



International **Quidditch** Association

IQA Board of Trustees Meeting Minutes

Sunday, 13 September 2020

18:00 UTC - 20:25 UTC

Minutes: Pauline Raes & Betsy Lewin-Leigh

Attendance

Voting members

- Austin Wallace (Trustee, Vice-Chair)
- Alberto Coronado (Trustee)
- Betsy Lewin-Leigh (Trustee, Secretary)
- Borja Arbosa (Trustee, Treasurer)
- Kym Couch (Trustee) (Left 20:05)
- Pauline Raes (Trustee, Secretary)
- Rahel Liviero (Trustee, Chair)
- Alex Benepe (Trustee) (joined 18:15, left 18:35, joined 18:55, left 19:55)

Apologies

- David Jonsson (Trustee)

Agenda

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Confirm Agenda

Review conflicts of interest

Committee Updates

CEO/COO Recruitment Committee

We still have an open application. We will discuss the operations committee proposal later in the meeting.

External Outreach and Partnerships Committee

No updates

Finance Committee

A lot going on in the last 2 weeks. Our account can now receive money. Sim will make an overview spreadsheet of all outstanding fees and help with making invoices, he also has access to the email account.

Harassment Complaints Committee

Continuing work on the current complaints.

NGB Concerns Committee

No updates

Non-Profit Status Committee

No updates

Operations Committee

Trying to separate the departments from the board a bit more. Asked for updates from directors, no update received from communications.

Strategic Planning Committee

No updates

IQA World Cup 2021

7 trustees have voted.

The results were the following:

1. Which of the following options do you vote for?
 - Continue with the IQA World Cup in 2021 - **0 votes**
 - Postpone the IQA World Cup - **7 votes**
2. In case the IQA World Cup would be postponed, which of the following postponement options do you vote for?
 - Postpone the IQA World Cup to 2022 - **2 votes**
 - Postpone the IQA World Cup to 2023 - **0 votes**
 - Postpone the IQA World Cup but not yet schedule when the event would be (in this case, rescheduling the event would be decided in January 2021 after the evaluation of the BIPOC committee) - **5 votes**

USQ will be informed tonight and Pauline, BIPOC, Richmond, and USQ will work on an announcement. Decision of WC dates will be decided mid-January. Betsy asks if there is any board work to do for World Cup ahead of mid-January, Pauline says no unless the BIPOC committee comes to a decision earlier. Betsy asks for the timeline of announcing to NGBs and the community, Pauline says the aim is one week from now in order to give time to formulate an announcement with all partners. NGBs and volunteers will be informed approx. 24 hours before the community. Alex asks how the revaluation process will work and wants to ensure there is an answer for the community announcement, Pauline answers that the January decision will be around if there is a 2022 World Cup or a 2023 World Cup and taking into account if Richmond is judged to be viable by the BIPOC committee.

Continental Games 2021

Pauline asks if we want to host continental games instead of the world cup in 2021, lots of NGBs indicate that they would like this, travel should be easier on a continental level, it also could be a good hope factor and give teams something to work towards.

Betsy believes it will be difficult to have a contact sport in 2021 or at least until there is a vaccine. The hope thing is really important, also want the NGBs to have the option to have a CG in 2021, and a good overview of what our minimum requirements are for holding a continental games. We have to be clear with bidding partners when we'd run an event.

Alex agrees with having go and no-go criteria. It also gives people something to look forward to. Austin suggests that part of the bidding process for events is communicating their covid situation and measures locally as we proceed with the different bids.

Betsy asks what other people think on the feasibility of running an event without a vaccine being available. Alex suggests establishing a committee in the events department to prepare go and no-go criteria instead of spending the rest of the meeting discussing this. Pauline asks if we need to wait to have the bid packages out until a go-nogo list. Austin says no but it should be out before bidding closes. Rahel suggests opening the committee to NGBs to join in. Betsy and Albert like that. Albert wants to start with full members. Betsy and Rahel disagree, it should be open to all members. Betsy would love to have people from all continents involved, Albert and Rahel agree. Pauline asks if the committee should be NGBs and staff or just NGBs, Betsy suggests just NGBs and if we're lacking regions, we can ask staff to join in from specific regions.

IT Community Project

Rahel announces that Alexis has sent a full proposal through to the board on this and shares it with the board. Rahel says we should give it a chance as it's a way to give something back to the community, but with a very strict budget. Betsy says that it currently shouldn't be a priority as there's time that could be better spent on other projects. Austin disagrees, he says Alexis can multitask, additionally, Alexis is passionate about this project. He thinks we can get more out of Alexis moving forward. Rahel and Kym say facebook is barely used anymore, kids don't join Facebook anymore. Rahel says we need a controversial move and get over it. We have to be proactive instead of reactive.

