



International
Quidditch
Association

IQA Board of Trustees meeting minutes

Sunday, 2 May 2021

17:00 UTC - 19:00 UTC

Minutes: Betsy Lewin-Leigh & Pauline Raes

Attendance

Voting members

- Alberto Coronado (Trustee)
- Betsy Lewin-Leigh (Trustee, Secretary)
- Borja Arbosa (Trustee, Treasurer)
- Chris Lau (Trustee) (Left 19:30)
- Italia Valera (Trustee)
- Kym Couch (Trustee)
- Pauline Raes (Trustee, Secretary) (Events & Membership Services Director) (left 19:25)
- Rahel Liviero (Trustee, Chair)
- Toni Zimpel (Trustee, Vice-Chair)

Executives

- *Pauline Raes (Trustee, Secretary) (Events & Membership Services Director)*

Apologies

- Aaron Carroll (Human Resources & Operations Director)
- Jamie Turbet (Communications & Technology Director)
- Keegan Remy-Miller (Gameplay Director)

Agenda

Attendance	1
Voting members	1
Executives	1
Apologies	1
Agenda	2
Confirm Agenda	2
Review conflicts of interest and introductions	2
Confirmation of Previous Minutes	3
Review of to do's	3
Welcome new trustees	3
IQA Special Meeting recap	4
Committee Updates	4
Other Business	7

Confirm Agenda

Review conflicts of interest and introductions

- Alberto** - Former QMX and USQ player, former IQA membership director
- Betsy** - QUK Youth manager, Oxford Mammoths member, QPL UK Director
- Borja** - President of NGB, manager of region, media / broadcaster
- Chris** - based in the UK (COVID) and is president of HK quidditch and plays there too
- Italia** - coach of team in Mexico, founder of an initiative in Mexico, used to be IQA Membership director, media for Peru, volunteer for CdS and Copa del Sur.
- Kym** - Faculty advisor for a team in the US, USQ volunteer in referee and rules team and regional coordinator
- Pauline** - IQA Events & Membership Services director, QPL Europe Director, EQC Non-Profit treasurer, WFWQC team member, Quidditch research collective
- Rahel** - VP of swiss NGB and member of a team there, has been team manager of national team in the past
- Toni** - Plays(ed) in germany, Ruhr Phoenix TV founder & owner

Confirmation of Previous Minutes

Not sent out

Review of to do's

Send follow-up emails to NGBs regarding payments

No news at this time, not sure if they have been sent or not. Will try and give an update by tomorrow about who has paid and who has been sent an email.

Insurance

A few open questions then will have a second quote

WC 2018 finances

Invoice has been sent to the partner and the fee has been paid. Message to be sent in the members slack

Welcome new trustees

Rahel welcomes the new Trustees. Pauline asks why directors were not invited. Rahel says that it is because she wanted the new trustees to settle in before introducing new things and Albert mentions that he does not want them to be present for the Chief of Staff discussion.

Betsy mentions that she wants us to not schedule time without directors and instead to ask them to step out if we needed to as she doesn't think it's something that will happen often and may end up scheduling time not needed. Albert agrees and thinks it can help keep meetings moving along and help with communication between the board and directors. Chris agrees that we should invite the directors and ask them to step out if we need to. Italia also agrees. Borja thinks that transparency is good and we shouldn't avoid talking about things with directors but understands there are some topics that need to be discussed without them. Kym is good with directors being in meetings and asking them to not be present but that they do not need to talk and that they should be observers so that the meetings are not overloaded with too many people. Rahel would like to give them the option to raise topics to the board but agrees they should be observers. Toni thinks it's a good idea to have them at the meetings. Italia thinks the trustees have bigger things to do and doesn't know if right now there are people involved in both sides and thinks the operations side should be separated. Pauline is in favour of the directors being invited and does agree that they should be there as observers, thinks it could be chaotic to have directors adding things to the agenda but thinks there should be a structure to it to keep order. Rahel suggests discussing this with the directors at the next meeting. Pauline thinks it's fine to just tell them how it will be.

IQA Special Meeting recap

People seemed more prepared than the first AGM and seemed to be more productive. The next meeting is scheduled for September/October. The finance committee was asked questions about the WC 2018 finances. Toni suggests holding the NGBs more to the agenda of the meeting to keep things on track. Rahel agrees it is difficult as it is the one time of the year that the NGBs get to interact with us which is useful. Pauline agrees and thinks things are getting more civilized, we can't limit NGBs as we want to encourage them to interact with us more, says we can ask them as a favour to send things in which might help. Rahel agrees and suggests asking them to email things ahead of time. Betsy says the more frequent meetings should help with this also and that with us opening more communication with them this should become less of an issue. Toni can see the points here but hopes things will settle further. Pauline mentions that the minutes are being edited right now and asks when we will send them to NGBs and will get them sent to the board for approval before the next meeting.

Committee Updates

Pauline mentions an idea for the board to consider about committees and suggests some may be operations sides of things and there could be more strategic planning things for the board. Rahel reminds leaders of committees to communicate.

External Outreach and Partnerships Committee

Alberto - Betsy - Pauline - Toni

No Update

Finance Committee

Borja - Alberto - Kym - Rahel

Email sent to WC 2018 partner and the invoice has been sent, invoices for the licensing fee for PanAm and European Games 2019 have been sent out, too. Application fee has been paid for 501c3.

