



INTERNATIONAL QUIDDITCH ASSOCIATION

IQA Congress Meeting Minutes
Sunday, 22 October 2017
Start time 19:00 UTC - 22:09 UTC
Minutes: Nicole Hammer

Attendance

Voting Members

Organization	Official Acronym	Country/Nation	Representative	Present
Asociación Argentina de Quidditch	AAQ	Argentina	Lucas Szykula	No
Quidditch Australia	QA	Australia	Matt Ingram	No
Quidditch Australia	QA	Australia	Merryn Christian	Yes
Belgian Quidditch Federation	BQF	Belgium	Laurens Grinwis Plaat Stultjes	No
IQA - President	IQA	IQA (Canada)	Brian Gallaway	Yes
Quidditch Canada	QC	Canada	Liam Flewwelling	No
Quidditch Canada	QC	Canada	Jill Staniec	Yes
Associació de Quidditch de Catalunya	AQC	Catalonia	Ana Mercado Gómez	Yes
Fédération du Quidditch Français	FQF	France	David Mohamed	Yes
Deutscher Quidditchbund	DQB	Germany	Nina Heise	No
Deutscher Quidditchbund	DQB	Germany	Niklas Müller	Yes
Associazione Italiana Quidditch	AIQ	Italy	Andrea Miglietta	Yes (arrived late)
Associazione Italiana Quidditch	AIQ	Italy	Francesco Pacciani	No
Quidditch México	QMX	Mexico	Alberto Santillán	Yes
Quidditch Nederland	QNL	Netherlands	Annemieke Drost	Yes
Norges Rumpeldunkforbund	NRF	Norway	John André Seem	Yes
Asociación Quidditch España	AQE	Spain	Héctor Cabrera	No
Asociación Quidditch España	AQE	Spain	Andrea de Alfonso	Yes
Quidditch Association in Turkey	QD	Turkey	Alper Erişen	No
Quidditch Association in	QD	Turkey	Can Kaytaz	Yes

Turkey				
QuidditchUK	QUK	United Kingdom	Simon Bidwell	Yes
QuidditchUK	QUK	United Kingdom	Tom Challinor	Yes
US Quidditch	USQ	United States	Eric Schnier	No
US Quidditch	USQ	United States	Sarah Woolsey	No
US Quidditch	USQ	United States	Mary Kimball	Yes
Polska Liga Quidditcha	PLQ	Poland	Maja Bartnik	Yes

Developing NGBs

Organization	Official Acronym	Country/Nation	Representative	Present
Quidditch Austria	QAT	Austria	Lena Mandahus	Yes (arrived late)
Associação Brasileira de Quadribol	ABRQ	Brazil	Vinícius Costa	No
Svenska Quidditchförbundet	SvQF	Sweden	David Jonsson	Yes
ČESKÁ ASOCIACE FAMFRPÁLU	ČAF	Czech Republic	Michael Škácha	Yes (arrived late)
Slovak Quidditch Association	SQA	Slovakia	Martin Hofbauer	No
Quidditch Uganda		Uganda	John Ssentamu	No
Federación Peruana de Quidditch	FDPQ	Peru	Fredy Ramírez Cornejo	Yes
Quidditch Ireland	QIRE	Republic of Ireland & Northern Ireland IrelandIreland	Stefan Scheurer	No

Observers

Organization	Official Acronym	Country/Nation	Representative	Present
Secretary	IQA	IQA (Germany)	Marco Ziegau	No

Quidditch Nederland	QNL	Netherlands	Robin Mier	No
Quidditch Association in Turkey	QD	Turkey	Bedriye Ecem Satıcı	No
FQF Translator	FQF	France	Marine Alexandre	No
Norges Rumpeldunkforbund	NRF	Norway	Elisabeth Ingeberg Jørstad	No
Associazione Italiana Quidditch	AIQ	Italy	Veronica Rosazza	No
Federación Peruana de Quidditch	FDPQ	Peru	America Sedano	Yes
			Nicholas Oughtibridge	No
			Nicole Hammer	Yes
			Luke Nickholds	Yes
			Andy Marmer	Yes
			Alex Benepe	No
			Rebecca Alley	No
			Vanessa Silva	Yes
Quidditch Europe			Felix Linsmeier	Yes

Agenda

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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

