

# Sinergia Animal Follow-Up Questions, Part One (2018)

A detailed breakdown of your budget and staff time allocation by program would be very helpful to us, especially in combination with what you see as the main achievements of each activity. If we did not review your organization last year, we would be interested in your budget information over the last two years, if possible.

We are only 10 months old, so this is not applicable.

Has your organization received any major (>20% of its budget) grants in the last two years?

Yes, around 70% of our grants were received by the Centre for Effective Altruism.

If your organization receives any restricted donations, approximately how much did it receive in the past year, and what programs did it support?

No, the grants we received were not restricted. They were for general support.

If your organization has any revenue-generating programs, it would be helpful for us to know what those programs are and how much revenue they generated in the past year.

No, we do not.

Does Sinergia Animal provide employees with a workplace that has policies and serious protocols to address harassment and discrimination?

We are working on the development of these policies currently. Not only for our staff, but also for our groups of volunteers.

Do you regularly interview staff or conduct surveys to learn about staff morale and work climate?

We are a very small team, so we regularly speak about satisfaction with work practices and climate on a regular basis on a one-to-one basis. But we will improve and start working with surveys.