



INTERNATIONAL QUIDDITCH ASSOCIATION

Annual Report

September 2016 - August 2017



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LETTER FROM THE EXECUTIVE DIRECTOR

Dear quidditch community,

Thank you for another year of support for the IQA and for staying with us through our growth! As always, the IQA is here to support our NGBs and by extension, the community and our players. We strive to spread the sport of quidditch worldwide and to promote equality and inclusion for all genders in sport. While this report is published late, it covers information that was novel from the publication of the previous Annual Report (March-April 2017) until the end of the IQA's fiscal year on August 31, 2017. Future Annual Reports will cover the full fiscal year.

The IQA continues to be comprised of eight departments (Finance, Gameplay, Business Development, Communications, Membership, Events, Human Resources, and Information Technology), plus the Executive Team, Board of Trustees, and our members. Each department is responsible for working towards the IQA's overall goals within their departmental mandate. You will find reports from each department later in this report.

The Executive Team is comprised of the Executive Director (myself), the President of Congress (Brian Gallaway), our Finance Director (Vanessa Sliva), and receives significant support from our Secretary (Marco Ziegau).

The Executive Team can make decisions regarding membership between Congresses (meetings), provides recommendations to the Board of Trustees, and the Executive Director and Secretary work to coordinate the team of department heads within the Operations branch.

Throughout this report, you will read information from each department, as well as information on several major completed projects and events from the previous year.

Each department report will include, as applicable:

- Current status of the department: What is happening right now?
- Completed projects: What has been achieved in the past year?
What are the takeaways from these projects?
- Ongoing projects: What is the department currently working on?
- Planned projects: What is coming up?
- Challenges: What risks or potential barriers does the department face?
- Opportunities: Where is there potential for growth?
What goals can we set moving forward?

Each department report will also have a short bullet-point summary at the beginning of the section for those who would prefer the quick overview.

These department and project reports will illustrate these areas for the IQA as a whole. We hope that by the end of this report, you will understand where the IQA is focusing our efforts, where we have been successful, the challenges we are facing, and the upcoming projects on the horizon. We look forward to your continued support throughout 2018, and can't wait to see you at World Cup 2018 and beyond.

Yours in quidditch,

Rebecca Alley
Executive Director
International Quidditch Association

LETTER FROM THE PRESIDENT OF CONGRESS

Dear community,

In the past year, the IQA continued to expand the sport to new nations and a more full report of our expansion in the past year can be found on page 4. We look forward to continuing to grow the sport through development efforts and our two new continental championships

Within the Congresses (meetings) held with our member NGBs, a motion was passed to work closer together on rulebook development. The goal is to have the majority of rulebook development occur at the international level. This will reduce competition and duplication of effort when developing rulebooks. Nations would have sovereignty over their own rulebook, however all NGB rulebooks must use the IQA rulebook as their base. Using a common base for all rulebooks will make it easier for referees and players to move between nations. As part of this effort, the Rulebook Committee of Congress was disbanded, with rulebook development being passed on to a team within the IQA's Gameplay Department.

Brian Gallaway
President of Congress

LETTER FROM THE CHAIR OF THE BOARD OF TRUSTEES

Dear community,

2017 was another year of progress for the IQA. Our Executive Director, Rebecca Alley, has built up a core team of Heads of Department who are together bringing an increased focus on services for our members. Her teams need to gain greater support from our community and she has a number of key positions requiring high calibre volunteers to take our organisation forward. This has led to a few significant incidents, the most concerning of which was the cyber attack on our website and email domain name. Through a spear phishing attack our domain was inadvertently released to a cyber-squatter. This severely disrupted our communications with our community however we have now seen a new website created. Further review of this issue can be found in the previous Annual Report.

On the quidditch pitch I was delighted to see the standard of game play in our European Games in Oslo raised up again. The improvement in the standard of play since our last European Games in Sarteano was significant. It bodes well for an excellent World Cup in Florence.

Your trustees have made some significant changes in the background. We made a commitment to share all the decisions and actions agreed in our board meetings with you unless there were clearly identified confidentiality reasons to withhold them. We have consistently done this since January 2017. We have also been working with our finance director to improve the financial reporting within IQA and for the 2017-8 year are implementing clear budgets delegating spending authority from the trustees to the executive within that budget. We are also starting to embed a culture of identifying potential issues ahead of them being realised so that we can respond quickly or, even better, avoid them.

We have also been working with Congress on a couple of areas of concern. Your trustees are looking to ensure we have freedom to use our brand without external influence. To this extent, Congress have formed a committee to specifically look at branding concerns. We are also working with Congress to establish a new constitution for the IQA which is designed to meet requirements developed with Congress representatives to take the IQA forward as the International Sport Federation for quidditch. We aim to have the new IQA established and operating immediately after the World Cup.

Finally, although it is not within the time period of this report, I would like to welcome our new Trustees Christina and Maggie to the Board, and to wish Luke all the best as he succeeds me as your Chairman.

Nicholas Oughtibridge
Chair of the Board of Trustees, 2016-2017

MEMBERS

The IQA has 3 levels of membership: Emerging areas, Developing National Governing Body (NGB), and IQA Member NGB. Each has requirements as follow:

EMERGING AREAS	DEVELOPING NGBs	IQA MEMBER NGBs
<ul style="list-style-type: none"> ✓ More than zero teams 	<ul style="list-style-type: none"> ✓ A minimum of 2 teams ✓ Evidence of regular competitive play ✓ A governing body 	<ul style="list-style-type: none"> ✓ A minimum of 3 teams ✓ A governing body that is a legal entity or will become within 12 months of first becoming a member, comprised of staff from at least 3 teams, or unaffiliated staff ✓ A cumulating championship tournament

This year, several members changed their membership status. Quidditch Ireland and Schweizerischer Quidditchverband (Switzerland) joined the IQA as new Emerging Areas. Polska Liga Quidditcha (Poland) upgraded their membership from Developing NGB to IQA Member NGB. The IQA is excited to see this growth, and hopes to see it continue.

A full list of our members can be found below:

IQA Member NGBs - 17

							
Asociación Quidditch Argentina	Quidditch Australia	Quidditch Austria	Belgian Quidditch Federation	Quidditch Canada	Asociacion de Quidditch de Catalunya	Asociación Quidditch España	Federation du Quidditch Français
							
Deutscher Quidditchbund	Associazione Italiana Quidditch	Quidditch México	Quidditch Nederland	Norges Rumpeldunkforbund	Polska Liga Quidditcha	Quidditch Derneği	Quidditch UK
							
US Quidditch							

Developing NGBs - 8

							
Associação Brasileira de Quadríbol	Schweizerischer Quidditchverband	Česká asociace famfrpálu	Quidditch Ireland	Federación Deportiva Peruana de Quidditch	Slovak Quidditch Association	Svenska Quidditchförbundet	Quidditch Uganda

Emerging Areas - 14

- Asociación Chilena de Quidditch (Chile)
- Denmark
- Iceland Quidditch
- Indonesia
- Malaysia
- Portugal
- South Korea
- Hong Kong
- Finland
- India
- Israel
- New Zealand
- Slovenia
- Vietnam

2017 EVENT: EUROPEAN GAMES

The major event in 2017 was the European Games. No other continental games took place due to a lack of organization enough in advance, however in the future continental games will take place every other year alternating with World Cup.

