

# Leverage

## Board Meeting Minutes Q4 2023

**Date/time:** Friday, October 13 2023, 2pm EST

**Location:** Remote

**In attendance:**

- Geoff Anders – Executive Director, Chairman of the Board, appointed Treasurer
- Nevin Freeman – Director
- Joe Corabi – Director (stepping down)
- Oliver Carefull – Staff, appointed Director
- Melinda Bradley – Staff, appointed Secretary

**Notes prepared by:** Melinda Bradley

**Status of minutes:** To be approved at Q4 2024 meeting (April 8, 2024)

## Meeting minutes

Previous meeting minutes were unavailable for approval at the time of the meeting but are presented for review [here](#).

There are no questions on procedures, roles or otherwise at this time.

Summary of [Q3 Update for Board](#) by Geoff Anders, specifically Q3 resources, activities and compliance, followed by Q&A.

- **NF:** A summary of Kerry Vaughan's leave of absence and following departure from Leverage was requested, which GA answered.
- **GA:** Summarized how the History of Science program contributes to breaking bottlenecks and its relation to Quantum Biology.
- **NF:** Question on our current approach to fundraising. GA and OC gave a rundown of "Fundraising Bingo" and outlined the changes in the current approach, including the contribution of responsible science to fundraising, the "decision tree" process, and the thought process behind the new approach to seeking product-market fit.
- **NF:** Question and discussion on the "Psychology Distribution" plan. GA recapped the plan to create a journal for interested parties using belief reporting and charting to show the effects of psychological intervention and then publish this research, noting that "a flourishing sub-field draws audiences." JC had questions about how we would get "academic eyes on the publication." GA referenced OC's audience analysis in psychology.

- **NF:** Further questions on fundraising, specifically if the goal is to fill all squares in bingo and if our fundraising plans are going to work. GA spoke more on this; the projected \$500k is more than needed but would be ideal, and shared our “Short-term plan.” NF then asked how the team felt about current and future funding over the next year. GA referenced the team’s “O-meters” and how they are being used to gauge the overall temperature of different aspects of the institute. GA noted that he is fine; the remaining team is stressed about finances.

A short break and extension of the meeting was proposed and accepted by all parties.

- **GA:** Resumed meeting with synopsis of short-term plan, grant applications, funding for retreats and self-improving institutes in relation to fundraising and specific possible funders for each program and how we are learning to approach them successfully. OC touched on his outreach to the Engelbart Institute. GA noted he feels “very confident in the long-run; quite confident in the mid” and thinks we are learning and doing well currently.

Summary of the Post-Experiences [Inquiry Report](#) by Geoff Anders, specifically in regards to the “Zoe incident” and an update on her recovery, followed by Q&A.

There were no previous items or unfinished business to discuss.

New items (new business) were discussed as follows:

- **GA:** Expressed vision of active and engaged board, leading to a change of board members. Joe Corabi voluntarily resigned from his position on the board and will continue in a volunteer capacity. By unanimous vote, Oliver Carefull was appointed as his successor on the grounds that he has more of a grasp on the day-to-day activities of the institute and his ability to “wrangle” Geoff. This was unanimously decided to take effect upon completion of the board’s official statement endorsing Leverage concerning the Post-Experiences Inquiry review.
- **GA:** Proposed change of officers in light of recent activities. Kerry Vaughan voluntarily resigned from the position of Secretary, and Melinda Bradley was appointed. Larissa Hesketh-Rowe voluntarily resigned as Treasurer, and Geoff Anders was appointed. Both appointments were approved by unanimous vote.
- **GA:** Expressed need for an official board statement regarding the Post-Experiences Inquiry review. NF gave his perspective, which is that Leverage has sufficiently reformed its practices and modes of operation so that the risk of repeating similar mistakes in the future is low. JC endorsed Nevin’s statement. It was decided to write and approve a formal statement from the board remotely, giving JC time to review pertinent information.

Meeting was officially adjourned at 3:45 PM EST by Geoff Anders.

Minutes respectfully submitted by Melinda Bradley.

## Addendum

- The official statement on the Post-Experiences Inquiry, approved by remote unanimous decision on 10/14/23 by current board members (recusing Geoff Anders as a party to the incident), follows:

“We, the board, are satisfied that the dramatic reforms in how Leverage operates that Geoff Anders led and the organization implemented after the end of the Leverage Research Collaboration in June 2019 are sufficient to ensure that the same mistakes and harm that occurred in that context are unlikely to recur in the organization as it operates today. Organizations can, of course, change and evolve, so we think it's important for the board to keep the lessons learned and articulated in that report in mind as we help steer the organization over time, and we believe that it will.”

- Once this statement was approved, JC's resignation from the board was effected, as was Oliver's appointment to the board.