



**International Quadball Association (IQA)**

**IQA Members Assembly**

**Annual General Meeting (AGM)**

Saturday, 24 February 2024

16:00 UTC - 19:10 UTC

Videoconference (Google Meet)

Minutes taken and edited by Marc Alcalà-i-Rams, Lore Badts, Negra Flores,  
and Pauline Raes

## Attendance

### Full Members (voting)

Organization	Acronym	Country/Nation	Representative	Present
Quadball Australia (QA)	AUS	Australia	Palmer, Scott	Yes [left at 18:46]
Quadball Austria (QAT)	AUT	Austria	Beyer, Martin	Yes
Belgian Quadball Federation (BQF)	BEL	Belgium	Van Tichelt, Hanne	Yes [joined at 18:26]
Quidditch Canada (QC)	CAN	Canada	N/A	No
Associació de Quadbol de Catalunya (AQC)	CAT	Catalonia	Salvat Rovira, Nil	Yes
Deutscher Quadballbund (DQB)	DEU	Germany	Höbling, Fenja Marie	Yes
Asociación Quidditch España (AQE)	ESP	Spain	N/A	No
Fédération du Quidditch Français (FQF)	FRA	France	N/A	No
Associazione Italiana Quidditch (AIQ)	ITA	Italy	N/A	No
Quadball México (QMX)	MEX	Mexico	N/A	No
Nederlandse Quadbalbond (QNL)	NLD	Netherlands	N/A	No
Norges Rumpeldunkforbund (NRF)	NOR	Norway	Korneliussen, Daniel	Yes

Federación Deportiva Peruana de Quadball / Peruvian Quadball Sports Federation (FDPQ)	PER	Peru	Olguín, Dyanne	Yes
Polska Liga Quadballa (PLQ)	POL	Poland	Helak, Maria	Yes
Schweizerischer Quadballverband / Association Suisse de Quadball / Associazione Svizzera di Quadball (SQV/ASQ)	CHE	Switzerland	Grimm, Jannis / Nyfeler, Annouk	Yes
Quidditch Derneği (QD)	TUR	Türkiye	Ayduman, Mert	Yes
Quadball UK (QUK)	GBR	United Kingdom	Ramsay, Dec	Yes
US Quadball (USQ)	USA	United States of America	Anderson, Megan	Yes

### Associate - Developing NGBs (non-voting)

Organization	Acronym	Country/Nation	Representative	Present
Quadball Argentina (QArg)	ARG	Argentina	Navone Sarubbi, Ariadna / Fernández, Nicolás	Yes [left at 17:34] / Yes [left at 18:21]
Associação Brasileira de Quadribol (ABRQ)	BRA	Brazil	Alves, Vini	Yes [during the election of trustees]
Česká Asociace Famfrpálu (ČAF)	CZE	Czechia	N/A	No

Dansk Quidditchforbund (DQF)	DNK	Denmark	N/A	No
Svenska Quidditchförbundet (SvQF)	SWE	Sweden	N/A	No

### Associate - Emerging Area NGBs (non-voting)

Organization	Acronym	Country/Nation	Representative	Present
Hong Kong Quadball Association (HKQA)	HKG	Hong Kong	Lau, Kwun Shing Chris / Choi, Chun Hei Gordon	Yes [joined at 16:31 and left at 18:19] / Yes
Japan Quidditch Association 【日本クイディッチ協会】(JQA)	JPN	Japan	N/A	No
Quidditch Malaysia (QM)	MYS	Malaysia	N/A	No
Quidditch Association of New Zealand (QUANZ)	NZL	New Zealand	N/A	No
Quidditch Ireland (QIRE)	IRE	Republic of Ireland & Northern Ireland	N/A	No
Slovak Quidditch Association (SQA)	SVK	Slovakia	Mičudová, Veronika	Yes [left at 17:49]
Quidditch zveza Slovenije (QSVN)	SVN	Slovenia	N/A	No
Quidditch Korea (QK)	KOR	Republic of Korea	N/A	No
Quadball Uganda (QU)	UGA	Uganda	Ssekyanzi, Denis / Maureen Nakimwero, Shallon	Yes [joined at 16:47] / Yes [joined at 16:48 and left at 18:21]

Vietnam Quidditch Association (VQA)	VNM	Vietnam	N/A	No
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### Areas of Interest (non-voting)

Organization	Acronym	Country/Nation	Representative	Present
Ghana Quidditch Association (GQA)	GHA	Ghana	N/A	No
Quadball Association of Kenya (QAK)	KEN	Kenya	Smith Mugote, Michael (representative)	Yes
Indian Quadball Association (INQA)	IND	India	Singh Kouri, Nand (secretary)	Yes [left at 16:39]
Quidditch Pakistan (QP)	PAK	Pakistan	Javeed, Danish (president)	Yes

### Observers (non-voting)

Organization	Acronym	Country/Nation	Representative	Present
IQA Trustee (Chair, Vice-Treasurer)	IQA	N/A	Marmer, Andy	Yes
IQA Trustee (Vice-Chair)	IQA	N/A	Flores, Negra	Yes
IQA Trustee (Vice-Secretary)	IQA	N/A	Alcalà-i-Rams, Marc	Yes
IQA Trustee (Treasurer)	IQA	N/A	Heiblum, Ariel	Yes
IQA Trustee	IQA	N/A	Valera, Italia	No

IQA Former Trustee (Secretary)	IQA	N/A	Derrick, Luke	No
IQA Interim Executive Director, Director of Membership and Gameplay	IQA	N/A	Turbet, Jamie	Yes
IQA Director of Communications	IQA	N/A	Badts, Lore	Yes
IQA Director of Events	IQA	N/A	Zak, Luke	Yes [left at 18:29]
IQA Deputy Director of Events	IQA	N/A	Raes, Pauline	Yes
IQA Director of Operations	IQA	N/A	Schleicher, Jeremy	Yes
IQA Former Executive Director	IQA	N/A	Carroll, Aaron	Yes



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## Roll Call

Andy Marmer (IQA) welcomes members to the Annual General Meeting (AGM) and lets everyone know again that the meeting will be recorded.

