



**IQA Members Assembly
Annual Meeting
Saturday, 16 February 2019
19:00 UTC**

Attendance

Voting Members

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Asociación Argentina de Quidditch	ARG	Argentina		N
Quidditch Australia	AUS	Australia	Ajantha Abey	Y
Quidditch Austria	AUT	Austria	Lena Mandahus	Arrived 20:00
Belgian Quidditch Federation	BEL	Belgium	Louis Lermytte	Y
Quidditch Canada	CAN	Canada	Marysia Wojcik	Y
Associació de Quidditch de Catalunya	CAT	Catalonia		N
Deutscher Quidditchbund	DEU	Germany	Marco Ziegau	Y
Asociación Quidditch España	ESP	Spain	Yeray Espinosa	Y
Fédération du Quidditch Français	FRA	France	Florian Martinez	Y
Associazione Italiana Quidditch	ITA	Italy	Andrea Miglietta	Y
Quidditch México	MEX	Mexico	Alberto Santillan	Y
Quidditch Nederland	NLD	Netherlands	Anna Bakker	Y
Norges Rumpeldunkforbund	NOR	Norway	Stein Elgethun	Y
Polska Liga Quidditcha	POL	Poland		N

Quidditch Derneği	TUR	Turkey		N
QuidditchUK	GBR	United Kingdom	Mel Piper (Voting) Matt Bateman	Y
US Quidditch	USA	United States	Mary Kimball	Y

Developing NGBs (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Associação Brasileira de Quadribol	BRA	Brazil		N
Schweizerischer Quidditchverband	CHE	Switzerland	Rahel Liviero	Y
Česká Asociace Famfrpálu	CZE	Czech Republic		N
Quidditch Ireland	IRE	Republic of Ireland & Northern Ireland		Y
Federación Peruana de Quidditch	PER	Peru		N
Slovak Quidditch Association	SVK	Slovakia		N
Svenska Quidditchförbundet	SWE	Sweden	David Jonsson	Y
Quidditch Uganda	UGA	Uganda		N

Observers (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
---------------------	------------------------------	-----------------------	-----------------------	----------------

IQA Finance Director	IQA FD	IQA	Vanessa Sliva	Y
IQA Trustee / Interim ED	IQA	IQA	Andy Marmer	Y
IQA Secretary	IQA	IQA	[VACANT]	
IQA Trustee	IQA	IQA	Luke Nickholds	Y
IQA Trustee	IQA	IQA	Alex Benepe	
IQA Trustee	IQA	IQA	Christina Verdirame	
IQA Staff	IQA	IQA	Pauline Raes	Y
IQA Staff	IQA	IQA	Albert Coronado	Y
IQA Staff	IQA	IQA	Rike Reimer	Y
Quidditch Europe	QE	QE		

Agenda

Attendance	2
Voting Members	2
Developing NGBs (non-voting)	3
Observers (non-voting)	3
Roll Call	6
Confirmation of Minutes	6
Review of Year	6
Election of Trustees	6
Branding Committee Report Back	7
General Business	7
Next Meeting	7

System for speaking

For further usage, please use the following system if you want to say something:

- Write "i" if you want to say something about the current topic
- Write "ii" if you want to say something about a related topic
- Write "iii" if you want to say something about a different topic

General Congress procedures

- For anything "official" such as votes, decisions, etc. a motion is necessary. The motion must be seconded by another NGB before it comes to a vote.
- Please use the chat in Discord to bring forward motions as it is easier to be precise if we have the motion in written form.

Roll Call

11 Voting Members out of 17

Confirmation of Minutes

- 15 December 2018
- 01 December 2018 – Inquorate.
- 02 July 2018
- 22 October 2017
- 11 June 2017
- 22 April 2017

- This meeting - how soon afterwards do we want to publish?

Mary says that she doesn't have access to the minutes. Luke notes that the 2017 minutes don't seem to have access for everyone, so he opens access to those.

The minutes from 15 December 2018 are discussed, no concerns are raised.

The minutes from the inquorate meeting on 1 December 2018 are discussed. A question is raised as to whether inquorate meetings should be published. The consensus is yes.

