

Board of Directors

Board Members, Principal Occupations, and Terms of Office

The Board of Directors governs Animal Victory Disaster & Abuse Fund in accordance with the organization's Articles of Incorporation, Bylaws, and applicable North Carolina nonprofit law.

Janelle Babington

Board position Founder and Executive Director
Principal Founder and Executive Director, Animal Victory Disaster & Abuse Fund; Founder and
occupation Chief Vision Officer, Animal Victory
Term of office Serves until the next annual meeting for election of the Board of Directors and until her successor is elected and qualifies.

Janelle brings nonprofit leadership, animal rescue, disaster response, program administration, strategic planning, fundraising, partnership development, governance, and board-management experience. She directs the organization's mission, programs, and operations.

Penny Eims

Board position Director
Principal Animal welfare journalist and writer; Lead Petition Writer and Mission Co-Pilot, Animal
occupation Victory
Term of office Serves until the next annual meeting for election of the Board of Directors and until her successor is elected and qualifies.

Penny brings more than twenty years of journalism and freelance-writing experience, extensive animal welfare research and communications experience, and direct knowledge of animal cruelty, advocacy, and rescue organizations. She helps guide the organization's aid and advocacy programs.

Charles Babington

Board position Secretary and Treasurer
Principal Managing Member, Babington Real Estate; former attorney with experience in law,
occupation governance, and business management
Term of office Serves until the next annual meeting for election of the Board of Directors and until his successor is elected and qualifies.

Charles brings decades of experience in law, governance, and business management. He provides organizational oversight, legal insight, and support for the nonprofit's structure, accountability, and long-term mission.

Governing term provision

Article 3, Section 5 of the Bylaws states that each director holds office until the next annual meeting for election of the Board of Directors and until a successor is elected and qualifies. Article 3, Section 9 states that directors are elected by the Board of Directors at the annual meeting.

Source: Bylaws of Animal Victory Disaster & Abuse Fund, dated September 6, 2022, Article 3, Sections 5 and 9.

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