Animal Charity Evaluators
Board of Directors Meeting
Type of Meeting: Standard Monthly Meeting
Date: 05.12.2019

In attendance:
Chairperson: Jonas Müller
Treasurer: Allison Smith
Secretary: Eric Herboso
Board Member: Jeff Sebo
Board Member: Persis Eskander
Executive Director: Leah Edgerton

Absent:
Board Member: Jon Bockman
Board Member: Sam Bankman-Fried
Board Member: S. Greenberg
Board Member: Peter Hurford

Quorum established: Yes

1. Call to order: JM called the meeting to order at 1:08 pm EDT.

2. Approval of minutes: Previous meeting minutes were approved via email.

3. Items considered:

2019 Quarter 1 Financials:

<table>
<thead>
<tr>
<th>Income</th>
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<tbody>
<tr>
<td>ACE Contributions</td>
<td>$63,021.35</td>
</tr>
<tr>
<td>AARF Contributions</td>
<td>$0.00</td>
</tr>
<tr>
<td>Supported Charity Contributions</td>
<td>$488,800.30</td>
</tr>
<tr>
<td>Other Income</td>
<td>$0.00</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td><strong>$551,821.65</strong></td>
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<table>
<thead>
<tr>
<th>Expenses</th>
<th></th>
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<tbody>
<tr>
<td>ACE expenses (non-AARF)</td>
<td>$228,255.81</td>
</tr>
<tr>
<td>AARF grants</td>
<td>$5,320.00</td>
</tr>
<tr>
<td>Other Charity Donation fees</td>
<td>$2,654.96</td>
</tr>
<tr>
<td>Other Charity Disbursements</td>
<td>$323,688.63</td>
</tr>
<tr>
<td><strong>Total expenses</strong></td>
<td><strong>$559,919.40</strong></td>
</tr>
</tbody>
</table>
### Financials

- **LE:** The planned budget and prospective goals are postponed for 1-2 weeks.
- **LE:** The largest expense involves EAA fund grants. RCF has not been disbursed in 2019 yet.

### Investigation outcome

- Discussed investigation outcome and perception, as well as next steps of the organization.
- Discussed severance policy.

### Philanthropy:

- **LE** had meetings with all major donors on:
  - EAAF;
  - Philanthropy Dept.;
  - matching campaign with EAAF; &
  - Potential in-person event in Chicago.
- Integrated with Bigheart app.
- Upcoming:
  - 2018 giving metrics report
  - ACE fundraising campaign in the next 1-2 months

### Information Policy

- **PE:** Discussed what categories of info should be shared with other orgs.

5. Chair of the board election announcement
a. JM will be stepping down at next board meeting.
b. Election for new chair will be at next board meeting.

6. ED three month Review
   a. AS (with JM assistance) will be performing the executive director three month review.

7. Letter composition
   a. The board collaborated on a letter to staff.

8. Board Stipend Proposal
   a. EH proposed a small stipend to the board chair, who sometimes spends an excessive amount of time on ACE work.
   b. JS suggests that should apply to any board member given excessive work.
   c. AS asked LE to look into this as a possibility.

9. Research
   a. EAA Fund
      i. Retrospective to be an intern project
   b. Farmed fish welfare report
   c. Donor survey analysis
   d. Coming soon:
      i. annotated bibliographies for most major interventions
      ii. India and Brazil reports
      iii. measurability bias blog post
      iv. cultured meat acceptance report
      v. documenting planned changes to 2019 charity eval process
   e. Hiring
      i. Hired Researcher.
      ii. RA job posting closed; LE going through applications this week.
      iii. Will put up an ongoing more general call for applicants, depending on the amount of experience, either full or part time:
         1. Research Associates
         2. Researchers
         3. Senior Researchers

10. Communications
    a. Guide to Giving
    b. 2018 Year in Review in-progress (web-only version)
    c. Chatbot
    d. Intern project on remote office culture (roundtable blog post)
    e. Intern project on improving our public speaking capacity (slide decks, best practice documents)

11. Operations:
    a. Salesforce transition
    b. Donorbox transition
    c. Retreat planning for September, most likely in Prague

12. General:
a. Talks:
   i. EAGx Nordics
   ii. EAGx Boston
   iii. Russian AR conference
   iv. Upcoming:
       1. EAG SF
       2. AR conf
       3. CARE
       4. IARC
       5. Asia For Animals
       6. EAG London

b. Potential consultants:
   i. Agile consultant
   ii. Operations consultant

c. Weekly dept lead meetings

d. Staff leads decided for:
   i. project management optimization
   ii. onboarding process optimization
   iii. intern program optimization

5. Closed session

6. Next scheduled meeting: June 16, 2019; 1:00 pm EDT

7. Meeting adjourned at 3:00 pm EDT on 2019/5/12 by JM

Submitted by:
Eric Herboso, Board Secretary
Jonas Mueller, Board Chair