



International **Quadball** Association

Extraordinary Meeting of the IQA Board of Trustees

Wednesday, 5 March 2025

18:00 UTC to 20:00 UTC

Videoconference (Google Meet)

Minutes taken and edited by Vitória Alves, and Marc Alcalà-i-Rams

Minutes approved by Negra Flores, Marc Alcalà-i-Rams, Mingwah Park, Vitória Alves, Ariel Heiblum, Gil Smith, Daniel Edward Price Croft, Ryan Mooney

Attendance

Trustees

- Negra Flores (Chair)
- Marc Alcalà-i-Rams (Secretary)
- Daniel Edward Price Croft (Vice-Treasurer)
- Ariel Heiblum (Vice-Chair)
- Vitória Alves (Vice-Secretary)

Directors

- Bobby Click (Executive Director)
- Lore Badts (Director of Communications)
- Majesty Wilson (Deputy Director of Operations)

Agenda

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| Attendance | 1 |
| Trustees | 1 |
| Directors | 1 |
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Agenda's confirmation

The agenda is adjusted to a general conversation between trustees and directors.

Confirmation of Previous Minutes

Minutes for the previous meeting are not discussed nor approved.

Board, Committee, and Department Updates

Updates from the Board of Trustees

The following votes took place on Slack since the previous regular meeting.

Vote: “to approve the budget for the IQA World Cup 2025”

For: 4 (Ariel Heiblum, Vitória Alves, Daniel Edward Price Croft, Negra Flores)

Against: 0

Abstention: 1 (Marc Alcalà-i-Rams)

Approved [8 February 2025]

Vote: “to approve Quadball India’s request from the development fund for \$500USD to purchase equipment and host indoor and outdoor training seminars”

For: 4 (Ariel Heiblum, Vitória Alves, Daniel Edward Price Croft, Negra Flores)

Against: 0

Abstention: 1 (Marc Alcalà-i-Rams)

Approved [1 March 2025]

Vote: “to grant a discount to Spain on their 2024 membership fees for their involvement in the European Quadball Cup 2025”

For: 4 (Ariel Heiblum, Vitória Alves, Daniel Edward Price Croft, Negra Flores)

Against: 0

Abstention: 1 (Marc Alcalà-i-Rams)

Approved [2 March 2025]

Vote: “to consider Quadball Mexico an associate member for the year 2023”

For: 5 (Marc Alcalà-i-Rams, Vitória Alves, Daniel Edward Price Croft, Negra Flores)

Against: 0

Abstention: 1 (Ariel Heiblum)

Approved [2 March 2025]

Update on the IQA Annual Report 2024

The annual report has been completed and formatted, and it has been shared on Slack for internal review.

Update from the Trustee Election Committee

Negra Flores (Chair) expresses uncertainty about whether the current selection process aligns with the previous year's format, indicating a need for clarity on how to proceed given the time constraints. She adds that there are currently three applicants from the Google Forms and four potential candidates from LinkedIn, totaling seven applicants under consideration.

The Trustee Election Committee will include trustees (Negra Flores, Marc Alcalà-i-Rams, Vitória Alves), the Human Resources Manager (Gary Mastriano), another IQA volunteer (Alexander Höbling) and an external volunteer (Ashley Collier). Lore Badts (Director of Communications) also likely joining. This decision was made to ensure a diverse and capable group for the whole trustee selection process.

Updates from directors

A director expresses their frustration regarding the absenteeism of some directors, mentioning that Lore Badts (Director of Communications) and Jamie Turbet (Director of Membership and Gameplay) are covering for others who are not participating, potentially leading to burnout. The need to develop a plan to address absenteeism is emphasized, indicating a desire for actionable solutions.

A trustee raises concerns about the frequent loss of directors, questioning if this reflects a larger problem within the organization that needs to be addressed. They emphasize the importance of understanding the reasons behind these departures to find solutions.

A director expresses concerns about the operational structure not functioning effectively, noting the difficulty in managing communications and responsibilities across departments.

There is another concern raised about the lack of a structured onboarding process for volunteers, leading to confusion about who is involved in what and when did they join.

Discussion ensues on the difficulties in retaining volunteers and the impact of unclear expectations on their engagement.

Discussion on communication challenges between trustees and directors

Discussion ensues on how to improve communication between the Board of Trustees and directors.

- A trustee expresses concern about the lack of effective communication between trustees and directors, indicating that this has been a long-standing issue that is not improving.
- Bobby Click (Executive Director) suggests brainstorming potential initiatives to improve communication and reduce animosity, indicating a willingness to explore both internal and external resources for solutions.
- There are some concerns about the lack of clarity regarding roles and responsibilities, indicating that confusion can lead to inefficiencies in decision-making.
- There are some concerns about the ambiguity surrounding the trustees' roles and the need for clarity in responsibilities, suggesting that the current documents may need to be redefined. The constitution outlining the trustees' duties has not been updated since 2021, indicating a potential gap in current operational guidelines.
- A trustee raises concerns about discussing private conversations and internal affairs of the Board of Trustees in front of directors.

Discussion on monthly meetings

Ariel Heiblum (Vice-Chair) expresses concern about the discontinuation of monthly meetings and the impact this might have on team communication.

- Negra Flores (Chair) agrees with holding meetings every month.
- Ariel Heiblum (Vice-Chair) commits to scheduling the meetings on alternating Saturdays and Sundays to improve attendance.
- Discussion ensues on the need to include directors in regular meetings of the Board of Trustees, and trustees generally agree to keep inviting them in future meetings.

Other business

The next meeting is to be determined.