European Games was well received by the community. The IQA extends a great deal of thanks to the organizing team of Alper Erişen, Bex McLaughlin, Elisabeth Ingeberg Jørstad, Eva Verpe, Pauline Raes, Jorgen Stenløkk, and Kai Haugen Shaw for the work they put into the creation of the event. Additionally, the tournament committee compiled a thorough report with insights for the IQA in to the process of organizing a tournament that will be helpful for future committees.

The 2017 European Games used a stacked pool format for gameplay, creating more competitive games. While 75% of post-tournament survey respondents (n=96) stated they enjoyed the format, only 53.1% would like to see it again. Players provided extensive feedback about what they prefer best in gameplay and there was an approximately equal mix of positive and negative feedback. Players appeared to believe policies were clear (92%) and fair (72%), which indicates the IQA communicated adequately. Again, written feedback was provided and the IQA is grateful to the community for that.

Costs for the 2017 European Games were higher than anticipated and more details can be found in the report from our Finance Director (pg. 6). While the tournament operated at a loss, it was less of a loss than anticipated. Although the IQA subsidized the event for European teams, we hope that future events will result in profit that we can turn back into the sport. Should it be necessary though, the IQA will provide assistance for other regions.

DEPARTMENTAL REPORTS

All departments are looking for volunteers, and we are happy to help interested people find volunteer positions that would work best for their skills. All positions can be found online at Find all our vacancies on <http://iqasport.com/get-involved/volunteer>.

Finance

The Finance Department manages all on-going finances under the IQA. The main responsibilities for this department include collecting annual dues from NGBs, financing IQA sponsored tournaments, and allocating funds for future IQA projects.

The goals of this department are to ensure that funds managed under the IQA are handled in a way that benefits the organization as well as its members – this department strives to invest into its members to ensure future growth of the sport on a global level.

Vanessa Sliva,
Head of Finance

Finance Department summary

- **What is it?** The department managing the income and spending of the IQA, responsible for collection of dues, budgeting, and tracking of money.
- **What projects were completed?** The Finance Department repayed Savage Ultimate for the World Cup 2016 order and collaborated with the Events Department to make the European Games happen, begin planning for World Cup, and pay for merchandise.
- **What are the ongoing projects?** The Finance Department is in the process of budgeting for the coming year, creating a thorough suite of financial policies to guide the IQA, and working with the World Cup organizing team on the 2018 World Cup. The current fiscal year also includes collection of IQA dues.

Department Members

Vanessa Sliva (USA) – Finance Director

Financial Statement and Overview of Assets 2017 European Games

Incomes	Estimate (EUR)	Actual (EUR)	Difference
Team and Player Fees	€ 7,993.42	€ 7,085.79	€ (907.63)
Merchandise and food sales	€ 3,282.00	€ 4,809.53	€ 1,527.53
Other income	€ -	€ 51.41	€ 51.41
Total	€ 11,275.42	€ 11,946.73	€ 671.31
Expenses	Estimate (EUR)	Actual (EUR)	Difference
Equipment	€ 1,410.60	€ 1,133.76	€ (276.84)
Pitches	€ 1,448.22	€ 719.69	€ (728.53)
Socials	€ 940.40	€ 771.09	€ (169.31)
Merchandise	€ 1,504.64	€ 1,479.16	€ (25.48)
Foodtruck 1	€ -	€ 822.50	€ 822.50
Foodtruck 2	€ -	€ 452.89	€ 452.89
Insurance	€ 454.21	€ 515.30	€ 61.09
Toilets	€ -	€ 1,099.37	€ 1,099.37
Health services by Red Cross	€ 2,844.72	€ 2,703.95	€ (140.77)
Kiosk shopping	€ 940.40	€ 1,497.28	€ 556.88
Various refunds for Bex	€ 282.12	€ 240.16	€ (41.96)
Snitch shorts	€ 5.14	€ -	€ (5.14)
Chair, table rental	€ 15.42	€ -	€ (15.42)
Livestream	€ 620.67	€ -	€ (620.67)
Sound system	€ 705.30	€ -	€ (705.30)
Ref and snitch payments	€ 846.36	€ 921.59	€ 75.23
Accommodation	€ 282.12	€ -	€ (282.12)
Tents	€ -	€ 92.53	€ 92.53
Pitch markings	€ 188.08	€ -	€ (188.08)
Total	€ 12,488.40	€ 12,449.27	€ (39.13)
Net income	€ (1,212.98)	€ (502.54)	€ 710.44

European Games Summary

The IQA allocated 5,000 EUR to the European Games. The estimated net income of the event was anticipated to be negative. While the actual net income of the event was still negative, the budget was beat by nearly 700 EUR.

Annual Income Statement

Income		Debits	Credits	
HR Written Tests				
	AUD		€119.60	
	GBP		€201.60	
	USD		€39.84	
	EUR		€1,200.00	
	Net HR Written Test		€1,561.04	
IRDP Site Access				
	EUR		€30.00	
	Net IRDP Site Access		€30.00	
European Games				
	Income		-€504.54	
	Net European Games		-€504.54	
Total Income			€1,086.50	
Expenses				
Outstanding Expenses from World Cup				
	Savage Ultimate		€3,081.47	
	World Cup Reimbursements		€885.80	
	Outstanding World Cup Expenses		€3,967.28	
Other Expenses				
	ClassMarker Credit Pack 250		€141.06	
	Paypal Fees		€106.54	
	Wiring Fees		€10.89	
	Net Other Expenses		€258.48	
Total Expenses			€4,225.76	
Net Income				-€3,139.26
Conversion to EUR, 1 [Currency] = x EUR				
AUD		0.65		
GBP		1.12		
DKK		0.13		
CAD		0.66		
USD		0.83		

Income Statement Summary

The fiscal year for the income statement above was September 1, 2016 to August 31, 2017. At the time, the IQA was not collecting member dues, which could account for the low income for the fiscal year. Large expenses included repayment of the Savage Order and reimbursements from the previous World Cup. Although the World Cup and Savage Order were initiated outside of this fiscal year, the reimbursements are included because the IQA follows cash basis for accounting.

Balance Sheet

Assets	Value in EUR
IQA Investments (Low risk bond maturing 02/2018)	€16,500.00
IQA Cash	€949.08
IQA Paypal	€159.04
Returned Allocation from European Games	€4,497.46
Paypal & Bank in Belgium (managed by European Committee)	€5,985.53
Material assets (managed by European Committee)	€1,820.00
Total Assets	€29,911.11
Equity	Value in EUR
Members Equity	€29,911.11
Total Equity	€29,911.11

Balance Sheet Summary

The balance from this past fiscal year is slightly lower than the previous year due to the loss made from the European Games as well as the Savage order being repaid.

Fulfilment of Savage Order

After having had finalized the remaining orders and processing refunds, the IQA paid roughly 3,000 EUR to Savage Ultimate.

Member Dues

IQA Membership dues for the upcoming 2017-2018 year were collected on December 1, 2017, outside of the current fiscal year. Exceptions to this collection included NGBs who requested payment plans. These requests were evaluated based on the circumstance of each applicant. The dues outstanding for the upcoming season make up roughly 20% of total dues.

The collection rate of backdated dues, which have a due date of September 1, 2018, but were extended to be a part of a discount program, range from 90-95% for the years 2014-2017. The maximum discount extended to NGBs for these dues was 10%. On March 1, 2018, the 5% discount for members who pay by that date will expire.

