IQA Members Assembly
Annual General Meeting

Saturday, 19 February 2022

13:00 UTC - 15:45 UTC

Minutes by Pauline Raes, Chris Lau, Kym Couch, Betsy Lewin-Leigh and Rahel Liviero

Public version

Attendance

Voting Members

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Asociación Argentina de Quidditch	ARG	Argentina	Matias Gayoso	14:42-15:45
Quidditch Australia	AUS	Australia	Matt Blissenden	13:00-15:45
Quidditch Austria	AUT	Austria	Waltraud Brandl	13:00-15:45
Belgian Quidditch Federation	BEL	Belgium	Not present	
Quidditch Canada	CAN	Canada	Not present	
Associació de Quidditch de Catalunya	CAT	Catalonia	Marc Alcalà-i-Rams	13:00-15:45
Deutscher Quidditchbund	DEU	Germany	David Bentz	15:30-15:45
Asociación Quidditch España	ESP	Spain	Not present	
Fédération du Quidditch Français	FRA	France	Florian Martinez	13:00-15:45
Associazione Italiana Quidditch	ITA	Italy	Junia Amanti Arianna Gatto	13:00-15:03 13:00-15:45
Quidditch México	MEX	Mexico	Not present	
Quidditch Nederland	NLD	Netherlands	Not present	
Norges Rumpeldunkforbund	NOR	Norway	Not present	
Federación Deportiva Peruana de Quidditch	PER	Peru	Not present	

Polska Liga Quidditch	POL	Poland	Not present	
Schweizerischer Quidditchverband	CHE	Switzerland	Jannis Grimm Stephanie Wyss	13:00-15:45 13:00-15:45
Quidditch Derneği	TUR	Turkey	Merve Türkyılmaz	14:45-15:45
QuidditchUK	GBR	United Kingdom	Matt Bateman	13:15-15:45
US Quidditch	USA	United States	Megan Anderson Mary Kimball	13:00-15:45 14:40-15:00

Associate - Developing NGBs (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Associação Brasileira de Quadribol	BRA	Brazil	Caio Santos Johann Daflon	13:00-15:45 13:23-15:45
Česká Asociace Famfrpálu	CZE	Czech Republic	Sylvie Řezáčová Matúš Szabó Michael Škácha	13:00-15:45 13:00-15:45 13:00-13:30
Dansk Quidditchforbund	DNK	Denmark	Lasse Lynggaard Boel	13:00-15:45
Svenska Quidditchförbundet	SWE	Sweden	Not present	

Associate - Emerging Area NGBs (non-voting)

Organization	Country Code/ Acronym	Country/Nation	Representative	Present
Asociación Chilena de Quidditch	CHL	Chile	Macarena Díaz	13:55-15:45
Hong Kong Quidditch Association	HKG	Hong Kong	Owen YIP Tsz Hin	13:00-15:45
Japan Quidditch Organization	JPN	Japan	Not present	
Quidditch Malaysia	MYS	Malaysia	Not present	
Quidditch New Zealand	NZL	New Zealand	Emma Humphrey	13:00-15:45
Quidditch Ireland	IRE	Republic of Ireland & Northern Ireland	Not present	
Slovak Quidditch Association	SVK	Slovakia	Not present	
Quidditch Slovenja	SVN	Slovenia	Not present	
Quidditch Korea	KOR	South Korea	Not present	
Quidditch Uganda	UGA	Uganda	Not present	
Vietnam Quidditch Association	VNM	Vietnam	Not present	

Observers (non-voting)

Organization	Acronym	Country/Nation	Representative	Present
IQA Trustee (Chair)	IQA	IQA	Rahel Liviero	13:00-15:45
IQA Trustee (Vice-chair)	IQA	IQA	-	-
IQA Trustee (Secretary)	IQA	IQA	Betsy Lewin-Leigh	13:00-15:45
IQA Trustee (Secretary), IQA Events & Membership Services Director	IQA	IQA	Pauline Raes	13:00-15:45
IQA Trustee (Treasurer)	IQA	IQA	Borja Arbosa	13:00-15:45
IQA Trustee	IQA	IQA	Chris Lau	13:00-15:45
IQA Trustee	IQA	IQA	Italia Valera	-
IQA Trustee	IQA	IQA	Jorge Alberto Coronado	13:00-15:45
IQA Trustee	IQA	IQA	Kym Couch	13:00-15:45
IQA Communications & Technology Director	IQA	IQA	Jamie Turbet	13:00-15:45
IQA Communications & Technology Deputy Director	IQA	IQA	Dec Ramsay	-
IQA Events & Membership Services Deputy Director	IQA	IQA	Luke Zak	13:10-15:45
IQA Human Resources & Operations Director	IQA	IQA	Aaron Carroll	-
IQA C&T - Community Engagement Manager	IQA	IQA	Ariadna Navone Sarubbi	13:00-15:45

IQA C&T - Translations Manager	IQA	IQA	Joke Daems	-
IQA EMS - Partnerships Manager	IQA	IQA	Aldo Mastellone	-
IQA GP - Rules Team Manager	IQA	IQA	Michael Clark-Polner	-
IQA HRO - D&I Co-Manager	IQA	IQA	Madison Burns	-
IQA HRO - D&I Co-Manager	IQA	IQA	Gise Lopez	-
IQA Volunteer - Election Committee	IQA	IQA	Severin Wyss	13:00-15:45
IQA Volunteer	IQA	IQA	Marian Dzubiak	13:00-15:45

Agenda

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.

