



# IQA ANNUAL REPORT 2020

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# MESSAGE FROM THE CHAIR OF THE BOARD OF TRUSTEES

Dear International Quidditch Community,

2020 was a unique year for all of us. Not only were we heavily impacted by the COVID-19 pandemic, but our global community also witnessed (and took part) in massive demonstrations around the globe, ranging from the #BlackLivesMatter movement worldwide, to more localized events like the protests in Hong Kong. Throughout this dynamic and challenging year the IQA continued to stay true to its core values and vision. As an example of this, the IQA worked to maintain an open and inclusive nature by forming a BIPOC committee to address the issues of safety for all participants at events hosted by the IQA.

Having to postpone World Cup 2020 as well as cancelling Continental Games 2021 was a hard blow for the IQA and the global quidditch community in general. However, you all know about these major events quite well already, so I want to focus this letter on other changes in the IQA this year that are lesser known, but still very important for building and growing our global sports organization.

We welcomed Borja Arbosa, David Jonsson, and Kym Couch to the Board of Trustees and Interim Co-Gameplay Directors Steve Cockram and Michael Clark-Polner as well as Interim Human Resources Director Aaron Carroll to the senior leadership of the IQA. We unfortunately saw the departure of Friederike Reimer (previously HR director) and Austin Wallace (previously interim Gameplay director).

2020 was the year we used to create, collect, and publish many new documents and projects. To highlight a few:

- 1.** We tasked a board committee with the support of a few selected IQA volunteers to create short- and long-term strategic plans.
- 2.** We published the new rulebook for 2020 (along with translations in Portuguese and Spanish), which introduced some bigger changes that we felt were necessary to minimize some risks and to increase the safety of our players.
- 3.** We released the Management Hub, which functions, among other things, as the new platform for our referee certification.
- 4.** We also published our 2019 Annual Report and we fully published the minutes of every board meeting to increase the transparency of our organization.
- 5.** We began collecting and reviewing the harassment policies of our member organizations.
- 6.** We completed our application for 501(c)(3) tax exempt status (a major and important financial status to obtain for US-based amateur sports

organizations), and pending final state documents, we will be submitting it to the federal government shortly.

We already have great projects lined up for 2021, such as the newly launched IQA Community on the open-source platform Forem as an alternative communication platform. We have also finalized the restructuring of the senior leadership on the operational side of the IQA.

I want to take this opportunity to thank each volunteer, director, and board member of the IQA who put in so, so many hours during the past year. Furthermore, I also want to say thank you to every NGB, player, and community volunteer who works so relentlessly and with so much passion to make our community the way it is.

All in all, we are working on a strong and stable foundation to ensure the future of the sport and for the IQA as well as our NGBs to be in a good position to operate in the upcoming years. I look forward tentatively, but hopefully, to a great 2021.

Sincerely,

Rahel Liviero

Chair of the IQA Board of Trustees

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# ABOUT THE INTERNATIONAL QUIDDITCH ASSOCIATION

## OUR MISSION

To lead and promote the sport of quidditch by holding international sporting events, supporting other quidditch groups, and by sharing quidditch and our values of gender equity and inclusivity with a broader audience.

## OUR VALUES

### **Inclusivity**

Quidditch is a sport that welcomes, celebrates, and actively encourages participation by diverse people. As a community we want our sport to be inclusive of people of different ethnicities, cultural backgrounds, ages, languages, genders, and sexual orientations. A key demonstration of this is the Gender Rule in quidditch, under which players are able to play as the gender that they identify as, including non-binary genders. As in all communities, there are ways that we can improve our inclusivity and this is something we are actively working on.

### **Integrity**

We consider integrity to be about being honest and holding oneself to high moral principles. Both on and off the field, quidditch players strive to be people of integrity and encourage the same in others.

### **Accessibility**

Quidditch is a unique sport for many reasons and this has encouraged people not usually inclined to sport to pick it up and become more physically active. As well as encouraging more people to be active, we want to be a sport that as many people as possible can play by being accessible to people with differing abilities. Adaptations of quidditch such as wheelchair quidditch seek to address some potential barriers by adapting the sport for differing physical abilities.

### **Openness**

As the International Quidditch Association it is of the utmost importance to us to be open with our community. This means clear communication with our members, the National Governing Bodies (NGBs), and the broader community of quidditch players, volunteers, and supporters. We also strive to be an open and welcoming organization that people feel able to engage with, work with, and volunteer with.

## Empowering

We believe our role as the International Quidditch Association is to support and empower people within our community to do the best they can. We aim to encourage our volunteers and give them the skills and help they need to do the best that they can. We work with NGBs, teams, and players around the world to do the best we can to take our sport to the next level.

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# FINANCIALS REPORTS

## IQA Financials Jan. 1, 2020 - Dec. 31, 2020

Dear NGBs,

Below you will find the following:

1. The IQA's income statement for the period from Jan. 1, 2020 - Dec. 31, 2020
2. The IQA's balance sheet as of Dec. 31, 2020

Important note for the 2020 financial statement: The Finance Committee of the IQA Board of Trustees decided to change the currency from euros (EUR) to US dollars (USD). This was based on the fact that, with the incorporation of a non-profit in the United States and the opening of a US bank account, preparing the financial statements in USD was the next logical step for more transparency.

In the 2020 fiscal year, our assets increased by approximately 982 USD. The only income sources for this year were the membership fees as well as income from referee certifications. This is due to the fact that all planned IQA tournaments had to be postponed on account of the COVID-19 pandemic.

The development fund currently contains 7,785.26 USD. This year we have distributed funds to Peru and Uganda in the total amount of 1,104.39 USD (900 EUR). We invite all eligible NGBs to apply for funds.

