



INTERNATIONAL QUIDDITCH ASSOCIATION

# Annual Report

English Version



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# 1. Introduction

## Letter from the Executive Director

Dear quidditch community,

Thank you for participating in the community survey (the report was published earlier this week and can be found at [iqasport.org/images/documents/IqaCommunitySurvey.pdf](https://iqasport.org/images/documents/IqaCommunitySurvey.pdf)) and for your continued support of the International Quidditch Association (IQA). This report has been written to share some of the information you have been requesting and to take a first step towards transparency. I hope that this report will be informative and will give you a better understanding of where the IQA is now, our accomplishments so far, the challenges we face, and our goals for the future.

The operational branch (for a definition of what this encompasses, see page 6) has been working hard since January to solidify a foundation for the IQA. In that time, we have made a lot of progress you may not be aware of! To better communicate with you, our members, we asked you to fill out the IQA Community Survey, we updated our website, and we have started holding open office hours on Skype. We've created new policies, like the IQA Representative Travel Policy, and updated existing Human Resources forms and policies. To increase our internal communication and clarity, we have created an internal structure and redefined our departments. We also renewed our partnership with the Harry Potter festival in Odense, Denmark.

Our ongoing projects include:

- Our partnership with the Harry Potter festival in Odense, Denmark,
- Selection of new volunteers to fill our empty roles within the organization,
- Organization of European Games 2017 and World Cup 2018,
- Creation of a detailed budget for 2017, and
- Collaboration with the Board of Trustees on a strategic plan.
- And so much more!

Most of these projects will be touched on later in this report. If you still have questions or would like more information on the organizational branch of the IQA, we would be happy to speak with you via email ([info@iqasport.org](mailto:info@iqasport.org)) or at our Skype open hours.

I hope you find this report informative. Please feel free to contact me if you have any questions.

Yours in quidditch,

Rebecca Alley  
Executive Director, IQA

## Letter from the Trustees

Congress appointed its first trustees just over a year ago — a year in which much has happened. The IQA has developed substantially over that year. Since US Quidditch handed over responsibility for the international governance of our sport, forming the IQA, there has been continuous progress. This past year has seen further building on that progress.

The trustees inherited a member association with no assets and no bank account, but an amazing community of volunteers. The power of the community was demonstrated by the work to deliver the World Cup in Frankfurt, Germany. I remain amazed at the power of our community. Although it appears to “just happen on the day” this is all thanks to the success of the organizing committee, led by Matt Guenzel.

The World Cup also showed the growth of quidditch globally. We embraced some countries who had just a few players and others where there was tough competition to qualify for the national team. This demonstrated that we have elite athletes who deserve to be on the international stage. In many ways, IQA has not caught up with the calibre of the athletes it supports.

As trustees, the World Cup provided three substantial challenges:

- **We now have assets and a bank account and need to demonstrate we are worthy of the trust that congress has placed in us to care for those assets and to make sure they work well for our community.**
- **We need to be more open about our decisions so that our members understand and appreciate the decisions we are making for them.**
- **We have a long way to go to provide the governance expected of an International Sports Federation. International sports governing bodies, including SportAccord, International Olympic Committee and Commonwealth Games Federation, are open to our joining the established sports. I am convinced the elite athletes in our sport are ready for the increased scrutiny that accompanies international governance. I am not, however, convinced that the IQA or its member governing bodies are ready to make the transition.**

We have had a few troubles over the year, primarily stemming from poor governance. The handling of funds raised to get Team Uganda to World Cup was poor, and the absence of a credible plan to spend the money raised remains a problem.

Our financial control has been weak. We have had to depend on project specific PayPal accounts and personal goodwill. The conversation with my wife explaining that I had just hired 40 portable toilets and several hundred chairs for World Cup drawing from our personal savings, and furthermore that there was no guarantee the IQA could reimburse us, was not easy.

Our communication with the community has been minimal; a problem exacerbated by the loss of our internet domain (for more details please see the report on page 17). The moment we committed to open up, we lost our main channels.

So where are we now? We have some excellent trustees working for you. Rebecca Alley, the new Executive Director, will run the business, while the trustees keep an eye on strategy, policy, risks and finance. Over the last three months the new trustees have built a strong working relationship. They are willing to share their views, but able to form a consensus and take the work on.

There are two specific areas where the trustees are looking to work with nominees from Congress to take things forward. These are:

- **Managing the risks and constraints associated with our branding.**
- **Refining our constitution so that we function effectively and work towards being an International Federation of National Sports Governing Bodies.**

To this end we are establishing two task-to-finish groups to prepare proposals for both issues.

Nicholas Oughtibridge  
Chairman of the Trustees

## Letter from the Congress

Many of the changes approved by Congress this year have been the addition or promotion of governing bodies. In the past year, we have added new emerging areas, promoted emerging areas to developing NGB's, and promoted a developing NGB to a full member NGB. Switzerland, South Korea, and New Zealand have all been added as Emerging Areas and we look forward to seeing the growth of their NGB's.

