



International **Quadball** Association

Regular Meeting of the IQA Board of Trustees

Saturday, 13 April 2024

20:00 UTC to 23:20 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) [leaves at 22:15]
- Lore Badts (Director of Communications) [leaves at 22:15]
- Pauline Raes (Co-Director of Events) [joins at 20:55, leaves at 22:15]

Trustees Present

- Negra Flores (Chair)
- Marc Alcalà-i-Rams (Secretary)
- Vini Alves (Vice-Secretary)
- Daniel Edward Price Croft (Vice-Treasurer) [joins at 20:30]

Trustees Absent

- Ariel Heiblum (Vice-Chair)
- Andy Marmer (Treasurer)

Agenda

Attendance	1
Executives	1
Trustees Present	1
Trustees Absent	2
Agenda	2
Confirm Agenda	2
Review of Conflicts of Interest	2
Confirmation of Previous Minutes	3
Board, Committee and Department Updates	3
Update from the Executive Director Search Committee	3
Update from the European Games Committee	3
Updates from the Department of Events	4
Discussion on the Strategic Planning Proposal	5
Update from Membership	6
Other business	7

Confirm Agenda

The agenda was confirmed with the following amendments.

- Discussion on the potential removal of brooms is postponed due to lack of time.
- Discussion on the nature of meeting minutes is postponed due to lack of time.
- Discussion on the general budget and volunteer compensation is postponed because both the Treasurer and the Director of Finance are absent.
- Review of the current structure and weekly tasks in the departments is postponed due to lack of time.

Review of Conflicts of Interest

No conflicts of interest were reported.

Confirmation of Previous Minutes

Minutes for the previous meeting approved by Negra Flores, Ariel Heiblum, Marc Alcalà-i-Rams, and Vini Alves.

Board, Committee and Department Updates

Update from the Executive Director Search Committee

The Executive Director Search Committee included the following members:

- The Board of Trustees.
- Jeremy Schleicher (Director of Operations).
- Gary Mastriano (Human Resources Manager).

The Executive Director Job Posting written for LinkedIn by the Executive Director Search Committee is discussed and suggestions are made.

- Time commitment is adjusted to current volunteer expectations.
- Certain wordings are improved.
- Other small changes and additions are suggested regarding requirements, desired qualifications, and benefits.

The news item draft for the IQA website and the Google Form “IQA 2024 Executive Director Application” are also discussed, and small changes are applied.

- As age is suggested as a requirement, the committee will need to find out the legal age in the State of Delaware (United States of America) before posting any of these documents.
- Lore Badts adds that we should collect GDPR consent in applications, and this will have to be addressed before any public announcement.

Discussion ensues about the composition and duties of the committee.

- The Board of Trustees is responsible for the election of the Executive Director.
- Jamie Turbet suggests adding the Department of Communications in some way to the committee in order to coordinate the announcement.
 - Lore Badts is added to the committee for this purpose.

Update from the European Games Committee

The European Games Committee includes the following members:

- The Board of Directors.
- Matt Bateman (Tournament Director).
- Marc Alcalà-i-Rams (Secretary).
- Daniel Edward Price Croft (Vice-Treasurer).

- Andy Marmer (Treasurer).

Discussion ensues about the composition and duties of the committee.

- Jamie Turbet's understanding of the committee is that trustees are part of it mainly to approve the budget without the need of a Board of Trustees meeting, instead of being involved in operational conversations.
 - It is agreed that, within this committee, trustees are only expected to be involved in the contract and the budget of the IQA European Games 2024. Therefore, any other matter should be discussed in regular meetings of the Board of Trustees as updates from the event.
- Lore Badts explains that the initial expectation was that most directors would be part of the event committee, which is different from this committee, in their respective roles.
 - The fact certain operational conversations are happening in this committee, while still lacking the expected external event committee volunteers, makes the situation a bit confusing.
 - Negra Flores expresses concern about involving most directors in the event committee, because she feels enough progress is not being made in other necessary areas.
- Another Slack channel will eventually be created by Jamie Turbet, having one for this committee with trustees and another one exclusively for the event committee.

Updates from the Department of Events

Luke Zak (Co-Director of Events) announced stepping down as a director on April 6.

Jamie Turbet announces that an Events Manual Manager will be recruited, aiming to finish the new IQA Events Bid Manual by the end of May 2024.

- This specific person will be onboarded following the usual procedure.

Negra Flores shares concerns from the Board of Trustees about the current situation in the Department of Events.

- Both the Board of Trustees and Pauline Raes would like to have an active team of volunteers in the department.
- Efforts will be made to recruit more volunteers, but recruitment will be slow during the organization of the IQA European Games 2024.

Discussion ensues about support to the Copa Latam 2024.