Luke says that the 2 July 2018 minutes, 2017 minutes and today's minutes will be circulated via email for approval in two weeks from sending of that email, in the interest of time.

Resolved: That we approve the minutes of 1 December 2018 and 15 December 2018 for publication.

- Yes: Aus, Bel, Can, Deu, Esp, Fra, Ita, GBR, Mex, Nld, Nor, USA - Unanimous
 - Ireland and Switzerland both expressed approval

Review of Year

- Treasurer's Report
<http://iqasport.org/wp-content/uploads/2019/02/IQA-Financials-Sept.-1-2017-Jan.-9-2019.pdf>

Vanessa goes through the World Cup 2018 Tournament Finances.

Mary asks about the process for adopting and amending the budget. Vanessa says that she produced the budget by modifying the World Cup 2016 budget, proposing it to the board who then approved it. Andy adds that the approved budget included an extra 'rainy day' fund section, for any unexpected surprises, and discusses some specific last minute finances.

Mary asks for the Tournament Report to include a comparison between the initial budget and the final spending.

Vanessa goes through the recent Income Statement. She explains that there were some large one-off expenses such as legal expenses for incorporation, which when combined with the loss from World Cup make an overall loss for the year of €4,689.53.

Mary asks what the timeline is for receiving the merchandise income from World Cup which is held by a third-party. Andy says that we were waiting on setting up a new bank account in the US, which means we would only need to transfer it once rather than twice. He discusses some of the considerations for setting up the bank account. Mary asks what financial accounts we currently have and how we use them. Vanessa says that we have a paypal account and a bank account, with both getting used for general income/expenditure and with the paypal account being also used largely for referee test income.

Vanessa goes through the recent Balance Sheet.

AJ asks about the spending to get Uganda to World Cup. Andy says that this money came from the development fund, and that money for the IQA Bursury Program came from general IQA funds. Alberto says that there are some pending applications to the development fund but that no further funds have been dispersed from there. Mary asks about the Odense Tournament. Andy explains that the independent organisers of this tournament at a Harry Potter Festival gave the IQA funds to pay for teams and players to attend, but that the organisers overpaid us. He says that we have tried multiple times to contact them and explain this, but have not got a response.

Mary asks which site visits this spending covers. Andy says it covers travel to Spain and Germany, and that all costs for a site visit to the US was covered by the bidding organisation. Marco says that outside of the US it is less common for bidding organisations to cover site visit expenses.

- ED's Report

Andy says that there is a lot that has gone on lately and he doesn't feel the need to go through each of them because hopefully people have seen them happening. He says he hopes that people feel like communication with NGBs has been improving recently. Andy says he was talking to Bex who took over as ED two years ago when she had ten volunteers, and that comparing to that they both felt like there has been a lot of growth.

- Chair's Report

Luke reiterates many of the aspects of the above report and thanks current and former trustees, volunteers, members and others for their support of the IQA.

- Questions

AJ asks who is assessing applications to the development fund. Alberto replies that volunteers are finding out information about the applicants, after that IQA volunteers get a chance to comment, and then a smaller committee of managers/directors put it to a vote.

Lena asks when we will find out the location of World Cup 2020. Andy replies the

deadline we set is April 1, but if the new board is able to get up to speed faster, then we should hopefully be able to reach a decision sooner.

Anna asks why we incorporated with a name including Quidditch in it. Andy replies that our legal name is IQA Sport Inc, but that it doesn't include quidditch in it just the letter Q.

Mary asks Luke what his biggest take-away from the past year

AJ and Anna ask about who makes the decision as to which World Cup bid to select. Andy says that the new board gets to make the decision as for the process, and it is their decision to what extent to involve other IQA volunteers or stakeholders in the decision making process.

Election of Trustees

Luke indicates that as he is a candidate in the election, he will pass the chair to Andy.

Luke Nickholds passes the Chair to Andy Marmer at 20:25 UTC.

Attendees who are candidates in the election drop off the call

Sarah discussed the process that the elections committee underwent including review of applications and interviews. The committee emphasized diversity on the board in as many areas as possible.