- All topics have a limited time assigned to them. The meeting chair, vice chair or secretary will inform the assembly how much time is assigned to a topic, and will inform the assembly when time for a topic has almost run out. A voting assembly member may request to add more time to a topic, this must reach majority agreement.

Roll Call

11 Voting Members out of **19.** 9 Voting Members are eligible to vote today. Quorum is 5.

Confirmation of Minutes

Board Meetings - For your information

All are available on the IQA website.

Assembly Meetings

- 2021-10-21 - Special Assembly Meeting

"Motion to confirm the minutes of 21 October 2021"
Moved: Jannis Grimm - CHE
Seconded: Florian Martinez - FRA
For: USA, FRA, AUT, AUS, ITA, CHE (6)
Against: None
Abstention: CAT, GBR (2)
Motion passes 13:15 UTC.
Non-voting approval: HKG

Review of the year

Treasurer's report

Presented by Borja

Our primary income is from the membership fees and the head referee written test since we do not have any events for the last year.

This year, we collected 1.439,01 USD from the HR tests, which is excellent news. We are recovering our activity, which generates approximately 1.500 USD per year, which was not possible in 2020 when we only got 485 USD due to the pandemic.

We are working with some NGBs, who have a difficult financial situation regarding membership fees. We have individual meetings with them to work on solutions for their membership fee payments. We have gotten all the receivables from previous events.

Our main expenses are the IT department, website, Google Suite, payment to the State of Delaware, transfer fees and account maintenance.

There is a plus-three thousand USD, more or less, on our balance sheet.

We made a reserve for unexpected expenses.

For the future, we are still working in the 501c3 process to make ourselves a non-profit corporation. Therefore, our expenses would be lower in the next few years.

Rahel *(IQA)*: We will wait with questions until the end of the year review presentations.

Matt *(GBR):* I would rather ask questions now, than to wait until the operations report, as financial and operations stuff are quite different.

Rahel *(IQA)*: Pauline, since you are taking notes, what would be the easiest?

Pauline *(IQA)*: Questions about financials should be asked now.

Matt *(GBR)*: There is quite a large cash balance, which is positive to see. What is the plan, now that the IQA is in a relatively stable financial position? How do the IQA plan to make the development fund more visible? Where would the IQA like to see the money go?

Pauline *(IQA)*: This is more of an operations question than a finance question. One of the projects for the Events and Membership Services department is to review the development fund, making sure that it is well-spent on our developing members, especially when everyone is recovering from COVID.

Matt *(GBR)*: Is there a plan to remove the head referee fee, to make it more accessible?

Pauline *(IQA)*: This has not been discussed yet, thank you for bringing this up. This will be reviewed internally, but I cannot make promises in either direction.

Matt *(GBR)*: Is the IQA trying to phrase out PayPal?

Borja *(IQA):* I find PayPal very useful for us on the operational system so we are not expecting to change that but we can listen to your proposals on that. Paypal is very useful for now.

Jannis *(CHE)*: Would it be possible in the future with page numbers for easier referencing and add a date on them so we can keep track of changes to the report.

Rahel *(IQA)*: Yes, I was not aware of that but we can do that, thank you. Can someone motion for approval of the finance report?

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"Motion to accept the IQA finance report as written in 2021 IQA Financial Report.pdf sent to the NGBs on 22 January 2022"
Moved: CHE - Jannis Grimm
Seconded: ITA - Junia
For: FRA-ITA-USA-CHE-CAT-GBR-AUT (7)
Against: None
Abstention: AUS (1)
Motion passes at 13:28
Non-voting approval: None

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Operations report

Presented by Rahel, Jamie, Pauline and Luke

Communications & Technology *(Jamie)*

Hello!

The communications and technology department was formed after the restructure that came into effect in April of 2021.

During that time the department's focus has been Translation, Community Engagement and Website.

The translation department has remained largely unchanged from the restructure, with Joke Daams leading teams working on the languages French, Turkish, Chinese, German, Catalan, Italian, Spanish, Vietnamese. We have been lucky enough to expand most teams in 2021, welcoming quite a number of new translators in each team. The translation department has completed the following projects:

- Catalan rulebook
- Italian referee test, with just HR to go
- Social media posts in multiple languages
- Spanish timekeeper and scorekeeper tests
- French rulebook

And is working on the following projects:

- French referee tests
- German rulebook
- Italian HR test
- Spanish referee tests
- Turkish rulebook

I am enormously impressed and grateful for the work of the translation team, and have full confidence they'll continue to meet their goals and produce more resources in 2022.

The community engagement team is a merge of the design team and the social media team. It is being led by the newly appointed manager Ariadna Navone Sarubbi who already has some great ideas to activate our social media accounts.

Our main focus is to activate and maintain our current accounts Facebook, Instagram and Twitter. As mentioned at the SGM, we have a few campaigns such as trivia, as well as posts focussed on significant events like Valentines, International day against homophobia in sport.

