

Animal Charity Evaluators
Board of Directors Meeting
Type of Meeting: Standard Meeting
Date: March 25, 2024

In attendance:

Chairperson: Verónica Díaz Carrai
Vice Chairperson: Zach Freitas-Groff
Secretary: Alanna Devine
Board Member: Kieran Greig
Board Member: Allison Smith
Board Member: Anju Goel
Board Member: Mo Esan
Board Member: Tom Bilello
Executive Director: Stien van der Ploeg
Board Admin. Assistant: Eyren Semper

Absent:

Treasurer: Ravi Mulani
Board Member: Andrea Gunn - LOA

Guest: N/A

Quorum established: Yes

- 1.** Call to order
 - a. VDC called the meeting to order at 5:03 pm (PT).
- 2.** Board Votes
 - a. Previous minutes were approved via email on February 5, 2024.
 - b. Voting to approve Triple Summit as the new financial advisors was approved unanimously via email on February 5, 2024.
 - c. ED annual evaluation approved unanimously via email on February 17, 2024.
 - d. Respect in the Workplace Policy - annual review and policy approved unanimously via email February 20, 2024.
- 3.** Executive Director items
 - a. Updates:
 - i. Financials:

1. Budget approval:
 - a. Motion by VDC to approve the 2024/2025 budget.
 - b. Seconded by AD.
 - c. Vote was unanimous to approve the budget for the 2024/2025 fiscal year.
 2. Fundraising:
 - a. Fundraising goal has been met.
 3. Objectives and Key Results:
 - a. Four organizational OKRs:
 - i. More people who want to help animals come to ACE.
 - ii. Quality and need of our work is obvious to charities and donors.
 - iii. Understanding our impact and how we can improve.
 - iv. Have the resources to expand our reach and impact.
 4. Quarterly Progress Report:
 - a. Organized based on our strategic plan and will include OKRs and KPIs.
- ii. ED Discretionary Items:
1. ED evaluation:
 - a. Under consideration - timing of the annual evaluation to be adjusted to April after the end of the fiscal year.
 2. Charity Evaluation prep season progress:
 - a. Progressing well - evaluations will be more thorough for the upcoming year and will include an application process.
 - b. Evaluation criteria could include:
 - i. Impact
 - ii. Room for Additional Funding
 - iii. Organizational Health
 3. Movement Grants update:
 - a. Progressing well - several more applications for this year.
 4. Retreat:
 - a. Very successful event - focus on working better together, working better individually, improving systems and sharing what we are working toward.

4. Officer items

a. Board Chair

- i. Unanimous agreement regarding financial information published in board minutes - financial information will not be included in board minutes unless it has been externally audited.
- ii. Staff Liaison position - new board member is required to fill this position.
 1. Vote was unanimous for AS as Staff Liaison.
- iii. ED Evaluation Committee Lead
 1. Vote was unanimous for ZFG as ED Evaluation Committee Lead.
- iv. Board Recruitment Committee Lead
 1. Vote was unanimous for AD as Board Recruitment Committee Lead.

b. Treasurer

- i. Temporary committee established to evaluate external auditors:
 1. RM as Auditor Evaluation Committee Lead.
 2. Vote was unanimous for RM as Auditor Evaluation Committee Lead.
 3. Board members volunteering to serve on this committee- VDC, AGo, TB.
 - a. Vote was unanimous for VDC, AGo, TB to accept these board members to serve on this committee.

5. Committee/RITW Representative items

a. Governance Committee:

- i. Meeting on March 11, 2024 - work has begun on policy review for the organization - prioritizing of policies is currently underway.
- ii. Board Evaluation - work is beginning to commence board evaluation for 2024.

b. ED Evaluation Committee:

- i. ED evaluation update - evaluation presented to the ED by the board chair on March 7, 2024.
- ii. Ongoing channels for feedback on ED performance.
 1. Recommendation by AD to have the Governance Committee propose a policy/procedure for this process.
- iii. Board Recruitment Committee
 1. Meeting to be scheduled to review upcoming changes to the board.

6. Guest items

- a. No guests attending this meeting.

7. Staff items

- a. No staff submissions for this meeting.

8. New business

- a. No new business.

9. Closed session - excludes ED and other invited guests.

- a. Meeting has moved into a closed session at 6:52pm (PT).

10. Next scheduled meeting

- a. May 13, 2024

11. Adjournment

- a. Meeting adjourned at 7:30 pm (PT) on March 25, 2024 by VDC.

Submitted by:

Alanna Devine, Board Secretary
Verónica Díaz Carrai, Board Chair