NGBs from Sweden, the Czech Republic, Uganda and Peru were added as Developing NGBs. These NGBs are welcome to all Congress sessions and provide important input for the growth of quidditch in their countries and around the world. They joined Associação Brasileira de Quadribol (Brasil) and Quidditch Austria in that level of membership.

Finally, in the past year, Poland upgraded from a Developing NGB to a full member NGB, alongside with Spain that joined already in early 2016.

After a very successful World Cup in Frankfurt (more information on World Cup can be found on page 15), the IQA has seen both personnel changes and continued dedication. In December 2016, Marco Ziegau joined as Secretary of Congress and expanded this role to IQA Secretary later. In this capacity, he now works with Congress and the Board of Trustees to increase the IQA's transparency by taking meeting minutes. At the Annual General Meeting (AGM) of Congress in December 2016, I was re-elected as President of Congress and four new Trustees were elected to the board:

- **Luke Nickholds**
- **Nicole Hammer**
- **Alex Benepe**
- **Andy Marmer**

In this report, you will find a lot of information about the current state of the IQA and where it is moving to. I am sure you will find it helpful and that it will give you a clearer picture of the IQA and its mission.

With best regards  
Brian Gallaway  
President of Congress, IQA

## 2. About the IQA

### Frequently Asked Questions

#### How do I get involved?

If you're interested in volunteering for the IQA, keep an eye out in the next 2 weeks for volunteer positions to be open. We will be looking for heads of departments first, followed by other managers. We will also be selecting volunteers for the World Cup 2018 organizing team this summer.

You can also get involved through bidding to host the World Cup 2018. The bid package will also be out in the next 2 weeks, and we need a good variety of bids to host another excellent event!

#### How does the IQA work?

The IQA is made up of three main arms.

Congress is the gathering that's representative of the member NGBs. Each member NGB has a specific number of representatives based on its size. Congress votes to make the most wide-reaching decisions and to approve certain actions, and also votes to elect the Board of Trustees.

The Trustees manage the risks of the IQA and select the Executive Director. They are responsible for agreeing to and ensuring adherence with guiding policy for the organization.

The Executive Director and operational branch of the IQA are responsible for creation of policy and for the day-to-day operations of the IQA. Volunteers within this branch are usually selected by their supervisor, and will generally be responsible for a specific type of work within a specific department.

For more detailed information on this, please see the section on organizational structure on page 9

#### Who are current volunteers?

The Board of Trustees is currently made up of Nicholas Oughtibridge (UK), Luke Nickholds (AUS/NZ), Alex Benepe (US), Andrew Marmer (US) and Nicole Hammer (US).

The President of Congress is Brian Gallaway (CAN).

Volunteers at a management level or higher in the operational branch are:

- Rebecca Alley, Executive Director
- Marco Ziegau, IQA Secretary
- Pauline Raes, Referee Development Manager
- Jero Campagnoli, Interim Translation Manager

We have other volunteers working in translation, web development, social media, and graphic design.

There are also currently temporary volunteers on the European Games tournament committee as temporary translation team members, and temporary copy editors.

### **What is the budget?**

Our budget is still in progress and one of the first tasks for our new Finance Director will be to complete the budget. It will include items such as development funding, tournaments, and legal fees. In the absence of a budget and more detailed financial policy, the financial policy in place dictates that all expenses will be approved by the Board of Trustees.

### **What is the role of the trustees?**

The Board of Trustees is elected by the NGBs' representatives in Congress each year at the Annual General Meeting. There are up to seven Trustees at any given time. Three are elected in odd years while four are elected in even years.

The Board of Trustees are responsible for managing the risk of the IQA and for ensuring it is protected legally, financially, and otherwise. They represent the interests of the NGBs in day-to-day management. They also bring substantial business, policy, and legal expertise to the IQA at an administrative level. In practice, tasks of the Board of Trustees may include:

- **Approval of the annual budget,**
- **Approval of organization-wide policies,**
- **Consultation with outside agencies or sport organizations,**
- **Requesting reports on risk management procedures,**
- **Amending the Constitution, and/or**
- **Hiring the Executive Director.**

At this point, the Board of Trustees meets every 2-6 weeks as needed and is working towards the incorporation of the IQA as a legal entity, recognition from the wider international sports community, strategic planning for the next 5 years, and discussion of the branding of the Association

### **What is the role of the IQA?**

The IQA is responsible for governing the sport at an international level. This includes the development of quidditch in new parts of the world, support and resources for NGBs, and the creation of international gameplay opportunities such as World Cup, European Games, or European Quidditch Cup. The IQA works in service of its members, the NGBs.

### **What is the legal position of the IQA?**

The IQA is not yet a legally incorporated entity. Some of the IQA's current funds will go towards payments for lawyers to support new plans for incorporation. The IQA has an organizational bank account located in Canada.

