

Animal Charity Evaluators
Board of Directors Meeting
Type of Meeting: Standard Board Meeting
Date: 04.19.2020

In attendance:

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

Absent:

Quorum established: Yes

1. Call to order: PE called the meeting to order at 1:03 PM EDT

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

3. Items considered:

1. (JS) Vote on new Board member candidates
2. (PE) Vote on recommended changes to the Board:
 - a. Bylaws - in writing after the meeting
 - b. Updating Col policies
 - c. Engagement expectations of Board members
 - d. Communication expectations of Board members
 - e. Board meeting frequency
 - f. Board meeting structure
 - g. Board meeting length
 - h. Board committees
 - i. Advisory Board
 - j. Board involvement in ACE decisions
- 3. (LE) Research**
 - a. Evals team is thinking through how to apply evaluation criteria this year.
 - b. Considering econ project about the potential long-term impacts to the farmed animal advocacy movement
 - c. Other research project ideas
- 4. (LE) Discussion:**
 - a. Ideas for COVID-19 responses that aren't yet being implemented
 - b. People to talk to to get advice on navigating an economic recession

- i. Particularly interested in advice on contingency planning
- 5. Financials
 - a. 2020 Budget
 - b. Q1 Financial summaries
 - c. Q1 Statement
- 6. General:
 - a. Held our first virtual retreat March 23rd to April 4th!
 - i. Reviewed our Feb 2020 culture survey results
 - ii. Rolled out our new Operating Model and project management tool (Asana)
 - iii. Rolled out our new performance evaluation process and weekly meeting guidelines
 - iv. Discussions on big-picture strategy, philanthropy, research, comms, internship program, emotional intelligence, REI (representation, equity, and inclusion), and wellbeing
- 7. Staff updates:
 - a. Staff member finished their employment with ACE on April 3rd
 - b. New hire starts May 1st
- 8. Operations
 - a. Audit complete!
 - b. Cross-training on critical tasks to improve contingency planning and ability for staff to take time off
- 9. Communications
 - a. AMA for EAG SF virtual conference
 - i. YouTube recording
 - ii. EA Forum post (with written responses to Qs we didn't answer in video)
 - b. Guide to Giving printed
 - c. Cell-cultured meat acceptance report published
 - d. Roundtable on effective international advocacy published
 - e. We are not a Watchdog Organization published
 - f. Recruiting for copy-editor contractors who can be available on-call to support during evals
 - g. Optimizations to newsletter: cleaning up inactive subscribers, starting segmentation process
- 10. Philanthropy
 - a. Philanthropy Officer
 - i. Want to make sure it truly will allow us to do counterfactual philanthropy activities, considering economic situation
 - b. EA Funds Animal Welfare Fund
 - c. Funds
 - i. New fund promoting the use of academic research in farmed animal advocacy in low and middle income countries
 - ii. Other funds
 - d. 2019 Donor survey analysis in progress

11. Research

- a. EAAF
 - i. Round 3 discussions underway, reviewing 117 applications
 - ii. Holding ~\$200k for Round 4 disbursement in the second half of the year, leaving about \$500k for Round 3
- b. AARF
 - i. Round 8 call for proposals is up.
 - 1. Experimenting with a 2-stage application process. Expression of interest deadline April 24th
 - 2. Dissolution of oversight committee. Funding decisions will be made by ACE staff researchers
- c. Evals
 - i. Implementing changes from 2019 post-mortem process
 - ii. Intern conducting systematic search for charities in important regions
 - iii. Developing fact-checking system for common types of claims
- d. Blog post on implications of longtermism on animal advocacy
 - i. JM is giving feedback. Will also get feedback from external stakeholders before publishing
- e. Updating our estimates on number of animal lives spared per vegan year
- f. Updating “allocation of movement resources” to reflect international distribution, not just U.S.
- g. Developing methods to estimate animals affected by corporate campaigns
- h. Project underway on relevant considerations for applying corporate campaigns to aquaculture
- i. With a new operating model, ACE will switch to having all staff work intensely on one research project at a time, rather than having many parallel projects ongoing.

12. Events (LE)

- a. Recent events
 - i. EAG SF
 - 1. AMA video
 - 2. Virtual conference; animal welfare virtual meetup
- b. Upcoming event
 - i. EAGx Berlin (now virtual) - June 12-14
 - 1. Invited LE to speak
 - ii. Women and Non-Binary Altruism Mentorship virtual seminar - June 12
 - 1. Invited LE and another staff member to speak on career advice in EAA
 - iii. Animal Rights National Conference
 - 1. Staff applied to speak. No news yet about cancellation or virtual event
 - iv. EAG London (October)
 - 1. Extended invite for LE to speak since SF event was cancelled
 - v. Tierrechtskongress (animal rights congress) Vienna - November

- 1. LE invited to speak
 - vi. International Farm Animal Welfare Fellowship (rescheduled for early 2021, London)
 - 1. LE invited to speak
- 13. COVID-19 response
 - a. Blog post
 - b. Philanthropy
 - i. Reached out to donors to ask how they are doing
 - ii. Holding donor meetings virtually. Brainstorming more fun ways to engage virtually. Increasing the frequency with which we meet with key donors to make up for the lack of face-to-face contact.
 - c. Comms
 - i. Planning some virtual events
 - 1. Webinars, town halls, AMAs
 - ii. Sending printed materials via post to top donors
 - d. Research
 - i. Urged previous EAAF grantees who received grants for events to reschedule or hold them remotely
 - ii. Not considering EAAF Round 3 applicants who applied for in-person events and other types of activities that will be strongly affected by the pandemic
 - e. For staff:
 - i. Added 2 weeks of paid sick leave for 2020
 - ii. Option for staff to take 1 month's pay advance if they need to purchase emergency supplies
 - iii. Held two optional all-staff discussions on how the pandemic is affecting them personally and how ACE as an employer can support them.
 - iv. Holding more online social events for staff (codenames, language exchange club, other online games, more happy hours)
 - v. More coworking
 - f. Budget discussion with staff leadership on areas we can be more frugal
 - i. 14 months' operating expenses in reserves, 11 months uninvested (as of end of Q1)
 - ii. Pausing internship program for the rest of 2020
 - iii. Retreat expenses reduced
 - iv. Conference expenses reduced
 - v. Lowered budget for a few expensive items that we feel aren't essential (comms explainer video, philanthropy software)
 - vi. Some staff have offered to voluntarily reduce hours in order to save budget for a few months. Will discuss with them in more detail how that would affect our ability to meet prospective goals and which responsibilities could be shifted around

14. Upcoming:

- a. 2020 prospective goals
- b. LE 2020 performance goals

5. Closed session

6. Next scheduled meeting: June 21, 2020; 12:00 PM EDT

7. Meeting adjourned at 3:53 PM EDT on 2020/04/19 by PE

Submitted by:

Eric Herboso, Board Secretary

Persis Eskander, Board Chair