



**IQA Members Assembly
Annual General Meeting**

Saturday, 20 February 2021

20:00 UTC - 00:35 UTC

Minutes by Pauline Raes, Betsy Lewin-Leigh, and Austin Wallace

Attendance

Voting Members

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Asociación Argentina de Quidditch	ARG	Argentina	Paloma Rinaldi	Joined 20:00
Quidditch Australia	AUS	Australia	Jamie Turbet Ajantha Abey	Joined 20:00
Quidditch Austria	AUT	Austria	Christine Berger	Joined 20:00
Belgian Quidditch Federation	BEL	Belgium	Hanne Van Tichelt	Joined 20:00
Quidditch Canada	CAN	Canada	Yara Kodersshah	Joined 20:00 Left 23:48
Associació de Quidditch de Catalunya	CAT	Catalonia	Marc Alcalà i Rams	Joined 20:00
Deutscher Quidditchbund	DEU	Germany	David Bentz	Joined 20:00 Left 23:15
Asociación Quidditch España	ESP	Spain	Sara Moya	Joined 20:00 Left 23:37
Fédération du Quidditch Français	FRA	France	Tess Harmand Alice Péronnet	Joined 20:00 Left 00:25
Associazione Italiana Quidditch	ITA	Italy	Emanuele Alessandri	Joined 20:00

			Stefano Brizioli	
Quidditch México	MEX	Mexico	Ariel Heiblum Ilse Reyes Vargas Ricardo Arreola	Joined 20:00
Quidditch Nederland	NLD	Netherlands	Marit Epskamp Jori Noordenbos Kevin Prins	Joined 20:00
Norges Rumpeldunkforbund	NOR	Norway	Stein Elgethun	Joined 20:00
Polska Liga Quidditch	POL	Poland	Mayar Karkout	Joined 20:00
Schweizerischer Quidditchverband	CHE	Switzerland	Jannis Grimm Stephanie Wyss	Joined 20:00
Quidditch Derneği	TUR	Turkey	N/A	Not present
QuidditchUK	GBR	United Kingdom	Matt Bateman	Joined 20:00
US Quidditch	USA	United States	Mary Kimball	Joined 20:00

Associate - Developing NGBs (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Associação Brasileira de Quadribol	BRA	Brazil	João Pedro Dias Johann Daflon	Joined 20:00
Česká Asociace Famfrpálu	CZE	Czech Republic	Sylvie Rezacova	Joined 20:00

Dansk Quidditchforbund	DNK	Denmark	Lasse Lynggaard Boel	Joined 20:00
Federación Peruana de Quidditch	PER	Peru	Noe Pauta Brenda Flores	Joined 20:00
Svenska Quidditchförbundet	SWE	Sweden	Derk de Muinck	Joined 20:00
Quidditch Uganda	UGA	Uganda	N/A	Not present

Associate - Emerging Area NGBs (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Asociación Chilena de Quidditch	CHL	Chile	Cristian Baeza	Joined 20:15
Quidditch Finland	FIN	Finland	N/A	Not present
Hong Kong Quidditch Association	HKG	Hong Kong	Chris Lau Tsun Hin Chow	Joined 20:00
Quidditch Samband Íslands	ISL	Iceland	N/A	Not present
Quidditch Israel	ISR	Israel	N/A	Not present
Japan Quidditch Organization	JPN	Japan	N/A	Not present
Quidditch Malaysia	MYS	Malaysia	N/A	Not present
Quidditch New Zealand	NZL	New Zealand	Emma Humphrey	Joined 20:00

				Left 00:22
Quidditch Portugal	PRT	Portugal	N/A	Not present
Quidditch Ireland	IRE	Republic of Ireland & Northern Ireland	Philip Moore	Joined 20:00 Left 23:39
Quidditch Serbia	SRB	Serbia	N/A	Not present
Slovak Quidditch Association	SVK	Slovakia	Veronika Mičudová	Joined 20:00
Quidditch Slovenia	SVN	Slovenia	Miha Breznik	Joined 20:00 Left 23:39
Quidditch Slovenija	KOR	South Korea	N/A	Not present
Vietnam Quidditch Association	VNM	Vietnam	N/A	Not present

Areas of Interest (non-voting observers)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Quidditch Pakistan	PAK	Pakistan	Suleman Latif Danish Javeed	Joined 20:15

Observers (non-voting)

Organization	Acronym	Country/Nation	Representative	Present
IQA Trustee (Chair)	IQA	IQA	Rahel Liviero	Joined 20:00
IQA Trustee (Vice-chair)	IQA	IQA	Austin Wallace	Joined 20:00
IQA Trustee (Secretary)	IQA	IQA	Betsy Lewin-Leigh	Joined 20:00 Left 20:56 Joined 23:00
IQA Trustee (Secretary), Events Director	IQA	IQA	Pauline Raes	Joined 20:00
IQA Trustee	IQA	IQA	Alex Benepe	Joined 20:00 Left 23:33
IQA Trustee, Membership Director	IQA	IQA	Alberto Coronado	Joined 20:00
IQA Trustee	IQA	IQA	Kym Couch	Joined 20:00 Left 23:18
IQA Trustee	IQA	IQA	Borja Arbosa	Joined 20:00 Left 23:33
IQA Trustee	IQA	IQA	David Jonsson	Not present

