



**IQAA Members Assembly
Special Assembly**

Saturday, 30 April 2022

13:00 UTC - 14:37 UTC

Minutes by Chris Lau and Jamie Turbet

Attendance

Full Members

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Asociación Argentina de Quidditch	ARG	Argentina	Ariadna Navone Sarubbi	Present
Quidditch Australia	AUS	Australia	Matt Blissenden	Present
Quidditch Austria	AUT	Austria	Christine Berger	Present
Belgian Quidditch Federation <i>(not in good standing)</i>	BEL	Belgium	-	-
Quidditch Canada <i>(not in good standing)</i>	CAN	Canada	-	-
Associació de Quidditch de Catalunya	CAT	Catalonia	-	-
Deutscher Quidditchbund	DEU	Germany	David Lucy Bentz	Present
Asociación Quidditch España	ESP	Spain	Alex Huerga	Present
Fédération du Quidditch Français	FRA	France	Alice PERONNET (Not voting) Tess HARMAND	Present
Associazione Italiana Quidditch	ITA	Italy	Junia Amanti	Present
Quidditch México <i>(not in good standing)</i>	MEX	Mexico	-	-
Quidditch Nederland	NLD	Netherlands	-	-

Norges Rumpeldunkforbund	NOR	Norway	-	-
Federación Deportiva Peruana de Quidditch	PER	Peru	-	-
Polska Liga Quidditch	POL	Poland	Karol Paszkowski	Present
Schweizerischer Quidditchverband	CHE	Switzerland	Jannis Grimm Stephanie Wyss	Present
Quidditch Derneği <i>(not in good standing)</i>	TUR	Turkey	Kadir Ufuk İçöz	Present
QuidditchUK	GBR	United Kingdom	Matt Bateman	Present
US Quidditch	USA	United States	-	-

Associate - Developing NGBs (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Associação Brasileira de Quadribol <i>(not in good standing)</i>	BRA	Brazil	-	-
Česká Asociace Famfrpálu <i>(not in good standing)</i>	CZE	Czech Republic	-	-
Dansk Quidditchforbund	DNK	Denmark	Lasse Lynggaard Boel	Present
Svenska Quidditchförbundet	SWE	Sweden	-	-

Associate - Emerging Area NGBs (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Asociación Chilena de Quidditch <i>(not in good standing)</i>	CHL	Chile	-	-
Hong Kong Quidditch Association	HKG	Hong Kong	Kelvin Ng	Present
Japan Quidditch Organization	JPN	Japan	-	-
Quidditch Malaysia <i>(not in good standing)</i>	MYS	Malaysia	-	-
Quidditch New Zealand	NZL	New Zealand	Alexander Roberts Emma Humphrey	Present
Quidditch Ireland <i>(not in good standing)</i>	IRE	Republic of Ireland & Northern Ireland	-	-
Slovak Quidditch Association	SVK	Slovakia	-	-
Quidditch Slovenja	SVN	Slovenia	-	-
Quidditch Korea <i>(not in good standing)</i>	KOR	South Korea	-	-
Quidditch Uganda	UGA	Uganda	Lawrence	Present
Vietnam Quidditch Association <i>(not in good standing)</i>	VNM	Vietnam	-	-

Observers (non-voting)

Organization	Acronym	Country/Nation	Representative	Present
IQA Trustee (Chair)	IQA	IQA	Chris Lau	Present
IQA Trustee (Secretary)	IQA	IQA	Luke Derrick	-
IQA Trustee (Treasurer)	IQA	IQA	Borja Arbosa	-
IQA Trustee	IQA	IQA	Italia Valera	-
IQA Trustee	IQA	IQA	Kym Couch	Present
IQA Communications & Technology Director	IQA	IQA	Jamie Turbet	Present
IQA Events & Membership Services Director	IQA	IQA	Pauline Raes	-
IQA Events & Membership Services Deputy Director	IQA	IQA	Luke Zak	-
IQA Human Resources & Operations Director	IQA	IQA	Aaron Carroll	Present
Chair of the IQA Name Change Committee	IQA	IQA	Andy Marmer	Present

Roll Call

15 Full Members are in good standing. Quorum is 5. Quorum is present when the roll call is conducted. Meeting officially started at 13:06.