The following 14 Full Members are in Good Standing:

1. Australia (present at the start).
2. Austria (present at the start).
3. Belgium (not present at the start).
4. Catalonia (present at the start).
5. Germany (present at the start).
6. Italy (not present at the start).
7. Norway (present at the start).
8. Peru (present at the start).
9. Poland (present at the start).
10. Spain (not present at the start).
11. Switzerland (present at the start).
12. Türkiye (present at the start).
13. United Kingdom (present at the start).
14. United States of America (present at the start).

The following 4 Full Members are not in Good Standing:

1. Canada (not present at the start).
2. France (not present at the start).
3. Mexico (not present at the start).
4. Netherlands (not present at the start).

The quorum is 6 ( $\frac{1}{3}$  of Full Members).

The basics of Google Meet are explained, including the structure everyone must follow for the name they present themselves with and how to vote on polls.

Andy Marmer (IQA) presents the agenda of the meeting and apologizes for not submitting all the documents to the Assembly at least 14 days prior to the meeting, as previously requested by members. Each topic is initially assigned 30 minutes.



## IQA Annual Report 2023

### Update on Staffing (Andy Marmer)

Andy Marmer (IQA) presents the IQA Annual Report 2023 and gives an update on IQA staffing:

- Aaron Carroll (IQA) stepped down as Executive Director, and Jamie Turbet (IQA), current Director of Membership and Gameplay, was appointed interim Executive Director.
- The Board of Trustees will begin the search for a new Executive Director (ED).
- Luke Derrick (IQA) has resigned as a member of the Board of Trustees.

Andy Marmer (IQA) mentions that members might already be aware of a potential international event being organized by Quadball UK in London, England. They explain that the IQA also intends for the event to happen, but it is ultimately subject to the final review of the IQA Board of Trustees.

- Definite information is set to be announced by March 15th.

### Update on Operations and Finance (Jeremy Schleicher)

Jeremy Schleicher (IQA) introduces the IQA Financials Jan. 1 – Dec. 31, 2023 and presented the information included in the IQA Annual Report 2023.

Dec Ramsay (GBR) asks whether the Development Fund money could be put into investment accounts if it does not get used or moved much.

Jeremy Schleicher (IQA) answers that they are investigating alternate accounts, as there are specific laws in what a non-profit can invest in. Currently, it is stagnant money.

Jeremy Schleicher (IQA) introduces the section of the report from the Director of Operations and addresses the content included in the IQA Annual Report 2023.

- The Organizational Health Initiative (OHI) project, previously introduced to members on Slack, is still in the works.

### Update on Membership Initiatives and Gameplay (Jamie Turbet)

Jamie Turbet (IQA) introduces the Membership & Gameplay section of the report and addresses its content.

Dec Ramsay (QUK) expresses concern about the IQA Rulebook's delay, acknowledging the shortage of volunteers as the cause. They find the one-year delay in the IQA Rulebook concerning, and wonder if there is a specific issue causing the hold-up. They also inquire about potential actions that can be taken to assist in the matter.

Jamie Turbet (IQA) highlights that the Gender Representation Survey engaged numerous individuals, many of whom are also part of the Rules Team, resulting in a significant investment of

time and effort. They mention that this commitment prevented the pursuit of other tasks, but emphasizes that the focus can now return to the progress of the rules.

Jamie Turbet (IQA) expresses a desire to engage in a conversation with National Governing Bodies (NGBs) in the upcoming year about the importance of having a new IQA Rulebook annually. They plan to conduct this discussion within the current year, with active involvement from the Rules Team.

### Update on Communications Strategy (Lore Badts)

Lore Badts (IQA) introduces the Communications section of the report and addresses its content.

Michael Smith (KEN) requests a Swahili translation of the IQA Rulebook, citing the prevalence of Swahili as a widely spoken language in Africa, surpassing English and French.

Negra Flores (IQA) mentions the need for volunteers who speak the language to have such translation, and offers to help with it if needed.

Nand Singh Kouri (IND) inquires about an update on international seminars about quadball.

Negra Flores (IQA) asks for clarification on the question.

Jamie Turbet (IQA) answers that they are currently working on that idea and will look into that now that we have a bigger community of areas of interest.

Discussion ensued regarding translations of the IQA Rulebook and availability of materials, including training materials for NGBs.

### Update on Events (Luke Zak)

Luke Zak (IQA) introduces the Events section of the report and addresses its content.

Dec Ramsay (GBR) mentions that one thing that has not been talked about is the situation of the Board of Trustees, since a few times in the few years members had to ask for updates about the trustees and what they were doing. They ask if this is going to change. They noticed that only minutes up until October have been uploaded for previous meetings of the Board of Trustees.

Andy Marmer (IQA) explains that, until very recently, the Board of Trustees was composed of 6 members. In order to achieve quorum, they needed the majority to be present. Unfortunately, 2 of the 6 trustees were inactive. Therefore, if any of the 4 active members was unavailable, quorum could not be reached. Also, much of what they have accomplished in the past year involved familiarizing themselves with the organization. Regrettably, the entire active Board of Trustees was new, having come on board a year ago, just a couple of months before the IQA World Cup 2023. During this time, the focus was primarily on executing the IQA World Cup 2023, leaving limited opportunities for familiarization. Following the IQA World Cup 2023, a reassessment of long-term goals occurred, with a renewed emphasis on strategic planning and direction.

However, the challenges of triage and emergency handling persisted, exacerbated by difficulties in achieving quorum. The hope is that more active trustees will be elected to alleviate these challenges. Looking ahead to the next year, the goals are centered on a more concentrated strategic process. Responding to the expressed desire for greater emphasis on strategic planning, the Board of Trustees has strived to get up to speed on the organization's current state (part of this effort involves the hiring of a new Executive Director).

Jannis Grimm (CHE) notes that, on Slack, there has frequently been an issue with transparency regarding discussions among trustees. They wonder if this will improve in the coming year as well.