### **What is the relationship between the NGBs and the IQA?**

NGBs are members of the IQA; therefore, they pay membership fees and send representatives to Congress in exchange for international play opportunities, resources, and assistance with expansion and funding where necessary.

### **Where will the IQA be in 1/3/5 year(s)?**

The IQA will be bigger, better, more organized, and with more volunteers. The Trustees and executive will be working on a detailed 5-year plan that should be available by Fall 2017. The IQA looks forward to taking the information from our community survey and putting that to use in our strategic plan.



## Do you get paid to work for the IQA?

Right now, everyone at the IQA is a volunteer, just like most other quidditch organizations. We hope to be able to hire staff in the future so we have one or more people who are able to dedicate more time and attention to the growth of the IQA.

## How are activities prioritized and decisions taken?

For the past few months, activities and work to build a solid foundation has been prioritized. This is likely to continue into the short-term future at the very least, as we focus on activities to build the foundation of the IQA, enabling us to implement more complex and diverse development initiatives, events, etc. in the future.

## How often are meetings?

Meetings of the Board of Trustees are currently every 2-6 weeks. Meetings of the NGB representatives (Congresses) are usually held every 6-12 months. Other meetings such as departmental meetings, committee meetings, or more casual discussions between working teams take place more often.

## Who should I contact with questions?

Our website is a great place to start, and you may use the contact form on the website or send us a Facebook message!

## Member NGB's

The International Quidditch Association of national Quidditch Associations around the world, with representatives from all North and South America, Australia, New Zealand, Europe, Africa and Asia. These governing bodies are split into three distinct levels depending on their status. The three statuses are full member NGB, developing NGB and emerging area.

There are currently 16 countries given the full membership status from Europe, to North and South America. Full member NGB's have a minimum of 3 teams, a governing body that is or will become a legal entity within 12 months of becoming a member, have volunteers or staff from at least three teams (or unaffiliated), and a culminating championship tournament. These NGB's are entitled to at least one vote in Congress, with 2 votes for NGB's with more than 200 members and 3 votes for those with more than 2000 members. The NGB's who are currently full members are:



Asociacion  
Argentina de  
Quidditch



Quidditch  
Australia



Belgian Quidditch  
Federation



Quidditch  
Canada



Asociacion de  
Quidditch de  
Catalunya



Federation du  
Quidditch Francais



Deutscher  
Quidditchbund



Associazione  
Italiana Quidditch



Quidditch  
Mexico



Quidditch  
Nederland



Norges  
Rumpeldunk-  
forbund



Polska Liga  
Quidditcha



Asociacion  
Quidditch España



Quidditch  
Association of  
Turkey



Quidditch  
UK



US  
Quidditch

The non-voting members are split into Developing National Governing Bodies and Emerging Areas. Developing NGB's are countries that are not full member nations yet, but have NGB's set up and some existing teams, with evidence of regular play. They have one representative in Congress but no vote. Currently there are 8 countries with Developing status:

- Quidditch Austria
- Associacao de Quadribol (Brazil)
- Svenska Quidditchförbundet (Sweden)
- Ceska Asociace Famfrpalu (Czech Republic)
- Slovak Quidditch Association
- Quidditch Uganda
- Quidditch Ireland
- Federacion Deportiva Peruana de Quidditch (Peru).

Finally, the International Quidditch Association also works with newly registered governing bodies in Emerging Areas with the idea that these areas will progress into developing NGB's before joining the ranks as Full Members once their organisations are more established. Emerging areas have more than zero teams and are represented in Congress by their expansion volunteer. Current Emerging Areas are:

- Iceland Quidditch
- Chile
- Slovenia
- South Korea
- Switzerland
- New Zealand

## Organizational structure and departmental mandates

The IQA has three main bodies: Congress, the Trustees, and the operations branch led by the executive. The roles of each body will be outlined in this report, along with their interactions.

### 1. Congress

Congress is the body that comes together in meetings (currently roughly twice per year) to represent the interests of the member NGBs in decision making. Decisions made by Congress include:

- Approvals of major changes within the organization (eg. rulebooks, name change, etc.)
- Election of the Trustees
- Changes to the Constitution

Congress's main function is to ensure the interests of the members of their NGBs are represented in decisions made by the body as a whole.

## 2. Board of Trustees

The Board of Trustees is elected by the NGBs' representatives in Congress each year at the Annual General Meeting. There are up to seven Trustees at any given time. Three are elected in odd years and four are elected in even years.

The Board of Trustees are responsible for managing the risk of the IQA and for ensuring it is protected legally, financially, and otherwise. They represent the interests of the NGBs in day-to-day management. They also bring substantial business, policy, and legal expertise to the IQA at an administrative level. In practice, tasks of the Board of Trustees may include:

- Approval of the annual budget
- Approval of organisation-wide policies
- Consultation with outside agencies or sport organizations
- Requesting reports on risk management procedures
- Amending the Constitution
- Hiring the Executive Director

At this point, the Board of Trustees meets every 2-6 weeks as needed and is working towards the incorporation of the IQA as a legal entity, recognition from the wider international sports community, strategic planning for the next 5 years, and discussion of the branding of the Association. For more information on the trustees' current activities, please see their report on p. 21.

