



# International **Quadball** Association

## **Regular Meeting of the IQA Board of Trustees**

**Saturday, March 09, 2024**

**19:00 UTC to 21:20 UTC**

**Videoconference (Google Meet)**

Minutes taken and edited by Marc Alcalà-i-Rams

Minutes approved by Negra Flores, Marc Alcalà-i-Rams, Vini Alves, and Daniel Edward Price Croft

## **Attendance**

### Executives

- Jamie Turbet (Interim Executive Director, Director of Membership and Gameplay)
- Jeremy Schleicher (Director of Operations)
- Lore Badts (Director of Communications)

### Trustees Present

- Andy Marmer (Chair, Vice-Treasurer)
- Negra Flores (Vice-Chair)
- Marc Alcalà-i-Rams (Vice-Secretary)
- Ariel Heiblum (Treasurer)
- Daniel Edward Price Croft

### Trustees Absent

- Italia Valera

- Vini Alves

## Agenda

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Trustees Absent	1
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## Confirm Agenda

The agenda was confirmed without amendments.

## Review of Conflicts of Interest

Ariel Heiblum has conflicts of interest (COI) based on his activity in Quadball Mexico: he acts as their IQA liaison and their representative to the IQA, he helped with their bid for the IQA Pan-American Games 2024, and he is coaching the Mexican international team. On a personal level, he could potentially be asked to make videos for the IQA as a video producer.

Marc Alcalà-i-Rams is the current representative of Catalonia, serving as the secretary of the NGB and potentially being elected as the president in the next elections.

Andy Marmer states having no conflicts of interest (COI).

Daniel Edward Price Croft is tournament director for the Quadball Nations Cup, and a member of the European Quadball Cup 2024 committee as logistics coordinator. He also plans to organize a bid for the IQA World Cup 2025.

## Confirmation of Previous Minutes

Minutes for the previous meeting approved by Andy Marmer, Negra Flores, Marc Alcalà-i-Rams, Ariel Heiblum, and Daniel Edward Price Croft.

## Board, Committee and Department Updates

### Board of Trustees Update

Marc Alcalà-i-Rams asks Jeremy Schleicher to name the current titles of departments and its directors, which are Operations, Membership and Gameplay, Communications, and Events.

- Jeremy Schleicher says they are working on updating these titles.

Andy Marmer gives an update on IQA staffing:

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

Additionally, both Rhys Jenkins and Liona Li were offered volunteer opportunities after the Annual General Meeting (AGM), and we didn't get a reply from Liona Li.

**Motion:** “to remove Italia Valera”

**Moved:** Andy Marmer

**Seconded:** Ariel Heiblum

**For:** 4 (Andy Marmer, Negra Flores, Marc Alcalà-i-Rams, Ariel Heiblum)

**Against:** 0

**Abstention:** 1 (Daniel Edward Price Croft)

*Motion passes* [19:06]

## Presentation of Fiduciary Duties and Role of the Board

Andy Marmer reminds everyone that, being incorporated in the state of Delaware (United States of America), trustees are subject to the fiduciary duties of care and loyalty (which include the subsidiary duties of good faith, oversight and disclosure).

More information about this can be found in the publication titled “[Directors’ Fiduciary Duties: Back to Delaware Law Basics](#)”, from the American multinational law firm Skadden.

## Motion on the IQA Policy on Harassment

Andy Marmer reminds everyone that motions from Annual General Meetings (AGM) are generally advisory. Therefore, they should be moved by the Board of Trustees.

- The motion passed at the last Annual General Meeting (AGM) was “to have the IQA reconsider the Harassment Policy’s wording around unlawful behavior and the demand to NGBs to not tolerate violating local law to solve the conflict with quadball’s values by the end of the year 2024.”

**Motion:** “to adopt the forementioned motion from the last Annual General Meeting (AGM)”

**Moved:** Andy Marmer

**Seconded:** Negra Flores

**For:** 4 (Andy Marmer, Negra Flores, Ariel Heiblum, Daniel Edward Price Croft)

**Against:** 0

**Abstention:** 1 (Marc Alcalà-i-Rams)

*Motion passes [20:32]*

## Update on Finances

Jeremy Schleicher shares the following updates:

- A new website platform was purchased.
- The QuickBooks’ subscription was renewed.
- Tourism Ireland confirmed that they will send us the missing money from the IQA European Games 2022.
- Changing the bank account from Bank of America is being reconsidered.
  - An update is expected for the next Board of Trustees meeting.

## Officer Elections

Discussion ensues about the Chair role, since Andy Marmer previously expressed his intention of stepping down, mainly due to time constraints.

- There is a certain concern about having someone as the Chair who is also in an operational role, since it would challenge the hierarchy of the IQA (the decision maker being also the action maker), and could potentially lead to volunteer burnout too. Some volunteers might also be frustrated working with someone in both roles at the same time.
- The idea that the Chair should mainly focus on the role of being the Chair is discussed.
- The idea that no trustee should have an operation role at the same time is also discussed.

Negra Flores claims that she is both willing and able of being the Chair while being the Member Expansion Manager, and a graphic designer in the Department of Communications.

- She states that she would communicate with others before reaching burnout.