Andy Marmer (IQA) elaborates on the issue, stating that there are two components to it. The posting of minutes is contingent on a limitation – specifically, achieving quorum (this includes the approval of previous minutes, without which minutes are not publicly uploaded). They recognize that there might be differences in expectations regarding the level of involvement members have. There is a specific time and place for updates, and the Board of Trustees strives to keep members informed about their activities. Many aspects of their work occur behind the scenes, involving discussions on various ideas, with the ultimate decision often being to reject certain ideas. Their role is to engage in dialogue and formulate plans, acknowledging that not all plans are necessarily good ones, and there is a need to communicate with members about them.

Jannis Grimm (CHE) brings up something different; at the last Annual General Meeting, members postponed accepting the IQA Annual Report 2022 because there were changes that had to be made.

Andy Marmer (IQA) mentions that it is an excellent transition. They personally do not understand why members have to approve the IQA Annual Report, feeling like it is not something really reasonable nor necessary.

Dec Ramsay (GBR) agrees with Andy Marmer (IQA), but remembers that the last IQA Annual Report had errors in the finances. If memory serves, it had the IQA European Games 2022 making money and the IQA Pan-American Games 2022 not, while it was actually the other way around.

Luke Zak (IQA) indicates that Marc Alcalà-i-Rams (IQA) confirms that the IQA Annual Report 2022 was updated on our website.

Discussion ensued regarding the role of the IQA Board of Trustees, communications between the IQA Board of Trustees and members, the IQA Board of Trustees' goals for the coming years and general reporting from the IQA Board of Trustees and the IQA as a whole to members.

## Confirmation of Minutes

Marc Alcalà-i-Rams (IQA) explains that there are previous minutes that have not been approved yet. These minutes are currently posted on the website.

**Motion:** “to approve the minutes from April 30, 2022, and March 4, 2023, as posted on the IQA website.”

**Moved:** CHE

**Seconded:** DEU

**For:** 8 (USA, CAT, PER, AUS, DEU, GBR, CHE, POL)

**Against:** 0

**Abstention:** 3 (AUT, NOR, TUR)

*Motion passes*

## Election of Trustees

### Overview of Process

Andy Marmer (IQA) explains that trustee applications were opened on January 11, 2024, and remained open until January 31, 2024.

- Two applications were received after the deadline, and they were considered.
- In total, five applications from five different countries were received, but one applicant withdrew their application before this meeting.
- All applicants were interviewed by a panel consisting of at least one trustee and one director, and all applicants were discussed via Slack and on a Board of Trustees meeting and trustees and directors had an opportunity to review notes from the interviews.
- These notes were also shared with the members.

### Overview of Candidates

Andy Marmer (IQA) introduces all four candidates and their respective recommendations:

- Rhys Jenkins: a majority of the trustees and directors present for Rhys Jenkins’ interview ( $\frac{3}{4}$ ) recommend them, primarily based on their passion for quadball and genuine interest in seeing the sport grow and improve. One trustee and/or director present expressed concern that Rhys Jenkins has not exhibited skills and experience that would make them suited for the trustee position. All believe that they can be an asset to the IQA in some capacity.
- Daniel Edward Price Croft: the trustees and directors in attendance for Daniel Price’s interview unanimously recommend them for a trustee position, based on their experience

in the community and our view on the fresh outlook they might be able to provide to the organization.

- **Liona Li:** the trustees and directors in attendance for Liona Li's interview unanimously agreed to not recommend them for the trustee position, based on their lack of experience in leadership and concerns about their understanding of the trustee role. All believe that Liona Li can be an asset to the IQA in some capacity.
- **Vini Alves:** the trustees and directors in attendance for Vini Alves' interview unanimously agreed to recommend them for the trustee position. All attendants feel that Vini Alves has the experience and knowledge to be a good trustee.

Dec Ramsay (GBR) mentions the message they wrote about Rhys Jenkins on Slack. They explain that Rhys Jenkins is a Quadball UK member, and they would not recommend Rhys Jenkins as a trustee. While acknowledging that Rhys Jenkins is very well-meaning and enthusiastic, Rhys Jenkins currently has no experience at international level, and has only been a casual volunteer. They think it is great that Rhys Jenkins is interested, regardless.

Dec Ramsay (GBR) also wonders if there is a concern about Daniel Price switching hats regarding conflicts of interest (COI). They think there needs to be some sort of safety measure.

Andy Marmer (IQA) explains that we expect trustees to excuse themselves from conversations they have a conflict of interest (COI) with.

Jeremy Schleicher (IQA) adds that everything is decided by a vote from the whole Board of Trustees, and the other trustees can take such bias into account.

Jannis Grimm (CHE) asks Dec Ramsay (GBR) why do they feel that Rhys Jenkins would not be a good trustee, since we previously had trustees that did not have a lot of experience.

Dec Ramsay (GBR) replies that Rhys Jenkins has been a pitch manager for them at events. Rhys Jenkins is someone who is very enthusiastic, but does not yet have the capacity nor the experience necessary for someone to be fundamentally directing the sport at the highest level.

Gordon Choi (HKG) asks about the next steps of the discussion.

Andy Marmer (IQA) replies that trustee applicants will now be invited to join the meeting.

A short break takes place for 5 minutes, while this happens.

### Candidates' Questions and Answers (Q&A)

Andy Marmer (IQA) confirms that we are now joined by  $\frac{3}{4}$  of the applicants (excluding Liona Li). Applicants can answer any question that members might have, and Andy Marmer (IQA) will moderate the conversation. Applicants will first give a brief statement why they are interested in the role.

Vini Alves (BRA) starts by saying they really want to help the community on an international level and that they have been into quadball for 4 years. Vini Alves (BRA) is a member of the Brazilian National Governing Body (NGB), and the CONMEQ (Latin-American Quadball Confederation), while being also the Portuguese Translation Team Lead at the IQA. They see the position of trustee as a step forward to bring more Latin-American representation and gender diversity to the IQA (in their opinion, the IQA lacks diversity). Likewise, they would also provide their knowledge about gender studies. Currently, Vini Alves (BRA) is applying for a masters' degree in Europe.

