

**Animal Charity Evaluators**  
Board of Directors Meeting  
Type of Meeting: Standard Monthly Meeting  
Date: 12.15.2019

In attendance:

Chairperson: Persis Eskander  
Board Member: Jon Bockman  
Board Member: Sam Bankman-Fried  
Executive Director: Leah Edgerton  
Board Member: Jeff Sebo  
Board Member: Jonas Mueller  
Board Member: S. Greenberg  
Treasurer: Allison Smith

Absent:

Secretary: Eric Herboso

Quorum established: Yes

**1. Call to order:** PE called the meeting to order at 1:00 pm ED

**2. Approval of minutes:** Previous meeting minutes were approved by email.

**3. Items considered:**

1. Staff updates:
  - a. Still on leave:
    - i. One on parental leave, returning on Jan 20, 2020
    - ii. One on medical leave. Return date unknown
  - b. Successful completion of MD trial period.
  - c. Working on changing hiring contract to support international staff visas.
  - d. Changing structure of research leadership
2. Philanthropy (LE)
  - a. EOY fundraising campaign
    - i. [Giving Tuesday campaign!](#) (**\$78k** through FB, **\$91k** GT total, match unknown)
    - ii. ACE fundraising (~**\$480k** ytd raised as of 12/8 - includes GT, excludes 3rd party matches)
    - iii. Board discussed how gifts COI policy relates to:
      1. Anonymous donations; and
      2. Donations from board members at organizations.
    - iv. EAA Fund matching challenge launched 11/18 (**\$55k** as of 12/8)

1. Social media campaign featuring grantees
  2. Email campaign featuring grantees
  3. Vox podcast ads
  - v. RCF fundraising campaign launched Dec 3rd (**\$24k** as of 12/8)
    1. Double up Drive matching challenge through EOY
  - b. Still discussing AARF grant renewal with donor
  - c. Considering a second philanthropy dept hire in early 2020
    - i. Proposal for donor is ready to share, but we don't want to onboard someone during the most hectic time of year.
    - ii. Thinking about whether this can be an internal hire
  - d. Got a lot of great advice from Effective Giving NL on HNW donor outreach.
3. Research (LE)
- a. Charity Evaluations
    - i. Recommendations published Dec 2nd!
    - ii. Reddit AMA Dec 3rd
    - iii. Board shared feedback heard through their networks.
  - b. EAA Fund
    - i. Legally compliant guidelines developed by MD for all of our granting going forward, shared with a few external contacts to assist them.
    - ii. Round 2 grants announced and disbursed
      1. Response seems more positive than Round 1.
    - iii. Upcoming:
      1. Blog post detailing process changes since Round 1
      2. Blog post sharing updates from Round 1 charities
  - c. Intervention research
    - i. Restarting now that evals are over!
    - ii. Cultured Meat Acceptance Report in copy-editing
    - iii. A few researchers and interns will be trialing a scrum-style project on Corporate Outreach
  - d. Experimental research
    - i. Ambivalence study - almost ready for resubmission
    - ii. Donor study and Welfare study in planning phase
  - e. Recruiting
    - i. Made an offer to a Senior Researcher candidate
4. Communications (LE)
- a. Very smooth handover of eval materials to comms this year
  - b. EOY fundraising campaign planning and execution is the main priority
  - c. [Vox coverage](#) resulting in several new RCF donors!
5. Operations (LE)
- a. Next retreat March 15-20, Bay Area (pre EAG SF)
  - b. [Respect in the Workplace Policy](#) finalized
  - c. Travel policy updated.
  - d. Research into credit card policy, might switch banks next year

- i. current bank doesn't offer options compliant with credit card policy best practices, also extremely inconvenient for international use
  - e. MD is doing research on project management tools following organization consultant recommendations.
    - i. Platform will be selected by EOY, rollout in March 2020
  - f. MD is improving our performance evaluation process as per organizational consultant recommendations
    - i. Rollout approx Feb 2020
  - g. Operating Model discussions ongoing, to be revisited with full team in Jan 2020, rollout at March 2020 retreat
  - h. COI policies for evals and EAAF being revisited currently
  - i. Benefits improvements researcher underway
    - i. Increased HRA coverage for US employees, now covers vision and dental
    - ii. Comprehensive review of how our benefits compare across countries to ensure equity underway
    - iii. Companion animal insurance - investigating feasibility
    - iv. Potentially adding sabbatical policy
- 6. Events (LE)
  - a. Recent events
    - i. EA Berlin - intro to EAA for local EA community (10/25)
    - ii. NYU Career Panel (11/6)
    - iii. U Penn (11/24)
  - b. Upcoming events:
    - i. EA Berlin and Effective Giving DE (12/11)
    - ii. EA Germany scholarship recipient dinner (1/10)
    - iii. EAG SF (3/20-22)
      - 1. Applied for several ACE topics as talks

**6. Next scheduled meeting:** 26 January 2020; 1:00 pm EDT

**7. Meeting adjourned** at 2:13 pm EDT on 2019/12/25 by PE

**Submitted by:**

Persis Eskander, Board Chair