



INTERNATIONAL QUIDDITCH ASSOCIATION

## **IQA Board of Trustees Meeting Minutes**

**(in person meeting in Florence)**

**June 28, 2018**

**07:00 UTC - 09:00 UTC, 12:00 UTC - 14:00 UTC**

**Minutes: Marco Ziegau**

### **Attendance**

#### **Voting members**

- Luke Nickholds (Trustee)
- Andy Marmer (Trustee)
- Nicole Hammer (Trustee)
- Nicholas Oughtibridge (Trustee)

#### **Executives**

- Rebecca Alley (Executive Director)
- Vanessa Sliva (Finance Director)

#### **Observers**

- Marco Ziegau (IQA Secretary)
- Tom Ffiske (Head of Business Development)
- Pauline Raes (Head of Gameplay)
- Sarah-Louise Lewis (Head of Human Resources)

#### **Apologies**

- Alex Benepe (Trustee)
- Christina Verdirame (Trustee)

## Agenda

<b>Attendance</b>	<b>1</b>
Voting members	1
Executives	1
Observers	1
Apologies	1
<b>Review conflicts of interest</b>	<b>2</b>
<b>World Cup Finance Update</b>	<b>2</b>
<b>Agenda for today</b>	<b>2</b>
<b>Agenda for Friday</b>	<b>2</b>
<b>Mission Vision &amp; Goals</b>	<b>3</b>
<b>Proposed new IQA structure</b>	<b>3</b>

## Review conflicts of interest

## World Cup Finance Update

Vanessa and other members gave an update about the current financial position of the World Cup. Discussion around how accurate a financial picture we think will be able to be portrayed at the July 2, 2018 Congress meeting.

General update on World Cup.

## Agenda for today

- Mission, Vision, & Goals
- Community focus group (asking/discussing with the International Quidditch Association [IQA] about anything)
- Informal discussion about executive director (ED) position
- Meetings with department heads

## Agenda for Friday, June 29

- Planning for Congress meeting
- Constitution & incorporation
  - Feedback from members to delay and NOT file for incorporation before Monday
- Strategy for Congress meeting
- Communication strategy: how to communicate to different stakeholders

## Mission, Vision, & Goals

Members present throw out ideas of values for quidditch and the IQA.

Some of these include:

- Diversity & inclusiveness
- Sporting ethos/fair play
- Democracy
- Do good through sport
- Fun and community
- Transparency
- Promoting participation in sports/accessibility
- Facilitating leadership/self-development
- Create safe environment for all players

After debating, the ideas are grouped and consolidated into

- Values for the sport
  - Inclusivity
  - Integrity
  - Accessibility
- Values for the organization
  - Openness (includes transparency)
  - Empowering (for lack of a better word; for a non-native speaker, translates to "befähigung" in German)

Discussion around the desired length for the mission statement. Majority opinion to keep it as brief as possible, preferably two sentences.

Discussion around its content. Agreement that the key points are:

- Lead/promote
- Sport of quidditch
- Globally
- Gender equity

Luke will draft a statement that captures this.

## Proposed new IQA structure

Rebecca, Nicholas, and Andy present a proposed new structure for the IQA.

Key features:

- Seven non-executive board members, elected by National Governing Bodies (NGBs)
- Five executive board members, appointed by non-executives
  - One chief operations officer (COO)
  - Two program managers
  - One service manager
  - One finance director / secretary
- Team leads
  - Teams group around similar skill sets and/or interests, e.g. IT/software, translation, rules, etc.
- Things get done more on a task-based or project-based structure
  - People who want to contribute something and have an idea can join a project committee (hired by a project manager). Examples:
    - Write a guide to build hoops
    - Organize a tournament in Asia
    - Develop a new referee development website

- This allows for attracting more volunteers as they are motivated to contribute to a specific thing they think is important.
- The projects will be highly autonomous, deciding on their own how to run the project.
- Suggested timeline:
  - Finish the structure by the end of July 2018
  - Hire executive board members by the end of August 2018
  - Transition the volunteers and projects in the next few months

Discussion from other members present about some of the details and rationale.  
Agreement to discuss more tomorrow after people have had the evening to consider.