## 3. Operational Branch

The operational branch of the IQA is likely what community members are most familiar with. The operational branch is led by the executive which is comprised of the Executive Director, President of Congress, and Finance Director. The Executive Director liaises with the Board of Trustees to ensure the operational branch of the IQA is working towards strategic objectives and managing risk appropriately. The Executive is the main link from the operational branch to other governance structures within the organization. The President of Congress represents the interests of the NGBs at this level to ensure their perspectives and priorities are considered. The Finance Director is responsible for annual budgets, financial policy, and financial management. A fourth major figure at this level is the IQA Secretary, who is responsible for document management; minute-keeping at meetings of the executive, Board of Trustees, and Congress; and general record-keeping.

The operational branch is made up of 8 departments. Each of these departments will have a similar structure:

- The Head of the Department will report to the Executive Director
- The Head of the Department will oversee managers
- Managers will oversee Team Leaders
- Team Leaders will oversee Team Members

Although there is a hierarchy to ensure volunteers know who their team members are and the reporting structure is clear as the organization grows, we want to make it clear that all volunteers within the IQA will be expected to work collaboratively to accomplish tasks, be it with other team members or leaders, other managers, or other departments.

The departments will be as follows:

### **1. Business Development Department**

The Business Development Department will be responsible for finding sponsorships, creating and selling merchandise, and working with the Finance Director to bring in more revenue for the IQA. The Business Development Department will also be responsible for specifically working to expand the image of quidditch in mainstream media and new markets, and will likely work closely with the Communications Department to ensure a consistent brand is represented through all external relations.

### **2. Communications Department**

The Communications Department will be responsible for all external communications, creating and maintaining the overall image and brand of the IQA, and ensuring that information received by the quidditch community and general public matches the brand. This will encompass social media, translation, photography, graphic design, and press releases. As the organization expands the Communications Department may expand to include content and news generation.

### **3. Events Department**

The Events Department will be responsible for the organization and implementation of any IQA-sanctioned events. This includes creating and enforcing bid guidelines, licensing events, selection of event locations, ensuring comprehensive selection of event committees, management of event budgets and risks in accordance and conjunction with the overall organizational policies, and creation of event schedules and timelines. Events this department will be responsible for include continental championships and World Cups; more events may be added as the organization grows. The Events Department may maintain an advisory committee of individuals experienced in quidditch events to assist in the development of bid guidelines and location selection, in addition to volunteers responsible for regions and/or events.

### **4. Finance Department**

The Finance Department will be responsible for creating and implementing a budget, financial policy, and ensuring that finances are handled with appropriate risk-averse processes. The Finance Department will be responsible for the distribution of funds based on established policy.

### **5. Gameplay Department**

The Gameplay Department will be responsible for the development of match officials including referees and snitches, testing, and continuing competencies. This department may also consider implementation of communities of practice for positions and game officials to assist the Referee Development Team, Snitch Development Team, and/or Rules Team in decision making and research, and to further engage the community in the work of the IQA. As the IQA grows, the Gameplay Department may also include volunteers completing research into various aspects of the sport to support development and improvement of match officials, rules, and policies surrounding Gameplay.

### **6. Human Resources Department**

The Human Resources (HR) Department will be responsible for volunteers and future employees of the IQA. It will handle any complaints by or about volunteers, manage volunteer and employee records, maintain appropriate confidentiality, and enforce volunteer behaviour policies. It will also be responsible for helping create and implement more benefits for our volunteers and incentives for time spent in service of the IQA, as well as ensuring a good experience for volunteers as well as volunteer retention. In the future the HR department may also offer education on leadership skills for people to help our managers and team leaders, along with any other services that our volunteers see as helpful to the fulfilment of their roles.

## **7. Information and Communications Technology Department**

The Information and Communications Technology (ICT) Department will be responsible for the creation and maintenance of a secure website, for implementing secure data protection solutions that follow international laws (eg. EU Data Protection Directive), for creating and maintaining organizational email accounts where necessary, and for the protection of all technological assets. The ICT Department will also be responsible for proposal and implementation of a secure internal messaging system, and maintaining confidentiality and protection of all IQA documents. The ICT Department will work closely with the Communications, Human Resources, and Business Development Departments to accomplish this mandate.

## **8. Membership Department**

The Membership Department will be responsible for expansion of the sport into new parts of the world through local expansion team members, creation of resources for existing and developing National Governing Bodies (NGBs), and support of the NGBs where necessary. This may include re-searching and creating written resources for athlete, coach, NGB, or team development; meeting with NGBs; sending letters of support, etc. The Membership Department will also develop and implement processes through which to distribute funds reserved for charity to NGBs and other projects.