Chris asked if any NGBs objects to allowing members not in good standing to be present in the meeting. No objection was raised.

Confirmation of Minutes

Assembly Meetings

- 2022-02-19 - Annual Assembly Meeting

“Motion to confirm the minutes (private and public versions) of the Annual Assembly on 19 February 2022.”

Moved: Jannis Grimm - CHE

Seconded: DEU - David Lucy Bentz

For: FRA, GBR, AUT, DEU, ARG, ESP, CHE, POL, ITA (9)

Against: AUS (1)

Abstention: None

Motion passed.

Non-voting approval: TUR (Full Member not in good standing)

Jannis asked, for the sake of good minutes keeping, why Quidditch Australia voted against approving the minutes. The representative from Quidditch Australia declined to comment.

Report from the Strategic Planning Committee

Presented by Jamie Turbet (Chair of the Strategic Planning Committee)

Jamie gave an update on the progress of the Strategic Planning Committee.

Matt Bateman asked where the IQA is focusing strategic-wise.

Jamie explained that the main proposal is about how to develop this plan proposed, and the proposal is to have a 5-year plan (similar to what is developed for Quidditch Australia), and the main things that need to be approved are the milestones. The raft of the plan will be circulated to the community.

Matt Bateman asked if there are any measures for success.

Jamie responded that that will be determined by the strategic planning forums.

Report from the Governance Committee

Presented by Aaron Carroll (Member of the Governance Committee)

The Governance Committee now consists of myself, Luke Derrick and Chris Lau. Betsy was a member before her resignation. The Committee is now in the process of reviewing a policy for recruitment of senior volunteers. Senior volunteers include the Chief of Staff and four directors of the IQA. The Committee will finish reviewing the policy as soon as possible and recommend it to the Board. We hope that the policy can then be approved by the Board and recruitment of Chief of Staff and directors can then be started.

The Committee will also draft a policy for regular reviews of the performances of senior volunteers. The Committee is of the opinion that there should be no term limits for senior volunteers but instead an annual review should be conducted to assess their performance.

The Committee also reviewed the policy that the Director of Human Resources and Operations already has on volunteer interview and evaluation process, and trusts that the Director of Human Resources and Operations will continue to follow the procedure described in the policy when recruiting non-senior volunteers.

Matt Bateman (in Discord chat): sounds promising thank you

Report from the Name Change Committee

Andy (Chair of the Name Change Committee) gave a brief overview of the history and scope of the committee.

- The Committee was formed two months ago, now exploring a number of questions. Should the sport change its name? Should it be the same as chosen by USQ? What will the new name be? What advice can we give to teams and NGBs?
- We have recommended changing the name.
- NGBs have expressed a strong preference to use the name chosen by USQ if an agreement can be reached. USQ has provided a draft term sheet with terms on which the IQA can licence the name. Many provisions proposed cannot be accepted by the IQA as proposed - Committee giving feedback to USQ.

David: Any examples of something not acceptable?

Andy : Key issues the committee is focused on are: economic cost, length of term and who can use the name. Being sensitive to the negotiation right now. Length of term needs to be reviewed. The committee is looking at this both from the perspective of representing the IQA and NGBs around the world.

David: Really important that not only Full Members can use the name - we also have lots of smaller regions.

Andy: Appreciate the feedback.

Matt: Have more consideration been given to moving IQA out of the USA?

Chris: There is currently no plan to do so.

Matt: Has there been any discussion?

Chris: No current discussions.

David: Is only licence agreement needed for using the name in the US?

Andy: Yes. That means more than what everyone thinks. Further complicated by the internet. If someone from Europe sells merchandise online and someone from the US buys it - that's using the trademark in the United States. If the World Cup is held in the US, that's using the trademark. We have discussed with counsel and think it will be impossible to separate us and non-US uses due to internet overlap.

