

Animal Charity Evaluators
Board of Directors Meeting
Type of Meeting: Standard Board Meeting
Date: 02.02.2020

In attendance:

Chairperson: Persis Eskander
Treasurer: Allison Smith
Secretary: Eric Herboso
Board Member: Jon Bockman
Board Member: Jonas Mueller
Board Member: Jeff Sebo
Executive Director: Leah Edgerton

Absent:

Quorum established: Yes

1. Call to order: PE called the meeting to order at 1:00 PM EST

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

3. Items considered:

1. Financials
2. General:
 - a. 2020 goal setting, project selection, and budget setting underway.
 - b. 2019 goals retrospective
 - c. Culture survey retrospective
3. Staff updates:
 - a. Senior Researcher
 - b. Social Media Manager
 - c. Applied Research Manager
 - d. Foundational Research Manager
4. Philanthropy (LE)
 - a. 2019 Fundraising
 - i. ACE
 - ii. EAAF
 - iii. RCF
 - iv. 'Gifts influenced' metric from charities coming early next week. Reports are very high.
 - b. Open Phil grant renewed/increased
 - i. 18-month grant, Oct 2019-March 2021
 - ii. \$525k

- c. AARF
 - i. Final Round 8 funded, plus two years salary/overhead for followup.
 - d. Planning Philanthropy Officer hire
 - e. Open applications to the EA Funds for their next grant rounds (both Meta Fund and Animal Welfare Fund)
 - f. Farmed Animal Funders presentation
 - g. Donor meetings after EAG SF: Bay Area, Los Angeles, San Diego, NYC.
5. Research (LE)
- a. Charity Evaluations
 - i. retrospective process
 - ii. developing guidelines for process improvement in 2020
 - iii. goal to review 15 charities in 2020
 - b. EAA Fund
 - i. Round 3 open for applications
 - ii. “What we learned” post to discuss process improvements we’ve made since launching the Fund
 - c. Intervention research
 - i. Currently on hold while 2020 projects are selected
 - ii. 3-4 annotated bibliographies ready for copy-editing
 - iii. “Why fish and chicken” blog post in copy-editing
 - iv. Cultured meat acceptance report in copy-editing
 - d. Experimental research
 - i. Ambivalence study submitted for publication
 - ii. AARF. Will open the call for applications for Round 8
 - e. New cohort of interns started this month
6. Communications (LE)
- a. Guide to Giving almost ready to print already!
 - b. Compensation Survey Results published
 - c. Where ACE Staff Are Giving published
 - d. Web server migration in April or May.
 - e. Focus group surveys
7. Operations (LE)
- a. Next retreat March 15-20, Oakland CA (pre EAG SF)
 - b. operating model / project management system update. Using some Agile/Scrum/Lean project management methodologies, with an official roll out at the retreat in late March.
 - c. New project management tool Asana (March)
 - d. performance evaluation process improvements (March)
 - e. Benefits improvements
 - i. Decided against companion animal insurance
 - ii. Improving holiday/sick day offering for all staff
 - iii. Surveying US staff to understand their healthcare coverage
 - f. Payroll company change for Canada

- g. Planning semi-annual culture survey.
 - i. retrospective to assess our progress on the issues that were identified in the August survey
 - ii. Planning to hire an external person to analyze the results to avoid any potential bias
- 8. Events (LE)
 - a. Recent events
 - i. EA Berlin and Effective Giving DE (12/11, LE)
 - ii. EA Germany scholarship recipient workshop (1/10, LE)
 - b. Upcoming event
 - i. EAG SF (3/20-22)
 - 1. LE is giving a talk about effective international advocacy, inspired by our research team's work improving our evaluation process to capture more nuance on this topic
 - 2. Several ACE staff representatives attending
 - ii. Animal Rights National Conference
- 9. Officer nominations/voting for 2020 term
 - a. PE nominated herself as Chair, seconded by JS and approved unanimously
 - b. PE nominated AS as Treasurer, seconded by JS and approved unanimously
 - c. PE nominated EH as Secretary, seconded by JS and approved unanimously
- 10. Board recruitment (JS)

5. Closed session

6. Next scheduled meeting: April 19, 2020; 1:00 pm EDT

7. Meeting adjourned at 3:55 pm EST on 2020/02/02 by PE

Submitted by:

Eric Herboso, Board Secretary

Persis Eskander, Board Chair