Posts concerning our events and IQA updates tend to perform best - it's good to know people want to stay up to date. I'd like to give a shout out to the Brazil and Peru NGBs - one of our most successful posts came from the Pan-American finalists announcement. It was also the busiest day for our website, beating 29 June 2018, the day before the World Cup.

We have also focussed on making our content more accessible to non-English speaking areas, particularly South America. This is based on feedback from these NGB's who have let us know our content is quite inaccessible to them, due to the language barriers as well as platform use. We have tried to make as much content as possible available in Spanish, and use instagram consistently as that is where most of our South American audience is.

We have also refreshed our social media imagery, with Negra and Eli creating a new look for our social media posts.

Possibly the biggest win Comms and Tech have seen is the launch of our new website. Dec Ramsay, who is also the Deputy of the department, has done a fantastic job in creating our new website. Launched in late 2021 he created a much more accessible and user friendly website that has greatly improved our online presence. The website has been a huge success in bringing a larger audience to the IQA as shown by our significantly increased traffic to the site. The website is also built with future-proofing in mind by supporting multiple languages and the technology is portable to other parts of our web estate.

Dec's current focus is the rebuild of the IQA referee hub. Due to major security and user issues the previous website was taken down, and Dec is currently focusing on rebuilding. This will use the same technologies as our new website, which will allow volunteers to move freely between working on the Management Hub and website.

[REDACTED] One challenge the tech side of the department faces is our lack of non-profit status. Most of our assets and resources incur many monthly costs that are often free or discounted for

non-profit organisations. Without this status we are unable to utilise beneficial tech infrastructure and assets, as well as getting more discounts on what we already use.

I'd also like to take this opportunity to thank the entire Comms and Tech department. I've been really lucky so many passionate and motivated volunteers continue work on creating these resources and improving the IQA. I'm really grateful for everyone.

I'd also like to give a special shout out to Dec. As my deputy he has been invaluable to myself and the team, and the IQA is very lucky to have him onboard.

Events & Membership Services *(by Pauline and Luke)*

Pauline *(IQA)*: Luke, the IQA Events and Membership Services Deputy Director, will be presenting the part for the events.

Luke *(IQA)*: A large focus for our events has gone towards the IQA Continental Games 2022. Since the new structure was implemented, we worked on updating and releasing the bid manual for these events.

In August 2021, the IQA opened bidding for the IQA Continental Games 2022. The IQA was pleased to receive six bids for the two events, from Tordera Catalonia and Limerick Ireland for the IQA European Games 2022, and São Paulo Brazil, Ixtapa Mexico, Queretaro Mexico, and two bids from Lima Peru for the IQA Pan American Games 2022.

After carefully evaluating all bids, the IQA announced the winning locations for the IQA Continental Games 2022 in January 2022.

The IQA Pan American Games 2022 will be hosted in Lima, Peru, on July 8-10. The IQA European Games 2022 will be hosted in Limerick, Ireland, on July 22-24.

The department has also been working on updating the events policies to fit in the new policy template, these are still being reviewed and will be released when ready.

Pauline *(IQA)*: Further, our department has compiled all information on our members in one place and has created a membership database. This database holds membership status, payment status and exemptions, and NGB contact information. The department has formed a member management committee to keep track of the relevant information.

The department has also aimed at keeping NGBs informed of the work done on the operational side of the IQA. We are happy to report that aside from Peru having advanced to Full Member status, we also have a new area of interest, Quidditch Ghana.

Gameplay *(Pauline)*

With the restructuring, Keegan Remy-Miller was hired as Department Director. He had to step down from this position to focus on his professional career and for personal reasons. The department was left without an overseeing director until November when it was moved under the supervision of the IQA Events and Membership Services Director and now Interim Gameplay Director, Pauline Raes. The IQA is looking for a Gameplay Director and/or Deputy Director.

The Rules team, under the leadership of Michael Clark-Polner, has evaluated the process to decide on new rules. This process has been approved and roll-out started after the October Special Assembly.

The IQA Match Officials Development and Support team has produced referee training videos and live streams. These were released to give clarifications on the rules. In September 2022, Steve Cockram stepped down as team manager for personal reasons. The IQA is also looking for a manager and members for this team.

Human Resources & Operations *(Rahel)*

As Aaron could not make it to the meeting today, I will give the Human Resources and Operations department update.

During the initial hiring phase of the restructuring, Aaron Carroll was hired as Director, Human Resource and Operations. The month following, Operations (formerly Legal) Manager, Kevin Hayes, was brought on, and Co-Diversity and Inclusion Managers, Gise Lopez and Madison Burns, were hired. Manager positions for both the Human Resources and Finance teams remained unfilled and open for applications.

During the later half of the year, the HRO department established several different tasks within the IQA. Our Operations team has worked on internal policies and methods to track policies within the organization. The department worked on a comprehensive list of all policies; this was done to ensure that IQA policies are stored in a singular place, reviewed, and updated when needed. We have set a template into place on how our policies should look, which will allow us to have a more uniform approach to policy design. It is designed to make us think about the policy and how it affects the internal and external operations of the IQA.