Negra: What money was USQ asking for?

Andy: IQA would be licensing on behalf of NGBs from USQ. US Quidditch proposed that their membership fees be waived. We believe USQ approached this with an expectation that there will be negotiations and have been working productively with them.

Jannis: IQA possibly changing its country - who will work on this?

Chris: current stance is to bring it to the next board meeting for discussion. Unsure of a process at this stage. Maybe have a committee or consult the name change committee.

Andy: Name change committee will not solve the problem. It is a separate issue from the committee.

Alice: What are the next steps and when will they happen?

Andy: Have discussion with USQ and providing them with feedback on the agreement - decide whether it is not possible to reach agreement so we need two names, or we can have one name

Alex: USQ is not participating anymore with IQA. They are asking us for money to change our name to grow?

Andy: USQ announced the change of name last Nov or Dec. That put a question to the IQA and international NGBs as a whole as to whether we will similarly pursue any name change or maintain the name quidditch. IQA Board decided to form a special committee to look into the question, which recommended that the name should be changed, subject to feedback from the

Board and members, and the name needs to be approved in accordance with the IQA Constitution. USQ has been a good partner in this progress and we are working closely with them. There are differences in terms of money and resources and where the two organisations are right now.

Andy: this will need to be approved by NGB's. Please reach out to me if you have any questions.

Report from the Trustee Election Committee

Presented by Chris Lau (Chair of the Trustee Election Committee)

The Trustee Election Committee reports that no application for the position of Trustee has been received.

The following are comments I make personally, but not on behalf of the Trustee Election Committee nor the Board. I suspect that the absence of any application might be due to the tight timeline. I recommend that applications should be opened earlier when we facilitate the next election, preferably at least two months prior to the election date. I also encourage NGB leaders and representatives to encourage people to apply for the position in future elections. Trustees are after all nominated and elected by full member NGBs; the Board can and indeed should help facilitate the election but the NGBs are in the best position to decide who is suitable for the IQA. I am sure that there are great quidditch leaders in this Assembly and I encourage you to apply for the position of Trustee in the future.

Negra: I think that some trustee's were not involved in the IQA. Why and how will we fix it? A lot of people are not committed. If they are not doing what they should be doing we need answers.

Chris: What I currently do is to encourage volunteers who are less active and talk to them directly. There is a policy to remove trustees if needed.

Reports from the Board, the Committees and the Directors regarding work done in response to the recent concerns raised by IQA volunteers and NGBs

Report from the Board

Presented by Chris Lau (IQA Chair)

First, I would like to report to the NGBs some changes in the Board and the senior volunteers. Betsy Lewin-Leigh resigned as a Trustee of the IQA on 15 April 2022. Her resignation came into effect immediately. Therefore, the number of Trustees remaining on the Board is now 5. Current Trustees are myself, Luke Derrick, Borja Arbosa, Kym Couch and Italia Valera.

I would also like to report that Rahel Liviero has resigned as the Chief of Staff of the IQA on 20 April 2022. The Board has then decided that Rahel shall remain as a member of the Name Change Committee, after consulting Andy Marmer, lead of the Name Change Committee and a representative of the SQV, the NGB representing Switzerland. I must once again thank Rahel for their long and dedicated service to the IQA. Rahel has spent many hours working for the IQA and contributed to our Association significantly. I am very confident that Rahel will continue to be of great help to us by bringing their experiences and perspectives to the Name Change Committee.

I would then like to provide some updates to the promises the Board made in our statement posted on the iqa_assembly channel on Slack on 25 February 2022.

We promised that we will have an established written recruitment policy passed by the Board, and in all other aspects improve governance and communication within the organization. In this regard, the Board has in its first meeting on 5 March 2022 established a new committee called the Governance Committee, which is responsible for recommending to the Board a policy for the recruitment, terms of office and termination of the volunteers of the Association, and recommending to the Board any other policy or measures that should be taken to strengthen internal governance of the Association. The Governance Committee now consists of myself, Luke Derrick and Aaron Carroll, our Director of Human Resources and Operations. The Committee is now in the process of reviewing a policy for recruitment of senior volunteers.

