



# International **Quadball** Association

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

**Saturday, 29 June 2024**

**20:00 UTC to 22:00 UTC**

**Videoconference (Google Meet)**

Minutes taken and edited by Marc Alcalà-i-Rams

Minutes approved by Ariel Heiblum, Marc Alcalà-i-Rams, Vini Alves, Andy Marmer, and Daniel Edward Price Croft

## **Attendance**

### Trustees Present

- Negra Flores (Chair)
- Marc Alcalà-i-Rams (Secretary)
- Vini Alves (Vice-Secretary)
- Andy Marmer (Treasurer)

### Trustees Absent

- Ariel Heiblum (Vice-Chair)
- Daniel Edward Price Croft (Vice-Treasurer) [joins only for the executive session]

### Executives

- Bobby Click (Executive Director)

- Jamie Turbet (Director of Membership and Gameplay) [[joins at 20:30 UTC]
- Jeremy Schleicher (Director of Operations)
- Lore Badts (Director of Communications)

## Agenda

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### Agenda's confirmation

The agenda was confirmed without amendments.

## Review of Conflicts of Interest

Conflicts of interest are reported or denied:

- Currently, Bobby Click (Executive Director) has no conflicts of interest (COI) related to quadball.
- Negra Flores (Chair) is also a general volunteer for the IQA.
- Marc Alcalà-i-Rams (Secretary) is the current representative of Catalonia in the IQA, serving as the president of the NGB, besides also being a general volunteer for the IQA.
- Vini Alves (Vice-Secretary) is a regional president in the Brazilian NGB and head of referees in the same NGB, besides also being a general volunteer for the IQA. Moreover, they are the current representative of Brazil in the Latin American Quadball Confederation (CONMEQ).
- Andy Marmer (Treasurer) states having no conflicts of interest (COI) related to quadball.
- Ariel Heiblum (Vice-Chair) has had 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.
- Daniel Edward Price Croft (Vice-Treasurer) is tournament director for the Quadball Nations Cup (an event not affiliated with the IQA for national teams). He was also planning to organize a bid for the IQA World Cup 2025.

## Confirmation of Previous Minutes

Minutes for the previous meeting are approved by Negra Flores, Marc Alcalà-i-Rams, Vini Alves, and Andy Marmer.

## Board, Committee and Department Updates

### Updates from the Board of Trustees

On 29 May 2024, after an online discussion, the Board of Trustees approved on Slack by a majority (4 out of 6 votes) to offer Bobby Click the position of Executive Director.

- Shortly after, he accepted the position and on-boarded.
- Negra Flores (Chair) welcomes Bobby Click to the regular meetings of the Board of Trustees, and reminds everyone that directors are not necessarily required to attend these meetings.

On 19 June 2024, after an online discussion, the last item of the IQA budget for 2024 (director appreciation) was approved on Slack by Ariel Heiblum, Marc Alcalà-i-Rams, Vini Alves, Andy Marmer, and Daniel Edward Price Croft.

## Updates from the Executive Director

Bobby Click (Executive Director) has had several conversations with trustees and directors before this meeting, including with Jamie Turbet as the former interim Executive Director.

- Now, he intends to focus on reviewing the current internal structure of the organization.

## Updates from the Strategic Planning Committee

Currently, the Strategic Planning Core Committee includes the following members:

- Marc Alcalà-i-Rams (trustee, committee chair).
- Negra Flores (trustee).
- Vini Alves (trustee).
- Jamie Turbet (Director of Membership and Gameplay).
- Lore Badts (Director of Communications).

Currently, the Strategic Planning Extended Committee includes the following members:

- The Board of Trustees.
- The Executive Director.
- Jamie Turbet (Director of Membership and Gameplay).
- Jeremy Schleicher (Director of Operations).
- Lore Badts (Director of Communications).
- Pauline Raes (Director of Events).

Marc Alcalà-i-Rams (Secretary) informs of the progress made with certain documents, and reminds everyone of the agreed structure.

- Andy Marmer (Treasurer) states that his understanding of the extended committee is that it is to be consulted, strictly speaking. Therefore, the core committee shouldn't necessarily expect comments or actions from its members before making progress.

A point is made to include the Executive Director in the Strategic Planning Core Committee.

- The Board of Trustees and Directors agree on replacing Lore Badts with Bobby Click in order to stick to the 2024 Strategic Planning Proposal.