Gameplay

Dear reader,

From making the rules and informing people about those rules, to training those who are responsible of enforcing the rules and ensuring safety on pitch, Gameplay departments have been key throughout the development of quidditch. The goal of the IQA Gameplay Department is to provide new resources which will improve the sport and the experience for players, officials, organising bodies and spectators.

Experienced volunteers in the Gameplay department are an absolute necessity and this year has been defined by the recruitment of many such volunteers. In the last few months, many team members have been selected for the IQA Rulebook Team and IQA Snitch Development Team and new managers for the IQA Referee Development Team. The Gameplay Department is currently working to get these teams to function at full capacity.

The upcoming months will be challenging as the gameplay department has a new structure and is still looking for people who can share their talents with the department. Teams will have to find their balance, and the teams will be working to collaborate with each other.

To continue to move forward and accomplish our goals, we will need feedback from the quidditch community. We will be working closely with the communications department and NGB's to receive feedback on how we can improve. In the coming year, look for more feedback opportunities to make your voice heard in the Gameplay Department!

Pauline Raes,
Head of Gameplay

Gameplay Department summary

- **What is it?** The IQA Gameplay department provides new resources to improve the sport and the experience for players, officials, organising bodies and spectators. There are 17 volunteers who work in 3 teams (Rulebook, Referee Development, Snitch Development).
- **What projects were completed?** The hiring push was successful, bringing in many new volunteers, and field tests were successfully trialled at two European tournaments.
- **What are the main challenges?** Difficulties for the Referee Development Team have largely been due to technical issues with the website, while the Snitch Development Team has been challenged by the lack of volunteers on the team.

Members

Head of Gameplay: Pauline Raes (BEL)

IQA Rulebook Team

Manager: Stephen Cockram (UK)

Members:

Chula Bruggeling (NL)
Michael Clark-Polner (USA)
Dave Goddin (UK)
Eamonn Harrison (UK)
Kyle Ross (CAN)
Lisa Tietze (NOR)

IQA Referee Development Team

Manager: Christopher LeCompte (USA)

Assistant manager: Steven Daly (UK)

Members:

Justin Bogart (USA)
Ragnhild Dahl (NOR)
Clay Dockery (USA)
Alper Erisen (GRE)
Alexander Greenhalgh (UK)
Emma Morris (AUS)
Steffen Wirsching (GER)

IQA Snitch Development Team

Member:

Nicole Stone (UK)

IQA Rulebook Team

Written by Stephen Cockram, IQA Rulebook Team Manager

Our main upcoming focuses are working with NGBs, teams and the quidditch community to get feedback on current rules and what rules to potentially remove or implement in the next IQA rulebook edition, which hopefully, would be the first globally endorsed and unified IQA rulebook.

Our projects for the upcoming months are:

- To work with NGBs who have played the past season(s) under amendments or a different rulebook to that of the IQA to understand what additional rules have worked well and not well.
- To work with the community and NGB gameplay departments on what rules that they'd like to see implemented or removed and then discussing the justifications of including or dismissing the rule.
- To go over the current IQA rulebook filling in any holes and removing any contradictions and grey areas currently in place. This is to increase consistency with officiating and not leave too much open to interpretation, which in the past has caused on pitch and inter-match problems.
- Work closely with the rest of the IQA Gameplay Department with any feedback they get from NGBs for rules that need reviewing due to inconsistent enforcement.

IQA Referee Development Team (RDT)

Written by Chris LeCompte, IQA Referee Development Team Manager, and Steven Daly, IQA Referee Development Team Assistant Manager

Achievements

Within the past year we have spent time primarily monitoring the responses from the projects that were released in the previous year, as well as refining those projects and dealing with the technical issues that have been facing us. We have released a few very large projects such as the implementation of the field tests which have been trialed within Europe at several tournaments, as well as completing work for the restructure of the IQA RDT. However, due to the scale of the technical challenges outlined below, we have not been able to complete several major projects that we set out to do simply due to our time being spent maintaining the database and providing cheating policy notifications to those who breach the policy or need clarification.

Main Progress in 2017

IQA Field Test Document - This has been trialed at EQC 2017 and Highlander Cup V. Fifteen referees in total have been certified under this project with more showing interest. During this project, we had some trouble in evaluating behaviour that was not able to be shown during the match (such as advantage calls where there was no opportunity for advantage). Despite these challenges however, multiple proctors were able to get very similar results on the same game, as well as the IQA scores being similar to those of NGB tests, showing consistency across the board.

Challenges in 2017

- Due to discrepancies between the coding on the website and the coding abilities of our current volunteers, there is a lack of ability to update information on the website beyond the referee database. This has caused serious problems with communicating changes and policies to the community and we have become reliant on social media for this.
- Test results are not being automatically updated on the database, meaning that all test results have to be done by hand, creating a huge workload and stopping other projects being worked on.

Ongoing Projects

- Referee Positioning and Communication guides to improve general referee behaviours.
- Simplified rulebook for better accessibility to both new and experienced players.
- Cross-rulebook conversion guides to help international refereeing.

IQA Snitch Development Team

Written by Nicole Stone

The IQA Snitch Development Team, being a new department, has many ideas and goals for the future to improve snitching.

Our primary aim is to create a certification process. The goals of this process are twofold: to improve snitch development, and to help tournament organizers to better assign snitches to games. We are currently considering lots of different methods for this certification process which will be shared once a decision has been reached. This will also include a field test for snitches after which a grade of some description will be awarded.

We are also working on a snitch test to ensure that all snitches have a good understanding of the rules for their position in the game. This will be different to the current snitch referee test that all snitches must currently take, as it will focus exclusively on snitch rules and their interactions with seekers.

We also plan to compile drills and exercises that will build on techniques key to good snitching to help snitches in their training.

To help the department grow we need to hire more members of the department to work together to implement new schemes and ideas.

Business Development

Greetings,

Presently, the primary role of the Business Development Department is organizing the logistics of the IQA World Cup 2018. Collaborating closely with the World Cup Organising Committee and Human Company, the logistical arm of the World Cup, and the department is working hard to ensure the headline sports event of 2018 runs as smoothly and successfully as possible.

Working closely with the Head of Communications, Business Development also supports NGBs through consultation and resources to improve their public profile and partnership opportunities. This has manifested into the Country Development Scheme, in which the Business Development Department assists the nations supporting their national tournament and general outreach. In this way, the department hopes to grow and develop countries and, hopefully, lead to additional support in their respective countries.

Processing bid packages also fall into the department's jurisdiction in the absence of a Head of Events and robust Events team. For World Cup 2018, the Business Development Department screened, re-viewed, and provided feedback on the packages to the department heads and board. The IQA is dedicated to selecting the best quality locations for tournaments, and aims to make the process more transparent from 2018 onwards.

Finally, the department will also review potential partnerships to facilitate the growth of quidditch.

Tom Ffiske,
Head of Business Department

Business Development Department summary

- **What is it?** The Business Development Department explores opportunities to generate revenue and create partnerships for the IQA, which has included the World Cup 2018 in the absence of an Events Department. The department is currently comprised of one volunteer, the Head of Department.
- **What projects were completed?** The location for the 2018 World Cup was chosen, and the Country Development Scheme was conceived and implemented.
- **What are the ongoing projects?** The Business Development Department continues to work towards organizing the 2018 IQA World Cup, and assist NGBs through the Country Development Scheme.
- **What are the main challenges?** The department only has one volunteer, so both time and human resources challenge the Business Development Department.
- **What are the opportunities?** The 2018 IQA World Cup is a great opportunity to raise the profile of the sport, and there are countless avenues for business partnerships and revenue streams (eg. merchandise)

Department Members & Structure

Tom Ffiske (UK)

Current status

The department is currently focusing on organising the IQA World Cup, liaising with Aszocianone Italia del Quidditch and Human Company to ensure the success of the tournament. This is a priority of the department.