We are still in the process of pursuing 501(c)(3) status, which will allow us to access free services for which we currently pay (most notably email subscriptions). This process is still ongoing, but is in the final stages, as the information required for the application is extensive and takes time to gather.

During 2020 the revenue collected from membership fees and referee testing has allowed us to improve our financial position. We introduced the new Membership Status System, which clarified the necessary requirements in order to further define the membership categories, and implemented the new Annual Fee Schedule as previously announced. We also started collecting the fees owed to the IQA for the period of Sep. 1, 2019 - Dec. 31, 2020.

Even after the difficult situation last year, the state of the IQA's finances are strong, and given the steps taken with incorporation and budgeting, we predict that they will continue to improve.



## FINANCIAL REPORTS

Income statement for the year ending Dec. 31, 2020 in USD

Department	Item	Expenses	Income
Gameplay	Head referee written tests <sup>1</sup>		485.97
Membership	Membership fees paid <sup>2</sup>		874.00
Membership	Membership fees 2020 - outstanding		3,247.00
<b>Total income</b>			<b>4,606.97</b>
Department	Item	Expenses	Income
IT <sup>3</sup>	Volunteer expenses (Heroku, etc.)	484.23	
IT	Google Suite (email subscription)	886.06	
Membership <sup>4</sup>	Development Fund	1,104.39	
General	PayPal transaction fee	48.81	
General	Bank charges	197.05	
General	Registered agent fee / Taxes Delaware <sup>5</sup>	267.90	
<b>Total Expenses</b>		<b>2,988.44<sup>6</sup></b>	
<b>Net Income</b>			<b>1,618.53</b>
Currency exchange losses		636.35	
<b>Real Income</b>			<b>982.18</b>

<sup>1</sup> This amount includes 225 EUR and 209.87 USD. During the year the currency in which the referee tests were charged changed from EUR to USD.

<sup>2</sup> This amount contains Membership Fees for the period Jan. 1, 2020 - Dec. 31, 2020.

<sup>3</sup> These IT Department expenses consist of expenses for web hosting, domain name, and DNSimple that have been paid by IQA volunteers and will be reimbursed in 2021.

<sup>4</sup> This amount includes 900 EUR as it was paid before the change of currency from EUR to USD.

<sup>5</sup> This amount includes 218.32 EUR as it was paid before the change of currency from EUR to USD.

<sup>6</sup> The currency exchange rate used is from Dec. 31, 2020: 1 EUR = 1.2271 USD

## INCOME

The IQA generates revenue from three primary sources:

1. Membership fees, which are paid annually by the IQA's members
2. Referee tests, which require a 15 USD fee to be taken
3. Events, which collect player and team fees and sell tickets and merchandise

Throughout the year, there may be additional minor sources of income which are not anticipated or budgeted.

Referee tests consistently generate approximately 1,500 USD of revenue annually, but due to the ongoing pandemic, our earnings from this source (485 USD) did not come close to reaching our expectations.

In a regular year, the IQA expects to collect membership fees of approximately 4,121 USD given the current size of our membership base. However, this 2020 fiscal year has not yet generated the amount we budgeted in membership fees due to the timing of when we started invoicing and collecting the fees. Thus, there are still many members who haven't paid the owed fees on time. Due to the unique situation of changing the fiscal years to calendar years (previously they ran from September 1 - August 31) the annual membership fees of 2019 were collected for the period of Sep. 1, 2019 - Dec. 31, 2020 (pro rata based on the new Annual Fee Schedule) simultaneously with the annual membership fees of 2020. This means that the income through membership fees in 2020 was expected to be higher than usual as it also included the pro rata fees of 2019. There are still some outstanding older membership fees in the amount of 936 USD (originally 800 EUR). The membership fee for Uganda in the amount of 25 EUR was forgiven. The 2020 fiscal year was the third year in which the IQA made an active effort to collect dues as our internal infrastructure allowed us to take that step. Accordingly, NGBs were also responsible for paying backdated dues.

No IQA events were held in 2020, and thus no income was generated from this source. We were expecting the 2020 World Cup to take place in Richmond, Virginia, U.S. but the global pandemic due to the spread of the COVID-19 virus resulted in all planned events being postponed.

The IQA generated 4,606.97 USD in revenue in 2020, even though some membership fees are still in the receivable section of our assets. Thus, the distribution of our income on Dec. 31, 2020 was the following:

- 1,359.97 USD liquid
- 3,247.00 USD pending

## EXPENSES

The IQA's main expenses are for the following services:

1. The IT Department, which includes all the necessary expenses for the IQA website ([www.iqasport.com](http://www.iqasport.com)) and the services that it provides for members, such as the Management Hub and the Referee Test Platform

2. GSuite, the Google-based cloud and email service, used for internal & external communication and virtual document storage
3. Tax & legal, for the fulfillment of all the obligations with the State of Delaware
4. Finance related, such as transfer fees or account maintenance
5. The Development Fund, budgeted since the constitution of the IQA for the needs of our members, especially for the development of the sport around the world

We expected several expenses which were for the year 2019 (e.g. email subscriptions, Google Cloud for business, and IT-supporting programs) to fall in the 2020 fiscal year. We were able to refund all outstanding expenses (apart from one) to current and previous IQA volunteers. We still expect one expense from 2019 and 2020 to fall in the 2021 fiscal year. With the opening of the bank account and being able to connect an IQA credit card with all expenses, we expect to have monthly expenses instead of yearly reimbursements (as was done in previous fiscal years).