Roll Call

22 votes are present out of 26

Approval of the agenda

Approval of the agenda

- In favor: 22 votes are present out of 26

Yes: IQA President, QNL, PLQ, USQ (3), QUK (2), DQB (2), AQE (2), NRF, QA (2), QC (2), QD (2), FQF, AQC, QMX

Organizational Concerns

Election of our acting ED to the Board

- Suggest referring to Constitutional Requirements Committee
- Chris Daw had organizational concerns regarding the election of the previous ED to the Board. IQA Congress President recommends having this forwarded to Constitutional Committee
- USQ asked if Constitutional Committee was the best group to forward it to

as the committee has not met consistently and some members may not have the background to be able to make an informed decision
QC motioned that the constitutional committee look into best practices for staff running for positions and provide a recommendation for the next meeting (or the AGM)
NRF seconded the motion
QC asked whether to bring this by next meeting
IQA Congress President stated that there is likely not a huge difference
QC stated to go with AGM for the motion
Vote passes

Dominance of one nation at the Board level

- <https://docs.google.com/document/d/159AiUGRqTMwXlyU65wnrmyK-qo7yciisha8XNIUmDAk/edit?usp=sharing>
- USQ stated that she feels that the composition does not fully represent the development of the sport. Recommends forwarding this to Constitutional Committee.
- QNL stated that they agree that a better spread of representation should be found over the next couple of years. Unfortunately, with few applicants, they would rather have good applicants accepted leading to a somewhat unbalanced spread of regional representation than have a smaller board.
- QC asked if we are electing new trustees at the AGM in January
- IQA Congress President stated yes with the Chairman of the Board of Trustees up for reelection
- USQ recommended for current board to focus on regional diversity
- Andy Marmer (Trustee) stated that this is something that the board discussed previously
- Nicole Hammer (Trustee) stated that we need to focus on gender identity and LGBTQ diversity as well
- IQA Congress President stated that it had been discussed to temporarily appoint a Board member to possibly fill in. Is it board responsibility or Congress responsibility to appoint members to fix these inequalities?
- QMX asked how many Board members do we want our Board to be? Can a committee have a proposition on how it should be comprised of?
- IQA Congress President stated that the Board can have between 3-7 members, right now it has 5
- QNL stated that more people would be interested if the IQA was incorporated and board members are protected with limited liability and stuff, but some people won't consider running for board while being personally liable for an organisation
- Nicole Hammer (Trustee) and QC asked if we are looking at the number of trustees or the percentages of the trustees in one nation
- IQA Congress President recommended having it as a number
- DQB stated that even with 2 max you do not solve the problem. If the board goes down to 3 you still have a majority.
- QNL agreed, stating that setting a number won't solve it if the board doesn't have a constant number of members
- PLQ recommended no more than 2
- USQ stated that it should be a goal but our focus should be incorporation

- Andy Marmer (Trustee) stated that one we should consider that right now, all of the Americans are on the same reelection cycle
- QC motioned to Request the Board concentrate on regional and gender diversity for upcoming board member recruitment. The goal is to have no more than 2 board members from the same NGB and no more than 4/7th of the Board Members of the same gender, rounded up to the nearest whole number. Current Board members may stay in place right now. NGBs will put forward names of qualified individuals that may assist with this recruitment.
- This is a recommendation, not a requirement
- PLQ asked if we could vote on Gender and regional separately. QC accepted the friendly amendment.
- QMX asked what would the numbers look like. For example: Regions, NGBs, LGBTAs, Black, Brown, White. He added that he feels that we have a small number to play with to put in too many caps
- Brian Gallaway (IQA Congress President) stated he suspects the best idea would be to have the second portion be a more general statement about diversity.
- DQB 2nd QC's motion
- QC recommended to have 2 max as goals for Trustees
- Brian Gallaway (IQA Congress President) called to vote for the recommendation that we focus on diversity in recruitment of new Board Members and that current Board members, regardless of National origin, may stay on the Board. Further, the board can temporarily add people if there are people who are willing, and then it goes to Congress for confirmation.
- Motion passes: IQA President, QNL, PLQ, USQ (3), QUK (2), DQB (2), AQE (2), NRF, QA (2), QC (2), QD (2), FQF, AQC
- No: QMX

Questions from the Chairman of the Board of Trustees

The President of Congress received this email from the Chairman of the Board of Trustees, Nicholas Oughtibridge:

I would like you to seek the view of Congress on the following:

1. Are trustees expected to
 1. follow the policies of the IQA?
 2. be competent and meet ethical standards, such as the seven principles of public life
<https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>
 2. If a person believes a trustee does not meet either, how should they raise a concern, if at all?
 3. Who should determine whether minimum expectations have not been met, and how?
 4. Are there any consequences of failing to meet the minimum expectations?
- IQA Congress President forwarded email to Congress. Has no recommendations for this at this time
 - USQ asked if there is a particular situation that should be discussed or if this email is due to not having a clear framework for ethical behavior

