

**Animal Charity Evaluators**  
Board of Directors Meeting  
Type of Meeting: Standard Meeting  
Date: July 15, 2024

In attendance:

Chairperson: Verónica Díaz Carrai  
Secretary: Alanna Devine  
Treasurer: Ravi Mulani  
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:

Vice Chairperson: Zach Freitas-Groff  
Andrea Gunn - LOA

Guest: n/a

Quorum established: Yes

- 1.** Call to order
  - a. VDC called the meeting to order at 5:02 pm (PT).
- 2.** Board Votes
  - a. Previous minutes were approved via email on June 10, 2024.
- 3.** Executive Director items
  - a. Updates:
    - i. Financials:
      1. May Financials:
        - a. In a good position - slightly behind with fundraising.
      2. Operating Reserves Policy:
        - a. Discussion by board members to update the policy:  
Can operating funds in reserve be used for more funding for recommended charities or movement grants?

3. Investments:
  - a. New interest bearing account to be opened.
4. Audit:
  - a. Audit is progressing well.
- ii. HR Updates:
  1. Updated COI policy:
    - a. Needs to be expanded to ensure staff are not put in conflict.
  2. Compensation Review:
    - a. Updated proposal:
      - i. Proposed work week - Trial period for possibly 2 or 4 quarters.
      - ii. Reviews will take place during the trial period - data will be collected throughout the trial to ensure a robust review.
      - iii. Looking to speak with other organizations who have experimented with this and could provide feedback - critiques, risks and/or opportunities?
      - iv. A subsequent board meeting will be held to provide further feedback on this issue.
    - b. Compensation Philosophy and Job Levels:
      - i. More review is required by board members. Additional information will be presented at the next board meeting.
  3. ED Discretionary Items:
    - a. Quarterly Progress Report:
      - i. Full presentation to the board with staff input will be emailed to board members next week.
    - b. Impact Assessment:
      - i. Will be shared publicly within the next few weeks.

#### 4. Officer items

- a. Board Chair:
  - i. Some board members and staff were able to attend the AVA summit.
  - ii. The ED has open office hours for board members to discuss projects/activities and answer any questions.
- b. Board Secretary:
  - i. Looking for feedback from staff on how we can improve

- communications between staff and the board.
- ii. ED will solicit feedback from staff via Slack.

**5.** Committee/RITW Representative items

- a. Governance Committee:
  - i. Next meeting will be scheduled for later in July.
  - ii. Working on the board evaluation results and review of three key policies.
- b. Finance Committee:
  - i. Contingency Planning meeting held June 10. Business Impact Analysis form to be completed by RM and then sent to the FC members for review.
- c. External Auditor Review Committee:
  - i. Will be receiving updated quotes from other firms.
  - ii. Once audit and tax returns are completed for the fiscal year, a meeting will be held to review the process.
- d. RITW/Staff Liaison:
  - i. Attended a meeting with ACE staff members to discuss staff confidence in ACE's anti-retaliation measures.

**6.** Guest items

- a. No guests attended this meeting.

**7.** Staff items

- a. No staff items were submitted.

**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 6:22pm (PT).

**10.** Next scheduled meeting

- a. TBD

**11.** Adjournment

- a. Meeting adjourned at 6:30 pm (PT) on July 15, 2024 by VDC.

Submitted by:

Alanna Devine, Board Secretary

Verónica Díaz Carrai, Board Chair