The Business Development Department is also continuing to work with NGBs as part of the Country Development Scheme to increase media attention surrounding national championships.

Completed Projects

- Selection of the location for the IQA World Cup was guided through input of the Business Development Department.
- The Country Development Scheme was initiated and Ireland and Sweden has received a noticeable increase in interest for their national championships.

Planned Projects

- The Business Development Department will be exploring opportunities for the IQA to increase its income and diversify how money is made to support the governance and development of quidditch.
- The Business Development Department plans to create new positions within the next year to support the expansion of activities within its mandate.

Challenges

- Time - A focus is to ensure that enough time can be dedicated to the World Cup. This is likely to be alleviated once the tournament committee is established and an Events Department is able to take over much of the events-related focus of the Business Development Department.
- Personnel - The department's only volunteer is its Head, which limits its ability to complete diverse activities that all fall under its mandate. Plans for creation of new positions and recruitment will help with this challenge.

Opportunities

- The IQA World Cup provides a once in a two year opportunity to raise the profile of the sport internationally. The department will be working closely with the tournament committee to ensure the opportunity is taken to further expand quidditch.
- There are many avenues that can be explored to create new business connections and partnerships for the IQA, as well as alternate sources of income such as IQA-branded merchandise.

Membership

Dear community,

The core mission of the Membership Department is to be the bridge between IQA and all its members. In the past year, the IQA has worked to create more structure within the Membership Department and ensure we know what services our members need. With the focus on expansion, and creation of resources to support existing NGBs, we hope to ensure our members can expand the sport of quidditch and hope that we are able to expand the sport further internationally.

The Membership Department remains available for all NGBs and anyone interested in starting a quidditch team. Since the end of the previous fiscal year, we have also worked towards internal solutions ensuring all members' voices are heard and their concerns can be addressed by the correct person. We look forward to continuing to work with you all in the future!

Italia Valera
Head of Membership

Membership Department summary

- **What is it?** The Membership Department serves the current needs of member NGBs and works to expand quidditch into new areas. The department is currently comprised of one volunteer, the Head of Department
- **What projects were completed?** A current membership list has been compiled and goals and internal structure were set.
- **What are the ongoing projects?** The Membership Department will be working to compile existing resources for NGBs and produce new ones as necessary, expand quidditch into new parts of the world, and complete a member and player survey.
- **What are the main challenges?** The department only has one volunteer, so both time and human resources challenge the Membership Department.
- **What are the opportunities?** The upcoming World Cup will provide opportunities to expand quidditch into new areas and better understand needs of members.

Members

Head of Department: Italia Valera (MEX)

Current Status

The Membership Department is working to update the Quidditch Development Index (QDI) and compile information about our members. It is also working to create reference materials for NGBs to help facilitate growth. The QDI evaluates team density and the level of development in any given nation. It is used to determine the number of seats and votes each NGB receives at IQA meetings to create a fair representation of the membership. The Membership Department is continuing to compile this information.

Completed Projects

In 2017, the Membership Department created an internal structure that will assist the IQA in spreading quidditch and in ensuring that teams have a source of help that will understand their needs. To this end, regions were delineated. With assistance from the IQA Secretary, the Membership Department also compiled an up-to-date contact list for all NGBs.

Planned Projects

Within the 2017-2018 fiscal year, the Membership Department is continuing to work to build the expansion team and resources for our members.

- Resource library: The Membership Department is working to build a library of existing resources, to help NGBs while the IQA works to create its own resources that either better meet our members' needs, are more evidence-based, or fill gaps.
- IQA Resources: In the next year, the IQA will also work to create a list of resources that will be useful to develop to improve quidditch worldwide, and begin research to develop these resources.
- Increase in expansion team activity: The Membership Department will be working to expand the expansion team, ensuring that we are able to introduce quidditch into more new countries in the next year.

The Membership Department will also be leading the team to collect survey data on the performance of the IQA from players and NGBs in 2018.

Challenges

The biggest challenge faced by the Membership Department at the moment is the lack of volunteers. Given to the accelerated growth our sport has seen in recent years, addressing the needs of current members and expanding to new members is difficult without enough people to give proper attention to all necessary issues.

Opportunities

Quidditch will always be expanding and so there will always be a role for the Membership Department. World Cup 2018 also presents an excellent opportunity for the Membership Department to speak with representatives from a variety of nations and discuss player needs, as well as potentially recruit new Emerging Areas that become aware of quidditch because of the media coverage of World Cup.

Communications

Dear quidditch community,

In the last few months, the Communications Department worked hard to reach our two main objectives of increasing the profile of quidditch and rebuilding the trust the community places in the IQA.

To succeed at these goals, the communications department created the Communications Network, a Slack network to work closely with all NGB's Heads of Communications. The department believes this collaboration will serve two purposes. First, the IQA will continue to improve its transparency by planning ahead and sharing objectives. The IQA is executing this by informing NGBs of the planned communication methods and strategies. Secondly, the Communications Network will help NGBs collaborate with each other and with the IQA on communication strategies to promote quidditch. By aligning the IQA's overall vision of the audience with NGBs' local visions, quidditch will have a unified image in media and on social network. Additionally, the NGBs and the IQA will be able to share resources and assist each other with public relations, event promotions, and other communications-related topics.

The IQA published the 2018 IQA World Cup Bid Package in 4 languages: English, Spanish, Italian and French. The IQA enhanced its social media presence on Facebook and Twitter, by launching social media campaigns, and is currently finalizing websites updates.

Finally, the Communications Department worked intensively to build several teams within the department to provide the community with a high quality content. Thus, 19 volunteers are involved in design, content & analysis, and translation teams.

The next major challenge is the 2018 IQA World Cup organization. The Communications Department will be working closely with the Head of Business Development to promote the event and the sport worldwide. In the meantime, the department expects to work with the Membership Department in order to produce the first of the resources to support NGBs in their development.

The Communications Department greatly appreciates your feedback by direct messages on social media and to communications@iqasport.org. Feel free to reach out if you have any comments about communications, or if you want to join the team!

Armand Cosseron
Head of Communications

Communications Department summary

- **What is it?** The Communications Department manages the external communications and image of the IQA. Volunteers for the Communications Department are 14 people split between the Design, Analysis and Writing, and Translation teams.
- **What projects were completed?** In 2017, the Communications Department audited the department's needs, launched 2 social media campaigns and translated 1 document in 3 languages.
- **What are the ongoing projects?** The department continues to work on rebranding of the IQA, website updates, increasing the social media presence, publishing resources and guidebooks, contributing to the organization of the IQA World Cup, translating the rulebook, and working more closely with the NGBs' communications departments.
- **What are the main challenges?** Changing the global perception of quidditch is a long term project and remains challenging. Smaller scale challenges include ensuring all volunteers and teams are organized and engaged, ensuring communications are grammatically, orthographically, and factually correct, and increasing the number of translated resources.
- **What are the opportunities?** The 2018 IQA World Cup is a great opportunity to promote quidditch!