While we have some volunteers already with the IQA, we will need to select new volunteers into roles within these departments. The first people selected will be departmental heads; applications for these positions will be released in early May. The first heads of these departments will be in the privileged position to shape each department to fill its mandate.

While the current leadership does have ideas for positions that may be necessary to accomplish each of these sets of tasks, the new departmental heads will be expected to take a strong leadership role in the formation of their department.

If you have skills that you feel would fit well into any of these departments, please apply as you see positions open, or contact our Head of Human Resources or the head of the department to discuss how best to use your skills!

## 3. 2016 in review

### Financial statement and overview of assets

<b>World Cup 2016 Balance</b>	
<b>Category</b>	<b>Value</b>
Pre-sold tickets	€ 14,466.50
Day-of tickets	€ 13,777.60
Team fees	€ 5,250.00
Player fees	€ 7,830.00
<b>Total Income</b>	<b>€ 41,324.10</b>
Essentials	€ 8,470.10
Logistics	€ 5,767.09
Security	€ 2,058.70
Volunteer	€ 2,270.61
Other	€ 2,404.12
Emergency money/Transfer fees	€ 348.41
<b>Total Expenditures</b>	<b>€ 21,319.03</b>

#### 2016 Season

The 2016 season was a rocky season for the IQA in many respects. Financially, there was no financial director for much of the season and the IQA struggled to find a suitable bank account. Ultimately the IQA chose to open a business bank account in Canada, which currently has Brian Gallaway (President of Congress) and Rebecca Alley (Executive Director) as signatories.

While the Treasurer for World Cup, Alice Nightingale, kept excellent financial records, few records were well kept prior to that. As such it has been difficult to gather necessary information for an accurate statement of funds prior to World Cup. Since then, all money gained at World Cup has been accounted for and the current financial policy has been followed. Money from the Team Uganda fundraiser, which will be used to establish the development fund will be separate from the IQA's assets as it is set for charitable purposes. As noted on page 16, the development fund is still under development. The IQA continues to work with Savage for perk fulfilment so the exact amount in the fund is still unknown. However, these funds are currently held in the IQA bank account and, as such, are included in the total assets presented above.

<b>Cash, investments, and material assets</b>	<b>Value in EUR as of March 9, 2017</b>
PayPal, Bank & Investments in Canada: \$39,647.92 CAN	€ 27,739.13
PayPal & Bank in Belgium (managed by European Committee)	€ 4,206.22
Material assets (managed by European Committee)	€ 2,326.00
<b>Total Assets</b>	<b>€ 34,271.35</b>

## Future plans

The IQA recognizes that better fiscal responsibility is necessary to develop as an organization. At the moment, financial policy dictates that all payments will be approved by the Board of Trustees.

Ongoing payments include:

- Website hosting and maintenance fees
- Email server fees

The other current expenditure is for European Games, to subsidize entry fees. The IQA will be selecting a new Finance Director in the near future and one of their primary tasks will be to create a budget for the remainder of 2017. This budget should include:

- Subsidy for European Games 2017
- Legal fees regarding incorporation
- The development fund
- Continued management of funds in Euros and assets in Europe by the European Committee for international tournaments and development within Europe
- Ongoing payments for web hosting services

The Board and Executive Director look forward to working with a new Finance Director to determine the best uses for our funds and how we may use our funds to support the development of our members and further the mission of the IQA. The incoming Finance Director will also work to develop financial policy for the organization and specify methods to ensure all funds are properly accounted for. More information on the responsibilities of the Finance Director can be found on page 10. The future financial policy will include spending allowances at different levels of management, and guidelines for expenditure.

## Report on World Cup 2016

### Successes

World Cup 2016 was, by and large, an incredibly successful tournament. Over 1300 spectators attended the event, almost filling the facility to capacity. Profits totalled €20,000 and will be used to support the IQA in future endeavours such as events, incorporation, and development initiatives. For more details on World Cup finances, see the financial report on page 12.

Social media and other marketing initiatives were also a success for the tournament. The tournament's Facebook page had over 100,000 views over the course of the event planning process with over 35,000 people seeing our posts in July alone. The livestream was very well-received. Over 30,000 unique viewers watched games over the weekend and in the week following the tournament. Additionally, articles and news reels were published in a variety of German-language and international mainstream media outlets. English language coverage included BBC, the Independent, the Guardian, the Australian Broadcasting Corporation (ABC), the Huffington Post, the Canadian Broadcasting Corporation (CBC), and Vice.

In regard to gameplay, the expo games created buzz for the main tournament and resulted in a lot of positive media attention, especially as many of the games were closer than expected. In the post-event survey, over 70% of players reported feeling satisfied or very satisfied overall with the quality of refereeing. Finally, the equipment check at the beginning of the day with all teams helped to keep the tournament on schedule and proved to be an efficient and effective way to ensure all players had legal equipment.