Pauline suggests waiting to move forward with this proposal until after the operations proposal later this meeting as it will have an impact.

[revisited after ops proposal]

Austin says that the volunteer heavy lifting will be done by different people. Betsy is concerned by the financial commitment of the project and would rather wait until we decide how we move forward with the operations proposal.

Albert says that we need to make decisions based on what the IQA is currently doing.

Pauline asks for an overview of annual costs and income. Rahel says we currently have enough income. Betsy wants to know what if we start it and it turns out too expensive. Austin suggests moving forward by looking into the scope and reviewing our financial assets and asking our stakeholders.

Kym likes Austin's solution but doesn't want to move forward until we have an idea of cost and what financial impact. Rahel doesn't think we can commit to a vote that we can come back to anytime.

Betsy suggests going back to Alexis and asking for information. Austin says we need to assess our own financial assets. Betsy wants to know how engaged our NGBs will be with the platform.

Pauline suggests to use the polling option from MCP. Albert agrees with that as it's understanding what the community and players who'd use it can give direct feedback. Betsy is concerned that we need to talk to the community instead of a disengaged decision. Austin disagrees that direct community feedback will help, we can't formulate it in a way that will be predictive in the engagement we can get from the community.

Albert thinks it wouldn't be an efficient use of resources, we can't properly explain to the community what opportunities this platform can give. We have an opportunity because of covid to start an online community. We can create a platform where we give out information. It is similar to our websites. We can merge our communities on a centralized platform. We need to have a precedent that we have an IT department willing to spend money, which means we can find someone to take over. Austin says it signals to Alexis that we trust her and appreciate her. Betsy says we don't have community trust with the IQA, if we go ahead without discussing this with NGBs, NGBs have indicated that they would like the IQA to be more transparent.

Austin says we need to make a presentation for our NGBs and work with NGBs on how we'll present it. Betsy says we need that presentation to be an open conversation.

Rahel says we sometimes just have to try something. Kym asks if anyone has seen the conversations on Facebook around the use of social media. Pauline suggests to table the discussion as we're past the 2 hour meeting time cap and revisit at the next board meeting or vote through email after more information has been given by Alexis and the finance committee. Board agrees.

Operations proposal

Rahel says that this topic is an introduction today to get general board interest and first questions, to continue next weekend. Betsy gives a proposal introduction. [not minuted]

Alex says that he thinks it's really important and good that there was time spent with the NGBs and getting feedback, it's a very different approach from the previous board and wants to thank the team for spending that time.

Austin would like to have a sit-down and look at it. All of them have strengths and problems.

Betsy explains that the idea is to see if the board wants to look into this further, if yes, the directors and managers will be consulted, after that, all volunteers will get the opportunity to give feedback and after that the board can decide on a structure.

Austin says that this is high effort, high opportunity cost. He's not sure if these proposals will address the core problems we have with remote volunteering worldwide.

Alex is in favour of restructuring and likes that the volunteers would be consulted. We want the best structure and also want to consider who we have and who we can get. Do we have 5 people? Are there 3 people we think can handle it? We need to think about what we need in growth

Albert agrees that these proposals are a good step. Hesitant that this would solve it all.

Borja says that he's only been on the board for 8 months. I don't think restructuring would be the solution, I have a different idea on what the IQA should do. We don't have enough time now to go into that. We have to define what the IQA should and shouldn't do. We need to decide where we want to spend the money and resources we have. We need to decide what we want the IQA to be, what to spend work on and which goals to reach.

Betsy welcomes all feedback through email and on slack.

Kym's general thoughts are that the organisational structure is a good thing. We need to communicate with other people. For a lot of people focussing on a new structure might be focussing on the wrong thing. I am hesitant that it could actually help, from my studies, I've learnt that it might not help to restructure.

Pauline says looking first at what our priorities are is a good start.

Betsy thinks that we do need to restructure. Betsy already has people in mind and thinks it's easy to translate our current volunteers in the various positions. It is also beneficial to be able to tell people what the priorities of the IQA are.

Rahel is generally indifferent between proposals.

Austin says that a project coordinator role without specific authority would be good to have in any option.

Betsy says that this proposal is good to reassess all our volunteers, encourage our current directors and managers to apply for director and managing roles, it's a good opportunity to do a full slack overhaul.

Board agrees to further explore restructuring.

Other Business

Next meeting: Sept 27 - 18UTC