The IQA continued running the Development Fund, which can provide up to 600 USD to Associate Members. With the transfer from an EUR account to a USD account, the Development Fund was fixed to an amount of 7,785.26 USD (previously 6,344.44 EUR (2019: 7,244.44 EUR - 900 EUR) - the currency exchange rate used was 1.2271 from Dec. 31, 2020). The Development Fund is discussed later in this report.

Within each department, the operational expenses were consistent with what was budgeted for at the start of 2020. As stated above, most of the 2,988.44 USD due in payments in 2020 had already been paid before Dec. 31, 2020, as follows:

- 2,504.21 USD paid
- 484.23 USD pending

## BALANCE SHEET AS OF DEC. 31, 2020

The following is the balance sheet containing the IQA's accounts as of Dec. 31, 2020. The amounts for 2020 are in USD. Previous years are in EUR.

<b>Assets</b>	<b>Dec. 31, 2020 (USD)</b>	<b>Dec. 31, 2019 (EUR)</b>
IQA primary bank account	7,003.56	1,091.07
IQA PayPal <sup>7</sup>	1,211.45	7,927.89
Development Fund <sup>8</sup>	7,785.26	7,244.44
<b>Total liquid</b>	<b>16,000.27</b>	<b>16,263.40</b>
Membership fees - receivable <sup>9</sup>	5,517.00	2,282.14
EG license fee - receivable <sup>10</sup>	2,612.42	2,128.94
PanAm partnership fee - receivable <sup>11</sup>	1,203.68	831.38
World Cup merchandise - receivable <sup>12</sup>	8,189.55	7,029.40
<b>Total receivables</b>	<b>17,522.65</b>	<b>12,271.86</b>
<b>Total assets</b>	<b>33,522.92 USD</b>	<b>28,535.26 EUR</b>
<b>Liabilities</b>	<b>Dec. 31, 2020</b>	<b>Dec. 31, 2019</b>
Unrealized gains and losses	-	187.86
Payables: Expenses to volunteers (IT)	484.23	1,181.96
<b>Total liabilities</b>	<b>484.23 USD</b>	<b>1,369.82 EUR</b>

<sup>7</sup> Consists of two different currencies: 865.78 USD & 281.70 EUR. Exchange rate used: 1 EUR = 1.2271 USD from Dec. 31, 2020

<sup>8</sup> This amount has permanently been fixed in USD. Exchange rate used is from Dec. 31, 2020: 1 EUR = 1.2271 USD. (7,244.44 - 900 = 6,344.44 \* 1.2271 = 7,785.26). The amount is in the same currency and the same bank account as the IQA primary bank account. The total amount in the IQA primary account is: 14,788.82.

<sup>9</sup> Including all pending fees from 2020, 2019 and before.

<sup>10</sup> The original amount is 2,128.94 EUR. This is an estimation based on the exchange rate from Dec. 31, 2020 (1 EUR = 1.2271 USD). This amount might change depending on the actual exchange rate at the time of the transfer.

<sup>11</sup> This amount is final, as USQ was able to finish all outstanding issues with regards to the 2019 IQA Pan American Games. Last year's number was estimated.

<sup>12</sup> The original amount was 6,008.03 GBP. This is an estimation based on the exchange rate from Dec. 31, 2020 (1 GBP = 1.3631 USD). This amount might change depending on the actual exchange rate at the time of the transfer.

<b>Net assets</b>		
Restricted (Development Fund)	7,785.26	7,244.44
Unrestricted	25,253.43	19,921.00
<b>Total net assets</b>	<b>33,038.69 USD</b>	<b>27,165.44 EUR</b>
<b>Total liabilities and net assets</b>	<b>33,522.92 USD</b>	<b>28,535.26 EUR</b>

As you can see, the principal difference between the 2019 and 2020 fiscal years is that the liquid assets of the IQA were moved to our main bank account after opening it at Bank of America in July 2020. Also, some of the past bank and PayPal accounts have been progressively closed, in order to simplify the way we manage our money and to save operating expenses.

As was explained last year, the IQA is still holding the 2018 and 2019 events merchandise and benefits with the organizers of those events. However, the process of getting that money has been initiated and we expect it to be concluded this year.

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# MEMBERS

Member organizations of the IQA are diverse in countless ways and are constantly evolving. To better allocate available resources and support to member organizations there are categories of membership that each NGB can be a part of. These categories are Full Member, Associate Member, and Area of Interest. The previous membership categories of Developing Regions and Emerging Areas have been merged into subcategories of Associate Membership.

## Membership Categories

### Full Member

Each Full Member NGB has one vote in the IQA Assembly of Members

Current number of Full Members - 18

Current number of players reported from Full Members - 8646

### Associate Membership

Associate: Developing Member

Ability to observe IQA Assembly of Members

Access to the Development Fund

Current number of Associate: Developing Members - 5

Current number of players reported from Associate: Developing Members - 586

Associate: Emerging Member

Ability to observe IQA Assembly of Members

Access to the Development Fund

Current number of Associate: Emerging Members - 15

Current number of players reported from Associate: Emerging Members - 329

## Area of Interest

Access to the IQA Member's Slack to learn from veteran NGBs

Current number of Area of Interest NGBs - 0

For full details on the most recent numbers reported to the IQA community see the 2018/19 Membership Report. This document has the full breakdown of the NGBs that have been reported to the IQA. It can be found [here](#).



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# REPORTS FROM THE DEPARTMENTS EVENTS

## IQA WORLD CUP 2020

Registration for the IQA World Cup 2020 for national teams ran from December 2019 to March 1, 2020, with 24 teams signing up to attend.

