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