IQA Co-Gameplay Director	IQA	IQA	Michael Clark-Polner	Not present
IQA Co-Gameplay Director	IQA	IQA	Steve Cockram	Not present
IQA HR Director	IQA	IQA	Aaron Carroll	Joined 20:20 Left 20:56 Joined 23:00 Left 23:39
IQA IT Director	IQA	IQA	Alexis Ewing-Moody	Joined 20:00 Left 20:56 Joined 23:00
IQA Marketing & Communications Director	IQA	IQA	Aldo Mastellone	Not present
IQA BIPOC Committee Manager	IQA	IQA	Christian Barnes	Joined 20:00 Left 20:56 Joined 23:00 Left 23:45
IQA Translation & Editorial Manager	IQA	IQA	Joke Daems	Not present
IQA Expansion Team	IQA	IQA	Oda Helene	Not

Manager			Schiøtz	present
IQA Graphic Design Manager	IQA	IQA	Elisa Scorrano	Not present
IQA Strategic Planning Committee member	IQA	IQA	Kevin Hayes	Joined 20:00 Left 20:56 Joined 23:00
IQA Volunteer (Trustee Election Committee)	IQA	IQA	Keith Jones	Not present

Agenda

Attendance	1
Voting Members	1
Associate - Developing NGBs (non-voting)	2
Associate - Emerging Area NGBs (non-voting)	3
Areas of Interest (non-voting observers)	4
Observers (non-voting)	5
Agenda	8
System for speaking	9
General Assembly procedures	9
Roll Call	9
Confirmation of Minutes	9
Board Meetings - For your information	9
Congress Meetings	10
Review of Year	10
Treasurer's Report	10
ED's Report/operations report	11
Chair's Report	12
Questions	13
Election of Trustees	14
Amendment of Constitution	24
IQA World Cup	25
NGB membership status	31
Future of quidditch/impact of COVID-19	35
Advisory Council	35
Other Business	35
Next Meeting	36

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 Assembly procedures

- For anything “official” such as votes, decisions, a Full Member in Good Standing motion is necessary. Another Full Member in Good standing must second the motion 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

17 Voting Members out of **18**

Confirmation of Minutes

Board Meetings - For your information

- February 8, 2020
- March 1, 2020
- March 15, 2020
- March 29, 2020
- April 8, 2020
- April 19, 2020
- May 17, 2020
- June 7, 2020
- June 14, 2020
- June 28, 2020
- July 12, 2020
- August 9, 2020
- August 16, 2020
- August 30, 2020
- September 13, 2020
- September 27, 2020
- October 11, 2020
- October 25, 2020
- November 8, 2020
- November 22, 2020
- December 13, 2020
- January 3, 2021

- January 17, 2021
- January 31, 2021
- February 14, 2021
- February 20, 2021

All are available on the IQA website.

Congress Meetings

- February 8, 2020 - AGM

Jori (NLD) - The minutes show the Netherlands was not present last year, but we confirmed that Yuri Visser attended the meeting for us. Can this be amended?

Pauline (IQA) - Yes, we will amend this before publishing them if that is ok.

Jori (NLD) - That's ok for us

“To approve the minutes of the 2020 AGM with the update to the Netherlands representative.”

Moved: Jannis Grimm (CHE)

Seconded: David Bentz (DEU)

For: (15) ARG, AUS, AUT, CAN, CAT, CHE, DEU, ESP, FRA, GBR, ITA, MEX, NLD, NOR, POL

Against: N/A

Abstention: (2) BEL, MEX

Motion passes 20:20 UTC.

Non-voting approval: (2) PAK, SVN

Review of Year

Treasurer's Report

Presented by Borja (IQA)

You can see the financials of the IQA for 2020. This year was unusual as we changed bank accounts. Previously we were located in Canada, and money was also spread in several currencies. We now have most of our money in USD as we have our account in the Bank of America. Our money is now in PayPal and a bank account.

Mary (USA) - Question about the receivables. Why is World Cup merchandise still in the receivables? That is a sizable amount of funds from 2018 for the IQA to not yet have.

Rahel (IQA) - We sent out several reminders to the partner who was going to pay, but they haven't so far, and a hold up was the creation of the US-based bank account.

Austin (IQA) - that we only had access to the bank account to receive this money for a couple of months.

ED's Report/operations report

Presented by Betsy (IQA)

The membership team has been working hard this year on resources, the development fund, and the new membership dues. There have been multiple conversations with NGBs about the development fund, and hundreds of dollars were distributed. As a reminder to associate members, please reach out to membership if you wish to discuss options for next season. Membership has also worked with IT on the new management hub, and there are plans to expand this through 2021; this has provided brilliant data. The membership report is being finalized and will be available to view and will include information on our global community of teams and players.

A large focus for marketing and communications this season has been editorial and translation. The rulebook, referee tests, and the management hub have been the main focus for translation, and the annual reports and membership reports are being finalized for release. The team has also been fantastic in their work on finalizing the harassment policy. Communications have provided support throughout the year to other departments and the board for external communication and social media posts. This department has struggled slightly due to lack of volunteer time but hopes to recover from this for next year.

IT has focused this year on revamping and creating the IQA management hub. This is a platform for NGBs and referees, refs are now able to associate themselves with a team within an NGB and take tests through the platform. NGBs can easily communicate with the IQA about the distribution and size of their player base and have admin access for their teams. More features and polishing is planned for 2021. IT has also been instrumental in the IQA community plan, they have worked with Forem for beta testing which is currently ongoing with a full release planned for 2021.

