

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

In attendance:

Chairperson: Ravi Mulani
Treasurer: Tom Bilello
Board Member: Kieran Greig
Board Member: Allison Smith
Board Member: Anju Goel
Board Member: Mo Esan
Board Member: John Seber
Executive Director: Stien van der Ploeg
Board Admin. Assistant: Eyren Semper

Absent:

Vice Chairperson: Zach Freitas-Groff
Secretary: Alanna Devine
Board Member: Verónica Díaz Carrai
Guest: n/a

Quorum established: Yes

1. Call to order

- a. RM called the meeting to order at 8:02 am (PT).

2. Board Votes

- a. Previous minutes were approved via email on October 27, 2024.

3. Executive Director items

a. Updates:

i. Finances:

- 1. Financials have been reviewed by the Finance Committee. We are in a healthy position and our actuals are on track with our budget.
- 2. Finance director will attend the next board meeting when the first draft budget will be discussed. Fiscal year starts April 1.

ii. Fundraising:

- 1. We are projected to meet our fundraising goals for our

operations, Movement Grants and Recommended Charities programs.

- a. Operations - we are projected to meet our goal.
- b. Movement Grants - we are ahead of our goal.
- c. Recommended Charities - we are ahead of our goal.

iii. Strategic Plan:

1. TOC Discussion — Board asked to review current Theory of Change document and input comments and suggestions prior to January 13, 2025.

iv. HR Updates:

1. Communications director has started, so far things are progressing extremely well.
2. Beginning our end of year engagement surveys and 360 feedback. Annual staff engagement surveys are completed in January. Results will be out early in the new year.
3. Planning has begun for the 2025 staff retreat.

v. ED Discretionary Items:

1. Overview/reflection of events for the 2024 calendar year.

4. Officer items

a. Updates:

i. Board Chair:

1. Board Recruitment update - Welcome to two new board members:
 - a. JS - has joined in December.
 - b. AO - will join the board in January, 2025.
 - c. Thank you to AG, VDC and ZFG for all of their hard work during this last round of recruitment.
2. Committee Members - some board members have transitioned to different committee work and will continue to work with the new committee members on items remaining open:
 - a. TB will work with ME on items pertaining to Governance Committee work.
 - b. RM will work with TB on items pertaining to Finance Committee work.
3. Please ensure we have your up to date information recorded.

5. Committee/RITW Representative items

a. Updates:

i. ED Evaluation Committee:

1. End of the fiscal year process will begin. Committee will begin their work in the new year.

ii. Board Recruitment Committee:

1. In a good position. Three new board members will have joined the ACE board by spring 2025.

6. Staff items

- a. From Slack - *I'd find it helpful to see a quick summary of what the discussion of each topic actually involved. That would make it easier to ask questions as well - atm my questions would all just be very general.***

- i. AD will work to include some additional context for the staff reporting.**

7. New business

a. Discussion Item:

- i. Should the ACE board implement a strategy committee.**
1. KG and SVP will meet to discuss further.

b. Upcoming Conferences:

- i. AVA and EAG - who from the board are planning to attend. Some ACE staff will be attending - would like to find times for attendees to meet in person while at the conference.**

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

- a. Meeting has moved into a closed session at 8:59 am (PT).**

9. Next scheduled meeting

- a. TBD**

10. Adjournment

- a. Meeting adjourned at 9:10 am (PT) on December 15, 2024 by RM.**

Submitted by:

Alanna Devine, Board Secretary
Ravi Mulani, Board Chair