between the ages of 16 and 22 at the time of the Convention, November 13-14, 2026.
- Applicants must be able to attend a pre-convention online training session
- Applicants are invited to attend a pre-convention deanery meeting
- All applicants must be baptized members in good standing of their church
- Each applicant must have an application and a nomination form

Applications are due by October 16, 2026. Delegates will be notified of their selection by October 23. All delegates must be registered by October 30.

- 16-22y.o
- One delegate per deanery
- Youth Application
- Adult Nomination
- Oct. 16 Deadline

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2027-2030 Slate to be Prepared

- Rollover of 3 year terms: President, Vice President, Secretary, Treasurer and Standing Committees
- 3 Director-At-Large positions of 1 year term. Open to any woman in our community interested in furthering the work of GFS in the Diocese of Los Angeles.
- Margaret will post positions, along with descriptions of the work to be done, relationship to the board and other committees, expectations, time commitment to website by end of October AND post an Interest Form online.
- This will be a process to add members to committees and provide more opportunities for impact and leadership

Need 2 volunteers to be on the Nominating Committee.
Review information from interest forms.
Prepare Slate for Approval at Annual Meeting.
Approximately 3 hours work in January.

GFS OUTREACH

Supplies for Success Scholarship - Violet Limo

GFS-LA K-9 Scholarship - due date is June 30 each year

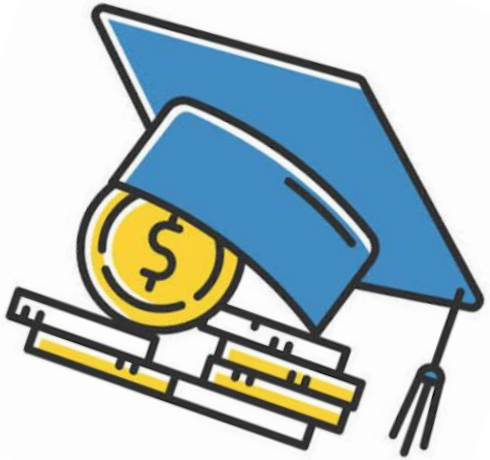
- Balance available = $1,415
- No applications received in 2026
- **https://gfscalifornia.org/scholarship/**

OTHER SCHOLARSHIPS

GFS-USA Scholarships for undergraduate, graduate and certificate programs

- Requires active GFS membership for past 2 years
- Due date March - June for Scholarships
- Rolling application date for Certificate Programs
- **https://www.gfsus.org/**

How can we get information directly to members?



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Agenda - Planning

- **Executive Director Annual Review – November**
  - 3 volunteers to complete review by end of October

- **GFS-USA Participation**
- Link Country Committee
- Sedi Gadzekpo is on GFS-USA Scholarship Committee
- Klaire Harris is on 2027 ECW Triennial Committee

- **Looking ahead**
- Sustaining Membership Nominations at Annual Meeting
- Bishop Steven's $300 Fund Nomination at Annual Meeting
- Budget will be presented at Annual Meeting, including raise and increased hours for Executive Director

GFS OUTREACH

Final Notes and Adjournment



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Appendix – Jóvenes Juntas MOU

Memorandum of Understanding (MOU) between

Episcopal Church of the Messiah, Santa Ana, CA
and Girls' Friendly Society, Diocese of Los Angeles (GFS-LA)

Between: Episcopal Church of the Messiah, Santa Ana, CA and Girls' Friendly Society, Diocese of Los Angeles (GFS-LA)

Common Goal: *to create a community for girls and/or young women to find friendships, develop relationships, and support each other. A community where girls grow into confident, independent, responsible, resilient, and compassionate women.*

Church of the Messiah agrees to:

1. Provide the 2-year Jóvenes Juntas / Youth Together Program as described in full grant application.
2. Be fully responsible for the Jóvenes Juntas Program, maintain insurance for the program, and abide by Episcopal Diocese of Los Angeles policies for protecting youth (Safe Church Training, background checks, fingerprinting, etc.).
3. Collaborate with GFS for advice as needed.
4. Meet the milestones listed below to receive funding from GFS-LA.
5. Cover the cost of expenditures over the grant limit of $20,000.00
6. Allow GFS-LA to hire a videographer/photographer to document the program for publicity.
7. Strive for open communication with GFS-LA to resolve any questions or concerns.