- Latin American Quadball Confederation (CONMEQ) contacted the IQA in order to get support for their clubs' event, and conversations haven't progressed.
- Jamie Turbet will reply to them from a Gameplay point of view, and more information will be required for any financial support.

Discussion ensues about support to the Asian-Pacific Quadball Cup (APQC).

- Asian NGBs asked for our help in evaluating event bids, but communication has been slow and not clear enough.

Discussion ensues about support to the potential national teams' event in the Americas.

- No one has officially reached out to the IQA for support.
 - No actions will be taken unless they do so first.
- The current Department of Events probably wouldn't be able to offer them any support.

Discussion on the Strategic Planning Proposal

The Strategic Planning Committee included the following members:

- Marc Alcalà-i-Rams (Chair).
- Jamie Turbet.
- Lore Badts.
- Negra Flores.

Discussion ensues about the conversation concerning the Strategic Planning Committee in the previous meeting.

- Negra Flores and Marc Alcalà-i-Rams recall the conversation from the previous meeting differently, sharing contrasting points of view.
- Jamie Turbet explains her previous experience with strategic planning in quadball, and shares her concerns with entrusting the drafting of the strategic plan to a committee, which won't necessarily consist of the volunteers applying the strategic plan in the future.
 - She suggests involving both the Board of Trustees and Directors in the drafting of the strategic plan, even if everyone has a different workload, so everyone can be aware of the whole process.
- Marc Alcalà-i-Rams explains the 2024 Strategic Planning Proposal he wrote and edited with Lore Badts for this meeting, based on his understanding of the conversation from the previous meeting. This proposal mainly consists in the outlining of a Strategic Planning Committee tasked with elaborating the initial draft of the IQA Strategic Plan 2025-2030, and suggesting a way of measuring progress against its objectives.
 - He shares worries about decision-making and time commitment when involving everyone at the same time in such a big project, and defends the idea of having a small committee which can focus on it while other conversations happen at different levels.

Discussion ensues about the nature of the Strategic Planning Proposal.

- Daniel Edward Price Croft and Pauline Raes suggest a middle point between both.
 - Based on the shared experience from the European Quadball Cup 2024, a structure resembling that of a core committee and an extended committee is

discussed. This alternative would allow everyone to give input according to their availability and willingness, while certain volunteers would be tasked with making sure everything moves forward coherently.

- Marc Alcalà-i-Rams points out that such a suggestion would still need a detailed plan in order to be feasible.
- Jamie Turbet believes that the Board of Trustees and Executive Director's main priority should be strategic planning.

Discussion ensues about the following steps, and the current Strategic Planning Committee is tasked with coming up with a new proposal based on feedback from the Board of Trustees and Directors.

- The Board of Trustees and Directors will be given a week to read and give feedback on the 2024 Strategic Planning Proposal, written and edited by Marc Alcalà-i-Rams and Lore Badts.
- The current Strategic Planning Committee will edit this 2024 Strategic Planning Proposal in order to make it a plan of how to make the strategic plan, based on the current and future feedback by the Board of Trustees and Directors.
- The resulting document will be presented for approval at the next meeting of the Board of Directors.

Discussion ensues about related topics.

- Marc Alcalà-i-Rams believes that any similar disagreement on what was previously discussed should be resolved by looking at the minutes.
 - Lore Badts thinks that the previous minutes were too broad on this specific point.
 - Jamie Turbet suggests editing the minutes within a few days after each meeting in order to share them and open them for discussion.
- Jamie Turbet would have liked to discuss the business planning she required all directors to prepared for this meeting, but the item is postponed due to lack of time.
- Negra Flores raises concerns again about Diversity, Equity, and Inclusion (DEI).
 - Lore Badts suggests having DEI in the Department of Communications, since a lot of its output would be externally oriented.
 - Jamie Turbet believes directors will have something to show to trustees regarding this topic in a few months.

Update from Membership

Jamie Turbet explains how fee and membership structures should be discussed after the approval of Amendment 4 (To Remove the Classification of Associate Members) in the Annual General Meeting (AGM) which took place 24 February 2024.

The documents “Alternate fee and membership structures” and “Membership fees comparison” are discussed.

- Negra Flores raises the concern that not all NGBs charge their members, meaning they have no player fees and/or team fees, and make profit in different ways, such as events.
 - Jamie Turbet explains we would keep the current half price petition and the discount policies.
- Jamie Turbet suggests a progressive increase in order to solve the difference in expected profit from fees with the proposed membership fee structure.
 - She will run calculations for the suggested increase of the minimum fee.
- The Board of Trustees and Directors agree that a membership fee structure based on a per player cost will count youth players as regular players.
 - Jamie Turbet will make this clear when presented to members.

The final fee and membership structure is expected to be approved at the next Board of Trustees meeting.

Other business

Next meeting should take place on 2024/04/27, 20:00 UTC.