The Human Resource side, along with Communications, has worked to establish a new process for handling and following up on applications for volunteers, which ensures all volunteer applicants are processed in a timely manner. You can see how that system works on the front end by looking at the IQA's website, under the Volunteer drop-down, and clicking on the "Volunteer at IQA." You can see which positions are open, expected time commitments, and in which department they are.

Inclusivity is a cornerstone of the IQA's values. The Diversity and Inclusion team is looking at inclusive language standards for the IQA. This document will help us expand our knowledge and set a standard for how the organisation communicates internally and externally. This project is not ready to be released, but we will share it as more information becomes available.

Overall, the department continues to work in support of the internal and external operations of the IQA. The department has several plans for growth in the next year to improve the services offered to the IQA stakeholders.

Chief of Staff *(Rahel)*

Chief of Staff was a board committee in 2021 as the position was not filled. It was chaired by Betsy and Rahel. We have nothing to add to the above updates.

Questions

Matt *(GBR):* Australia announced that they might be allowed to go to European Games and Pan-American Games. What is the rule on that? Is this still a case where a country without Continental Games can choose another Continental Games event to attend? Would NGBs get any say in whether they can attend?

Pauline *(IQA)*: I prefer if we have questions related to the given updates. Will answer the question during the "other business" section of this meeting as this may have more discussion from members.

Matt *(GBR)*: What are the next steps?

Rahel *(IQA)*: Future goals will be in the Annual Report. I cannot give a clear answer now.

Matt *(GBR):* Is there a general direction or strategy of the IQA?

Rahel *(IQA)*: Can we discuss that under other business?

Matt (GBR): Are there updates on non-profit status?

Alberto *(IQA)*: We are preparing a third attempt to re-file documents. Should be able to be submitted this week. Should be done within this year.

Matt (GBR): Given the trustees leaving, do we have enough people in the US to handle this?

Kym *(IQA)*: I am still on the board and in the US. 1 is the minimum so this should be fine.

Rahel reminds the members to stay on topic and ask questions relevant to the sections just presented since the above questions are not related to the IQA operational side.

Chairs report

Presented by Rahel
2021 was a long year; I can't say it any other way. The ongoing pandemic put us in a never-ending loop with no tournament to look forward to. While reviewing the past year's minutes to write this report, I was surprised as to what happened in 2021. Often I couldn't believe that certain things just happened last year and not longer ago. Nevertheless, I am pleased to report that we achieved many important goals and completed long-standing tasks. This year I will highlight only a few accomplishments:

I am very proud that we published the board meetings in a regular pattern with minor delays and, therefore, increased our organisation's transparency.
We also published our 2020 annual report.

We filed for 501c3 tax-exempt status and are currently waiting for feedback from the government authorities.

We cancelled, postponed and announced tournaments for 2022 and 2023.

We were able to collect a lot of open dues from previous events and outstanding membership fees.

We restructured the operational side of the IQA and welcomed new and previous directors and volunteers.

And last but not least had a total of 3 Assembly meetings.

Last year was very administrative heavy, but all of it was important to build a strong foundation and ensure the future of the sport and for the IQA to be in a good position to operate in the upcoming years. I am looking forward to what the years to come will hold for the IQA. A detailed overview of the committees and their accomplishments and tasks will be in the Annual Report 2021, published in the upcoming weeks.

I want to take this opportunity to thank each board member, director, all volunteers of the IQA and the NGBs, as well as the Trustee Election committee who volunteered this year and worked so many hours with passion and dedication.

2021 was an exceptional year for me as it was the last year of my three year term as a trustee for the IQA. I want to take this opportunity to say thank you to all people I had the pleasure to work with. I learned a lot during the past three years, and I am looking back at this time with a crying and a laughing eye.

Rahel *(IQA)*: Are there any questions?

Rahel *(IQA)*: Since there are no questions, we will be moving on to the next part.

Election of Trustees

Presented by Severin

Rahel asked all trustee candidates and IQA volunteers to leave the meeting, except IQA trustees, IQA directors and their deputies.

The Nominations Committee does not possess all the information about the candidates and the recommendation is based on the application information, interviews and additional documentation and answers to NGB questions submitted by the applicants.

Severin presents the recommendations by the Nominations Committee.

[REDACTED]

Rahel *(IQA)*: If you have questions, you can ask them now. We have 50 minutes for this section and part of this discussion will have to be about the number of trustees to elect.

Emma *(NZL)*: My understanding is that we do not have any recommended candidates, can you please confirm the process to remove a trustee so that NGBs can make an educated decision. I would also urge any NGBs to not vote until we have a clear process to remove any trustees and any candidates we now elect.

Chris talks through the removal process according to the IQA constitution.

1. Two-thirds of the Full Member NGBs in good standing send to the Trustee they want to remove the stated reason(s) for removal and any evidence or arguments in favour of removal, in accordance with section 5.3(c) of the Constitution.

2. 3 days after the sending of the above reasons and evidence, two-thirds of the Full Member NGBs call a Special Assembly in accordance with section 8.4 of the Constitution. In accordance with section 5.3(a) of the Constitution, the notice of the meeting has to state that the issue of possibly removing the Trustee will be on the agenda.

