

Animal Charity Evaluators
Board of Directors Meeting
Type of Meeting: Standard, Virtual Meeting
Date and Time: January 25, 2026, 8:00 am PT

In attendance:

Chairperson: Ravi Mulani
Treasurer: Tom Bilello
Board member: Zach Freitas-Groff
Board Member: Anju Goel
Board Member: Jacob Peacock
Executive Director: Stien van der Ploeg

Absent:

Secretary: John Seber
Board Member: Mo Esan
Board Member: Amy Odene
Board Member: Kieran Greig

Quorum not established

1. Call to order

A quorum of directors was not present and notice duly given. Mr. Mulani called the meeting to order at 8:05 am PT.

2. Board Votes

The previous minutes were approved via email on January 4, 2026.

3. Executive Director items

a. Financial Update

Ms. van der Ploeg provided an update on the organization's financial position, noting that revenue and expenses remain on target.

Ms. Van der Ploeg noted that the budget process FY 2026-27 will run through March.

a. Fundraising Update

Ms. van der Ploeg discussed the potential for an enhanced giving grant from a funder, along with the potential uses for growth funding.

b. Human Resources Update

Ms. van der Ploeg discussed annual team performance assessments, reporting that

feedback on key leadership factors is generally positive. The staff engagement survey is planned for early February.

Ms. van der Ploeg discussed redefining the open communications role to focus on growth and marketing, and outreach to untapped audiences beyond EA and farmed animal advocacy communities. The goal is to have this role filled by May.

c. Programs Update

Ms. van der Ploeg reported that positive results on Recommended Charity goals. Programs team will continue to consider enhancements to current evaluation and recommendations approach to ensure alignment with animal welfare priorities. Ms. van der Ploeg also discussed plans for her deeper engagement in evaluations, enabled by strong internal teams and leadership.

Ms. van der Ploeg provided an update on the Movement Grants program and opportunities for more engagement with regional experts.

2. Officer Items

Mr. Mulani encouraged board members to provide input during the budget and strategic planning period. Mr. Bilello reported that Investments and Reserves policies are aligned for annual review.

3. Committee Updates

Mr. Peacock reported that board recruitment is targeted for early February launch.

4. Executive Session

Ms. van der Ploeg left the meeting at 9:05 am and the board convened into an executive session.

5. Adjournment

The executive session ended and there being no other business to consider, the meeting adjourned at 9:22 am.

Submitted by:

Tom Bilello, Board Treasurer
Ravi Mulani, Board Chair