Animal Charity Evaluators

Board of Directors Meeting
Type of Meeting: Standard, Virtual Meeting
Date and Time: August 30, 2025, 10:00 am PT

In attendance:
Chairperson: Ravi Mulani
Secretary: John Seber
Treasurer: Tom Bilello
Board Member: Amy Odene
Board Member: Anju Goel
Board Member: Jacob Peacock
Board Member: Mo Esan
Board member: Zach Freitas-Groff
Executive Director: Stien van der Ploeg

Absent:
Board Member: Kieran Greig

1. **Call to Order**

With a quorum of directors present and notice duly given, Mr. Mulani called the meeting to order at 10:03 am.

2. **Board Votes**

Mr. Mulani noted that the minutes from the June 29, 2025, board meeting were approved via email on July 12, 2025.

3. **Executive Director Update**

   a. **Financial Update**

Ms. van der Ploeg shared that actual budget performance is on track with projections. The organization filed for an automatic extension of the deadline to file the annual Form 990 and anticipates that the independent audit will be completed in September. The organization has used the surplus from organizational reserves to add $90,000 to the Recommended Charity Fund and $40,000 to the communications and marketing budget.

   b. **Fundraising Update**

Ms. van der Ploeg reported that a fundraising campaign started this month, as the organization hopes to increase its audience ahead of the end-of-year giving season.

c. Human Resources Update

Ms. van der Ploeg reported that the first quarter of the four-day workweek trial is complete, and the trial will continue for another quarter. The new Development Director starts on September 8, and Ms. van der Ploeg has already met with her in person. The organization will not refill the vacant content specialist position before the end of the year, with different existing staff members taking on some of the tasks associated with it.

d. Programs Update

Ms. van der Ploeg explained that the assessment phase of the charity evaluation process is complete, and the organization is preparing its recommendations. This round of evaluations has gone well, and the team is continually reflecting on its process. There was a mutual decision for one charity to withdraw from consideration before the evaluation process was complete. Ms. van der Ploeg also provided an update on Movement Grants, reporting that disbursements have been completed for the prior round of grants, and the organization is reviewing the expressions of interest that have been received for the next round.

e. Strategy Update

Ms. van der Ploeg shared the preliminary results from the organization's impact assessment for the prior year, which documented growth in the organization's counterfactual impact. The organization is also evaluating how it could use increased funding to grow its impact, and it has begun a strategic review of the charity evaluations and recommendations program. Ms. van der Ploeg also discussed the recent success of FarmKind, which relies on ACE's charity recommendations, and how the organizations collaborate. Finally, Ms. van der Ploeg shared that she will be attending the Effective Altruism Meta Coordination Forum in September.

4. Officer Updates

Mr. Mulani encouraged the board to use the new board action hub, expressing gratitude to Ethan for their hard work on it. Mr. Seber reported that he and Ms. Odene are giving a presentation on the role of the board to the ACE staff next week. Mr. Bilello announced the imminent completion of the organization's audit and the subsequent preparation of its tax return.

5. Committee Updates

For the Finance Committee, Mr. Bilello noted the upcoming annual review of the Investment Policy and Reserve Policy. For the Board Recruitment Committee, Mr. Peacock shared that planning has concluded for the upcoming recruitment process, which will launch soon. For the Executive Director Evaluation Committee, Mr. Freitas-Groff noted that staff may enjoy having the opportunity to hear more from the board, and Ms. Odene and Mr. Seber agreed to ask staff

about their interest in small group meetings at the upcoming all-staff meeting. Finally, the Respect in the Workplace Staff Liaison, Mr. Seber, discussed results from the recent staff engagement survey, which he will review in greater detail.

6. **New Business**

The board discussed whether offering an option of payment to board members could help attract candidates who may not otherwise be able to serve on a volunteer basis, and Mr. Peacock will prepare an analysis for board review before the next meeting. The board also discussed the use of Slack, and Ms. Odene and Mr. Seber agreed to ask staff for their feedback at the upcoming all-staff meeting.

7. **Executive Session**

At 11:35 am, Ms. van der Ploeg left the meeting, and the board then convened an executive session.

8. **Adjournment**

The executive session concluded, and since there was no other business to discuss, the meeting adjourned at 11:45 am.

Submitted by:

John Seber

John Seber, Board Secretary