GFS-LA agrees to:

1. Allow Jóvenes Juntas trainees to apply for GFS-LA sponsored programs such as the Supply Scholarship and to apply to attend GFS-USA National Assembly as if they were members of a GFS-LA branch. The application processes for both programs are competitive with limited space available.
2. Advise the Jóvenes Juntas Program upon request.
3. Strive for open communication with the Church of the Messiah to resolve any questions and concerns.
4. Provide funding, no more than $20,000 total, for the 2-year Jóvenes Juntas program based on the Milestones listed below:

GFS OUTREACH

Appendix – Jóvenes Juntas MOU

PROPOSED FUNDING SCHEDULE AND MILESTONES

- **Year 1- Payment 1** - July '25: $6,500 (65%)
  Tasks and milestones to be funded: Publicity for the dance classes and pre-planning work hours by the Program Coordinator as well as conducting the Fall Dance Sessions.
- **Year 1 Payment 2** - January '26: $3,500 (35%)- Payment contingent on meeting tasks described in Year 1, Payment 1.
  Tasks and Milestones to be funded: Completion of Fall Session, Winter/Spring Sessions scheduled, conducting the Winter/Spring Dance Sessions, completion of short survey by majority of program participants (or parents) to be provided by GFS-LA, and End of Year Report to GFS Outreach due June 30, 2026.
- **Year 2- Payment 1** - July '26: $5,000 (50%)- Payment contingent on meeting tasks described in Year 1, Payment 2.
  Tasks and Milestones to be funded: Publicity for the dance classes and pre-planning work hours by the Program Coordinator as well as conducting the Fall Sessions.
- **Year 2- Payment 2** - January '27: $5,000 (50%)- Payment contingent on meeting tasks described in Year 2, Payment 1.
  Tasks and Milestones to be funded: Completion of Fall Session, Winter/Spring Sessions scheduled, conducting the Winter/Spring Dance Sessions, completion of short survey by majority of program participants (or parents) to be provided by GFS-LA, and Final Written Report (including accounting of spending) to GFS Outreach due June 30, 2027.

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Appendix – Jóvenes Juntas MOU

The 2026 End of Year Progress report and 2027 Final Report should include:

- a narrative describing how the Common Goal is being met
- a description of activities occurring during class meetings
- a headcount for each Fall, Winter/Spring Session.
- a fair description of achievements and challenges
- a personal reflection by the leaders/teachers of the program on the impact of the program on the trainees (skills, communication, relationships, emotional growth)
- accounting of program expenditures of that year.

This agreement can be terminated by either party by written 60-day notice.



Rev. Abel E. Lopez

Rector of the Episcopal Church of the Messiah

Signed 05/18/2025



Mary Frances Ypma-Wong

GFS- LA Grant Committee Lead

Signed 05/14/2025 on behalf of GFS-LA

GFS OUTREACH

Appendix – Global Catalyst Agreement Excerpts

GLOBAL G·L·O·W GIRLS LEADING OUR WORLD

global CATALYST IGNITING GIRL-LED CHANGE

Partnership Agreement
Between Girls' Friendly Society (GFS-LA/GFS Outreach) and Global G.L.O.W./Global Catalyst

This Program Agreement ("Agreement") is effective as of _____, 2026 (the "Effective Date") by and between Girls' Friendly Society (GFS-LA/GFS Outreach) ("Organization") and Global G.L.O.W./Global Catalyst, a California-based not-for-profit organization ("Global G.L.O.W./Global Catalyst"). The Organization and Global G.L.O.W./Global Catalyst are referred to individually as a "Party" and collectively as the "Parties." This Agreement identifies the roles and responsibilities of each Party as they relate to the Vision and Programming described below. The collaboration between the Organization and Global G.L.O.W./Global Catalyst will be based on shared trust, understanding, and mutual goals.

Organizations Involved:

Girls' Friendly Society (GFS)
The mission of Girls' Friendly Society (GFS) in southern California is to provide girls with a place to make friends, develop relationships and support each other. GFS Outreach provides community grants for regional churches to develop programs for the needs and personal development of local girls. We also provide separate, traditional branch programs where girls engage in service activities and explicit faith formation.
Our vision is to ensure girls have equal access to develop holistically and lead our communities.