3. At least 3 weeks after the notice to call the Special Assembly, the Special Assembly can be held. In accordance with section 5.3(b) of the Constitution:

    i. At the meeting, the Trustee purported to be removed may present evidence of why they should not be removed and may be represented by an attorney at and before the meeting. They may also have a lawyer present.

    ii. Possible arrangements for resolving the problems that are in the mutual interest of the Association and the Trustee will be considered.

4. A Trustee may then be removed by the two-thirds majority vote of Full Members, in accordance with section 5.3(c) of the Constitution.

Emma *(NZL)*: So essentially the NBGs have to vote in a certain candidate and hold ourselves to this, and monitor candidates we think are not up to standard. Following this, the only candidate I see who would be worthy of removing is [REDACTED], I would not see the NGBs having the level

of resources or attention to remove the other 2 if they are on the board, so as far as I see if we choose to vote them in, then they are in for three years.

Matt *(GBR)*: If we only voted one or none, what would be the next step?

Rahel *(IQA)*: It's not just once per year an election can be done at. We could start a new election process and have a second meeting where we present additional candidates. You can decide to vote for one or no people, or ask for a new election where people look for new candidates in the next 6 or so months. You do not have to vote people in for the numbers sake.

Matt *(GBR)*: So could we motion for that now, for instance to vote again in three months? We could call for that now rather than waiting for a special meeting?

Rahel *(IQA)*: Yes we could call for a special meeting now if ⅔ or the majority of the board call for a special meeting. So you could call for that and vote for it now.

Matt *(GBR)*: My 2 cents, we need to be really certain. 3 years is an eternity. Giving someone the keys to the IQA is long. Look at Peru, their NGB has changed so much in 3 years. It's important we put the right people in now rather than rolling the dice and having to remove someone. It's a difficult process and we need to be sure and say "yup, we're good" rather than voting for someone who can do damage at a critical point. With the upcoming World Cup and the name change, I'd prefer we vote in 1 or none rather than the wrong people.

Jannis *(CHE)*: What is the minimum of trustees? Is it 4? So we know that we have that if we do not elect someone?

Rahel *(IQA)*: That's correct.

Jannis *(CHE)*: On [REDACTED], I would rather not have a trustee elected on a trial basis and then possibly vote them out later, it could lead to an unhealthy dynamic amongst the trustees and could lead to further issues. Even if our reservations turn out to be wrong, I don't think that would be the right move.

Rahel *(IQA)*: Now is the right time to ask these questions and really think about it. Is it worth voting for people you are unsure about and having to work with them or remove them and create maybe an environment that isn't the best? I understand you are nervous because we have 5 trustees and need 4 to be functional but we can call for a new election and add more people at a later stage.

Emma *(NZL)*: With an extra three months, what would you do better or differently to source more candidates so we aren't in a similar situation in three months?

Rahel *(IQA)*: I will say something you will not like. The trustee election is not a responsibility of the board but of the NGBs. There were no interested NGBs which is why the board took over. It is much better if NGBs are involved because then they know who is good, who they can talk to, so they can apply and one of the issues we had is the people on the board already asked the people they knew would be good, but they got a "no" so it was smaller pool to sources applications. So if we have more people, it's more successful. What we would do differently is having more involvement from the NGBs because that's vital and we need the support and help of the NGBs so they can ask for more help, does that answer your question?

Emma *(NZL)*: Thank you, it does, you're absolutely right, it is a difficult time we're in right now and we should all be reflecting to see if we can do more.

Waltraud *(AUT)*: Are there normally more applications than just 3 since you are talking about extending?

Rahel *(IQA)*: Yes, normally we have around 9-12 applicants and we have around 3 positions to fill normally, this year we were looking to fill up to 7 but with the candidates that we have we don't recommend that. We would rather have a smaller board with trustees we would recommend and believe in, instead of having a bigger board just to have people. So normally we have 9-12 applicants which makes it easier to recommend people.

Matt *(GBR)*: With the shift to the department directors, I wonder if there is a consideration of a shift to a smaller board for a trial period with the department directors taking on more responsibilities?

Rahel *(IQA)*: Just based on my experience I don't think we need a board of 9 anymore. I would have preferred to go down to 7 this year and go down more in the future, but I dont think it's that hurtful to go down to 5 or 6 this year. I don't think 6 or 7 make much of a difference. It is correct that the board did a lot of operational work in the past that they don't need to do now so they can focus on what the board is doing. It doesn't need as many people now. Did I answer all your questions?

Matt *(GBR)*: No, that's great, thank you, it does sound like a smaller board would be worth doing.

Rahel *(IQA)*: The important thing for next year is to have another US person because based on US law you need a US person on the board, but this is something we can look into to make sure we will have a new US person for after 2023.

Rahel *(IQA)*: Any other questions?

Rahel *(IQA)*: If there's no other questions, then we can move on. The candidates need to be nominated by the NGBs, they need just 1 NGB to put forward their name. The next step would be to decide on how many people you want to vote in. Once the number of candidates has been voted on, then you can vote on the people in the form. The people who have the most votes will be voted into the board. If someone is not nominated, they will not be on the election form and they must be nominated by a full member NGB in good standing.

Jannis *(CHE)*: I would suggest because of the things said about some candidates that we do not set a number we want to elect but vote for each candidate individually.

