

Animal Charity Evaluators

Board of Directors Meeting

Type of Meeting: Standard, Virtual Meeting

Date and Time: June 29, 2025, 10:00 am PT

In attendance:

Chairperson: Ravi Mulani

Secretary: John Seber

Treasurer: Tom Bilello

Board Member: Alanna Devine

Board Member: Mo Esan

Board Member: Jacob Peacock

Board Member: Amy Odene

Executive Director: Stien van der Ploeg

Absent:

Board Member: Zach Freitas-Groff

Board Member: Anju Goel

Board Member: Kieran Greig

1. Call to order

A quorum of directors present and notice duly given, Mr. Mulani called the meeting to order at 10:03 am (PT).

2. Board Approvals

Mr. Mulani noted that minutes for the April 5, 2025 meeting were approved via email on April 16, 2025.

3. Executive Director Updates

a. Financial Update

Ms. van der Ploeg reviewed the organization's financial position through the end of April and her plan to spend the \$130,000 in excess reserves pursuant to the organization's Operating Reserves Policy. Ms. van der Ploeg reported that the surplus will be spent on movement grants, grants to recommended charities, and meta-fundraising initiatives that will benefit the broader effective animal advocacy movement, with the vast majority of the funds being spent on grants. The board reviewed and discussed the organization's Operating Reserves Policy and Ms. van der Ploeg's plan for spending the surplus reserves.

The board also discussed the organization's Statement of Investment Policy, Objectives, and Guidelines, which the Finance Committee will review, and the creation of a central tracking system for all items requiring board approval or action throughout the year.

b. Human Resources Update

Ms. van der Ploeg provided an update on recruiting for the Development Director position, which remains ongoing, and summarized progress to date. Ms. van der Ploeg also reported that the organization's Content Specialist will be leaving the organization on July 24, and the organization wishes her well. The organization's new administrative assistant may be able to provide support while the position is vacant.

c. Strategy Update

Ms. van der Ploeg discussed potential collaboration with another organization that has a complementary mission. The board discussed potential benefits, concerns, and the compatibility of each organization's unique approach. Ms. van der Ploeg will continue to analyze the opportunity and report back to the board. Ms. van der Ploeg also invited a member of the board to join an upcoming staff meeting to discuss the role of the board. Following Ms. van der Ploeg's update, the board discussed management's ongoing review of the organization's founding documents and organizational policies.

4. Officer Updates

Mr. Mulani reported that Ms. Devine's term as a director is ending in July, and the board thanked Ms. Devine for her years of service to the organization. Mr. Peacock will become chair of the Recruitment Committee, which will begin recruiting for candidates to fill the vacancy. Mr. Seber reported that he will be meeting with Ms. van der Ploeg to discuss how the board will be collaborating with the organization's new administrative assistant, and Mr. Bilello had no updates at this time.

5. Committee Updates

The Finance Committee, Board Recruitment Committee, and Respect in the Workplace Liaison had no updates.

a. Governance Committee

Mr. Peacock will be presenting potential updates to the organization's Conflict of Interest Policy that are intended to clarify the policy in anticipation of the upcoming recruiting process.

b. Executive Director Evaluation Committee

Mr. Mulani thanked Mr. Freitas-Groff, Ms. Esan, and Ms. Odene for their work on this year's Executive Director evaluation, which has been completed.

6. New business

The board discussed meeting minutes format and agreed to stop using abbreviations for proper nouns.

7. Executive Session

Ms. van der Ploeg and Ms. Odene left the meeting at 11:13 am, and the board convened into an executive session.

8. Adjournment

The executive session ended and there being no other business to consider, the meeting adjourned at 11:29 am.

Submitted by:

/s/ John Seber

John Seber, Board Secretary