Global G.L.O.W./Global Catalyst is a 501(c)(3) non-profit organization based in the United States that creates and operates innovative after-school programs to mentor girls to advocate for themselves and strengthen their communities. We accelerate girls' greatness today so they can build a better tomorrow.

Vision and Programming:
Global G.L.O.W./Global Catalyst's primary program is the GLOW Club. Additionally, Global G.L.O.W. partner organizations celebrate various "Advocacy Days," such as the International Day of the Girl ("Program"). The full list of current initiatives is included in Schedule C.

Global G.L.O.W./Global Catalyst and the Organization desire to collaborate to run these Programs within the Organization's community. Both Parties will agree upon the scope of Programming implemented within the community, as outlined in Schedule C, attached hereto. Each Party will use its best efforts to coordinate and accomplish their respective roles and responsibilities as set forth in this Agreement. Annually, the programs implemented at the Organization can be re-evaluated and revised, depending on the updated needs and desires of the Organization and the available funding from Global G.L.O.W./Global Catalyst.

Organization's Role and Responsibilities in Joint Programming:
Organization's role and responsibilities are set forth on Schedule A, attached hereto.
Global G.L.O.W.'s / Global Catalyst's Roles and Responsibilities in the Joint Programming:
Global G.L.O.W.'s/Global Catalyst's role and responsibilities are set forth in Schedule B, attached hereto.

Confidential Information
"Confidential Information" means any non-public information or material regarding a Party's legal or business affairs, financing, customers, properties, pricing, or data or

Appendix – Global Catalyst Agreement Excerpts

Evaluation and Reporting:

The Parties agree to conduct annual evaluations of the collaboration, assessing the effectiveness of the Programs and identifying areas for improvement. The Organization will provide reports on program implementation and outcomes according to the agreed-upon schedule.

Representations and Warranties:

Mutual Representations and Warranties: Each Party represents and warrants to the other Party that: (i) such Party has the full power to enter into this Agreement and to perform its obligations hereunder; (ii) such Party's execution of and performance under this Agreement will not breach any oral or written agreement with any third party or any obligation owed by such Party to any third party to keep any information or materials in confidence or in trust; and (iii) it has and will continue to comply with all Applicable Laws in the performance of its obligations under this Agreement. For the purposes of this Agreement, "Applicable Laws" means any treaty, directive, international agreement, law, statute, regulation, order, code, rule, or ordinance, including any laws, rules, directives, regulations, on any local, provincial, state, federal, or national level, pertaining to data privacy, data security and/or the protection of personal data, that are issued, adopted, or otherwise put into effect by or under the authority of any governmental authority and applicable to a Party performance of its obligations hereunder.

GFS OUTREACH

Appendix – Global Catalyst Agreement Excerpts

Term and Termination:

This Agreement shall commence on the Effective Date and continue in full force and effect until sooner terminated by either Party pursuant to this section ("Term"). Either Party may terminate this Agreement: (i) at any time if the other Party breaches a material term of this Agreement and fails to cure that breach within twenty (20) business days of receiving written notice, or such other cure period as the Parties mutually agree in writing; (ii) on thirty (30) days written notice for any reason or no reason; or (iii) immediately if the other Party becomes insolvent, files a petition in bankruptcy, or makes an assignment for the benefit of creditors. Upon termination of this Agreement for any reason: (i) Organization's rights to use the Marks shall terminate immediately and Organization shall immediately cease representing itself as an Organization of Global G.L.O.W./Global Catalyst; (ii) Global G.L.O.W.'s/Global Catalyst's rights to use the Organization Marks shall terminate immediately; (iii) each Party shall return to the other Party the other Party's Confidential Information in its possession or control; and (iv) Global G.L.O.W./Global Catalyst will immediately cease providing funding for Organization Programs. This section and the sections titled Intellectual Property Rights (except the license to Marks), Disclaimer, Indemnification, Limitation of Liability and Miscellaneous shall survive the termination or expiration of this Agreement.