Andy Marmer suggests voting on the Board of Trustees as a whole.

- Marc Alcalà-i-Rams expresses interest in being Secretary.
- Andy Marmer is interested in being Treasurer.
- Ariel Heiblum is interested in being Vice-Chair.
- Daniel Edward Price Croft prefers taking a step back and learn from the other trustees.
- Andy Marmer believes that recently elected trustees should be Vice-Secretary and Vice-Treasurer as a way of learning from the other trustees.
- Daniel Edward Price Croft would prefer rotating between roles rather than having a fixed one.

**Motion:** “to elect Negra Flores as Chair, Ariel Heiblum as Vice-Chair, Marc Alcalà-i-Rams as Secretary, and Andy Marmer as Treasurer”

**Moved:** Andy Marmer

**Seconded:** Marc Alcalà-i-Rams

**For:** 5 (Andy Marmer, Negra Flores, Ariel Heiblum, Marc Alcalà-i-Rams, Daniel Edward Price Croft)

**Against:** 0

**Abstention:** 0

*Motion passes [21:10]*

## Committee Updates

The current committees are:

- Strategic Planning.
- Finances.

The following committees are considered:

- European Games 2024.
- Election of the Executive Director.

Negra Flores asks about Diversity, Equity, and Inclusion (DEI).

- Currently, DEI is an empty role in the Department of Operations. It could work in the Department of Gameplay and Membership as long as it is in contact with Operations.

- Negra Flores believes accessibility should be part of DEI, as it is one of our Quadball Values.

Discussion ensues about the need of volunteers in the Department of Events.

- Additional volunteers might not be needed to help directors, but would be necessary to ensure an alternative when directors are not available or in the case there is any sudden resignation. In this sense, directors of Events would be training volunteers.
- Andy Marmer adds that it would be good to have geographical diversity in Events.

Jamie Turbet adds that directors need approval to proceed with the IQA European Games 2024 in London (the United Kingdom).

- Pauline Raes (IQA Co-Director of Events) would handle the Operational Management of Events, while we would hire Matt Bateman (QuadballUK) as tournament director. Luke Zak (IQA Co-Director of Events) would be managing future events.
- A European Games Committee could oversee the event, and only the overall budget would need an approval from the whole Board of Trustees.
- The European trustees confirm that they are not involved in this event in any way.

**Motion:** “to celebrate the potential quadball event in London (the United Kingdom) as the IQA European Games 2024”

**Moved:** Andy Marmer

**Seconded:** Marc Alcalà-i-Rams

**For:** 5 (Andy Marmer, Negra Flores, Ariel Heiblum, Marc Alcalà-i-Rams, Daniel Edward Price Croft)

**Against:** 0

**Abstention:** 0

*Motion passes [21:44]*

Andy Marmer requests a budget for the IQA European Games 2024 before the next Board of Trustees meeting, and suggests creating a committee to have authority over it.

- Lore Badts emphasizes the responsibility of such a committee over the budget.
- A European Games 2024 Committee is created with Andy Marmer in his role of Treasurer, and Marc Alcalà-i-Rams and Daniel Edward Price Croft as the European trustees.

Discussion ensues about a potential national teams tournament in the American continent.

- Jamie Turbet raises the issue of having a group of people claiming a certain national team while there is an NGB for that same nation.
- Marc Alcalà-i-Rams believes it works against the IQA to have multiple international tournaments popping up in different regions without the IQA’s involvement.

- Daniel Edward Price Croft agrees it would be good to reach out just in case, while claiming it's fine if they want to run the event without the IQA.
- This topic will be discussed in the Department of Events.

Jaime Turbet expresses concerns about the Strategic Planning Committee and discussion ensues.

- Jamie Turbet claims that, for various reasons, the committee was not successful since it was created. Instead, all directors and trustees should be involved.
- Lore Badts adds that they wanted to do some research within the committee through surveys.
- Marc Alcalà-i-Rams acknowledges his responsibility in failing to reactivate the committee. He adds that he has generally been more actively involved for the past months, and would like to work on it again.
- Negra Flores doesn't think we should work on making a list of things to work on before the IQA World Cup 2025.
- Jamie Turbet believes that the IQA World Cup is an operational priority, while strategic planning is a Board of Trustees priority.
- Marc Alcalà-i-Rams is tasked with coming up with a plan for strategic planning for the next Board of Trustees meeting, and he states it will mainly consist of a new Strategic Planning Committee.
- Jeremy Schleicher thinks that the Executive Director should be the one leading such a committee.

Discussion ensues about the election of the new Executive Director (ED).

- Ariel Heiblum would like to start exploring the possibility of hiring someone for the IQA and points Jeremy Schleicher to do it from Operations.
- Andy Marmer states that person would be a contractor instead of an employee.
- Ariel Heiblum doesn't think the paid position should be that of the Executive Director, because that could generate resentment among volunteers, and, in a certain way, there would be no one in charge of the person in charge.
- A committee for the election of the Executive Director will be created.

## Other Business

The Board of Trustees and Directors agree on having regular meetings every last Saturday of the month at this time, but starting one hour later.

Therefore, next meeting should take place on 2024/03/30, 20:00 UTC.