With the onset and evolution of the ongoing COVID-19 pandemic, the IQA and event-partner US Quidditch decided to postpone the World Cup to July 31-August 1, 2021. This decision was made in April, due to the growing uncertainty and risks related to the spread of COVID-19 globally and with feedback from IQA members.

Feedback regarding the safety of Richmond for players in a non-COVID future was raised as well, after which the IQA BIPOC Committee was formed (see below). Considering this feedback and the progression of COVID, the World Cup was further postponed until 2022 or 2023. The precise year of the next World Cup will be announced in 2021.

## IQA BIPOC COMMITTEE

Based on feedback from the community on diversity, equity, and inclusion, the Events Department onboarded an IQA BIPOC Committee to assess the safety of Richmond as an event site and give suggestions on improving safety expectations of bid evaluations.

Applications ran mid to late June 2020, and a committee was formed with members from six different NGBs across four continents. Quidditch experience, age, gender, ethnicity, and unique perspectives were considered. From August to December of 2020, the committee solicited feedback from the NGBs, national team athletes, and the quidditch community at large. They worked with the IQA Events Department through November and December to add safety questions and follow-up for event bids, focusing on event finalists.

In January 2021, the BIPOC Manager presented a report to the IQA Board of Trustees answering the questions below:

- 1.** As an international organization, how does the IQA evaluate and assess potential event sites' accessibility and safety?
  - a.** What information should the IQA collect from any potential host site?
- 2.** How does the IQA communicate this information to relevant stakeholders worldwide to ease attendees' concerns (team staff, players, volunteers, and general attendees)?
- 3.** As a potential site, where does Richmond fall?

## IQA CONTINENTAL GAMES 2021

With the continued postponement of the IQA World Cup, in response to interest among NGBs, the IQA Events Department moved forward with planning the Continental Games for 2021.

Bids were accepted until the end of September, with finalists announced mid-November. The IQA Events Department continued to review bid finalists, although cancellations due to COVID-19 concerns may arise.

## EVENT POLICIES

In collaboration with the IQA Gameplay and Membership Departments, the event eligibility and roster policies have been updated. This was done to ensure consistency and remove ambiguity in the various policies. They are now all collected in one document, including the requested information on application waivers and a new section about multiple national teams.

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# REPORTS FROM THE DEPARTMENTS GAMEPLAY

## 2020-21 RULEBOOK

Michael Clark-Polner led the Rules team into and throughout 2020 to get the newest edition ready for release after the World Cup which was due to take place in July.

## CONTINUITY AND CLARIFICATION PROJECT

Once the department returned to office in January, the sights were set on the projects leading up to the continental club tournaments and the World Cup. One of the major projects that was decided upon was a rules clarification and continuity project. This meant getting some of the most experienced referees from each continent to come together and collaborate on a definitive implementation of, normally, subjective topics. The group was formed and work was begun on this in late February and into March. After the first few points of the project had passed, events were slowly being postponed due to Covid-19.

## COVID-19 AND THE TWO INITIAL PROJECTS

Since the main two projects during early 2020 were field testing and the continuity and clarification projects, these were suspended due to the events they would have been used at being cancelled. Field testing remains on hold due to uncertainty as to when we can get back to the field to referee again, as well as the fact that we need to referee under the new rulebook before we can adapt a field test accordingly. The continuity and clarification project was suspended indefinitely when it transpired that no more matches could be played under the 2018-2020 Rulebook. With the exception of the new rulebook, operations in gameplay were temporarily suspended until the final weeks before publication.

## RULEBOOK RELEASE, TRAINING SESSIONS AND NEW CERTIFICATION PROCESS

During the final editing and formatting process, we worked on the new referee certification procedure to go with the new testing platforms. The department wanted to become a resource-based training department rather than a testing-is-training department. This is what led to the changes being made to the certification systems. One of the main items on the list was on how to officially convey clarifications, changes, and how rules should be interpreted. We decided the best option was to hold official IQA referee training sessions. Given the current COVID-19 situation, this has been done digitally so far. As of December we had live streamed two training sessions which covered all of the rule changes. Once matches start

again, we can look at officially conveying clarifications to rules where necessary through these training sessions to ensure they become standard across all IQA-governed matches. The reason the training and the new certification system go hand-in-hand is that the referees who complete the training sessions only have to complete one changelog-based test under the new scheme. This is because if we know that they have completed a certification before, and they have evidently kept up to date with changes, clarifications, or explanations, they only need to be tested on the changes in the new rulebook. Those who don't complete the training sessions will need to do the certifications as if from scratch again.

As of December 31, 2020, the certification system, the 2020-21 Rulebook, and some training sessions have all been published.

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# REPORTS FROM THE DEPARTMENTS MARKETING & COMMUNICATION

The Marketing & Communication Department during 2020 has focused in supporting the other departments in handling the consequences of COVID-19 on the IQA's activities and projects, while partnering with them with the publication of documents and materials.

## TRANSLATION & EDITORIAL TEAM

No staffing changes were made to the Editorial Team in 2020. The team of four worked on various documents, policies, and announcements throughout the year. Some notable documents include the 2018 and 2019 Annual Reports, the 2018-2019 Membership Report, the Harassment Policy, the Event Eligibility Policy, and the 2020-2021 Rulebook.

Due to changes in volunteers' availability towards the end of 2019, 2020 started with a recruitment drive for the Translation Team. Thanks to direct involvement of the NGBs, new teams were created for Brazilian Portuguese and Turkish, and the teams for French, German, Italian, and Spanish were strengthened. New language-specific team leaders were assigned for the larger teams (Brazilian-Portuguese, French, German, Spanish, and Turkish). Despite COVID-19 having an enormous impact on volunteers' availabilities, the teams worked on the translation of the Harassment Policy, the 2018-2020 Referee Tests and Rulebook, the 2019 Annual Report summaries, and the Event Eligibility Policy. Work has already started on the translation of the new 2020-2022 Rulebook and referee tests and will continue in 2021.