GFS OUTREACH

Appendix – Global Catalyst Agreement GFS Obligations

Schedule A

Organization's Role and Responsibilities

- **Recruitment of Participants:**
  The Organization shall recruit girls aged 10 to 18 from the agreed-upon community or communities to participate in GLOW Clubs and engage in all scheduled program activities
- **Point of Contact and Training:**
  The Organization is responsible for identifying and/or hiring an individual (current staff member or community member volunteer) to serve as the primary point of contact for all programs funded by Global G.L.O.W./Global Catalyst. The Organization shall arrange for this individual to receive training from Global G.L.O.W./Global Catalyst program staff.
- **Program Implementation:**
  The Organization shall arrange for community members and volunteers to lead programming as Mentors on a consistent weekly schedule and/or in accordance with program guidelines, as specified in GLOW club program training
- **Reporting and Data Collection:**
  The Organization shall gather information from program leaders, community members/Mentors, and program participants and report to Global G.L.O.W./Global Catalyst according to an agreed-upon reporting schedule, including surveys, photos, attendance rosters, monthly reporting forms, and other data, including samples of program participants' work or stories
- **Record Keeping:**
  The Organization shall maintain accurate and organized records of all program-related activities, including signed participant attendance sheets, receipts of financial expenditures, agendas and attendance forms for any meetings or training (with Mentors or Community members) related to Global G.L.O.W./ Global Catalyst activities. These records will be made available for review upon request
- **Budget Management:**
  The Organization shall receive a maximum allowable budget each year and is responsible for creating and submitting an annual budget proposal that must be approved by Global G.L.O.W./Global Catalyst. This budget must meet the requirements to execute quality programming consistent with the local economy. The Organization will report expenses on a monthly basis
- **Safe Environment:**
  The Organization shall provide a secure, safe, and protected space for program participants and others for training, activities, and sessions
- **Celebration Events:**
  The Organization shall organize, lead, and provide space for celebration events, including events for the International Day of the Girl and celebrations of program members' completion of GLOW club modules and graduations

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Appendix – Global Catalyst Agreement GFS Obligations

- **Promotion and Communication:**
  The Organization shall promote collaborative work with Global G.L.O.W./Global Catalyst through press, media, and social media whenever possible
- **Media Releases:**
  The Organization shall provide Global G.L.O.W./Global Catalyst with completed media releases for program participants and staff, only if they have obtained the necessary consent to do so, ensuring that we may use images to promote the programs to the broader public
- **Child Protection Compliance:**
  The Organization shall comply with Global G.L.O.W./Global Catalyst's Child Protection and Safeguarding Policy and Code of Conduct, obtain and securely maintain signed parent/guardian consent forms for all program participants, ensure all staff and Mentors follow these policies, and report any safeguarding concerns to Global G.L.O.W./Global Catalyst immediately while cooperating with any required action.
- **Branding Use (Applicable if curriculum is translated to local language by partners):**
  The Glow Club curriculum, including any translations or adaptations thereof, remains the intellectual property of Global G.L.O.W. /Global Catalyst. Any partner organization wishing to include their branding must use the following format: "Developed by: Global G.L.O.W./Global Catalyst | Implemented by: [Partner Organization Name]."

GFS OUTREACH

Appendix – Global Catalyst Obligations

Global G.L.O.W./ Global Catalyst's Role and Responsibilities

- **Program and Curriculum Development**:
  Global G.L.O.W./Global Catalyst shall provide high-quality, comprehensive program materials and curriculum that align with our mission of empowering girls to become confident advocates and leaders. Global G.L.O.W./Global Catalyst will ensure that these materials are not only engaging but also tailored to meet the diverse needs of our participants. Furthermore, girls will be actively involved in the development process to ensure that programs reflect their needs, interests, and aspirations
- **Training and Support**:
  Global G.L.O.W./Global Catalyst will provide comprehensive training to the Organization's primary point of contact within the first 60 days of the initial partnership in order to facilitate effective program management and implementation of programming. Additionally, ongoing resources and assistance will be available to address any emerging needs as the programs are implemented
- **Monthly Check-Ins**:
  Global G.L.O.W./Global Catalyst shall support the Organization's Partnership Coordinator in program management and implementation through an agreed-upon monthly check-in schedule, during which progress and challenges will be discussed
- **Financial Support**:
  Global G.L.O.W./Global Catalyst will provide funding for programs as approved and will allocate a maximum allowable budget amount to the Organization. Global G.L.O.W./Global Catalyst will review and approve the proposed budget to ensure it meets the requirements for executing quality programming. Additionally, a payment schedule will be established to facilitate timely disbursement of funds in alignment with program needs and milestones.
- **Promotion of the Organization's Work**:
  Global G.L.O.W./Global Catalyst will identify opportunities to promote the Organization's work through its external communication channels, including social media, email, the website/blog, and press engagement, while acknowledging the Organization's contributions in promotional materials
- **Monitoring and Evaluation**:
  Global G.L.O.W./Global Catalyst shall regularly monitor program implementation through the review of monthly programmatic and expense reports to gather insights and provide constructive feedback. As the budget allows, periodic evaluations of program impacts will be conducted to assess effectiveness and identify areas for improvement
- **Conflict Resolution and Partnership Review**:
  In the event of any disputes regarding program execution or budget management, both Parties agree to engage in a partnership review process to address challenges with implementation and resolve conflicts amicably and collaboratively