Gameplay has worked this year on many projects, in the background they have worked with IT on the new referee hub and have been looking into how field testing can work in the future and working with translation on translated referee tests. This year has also seen the release of the 2020 rulebook which gameplay was instrumental in producing. During the COVID-19 pandemic, they have been focusing on community engagement with the rules and have run regular live-streamed training sessions as a community referring resource.

HR has focused this year on policies and volunteer morale. They have held multiple internal team-building events and have revamped some of our internal documents to help with volunteer productivity, they have also worked with directors on volunteer recruitment plans and the board on new structure proposals. They have been highly involved in the harassment policy process both in reviewing current NGB policies and investigating complaints to the IQA. This year also saw a highly successful roundtable with NGB HR representatives which we hope to host again in the future.

The COVID-19 pandemic has been very challenging for the events department for both Continental games and the IQA World Cup and many difficult decisions have had to be made. Throughout the year they have liaised with NGBs, Event partners, and location partners to ensure player and volunteer safety at events. Following community feedback, they have worked with the IQA BIPOC committee to assess the safety of current and future venues and ensure that our events are as welcoming and open as possible. In collaboration with the gameplay and membership departments, they have also updated the roster and event eligibility and roster policies.

This year has seen some changes to our Department heads with Austin Wallace stepping down from Gameplay, Steve Cockram and Michael Clark Polner have stepped up as interim Co-Directors, and HR has seen their director Rike Reimer step down and the hiring of Deputy Director Aaron Carroll, who has now stepped up as HR Director after a transition period.

Chair's Report

Presented by Rahel (IQA)

As you all know last year has been unique for all of us. Nevertheless, despite these circumstances, it has been a decent year for the Board of Trustees. Since the last AGM, we had a total of 25 board meetings, which means that we met up almost every second weekend. While a lot of board meetings have been Covid-19 related and thus regarding the IQA World Cup and Continental Games, we still were able to reach various other milestones.

- We published the board meetings in a regular pattern with little delays and therefore increased the transparency of our organization.
- We also published our 2019 annual report.
- We assigned the task to the event department to create a temporary BIPOC committee to assess the safety of the locations for our events.
- We were able to open a bank account in the United States with Bank of America, and consolidated all funds in one place.
- We approved the new rulebook for 2020 which introduced some bigger changes, which we felt were necessary to minimize some risks and to increase the safety of our players.
- We also started collecting the Harassment policies of our Members and I am happy to report that we have received the policies from 2/3rds of our Members and we are slowly but continuously reviewing those policies and approving them. We are encouraging the Members whose policy is still missing to send it in.
- And last but not least, we finally started to collect the outstanding membership fees. I am also really pleased to report that as of today almost all Full Members have paid their dues and many Associate Members have done so, too. Thank you again to all the Members who have paid their dues.

Not only this but we were also able to start other projects which take more time and therefore will also occupy us for this year. To name a few projects:

- We actively continued working on all the necessary forms we need in order to be able to apply for the 501c3 tax-exempt status. We are currently in the final stages before it is being sent out to our lawyer.
- We tasked a board committee with the support of a few selected IQA volunteers to create a short and long-term strategic plan. In this process, the members will also be consulted.
- We started looking into insurance to protect the members of the Board of Trustees.
- We also approved the start of a new IT project, which has been introduced by Alexis to the Assembly Members.
- Finally, we started a proposal for the restructuring of the senior leadership of the IQA operational side. We started with this proposal due to the fact that we could not find a suitable CEO/COO and observed inefficiencies in the working of the IQA operational side.

We discussed the current pandemic, as well as other topics that moved us a lot this year, in many board meetings and it took a while until we were able to shake off the shock of these unforeseen circumstances. I am pleased to say that I think the board handled this year as well as we could.

I am also happy to report that the decision to split up the board into specific committees once again paid off as it increased the productivity of the board a lot. A detailed overview of the committees and their accomplishments and tasks will be in the Annual Report 2020.

We are working on a strong foundation to ensure the future of the sport and for the IQA to be in a good position to operate in the upcoming years.

I also want to take this opportunity to thank each board member, director, all volunteers of the IQA, the members of the BIPOC committee as well as the Trustee Election committee who volunteered this year and put in so, so many hours during these special times.

I also want to say thank you to every NGB volunteer and other volunteers of our community who put in so much work, time, and passion to make sure that we survive this pandemic as well as possible.

Questions

No further questions from NGB representatives

“Motion to approve the 2020 Treasurers Report.”

Moved: Jannis Grimm (CHE)

Seconded: Yara Kodershah (CAN)

For: (17) ARG, AUS, AUT, BEL, CAT, CAN, CHE, DEU, ESP, FRA, GBR, ITA, MEX, NLD, NOR, POL, USA

Against: (0) N/A

Abstention: (0) N/A

Motion passes 20:43 UTC.

Non-voting approval: (0) N/A

“Motion to Approve the Chair’s Report and the Operations Report.”

Moved: Jannis Grimm (CHE)

Seconded: David Bentz (DEU)

For: (16) ARG, AUS, AUT, BEL, CAT, CAN, CHE, DEU, ESP, FRA, GBR, ITA, MEX, NOR, POL, USA

Against: (0) N/A

Abstention: (1) NLD

Motion passes 20:45 UTC.

