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