GFS OUTREACH

Appendix – Global Catalyst Agreement - Programs

Schedule C

Global G.L.O.W./Global Catalyst Current Programs

- GLOW Club
  - GLOW Create
  - GLOW Connect
  - GLOW Community
  - Elective modules
- GLOW Club supplemental materials—Advocacy Days and Summits
  - Commission on the Status of Women
  - International Menstrual Hygiene Day
  - International Day of the Girl
  - Local Summit
- Girl Advocacy Committee
- Partnership Coordinator and Mentor Trainings
- Approved Special Projects

GFS OUTREACH

Appendix – Braiding Program MOU

Memorandum of Understanding (MOU)
between

Episcopal Church of St. Mark's, Van Nuys, CA

and

Girls' Friendly Society, Diocese of Los Angeles (GFS-LA)

Between: Episcopal Church of St. Mark's, Van Nuys, CA, and Girls' Friendly Society, Diocese of Los Angeles (GFS-LA)

Common Goal: *To create a community for girls and/or young women to find friendships, develop relationships, and support each other. A community where girls grow into confident, independent, responsible, resilient, and compassionate women.*

The Episcopal Church of St. Mark's Van Nuys agrees to:

1. Implement the 2-year **Braiding Program** as described in the full grant application.
2. Ensure compliance with the Episcopal Diocese of Los Angeles policies for protecting youth (Safe Church Training, background checks, fingerprinting, etc.), including relevant insurance for the program.
3. Collaborate with GFS-LA for program advice as needed.
4. Meet the milestones listed below to receive funding from GFS-LA.
5. Send check requests to GFS-LA upon milestone completion.
6. Utilize the funds from GFS-LA in accordance with the itemized budget approved by the grant committee on August 23rd, 2026.
7. Cover the cost of expenditures over the grant limit of $20,000.00
8. Maintain open communication with GFS-LA to resolve any questions or concerns.
9. Appoint a contact person for the Braiding Program finance and communications with GFS-LA
10. Have a representative present program progress at GFS-LA Board meetings, sending photos at least one week prior.

GFS-LA agrees to:

1. Allow dedicated **Braiding Program** trainees to apply for GFS-LA-sponsored programs such as the Supply Scholarship and the GFS-USA National Assembly, regardless of GFS-LA branch membership (*The application processes for both programs are competitive with limited space available*).
2. Advise the **Braiding Program** upon request.
3. Strive for open communication with the **Braiding Program** stakeholders to resolve any questions and concerns.
4. Provide funding, of no more than $20,000 total, for the 2-year **Braiding Program** upon demonstrated completion of the Milestones listed below:

Appendix – Braiding Program MOU

PROPOSED FUNDING SCHEDULE AND MILESTONES

All milestones are cumulative. In order to receive payments, every prior milestone must be fulfilled.

Year 1- Payment 1 – $6,500 (65% of Year 1)

Milestones to complete in order to receive funding:

- Publicity for Braiding Program
- Provide photos and report for Fall GFS-LA Meeting (October 3, 2026)
- Calendar set for Fall Braiding Program
- Registration of participants completed for the Braiding Program
    - Registration should include a photo release to allow GFS usage of photos on social media and for publicity purposes. Names of the participants will not be used without explicit permission.
- Check Request emailed (*Instructions below*)

Year 1 Payment 2 – $3,500, (35% of Year 1) – *reduced by any unspent funds from Year 1 Payment 1*

Milestones to complete in order to receive funding:

- Detailed statement of expenditures to date
- Completion of Fall Session
- Calendar set for Winter/Spring Braiding Program
- December 31, 2026 Report on Braiding Program to GFS Outreach due by January 15th, 2027 (*see Report Requirements below*).
- Check Request emailed (*Instructions below*)
- Provide photos and report for Spring GFS-LA Meeting (*usually in April*)
- Plan to complete a short survey (*to be provided by GFS-LA*) **in May 2027** by majority of program participants (or parents).
    - ***Request survey questions from GFS-LA by end of March 2027.***

GFS OUTREACH

Appendix – Braiding Program MOU

Year 2- Payment 1 – $5,000 (50% of Year 2) – *reduced by any unspent funds from Year 1*

Milestones to complete in order to receive funding:

- Detailed statement of expenditures since prior report
- Completion of Survey listed above
- Description of any changes made in response to Survey data
- Publicity for the new year of the Braiding Program
- Provide photos and report for Fall GFS-LA Meeting (*usually in October*)
- Calendar set for Fall Braiding Program
- Check Request emailed (*Instructions below*)

Year 2- Payment 2 – $5,000 (50% of Year 2)– *reduced by unspent funds from Year 2 Payment 1*

Milestones to complete in order to receive funding:

- Detailed statement of expenditures since prior report
- Completion of Fall Session,
- Calendar set for Winter/Spring Braiding Program
- December 31, 2027 Report on Braiding Program (*see Report Requirements below*) to GFS Outreach due by January 15th, 2028.
- Check Request emailed (*See below*)
- Provide photos and report for Spring GFS-LA Meeting (*usually in April*)
- Plan to complete a short survey (*to be provided by GFS-LA*) **in May 2028** by majority of program participants (or parents).
    - ***Request survey questions from GFS-LA by end of March 2028.***

Upon Completion of Braiding Program: A final statement of expenditures is requested within 45 days after the final class in order to receive any payments to "true-up" grant payments to expenditures.

GFS OUTREACH

Appendix – Braiding Program MOU

The process for submitting a check request:

Email finance@gfscalifornia.org (copy grants@gfscalifornia.org) stating:

- The Year and Session for which payment is requested
- Amount requested
- Statement of milestones that have been completed
- Statement of expenditures
- If payment is requested by check, it will be made out to the church.
- Provide address to which the check should be mailed
- If Zelle payments are accepted by the church, provide Zelle ID.

Report Requirements

The 2026 End of Year Progress report and 2027 Final Report should include:

- A narrative describing how the Common Goal is being met
- A description of activities occurring during class meetings
- Photos of the program activities
- A headcount for each Fall, Winter/Spring Session.
- A description of achievements and challenges
- A personal reflection by the leaders/teachers of the program on the observed impact of the program (skills, communication, relationships, emotional growth)
- A personal reflection from at least one trainee on her experience in the Braiding Program so far (why she enrolled, what she's learned, her favorite part, any other thoughts)
- Accounting of program expenditures of the respective year.

This agreement can be terminated by either party by written 60-day notice.

Bishop Naudal	**Rev. Joy Magala**	**Milly Nakafeero**
Rector of the Episcopal Church of St.Mark's Van Nuys	Braiding Program Contact	Program Financial Contact
Signed on _____ (mm/dd/yyyy)	Signed on _____ (mm/dd/yyyy)	Signed on _____ (mm/dd/yyyy)