Non-voting approval: (0) N/A

Election of Trustees

Removal of Trustees

Rahel (IQA) - One of our trustees, David Jonsson has been unresponsive since summer 2020. We have sent several emails, contacted him on Facebook, called him, asked other NGB representatives from his NGB. This is why we would like to ask to remove David as a Trustee. According to the IQA constitution, we would need to inform members 45 days prior to the meeting, which we have not done. We would like to ask for a motion for an exception to the constitution to be able to remove him at this moment.

Matt (GBR) - Is there no other mechanism in the constitution that allows the board to be able to remove someone in an easier fashion?

Rahel (IQA) - The board can't remove trustees. This needs to be passed by full members. We can only add ex-trustees to the board as advisors. But we will be reviewing the constitution.

Austin (IQA) - The board can't remove board members as we do not have power over that. This is left to congress. If we disagree with congress on who is voted in, this is on the full members.

Derk (SWE) - I recently got elected to represent the Swedish NGB and also tried to contact David without response. The IQA board is not alone in that on that front.

Matt (GBR) - I realize having the power for the board to remove trustees that may be difficult. I am worried for the sake of the process that this may slow things down in the future. I just want to know this can be resolved faster if it happens again.

Mary (USA) - Based on my understanding of US laws is that the IQA should ask for a special meeting in the future. If we'd have this electronically, it would need all members to vote on it, and in a meeting, only 2/3 of members would have to be represented. Although I do understand the situation and time restraints with the pandemic.

Rahel asks for a full member to make a motion for an exception to the procedure to remove a trustee.

“Motion to grant the power for an exception to the constitution to allow the removal of a current trustee.”

Moved: Matt Bateman (GBR)

Seconded: Jannis Grimm (CHE)

For: (17) ARG, AUS, AUT, BEL, CAN, CAT, CHE, DEU, ESP, FRA, GBR, ITA, MEX, NLD, NOR, POL, USA

Against: (0)

Abstention: (0)

Motion passes 20:53 UTC.

Non-voting approval: (0) N/A

“Motion to remove David Jonsson as trustee.”

Moved: Jannis Grimm (CHE)

Seconded: David Bentz (DEU)

For: (16) ARG, AUS, AUT, BEL, CAN, CAT, CHE, DEU, ESP, FRA, GBR, ITA, MEX, NOR, POL, USA

Against: (0)

Abstention: (1) NLD

Motion passes 20:56 UTC.

Non-voting approval: (0)

Candidates and IQA volunteers are asked to leave the AGM and will be informed when they can re-join the meeting

Presentation of applicants

Presented by Paloma (ARG, election committee)

IQA Election committee recommendations were given.

“Motion to elect to elect board members to a board size of seven and meet again later to potentially elect more.”

Moved: Jannis Grimm (CHE)

Seconded: Paloma Rinaldi (ARG)

For: (8) ARG, BEL, CHE, ESP, FRA, ITA, MEX, POL,

Against: (4) AUS, DEU, NOR, USA

Abstention: (4) GBR, CAT, NLD, AUT

Motion does not pass 22:27 UTC.

Non-voting approval: (0) N/A

Motion above did not pass

"To elect Trustees to a board size of seven and to call a special meeting of the assembly within 60 days of today's date to deliberate on adding additional Trustees to the IQA's Board of Trustees."

Moved: Jannis Grimm (CHE)

Seconded: Yara Kodershah (CAN)

For: (13) ARG, BEL, CAT, CAN, CHE, ESP, FRA, GBR, ITA, MEX, NOR, POL, USA

Against: (2) AUS, DEU

Abstention: (2) AUT, NLD

Motion passes 22:38 UTC.

Non-voting approval: (1) SVN

Results

Election of trustees (full members only to vote)

Votes from Full-member NGBs: (17 voted - 0 abstained)

Ariadna L Navone Sarubbi

Ariel Heiblum

Betsy Lewin-Leigh - 15 yes

Bex McLaughlin

Chris Kwun Shing LAU

Italia Valera Tapia

Keegan Remy-Miller

Toni Zimpel - 14 yes

Yeray Espinosa Cuevas

Amendment of Constitution

Presented by Alex (IQA)

We are applying for a 501c3 tax-exempt status. This exempts us from many taxes. There are tax benefits donating to such an organization in general as well as benefits for services such as slack and google.

As part of this, we have to submit a detailed document and one of the things we need to submit is our by-laws and constitution which need specific language to be approved. Our constitution is missing certain information and we wish to add a paragraph to state we only exist to serve our purpose and we will not distribute a profit to our owners, we can pay people but all profits must go back into the organization. The next section is the dissolution, this is what happens if we have to close the organization. What happens in a 501c3, is any assets that still remain in the

organization, have to go to another 501c3 or go to the government. Should be a formality, should never happen, but does have to be there for the applications. Can't discuss or edit, it is a take it or leave it. Hope it is a quicker vote than our other votes.

Matt (GBR) - On the last one, if we can't change it, it can't change, that's fine. Do the assets have to stay within the USA?

Alex (IQA) - Yes they have to go to another 501c3. Hard to imagine why it would have to be dissolved. Any dissolved organization would probably be bankrupt without many assets. Could imagine that if this did happen, we could transfer assets to USQ and that could be transferred to a different country. This is to prevent fraud so e.g. someone can't transfer a bunch of assets to a 501c3 and then dissolve and have the money go back to them.

Matt (GBR) - Fair, just want to see if there is a way we can give out assets to other NGBS.

Alex (IQA) - There is nothing stopping us from doing that before we dissolve. This clause is for the moment we dissolve. At that moment, if there are assets left, that's what's happening.