Rahel *(IQA)*: Let me check the constitution to see if that is possible.

Chris *(IQA)*: The constitution says the individuals who get the most votes will be trustees. If you don't determine the number, we can't really say how many people will be getting the most votes.

Pauline *(IQA)*: The first step is for a candidate to be nominated so you cannot vote on a candidate who has not been nominated by a full member NGB in good standing.

Rahel *(IQA)*: I will try to write it out because I know it can be a bit difficult to understand when talking.

Written info by Rahel (IQA):

1. candidates need to be nominated by a full member in good standing
2. Number of trustees needs to be fixed
3. Motion on how many Trustees will be added to the board
4. Vote
5. Fill out the form that will be provided -> candidates with the most votes will be elected until the seats are filled (eg the spaces on the board)

Rahel *(IQA)*: Please let me know if there are any questions about that. If you want to nominate a candidate, please do so written in the meeting chat.

> QuidditchUK nominates Luke Derrick to the board.

Rahel *(IQA)*: I will give you another 2 minutes to nominate candidates.

> Italia Quidditch nominates Emma Kate Morris to the board.

Rahel *(IQA)*: The time is up. Quidditch UK nominates Luke, Italia Quidditch nominates Emma. No NGB has nominated Nicole for the vote which means Nicole cannot be voted in for the IQA board of Trustees in this election. The next discussion is about the number of trustees so you need to discuss whether you add 0, 1, or 2 people to the board. We will do a short poll so you can include whether you want to elect 0, 1, or 2. We will wait 2 minutes.

We have 9, is that correct for full members? We have one vote from not a full member, but that's okay.

Unofficial poll results:

0: 1 vote [REDACTED]

1: 6 votes [REDACTED]

2: 2 votes [REDACTED]

"Motion to Motion to elect 1 trustee out of the 2 nominated candidates.."
Moved: Jannis Grimm (CHE)
Seconded: Florian (FRA)
For: CHE-GBR-FRA-CAT-USA (5)
Against: AUS (1)
Abstention: ITA-AUT(2)
Motion passes 14:42 UTC
Non-voting approval: None

Rahel *(IQA)*: QuidditchUK nominates Luke derrick; Italia Quidditch nominates Emma Kate Morris

Trustee election

Rahel *(IQA)*: We will post the election form in the chat. We ask all full members to fill out this form to vote for their preferences. Only 1 person will get elected. Also fill this out if you abstain from voting and indicate this in the form. You can vote for Emma Kate Morris and Luke Derrick. You can not vote for Nicole Hammer since she is not nominated by an NGB.

Results:

Abstain - 2
Emma Kate Morris - 0
Luke Derrick - 7

Rahel *(IQA)*: Luke Derrick has been voted in to the Board of Trustees

Jannis *(CHE)*: How hard would it be to amend the constitution in case we are in a similar situation in the future so NGBs would be able to motion to vote on candidates individually instead of using the regular process?

Rahel *(IQA)*: I'll be very honest, it would be very difficult if we did that while we are working on the 501c3 because it is very difficult to work with government officials about those things.

Matt *(AUS)*: Just on that point, changing the constitution has to be done at a special meeting.

Pauline *(IQA)*: Any changes to the constitution also need to have the final wording of the change ready to be voted on by the members and members must have sufficient time to review this. We also have to review if that change impacts other sections of the constitution. That may make it difficult to do at this meeting.

Kym *(IQA)*: Part of the hold up with 501c(3) has been change over in leadership; changes in the constitution that have already been submitted would create further holdups so I would really recommend waiting a bit before trying to make changes to the constitution.

Chris *(IQA)*: Theoretically we could make that change right now if someone had a good proposal for it, but it would also need majority of the board and two-thirds of the Full Member NGBs to approve as well.

Rahel *(IQA)*: Okay, we will move on to the next point, the name change discussion.

Name Change

Presented by Rahel

The lawyer we are looking at is a specialist in trademark and IP. She works for a well-known company that represents several sports organizations and media companies.

The retainer is USD 1,500. They expect that the filing for a single trademark in the US costs about USD 8,000 -> more if we do it internationally. Most of these USD 8'000 are official government fees that cannot be waived regardless if we can recruit a lawyer who would do this on a pro bono basis.

Her hourly fee is 475, the partners' fee is USD 750, and the paralegal's fee is USD 275, but they will offer us 10% off, and there is flexibility in terms of the time she will bill us.

The lawyer has connections to and awareness of the community. It's expensive, but it's not negotiable because it's mostly government fees but worth investing in. I know it sounds like a lot, but this should be done correctly with the support of lawyers.

We are looking for NGBs to be involved. It is very time-intensive work, much availability and willingness to produce documents, not just comment on it. The committee will be around seven people and will prepare recommendations. They will not make the final decision. The Committee will decide on the next steps and what mediums will be used (survey, focus groups, additional Special Assembly etc.). The recommendation needs to be approved by the board and the Assembly. The constitution will have to be amended; this will require approval and vote from the board and Assembly.

Matt *(AUS)*: I was wondering how many lawyers were spoken with to get quotes and ideas of cost or is it just the one?

