



The Vegan Society Council Meeting

22 May 2025, 17.00-18:30

Online via Teams

Minutes

PRESENT: Jenifer Vinell (JV, Chair), Chapman Chen (CC) from minute 4 , Paula Feehan (PF, Vice-Chair), David Gore (DG, Assistant Treasurer), Paras Shah (PS, Treasurer), Amber Vincent-Prior (AVP)

IN ATTENDANCE: Libby Peppiatt (CEO), Phaedra Appleton* (PA, Head of Innovation and Development) Sam Calvert (SC, Head of Communications and Fundraising)* Abbey Mann (Head of Operations), Claire Ogley (CO, Head of Campaigns, Policy, and Research), Danya Young (DY, Governance and Compliance Consultant)

**formerly Phaedra Johnston*

APOLOGIES: Christine McLaren (CM), Matthew Thornton (MT, Head of Commercial Services)

Acronyms/specific terms: Annual General Meeting (AGM); Articles of Association (Articles), Business Development Department (BD), Campaigns, Policy, and Research (CPR), Communications Department (Comms), The Board of trustees/directors (Council), Customer Relationship Management (CRM), Senior Leadership Team (SLT), The Vegan Society (TVS), The Vegan Society Trading International Limited (TVSTIL).

Actions in italics

1. Introductions, apologies, and conflicts of interest (agenda item 1)

- 1.1 The Chair welcomed the trustees and attendees to the meeting. The apologies for absence received from CM and MT were noted.
- 1.2 On behalf of Council, the Chair formally welcomed LP to her first Council meeting since her appointment as TVS's Chief Executive Officer, noting LP had met the majority of the trustees already at the last meeting which she attended as an observer.
- 1.3 LP noted that she was delighted to have joined TVS and expressed her gratitude for the warm welcome she had received. LP highlighted that she had been impressed with, but not surprised by, the quality of work that was being delivered at TVS. She gave particular thanks to AM for the comprehensive three-day induction she had arranged and led in Birmingham the previous week which had been robust and helpful. She also noted that she planned to meet virtually with all TVS staff one to one within the next 4-6 weeks.
- 1.4 DY reported that due to this being a transitional governance period for Council, which was in view of a recently appointed CEO and forthcoming new Chair appointment, enhancements to the agenda would be introduced iteratively before July 2025. DY highlighted that the first change was the new explicit reference to indirect and potential conflicts of interest, in addition to direct, actual and potential, that trustees would be asked to declare with effect from this meeting.
- 1.5 DG notified Council that he had been appointed as a Governor and trustee of Waldorf Greenwich Steiner School. It was noted that there was no conflict of interest with DG's TVS Council appointment.

2. SLT Items (agenda item 2)

- 2.1 The Chair introduced agenda item 4 (SLT Items) and LP updated Council on the final timings for 6 June 2025. It was noted that certain times had been revised slightly since they were initially shared with the Chair and Council. AM confirmed that she would circulate the full itinerary including the venues and confirmed timings to Council after the meeting. During discussion, the smart casual dress code was confirmed and AM asked trustees to let her know as soon as possible whether they required accommodation to enable her to secure the most cost-efficient rates.

3. Risk register and action log (Agenda item 3)

- 3.1 The Chair reported that the documentation for the action log and risk register was not yet available due to the priorities and exacting deadlines for the AGM in the period since the last meeting. In the meantime, DY provided a verbal update on progress with and the status of each of the actions recorded at the last meeting, noting that they would be circulated in writing after the meeting.
- 3.2 Council discussed the actions relating to whether HMRC's withdrawal of its decision was final and if TVS could seek compensation.
- 3.3 AM provided an update on the hybrid working review and costs piece.

4. Finance update (Agenda item 4)

- 4.1 PS thanked DG for responding to the trustee questions that had been received from CM which were primarily on the Dash report.
- 4.2 PS presented his report to April 2025, comprising the following which Council considered and discussed:
- Dash 2019-2025 to April 2025
 - May Treasurer's report

- April Budget vs Actuals,
- Deferred Income April 25

4.3 Council discussed TVS's recognition and thanks to its legators/donors.

4.4 Council discussed its new online Memorial Site scheduled for launch later in the year.

5. AGM Matters (agenda item 7)

Meeting for Written Questions

5.1 The Chair reminded Council that the deadline for member questions for the AGM was 20 June 2025. The Chair confirmed that she would arrange a session for Council to review the questions received, noting that at this stage the number and nature of questions were not yet known.

Trustee Annual Report

5.2 Council discussed the Trustee Annual Report.

5.3 The Chair acknowledged the constraints and pressures in the period and added that she was optimistic that processes and meeting deadlines would now improve, recognising that DY was now in post, AM was now back in Operations, and TVS now had LP in place as CEO.

7. E-votes and emergency votes (agenda item 9)

The Chair reported that there had been no e-votes or emergency votes since the last meeting.

8. Any other business

9.1 DG followed up on his email of 21 May 2025 and suggested that an informal, introductory meeting was arranged for Council with the new trustees on 28 June 2025

immediately after the AGM. DG underlined the value of this for Council to provide a warm welcome to and to thank the new trustees.

9.2 Following discussion, it was agreed that the Chair would reach out to the confirmed new trustees when voting closed on 26 June 2025, to invite them to a short informal Council meeting. SC also noted that some of the nominees had confirmed their attendance for the event on 6 June 2025 which would provide another opportunity for Council to meet them informally before their first formal Council meeting.

9. Close meeting

There being no further business the meeting closed at 6.15pm.