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
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:
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