Rahel *(IQA)*: We got 2 official quotes and unofficial talks with others. The other lawyer wouldn't have offered us any discount or flexibility with time and billing and they also didn't know anything about the community or quidditch.

Mary *(USA)*: I want to flag that $8,000 in government fees seems really high because trademark filing fees shouldn't be that much. I can understand if maybe for everything that the IQA is doing would be that much, but the government fees specifically, that makes me concerned about what's being looked at. That seems very high based on our own estimates. I think the legal fees to set up the initial was about $300 and then $1,500 for the legal fees. This is the last comment I can make and I might need to go off listening.

Rahel *(IQA)*: Those are not just government fees, it's also the filing fees and legal advice so it will not be more than $8,000.

Matt *(GBR)*: So would that mean we are looking at $9,500?

Rahel *(IQA)*: How do you get to that number?

Matt *(GBR)*: So the $1500 is the retainer and then there was $8,000 more.

Rahel *(IQA)*: This will go towards the first $8000 of payments so it is not a separate payment

Matt *(GBR)*: To quote you from earlier, I am going to say something not popular. I appreciate a lot of work that went into setting up in the USA. Is there any scope of moving the IQA out of the USA and into another NGB where you are not directly competing with or working alongside another NGB that has more resources. Is there any consideration for moving us to another country in Europe or somewhere else where there is more freedom and flexibility. Looking long term and after conversations with a lot of people, this may be an option. Is that an option? I appreciate all the work on this. I just want to know if this is something that could be considered?

Rahel *(IQA)*: There is a long and a short answer to this but the short answer is that, yes, we could look into that, but it is something the committee could look into so I can't give you a better

answer than this. This would also bring other challenges but it would have other challenges because it would involve dissolution costs in the US and setup costs in the other countries. But if that's something that is wished for, the committee can also look into that before moving forward with the US trademark. I should also point out that there are trademark costs in every country and lawyer costs in every country so it might just be transferring from one country to another.

Matt *(GBR)*: Yeah that makes sense. I am under no illusion that would fix financial issues and that resources have already been invested in the IQA. This is also looking at where USQ, MLQ and the IQA are at. Longer term it might make more sense to look at a European country for that. I'm not even slightly a lawyer or experienced on that front. I quite strongly feel that it should be something we should be looking at quite seriously before locking into any sort of money, but $10,000 is a lot of money and the legal system in the US seems to be more expensive in general. It is going to be a lot of work and expensive. I think the trustees and committees involved will have to take a good look at the goals of the IQA and the USA and how to move forward in the upcoming years. I know I take a lot of time here but this may be smarter in the long run.

Matt *(AUS)*: I am in support of changing the incorporation away from the US, thinks long term it would be a good thing and agrees with Matt GBR

Rahel *(IQA)*: I have been a delegate for years before I was part of the IQA board, and it was a consideration to be in another country and delegates chose the US at that point.

Matt *(GBR)*: Yes, the sport has changed a lot and priorities may have changed. I realise there is a lot of great work NGBs and the IQA have done. Long term this may be a solution.

Kym *(IQA)*: So all we can really say for that is that we need committee members from NGBs to discuss and decide on this, it's not something we can cover now in the AGM but please encourage people to join these committees so we can cover this and look at all points before we make decisions like this. So yes please apply for the committee to discuss this.

Rahel *(IQA)*: I can only repeat what Kym just said, please apply for the committee. You can already reach out to any trustee about this. I propose to move forward to not keep you any longer here than needed.

Other business

Presented by Rahel

Rahel *(IQA)*: We are now in the "other business" section of the meeting. Does anyone have questions they would like to ask?

Pauline *(IQA)*: We will address the question Matt asked a question regarding Australia's possible participation at the IQA Continental Games. Matt asked what the rules on this are. A few years ago we had started with opening the continental games to NGBs if the NGB didn't have an event in their region. In the past, no NGBs have requested to use that option. We're discussing what is possible on an organisational, financial and operational possibility because we don't want an NGB to over-spend to attend one when it would be better for them to attend another one. Those are discussions that happen with the NGB. We have 2 NGBs who have asked about this option for the upcoming Continental Games.

Matt *(GBR)*: Okay, if it's voted on and signed by NGBs, then I don't have anything to say.

Pauline *(IQA)*: This was decided by IQA operations years ago without an NGB vote, although this has been mentioned previously and there has been no push back by NGBs until now.

Matt *(GBR)*: Okay, so this wasnt voted on by NGBs and was just decided back in the day by the IQA. I want to express reservations about this, it feels a bit weird about Australia coming to European games, I think there was a bit of surprise and shock that this is something that was being considered. What is the IQA's position on this, is this something that the IQA is happy to crack on about?

Matt *(AUS)*: The post we put up was to gain insight into the numbers of people who would be interested in going to continental games and which one so we could have conversations with the IQA about attendance. It was to know if this is something we want to pursue.

Matt *(GBR)*: Okay, QUK is against it based on feedback from my staff, if it's something that other NGBs and staff want we won't kick up a fuss but we are against it.

Emma *(NZL)*: A question to Matt, what are the reservations and reasons for not including an Australian team? What are the concerns about?