Rhys Jenkins starts by saying that they have been involved in quadball for three years now. Their experience in the quadball community has held tremendous personal significance for them, emphasizing the welcoming atmosphere within it. Rhys Jenkins notes the substantial impact it has, especially on the autistic and neurodiverse communities, globally. Their specialization lies in neurodiversity, having obtained a master's degree in autism and related conditions. Expressing a strong desire to become a trustee, Rhys Jenkins aims to contribute to building on the IQA's considerable knowledge in neurodiversity, and specifically highlights the importance of incorporating autism into this initiative. Their goal is to strengthen the foundations by actively promoting the sport and attracting more individuals globally. Rhys Jenkins also holds a law degree from a top 20 university in the United Kingdom.

Daniel Price starts by saying that they began playing quadball around 2016, coinciding with Marc Alcalà-i-Rams (IQA). Their involvement has mainly revolved around various teams, with a particular passion for organizing tournaments. Daniel Price expresses an interest in exhibition tournaments, including the recent Quadball Nations Cup in 2023 in Salou, Catalonia (where they are organizing the 2nd edition). They also contributed to organizing the European Quadball Cup (EQC) 2024. Expressing a desire to become a trustee member, Daniel Price notes that curiosity is a driving factor. They observe that, within the IQA, individuals often hold diverse opinions without necessarily considering what they can contribute to the sport. On a personal level, Daniel Price is inherently proactive in the sport, enjoying the process of organization and seeking ways to attract more people to quadball. They have successfully done so at local and regional levels and see the opportunity to contribute on a larger scale as their next step. The motivation behind wanting to become a trustee is to offer an additional pair of hands and actively contribute to the advancement of the sport.

## Questions and Answers about Candidates and the Interview and Application Process

Megan Anderson (USA) asks each candidate what is one strategic goal they would like to see the IQA focus on.

Daniel Price expresses a focus on second-team players, recognizing that significant competitions often center around first teams. They believe that emphasizing the role of players is crucial for the growth of the sport. Daniel Price suggests exploring ways to integrate these players into the international scene, providing them with opportunities to engage in the sport at a higher level.

Additionally, they advocate for a strategy that involves compartmentalizing the sport on regional levels, recognizing the potential benefits of such an approach.

Vini Alves (BRA) echoes some of the ideas shared by Daniel Price. They express a preference for focusing on the basics within the IQA. Vini Alves (BRA) identifies a strategic problem shared by both the IQA and their National Governing Body (NGB), emphasizing that, despite having numerous teams, adequate support is lacking. They emphasize the need for active engagement, drawing parallels between their observations in Brazil and the broader international community. In their perspective, the IQA is taking positive steps toward expansion, but they suggest a concurrent focus on supporting existing members. This support extends beyond financial assistance to encompass rules and tactics beneficial for the entire community's development. Vini Alves (BRA) advocates for solidifying the foundational aspects of the sport, asserting that, by strengthening these bases, growth can be achieved, reaching higher levels. They note a lack of interest from many National Governing Bodies (NGBs) in submitting event bids, which they attribute to the need for fortifying the fundamental aspects of the sport.

Rhys Jenkins suggests broadcasting the benefits of quadball to neurodiverse communities. They personally believe that the sport has provided them with tremendous benefits and see potential in reaching out to communities. Rhys Jenkins proposes conducting surveys within the community and National Governing Bodies (NGBs) to determine the number of neurodiverse individuals actively participating in the sport. They believe that highlighting the neurodiverse aspect could serve as a compelling strategy to attract more people to the sport and strengthen the community.

Liona Li joins the discussion now and starts by saying that they founded the oldest quadball team in Hong Kong, expressing their interest in becoming a trustee now. They acknowledge the challenges of growing the sport in Asian countries, noting the difficulty despite the availability of resources. Liona Li observes that the momentum toward the sport is not very strong in regions like Hong Kong, where the introduction of new sports faces additional challenges. Their focus as a potential trustee would be on addressing these challenges and seeking ways to enhance the popularity of the sport in Asian countries. Liona Li aims to explore opportunities to learn from more successful National Governing Bodies (NGBs) and leverage their experiences to facilitate the growth of quadball in the Asian region.

The applicants leave now the meeting.

Jannis Grimm (CHE) asks whether members will vote first for the number of people to elect and only afterward on the candidates themselves, as this has been the case in previous years.

Andy Marmer (IQA) explains that this was based on interpretation of the Constitution and Bylaws of IQA Sport, Inc. The precise wording says "individual gaining the most votes," and now we chose to interpret it differently. Therefore, there will only be a vote for the applicants themselves.

Andy Marmer (IQA) clarifies that all candidates were told that they were not required to attend the meeting, and we also could not give them a precise time beforehand. Thus, they encourage members to not consider their availability for this discussion as part of their discussion of the candidates.

### **Discussion on Rhys Jenkins**

Jannis Grimm (CHE) says that they are under the impression that Rhys Jenkins can bring a unique and beneficial perspective to the IQA. They think it cannot hurt to elect Rhys Jenkins, and maybe they bring something unique towards the Board of Trustees.

Dec Ramsay (GBR) thinks that Megan Anderson's (USA) previous question was excellent. A lot of these people are very well-meaning, but do not seem to understand what the role of a trustee is. It looked like more of them want to work on specific projects rather than think strategically about the IQA. People should understand that the role is not predominantly acting, but it is setting the strategy. Dec Ramsay (GBR) agrees with Jannis Grimm (CHE); Rhys Jenkins has a unique viewpoint, but they do not think they have the experience or background to be a trustee.

Andy Marmer (IQA) invites other members to weigh in.

Fenja Höbling (DEU) mentions that they feel like they should not put much weight on experience, since it is a very long commitment. While it would be good to have National Governing Body (NGB) level experience, people often want to jump to the IQA directly. Fenja Höbling (DEU) thinks that if we do not vote them in, they might get discouraged to do that on any level in the sport. If they are motivated, that should be enough.

### **Discussion on Daniel Price**

No further comments from attendees.

