![International Quadball Association logo]

Regular Meeting of the IQA Board of Trustees

Saturday, 4 May 2024

20:15 UTC to 23:50 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 Andy Marmer

Attendance

Executives

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

Trustees Present

- Negra Flores (Chair)
- Marc Alcalà-i-Rams (Secretary)
- Vini Alves (Vice-Secretary)
- Andy Marmer (Treasurer)
- Daniel Edward Price Croft (Vice-Treasurer) [joins at 21:35 UTC]

Trustees Absent

- Ariel Heiblum (Vice-Chair)

Agenda

Confirm Agenda

The agenda was confirmed with the following amendments:

- Discussion on the nature of meeting minutes is removed.
- Review of the current structure and weekly tasks in the departments is removed, covered by the discussion on trustees and directors' responsibilities and the presentation of the departments' business plannings.
- Discussion on the potential removal of brooms is postponed due to lack of time.

Review of Conflicts of Interest

Conflicts of interest are reported for Negra Flores, Marc Alcalà-i-Rams and Vini Alves in their roles as volunteers, besides their roles as trustees, in the discussion and approval of the IQA Budget 2024.

A conflict of interest was also previously reported for Negra Flores, as the Member Expansion Manager, in the discussion and approval of an application to the Development Fund.

Confirmation of Previous Minutes

Minutes for the previous meeting approved, at the end of the meeting, by Negra Flores, Marc Alcalà-i-Rams, Vini Alves and Daniel Edward Price Croft.

Board, Committee and Department Updates

Update from the Board of Trustees

On May 1, 2024, after an online discussion, the Hongkongnese application to the Development Fund was approved on Slack by Ariel Heiblum, Marc Alcalà-i-Rams, Andy Marmer, and Daniel Edward Price Croft.
- The application was presented to the organization on April 2, 2024, and consisted on a proposal for the Hong Kong Quadball Cup 2024,
- The application was approved for the amount of approximately $400 in US dollars, aiming to cover specific items of the budget.

On May 3, 2024, after an online discussion, the IQA European Games 2024 Budget was approved on Slack by Marc Alcalà-i-Rams, Andy Marmer, and Daniel Edward Price Croft in the European Games Committee.
- The budget was presented to the European Games Committee on May 1, 2024.
- The team registration form was released afterward by Matt Bateman on Slack.

Discussion on trustees and directors' responsibilities

Discussion ensues on the expected time commitment of trustees, based on previous conversations on Slack.
- There's an argument for the Board of Trustees to be less engaged in daily conversations on Slack on key documentation. For example, discussing one or two major items per monthly meeting is suggested.
- There's an argument for the need of dealing with items which have been postponed before and now have become urgent.
- There's an argument for prioritizing time-sensitive agenda items.
- There's an argument for acknowledging roles and avoiding situations in which reaching a consensus unnecessarily delays decision-making.
- There's an argument for using a legend of priorities on Slack discussions.

Discussion ensues on the general responsibilities of trustees and directors in the organization, based on previous conversations on Slack.

- There's an argument for differentiating items that require actual engagement from the Board of Trustees (i.e., topics which are key to the functioning of the organization), from items the Board of Trustees should just get prior notice about (i.e., topics members will be invested or interested in). A similar argument is made for differentiating involvement from awareness regarding topics which are of interest to the Board of Trustees.
- There's an argument for addressing updates from departments on meetings like this one, instead of doing it regularly on Slack.
- There's an argument for not taking all comments on Slack from the Board of Trustees as orders and expectations, nor as comments and questions which require immediate attention.
- There's an argument for being mindful of the way everyone communicates on Slack, not to sound harsh, and not to transmit urgency on every topic.
- There's an argument for clarifying what are the expected roles and responsibilities of the Board of Trustees, especially because people coming from different backgrounds might have different expectations on the same roles.
- There's an argument for the Board of Trustees not to demand information about the regular tasks of individual volunteers.
- There's an argument for giving an overview of the organization's departments and teams to new trustees (e.g., an onboarding meeting or manual).
- There's an argument for not penalizing questions from the Board of Trustees in order to facilitate the understanding of their tasks.

Jeremy Schleicher reminds everyone that directors are not required to attend Board of Trustees meetings, and also suggests having a separate meeting later on to review the general concept of a Board of Trustees in a non-profit (e.g., its role in securing sponsorships).

- The Board of Trustees and directors agree on creating a document of roles and responsibilities for trustees and directors, outlining expectations from each other. Who will be responsible for the creation of this document will be decided later on.
- The Board of Trustees and directors agree on creating an onboarding manual. Who will be responsible for the creation of this document will be decided later on.

Presentation of the departments' business plannings

Departments' business plannings were presented to trustees on Slack on May 2, 2024.