Harassment Complaints Committee

Kym - Betsy

No open cases

NGB Concerns Committee

Pauline - Betsy - Toni

No update

Non-Profit Status Committee

Alberto - Kym

Some issues around US postal system but everything has been sent in and we are just waiting for a reply, could be a few months before we hear anything

Operations / Senior Leadership Committee

Betsy - Rahel

Betsy talks about the four directors being on and going through deputies now, suggesting CoS role as a board role in the interim. Toni agrees and thinks that one of us should be CoS for now until the candidates are ready. Albert suggests having it as a senior leadership committee as he wants to avoid old histories and thinks a committee could do that role instead and leads towards that. Toni agrees but says that if Betsy is doing that right now then it may be better to stay that way. Albert thinks it matters in order to have it clear who holds that role and thinks that would be better if it isn't placed on one person. Betsy mentions that it does not make sense to overwhelm the directors as there are only four, if issues existed for the COS role that should have been raised earlier. Albert says he wants it as a committee as he doesn't think anyone on the board right now can do that role. Chris asks why none of the directors were brought on as chief of staff and Betsy explains that they were not ready for the role yet. Rahel wants to see a committee to be able to observe the directors to see if they would be ready for CoS later in order to give a pre opinion on things. Pauline says a long term board aim has been to move away from involvement of trustees on the ops side and this restructuring is a fantastic opportunity to go that way. Having a committee in a CoS position would be quite contradicting to that goal and overwhelming on a very small pool of directors. Obviously if a single trustee in charge doesn't work it can be re-evaluated by the board again. Especially since Directors will attend board meetings too and Director meeting notes are shared with the board. Betsy agrees a panel of people should decide the new directors and not via an active committee that judges them as they go. Albert suggests keeping two people as a committee and rahel and Betsy as this because they were on the interviewing panel. Betsy mentions that Toni was also there. Betsy suggests having one person and reviewing for a few months if this works. Rahel suggests the opposite and suggests committee instead. Pauline suggests starting with one and going up to more if needed.

Betsy suggests trying it for two months and then seeing what happens since more people are in favour. Albert thinks that it needs to be a committee in order to decide who the CoS is next. Betsy thinks that the interviewing panel should be independent anyway so should not be deciding CoS board positions based on this. Pauline mentions that she is strongly in favour of one person as there will be strong links between the board and directors and a lot of cross communication so it doesn't make sense to add more voices to discussion and if people have issues these can be raised at meetings, especially as the role of CoS is to guide not to dictate therefore she doesn't think it's necessary to have a full team of trustees and feels very strongly against it being a full committee and end up with the

board running the opps side of things as that has not worked in the past. Rahel suggest starting with one person and give three meetings with one person to see how things are and then evaluate in six weeks if it should be one person or a committee, also wants to mention that whoever is the current chief of staff should not be the person who is on the evaluation committee for the next CoS. Kym mentions that she thinks we should start out with more and then go down to less. Betsy agrees with Rahels idea. Albert wants to bring up the idea of it being a committee again as he doesnt feel it is a role that one person should be in charge of. Betsy says that it is a role that is just for supporting the directors not being in charge of them as that is the role of the board to dictate the direction.

Chris in discord - I am very sorry but I need to go now - as stated I think there can be a committee, but i think we should just go with whatever the majority agrees at this moment. We can reevaluate the situation later.

Rahels question is who does the chief of staff report to, as it's more of a guiding role and how it works. Albert suggests its a committee update about what work has been seen from the directors. Betsy says that the chief of staff is a role that is there for guiding the department directors and that it's something that the board dictates overall in direction. Albert still wants a committee as there is already a position already for committees within the board meetings and it overcomplicates things to add an extra section as Andy Marmer was the last person to be in charge. Toni thinks they are very different roles and that the chief of staff is a very different role as they are just there for guiding the directors and isn't that time consuming. Rahel asks how that works at meetings if that person is going to be the voice of the board if directors have questions etc and is that one person deciding in the name of the board as that will be harder if that is one person. Betsy says the CoS shouldn't be there as a voice of the board and should instead be set up in the way we want things to run in the future. Rahel thinks this should be something we consider and thinks we should have as much of a clean split as possible, Rahel suggests having no CoS and rotating between the four. Betsy says this may end up with unhealthy conflict which Italia and Albert agree on. Albert says he thinks this is something Betsy is doing already and Betsy asks if it can be more formalised. Rahel says that there was no time in the pre-agm meeting to discuss this and thinks that it shouldn't have been done by just Betsy, is concerned about the situation being fucked up again and thinks things need to be organised and says that more time should have been given for people to decide things. Betsy says she agrees but says when she asked for help people said they were busy which is why she did it on her own which isn't an issue for people being busy but that's how the chips fell. Rahel suggests voting on it now and then deciding in the next three directors meetings or maximum six weeks what will happen.

Albert wants to table this to the next meeting or do it via email. Betsy thinks it would be unhelpful to wait but Kym mentioned that she was on the fence so it may be better to hear from her. Kym thinks it would be easier to start with more and transfer down to fewer

people as her concern of too many cooks is less of an issue if there are fewer people. Betsy suggests asking the directors what their opinion is. Kym thinks this wouldn't be helpful as that would be too many cooks. Toni would like to include italia or chris via email. Albert wants to have a vote with a 48/72 hours deadline on the vote. Betsy agrees as does Toni.

Decision - since there is a deadlock an email will be sent round with a deadline and ask trustees to vote on what they want and will report back to the board.

Strategic Planning Committee

Rahel - Pauline - Toni

Finalising steps happening on the questions and will be meeting again soon

Other Business

Next meeting - 2 weeks 30 mins earlier - 16:30 UTC