We also promised that we will review our offboarding policies. The Board is also keen to have a robust financial policy in place for the organization. In this regard, the Board has passed a motion in its first meeting on 5 March 2022 to specify the following duties for the Finance Committee: to ensure that procedure is in place in the operational side of the Association such that proper authorisation is given for expenditure of the Association, and to ensure the safety of the bank and other financial accounts of the Association by, among other things, recommending to the Board a suitable policy. Due to the low number of Trustees, human resources are strained but the Finance

Committee will seek to recommend to the Board suitable written financial policies as soon as possible.

Regarding the changing of the name of our sport, the Name Change Committee has been very active in consulting the community and liaising with USQ. They have already reported their work to the Assembly. Regarding the engagement of lawyers, I can confirm that the IQA has still not engaged a lawyer to represent it in the issues surrounding the changing of the name of our sport.

Besides the Governance Committee and the Finance Committee, the IQA also has the Harassment Complaints Committee, the Non-Profit Status Committee, and the Strategic Planning Committee.

I also encouraged NGBs who have questions to send them to me directly or have a call with me, and I now once again encourage NGB representatives to ask questions and talk to us directly.

David: Regarding the amount of trustees - you said that 5 would be a bit low but a good amount of trustees to work with. Is it still true?

Chris: It is always good to have more good trustees.

Jannis asked about updates from Board meeting notes. Chris said there would be updates soon.

Matt: I encourage people to attend Continental Games, it is good to have face to face meetings and conversations.

Chris: Thanks, if possible we will have face to face meetings.

Brenda: not having people offering to be trustees? Really concerned.

Matt: I fully get what you are saying. Covid is difficult. Tournaments will bring back our sport, we can engage in personal conversations.

Karol: Quidditch is coming back, will bring back hype and people back to the sport.

Stephanie: Agreed, hopefully when we can meet face to face more people will be interested. Missing interest can have to do the way trustees and volunteers have been treated. There have been personal attacks. That is really discouraging. People were attacked on a personal level. We need to make sure that we treat each other with respect and professional communication is ensured.

Emma: A feedback for the Board - increased publicity would be good, such as podcast or articles. It will help NGB leaders to know what skillset you are looking for.

Report from the Finance Committee

Presented by Chris Lau (Member of the Finance Committee)

The Finance Committee consists of four Trustees, myself, Borja, Kym, and Luke, and our Director of Human Resources and Operations, Aaron Carroll. The Committee plans to recommend to the Board a detailed financial policy and a policy on the safekeeping of accounts of the Association, and welcome inputs and comments from NGBs.

Matt Bateman: I finished with QUK, this is my last meeting. Thanks for working with you all. Glad to see that things are moving in the right direction.

Any other business

Ariadna asked for information about the Continental Games. Chris said he would check with the relevant director and get back to Ariadna.

Emma asked if the resident policy will be changed for the IQA World Cup - QuANZ thinks that it is difficult to maintain the resident policy. Chris said he would talk with the directors.

Ariadna, speaking as an IQA volunteer, reminded the NGBs that she would like NGBs to provide information for a calendar which will have all events around the world included so that we can use it for social media.

Jannis suggested making an actual real calendar and NGBs can send invites to it.

Next Meeting

Chris: supposedly the next meeting is the Annual Assembly next year, but we can schedule another one before that. We can further discuss on Slack.

Adjourn the meeting

“Motion to adjourn the meeting.”

Moved: CHE - Jannis Grimm

Seconded: DEU - David Lucy Bentz

For: FRA, POL, DEU, AUT, CHE, ARG, ITA, ESP (8)

Against: None

Abstention: None

Motion passed.

Non-voting approval: None

Adjourned 14:37.