Klaire Harris

Executive Director of GFS-LA

Signed 08/26/2026 on behalf of GFS-LA

GFS OUTREACH

Appendix – Global Catalyst Agreement

Organization's Role and Responsibilities

- **Recruitment of Participants**:
  The Organization shall recruit girls aged 10 to 18 from the agreed-upon community or communities to participate in GLOW Clubs and engage in all scheduled program activities
- **Point of Contact and Training**:
  The Organization is responsible for identifying and/or hiring an individual (current staff member or community member volunteer) to serve as the primary point of contact for all programs funded by Global G.L.O.W./Global Catalyst. The Organization shall arrange for this individual to receive training from Global G.L.O.W./Global Catalyst program staff.
- **Program Implementation**:
  The Organization shall arrange for community members and volunteers to lead programming as Mentors on a consistent weekly schedule and/or in accordance with program guidelines, as specified in GLOW club program training
- **Reporting and Data Collection**:
  The Organization shall gather information from program leaders, community members/Mentors, and program participants and report to Global G.L.O.W./Global Catalyst according to an agreed-upon reporting schedule, including surveys, photos, attendance rosters, monthly reporting forms, and other data, including samples of program participants' work or stories
- **Record Keeping**:
  The Organization shall maintain accurate and organized records of all program-related activities, including signed participant attendance sheets, receipts of financial expenditures, agendas and attendance forms for any meetings or training (with Mentors or Community members) related to Global G.L.O.W./ Global Catalyst activities. These records will be made available for review upon request
- **Budget Management**:
  The Organization shall receive a maximum allowable budget each year and is responsible for creating and submitting an annual budget proposal that must be approved by Global G.L.O.W./Global Catalyst. This budget must meet the requirements to execute quality programming consistent with the local economy. The Organization will report expenses on a monthly basis
- **Safe Environment**:
  The Organization shall provide a secure, safe, and protected space for program participants and others for training, activities, and sessions
- **Celebration Events**:
  The Organization shall organize, lead, and provide space for celebration events, including events for the International Day of the Girl and celebrations of program members' completion of GLOW club modules and graduations

- **Promotion and Communication**:
  The Organization shall promote collaborative work with Global G.L.O.W./Global Catalyst through press, media, and social media whenever possible
- **Media Releases**:
  The Organization shall provide Global G.L.O.W./Global Catalyst with completed media releases for program participants and staff, only if they have obtained the necessary consent to do so, ensuring that we may use images to promote the programs to the broader public
- **Child Protection Compliance**:
  The Organization shall comply with Global G.L.O.W./Global Catalyst's Child Protection and Safeguarding Policy and Code of Conduct, obtain and securely maintain signed parent/guardian consent forms for all program participants, ensure all staff and Mentors follow these policies, and report any safeguarding concerns to Global G.L.O.W./Global Catalyst immediately while cooperating with any required action.
- **Branding Use (Applicable if curriculum is translated to local language by partners):**
  The Glow Club curriculum, including any translations or adaptations thereof, remains the intellectual property of Global G.L.O.W. /Global Catalyst. Any partner organization wishing to include their branding must use the following format: "Developed by: Global G.L.O.W./Global Catalyst | Implemented by: [Partner Organization Name]."

Appendix – Global Catalyst Agreement pt. 2

Global G.L.O.W./ Global Catalyst's Role and Responsibilities

- **Program and Curriculum Development**:
  Global G.L.O.W./Global Catalyst shall provide high-quality, comprehensive program materials and curriculum that align with our mission of empowering girls to become confident advocates and leaders. Global G.L.O.W./Global Catalyst will ensure that these materials are not only engaging but also tailored to meet the diverse needs of our participants. Furthermore, girls will be actively involved in the development process to ensure that programs reflect their needs, interests, and aspirations
- **Training and Support**:
  Global G.L.O.W./Global Catalyst will provide comprehensive training to the Organization's primary point of contact within the first 60 days of the initial partnership in order to facilitate effective program management and implementation of programming. Additionally, ongoing resources and assistance will be available to address any emerging needs as the programs are implemented
- **Monthly Check-Ins**:
  Global G.L.O.W./Global Catalyst shall support the Organization's Partnership Coordinator in program management and implementation through an agreed-upon monthly check-in schedule, during which progress and challenges will be discussed
- **Financial Support**:
  Global G.L.O.W./Global Catalyst will provide funding for programs as approved and will allocate a maximum allowable budget amount to the Organization. Global G.L.O.W./Global Catalyst will review and approve the proposed budget to ensure it meets the requirements for executing quality programming. Additionally, a payment schedule will be established to facilitate timely disbursement of funds in alignment with program needs and milestones.
- **Promotion of the Organization's Work**:
  Global G.L.O.W./Global Catalyst will identify opportunities to promote the Organization's work through its external communication channels, including social media, email, the website/blog, and press engagement, while acknowledging the Organization's contributions in promotional materials
- **Monitoring and Evaluation**:
  Global G.L.O.W./Global Catalyst shall regularly monitor program implementation through the review of monthly programmatic and expense reports to gather insights and provide constructive feedback. As the budget allows, periodic evaluations of program impacts will be conducted to assess effectiveness and identify areas for improvement
- **Conflict Resolution and Partnership Review**:
  In the event of any disputes regarding program execution or budget management, both Parties agree to engage in a partnership review process to address challenges with implementation and resolve conflicts amicably and collaboratively