### **Discussion on Liona Li**

Gordon Choi (HKG) mentions that they can confirm that Hong Kong recommends Liona Li based on her passion for the sport. Currently, there is a lack of representation of Asia and “people of color” on the Board of Trustees. They would like to ask everyone to consider electing Liona Li to the Board of Trustees.

Jeremy Schleicher (IQA) wants to give background on the recommendation. During the interview, there were multiple instances where we asked why they wanted to be a trustee and if they knew what the trustees do, and they could not give a precise answer. Liona Li said they applied because they were reached out to. Also, we should be careful that we are not tokenizing them as a “woman of color” from Asia.

### **Discussion on Vini Alves (BRA)**

No further comments from attendees.



## General Background on Process

Dec Ramsay (GBR) sends this text in the meeting chat: “I don't think that a candidate might be discouraged if they don't get a trusteeship is grounds to therefore make them a trustee. These positions are too important to just say that people are motivated is good enough to be a trustee. We've also had many trustees come in saying they are motivated and then not done the job.”

Jamie Turbet (IQA) sends this text in the meeting chat: “It is also possible for the IQA to find operational roles for candidates who are unsuccessful in being elected that are more suited to their skill set. It'll also build their experience to better position themselves to join the board down the track.”

Aaron Carroll (IQA) mentions they would like to address what Dec Ramsay (GBR) and Jamie Turbet (IQA) are talking about in the meeting chat. This position is extremely important, they help shape the direction of the IQA. These people are legally required to know what the expectations are for their positions. We want to make volunteering into the sport easier, but we are bound by legal requirements and implications. Aaron Carroll (IQA) has worked with the trustees for four years, and they know we need good strategic thinkers who can push us forward.

Marc Alcalà-i-Rams (IQA) pins the voting instructions in the meeting chat:

- Each trustee candidate must receive a majority vote (over 50% of the votes cast) to be elected to the board.
- For each candidate, you will have the option to vote "Yes" if you believe they should serve as a trustee or "No" if you do not. You will also have the option to abstain.
- For each of the following trustee candidates, do you approve of their election to the board? Please cast your vote by selecting 'Yes' or 'No' for each candidate.

A poll for voting on the trustee candidates is set, and a short break takes place while trustees tabulate the results.

## Vote on Trustee Candidates

### Rhys Jenkins

- For: 3
- Against: 6
- Abstention: 2
- Result: *not elected*

### Daniel Edward Price Croft

- For: 9
- Against: 1
- Abstention: 1
- Result: *elected*

### Liona Li

- For: 3
- Against: 6
- Abstention: 2
- Result: *not elected*

### Vini Alves (BRA)

- For: 11
- Against: 0
- Abstention: 0
- Result: *elected*

Daniel Edward Price Croft and Vini Alves (BRA) are elected trustees, whereas Rhys Jenkins and Liona Li are not.

Jeremy Schleicher (IQA) reminds everyone to keep these results confidential.

## Constitutional Amendments

### About the Constitution and Scope of Project

Andy Marmer (IQA) introduces the Constitutional Amendments:

- The Constitution and Bylaws of IQA Sport, Inc. govern the internal affairs of the IQA.
- It was last written in 2018. At the time, the IQA operated differently.
- Since 2018, the IQA has been organized like a more traditional United States-based non-profit organization.
- Some elements of the Constitution do not reflect the reality of how we are operating.
- There are key amendments for consideration at this meeting.
- A full re-write of the Constitution is expected for the next Annual General Meeting (AGM).

Andy Marmer (IQA) introduces the Amendment 1 - To Make Late Fees Discretionary:

- As drafted, the Constitution requires a showing of good cause to waive late fees.
- In practice, the IQA works with members to pay and collect fees.
- The amendment codifies current practice by providing the board discretion to assess a late fee.

Andy Marmer (IQA) introduces the Amendment 2 - To Make Trustee Terms End with an Assembly and to Add Trustee Term Limits:

- As drafted, the Constitution elects trustees for a period of 3 years.
- As a result, a trustee elected at a meeting held in March, serves until March 3 years later.

- Since the Annual General Meeting (AGM) is held at different times in the year, there can be trustees whose term ends before or after their “replacements” begin.
- Trustee term limits are considered a matter of best practice.

Andy Marmer (IQA) introduces the Amendment 3 - To Allow Trustees to Remove Trustees:

- The current process of removing trustees is burdensome.
- There are past examples of trustees becoming inactive, making it harder to obtain quorum and manage organization.
- There should be a standard of “malicious or directly harmful to the organization”, a high bar to clear.
- It requires a  $\frac{2}{3}$  vote to remove a trustee.

Andy Marmer (IQA) introduces the Amendment 4 - To Remove the Classification of Associate Members:

- Associate Members are one of our most disengaged groups within the IQA.
- Currently, approximately 50% of our membership base is barred from: the right to vote, electing the officials that represent them, and attending Annual General Meetings (AGMs) without the explicit permission of the Board of Trustees.
- This disadvantages the Asia and the Pacific, African and South American regions.
- If approved, all mentions of “full member” will be adjusted to “member”.
- If approved, there will be adjustments to the membership requirements and to the membership fee structure.

Andy Marmer (IQA) opens up the discussion for the amendments.

Chris Lau (HKG) agrees that the regular rotation of trustees might be the best practice, regarding Amendment 2. However, they do not think it would be a good idea to write it in the Constitution. It would be best if it is left up to the National Governing Bodies' (NGBs) hands whether someone should be re-elected, so that we do not have to revise the Constitution again if we are faced with such a problem.

Discussion ensues where concerns are raised whether term limits are constitutionally advisable, with a suggestion that electors could choose not to elect a trustee if they have been serving for a lengthy period of time.

## Amendment 1 - To Make Late Fees Discretionary

### Amendment 1 Rationale

Currently, late fees are a mandatory portion of the IQA Constitution, though in practice it has never been utilized (though it could be enforced, should the need arise). Making these fees implemented upon the Board of Trustees' discretion, as opposed to waived by the Board of Trustees' discretion, more accurately reflects the currency state of IQA Operations.