## DESIGN

In 2020 the Marketing & Communication Department welcomed a new volunteer, Elisa Scorrano as Designer Manager, reporting directly to the Director. This new capability has been incredibly useful in supporting all the other functions in stepping up the visual identity of the IQA, both on social media and in documents, with an agile way of working flexible depending on the needs of the organization. The Rulebook 2020-2021 design was born out of the work of the new member of the M&C Department, with the clear idea of creating a fresh and on the edge document easy to read but with also the requirement of representing quidditch in the most diverse and inclusive possible way. Under the Design area of the M&C Department has been developed also the visual identity of the Annual Report 2019, thanks to the support of an external Designer, Lucy Nicholls, not directly volunteering in the IQA, who very enthusiastically decided to offer her free time to the organization.

## SOCIAL MEDIA & QUIDDITCH COMMUNICATION

In 2020 our social media and Quidditch Comms presence has tried to be as much as possible at service of the quidditch community: in a year of uncertainty and doubts our goal has been to give clear and timely information coming from other departments, like Gameplay for the Rulebook and Events for WC or Continental Games. In the challenging 2020 we have also decided to make our voice heard to confirm and express loud our values and beliefs, supporting the Black Lives Movement while the IQA internally was already working on the BIPOC Committee project. We have also been continuing working in sensibilizing our community, through social media, during LGBTQIA+ or Gender Equality world-occasions to raise awareness and remember what we stand for as an organization.

## MARKETING DEPARTMENT AND EXTERNAL COMMUNICATION

The postponement of WC and the lack of other big events has meant the general hiatus of the activities of these two functional areas in 2020.

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# REPORTS FROM THE DEPARTMENTS MEMBERSHIP

## IQA MEMBERSHIP REPORT

The IQA is made up of 38 member organizations from around the world working in partnership. The NGBs that make up the IQA are filled with a diversity of players, teams, fans, and volunteers. The Membership Department helps keep track of their participation within the quidditch community. This includes tracking the number of active players, teams, referees, and other volunteers within member organizations. This information helps the IQA better connect with our member NGBs in a variety of ways. Information submitted by NGB administrators was used to compile the 2019-2020 IQA Membership Report.

## DEVELOPMENT FUND

The IQA Development Fund is a grant system for providing monetary support to NGBs. Applications to receive funds must be submitted with a specific project listed. The project must be implemented and overseen by an NGB. This program is available for Associate Members of the IQA.

In 2020, the Federación Deportiva Peruana de Quidditch received their disbursement from an approved Development Fund request. It was received by the president of the federation and use of the equipment for online training sessions is beginning.

## ADJUSTED MEMBERSHIP DUES

The annual dues for IQA Full and Associate Members were adjusted based on the team, player, and referee data within the Membership Report. The adjusted annual rate for Full Members is now a base charge of 190 USD per NGB, with an additional 2 USD charge per registered team above 20 teams. This charge will no longer be applied past the 100 team count. Discounts available for NGBs who host a major international tournament and who exceed expectations on referees certification counts. Full and Associate: Developing Members are eligible for the Half Price Petition.

The adjusted rates for Associate Members are as follows. Developing Members annual dues were adjusted to a base charge of 35 USD per NGB, with an additional 2 USD charge per registered team above 10 and up to 100. Emerging Members annual dues were adjusted to a flat rate of 10 USD.

## EXPANSION

Due to pandemic restrictions, the limited ability to actively play the sport has had an impact on expansion. The inability to safely partake in international travel during the 2020 season has impacted the ability of training and coaching beyond the online atmosphere.

The IQA has removed Quidditch Indi and an IQA Area of Interest. Going into 2021 the Membership Department has an interest in fostering growth in Bolivia, India, and other prospective Areas of Interest.

## RESOURCES

Online resources have surged during the 2020 season. Thanks to the IQA IT department, the Management Hub has been helpful in offering a platform for NGB administrators to report on the status of their organization. The expansion of this platform and other current online projects will continue into 2021.

## YOUTH QUIDDITCH

Due to closures of schools and the limitations on contact sports, youth quidditch has been particularly difficult to host. Instead, safety and training guides have been compiled and refined by multiple NGBs within the IQA during 2020. Using these tools to ensure the youth learns how to play the sport safely is tremendously important to the Membership Department.

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# REPORTS FROM THE DEPARTMENTS INFORMATION TECHNOLOGY

The major accomplishment of 2020 was the release of the Management Hub in September. The application previously known as the Referee Hub was transformed into a tool that serves referees, NGBs, and the IQA in one centralized space. NGBs are now able to manage all of the data necessary, primarily team and public facing NGB information, to maintain their membership with the IQA. By unifying our data storage, referees are now able to associate themselves with a team in their NGB(s) and volunteers in the IQA can reduce the amount of time spent collecting data from NGBs. This site can be accessed at <https://manage.iqasport.com> and, while you can still use <https://www.iqareferees.org>, that domain will no longer exist as of October 1st, 2021. Along with the release of the Management Hub, the following projects were also started or completed in 2020:

- 1.** An iqasport.com redesign project was kicked off to better serve the international quidditch community and cut down on costs for the IQA.
- 2.** The IQA Community was created in partnership with Forem. This community started beta testing in late 2020 and is scheduled for release in early 2021.
- 3.** A project to internationalize the Management Hub was started in collaboration with the Translation Team. This project is ongoing.
- 4.** Together with the Gameplay Department, the certification process for referees was adjusted.