## Updates from the European Games Board Committee

Currently, the European Games Board Committee includes the following members:

- Marc Alcalà-i-Rams (trustee, committee chair).
- Andy Marmer (trustee).
- Daniel Edward Price Croft (trustee).
- Bobby Click (Executive Director).

- Jamie Turbet (Director of Membership and Gameplay).
- Jeremy Schleicher (Director of Operations).
- Lore Badts (Director of Communications).
- Pauline Raes (Director of Events).
- Matt Bateman (Tournament Director).
- Geordan Hart (Finance Manager).
- Rhys Jenkins (Operations Coordinator).

The IQA and QUK Agreement for the 2024 IQA European Games was digitally signed on June 6 by Jake Adcock (QUK Director of Operations), and on June 13 by Jeremy Schleicher (IQA Director of Operations).

Regarding team fees, Jeremy Schleicher (Director of Operations) informs that some international wire transfers are not exact because of issues such as currency conversion fees and bank fees.

- The final amount the IQA should have in its bank account from each team should be the equivalent of 1100 EUR.

Discussion ensues about the need for a general update from the operational committee or organizing team.

- At this meeting, an update can't be provided on the Director of Events' behalf.
- Specific questions are raised about the composition of this operational committee or organizing team, and the current state of the budget.

Currently, the IQA European Games operational committee or organizing team is composed, at least, of the following:

- Pauline Raes (IQA Director of Events).
- Matt Bateman (Tournament Director).
- Andrés Vargas (Gameplay Coordinator).
- Alison Merlin (Scheduling Team).
- Betsy Lewin-Leigh (Scheduling Team).
- Tom Ffiske (Public Relations).
- Lore Badts (IQA Director of Communications, Social Media and Graphics Team).
- Jaelithe Swan (IQA Web Content Manager, Social Media and Graphics Team).
- Arylu Navone Sarubbi (IQA Social Media Manager, Social Media and Graphics Team).
- Negra Flores (IQA Graphic Designer, Social Media and Graphics Team).
- Cornelia Tzana (Social Media and Graphics Team).
- Becca Jeffs (Social Media and Graphics Team).

## Update from the Department of Communications

Lore Badts (Director of Communications) explains that the department has been working closely with Matt Bateman for the IQA European Games, and that the new IQA website Jaelithe Swan has been working on is close to being ready.

## Update from the Department of Events

At this meeting, an update can't be provided on the Director of Events' behalf.

- Negra Flores (Chair) asks about the current plan to release the bid manual, and she would like to have a deadline set.

## Update from the Department of Membership and Gameplay

Jamie Turbet informs that the next IQA Rulebook is close to publication as the document itself is being updated.

- Certification tests at the IQA Management Hub will be next.

Jamie Turbet (Director of Membership and Gameplay) explains that the IQA Development Fund Application has yet to be updated on the website, but it is to be circulated among members in any case.

Discussion previously ensued on Slack about the IQA Rulebook final wording, and the following is reminded:

- Exemptions for the 3-max gender policy are not part of the IQA Rulebook and are not discussed within the IQA Rules Department.
- The Director of Membership and Gameplay has proceeded with the following names for the balls and the broom, based on suggestions from the IQA Rules Department: *volleyball* instead of “quaffle”, *dodgeball* instead of “bludger”, *flag* instead of “snitch”, and *stick* instead of broom.
- Conversations also took place without a clear resolution about specific wordings, such as the meaning of *league* in the rules, and the need for limitations to certain exemptions.

## Update from the Department of Operations

Jeremy Schleicher (Director of Operations) informs that a volunteer handbook is being finalized after being developed for about a year.

- This volunteer handbook mostly consists of useful information that volunteers should know.
- The only policies included in this volunteer handbook would be related to Human Resources.

- The Organizational Health Initiative (OHI) has been deprioritized because of this volunteer handbook.

The Board of Trustees and Directors explain to the Executive Director the need to review the current International Quadball Association Policy on Harassment, and discussion ensues.

- On 24 February 2024, members passed a motion 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.
- Different ways of addressing this motion are considered, but no specific agreement is reached on how to proceed.
- No immediate action has to be taken, but this discussion serves as a reminder.

Negra Flores (Chair) asks again to make the organization's non-profit status publicly known, at least, through an announcement on social media, a statement on the website, and a sentence in the organization's social media profiles.