### Amendment 1 Proposed Revised Text

*Article XIV, Section 5 - Any member that fails to pay dues, initiation fees, reinstatement fees, and general or special assessments within thirty (30) days of the date determined by the Board may be subject to a late fee of ten percent (10%) per annum. Late fees will only be ~~waived upon a showing of good cause~~: implemented upon Board discretion and analysis of the situation.*

### Amendment 1 Discussion

Jeremy Schleicher (IQA) explains that Amendment 1 is the simplest amendment; the red text would be removed and the blue text added. They ask whether it would make more sense to vote per amendment or to do a joint vote at the end. They think it makes more sense to vote individually.

Marc Alcalà-i-Rams (IQA) asks Andy Marmer (IQA) to read out the voting instructions after pinning them in the meeting chat:

- The Full Members in good standing shall be permitted to vote on any amendment of the Bylaws, and such amendment shall be approved by a two-thirds (2/3) majority vote of the Full Members in attendance.
- Do you approve of the proposed amendments to the Constitution as presented? Please cast your vote by selecting 'Approve' or 'Reject' for each proposed amendment. You will also have the option to abstain.

Andy Marmer (IQA) agrees with Jeremy Schleicher (IQA). They think it should be put up for a vote now, since this is a fairly non-controversial amendment.

**Motion:** “to approve the Constitutional Amendment 1 - To Make Late Fees Discretionary.”

**Moved:** GBR

**Seconded:** DEU

**For:** 11 (POL, AUT, CAT, PER, NOR, DEU, GBR, AUS, USA, CHE, TUR)

**Against:** 0

**Abstention:** 0

*Motion passes*

## Amendment 2 - To Make Trustee Terms End with an Assembly and to Add Trustee Term Limits

### Amendment 2 Rationale

Trustee terms currently last three calendar years, from the date of election during the Annual General Meeting (AGM). As the date of the Assembly shifts year-to-year, this often creates

confusion as some Trustees are still active for a few weeks post the Annual General Meeting (AGM) their term was set to expire. Setting the Assembly as a uniform endpoint will streamline this process, and ensure no policies are inadvertently violated. Additionally, term limits are a standard practice, and are necessary to ensure that there are consistently new viewpoints in the Board of Trustees.

### **Amendment 2 Proposed Revised Text**

*Article V, Section 2 - Number, Tenure, and Qualifications. The number of Trustees shall be no less than four (4) and no more than twelve (12). Each Trustee shall serve a period of three (3) years and such term may be renewed up to two consecutive times, for a total of three consecutive terms. Trustees shall remain in office from the conclusion of the Assembly in which the election occurred, to the conclusion of the third Assembly following their election.*

*Trustees shall serve staggered terms to balance continuity with new perspective. The Full Members of the Association in good standing shall nominate individuals serving for Full Members to serve as Trustees on the Board. The individuals obtaining the most votes from the membership shall be the Trustees of the Board. If there is a tie for any one (1) or more Board positions, then a run-off election shall be held to determine the remaining seats on the Board.*

### **Amendment 2 Discussion**

Andy Marmer (IQA) states that members ought to discuss the Amendment 2 in two parts, because they know Chris Lau (HKG) and some others have expressed concerns about the term limit. They suggest discussing both the term limit and the term ending at the Annual General Meeting (AGM) separately.

Megan Anderson (USA) supports that is written. They are aware that there are some concerns, but this wording allows someone to serve as a trustee for 9 years, which is a very long time. They see no issue with this term limit; if someone wants to serve 9 years, that is incredible.

Jannis Grimm (CHE) says they would rather vote on this in 9 years if members really feel that becomes a problem by then. That would be better than taking away this option for potential candidates.

Jeremy Schleicher (IQA) explains that this amendment has indeed two parts. The first part is the term limit. Term limits are in general just a best practice. If someone is a trustee for nine years, even if they are an amazing, wonderful trustee, we need new insights, new perspectives. Maybe they feel pressure to keep staying on, and that is not the best idea from a volunteer health perspective. So just having a term limit in place is just in general a good idea. However, where this amendment really came from in conversation is making the trustee terms end with an Assembly date. As it stands right now, trustee terms are three calendar years from their Assembly date. For example, Italia Valera (IQA) was elected in mid-April. Therefore, if this does not pass, their term would technically continue for about a month and a half after the Annual General

Meeting (AGM) for logistical reasons. We are suggesting that regardless of what week the Annual General Meeting (AGM) falls that year, the Annual General Meeting (AGM) is the date that trustee terms expire.

Andy Marmer (IQA) clarifies a point of order for what we will do; given the discussion, members should vote on the amendment in full. If it passes as written, it passes as written. If it does not pass, members should vote on each component part, or the two component parts. Then, if one of them passes, that portion will be implemented.

Fenja Höbling (DEU) comments that this amendment talks about “Assembly”, and not “Annual Assembly”. The Constitution allows for special assemblies, which means that, if there is a “Special Assembly” between two annual assemblies, this wording could count.

Jeremy Schleicher (IQA) clarifies that, in the Constitution, the word “Assembly” on its own refers to the Annual General Meeting (AGM) we are currently having.

Martin Beyer (AUT) asks, regarding the English wording, whether this stops people from serving a term, skipping a term and then serving another term.

Andy Marmer (IQA) uses themselves as an example. They were a trustee, they left, and now they are a trustee again. That first term does not count in terms of consecutive terms for them.

Jeremy Schleicher (IQA) states that this implies requesting individuals to take a 1-year break after serving for 9 consecutive years.

Jamie Turbet (IQA) emphasizes that they also believe this would enable the inclusion of new skill sets onto the Board of Trustees.

Jannis Grimm (IQA) says that members can also choose not to re-elect someone after 9 years.

Megan Anderson (USA) notes that it is quite common for bylaws to incorporate a term limit, and they believe that a 9-year limit is very generous.

Andy Marmer (IQA) reminds everyone, that in the voting process, the initial vote will concern the text as written, and if it fails, they will subsequently vote on the two component parts.