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# REPORTS FROM THE DEPARTMENTS HUMAN RESOURCES

During 2020 the Human Resources (HR) Department continued to evolve under the leadership of Friederike Reimer. Activities included reviewing internal policies and documents, working with NGB human resource representatives to build ideas for best practices, and general recruitment for volunteer roles and committees.

HR worked with directors throughout the organization to develop a recruitment plan for volunteers based on the needs of each department. However, a switch was made from active recruitment to a more passive method this year due to the chronic understaffing of the department and Reimer's additional workload as a member of the Operating Committee. While volunteer recruitment was slow across the board, the Communications Department continued to seek out talented and dedicated translators to work on various projects throughout the Association.

With the state of sports hanging in the air due to the pandemic, HR worked on building morale by hosting various internal team-building events. These typically included a handful of game nights to allow everyone to relax and spend time together. The department also worked on building a better public volunteer profile to help showcase the talent of current volunteers.

The department has also been highly involved in the harassment policy process. Director Reimer chaired the Harassment Policy Review Committee, composed of three board members and three IQA volunteers, while also serving on the Harassment Committee.

September of 2020 brought some changes to the department with the hiring of Deputy Director Aaron Carroll. Then, HR Assistant Jordi Serret was hired in October to help with various projects throughout the department.

During this time the department worked to review its own internal documents in an effort to streamline productivity. This included working on updating our volunteer database with a more complete picture of our volunteers. This information is only accessible to the HR director and deputy director to ensure the privacy of our volunteers. Following that, a new leave policy was developed in order to help volunteers find a healthy and responsible way to deal with the demands of a highly flexible workspace such as the IQA's. Other new internal processes such as on- and off-boarding are currently still in progress, beginning with the introduction of an onboarding and welcome message for new volunteers. This was supported by adapting materials that the Board of Trustees had already used for onboarding new trustees.

Moving forward, HR is directly working to improve and implement policies that set a foundation for how matters are handled throughout the IQA. This will start with the implementation of our Diversity and Inclusion Team, under the HR Department. Subsequently, we will work to stem the chronic understaffing of all departments and



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# REPORTS FROM THE DEPARTMENTS TRUSTEES

The trustees on the IQA Board are elected by the Assembly of Members. The Board is overseen by the chair of the Board of Trustees, who gets support from the secretary and vice-chair. The positions of chair, vice-chair, secretary, and treasurer have to be re-elected each cycle by the members of the Board.

The trustees for the period of 2020 were: Alberto Coronado, Alex Benepe, Austin Wallace, Betsy Lewin-Leigh, Borja Arbosa, David Jonsson, Kym Couch, Pauline Raes, and Rahel Liviero.

With the variety of governing tasks to be done by the IQA Board of Trustees, the 2020 Board has again decided to divide these tasks between committees, so as not to burden each trustee with all tasks of the Board. If you want to know more about the structure and the responsibilities of the Board of Trustees, please read the 2019 Annual Report.

## EXTERNAL OUTREACH AND PARTNERSHIPS COMMITTEE

*(Members: Alex, Austin, & Pauline)*

This committee is responsible for exploring external partnerships for the IQA. Due to the COVID-19 pandemic, the committee members were not able to fulfil the mandate of this committee in 2020.

The goal for 2021 is to work with the IQA Marketing and Communications Department to identify the best areas for external outreach and explore opportunities for the IQA.

## FINANCE COMMITTEE

*(Members: Alberto, Borja, Kym, & Rahel)*

The Finance Committee authorizes day-to-day finances and ensures good practice. Major decisions such as event budgets are still authorized by the entire Board. This year, the Board opened a bank account in the U.S., and the IQA is now able to collect all funds in one place. This allowed the committee to send out invoices according to the new membership dues structure.

Projects for 2021 include more user-friendly payment options and collecting all outstanding amounts or dues that could not be collected previously. This will increase transparency regarding the finances of the IQA.

## HARASSMENT COMPLAINTS COMMITTEE

*(Members: Betsy, Kym, & HR Director Friederike Reimer)*

In 2020 the NGBs were required to submit their anti-harassment policies according to the Anti-Harassment Policy of the IQA. This committee was created to handle any possible complaints based on this policy in a timely manner. Also, with the help of other IQA volunteers, the committee is currently in the process of approving the policy of each NGB.

The goal for 2021 is to receive and approve the anti-harassment policies of each NGB.

## NGB CONCERNS COMMITTEE

*(Members: Alberto, Betsy, David, & Pauline)*

This committee is responsible for responding to complaints and concerns by the NGBs that can not be resolved by the operational side of the IQA. They also have the ability to do complete investigations on an NGB level when deemed necessary.

## NON-PROFIT STATUS COMMITTEE

*(Members: Alex, Alberto, & Pauline)*

The Board decided to go forward with the 501(c)(3) application after the recommendation of the Non-Profit Status Committee. The IQA is currently in the final stages of finishing the application and filing it with the respective authorities. In order to fulfil the required application requirements, new policies have been created and small changes to the constitution have been made.

The goal for 2021 is to finish the application and receive 501(c)(3) status.

## OPERATIONS COMMITTEE

*(Members: Betsy, David, & Rahel)*

The Operations Committee has the mandate to act as CEO/COO of the IQA until a new structure is implemented. The committee can recruit and terminate volunteer engagements on all levels, including department heads.

The goal for 2021 is to implement the new Senior Leadership Structure and to dissolve this committee.

