

## **Animal Charity Evaluators**

Board of Directors Meeting

Type of Meeting: Standard, Virtual Meeting

Date and Time: November 16, 2025, 12:00 pm PT

### In attendance:

Secretary: John Seber

Treasurer: Tom Bilello

Board member: Zach Freitas-Groff (acting Chairperson)

Board Member: Amy Odene

Board Member: Jacob Peacock

Board Member: Mo Esan

Executive Director: Stien van der Ploeg

### Absent:

Chairperson: Ravi Mulani

Board Member: Anju Goel

Board Member: Kieran Greig

### **1. Call to Order**

A quorum of directors present and notice duly given, Mr. Freitas-Groff called the meeting to order at 12:05 pm.

### **2. Board Votes**

Mr. Freitas-Groff noted that the previous minutes were approved via email on September 15, 2025.

### **3. Executive Director items**

#### **a. Financial Update**

Ms. van der Ploeg provided an update on the organization's financial position, reviewing the financial statement ending September 30, 2025. Both revenue and expenses remain on target. After discussing the financial statement, Ms. van der Ploeg and the board agreed that the Executive Director will notify the board when the financial statements and related materials are available for review ahead of each meeting.

## **b. Fundraising Update**

Ms. van der Ploeg discussed current fundraising priorities, which include submitting proposals to three funders. The organization has the opportunity to submit a proposal for increased funding to one funder, and Ms. van der Ploeg discussed funding priorities with the board. Ms. van der Ploeg also shared that the newly hired Development Director is doing well in the role, helping to secure new opportunities and clarify strategy for end-of-year giving.

Ms. van der Ploeg shared that the organization will be featured in the Double Up Drive starting on Giving Tuesday. The organization will also hold a presentation on Giving Tuesday at 8am PT, featuring representatives from recommended charities. Board members are invited to attend, and the Communications Director will send more information. Ms. van der Ploeg also discussed a recent presentation to potential new donors, which went well.

## **c. Human Resources Update**

Ms. van der Ploeg discussed personnel, explaining that the organization is analyzing current needs to determine how best to fill a staff vacancy and identifying staffing opportunities that the organization would prioritize if funding increases. The organization is also continuing its four-day workweek trial for another quarter, on the recommendation of the Operations Director. Citing cost savings, Ms. van der Ploeg explained that the annual staff retreat will be held in Costa Rica in March. The board and Ms. van der Ploeg discussed potential topics for the retreat.

## **d. Strategy and Programs Update**

Ms. van der Ploeg identified a quarterly progress report that is available for review and discussed a feasibility study that is exploring potential opportunities relating to the charity evaluation process. The board discussed the study, its purpose, and its progress to date with Ms. van der Ploeg. The board also congratulated the organization's staff on this year's charity recommendations and discussed various aspects of the recommendations, reflecting on the organization's work and the responses from evaluated charities.

## **4. Officer items**

Mr. Bilello asked the board to review and approve via written consent the two policies that were circulated in advance of the meeting – the Operating Reserves Policy and Statement of Investment Policy, Objective and Guidelines.

## **5. Committee Updates**

Mr. Peacock provided an update on behalf of the Governance Committee, reporting on the committee's ongoing analysis of the Conflict of Interest Policy. Mr. Peacock discussed potential scenarios that could give rise to a conflict under the policy and explained that the committee will continue its review.

Mr. Peacock also provided an update on behalf of the Board Recruitment Committee, which has collected feedback and will be putting out a call for applications and nominations.

Mr. Seber, the Respect in the Workplace Liaison, shared that the presentation to staff regarding the role of the board went well and that he reviewed the results from the last staff engagement survey, which were very positive.

## **6. Executive Session**

Ms. van der Ploeg left the meeting at 1:48 pm, and the board convened into an executive session.

## **7. Adjournment**

The executive session ended and there being no other business to consider, the meeting adjourned at 1:51 pm.

Submitted by:

***John Seber***

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John Seber, Board Secretary