- IQA Congress President stated that we do not have a particular situation needing to be addressed at the moment but what are the expectations of Trustees in the future.
- USQ recommends having Trustees follow policies of the IQA
- QC asked to vote on each point of Nicholas's email separately
- IQA Congress President asked if we expect Trustees to follow policies of the IQA
 - No dissent but recommendation for current board to compose standards
- If a person believes a trustee does not meet either, how should they raise a concern, if at all?
 - USQ would like to explore making some kind of ethics committee that can review concerns from the board. She believes this would be from the committee of Congress. QC, DQB, and QNL agreed.
 - QC stated that she could see the argument made for including trustees on it, but if it's just for Board issues, then Congress Committee makes the most sense.
 - Nicole Hammer (Trustee) recommended a flow chart or procedures that outlines what happens in what situation for the committee
 - QC stated that the committee would have to set up a system. As there are some disciplinary and appeals policies that may provide some guidelines for them to start from, but is sure there are many others out there. She asked if the committee could be started today. USQ agreed.
 - QMX motioned to create a Standing Committee on Ethics. QC 2nd motion but to be clear that Trustees are held to Trustee Standards
 - IQA Congress President Motioned: The Standing Committee on Ethics will be responsible to hear concerns regarding policy or ethical violations of Trustees.
 - QA: Friendly amends to add: "and refer them as deemed necessary to Congress"
 - IQA Congress President accepts the amendment. QMX 2nd the motion.
 - Motion passes. 22 votes
 - Yes: IQA President, QNL, PLQ, USQ (3), QUK (2), DQB (2), AQE (2), NRF, QA (2), QC (2), QD (2), FQF, AQC, QMX
 - Jill Staniec (QC) is appointed as chair of the Ethics Committee

Business arising from the previous meetings

Branding Committee

- Mary Kimball (USQ) has been appointed as chair of the Branding Committee due to the previous chair of this committee being ineligible to serve as chair for Congress requirement

Other Business

Revisited gender representation

- QC: Motion: Request the Board concentrate on gender, sexual minority, and racial diversity for upcoming board member recruitment. The goal is to have no more than 4/7th of the Board members of the same gender, rounded up to the nearest whole number and to increase the sexuality minority and racial diversity of the board. Current Board members may stay in place right now. NGBs will put forward names of qualified individuals that may assist with this recruitment.

- QA: Friendly amend to break up statement to two parts. Accepted.
 - QC: 1st Motion: Request the Board concentrate on gender for upcoming board member recruitment. The goal is to have no more than 4/7th of the Board members of the same gender, rounded up to the nearest whole number. Current Board members may stay in place right now. NGBs will put forward names of qualified individuals that may assist with this recruitment.
 - 24 votes, motion passes
 - IQA President, QNL, PLQ, USQ (3), QUK (2), DQB (2), AQE (2), NRF, QA (2), QC (2), QD (2), FQF, AQC, QMX, AIQ (2)
 - QC: 2nd Motion: Request the Board concentrate on minority orientations, gender identities and intersex diversity and racial diversity for upcoming board member recruitment. The goal is to increase the MOGAI diversity and racial diversity of the board. Current Board members may stay in place right now. NGBs will put forward names of qualified individuals that may assist with this recruitment.
 - QMX 2nds the motion.
 - QA friendly amends to "focus on ensuring it represents a diverse range of people in terms of race, ethnicity, gender, sex, ability, and sexuality." Accepted.
 - QC: 2nd Motion: Request the board focus on ensuring it represents a diverse range of people in terms of race, ethnicity, gender, sex, ability, and sexuality. The goal is to increase the diversity of the board. Current Board members may stay in place right now. NGBs will put forward names of qualified individuals that may assist with this recruitment.
 - QNL: Friendly amend to revise gender to gender identity. Accepted.
 - QMX: Seconds the motion
 - Motion passes
- 23 votes for and 1 against
 Yes: IQA President, QNL, USQ (3), QUK (2), DQB (2), AQE (2), NRF, QA (2), QC (2), QD (2), FQF, AQC, QMX, AIQ (2)
 No: PLQ

AGM meeting

- January 13 and January 20 are potential dates
 - PLQ: Are Jan 14 and 21 an option
 - IQA Congress President: Yes but we try to avoid that so that it isn't a Monday for Australia
 - QA: We'll turn up whenever

QNL: Do we have a chair of expansion/membership/QDI-ish committee at the moment?

QMX: That is me (Alberto). Requested that NGBs submit their information to him or the spreadsheet.

IQA Congress President: Membership dues are due by the AGM and will affect ability to attend the AGM.

QC: Motion to adjourn

QMX: 2nds

Meeting adjourned at 22:09 UTC