

**Animal Charity Evaluators**  
Board of Directors Meeting  
Type of Meeting: Standard Meeting  
Date: October 6, 2024

In attendance:

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

Absent:

Board Member: Anju Goel

Guest: Heather Herrell

Quorum established: Yes

**1.** Call to order

- a. VDC called the meeting to order at 9:03 am (PT).

**2.** Board Votes

- a. Previous minutes were approved via email on July 31, 2024.
- b. Updated Operating Reserves Policy approved via email on July 30, 2024.
- c. Anti-Retaliation Policy approved via email on August 21, 2024.
- d. Policy on Anonymous Feedback approved via email on August 21, 2024.
- e. Policy Review Policy approved via email on August 21, 2024.

**3.** Executive Director items

- a. Updates and Action Items:
  - i. 2024 Recommendations update:
    - 1. Charities were informed of the decision on Fri 10/4.
    - 2. Recommendations release is on track for November 12.

- ii. GWWC evaluation of ACE MGs and RCF progress update:
  - 1. Movement Grants and Charity Evaluations are evaluated separately. Both are underway.
  - 2. Stien will attend EAG Boston.
- iii. Financials:
  - 1. Regular Financial Update document.
- iv. Fundraising Plan Update:
  - 1. Heather, development director, has joined to address questions and ask for your support.
- v. Strategic Plan:
  - 1. Our current Strategic Plan will end at the end of this FY - discussions will commence with the December board meeting.
  - 2. Review by next meeting: ACE Programmatic TOCs.
  - 3. Quarterly Progress Report: end of October.
- vi. HR Updates:
  - 1. Communications Director - final decision and offer to be made the week of October 7.
  - 2. Revision of compensation plan is pushed to later this fiscal year.
  - 3. Team celebrations.
- vii. ED Discretionary Items:
  - 1. ED Contingency Plan
    - a. An updated version will be shared - voting to accept the plan will occur at the next board meeting or via email.

#### 4. Officer items

##### a. Updates:

- i. Board Chair:
  - 1. Thank you to AG who has stepped down from the ACE Board. AG will continue to assist with board recruitment and will share an update.
  - 2. Ensure all IT protocols are in place.
  - 3. IT security training - updated training modules.
- ii. Officer Roles (voting):
  - 1. Chair:
    - a. Ravi Mulani - new Board Chair - vote was unanimous via email September 13, 2024.
  - 2. Treasurer:
    - a. Tom Bilello - new Board Treasurer - vote was unanimous via email September 17, 2024.

- iii. Secretary:
  - 1. Update with the OD at ACE for legal filing requirements.
  - 2. Exploration of cyber insurance for ACE.
- iv. Treasurer:
  - 1. RM and TB are working on the transition of TB as new Treasurer.

**5. Committee/RITW Representative items**

- a. Updates:
  - i. Governance Committee:
    - 1. 2024 Board Evaluation Discussion.
    - 2. Board Evaluation Summary for ACE staff:
      - a. Generally positive feedback from staff.
      - b. Some abstentions from staff on the survey - spend time between now and the next survey to revamp some of the questions to gain better response outcomes.
  - ii. ED Evaluation Committee:
    - 1. No mid year review given the monthly calibration on the ED tracker and anonymous feedback form.
  - iii. RITW/Staff Liaison:
    - 1. Approval of the new policy on the anonymous feedback - will share the update with all staff via email and Slack prior to month end.

**6. Guest items**

- a. Heather Herrell - Fundraising Update.

**7. Staff items**

- a. No staff items were submitted 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 11:03 am (PT)

**10. Next scheduled meeting**

- a. TBD

**11.** Adjournment

- a. Meeting adjourned at 11:09 am (PT) on October 6 by VDC.

Submitted by:

Alanna Devine, Board Secretary  
Verónica Díaz Carrai, Board Chair