Wild Animal Initiative Board Meeting

05/13/20

In attendance:
Emily Hatch (President)
Flor Serna (Treasurer)
Josh You (Secretary)
Michelle Graham (Executive Director)
Ignacio Moore (board candidate)

Absent:
None

Agenda:

I. Introduction and Q&A with Ignacio Moore regarding potentially serving on the board of Wild Animal Initiative and expectations of the role.

II. Executive director performance reviews
   A. Discussed results of Michelle Graham’s performance evaluations from herself and WAI employees.
   B. The board will conduct its own annual review of the Executive Directors’ performance later this year and look for templates used by other organizations in preparation for setting up the performance review criteria.

III. Discussion of board involvement with spending decisions
   A. One edge case: hiring an operations associate (not budgeted) to do work similar to that of a development director (which is in the budget). Board decided that this decision, and other expenditures that do not require an immediate expense of over $10,000 do not require board approval and can be brought to the board’s attention during regular board meetings. Immediate expenditures over $10,000 should still be pre-approved by the board.