Matt *(GBR)*: I think it's twofold, they feel a little bit funny since it's been a European-based competition. One of the best teams in the world coming would impact things a lot so they feel funny about Australia potentially coming and winning the European Games. That's the biggest sort of two. England aren't worried about playing a highly-competitive game, but they're worried about non-European teams coming into the European games.

Pauline *(IQA)*: The second NGB request was Hong Kong participating in European Games. Both Australia and Hong Kong will go through the same process to decide attendance at other Continental Games. We also had a question from the US about attending the European Games if there were not enough teams attending to hold a competitive PanAmerican games. The policy as it is currently set is that you have to attend the continental games in your region so only NGBs who don't have a continental games in their region could attend.

Emma *(NZL)*: One key point that I think Matt and any other NGBs expressing discomfort, having played over there and experienced it myself, is the team strength. Because Australia is so incredibly remote they don't have many competition opportunities. Laurel Hubbard, who is one of the first trans people to compete in the Olympics. The concern about her participation was that she would undermine the ability of cis-women to compete and potentially win the Olympics. If Australia were to put together a team, it would not be the same kind of team. It could help them create a stronger team and advance. I think it's fair to say that the same reservations would not be made about Hong Kong. We should not bar people on the basis that they're going to do well.

Matt *(GBR)*: I am really sorry but comparing a trans athlete to Australia's advantage is not ok. To the wider point, sure there needs to be growth. We would have the same reservations around Hong Kong. Sure, there's a competitive side, but... sorry, I am a bit thrown off.

Rahel *(IQA)*: I suggest we change topics for a moment. Are there other questions or reservations?

Rahel *(IQA)*: Matt, you had a question about strategic planning and the future of the IQA?

Matt *(GBR)*: I have been going through minutes and there have not been many updates on board minutes over the last couple of months.

Rahel *(IQA)*: This is part board and part operations, I will give you Chris for that.

Chris *(IQA)*: So as you can see from the board minutes, the board has set up a strategic planning committee some time ago. The reason it has been taking a while is the change of the structure of the IQA and the name change project. The committee has been inactive recently and as to how we go forward, it's something that the new board will be looking into and I'm staying on as a trustee and I was a member of the strategic planning committee as well so this will be

Matt *(GBR)*: I am not sure I understand and accept that. There have been no updates for the last 6 months. What is the IQA working towards?

Kym *(IQA)*: The IQA has been working on the things we generally do. As Chris said, the committee has been inactive. With new trustees coming in, we have a vote on board members on committees. In the next month or so, this will happen and the committee will be reactivated on this.

Rahel *(IQA)*: We are looking for people who should fill out a survey around strategic planning. But at the moment we can't really say more to that. No

Matt *(AUS)*: In terms of helping to get a strategic plan going, while forms are good and sending that out for people to fill out is good, what's better is having an actual form and getting people from all over, not just NGB reps, to come together and create a strategic plan and then you can get ground-level support and you get everyone giving you the ideas and get that.

Rahel *(IQA)*: Thank you, we'll make sure the people on the committee moving forward

Matt *(GBR)*: So is there a plan or is it just to keep the business afloat?

Rahel *(IQA)*: Yes there are plans.

Matt *(GBR)*: So what are they?

Kym *(IQA)*: So they are the goals we have already talked about a bit here, name change, development fund, more procedures in place for distributing those funds, the 501c3 goals and working towards this. We have a lot of general goals but we need the committee to put them together. The strategic committee has been inactive so we don't have an exact written up plan, we have the goals we just don't have them in the specific format.

Matt *(GBR)*: The more projects you guys are working towards, it is difficult to know what you want to achieve.

Kym *(IQA)*: So are you wanting a mission statement right now?

Matt *(GBR)*: Yes, like we want to be in 50 countries by this point or have a certain number of referees?

Kym *(IQA)*: This is not something we can give you as the strategic planning committee is not currently active, I cannot make this up for you.

Matt *(GBR)*: I just want to know such a thing but I guess there is not because there has not been a planning committee for a time.

Rahel *(IQA)*: Are there any other questions?

Matt *(GBR)*: So are we making a call to bring in more trustees in three months time, is this still something people are wanting?

Matt *(AUS)*: We can do this at any time, we do not need to do this now. Also based on the fact that we only wanted one candidate out of three it doesn't seem like something we want to do now.

Rahel *(IQA)*: Any other questions

Kym *(IQA)*: I do want to say, over the next year, think about the people you think may be appropriate to fill these positions. We have many positions that need to be filled and it is hard to find people to do so. We look for people to join the board, department and committees. It would be great if we could have a board focussed on the big picture and strategic things.

Rahel *(IQA)*: We are still looking for a gameplay director so if you know anyone who can do this, please encourage them to apply.

Next Meeting

Rahel *(IQA)*: This will be the official AGM, this is usually held in February. We propose the 12th, 19th or 26th at a similar hour as today. We will let you know when we have fixed a date for the AGM.

Adjourn the meeting

"Motion to close the meeting."
Moved: Matt Blissenden AUS
Seconded: Florian FRA
For:GBR - ITA - FRA - AUS - DEU - AUT- CHE - CAT - USA (9)
Against: None
Abstention: None
Motion passes 15:42 UTC.
Non-voting approval: None