Rahel (IQA) - If there are no other questions, we would need a member to motion and another to second. Should it be additions or amendments?

Alex (IQA) - Should be amendments to 2.1 and 16. So we have a new motion in the chat and a second. All in favor?

Matt (GBR) voices concerns around section 16 but votes in support of the motion.

"Motions to approve the amendments in sections 2.1 and 16 to the constitution."

Moved: Jannis Grimm (CHE)

Seconded: Jori Noordenbos (NLD)

For: (16) ARG, AUS, AUT, BEL, CAN, CAT, CHE, DEU, ESP, FRA, GBR, ITA, MEX, NOR, POL, USA

Against: (0) N/A

Abstention: (0) N/A

Motion passes 23:09 UTC.

Non-voting approval: (0) N/A

Rahel (IQA) - Any abstains? Any against? Perfect, motion passes. The next point, the IQA World Cup. Pauline has the word.

IQA World Cup

Presented by Pauline (IQA)

After many discussions around the World Cup and Continental Games, we have had a lot of useful insights for our decision-making process. At our last board meeting the trustees have decided to accept the BIPOC committee recommendation of Richmond as a safe hosting venue, Christian will present this soon in this meeting. We have made the decision to host the event in 2023 in Richmond, Virginia. We are making that decision to have certainty around timelines and

safety, so we don't have to keep pushing it back. We also wanted to have certainty around Continental Games. Intercontinental travel may be unpredictable and difficult in 2022 but that may be more possible for Continental Games.

We also made this by looking at global timelines for vaccination in each of the countries and areas, rates for vaccination are going up and down in different areas, and for areas to be sufficiently covered it is looking like it will be 2023 for some areas. It is looking like some areas to attend in later 2022. Additionally, we are looking at changing the cycle lengths for some of the events which will also impact the next world cup after 2023 we are also looking at scheduling the next continental games in 2022. Again, if you do not have Continental Games in your area, you will have the opportunity to attend any other continental games from another area. This will be announced when the BIPOC committee is ready to release its results.

Christian (IQA) - Some of you may know me, some may not. I am proud to be the manager of the BIPOC committee since the past summer. We are formed of members from multiple NGBs and there was an open application process. We are currently protecting the identities of these members but will be announcing more at the public announcement. First, we looked at what would make a safe venue and then onto if Richmond fitted those categories. First, we did put together a google form to solicit feedback on those topics. This included questions such as, What do NGBs want and need from a site to feel supported? What do players, volunteers, and spectators need from a site to feel supported and safe? What is the surrounding area that could contribute to feelings of unease that would be a barrier to attending a quidditch event? We reached out to NGBs and everyone else. After that feedback, we talked to Richmond and the county about quidditch and the history. Some concerns have been about American history. Want to talk about their history and what makes them think they would be a good host. With all that info we decided to approve them as a host. We want to make all the info accessible to all our community. Doing an audio and visual presentation, with transcription. Want to make it available in different languages, working with translations, any NGBs can email IQA events to help. We looked at different socio-political climates and how the journeys are like for the spectator versus player versus volunteer. Incorporated that all into the process.

Questions

Marc (CAT) - I would like to ask if we are planning to do this for every possible venue in the future because that may be difficult as every country has different expectations for venues?

Pauline (IQA) - Yes we have asked the committee to do a different recommendation for all venues and continue on this project, we will hopefully move these volunteers into the DEI team after the dissolved of this BIPOC committee to hopefully help with future decisions

Christian (IQA) - Trying to have a presentation for the middle of next month. Spent first three months making general framework for evaluating locations

Pauline (IQA) - Any other questions/concerns?

Mayar (POL) - I would like to say that Poland wishes to wait for more information before we voice any concerns

Matt (GBR) - Thanks, Christian. On the World Cup in general I am disappointed but understand the choice for 2023. Are we looking at capping the size of the event? We had 29 teams attend last year.

Pauline (IQA) - Nothing we have considered right now. Will talk to NGBs. Personally, I don't think it is worth doing right now with where the sport is at, at this point but I do want to look into this for the future.

Matt (GBR) - That's okay I am sure you are aware of QUKs position on this in general.

Mary (USQ) - I want to be clear with all NGBs that USQ disagrees with this decision, we do support Pauline and the support from the board. Pauline's work has been fantastic and she has done amazing work. The IQA board has been fantastic partners for this event however we do not agree with the decision, and think a 2022 event is feasible. Know that vaccine rollout is stumbling, and that it is an issue for lower-income countries. We are worried about the future of sport and impact, waiting another two years. Worried about the viability of Continental Games. If travel is still an issue for South-America and Asia, it will be bad for continental games. For all reasons, I think 2022 is best for all involved. MLQ agrees with us and would be providing logistical/marketing/etc support.

Yara (CAN) - Other folks probably have comments on Mary but I have a question on BIPOC findings. First: For materials produced, is a safety plan going to be a part of that, and how it will be circulated. Is a formal safety plan going to be distributed to members?

Christian (IQA) - So I just want to clarify, are you asking about safety plans for the site itself? As a lot of the concerns with Richmond were racist and transphobic concerns for the safety of our community so I just want to be clear about what you are asking.

Yara (CAN) - We were pulled over by police while in Richmond between different locations so we wonder if there will be a plan for situations like this and who we should be calling in situations like this or what should be happening in situations like this.