**Motion:** “to approve the Constitutional Amendment 2 - To Make Trustee Terms End with an Assembly and to Add Trustee Term Limits.”

**Moved:** AUT

**Seconded:** DEU

**For:** 9 (CAT, NOR, USA, POL, AUT, AUS, GBR, DEU, TUR)

**Against:** 1 (CHE)

**Abstention:** 1 (PER)

*Motion passes*

## Amendment 3 - To Allow Trustees to Remove Trustees

### Amendment 3 Rationale

Currently, trustees can only be removed by a vote of all Full Members, scheduled 45 days in advance. Due to the complexities of arranging membership-wide meetings, as well as the time-sensitive nature of removing trustees, this policy has caused major operational issues throughout the IQA. The IQA has had trustees who have been inactive, some of whom have not been active for multiple years. Because of this, it can be difficult for most actions by the Board of Trustees to occur, as all actions require  $\frac{1}{2}$  to  $\frac{2}{3}$  of full participation by the Board of Trustees.

Giving trustees the ability to vote out a trustee for egregious misconduct, and holding a minimum participation requirement, is essential to ensure that the Board of Trustees is a healthy entity. This is a standard practice across most non-profits, and is a vital change to the Constitution.

### Amendment 3 Proposed Revised Text

*Article V, Section 3 - Removing Trustees.*

- a) *A meeting to consider removing a Trustee may be called and noticed following the procedures provided in the Bylaws for a special meeting of the membership no later than forty-five (45) days following the vote set forth in Section 5.03(a) above. The notice of the meeting will state that the issue of possibly removing the Trustee will be on the agenda.*
- b) *At the meeting, the Trustee may present evidence of why they should not be removed and may be represented by an attorney at and before the meeting. Also, at the meeting, the Association will consider possible arrangements for resolving the problems that are in the mutual interest of the Association and the Trustee.*
- c) *A Trustee may be removed by the two-thirds majority vote of Full Members. A Trustee shall be provided no later than three (3) days in advance of any removal proceeding the stated reason(s) for removal and any evidence or arguments in favor of removal.*
- d) *In the event that a Trustee believes another Trustee is acting in ways that are malicious or directly harmful to the organization (including persistent absenteeism), they may call for a vote to remove the Trustee in question. A  $\frac{2}{3}$  vote of Trustees, excluding the Trustee up for removal and rounded up, can remove the Trustee.*

### Amendment 3 Discussion

Dec Ramsay (GBR) is concerned about the definition of “persistent absenteeism”. They differentiate between being absent in three meetings in a week from being absent in three monthly meetings. Dec Ramsay (GBR) thinks there has been an ongoing problem with it being impossible to remove trustees and wants this to be tight, removing wiggle room for discussion.

Andy Marmer (IQA) explains that the Board of Trustees had difficulties with drawing a bright line. They want to be mindful of timezones and the impact those could have on when meetings are scheduled, and a trustee can be active on Slack but not able to attend a meeting or the other

way around. The view of the Board of Trustees was this language gives flexibility to enforce it in their judgment and in the best interest of the organization.

Jeremy Schleicher (IQA) adds that the text *includes* persistent absenteeism, and actions that are malicious and directly harmful to the organization can be much more than that. Regarding what persistence means, if  $\frac{2}{3}$  of the trustees call for the removal, it can be considered harmful for the organization. In other words, if a trustee was leaking information, violating policies or robbing us, under the current Constitution we would have to wait a minimum of 45 days for removal.

Dyanne Olguín (PER) asks in the meeting chat if trustees could then apply again.

Andy Marmer (IQA) answers they could, even though he hopes the members would not re-elect them if there was a cause for concern and removal.

Megan Anderson (USA) mentions that they perhaps would be a little bit more comfortable if there was a number associated with it. If someone is missing meetings for half a year unexcused, there is a level of concern.

Jeremy Schleicher (IQA) points out that they have also conducted ad-hoc meetings in response to urgent matters that required immediate discussion. They highlight that if someone is absent for 1–2 weeks, it could translate to them having already missed this number of meetings.

Andy Marmer (IQA) states that members should vote on it as written. If it does not pass, they can re-evaluate the standard they want to use instead.

**Motion:** “to approve the Constitutional Amendment 3 - To Allow Trustees to Remove Trustees.”

**Moved:** CHE

**Seconded:** DEU

**For:** 7 (BEL, PER, CAT, AUT, NOR, AUS, CHE)

**Against:** 1 (USA)

**Abstention:** 4 (POL, GBR, DEU, TUR)

*Motion does not pass*

Dec Ramsay (GBR) expresses their desire to prevent future headaches for the Board of Trustees. They suggest accepting the proposal if it does not include “persistent absenteeism”, and at some point later on a definition for it is provided in some kind of policy or code of conduct instead.

Andy Marmer (IQA) announces that members could put up for a vote the same amendment, but deleting the wording "including persistent absenteeism."



**Motion:** “to approve the Constitutional Amendment 3 - To Allow Trustees to Remove Trustees, but removing “including persistent absenteeism” from the text.”

**Moved:** AUT

**Seconded:** GBR

**For:** 11 (BEL, POL, PER, DEU, NOR, CAT, CHE, AUT, USA, GBR, AUS)

**Against:** 0

**Abstention:** 1 (TUR)

*Motion passes*

## Amendment 4 - To Remove the Classification of Associate Members

### Amendment 4 Rationale

Associate Members are one of our most disengaged groups within the IQA. Only 6 of the 18 Associate Members have paid membership dues in the past year, despite almost all Associate Members have active teams/tournaments in their country. Most do not see the value in engaging with the IQA outside of attending the IQA World Cup, which is not feasible for most unless it is hosted in their region. Giving them full access to the political processes of the IQA is a very easy way to encourage engagement from Associate Members.

As a membership organization, recognizing the rights of Associate Members will only strengthen the IQA. It will ensure diverse voices are involved in our political processes, encourage the growth of our members; a fundamental goal of the IQA, and further incentivize increased engagement with the IQA.