### Learning Opportunities

World Cup 2016 provided the organising committee with several learning opportunities, which will improve the quality of future events. The roles of the tournament committee and partner organizations, including local partners, will be more clearly defined in future to avoid miscommunications and the duplication of work. Additionally, the tournament committee should have at least two members, if not more, who speak the local language.

Expectations for partner organizations must be made more explicit. For example, it must be made clear to our food service partners that vegetarian and vegan options are necessary for our athletes. Merchandise should be sourced as locally as possible to avoid shipping errors or other last minute problems. Shipping concerns also impacted the volunteer perk system, which in future should be limited to perks given by the tournament committee rather than including event partners.

Regarding tournament gameplay and logistics, while expo games will continue, eligibility requirements will be examined to ensure participation does not put teams at a competitive disadvantage for the tournament itself (from either injury or fatigue). Tournament venues should be booked a full day prior to the start of the first expo game, and a full day following the tournament, allowing at least one day for setup and at least one day for tear down.

Finally, regarding communications and media, it will be beneficial to continue use of all IQA social media channels for future events, and include Instagram and Twitter as part of the social media strategy. Information, deadlines, and policies such as Stay and Play should be shared with teams sooner.

These opportunities for improvement will be used to create event guidelines and will be considered for future events.



## Acknowledgements

We would like to thank the following partner organizations for their assistance with World Cup 2016:

- SportAMT Frankfurt
- Deutscher Quidditchbund
- Petersons Brooms
- Savage Apparel
- Sai Artist'ik

We would also like to thank the tournament committee for their hard work and the countless hours they spent making the event a reality.

We look forward to future tournaments and are excited to put into practice the lessons learned at World Cup 2016.

## Uganda / Quidditch Development fund

The IQA Development Fund was created following the fundraiser to allow Team Uganda to attend the World Cup in Frankfurt, Germany. Unfortunately, players from Team Uganda were unable to obtain visas, so in response donors were offered their money back or the merchandise they had ordered, but with funds going towards development for quidditch in general. These funds will be distributed by the Membership Department (for the full departmental mandate, see p 9). NGB's will be able to apply for the funds, although there is not yet a process.

However, as many community members are acutely aware, the IQA has had difficulties in fulfilling the orders from the Team Uganda Indiegogo. We thank the community for its incredible patience. The responsibility of filling the orders has been passed on to different volunteers three times, and each time some information has been lost. The IQA also experienced difficulties connecting with Savage, but we have resolved this issue and orders are now being processed and shipped. Through this process, we have learned several lessons. In order to avoid these problems in the future, the IQA will:

- **Discuss temporary volunteer duties in detail with the volunteers and ensure all parties know what needs to be completed prior to termination of the volunteer service agreement. This will ensure that projects within the scope of a tournament volunteer are seen through to completion by tournament volunteers. Additionally, clarifying duties will ensure no details are missed.**
- **Ensure contracts with partner organizations include delivery dates for each product.**

The IQA believes that these two changes in process will decrease the risk of similar problems occurring in the future.

## Personnel Changes

A theme throughout 2016 has been the change over of staff in the IQA, starting with the resignation of Harrison Homel as the Executive Director. Harrison was the IQA's first Executive Director and led the organization from its start in 2014 to the very successful 2016 World Cup in Frankfurt.

Later that year the board announced that Rebecca Alley would be taking over as the new Executive Director. Rebecca has previously served in a variety of roles across several continents, having volunteered as the Executive Manager of the IQA's European Committee, as well as the logistics director at the 2016 World Cup and as a Coaching Resource Development Coordinator for Quidditch Canada.

In addition to the new Executive Director, the IQA also welcomed new members to the Board of Trustees. The four new faces are Alex Benepe, Nicole Hammer, Luke Nickholds and Andy Marmer. All have long involvements in the quidditch world and will oversee the development of Quidditch moving forward.

Alex was the co-founder of quidditch during his time at College, and was also instrumental in the creation of the IQA. Nicole served as the IQA's Executive Assistant before filling in as the Interim Executive Director after Harrison's resignation. Luke has been involved in various levels of the development of quidditch in Australia and New Zealand, and Andy cofounded the Quidditch Post.

Unfortunately, amongst the new additions to the growing IQA staff, there have also been some who have left. Karen Kumaki resigned as Events Director in January following selection of the tournament committee for European Games 2017. Matthew Guenzel, who previously was the tournament director for the 2016 World Cup, also left his position as Membership Director in early January. Alexander Dokuchaev finished his work as temporary Finance Director in April 2017 after accounting for all of the IQA's finances following World Cup. Howard Ting resigned as Human Resources Director, also in April 2017, to dedicate more time to his paid employment. We thank them both for the work they put in for the IQA, and wish them best of luck in their future endeavours!