Department Members & Structure

The Communications Department is divided into three teams.

- Head of Communications:
Armand Cosseron (FRA)
- The Design Team consists of two designers:
Jelmer Lokman (BEL), Erina Chavez (USA).
- The Writing Team consists of one writer and one community manager:
Edan Nissen (AUS)
Community manager: Sarah Law (USA).
- The Translation Team is subdivided in five teams:
 - Spanish translation team:
Paula López Costoya (ESP) (Rulebook Team Leader)
Adrián Picón Ibáñez (ESP)
Camila Espinosa de los Monteros (MEX)
Ariel Heiblum (MEX).
 - Italian translation team:
Claudio Svaluto (ITA)
Oriana Pallaoro (ITA).
 - French translation team:
Agathe Delépine (FRA)
 - Dutch translation team:
Joke Daems (BEL)

Current status

This year, the Communications Department mainly worked on internal processes, reorganization, and recruitment. In the future, the department will refresh the IQA brand, making it consistent with the sport' evolution and facilitating increased IQA presence on the Internet, in the media and social networks.

Completed Projects

The Communications Department worked on several projects:

Hiring a new team

At the beginning of the year, the Communications Department was comprised of 7 people. In 2017 we hired 6 people onto design, writing and translation teams and created 2 translations teams (French and Dutch).

Auditing the IQA communications needs

The Communications Department met with other Heads of Departments outside of regular team meetings to learn about their needs and ensure publishing, translation, and advertising needs of all departments were consistently met. Within the department, the Head of Communications audited the current situation of the Communications Department to create a communications strategy, in order to make all communications consistent with the IQA goals.

Launching two social media campaigns

The Communications Department launched two social media campaigns on Facebook and Twitter. The first one occurred in early July 2017 to promote teams attending the European Games. The second one occurred late August to introduce vacancies.

Translating 2018 IQA Bid Packages

The Communications Department translated the : 2018 IQA Bid Packages into Spanish, Italian and French and published them in mid-July 2017.

Ongoing Projects

The Communications Department is working on several projects:

New IQA Brand

In order to reflect the new shape of the IQA (new staff, new goals and new vision), the IQA is refreshing its brand to reflect the athleticism and community of quidditch as it is now. This is still in development and updates will be coming throughout 2018.

Creating the Communications Network

In order to better understand NGBs' communications needs, the IQA Communications Department created a communications network to gather all NGBs' Heads of Communications (or equivalent positions). The communications network is a Slack workplace. Each Head of Communications can discuss their campaigns, advise other members, and share ideas about press relations and events promotion. This network has already helped nations to be aware of global press coverage. The IQA Communications Department will be developing the activity of this network in the upcoming few months, and will use it to share frequent updates about the IQA communications projects with NGBs.

Resources

The IQA will provide NGBs and quidditch players with resources and guidebooks to support them in their development. These guidebooks, developed in collaboration with the other departments, will cover various topics, including gameplay, membership and communications issues.

The 2018 IQA World Cup

The Communications Department started to work closely on the 2018 IQA World Cup with the Business Development Department, Human Company and the City of Florence. The department is working on public relations.

Social media consistency

In the past year, the IQA lost access to its previous website. Details on this can be found in the previous Annual Report. However, along with this, the IQA also lost access to its Instagram account. The Communications Department has now created a new Instagram account to unify the brand under the new iqasport.org web address and reflect that address throughout all social media accounts (Facebook, Twitter, and Instagram).

Websites updates

The department is finalizing the iqasport.org update and expect to introduce the new design in a short period of time. The department will also update the refdevelopment.com website and work to integrate it within the same domain.

Rulebook translations

The Communications Department is still working on Rulebook translations into Spanish and Dutch.

Planned Projects

While many projects are ongoing, there are not projects currently planned to begin in the next year. The Communications Department will complete several of the ongoing projects before tackling new areas.

Challenges

Changing the external vision about quidditch

Most media perceives quidditch as a novelty. The Communications Department is working hard to promote it as a real sport. To solve this issue, the department will work with media before enquiries are accepted, to ensure the coverage angle will be mutually beneficial. The Communications Department will also highlight the 2018 IQA World Cup to promote the sport.

Keeping the team involved

The Communications Department is fortunate to have 14 volunteers. Consequently, the Head of Communications has to be careful to keep them motivated. Despite this, there is a lack of volunteers on social media to increase quidditch visibility and manage the community. Leaders within the Communications Department will ensure they are present and that volunteers within the department are engaged and have appropriate workloads to keep team members happy and involved..

Having meticulous communications

We are aware some of our last communications were inaccurate, from typos on social media to omissions of members in announcements. .

To solve this issue, we plan to hire a copy editor to proof read our communications and work to have team members running social media in their native language(s).

Increasing the number of translated resources

We eager to provide the community with guidebooks and useful resources. However, we have a few translators in some teams and they are busy. Consequently, we face the unenviable decisions of prioritizing what resources are translated for publication.

Because we are an international association and we want to provide the most of people with tips and advice, we will solve this issue by publishing documents less frequently, allowing translators the time to produce a high quality translation. We also expect to hire new translation teams to provide content in more languages.

Opportunities

The 2018 IQA World Cup provides the IQA the opportunity to increase visibility of quidditch worldwide before, during, and after our marquee event. Through implementation of the communications strategies, our outward facing social media accounts and website have the opportunity to be more unified and accurate, working to rebuild trust with our community.

Events

Dear community,

This year the Events Department has shared its mandate with other departments, especially the Business Development Department. The Events Department does not currently have a Department Head, so tournament committees have reported to the Executive Director. Upon selection of additional volunteers to the department, the IQA hopes it will be able to assume its full mandate in the coming year, as stated below:

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.

We look forward to increasing the profile and responsibility of the Events Department. If any members of the community are interested in positions within this department, they can review available positions on the website or send an email to hiring (at) iqasport.org.

Rebecca Alley
Executive Director

Event Department summary

- **What is it?** The Events Department will be responsible for overseeing bidding and organization of all IQA sponsored events, and providing resources for NGBs on event management.
 - **What projects were completed?** In the past year, the department organized the 2017 European Games.
 - **What are the ongoing projects?** The department is currently collaborating with the Business Development Department on the bid process for the 2019 and 2020 events, as well as the creation of resources.
- What are the main challenges?** We are looking for volunteers to lead and work within this department.
- **What are the opportunities?** There is always the potential for better run events, as well as resources for our member NGBs.

Department structure

The volunteers within the Events Department in the past year have only been the tournament committees selected for specific events. However, we continue to seek permanent volunteers for positions including Head of Events, and for work towards creation of event resources and guidance for our members.

Completed Projects

In the past year, the Events Department mandate included the European Games 2017. A full review of those Games is included in this report on page 5.

Ongoing Projects

Event Guidelines and Resources

The IQA is working to create guidelines to assist our NGBs, particularly more novice NGBs, in hosting high-quality events. Additionally, the IQA is looking at creating internal resources to streamline the bidding and event organization process.

IQA World Cup

The IQA is continuing to organize the 2018 IQA World Cup, selecting the tournament committee and working with Human Company in collaboration with the Business Development Department.

Planned Projects

In the upcoming year, the IQA will be completing bidding for and then initiating planning of the IQA 2019 Continental Games and World Cup 2020. More information on these will be found in the next Annual Report as very little work was completed prior to the end of August 2017.