### Amendment 4 proposed text

*Article V, Section 6 - Rights of Members.*

*Subject to reasonable application and subject to the right to impose broad disciplinary limitation on the membership, no provision of the Bylaws, or action by the Association or its officers shall be administered in such a way as to deprive individual members of the following rights:*

- 1) The right to nominate candidates or vote in elections or referendums of the Association;*
- 2) When voting matters relating to the Association, each member has right to one single vote.*
- 3) The right to attend membership meetings and the Assembly and to participate in the deliberations and voting upon the business of such meetings; and*
- 4) The right to meet and assemble freely with other members and to express any views, arguments, or opinions and to express at meetings views upon candidates in an election of the Association or upon any business properly before the meeting, subject to the organization’s established and reasonable rules.*

If approved, all mentions of ‘associate member’ and clauses relevant to Associate Members will be removed from the constitution and all mentions of ‘full member’ will be adjusted to ‘member’.

#### **Additional notes on Amendment 4**

If this amendment is approved, there will be adjustments to the membership requirements. These adjustments will ensure they are reasonable goals for the majority of IQA Full and Associate Members, while maintaining the integrity of the IQA.

If this amendment is approved, there will be changes to the membership fee structure that ensures members are paying only what they can afford, whilst ensuring the IQA has the resources needed to be an effective organization.

#### **Amendment 4 Discussion**

Andy Marmer (IQA) explains the amendment.

Megan Anderson (USA) asks what does being an Associate Member exactly mean.

Aaron Carroll (IQA) clarifies that Megan Anderson (USA) is most likely thinking about the requirements to be a Full Member versus the requirements of an Associate Member. These will have to be addressed at some point afterward.

Dec Ramsay (GBR) has concerns about the rigor of membership, in order to prevent people from getting a vote in the Annual General Meeting (AGM), by stating, for example, they are now the National Governing Body for Gibraltar (a British Overseas Territory in the Iberian Peninsula).

Jamie Turbet (IQA) replies that they have essentially drafted criteria that lowers the bar to become a member whilst maintaining the integrity of the IQA.

Megan Anderson (USA) asks whether this is based on feedback from members, or something that trustees are doing on behalf of the members instead.

Jamie Turbet (IQA) explains that they were personally connected to members since 2019, even before joining the IQA, and did some research about other international sports organizations in order to develop this proposal.

Negra Flores (IQA) explains that the department is working in several projects and changes that are meant to benefit members overall and help international expansion.

**Motion:** “to approve the Constitutional Amendment 4 - To Remove the Classification of Associate Members”.

**Moved:** CHE

**Seconded:** DEU

**For:** 9 (BEL, PER, AUT, GBR, DEU, NOR, USA, CHE, CAT)

**Against:** 1 (POL)

**Abstention:** 1 (TUR)

*Motion passes*

## All Other Business

Any other topics not previously covered can be discussed at this portion.

Jannis Grimm (CHE) explains that their National Governing Body (NGB) has an issue with the wording of the IQA Policy on Harassment. Given the current global development, making laws against the LGBTQ+ community, they would like to make the following motion: “to have the IQA reconsider the Harassment Policy’s wording around unlawful behavior and the demand to NGBs to not tolerate violating local law to solve the conflict with quadball’s values by the end of the year 2024”.

Andy Marmer (IQA) opens discussion on the motion.

Jeremy Schleicher (IQA) explains that this is something that Operations has already been discussing. There are specific legal requirements with us as a legal entity for ensuring that we follow applicable laws within the United States of America, and there is also varying information about what we permit and cannot permit our members to do. One thing they note within this policy is that, when we move down, there are reporting procedures, and then there are actions upon receiving a complaint, and then investigations. There was never a binding action. Therefore, even if something is reported as “harassment,” which could be considered a legal activity, it is still up to the IQA and/or the National Governing Bodies (NGBs) to review that and do an internal investigation on it to determine whether it truly was harassing.

Jannis Grimm (CHE) answers that they do not read the policy that way, because it says that the IQA and its members will not tolerate unlawful behavior and then later says that any member failing to comply with this policy shall be deemed to have violated the policy and shall be subject to appropriate discipline. That essentially means, in theory, that members could get penalties for tolerating unlawful behavior, even if that goes completely against the IQA and the sport’s values. The motion is intentionally left quite open on how to resolve that, it just requests to resolve that.

Andy Marmer (IQA) clarifies that there are judgment calls that can be made by the IQA; there is the word in the policy, and then what the IQA as an organization is doing. From the IQA Board of Trustees standpoint, this motion is consistent with something we would want to do regardless of whether this motion passes or not.

Andy Marmer (IQA) also mentions that, as a reminder, this is not a Constitutional Amendment, as the bar for this motion passing is lower than the bar for the previous ones. Now, only a majority is needed.

**Motion:** “to have the IQA reconsider the Harassment Policy’s wording around unlawful behavior and the demand to NGBs to not tolerate violating local law to solve the conflict with quadball’s values by the end of the year 2024.”

**Moved:** CHE

**Seconded:** DEU

**For:** 8 (POL, PER, NOR, AUT, CAT, GBR, CHE, DEU)

**Against:** 0

**Abstention:** 3 (USA, TUR, BEL)

*Motion passes*

Gordon Choi (HKG) asks what is the status of bidding for the IQA World Cup 2025.

Jamie Turbet (IQA) explains that the IQA is still finalizing the potential event in London, England. Afterward, the feedback on Events from the forementioned meeting with National Governing Bodies (NGBs) will be taken into account to develop the new bid manual.

Andy Marmer (IQA) states that the IQA is always happy to have conversations about hosting events, regardless of official announcements.

Danish Javeed (PAK) sends this text in the meeting chat: “Greetings from Pakistan. Although still an Area of Interest, it’s a pleasure to attend these meetings”.

**Motion:** “to adjourn the meeting”.

**Moved:** CHE

**Seconded:** DEU

**For:** 7 (PER, NOR, CAT, DEU, USA, GBR, CHE)

**Against:** 0

**Abstention:** 4 (TUR, BEL, AUT, POL)

*Motion passes*

The meeting is adjourned at 19:10 UTC.