## Review of the scheduled time for regular meetings

Discussion ensues about the scheduled time for regular meetings, because two trustees (Ariel Heiblum and Daniel Edward Price Croft) aren't usually available at the current time.

- A point is made to move the meetings from Saturday to Friday or Sunday.
- A point is made to alternate between two days each month.
- A point is made to fix the time at least one month before a meeting.

A discussion and a vote, if necessary, will take place on Slack.

## Discussion on the potential removal of brooms

Jamie Tubert (Director of Membership and Gameplay) provides context to a potential removal of brooms at the national level from 2025, and briefly reminds everyone of the challenges that the name change by Major League Quadball (MLQ) and U.S. Quadball (USQ) posed.

- From a gameplay perspective, she believes that the potential removal of brooms is more than a simple change or variation of the sport, as it might challenge inclusivity and bring quadball closer to a variation of other established sports.
- Jamie Tubert is also considering to have the IQA Rules Team do research on potential variations of quadball.

Discussion ensues about the organization's stance on the potential removal of brooms.

- A point is made to have stance prepared if such a rules change goes into effect at the national level.

- A point is made to have the Board of Trustees state how important this change is and whether discussions should start about it.
- A point is made to start formal conversations or meetings with members attempting to implement such rules change.
- A point is made to acknowledge that many sports have different types of variations at national and international levels.
- A point is made to consider positive everything that makes the sport grow, as long as it doesn't go against our mission and values.
- A point is made not to depend on any rules change made at the national level, as the IQA Rulebook is still applied at the international level.
- A point is made to acknowledge that a lot of sports have fundamentally changed since their origin.

The Board of Trustees and Directors agree that the Director of Membership and Gameplay should talk to members to know how they feel about changing certain rules, including the removal of brooms, as a starting point.

## Discussion on the localization of the name of the sport

Ariel Heiblum (Vice-Chair) previously commented on Slack that he thinks that the organization should have a standardized spelling for “quadball” in Spanish.

- Members might develop inconsistent spellings on their own (which would be bad for growth and search recognition) or just keep the English name (which makes the sport seem like it's made for English-speaking countries).
- He believes that people are more likely to play a sport whose name sounds natural to them.

Discussion ensues about the language localization of the name of the sport in general.

- Vini Alves (Vice-Secretary) and Marc Alcalà-i-Rams (Secretary), respectively, explain about the Brazilian and Catalan cases. In Brazil, the name could be adapted as “quadebol”, but “quadball” is widely used instead, and in Catalonia “quadball” has been translated as “quadbol” to all effects and purposes.
- Marc Alcalà-i-Rams (Secretary) also adds that the name was already being localized to some extent to languages with a completely different writing system, such as Traditional Chinese characters (in Hong Kong), the Korean alphabet (in Korea) or the Japanese writing system (in Japan). Therefore, what has been missing from the IQA is some type of recognition of these names, for example, in the form of a note on the website.
- Bobbly Click (Executive Director) asks to consider whether the organization aims to have brand recognition and acknowledges that having different versions of the name internationally is fine.



- Negra Flores (Chair) believes that the IQA should not take the lead in enforcing localization.

The Board of Trustees agree that, from its point of view, members have the right to define their own localized name for the sport.

## Discussion on the hiring of rejected ED applicants

Andy Marmer (Treasurer) summarizes the selection process by the Executive Director Search Committee, and Negra Flores (Chair) explains that Andrés and Michael both expressed interest in other positions in case they were not selected as Executive Director, while Melissa was only rejected without an interview because there was not enough time to consider her application.

- The Board of Trustees informs specifically the Executive Director about these three rejected ED applicants, who could be considered for other roles.
- The Board of Trustees makes no recommendations or suggestions about them, but offer the Executive Director relevant information the former committee might have.

Due to time constraints, the following motion takes place.

**Motion:** “to adjourn the meeting, and to move into executive session”

**Moved:** Andy Marmer

**Seconded:** Vini Alves

**For:** 3 (Andy Marmer, Vini Alves, Negra Flores)

**Against:** 1 (Marc Alcalà-i-Rams)

**Abstention:** 0

*Motion passes [21:58]*

## Discussion on the status of relevant terminated or banned volunteers

This item is not discussed due to time constraints.

## Discussion on banking

This item is not discussed due to time constraints.

## Discussion on fundraising

This item is not discussed due to time constraints.

## Other business

Next meeting would take place on 2024/07/27, 20:00 UTC, but the final time and date will be decided on Slack.