Andy brings up that we need to talk about the size of the board. We can have up to 12 people, but do we want that?

Rachel from CAN asks: "do all the trustee members regularly attend the meetings? If not then 12 might not be as large as we think" Andy says no at present not all trustees regularly attend meetings, but they should be going and are expected to attend them.

Matt from GBR has suggested that 7 is a more appropriate number. Mary from USA suggests 7-9. Andrea from IAT agrees with 7-9.

AJ from AUS: (Andy what does your experience on board tell you about how many members board should have to function effectively?) Andy says max size previously was 7. That seemed good size, had other people who were not trustees sitting on the board. That made it up to 11 people. Depends not on number but who the people are. If everyone is outspoken, that makes it hard to run meetings.

Matt from GBR: agrees with USA that 12 is too many opinions. Need to have proper representation, 7 works out for the UK. They have that with their executive team. They looked at who was applying for trustees, too. Andy doesn't think we need to make this decision at the outset. Andy would like to agree that if people don't get a majority then they do not get elected. If we want to do 7-9 range, is there a consensus on what candidates we

want and then make a motion on the size? Thinks that even/odd preference doesn't matter, especially if meeting attendance is not going to be consistent.

AJ from AUS: "Surely there are decisions that all board members vote on no matter of attendance at a particular meeting (e.g. world cup location?) where having an odd number makes sense?" Andy says they don't have people vote on items when they are not in a meeting.

Marco from DEU: "Not sure about the term majority. Would 4 out of 8 constitute majority, or would it take 5 in that case?" Andy says it would take 5.

Mary from USQ: As many of you saw there are many applications from current volunteers. What are the concerns about day-to-day staffers being on the board.

Marco from DEU: 6 board members. Staffers are on the board, President, Vice President, Department Heads. Thinks it is good to have staffers on board, nothing gets overlooked. Helps board to have down to earth attitude, better connection with regular volunteers. In English speaking countries, more normal to have board that is not involved in day to day organizations. Works well for larger organizations. With current size of IQA, better to have board members who are also in day to day operations.

Mel from GBR: (I would probably suggest that they stepped down from another role? I know there are more people to get , but the board should be their focus)

Andy: if you asked the board to choose board or staffer role, you would see a mix of people with different decisions. Don't want us to not vote for people because of that. Maybe consider doing a conditional vote.

Sarah from USA: looked at conflict of interest for each candidate, how will they be prioritizing their role on the board? They did ask all the candidates with staffer quidditch roles how they would handle that. Even if they were not going to be stepping down, how did they envision roles intersecting? Both Sarah and Rahel come from the perspective that being an IQA staff volunteer should not exclude them, but it should be considered. Want people to have the time to devote to the board. An issue for not just the IQA, you see it with other quidditch boards, too.

Rachel from CHE and AJ from AUS agrees with Sarah.

Andy: making comment on behalf of Luke, have heard from high level volunteers that they feel disempowered by not having the board vote. Being present but not able to vote made them feel less connected the IQA.

Andy: Conflicts of interest can come up more often than you expect, not easily predicted.

Marco from DEU: it creates the impression for non-voting board attendees that their opinion is not valued, eventually leading to people questioning why they should be there at all.

Mary: why is IQA staff going in the first place, how long do they stay?

Andy: They are discussing something in their purview. Substantial scheduling burden, limited windows in the week where people do not have meetings. IQA board was amorphous board, major disconnect between department heads and board members. Go to board meetings when items they work on are before the board, allows them to speak to

those items. Feedback about opinion not being valued was more related to ED and Secretary.

Brian: From my experience, a separate board is ideal, but is not always feasible. It works better if there is a paid ED, which we probably can't do right now. Smaller organizations often have operational boards. IQA tried to split the two, but we had trouble filling the ED spot and were forced to have board members get active. Now we have enough candidates we could in theory try again, but I'm not sure what would be more functional. I also feel Vanessa's role in particular is difficult because it has a lot of overlap, with finance being a big board concern. The honest truth, if we didn't have staff attend meetings, we would've been pretty in the dark about what is happening.

Mary: how has ED role over time impacted the situation?