Christian (IQA) - No problem. We did talk about stuff like that, there should be a contact tray of what needs to happen. Police, harassment, etc. IQA events and any site need to work together.

Details on this event are the training and workshops that have happened in Richmond, and the progression socially since the last event was hosted there. The reasoning is that BIPOC is not setting up the event, and plans with the event are above our issue.

Yara (CAN) - Yeah I understand and that may not be specifically for you I just want to make it clear that that would be a prerequisite for Canada attending all future international events and that a safety plan would need to be in place for Canada to feel safe and attend any future IQA events following our incident with the police in Richmond.

Christian (IQA) - This is something that anyone who hosts events should do. Let any police force know that other visitors who don't know how the area works will be there. Should know even for Europe, should let them know that there will be more tourists and how they treat people.

Yara (CAN) - Thank you I had a second part which is more for the events department I think, this isn't specific to Richmond but brought about Continental Games, is there a plan for the IQA to have contingency plans for situations that may happen in the future? Hopefully, there will be no more pandemic but thinking about the protest citations that occurred last year, 2023 is a long time in the future, and more may happen so I would like to know what the plan will be for if something like this happens in the future

Pauline (IQA) - This has been on my to-do list for quite a while but this year has been chaotic. Specifically working on those plans has been pushed back in favor of the current postponements and cancellations. Yes, we also take lessons we learned from this year. We want to talk with NGBs about what the best contingencies should be given the global nature of the sport.

Yara (CAN) - Thank you, I understand all the hard work of the IQA and BIPOC committee, I just wanted to ensure it was noted now.

Pauline (IQA) - If anyone has policies that can be applied here, would love to see them. No need for 20 people to make the same things. Jamie from Australia has a question.

Jamie (AUS) - Hi I just wanted to ask what your processes will be for deciding what your process will be for deciding the future cycles for Continental Games and the World Cup and how you plan to involve NGBs in this process?

Pauline (IQA) - Process will be likely conversations with NGBs. Not sure in which format this will be done in, that could be written with surveys, or with office hours and roundtables. Further, development of the sport and bringing us to a stable cycle when looking at future events.

Jamie (AUS) - Any timeline?

Pauline (IQA) - No. Emma?

Emma (NZL) - Hi, just two extra points to add the first is the significant amount of time between the events for the World Cup, we support this as our borders will be closed until mid-2022. However, I would like to stress how a five-year difference will impact training as it will take a long time to get teams up to a level of athleticism for these events. There is a level of requirements for certain smaller NGBs to attend and would like to know if you will lax these policies and will you allow us to have fewer players from the same NGB attend. Will you be focusing on allowing all players to attend or on the athleticism of players attending.

Pauline (IQA) - IQA updated event eligibility policies this year. There may be small amendments for minimum age due to insurance reasons. Part of that policy is an option to apply for waivers so you can be waived from specific requirements. What the exact focus will be is hard to say. Will depend on the feasibility of other events such as the Continental Games; maybe the Oceania-Asian Games. Can encourage growth there. Cannot comment on the exact focus at this point.

Emma (NZL) - My second point is more of a backup for Yara (CAN) to stress a contingency plan being a matter of urgency especially when it comes to the pandemic and the number of variants that are happening with COVID right now. All the mutations appear to be responding well to vaccines right now and scientists are working on these. And we are concerned that the problem will not go away in the future due to these mutations and there will be a problem for this in times to come as we think it could end up throwing us back into the pandemic after countries are vaccinated in mid-2022 due to new mutations not responding to vaccines.

Pauline (IQA) - Thanks, Emma. Any more questions. If you can't think of any now or more questions or concerns come up later, feel free to message me. If needed, we can discuss more in the next meeting in 60 days. Chris?

Chris (HKG) - I see Oceania-Asian games. IQA should communicate more with Asia. Nobody really bid for games in 2019. Nobody wanted a National Team tournament. IQA wanted to do a tournament, Asia did not want to. Please communicate more.

Pauline (IQA) - I do want to respond to that personally because I have attempted to have conversations with the Oceania-Asian NGBs. However, there have been minimal responses. We did open bidding for this season and there were no bids. I will continue to reach out for these conversations and hope to discuss this further and will continue to open these bids.

Chris (HKG) - Unfortunately, not many other NGBs are responsive in that channel. I will try to communicate more with other NGBs if IQA wants to do that.

Pauline (IQA) - Yes I would love to discuss this further however it would require more responsiveness. If another platform would work better to facilitate this conversation, let me know and we can look into that.

Chris (HKG) - Thank you for all your work.

Betsy (IQA) - You all talk real quick! Want to talk about Mary's point. Wanted to state in terms of some of the data we are using. We are using data regarding vaccination timelines in different countries. What vaccines are approved in each country? When does each country expect to be fully vaccinated? Want to make sure that by the World Cup, players have had the opportunity to train for a long time. Can share all data. Timeline predicting that some NGBs will be late 2021, some will be 2022, some won't be until 2023. Happy to share those statistics with you if you wish.

Pauline (IQA) - Another question?

Mayar (POL) - A little bit of follow up on Mary's point for countries that don't have as many teams/finances. Poland had already decided not to go to the World Cup 2020 pre-pandemic. This is because we should be inclusive for all countries. It is difficult to imagine this happening with a World Cup in the USA. The World Cup is successful and also financially good and it is hard to travel to get to the World Cup, while the USA team can travel anywhere. I understand the BIPOC committee results were influenced by the USA election and the democratic win. But it may be difficult to predict the socio political and economic climate in the next couple of years.