## SENIOR LEADERSHIP COMMITTEE

*(formerly: CEO/COO Recruitment Committee) (Members: Betsy & Rahel)*

This committee was tasked with the recruitment process of an IQA CEO and COO. Due to COVID-19, the committee members were not able to prioritize the recruitment of a new CEO and COO. The board then decided a complete re-organisation of the current senior leadership structure is required. The committee is currently in the final stages of a proposal.

Goals for 2021 include the finalisation and the implementation of the re-organisation of the Senior Leadership of the IQA - and therefore, hopefully, easing the workload of the current directors and trustees.

## STRATEGIC PLANNING COMMITTEE

*(Members: Austin, Pauline, & Rahel as Trustees, Alexis Ewing-Moody, Chris Lau, & Kevin Hayes as operations volunteers)*

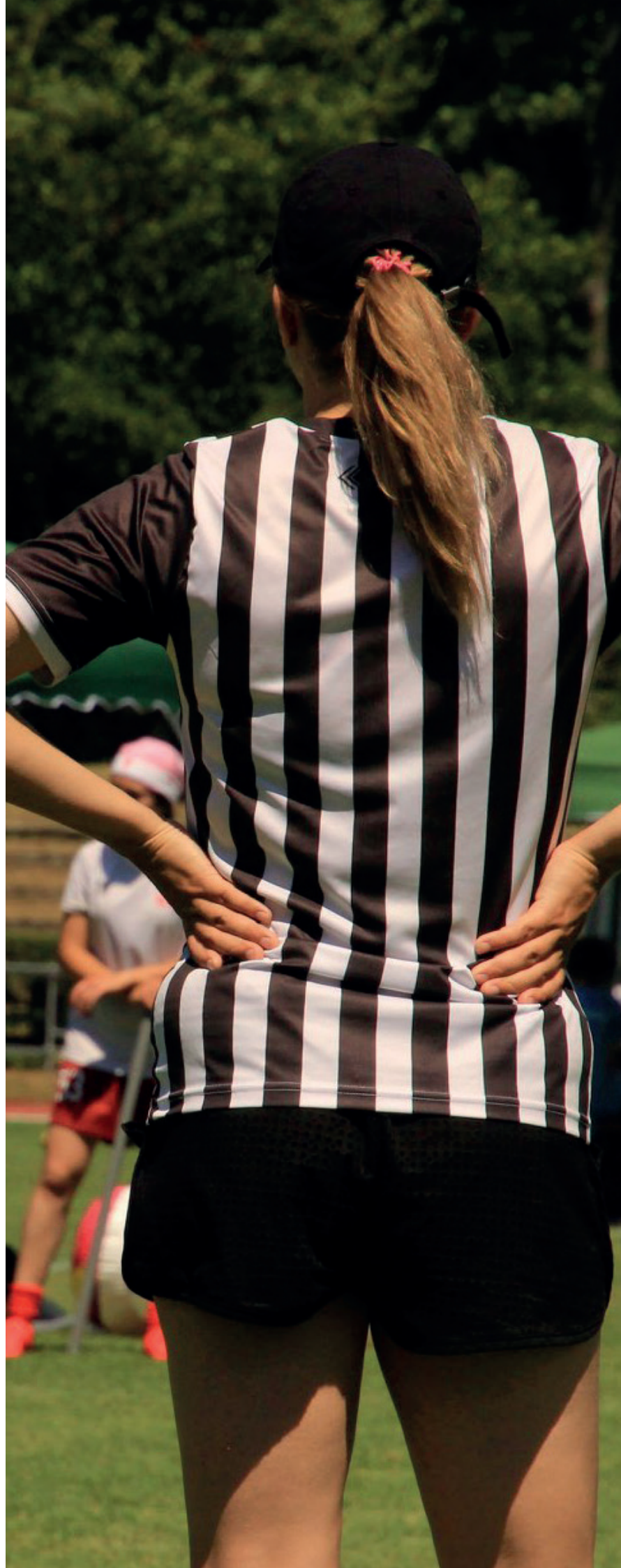
The purpose of this committee is to define goals and processes within the IQA, with the overall goal of making a strategic plan for the next two years. This committee was formed in November 2019 and is currently in the phase of creating a survey.

Goals for 2021 are to distribute said survey and to create a strategic plan for the IQA.

## TRUSTEE ELECTION COMMITTEE

*(Members: co-chaired by Kym & Rahel, with Keith Jones as IQA operations volunteer, and Paloma Rinaldi (Argentina) as NGB representative)*

A temporary committee was formed to lead the 2021 trustee elections.



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# ACKNOWLEDGEMENTS

The IQA would like to thank all of our past and present volunteers who assisted with operations this year and contributed to this last year's achievements. As quidditch runs on volunteers, their work and dedication is key to bringing the sport forward. We also thank our members, the NGBs, for their support and trust.

## **List of Volunteers:**

Aaron, Agathe, Aldo, Alex, Alexis, Alison, Amel, Ana B, Ana C, Andrea, Andrés C, Andrés B, Anouk, Ariadna, Arkady, Audefroy-Wallet, Ben, Betsy, Birkan, Borja, Camila, Camila, Carissa, Chris, Christian, Daniel S, Daniel W, Diogo, Eamonn, Ece, Elisa, Ema, Emanuele, Eva, Florian, Gabriel, Gia, Hiep, Hugo, Ibrahim, Ilaria, Italia, luna, Jannis, Jessy, Jhossmar, Jillian, Johann, Joke, Jordi, Jorge, Julia, Junia, Katelyn, Keith, Kevin, Kim, Kym, Lauren, Leah, Linnéa, Lore, Luana, Madison, Magdalena, Marc, Melis, Meredith, Mert, Merve, Michael, Natalie, Nguyen, Nicholas, Oda, Oli, Oliver, Pauline, Rahel, Rodrigo, Sasha, Severin, Sol, Soleil, Steve, Sydnee, Thomas, Tomás, Topacio, TRUONG, Tuan, Umut, Vincent, Ylber, and Yuri