Andy: There was substantial disconnect between board and the staff. It has improved over the last several months. Not necessarily a systematic problem.

Brian: If the ED is the sole link between the board and staff, but they're really overworked (and not paid), it can get difficult to maintain that communication.

AJ from AUS: Just want to note that while I only have limited experience in this area, I suspect that quidditch/the IQA may still be too young for have complete separation of board from other roles? Most high level volunteers in quidditch tend to be in the situation of having several major roles, it's not a thing I think we've entirely grown out of yet, and may be unavoidable for now. But I feel like at this stage I'm just repeating thoughts brought up already.

Mary from USA: Since we don't know what ED position will look like later, could be really helpful to have staff on the board so that they can keep everyone informed on current operations, capacity, etc. Also help to provide a reality check for ideas/problems/discussions that may be out of scope of the current limitations of the organization.

Andy: having increased lines of communications have definitely helped.

Sarah: need a resolution for numbers of candidates we are going to approve. Formally acknowledge discussion we had about 7-9 candidates before we proceed with candidate by candidate review. Wait to vote until review is done. In the US, you can do a board slate, do a vote of X amount of people.

Andy: bylaws specify that candidates getting the most votes get elected, cannot do a slate based vote.

Sarah: make formal recommendations candidate by candidate, then wait for a final vote.

Motion from Mary at USA: to have a board of 7-9 trustees.

Seconded: Lena from AUT

Yes: AUS, AUT, BEL, CAN, DEU, ESP, FRA, GBR, ITA, NLD, NOR, USA

Passed!

Friendly amendment from Marco at DEU: Friendly amendment: 7 or 9 (avoid 8)

Did not adopt

Wait to vote on motion until after the candidate review is done? Or vote to approve 7-9, go through candidates in a non-voting process, set a motion to determine a specific number, then do a vote.

Andy: since Rahel is both on elections committee and a trustee applicant, when should she recuse herself?

Sarah: recommends that Rahel recuse off call when we get to Swiss candidates

Discussion on internal candidates began at 21:08 UTC, will take notes after internal review is done. Discussion ended around 22:43 UTC.

Motion from Jill at CAN: We propose that the top 4 candidates are elected regardless, then positions 5 through 9 would only be elected if they have over 50% of the vote. If there is a tie for the final spot then conduct a second round of voting.

Florian from FRA seconds

Yes: AUS, AUT, BEL, CAN, DEU, FRA, GBR, NLD, NOR, USA

Motion passed

Maximum positions available (12)

Nominations received (14)

- Alberto Coronado, USA - 10 yes
- Aldo Mastellone, Italy - 2 yes
- Alex Benepe, USA - 6 yes
- Austin Wallace, Canada - 9 yes
- Betsy Lewin-Leigh, UK - 10 yes
- David Dlaka, UK - 5 yes
- David Jonsson, Sweden - 5 yes
- Jannis Grimm, Switzerland - 3 yes
- Jessyka Schwandt, Canada - 6 yes
- Luke Nickholds, New Zealand - 10 yes
- Pauline Raes, Belgium - 7 yes
- Rahel Liviero, Switzerland - 10 yes
- William Pedico, Italy - 0 yes
- Vanesa Sliva, USA - 10 yes

Branding Committee Report Back

The report from the branding committee is discussed. Questions are asked regarding timing and potential benefits from changes.

1. This Assembly of Members accepts the recommendations of the Branding Committee and encourages the IQA Board of Trustees to adopt this contingency plan should the name of our sport need to change.
2. This Assembly of Members dissolves the Branding Committee following a brief revision process where it will update this plan based on feedback from the Assembly of Members during the review period in February 2019.

3. This Assembly of Members recommends that the Board create a private joint advisory committee comprised of representatives from IQA members, the Board, and IQA staff to provide guidance in the area of partnership opportunities for member NGBs and the IQA. The proceedings of the committee shall be confidential and the committee shall report to the Board. In addition to giving advice, this committee will be tasked with updating this plan should any revisions be suggested after the Branding Committee is dissolved.

Yes: USA, CAN, AUT, DEU, BEL, AUS, NOR, NED, GBR (9)

General Business

23:41

Next Meeting