



INTERNATIONAL QUIDDITCH ASSOCIATION

IQA Board of Trustees Meeting Minutes

(in person meeting in Florence)

June 29, 2018

07:00 UTC

Minutes: Marco Ziegaus

Attendance

Voting members

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

Executives

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

Observers

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

Apologies

- Christina Verdirame (Trustee)

Agenda

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Executives	1
Observers	1
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Review conflicts of interest

Agenda for today

- Feedback on executive leadership proposal
- Meeting with Brian for congress
- Plan for next three months
- Strategic planning → Goals for next 3-5 years
- Future event organizing

Feedback on Executive Leadership Proposal

- Andy explains the proposed International Quidditch Association (IQA) structure from yesterday's meeting to Brian
- Feedback from Tom and Pauline
 - Proposal to integrate the idea of the structure (project teams, splitting executive director into four positions) into the existing department structure (within each department).
- Alex:
 - Who is ultimately responsible/accountable in the organization.
 - The chair of the board.
- Conclusion after head of department feedback
 - The board agrees that the executive director position needs to be split and that all persons who are required to attend board meeting should have voting rights.
 - The board will try to speak to people at World Cup about these new executive director (ED) positions with the goal of finding and hiring interested people.

Congress Meeting

- Congress meeting
 - Split into a World Cup and non-World Cup part.
 - Agenda
 - Discussion about issues with World Cup
 - Five-minute finance presentation

- 25 minutes questions
- Discussion about issues with IQA in general
 - Five minute incorporation presentation
 - Development Fund: currently 6,400 Euros
 - 25 minutes questions
- Branding 30 minutes
 - 15 minutes split into groups
 - 15 minutes together
- Direction for executive director position and broader strategy
- Events
 - Going forward to an event licencing/partnership system instead of organizing events ourselves?
- Presentation on SportAccord

Events

Discussion around whether the IQA should change its events organizing.

Proposal to move toward a licensing system

- NGBs, municipalities, or corporations can bid on events.
 - These bids should contain a full solution: venue, date, tournament committee, plans for tickets and merchandise, etc.
 - The bids also contain the financial agreement, how profits are shared, etc.
- The bidders need to convince the IQA that they can run the event successfully at this location. How they convince the IQA (site visits, prior tournaments at the venue/with the bidder, etc.) is up to the bidder.
- There are two options for the relationship between the bidders and the IQA:
 - Partnership: both parties run the event together, which gives the IQA more influence but also more responsibilities.
 - Licencing: the bidder runs the event autonomously within set rules (mostly around gameplay: rulebook, seeding, etc.).

Will discuss with members and consider further. Will include as a possibility in event bidding material.

Strategy/Goals

The board discussed how we wanted to focus our goals around our mission statement.

Gender equity

- By 2018, an individual will be working for the IQA whose sole purpose in the IQA is to promote gender equity and challenge gender inequity.
- By 2019, there will be at least three measurable goals with active delivery plans for projects promoting gender equity.

We want to join SportAccord

- Observer status by 2022
- This would be somewhat of a symbolic date as well (15 years after the first World Cup)
 - This requires 40 full member NGBs

The board reviewed the 16 requirements for membership in the SportAccord constitution and reflected on our progress and future steps toward them.

1. Declaration: No Conflict/Rivalry with existing Members
Should not be an issue
2. Declaration: International Federation (IF) is only Federation governing its sport worldwide
Should not be an issue
3. Not-for-profit
To be reached within a year (tax-exempt organization)
4. Constitution/Statutes: World Anti-Doping Code (statistics) & Court of Arbitration in Sport
Three parts: Adopt statutes, implement statutes on own events, get all members to implement the statutes
5. Organizational structure chart: gender representation
Aiming for a diverse board and management that represents the diversity of the sport
6. Minutes of last two general assemblies
No issue
7. List of last five general assemblies and attendees
No issue
8. List of member national federations, grouped by continent
 - Forty full members from three continents
 - i. Full members need to adopt World Anti-Doping Code
 - ii. Additional goal for quidditch: 20 members that have the potential to move to full members in the next five years.
 - Subgoals
 - i. 25 full members by the end of 2019
9. Membership certification signed and stamped by each member national federation
No issue
10. National federation must be a full member of IF
No issue
11. List of National Olympic Committees (NOC) or National Sporting Associations (NSA) recognizing the member National Federations – need recognition letter signed and stamped by NOC/NSA
Ex) Section 8.12 of US Olympic Committee Bylaws
12. List of national federations having participated in men's and women's qualifying events and in the last two major events/world championships
No issue
13. Document explaining:
 - Procedures to ensure fairness and objectivity in competitions
 - Steps taken to present its sport in an interesting/attractive manner

- Concrete examples of ways of ensuring non-discrimination/solidarity
Need to write

14. Copies of audited financial statements

Might take some substantial financial resources

Revenue goals:

- Be able to pay a full-time employee (about 100,000 euros annually for salary, benefits, and budget resources for the employee)
- To do this, we need to pull money from outside of the quidditch community
- By 2021, net revenue of 200,000 euros

15. Strategic plan approved by candidate's board meeting (mid/long term)

- Need to write

16. Document describing main achievements of candidate over last three years and its priorities (athletes, coaches, anti-doping, promotion of women, sport admin, marketing)

- Need to write