## **Special thanks go to the contributors to this report:**

Rahel Liviero, Austin Wallace, Alex Benepe, Alberto Coronado, Betsy Lewin-Leigh, Pauline Raes, Borja Arbosa, Oda Schiotz, Aldo Mastellone, Joke Daems, Alexis Ewing-Moody, Steve Cockram, Friederike Reimer, Daniel Scharf, Eva Baisan, Katelyn Stubberfeld,

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Ajantha Abey Quidditch Photography, Axel Casas, Giovanni Franchi, Honeybadger Quidditch Pictures, LN Graphics and Photography

## **Design:**

Elisa Scorrano



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# FAQ (Review)

## **What is quidditch?**

Quidditch is an exciting, fast-paced, full-contact sport. A quidditch team consists of up to 21 athletes with seven players per team on the field at any one time. Each player must keep a broom between their legs at all times. The ‘four maximum’ rule of quidditch states that there may be no more than four players of the same gender on pitch at one time, ensuring the sport is inclusive to all genders and that gender diversity is always maintained on the field of play.

## **What is the IQA?**

The International Quidditch Association (IQA) is the international governing body for quidditch, and supports quidditch development and competition worldwide. The IQA aims to lead and promote the sport of quidditch by holding international sporting events, supporting other quidditch groups, and by sharing quidditch and its values of gender equity and inclusivity with a broader audience.

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

The IQA (IQA Sport, Inc.) is a non-profit corporation, formed in the state of Delaware in the United States on Jan. 9, 2019. The IQA is presently preparing an application for 501(c)(3) status under the United States tax code.

## **How is the IQA organized?**

The IQA is set up in three hierarchical branches. The Full Members of the IQA elect a board of trustees at the annual Assembly of Members which is responsible for the governance of the organization. The board recruits operational executives and directors who are responsible for day-to-day operations and oversee volunteers in executing such operations.

## **Who are the IQA’s members?**

The IQA’s members are National Governing Bodies (NGBs) located around the world that regulate quidditch in their respective countries. For more information, see the section entitled Members.

## **What are the IQA’s membership fees?**

IQA members pay an annual fee, that ranges from USD 10 to a maximum amount of USD 350. Fees are based on the membership status of the NGB within the IQA as well as the amount of teams actively reported.

Associate: Emerging Members pay a flat rate of USD 10 per year.

Associate: Developing Members pay an annual flat rate of USD 35 - USD 215 (depending on the amount of teams) per year.

Full Members pay an annual flat rate of USD 190 - USD 350 (depending on the amount of teams) per year. .

### **Who are the IQA's trustees?**

The IQA's Trustees as of March 2021 are:

Rahel Liviero (Switzerland, term: 2019 - 22) - Chair of Trustees (since 2020, prev. Vice-Chair for 2019)

Toni Zimpel (Germany, term: 2021 - 24) - Vice-Chair of Trustees

Borja Arbosa (Spain, term 2020 - 23) - Treasurer (since 2020)

Pauline Raes (Belgium, term 2019 - 22) - Co-Secretary (since 2020)

Betsy Lewin-Leigh (UK, 2nd term 2021 - 24) - Co-Secretary (since 2020, prev. Secretary for 2019)

Alberto Coronado (USA, term 2019 - 22)

Kym Couch (USA, term 2020 - 23)

This report covers the terms and includes work of the following trustees:

Austin Wallace (Canada, term 2019 - 21) - (prev. Vice Chair of Trustees for 2020 and Chair for 2019)

Alex Benepe (USA, term 2019 - 21)

David Jonsson (Sweden, term 2020 - 21)

### **How were the Trustees selected?**

The Board of Trustees is elected by the Full Members (NGBs) each year at their annual Assembly of Members meeting. With the new constitution, there are now up to twelve Trustees at any given time. The Assembly of Members decided to elect up to nine Trustees in 2020 with three Trustees elected for three-year terms. NGBs are required to nominate any individual wishing to stand for election.

### **Who can be a Trustee of the IQA?**

Anyone nominated by a member NGB to serve as a Trustee and so elected, or anyone appointed by the board, pursuant to their authority, is eligible to be a Trustee.

### **What is the IQA's Operations Branch?**

The IQA's Operations Branch is a group of IQA volunteers who are responsible for the day-to-day running of the organization. At present, it is split into seven departments: Communications, Events, Finance, Gameplay, Human Resources, Information Technology and Membership.

### **Who is in charge of the IQA?**

The trustees are ultimately responsible for the IQA, but from a day-to-day standpoint, each department is led by a director who reports to the operations committee.

This report covers the work of the following directors:

Events - Pauline Raes (Belgium)

Gameplay - Austin Wallace (Canada)

Human Resources - Friederike Reimer (Germany),

Information Technology - Alexis Ewing-Moody (USA),  
Marketing and Communication - Aldo Mastellone (Italy),  
Membership - Alberto Coronado (USA)

### **How much do IQA trustees and volunteers get paid?**

All positions with the IQA are voluntary and unpaid. Where volunteers need to incur expenses in completing work for the IQA (such as for travel), the IQA reimburses those expenses as appropriate based on policies such as the Travel Policy.

### **What if I have additional questions?**

Please reach out to IQA volunteers via our [“Contact Us” page](#) or by email at [info@iqasport.org](mailto:info@iqasport.org).

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