## Website and Technology

In the last year, the IQA has experienced turnover of several technology volunteers. We have also experienced ongoing problems with the website. Following the resignation of a long-term technology volunteer, there were problems with the transfer of the website to the IQA. Although we initially thought we may have been the victims of a cyber-attack, after further information gathering we now believe that the problems with the transfer of the site led to domain name being auctioned off. Due to this, the IQA no longer controls iqaquidditch.org, or the website that can be found there. The IQA is working on a DMCA takedown notice to ensure we do not have two competing websites.

Given this difficulty, the IQA is now taking steps to ensure all technological assets (website, social media, email accounts, etc.) remain registered by the organization so we no longer have concerns over transferring ownership. This will reduce future risk to the website or social media accounts and ensure the IQA can continue to communicate effectively with the community.

The IQA has registered a new domain at iqasport.org and in the future plans to use subdomains of this account for events for consistency and to reduce risk to the organization. The website has been redesigned and content will continue to be added. In the coming years the website will be the primary method for the organization to release information, meeting minutes, and policies. The IQA looks forward to improved communication with the community, and will welcome feedback on the website and the use of our communication channels through our contact form, Skype open hours, or any other channel you would like to use.

## Rules Committee report

*Submitted by Jill Staniec, Committee Chair*

In 2015 the IQA Congress created a Rules Committee to create a neutral, global rulebook to manage international competition. The Committee initially focused on a complete rewrite of the rulebook, simplifying it as much as possible. That rulebook proposal failed for a few reasons, and for the 2015-2016 season USQ Rulebook 9 was adopted with a few changes recorded only in a separate document.

On February 13, 2016, Jill Staniec was appointed Congress Chair of the Rules Committee. Her goal was to function primarily in an administrative role rather than as a rules expert, and she inherited the rules committee which had already been created. This committee included American, Canadian, British, and Australian volunteers as they were considered the most developed areas at the time of committee creation.

For the past year, the Committee has had a renewed mandate to create an international rulebook. The direction from IQA staff, board, and several member NGBs was to have fewer changes to the rulebook if possible. It was decided to attempt to create major changes to the Rulebook following the two year World Cup cycles. The Committee, however, had only a few months to propose the changes so they decided to focus on making only minimal required changes for the upcoming two year cycle.

Starting in April, the Committee Chair requested rule change suggestions from the NGBs, the Referee Development Team, the IQA Board, and from the Translation section of the IQA. All this feedback was to be considered for incorporation into creating a rulebook for quidditch released following the two year World Cup cycle, with minimal annual changes as required for safety.

The committee received 29 suggestions. This was the result of the suggestions:

### Approved:

- Player area size change
- Timeouts added
- Remove non-ball carrier charging
- Include seekers in gender
- Maximum of 12 people of one gender on a roster \*\*\* this was changed by Congress
- Removing limited brooms in the area
- Allowing metal cleats
- Disallowing arm yanking
- Disallowing sliding
- Disallowing kicking held balls
- Contact from behind must be enforced if there is time to react
- Some shin guards are allowed
- New snitch handicaps
- Declining a snitch catch
- Changes to guarding rule
- Blue card for deceptive fisting
- Seekers may not leap onto a snitch
- Turnovers reset to where the fouling player reset the quaffle
- Maximum length of fingernails

## Declined:

- Two Hand Tackling / Wrapping
- Removing mouthguard requirement
- Mandating maximum time on pitch by lines / players
- Change advantage rule to how soccer does it
- Adjust illegal contact if the opponent is determined to have ducked into it
- Injured players (if play is stopped) cannot return until at least 1 minute of play passes
- Prohibit passes to team's own half after crossing half
- Speaking captain protests limited to 30 seconds
- Remove Blue Cards

## Closed

- Request to update the rulebook every two years instead of annually
- Request to create and maintain an IQA Rulebook

An early draft of the rulebook proposal was shared with Congress on June 9, 2016, and the full proposal was brought forward to Congress for electronic vote on August 4, 2016. The rulebook was approved by Congress for use on August 21, 2016. The rulebook with formatting was released on September 12, 2016. Unfortunately, several NGBs decided not to adopt it, most notably US Quidditch and Quidditch UK who adopted US Quidditch's rulebook, and Quidditch Canada who adopted the US Quidditch rulebook with some IQA and some unique modifications.

The committee since then has not met as the general feeling was that it was only adding to confusion to have multiple rulebooks maintained entirely separately from each other. As well, there has been push to change the structure and membership of the committee and rulebook implementation overall.

Thank you to everyone who helped on the committee and with creating or translating IQA Rulebook 2016-2018. That includes committee members Dan Hanson, Eamonn Harrison, Ema Shiroma-Chao, Eric Schnier, Eva Alexandra, James Burnett, and James Hosford. Also thank you to Mary Kimball for providing an editable copy of US Quidditch Rulebook 9, to then-Interim Executive Director Nicole Hammer for arranging graphic design for the rulebook, and to the IQA volunteers who designed and released the rulebook.