Christian (IQA) - Around the socio-economic climate, this is something we discussed before the election results. We think the IQA will need to make decisions closer to events and as the socio-economic climate does not operate on a two-year cycle so we think it is important for the events team to have clear guidelines around this and using the situations around the US we are aware that this is a quickly changing situation and will focus more on this in the future and will include this information in the full release later but we want you to know this is something we are considering.

Matt (GBR) - NGBs voted for the US, it was close but NGBs did vote prior to the pandemic. It will also be good for South-American NGBs as it is closer. European NGBs have been lucky up until now. 2023 may be good for us to work towards and being able to work towards going to the US. NGBs have been calling for us to have longer lead times to events and we finally got that. I feel like this will be the best thing for the event and the spectacle and allow us to grow internationally.

Mary (USA) - I just wanted to quickly mention that I don't want my concerns to be viewed as prioritizing a certain class of NGB over others and I am really excited to use the resources in the US for as many NGBs as possible and I really look forward to when we are able to give you a fantastic event. My concerns are around the choice of Continental Games or World Cup next year

and I think it will be better for the sport for a World Cup next year when it comes to publicity and the relevance of the IQA. I hear your concerns Mayar however I want to use the US resources and put quidditch in the best position possible after a very hard year.

Pauline (IQA) - Mayar?

Mayar (POL) - I wasn't there at that time. Definitely, my concerns were raised. I was just pointing this out in the context of hosting Continental Games and the World Cup back to back after a pandemic. Since it wasn't feasible pre-pandemic, it might be even less feasible post-pandemic. Obviously, I want the World Cup to happen, but might be less feasible.

Pauline (IQA) - We had 24 teams that signed up for the event pre-pandemic and we hope we can support our teams in the future post-pandemic so they can attend the event when we host it. I would like to close this discussion around World Cup now so that we can continue with the meeting but would be happy to have an open office at some point so that anyone can raise any thoughts and we can continue discussions, alternatively I am available on slack and email so we can continue the conversations.

NGB membership status

Rahel (IQA) - Next topic. Would like to discuss NGB membership. Would table advisory council and future of quidditch until the next meeting for the two new trustees. Will come back to this after and present a short survey. Reminder to those who haven't paid yet to pay your fees or to contact finance and find a solution, and to submit harassment policy.

Another topic, discussion around membership fees; as you know it has been quite difficult this year to collect this year's fee. We are currently trying to find another solution. We are working on that but the more important thing about this is we had a vote on a change of membership fee. The base fee for associate, emerging members will increase to 30USD and associate, developing members to 60USD. Currently, it's emerging at 10USD and developing at 35USD.

Brenda (PER) - Are there any NGBs that are not paying but are voting? If that's a yes, is that a norm?

Rahel (IQA) - We are quite strict on rules. Can't vote if you don't pay. Quite strict with good standing. Won't be able to vote or participate in other activities.

Any other questions regarding this?

Chris (HKG) - I did not hear clearly just now, is the membership fee for emerging areas going to be decreased?

Rahel (IQA) - They will be increased. They are currently 10 dollars and going to 30.

Emanuele (ITA) - This is more regarding the budget, should have said this earlier but I forgot. About the process for funds 900 for Uganda and Peru, and if there are responsibilities on the NGBs to document how they are spending the money.

Rahel (IQA) - This is regarding the development fund. We have strict rules. The procedure, what we approve, what checkups. They have to give receipts/updates. Peru for example received really lovely cameras for social media presence. Did that answer your question?

Chris (HKG) - I hope the IQA will take into account that emerging areas have been impacted by the pandemic. Hong Kong has been heavily impacted and we have to close our website because we don't have the funds to pay for it. I hope the IQA can take this into account. The pandemic has impacted recruitment so the timing to increase is not ideal. I am aware of the half-price petition and we have sent an email about this too.

Rahel (IQA) - It is very important to find a solution for everyone. One of the main reasons to increase the fees is that we have five members in the developing category, 13 in emerging. This is why we decided to increase the fees. I'm sure we can find a solution that works for all of us.

Jori (NLD) - Sorry, do we need to vote on fees now? I missed a part.

Rahel (IQA) - No we do not vote on fees. It is part of the board's power to vote on fees without having to consult the NGBs.

Matt (GBR) - We have all struggled. Disagree with the increase. With some NGBs having sites going down. Can we do anything to help small NGBs, maybe even lower some fees?

Rahel (IQA) - We have incoming costs where we don't know how much it will be and it will be a high amount. We don't have income next to membership fees at the moment.

Matt (GBR) - Do you have a ballpark? Is there a budget we can see?

Rahel (IQA) - I am not an expert on insurance fees in the states. Found a document for 1000s per year. Haven't gotten a quote back yet. What we currently have are numbers in an old document.

Matt (GBR) - Feels wrong to ask for any fees.

Jannis (CHE) - Just asking if you also took other options into account? Instead of tripling the amount for the lowest member level? Maybe having those NGBs going up to another level of membership.

Rahel (IQA) - I don't believe in pushing NGBs in a membership category they are not ready for.

Jannis (CHE) - We are concerned about small NGBs who would not have space in their budget.

Rahel (IQA) - We would need to discuss it with membership and will look into this further we knew the announcement would not be accepted with flowers and champagne.