Appendix – Executive Director Job Description

GFS Outreach
Part Time Executive Director
Job Description

GFS Outreach Statement

GFS Outreach, also known as Girls' Friendly Society – Diocese of Los Angeles, is an Episcopal organization which supports girls through programs that foster community and supportive friendships and encourages positive relationships among girls and young women. GFS Outreach is part of GFS-USA, which is a member of GFS World Council. Primarily a volunteer-run organization, GFS Outreach seeks to increase its impact by hiring a part-time Executive Director. The President of GFS Outreach will continue her ongoing responsibilities with the goal of transferring her expertise and day-to-day responsibilities to the Executive Director.

Position Overview:

As the part-time Executive Director ("Executive Director") of GFS Outreach, the person in this position will, at all times, uphold the mission, vision, and philosophy of the organization. The Executive Director will guide GFS Outreach into a new era of ministry to girls in Southern California, sharing Episcopal values and Christ's love for all through existing and new programs. The position is responsible for administration of GFS Outreach programs, communication with members and leaders, volunteers, marketing and social media, partnerships with like-minded organizations, development of new programs, fundraising and fiscal management. The position will oversee GFS Outreach traditional programs established at churches and missions in the Episcopal Diocese of Los Angeles (EDLA) and grant-sponsored programs of GFS Outreach.

Appendix – Executive Director Job Description

Matrix Reporting: GFS Outreach Board of Directors and GFS Outreach President of the Board

Part-time – initially 10 hours per week, flexible hours
Type – employee position; remote work based within the geographic boundaries of EDLA plus in-person meetings as needed with church leaders, benefactors, and beneficiaries within the geographic boundaries of EDLA; no medical or retirement benefits provided.
Compensation: $30 / hour; mileage reimbursed at Federal rate.

Principal Responsibilities, in order of priority:

1. Become an expert on current GFS Outreach programs and gain knowledge of GFS history and overall organizational structure.
2. Work closely with the President and Board of GFS Outreach to maintain current programs and develop opportunities to increase the impact of GFS Outreach.
3. Attend and report at GFS Outreach board meetings (minimum 3 times per year). Maintain clear and open communication with GFS Outreach President and Executive Committee.
4. Represent GFS Outreach at appropriate EDLA events, GFS-USA board meetings (2 times per year on Zoom), and, if possible, attend GFS National Assembly (every 3 years) and GFS World Council.
5. Broaden knowledge and skills as an executive director through trainings as approved by the GFS Outreach board. Develop a relationship with an Executive Director mentor, in collaboration and with approval of the GFS Outreach Board.
6. Establish and execute SMART objectives (Specific, Measurable, Achievable, Relevant, Time-bound) to expand the visibility and sustainability of GFS Outreach within EDLA.

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Appendix – Executive Director Job Description

8. Develop fruitful partnerships with like-minded Episcopal ministries and churches to increase impact of GFS programs.
9. Modernize methods of delivering GFS programs through apps and other appropriate media.
10. Monitor www.gfscalifornia.org website and initiate updates as needed. Post updates to GFS Outreach social media sites and send news to the EDLA Weekly Update.
11. Manage logistics for GFS Outreach events, retreats and travel.
12. Discern new programs or services for GFS Outreach to offer.
13. Manage budget to ensure expenses are within the approved allocation; report any variances (over or under) and identify expense reduction opportunities.
14. Recruit and oversee qualified volunteers to support GFS Outreach programs.
15. Develop a fundraising strategy to provide for the long-term viability of GFS Outreach programs, including benefactor engagement and grants.
16. Perform other duties as assigned.

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Appendix – Executive Director Job Description

Skills and Qualifications:

1. Behavioral characteristic aligned with GFS Outreach values
2. Experience in administration and outreach
3. Strong inter-personal and community engagement skills
4. Proven ability to motivate and supervise others
5. Ability to work independently and maintain confidentiality
6. Bi-lingual skills and cultural understanding (Spanish/English) preferred
7. Attend training as required by GFS Outreach
8. Must pass a background check and complete Safe Church Training as required by The Episcopal Church

Education and Experience:

1. Relevant or transferable knowledge achieved through: Associate, Bachelor, Advanced Degree, professional development courses and/or related certification
2. A minimum of two years of supervisory experience preferred

GFS OUTREACH