## Referee Development Team report

*Submitted by Pauline Raes, Referee Development Team (RDT) Manager*

**Manager:** Pauline Raes (BEL)

**Members:** Alex Greenhalgh (UK), Alper Erisen (GRE), Andrew Canto (USA), Chris Coleman (USA), Clay Dockery (USA), Emma Morris (AUS), Justin Bogart (USA), Michael Clark-Polner (USA), Ragnhild W. Dahl (NORW), Steffen Wirsching (GER), Stephen Cockram (UK), Steven Daly (UK), Chris Johnson (CAN)

### IQA RDT (IRDP) – September 2016

When USQ and IQA split, a new organization called IRDP was formed to provide tests and resources to international refs. This organization contacted various NGBs on an individual basis. During this first year IRDP created tests for Rulebook 8 and a series of guides for referees (which are still in use and are currently the intellectual property of the IQA.).

In July 2015, Cory Faniel became manager of IRDP.

In September of 2015, IRDP merged with the IQA. As of this all financial resources, existing tests, and guides became property of the IQA, to be used in the development and training of referees. All web-sites, web tests and other expenses are also the responsibility of the IQA as of this point. IRDP provided tests to the IQA for Rulebook 9 in 2015-16.

Pauline Raes became manager of the IQA RDT by 31 August 2016.

### September 2016 – 9 April 2017

From September 2016 on, the IQA RDT has been working on the following projects:

- Release of IQA Rulebook tests
- Maintaining rulebook 9 tests until December
- Release of a form on how to improve the RDT resources for people with a variety of disabilities
- Release and implementation of a cheating policy
- Closer communication with the NGBs that use the IQA rulebook
- Recording of the rulebook for an audio version (not released yet)
- Manual updates of profiles (automatic updates do not work consistently)
- Answer or redirect incoming questions
- Preparation, release and launch of field tests
- Updates on the official guides

### Current difficulties

- The website does not reliably update automatically. This leads to the RDT doing the updates manually, taking a lot of time that could be dedicated to other work.
- The RDT Manager does not have access to the PayPal account that is used for referee fees. This causes trouble when people claim they paid their referee fee but the payment did not come through.

## Goals

- Develop a system to categorize certified referees to help tournament committees to estimate the referees' skill and experience
- Rework the way people are getting certified
- Improve the website
- Restructure the IQA RDT
- Work with NGBs to standardize referee certification internationally.

The projects, problems and goals outlined above are just a general overview of the RDT's current work. The lists are not complete and the projects change over time as the RDT adapts to (future) referees' and NGBs' needs.

# 4. Moving into 2017

## Constitutional Committee report

*Submitted by Nicholas Oughtibridge, Constitution Committee Chair*

The IQA has sought over the last 12 months to become incorporated. Initially, Congress asked the trustees to seek incorporation as a charitable incorporated organization in England, United Kingdom. In August 2016, it became clear that our goals did not fully meet the requirements for becoming a UK charity. Since then the trustees have reviewed the landscape and concluded that a formal set of requirements for incorporation should be agreed upon by congress before the trustees initiate incorporation.

The constitution committee has been formed with terms of reference agreed upon by the trustees. It consists of three nominees from Congress: Mary Kimball (USA), Chula Bruggeling (NLD) and Merryn Christian (AUS), Brian Gallaway (CAN), President of Congress, and two trustees: Nicholas Oughtibridge and Nicole Hammer.

For a number of logistical reasons, the committee has yet to meet for the first time. The committee looks forward to revising and improving the IQA's constitution, to continue to move the organization forward.

## 2017 Goals

The IQA as an organization is working towards increased transparency; one of those steps is for us to set out goals and to be accountable to our member NGBs and the community to achieve them.

As we are currently working towards building capacity for future growth, our goals for the remainder of 2017 will be working to create a foundation for the IQA.

- **Select volunteers into coordinator positions by June 15, 2017**

*Positions will be published in early May. Applications will be accepted until the end of the month; interviews and decisions will be made in the remaining 2 weeks.*

*Should this time period be changed, a public correction will be published.*

- **Select location for World Cup 2018 and select tournament committee by Sept. 30, 2017**

*Part 1: A bid package for the World Cup 2018 will be published in early May. Bids will be accepted until June 30, 2017.*

*Deliberation and decision making will take place throughout July, and a location will be announced no later than August 31.*

*Part 2: The tournament committee applications will be published with the announcement of the tournament location; there will be a 2-3 week application period. Following applications, candidates will be interviewed prior to decision-making. The tournament committee will be announced no later than September 30. Should this time period be changed, a public correction will be published.*

- **Publish 5 year strategic plan by Oct. 31, 2017**

*The Board of Trustees will create a 5 year strategic plan in consultation with the executive board, NGBs, and results from the community survey. The final plan will be published no later than October 31.*

*Should this time period be changed, a public correction will be published.*

The IQA looks forward to selecting new volunteers to help us in achieving these goals.



INTERNATIONAL QUIDDITCH ASSOCIATION