Challenges

The primary challenge facing the Events department is the lack of volunteers within it. We continue to look for applicants for the department to help us take on this challenge.

Opportunities

The Events Department is currently full of opportunity! Once volunteers are working within this department, it will be able to fulfil its mandate, open up other departments to complete work they are designed to do, and allow for more resources to be created to help our NGBs.

Human Resources

Dear community,

This year the Human Resources Department has been chaired by the Executive Director and work has been contributed by all other Heads of Departments. Upon selection of additional volunteers to the department, the IQA hopes it will be able to assume its full mandate in the coming year, as stated below:

The Human Resources (HR) Department will be responsible for volunteers and future employees of the IQA. It will be 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.

We look forward to increasing the responsibility of the Human Resources Department and continuing to work to improve our volunteers' experiences. If any members of the community are interested in positions within this department, they can review available positions on the website or send an email to hiring (at) iqasport.org.

Rebecca Alley
Executive Director

Human Resources Department summary

- **What is it?** Human Resources addresses internal processes and works to recruit, train, and retain volunteers for the IQA. Currently there are no volunteers in the department.
 - **What projects were completed?** The Human Resources Department has updated hiring processes and documents, and implemented, Slack internally for better communication.
 - **What are the ongoing projects?** The department continues to work towards better policies to support our volunteers, and recruitment and hiring across the organization.
 - **What are the main challenges?** There is a shortage of available volunteer hours due to a lack of volunteers.
- What are the opportunities?** The Human Resources Department has the opportunity to improve volunteer recruitment and retention processes, which are likely to have positive impacts across the entire IQA.

Completed Projects

Hiring processes

This year, we have revamped our hiring processes and documentation, as well as improving our volunteer tracking and management. We are continuing to work on improving our document management systems, as well as ensuring our volunteer agreements will be acceptable worldwide. Further improvements and streamlining of our hiring process are also high on our list of priorities.

Volunteer Slack

Internal communication has been greatly improved by adopting Slack to facilitate information sharing and teamwork. In addition to the improvements to facilitating internal communications, usage of Slack has improved information management, helping control access to confidential information and reducing risks of data breach. Our volunteers have also found it helpful in enabling a separation of their work for the IQA from social or personal lives on Facebook.

Ongoing Projects

Volunteer Policies

The IQA is continuing to work towards sustainable volunteer conduct policies to ensure our volunteers represent the IQA well and feel safe working as part of our organization. As with our volunteer agreements, we have experienced difficulties in crafting volunteer policies that are applicable and binding across NGBs, nations, and cultures.

Hiring

Quidditch organizations are chronically understaffed, and the IQA is no exception. We are always looking for talented volunteers. The lack of a person or department dedicated to our volunteers is felt across the organization, as it makes it difficult to put in as much time as is necessary towards volunteer management, recruitment, advertising, and posting of positions.

Planned projects

There are not currently projects planned within the HR department, although there is significant opportunity for any volunteers to plan projects.

Challenges

The primary challenge facing the Human Resources department is its lack of volunteers. We continue to look for applicants for Head of Human Resources to help us take on this challenge.

Opportunities

The Human Resources department has many opportunities to improve the the processes and workforce within the IQA. Once we have more volunteer hours available for work within this department, we would like to work towards perks and benefits for our volunteers, streamlined hiring, and continued work to ensure all volunteers have fun and enjoy working for the IQA.

Information and Communications Technology

Dear community,

This year the Information and Communications Technology Department has shared its mandate with other departments, especially the Communications Department. The Information and Communications Technology Department does not currently have a Department Head, however upon selection of additional volunteers to the department the IQA hopes it will be able to assume its full mandate in the coming year as stated below:

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.

We look forward to increasing the profile and responsibility of the Information and Communications Technology Department. If any members of the community are interested in positions within this department, they can review available positions on the website or send an email to [hiring \(at\) iqasport.org](mailto: hiring@iqasport.org).

Rebecca Alley
Executive Director

Information and Communication Technology Department

- **What is it?** The ICT Department oversees internal and external facing technology and currently has one volunteer. At this point much of its mandate has been enacted within the Communications Department.
- **What are the ongoing projects?** The IQA continues to work towards further improvements on the website.
- **What were the main challenges?** There is a shortage of available volunteer hours due to a lack of volunteers.
- **What are the opportunities?** The ICT Department has the opportunity to make significant improvements to internal processes and systems as well as the external perception of the IQA.

The Information and Communications Technology (ICT) Department does not currently have any volunteers within it. However, we continue to seek a Head of ICT to assist with our website creation and management, internal communications, and information security.

Ongoing Projects

In the past year, revamping the IQA's website has been ICT's central project. The project is still ongoing. Our Communications Department has taken on most of the work on this project, and continues to work towards a more intuitive, visually pleasing design for the website that will make it easier for all stakeholders to find the information they need. Our primary challenge continues to be a shortage of available volunteer hours; we simply have not had enough hours available to complete both our website and all our other projects. We have also experienced difficulties with back-end development, but have made progress on this front. Our key improvement here has been enabling multiple volunteers to post content, ensuring that we can deliver news in a timely manner.

Challenges

The primary challenge facing the ICT department is the lack of volunteers within it. We continue to look for applicants for Head of Information and Communications Technology to help us take on this challenge.

Opportunities

The ICT Department has potential to significantly improve the IQA's internal processes. We continue to work towards a better website, and will look to the ICT Department and its volunteers for guidance on future systems.

FUTURE PLANS AND EVENTS

Strategic plan

The Board of Trustees continues to work on a long-term strategic plan for the IQA. This is a work in process, and the Board will be holding 2 days of in-person meetings prior to World Cup to work on a strategic plan among other governance issues.

IQA World Cup 2018

As this report covers up until August 31, 2017, much of the work that has been put into the World Cup 2018 will not be discussed here but a review of the full event planning process will be published at the end of the current fiscal year. In the 2017 fiscal year, bid materials were released for the 2018 event, and bids were solicited. From this, the IQA has received feedback on the bidding process which is positively impacting the bid process for future events.

In the interim, the location was selected to be in Florence, Italy, with official gameplay on June 30 and July 1 and events and exhibition matches surrounding those dates. A tournament committee has also been selected and is working with our partner, Human Company, to organize the event.

TRANSLATED SUMMARIES

Catalan

Resum del Departament de Finances

Què és? És el departament encarregat de gestionar els ingressos i les despeses de la IQA, responsable del cobrament de quotes, els pressupostos i el rastreig dels diners.

Quins projectes s'han completat? El Departament de Finances ha pagat a Savage Ultimate la comanda de la Copa del Món de 2016 i ha col·laborat amb el Departament de Competicions en la consecució dels Jocs Europeus, en començar a planejar la Copa del Món i en pagar el marxandatge.

Quins són els projectes en curs? El Departament de Finances està en procés d'elaborar els pressupostos per l'any vinent, creant una sèrie de polítiques financeres per guiar la IQA i treballant amb l'equip organitzador de la Copa del Món en la Copa del Món de 2018. L'actual any fiscal també inclou la recaptació de les quotes de la IQA.

Resum del Departament de Joc

Què és? El Departament de Joc de la IQA proveu nous recursos per millorar l'esport i l'experiència de jugadors/es, àrbitres, organitzadors/es i públic. Compta amb 17 voluntaris/àries que treballen en 3 equips (Reglament, Desenvolupament Arbitral i Desenvolupament d'Esnitx).