Mary (USQ) - I want to echo what Matt was saying. Looking at the balance sheet of the IQA. I can understand you want some cushions, we experienced the need for that in the US. Perhaps offering more grant programs for operating costs for basic expenses would be a solution. Our lower NGBs would benefit a lot from that. Even for USQ at times, I empathize with that. The IQA could help with keeping NGBs connected and a good way to provide support for basic operations.

Albert (IQA) - The development fund is prepared so emerging and developing can apply. Broad grant system. The problem with the 10 dollar charge is that all of those fees were going into transfer fees, and not going into the IQA.

Chris (HKG) - Question about categories. About the development fund: Problem is that Hong Kong applied in 2018. We didn't apply recently, could organize or buy things to help promote but it doesn't seem appropriate to apply to cover old costs. Should be for buying some new equipment. Understand they can't force emerging to developing. What is the difference? Neither can vote, both can apply to the development fund.

Rahel (IQA) - Maybe Albert can talk more around this

Albert (IQA) - Yes I can talk more, most is around team and player counts most associates have around one or two teams, most who have moved up to associate development show they are on the track to developing and don't just have a few players. The number of teams and players are different and we at the IQA have noticed the different levels between our NGBs and the difference between their levels of development

Chris (HKG) - If there is no obligation to do so, why would an NGB be a developing member if the only consequence is having to pay more?

Rahel (IQA) - I would say out of solidarity but it is a very Swiss answer, it is basically to support other members as you have more income?

Chris (HKG) - I understand your point.

Brenda (PER) - Thank you so much for being here and awake. Want to talk about what Chris mentioned. You were going to inform us on how the members were going with the numbers. No update since October, can we get an update? Haven't gotten anything in the slack

Alberto (IQA) - Sorry, what was the specific question?

Brenda (PER) - Wanted to see if we were going to get more details on the membership statuses. Want to see membership statuses so we can see if we can move up to full member sometime in the future and if we are closer.

Alberto (IQA) - Have a specific answer. Was looking at ranges for full members. Peru fell just short in player and official counts and already had trouble paying current fees. Membership is going to be releasing the report soon.

Brenda (PER) - Perfect, thank you.

Jamie (AUS) - Hi, I was wondering why different tiers of your membership dictate your ability to vote?

Rahel (IQA) - That was decided in the constitution.

Jamie (AUS) - Could you point me to where in the constitution it says that?

Rahel (IQA) - We have different sections for full and associate member rights. 4.04-4.06 in the constitution. Categories of membership are good as well.

Alberto (IQA) - There was also an adjustment within the last few years that Full Members only have a single vote instead of multiple based on other factors. Previously there was also the ability that full members with more players would pay more and have more votes however this is no longer included.

Rahel (IQA) - Yes, what Alberto said.

Chris (HKG) - Creative suggestion. 4.04 gives the power to admit members not meeting all criteria. Could have IQA give membership to a pan-Asian "NGB" to give everyone one full vote at least.

Austin (IQA) - I think it is worth considering when you are writing this proposal what would happen if some of the regions become full NGBs, and how the other Asian NGBs are represented by themselves both, this is something to consider when writing this and in future how this situation would be handled

Rahel (IQA) - Do we have any other questions?

Jannis (CHE) - Hi, I just want to say that I don't really like the rates of the fees especially in the lowest category as I don't want any NGBs to be having to consider if they leave IQA iqa due to costs so maybe the IQA wants to reconsider this for the future.

Rahel (IQA) - Thank you, we will discuss this further.

Lasse (DNK) - As the president of an NGB that was recently upgraded to developing and not afraid to pay what we need, even if we get charged too little I would like to oppose this proposed rais as a European we are aware that moving between these categories gives us something as it gives us a fixed spot at the European Quidditch Cup to go rather than having apply for a green card. However, we feel this will be a lot to pay, and with the pandemic, we will have a lot of rebuilding to do and we hope you will consider this.

Jannis (CHE) - For any who are not aware of Quidditch Europe this also impacts spots for this event and they are decided by IQA membership status.

Rahel (IQA) - We have been here for four and a half hours and would suggest we table the next two discussions of the future of quidditch and the advisory council to the next meeting when we vote on the other trustees.

Mary (USQ) - If it works in your schedule, I would like to invite you all to attend QuidCon in two weeks. American time. Might be panels of interest to you all, even if it's in a North-American context. Looking forward to the future, rebuilding programs, etc. Please consider attending, it would be a great chance to come together again.

Rahel (IQA) - Yes thank you, it looks interesting. Do we have anything else? Otherwise, I would like to request a motion to end the meeting.

"Motion to table remaining topics to the next meeting within 60 days."

Moved: Matt Bateman (GBR)

Seconded: Kevin Prins (NLD)

For: (9) ARG, AUS, CAT, CHE, ITA, NLD, NOR, POL, USA

Against: 0

Abstention: 0

Motion passes 00:33 UTC.

Non-voting approval: (0) N/A

Future of quidditch/impact of COVID-19

Tabled for next meeting

Advisory Council

Tabled for next meeting

Other Business

Tabled for next meeting

Next Meeting

Within 60 days of this meeting.

Adjourn the meeting

“Motion to adjourn the meeting.”

Moved: Mary Kimball (USA)

Seconded: Matt Bateman (GBR)

For: (9) ARG, AUS, CAT, CHE, ITA, NLD, NOR, POL, USA

Against: 0

Abstention: 0

Motion passes 00:34 UTC.

Non-voting approval: (0) N/A