- Business plannings outlined team names, core functions and stakeholders, and goals or targets for 2024 (including the justification, measure of success, funds required and delivery date of each listed activity).
- Comments and questions from trustees were addressed on Slack, and no approval by the Board of Trustees is required.

The Board of Trustees expresses their gratitude to the Interim Executive Director and all the directors for the effort put into the documents and acknowledges the amount of detail reached.

Discussion on the new membership proposal

Based on previous conversations, a new membership proposal was presented to the Board of Trustees on Slack on May 2, 2024.
- The proposal consists of a new membership structure, expanding the list of requirements outlined in the Constitution and Bylaws of the IQA, and new membership fees, consisting of a fee of $0.85 per player, and a minimum fee of $25 and a maximum one of $700 per member.
- A discussion ensues regarding the cap of $700 per member, and a lower amount of $650 is suggested in order to avoid an excessive increase for some members.
- The Board of Trustees points out that the Department of Membership and Gameplay should make clear to members that fees might be raised in subsequent years.

The Board of Trustees and directors agree to update the membership criteria in the Constitution and Bylaws of the IQA later on, for example, through a new amendment.

The cap of $700 in the new membership proposal is changed to a cap of $650 with the votes in favor of Negra Flores, Marc Alcalà-i-Rams, and Vini Alves, and the votes against it of Andy Marmer, and Daniel Edward Price Croft.

Motion: "to approve the new membership proposal"
Moved: Negra Flores
Seconded: Marc Alcalà-i-Rams
For: 5 (Negra Flores, Marc Alcalà-i-Rams, Vini Alves, Andy Marmer, Daniel Edward Price Croft)
Against: 0
Abstention: 0
Motion passes [21:52]

Discussion on the new strategic planning proposal

The Strategic Planning Committee presented the new strategic planning proposal to trustees and directors on Slack on May 3, 2024.
- Marc Alcalà-i-Rams, as the Chair committee, explains that the distinction between a Core Committee and an Extended Committee is the main update from the previous proposal.
- Jamie Turbet gives the chance to current members of the Core Committee to drop out.
- Andy Marmer points out that the fifth and final member of the Core Committee should be a trustee in order to ensure a majority of trustees in it.

The Board of Trustees and Directors express general approval of the current proposal, and no vote is required.

Discussion on the general budget and volunteer compensation

Jeremy Schleicher presents the IQA budget for 2024, consisting of community building giveaways, social media advertising, a coaching app, Quadball Quest, Boost Up, the Development Fund, director appreciation, volunteer engagement funds, general volunteer appreciation, QuickBooks, general taxes and fees, and website charges.
- Concerns are raised about allocating money from the Developing Fund to the Quadball Quest and Boost Up initiatives.
- Concerns are raised about the policy which will be followed to allocate money for director appreciation.
- Concerns are raised about the price of website charges, which is expensive from certain backgrounds.

All items but director appreciation are approved during the meeting, in the IQA Budget 2024 document, by Negra Flores, Marc Alcalà-i-Rams, Vini Alves, Andy Marmer, and Daniel Edward Price Croft.
- Director appreciation will be discussed and voted on in an executive session.

Discussion on banking

Jeremy Schleicher reminds trustees and directors of the current situation with our bank account in Bank of America, and presents the need of moving to a different bank.
- Discussions ensues regarding differences between brick-and-mortar banks and virtual banks, and it is argued that virtual banks are especially useful for an organization as the IQA because it allows us to skip face-to-face procedures.

The Finance Team from the Department of Operations is recommending Mercury Bank (Mercury Technologies, Inc.), a 2019 fintech (financial technology) company that partners with FDIC (Federal Deposit Insurance Corporation) insured banks to create an entirely virtual experience.
- Discussion ensues about the nature of Mercury as a 5-years old startup, and not a bank.
- Jamie Turbet points out that we are currently too small as an organization to be paid attention to by actual virtual banks.
- Andy Marmer points out that our current financial activity might raise suspicions to some banking institutions.
- Concerns are discussed regarding the remote possibility that Mercury doesn't actually transfer the money to banks, or that Mercury goes out of business while transferring the money.

The following motions are presented but not voted on due to time constraints.

> **Motion:** "to approve a transition from Bank of America to Mercury Bank as our primary banking institution, pending a full audit by Finance during the account creation process ensuring that no red flags are identified"
> **Moved:** Marc Alcalà-i-Rams
> **Seconded:** no one
> *Motion is not seconded*

> **Motion:** "to name Andy Marmer (Treasurer), Jamie Turbet (Interim Executive Director), and Jeremy Schleicher (Director of Operations) as the primary signatories on the bank account"
> **Moved:** Marc Alcalà-i-Rams
> **Seconded:** no one
> *Motion is not seconded*

Other business

Next meeting should take place on 2024/05/25, 20:00 UTC.