Quins projectes s'han completat? La contractació va ser un èxit, aportant molts/es voluntaris/àries nous/ves, i es van dur a terme proves de camp amb èxit a dues competicions europees.

Quins són els projectes en curs? Contactar amb NGBs per pensar col·lectivament en actualitzacions del Reglament, crear recursos per àrbitres i esnitxes i implementar un procés i prova de certificació d'esnitx.

Quins són els principals reptes? Les dificultats pel Comitè de Desenvolupament Arbitral han sigut degudes principalment per problemes tècnics amb la pàgina web, mentre que el Comitè de Desenvolupament d'Esnitx ha hagut de fer front a la falta de voluntaris en el comitè.

Resum del Departament de Negocis

Què és? El Departament de Negocis explora oportunitats de generar beneficis i crear firmes per a la IQA, la qual cosa ha inclòs la Copa del Món de 2018 a falta d'un Departament de Competicions. El departament està compost actualment d'un/a voluntari/ària, el/la cap de departament.

Quins projectes s'han completat? Va ser escollida la localització de la Copa del Món de 2018 i el Programa de Desenvolupament Nacional va ser concebut i implementat.

Quins són els projectes en curs? El Departament de Negocis continua treballant en l'organització de la Copa del Món de la IQA de 2018 i assistint NGBs a través del Programa de Desenvolupament Nacional.

Quins són els principals reptes? El departament compta només amb un/a voluntari/ària, per la qual cosa tant temps com recursos humans suposen un repte pel Departament de Negocis.

Quines són les oportunitats? La Copa del Món de la IQA de 2018 és una gran oportunitat per elevar el perfil de l'esport i n'hi ha incomptables vies per a associacions empresarials i fluxos d'ingressos (p.ex., marxandatge).

Resum del Departament de Membres

Què és? El Departament de Membres respon a les necessitats de les NGBs membres i treballa per expandir el quidditch a noves àrees. El departament està actualment compost per un/a voluntari/ària, el/la cap de departament.

Quins projectes s'han completat? Ha sigut elaborada una llista actual de membres i han sigut establerts objectius i estructura interna.

Quins són els projectes en curs? El Departament de Membres treballarà per compilar els recursos existents per a NGBs i per produir-ne de nous tan com sigui necessari, per expandir el quidditch a noves parts del món i per completar una enquesta de membres i jugadors/es.

Quins són els principals reptes? El departament compta només amb un/a voluntari/ària, per la qual cosa tant temps com recursos humans suposen un repte pel Departament de Membres.

Quines són les oportunitats? La pròxima Copa del Món oferirà oportunitats per expandir el quidditch a noves àrees i per comprendre millor les necessitats dels membres.

Resum del Departament de Comunicació

Què és? El Departament de Comunicació gestiona les comunicacions externes i la imatge de la IQA. Els/les voluntaris/àries del Departament de Comunicació són 14 persones dividides entre Disseny, Anàlisi i Redacció i equips de Traducció.

Quins projectes s'han completat? El 2017, el Departament de Comunicació va inspeccionar les necessitats del departament, va llençar 2 campanyes de xarxes socials i va traduir 1 document en 3 idiomes.

Quins són els projectes en curs? El departament continua treballant per renovar la imatge a la IQA, actualitzar la pàgina web, ampliar la presència a les xarxes socials, publicar recursos i guies, contribuir en l'organització de la Copa del Món de la IQA, traduir el reglament i treballar més estretament amb els departaments de comunicació de les NGBs.

Quins són els principals reptes? Canviar la percepció global del quidditch és un projecte a llarg termini i continua essent un repte. Canvis a escala més petita inclouen assegurar-se que tot/a voluntari/ària i equip estiguin organitzats i compromesos, assegurant-se que les comunicacions són correctes gramaticalment, ortogràficament i factualment, i ampliar els nombre de recursos traduïts.

Quines són les oportunitats? La Copa del Món de la IQA de 2018 és una gran oportunitat per promoure el quidditch!

Resum del Departament de Competicions

Què és? El Departament de Competicions serà responsable de supervisar les competicions i organitzar tots els esdeveniments patrocinats per la IQA i de proporcionar recursos per a NGBs en la gestió de competicions.

Quins projectes s'han completat? L'any passat, el departament va organitzar els Jocs Europeus de 2017.

Quins són els projectes en curs? El departament es troba actualment col·laborant amb el Departament de Negocis en el procés d'organització d'esdeveniments pel 2019 i 2020, així com en la creació de recursos.

Quins són els principals reptes? Estem buscant voluntaris/àries per dirigir i treballar amb aquest departament.

Quines són les oportunitats? Sempre hi ha la possibilitat de d'operar millors competicions, així com recursos per a les nostres NGBs membre.

Resum del Departament de Recursos Humans

Què és? Recursos Humans adrecen processos interns i treballen per a contractar, entrenar i mantenir voluntaris/àries per a la IQA. Actualment no hi ha cap voluntari/ària en aquest departament.

Quins projectes s'han completat? El Departament de Recursos Humans ha actualitzat els processos i documents de contractació, i ha implementat "Slack" de forma interna per una millor comunicació.

Quins són els projectes en curs? El departament continua treballant cap a millor polítiques per donar suport als voluntaris/àries, i contractar persones per a l'organització.

Quins són els principals reptes? Hi ha escassetat d'hores de voluntariat disponibles degut a la falta de voluntaris/àries.

Quines són les oportunitats? El Departament de Recursos Humans té l'oportunitat de millorar el procés de contractació de voluntaris/àries i de retenció, els quals tindran un impacte positiu per a la IQA.

Resum del Departament de Tecnologies de la Informació i Comunicació

Què és? El Departament de TIC supervisa tecnologia interna i externa i actualment té un/a voluntari/ària. En aquest punt, moltes de les seves tasques han estat portades a terme amb el Departament de Comunicació.

Quins són els projectes en curs? La IQA continua treballant en direcció a millores en la seva pàgina web.

Quins són els principals reptes? Hi ha escassetat d'hores de voluntariat disponibles degut a la falta de voluntaris/àries.

Quines són les oportunitats? El Departament de TIC té l'oportunitat de realitzar millores significatives en els processos i sistemes interns així com en la percepció externa de la IQA.

Dutch

Samenvatting Afdeling Financiën

Wat is het? Deze afdeling beheert de inkomsten en uitgaven van de IQA, ze is verantwoordelijk voor het innen van lidgelden, het opmaken van de budgettering en het traceren van geld.

Welke projecten werden uitgevoerd? De Afdeling Financiën betaalde Savage Ultimate terug voor de bestelling van World Cup 2016. Daarnaast werkte de afdeling samen met de Afdeling Events voor de organisatie van European Games, de start van de planning voor World Cup en het betalen van merchandise.

Wat zijn de lopende projecten? De Afdeling Financiën is bezig met de budgettering van komend jaar. Er worden financiële beleidsdocumenten uitgewerkt voor de IQA en er wordt met de organisatoren van World Cup samengewerkt voor World Cup 2018. Het lopende boekjaar omvat ook het innen van IQA-lidgelden.

Samenvatting Afdeling Gameplay

Wat is het? De Afdeling Gameplay van de IQA zorgt voor hulpmiddelen om de sport en de ervaring voor spelers, officials, bestuursorganen en toeschouwers te verbeteren. De afdeling bestaat uit 17 vrijwilligers verdeeld over 3 teams (Spelregels, Scheidsrechterontwikkeling, Snitchontwikkeling).

