

Animal Charity Evaluators

Board of Directors Meeting

Type of Meeting: Standard, Virtual Meeting

Date: April 5, 2025

In attendance:

Chairperson: Ravi Mulani

Vice Chairperson: Zach Freitas-Groff

Secretary: John Seber

Treasurer: Tom Bilello

Board Member: Anju Goel

Board Member: Mo Esan

Board Member: Jacob Peacock

Executive Director: Stien van der Ploeg

Board Admin: Eyren Semper

Absent:

Board Member: Alanna Devine

Board Member: Kieran Greig

Board Member: Amy Odene

1. Call to Order

A quorum of directors present and notice duly given, RM called the meeting to order at 11:03 am (PT).

2. Approvals

The Board reviewed matters that were previously approved:

- a. Minutes from the February 1, 2025 meeting were approved via email on February 25, 2025.
- b. RITW policy was approved for 2025 on March 12, 2025.
- c. ED Contingency Plan (Emergency Succession Plan) was approved on March 17, 2025.
- d. Alternative workweek proposal was approved at the October 6, 2024 meeting.

3. Executive Director Updates

a. Finances

SvdP discussed the organization's financial statement, which reflects revenue and expenses through February 28, 2025. The organization has exceeded revenue goals and stayed under budget for expenses, with final revenue figures still being calculated. The Board reviewed and discussed the financial statement, as well as current reserve levels, deciding to discuss reserves if any surplus exists at the time of the next Board meeting.

SvdP discussed preparation for the next audit process. The Board discussed the audit process, as well as the need to review the investment policy and reserves policy annually. The Board also discussed the current financial market and the organization's investments, agreeing that the Finance Committee will analyze the organization's investment plans and discuss the organization's investment strategy with its financial advisors.

b. Strategy

SvdP presented the proposed strategic plan, reviewing the draft document and discussing the proposed goals and tactics. SvdP reviewed key strategic considerations and issues within each strategic goal. The Board discussed its role in approving the proposed strategic plan, expressing support for the organization's approach to the process and new OKRs. The Board asked questions regarding the proposed goals and tactics, the duration of the plan, and metrics and KPIs. The Board agreed to provide any feedback on the draft strategic plan by April 14, 2025.

c. Culture

SvdP reported that a reorganization within the Development Department has been completed, and the organization has begun recruiting for a new Development Director. The Board discussed the reorganization and transition process.

SvdP reported that the organization is beginning an alternative workweek trial, had a very productive and enjoyable staff retreat, and received positive feedback in the recent staff engagement survey. The board discussed the alternative workweek, the retreat, and plans for future retreats.

SvdP also discussed the organizational goal of positioning ACE as a thought leader within the broader field of animal philanthropy and how she can best contribute to this goal. SvdP shared that she has been nominated to join the board

of Animal Grantmakers.

4. Officer and Committee Updates

a. Officer Elections

RM discussed the appointment of JS to fill the vacant secretary position, thanking AD for her service in that role. The Board also discussed meeting frequency and scheduling, agreeing to maintain the current meeting frequency and to attempt to schedule meetings for the remainder of the upcoming fiscal year.

The Board discussed officer elections. RM presented a proposed slate of officers for the fiscal year, which the Board reviewed and discussed.

Upon motion by AG, seconded by ZFG, the Board unanimously elected RM to the position of Chair.

Upon motion by RM, seconded by AG, the Board unanimously elected JS to the position of Secretary.

Upon motion by JS, seconded by RM, the Board unanimously elected TB to the position of Treasurer.

The Board expressed its gratitude to ZFG for serving in the optional role of Vice Chair, which will not be filled for the upcoming fiscal year.

b. Officer Updates

JS reported that he may propose slight modifications to the Secretary role, which he would circulate before the next Board meeting.

c. Committee Updates

ME provided an update on behalf of the Governance Committee, which is conducting its periodic reviews of organizational policies, and will be focusing on analyzing the results from the prior Board self evaluation and Board contingency planning.

ZFG provided an update on behalf of the Executive Director Evaluation Committee, which is in progress.

TB provided an update on behalf of the Finance Committee, which is

reviewing financial contingency planning in case of significant events such as a loss of key personnel or market turbulence. The Finance Committee will speak with the organization's financial advisors and report back at an upcoming meeting.

RM provided an update on behalf of the Board Recruitment Committee, which JP has agreed to chair moving forward.

JS reported that, as RITW Liaison, there were no new matters to discuss.

The Board discussed the updates provided by the committees. After committee updates had concluded, the Board agreed to incorporate small breaks into future meetings. Svdp also encouraged Board members to contact her if there are any additional matters that they would like to discuss.

The Board noted that this will be ES's last Board meeting and expressed gratitude to ES for all of her service to the organization and support to the Board, which included facilitating onboarding and officer transitions.

5. Executive Session

Svdp and ES left the meeting at 12:39 pm, and the meeting convened into executive session.

6. Adjournment

There being no other business to consider, the meeting was adjourned at 12:54 pm by RM.

Submitted by:



John Seber
Board Secretary