Welke projecten werden uitgevoerd? Een succesvolle rekruteringscampagne zorgde voor heel wat nieuwe vrijwilligers en de veldtesten werden met succes uitgetoetst tijdens twee Europese toernooien.

Wat zijn de lopende projecten? Contact leggen met nationale bestuursorganen om samen na te denken over aanpassingen van de spelregels, hulpmiddelen aanmaken voor scheidsrechters en snitches, invoeren van een proces en bijhorende test voor snitchcertificatie.

Wat waren de grootste uitdagingen? De voornaamste problemen voor het Scheidsrechterontwikkelingsteam hadden te maken met technische problemen van de website. Het Snitchontwikkelingsteam heeft dan weer een gebrek aan vrijwilligers.

Samenvatting Afdeling Bedrijfsontwikkeling

Wat is het? De Afdeling Bedrijfsontwikkeling gaat op zoek naar partners en mogelijkheden om inkomsten te genereren voor de IQA. Bij gebrek aan een Afdeling Events omvatte dit ook World Cup 2018. De afdeling bestaat momenteel uit één vrijwilliger, het afdelingshoofd.

Welke projecten werden uitgevoerd? De locatie voor World Cup 2018 werd gekozen en het plan voor landenontwikkeling (Country Development Scheme) werd uitgewerkt en ingevoerd.

Wat zijn de lopende projecten? De Afdeling Bedrijfsontwikkeling blijft bijdragen aan de organisatie van de IQA World Cup 2018 en blijft nationale bestuursorganen steunen via het plan voor landenontwikkeling.

Wat waren de grootste uitdagingen? Aangezien de afdeling slechts uit één vrijwilliger bestaat, zijn de voornaamste problemen personeel en tijd.

Welke kansen zijn er? De IQA World Cup 2018 is een geweldige kans om de sport sterker te profileren en er zijn verschillende mogelijkheden om samen te werken met bedrijven of om inkomsten te genereren (bijvoorbeeld via merchandise).

Samenvatting Afdeling Lidmaatschap

Wat is het? De Afdeling Lidmaatschap verzorgt de noden van aangesloten nationale bestuursorganen en zorgt voor de uitbreiding van de sport naar nieuwe regio's. De afdeling bestaat momenteel uit één vrijwilliger, het afdelingshoofd.

Welke projecten werden uitgevoerd? Er werd een ledenlijst opgesteld en de doelen en interne structuur werden bepaald.

Wat zijn de lopende projecten? De Afdeling Lidmaatschap wil bestaande hulpmiddelen voor nationale bestuursorganen verzamelen en zal indien nodig nieuwe hulpmiddelen aanmaken. Verder zal de afdeling zorgen voor de verspreiding van zwerkbal naar nieuwe delen van de wereld en zal er een enquête opgesteld worden voor leden en spelers.

Wat waren de grootste uitdagingen? Aangezien de afdeling slechts uit één vrijwilliger bestaat, zijn de voornaamste problemen personeel en tijd.

Welke kansen zijn er? De IQA World Cup 2018 biedt kansen om zwerkbal in nieuwe gebieden te introduceren en om de noden van de leden beter te begrijpen.

Samenvatting Afdeling Communicatie

Wat is het? De Afdeling Communicatie beheert de externe communicatie van de IQA. De afdeling bestaat uit 14 vrijwilligers, verdeeld over de volgende teams: Ontwerp, Analyse & Schrijven, en Vertaling.

Welke projecten werden uitgevoerd? In 2017 bracht de Afdeling Communicatie de noden van de afdeling in kaart, er werden twee campagnes op social media gelanceerd en één document werd in drie talen vertaald.

Wat zijn de lopende projecten? De taken van de afdeling zijn de volgende: werken aan de rebranding van de IQA, de website up-to-date houden, de aanwezigheid op social media vergroten, hulpmiddelen en richtlijnen publiceren, helpen bij de organisatie van de IQA World Cup, de spelregels vertalen, en nauwer samenwerken met de communicatieafdelingen van nationale bestuursorganen.

Wat waren de grootste uitdagingen? Het is niet eenvoudig om het beeld dat de wereld van zwerkbal heeft te veranderen en dit blijft een project van lange duur. Kleinere uitdagingen zijn onder andere ervoor zorgen dat alle vrijwilligers en teams georganiseerd en geëngageerd zijn, zorgen voor grammaticaal en orthografisch correcte communicatie die de feiten juist weergeeft, en het aantal vertaalde documenten vergroten.

Welke kansen zijn er? De IQA World Cup 2018 is een geweldige kans om zwerkbal te promoten!

Samenvatting Afdeling Events

Wat is het? De Afdeling Events zal toezicht houden op het biedingsproces en de organisatie van alle evenementen gesponsord door de IQA en zal nationale bestuursorganen hulp bieden bij eventmanagement.

Welke projecten werden uitgevoerd? De afdeling organiseerde de European Games van 2017. **Wat zijn de lopende projecten?** De afdeling werkt momenteel samen met de Afdeling Bedrijfsontwikkeling om het biedingsproces voor de evenementen van 2019 en 2020 vast te leggen. Ze werken ook samen bij het opstellen van hulpmiddelen.

Wat waren de grootste uitdagingen? We zijn op zoek naar vrijwilligers om deel uit te maken van deze afdeling en om ze te leiden.

Welke kansen zijn er? Evenementen kunnen altijd beter georganiseerd worden en er kunnen ook betere hulpmiddelen uitgewerkt worden voor de nationale bestuursorganen die lid zijn.

Samenvatting Afdeling Personeelszaken

Wat is het? De Afdeling Personeelszaken beheert de interne processen en zorgt voor de rekrutering, opleiding en het behoud van vrijwilligers voor de IQA. Momenteel beschikt de afdeling niet over vrijwilligers.

Welke projecten werden uitgevoerd? De Afdeling Personeelszaken heeft de aanwervingsprocessen en -documenten geüpdatet en heeft Slack opgezet voor betere interne communicatie.

Wat zijn de lopende projecten? De afdeling blijft werken aan betere beleidslijnen om onze vrijwilligers te ondersteunen en zorgt voor de werving en aanstelling van vrijwilligers voor de hele organisatie.

Wat waren de grootste uitdagingen? Door een gebrek aan vrijwilligers zijn er te weinig vrijwilligersuren beschikbaar.

Welke kansen zijn er? De Afdeling Personeelszaken kan de processen voor werving en behoud van vrijwilligers verbeteren, wat een positief effect zal hebben op de hele IQA.

Samenvatting Afdeling Informatie- en Communicatietechnologie

Wat is het? De Afdeling ICT beheert de interne en externe technologie en bestaat momenteel uit één vrijwilliger, wiens opdracht grotendeels werd uitgevoerd binnen de Afdeling Communicatie.

Welke projecten werden uitgevoerd? De IQA blijft de website verbeteren.

Wat waren de grootste uitdagingen? Door een gebrek aan vrijwilligers zijn er te weinig vrijwilligersuren beschikbaar.

Welke kansen zijn er? De Afdeling ICT kan de interne processen en systemen maar ook het externe beeld van de IQA sterk verbeteren.

French

Résumé du Département Finances

De quoi s'agit-il ? Il s'agit du département gérant les revenus et dépenses de l'IQA, responsable de la collecte des cotisations, de la budgétisation et du suivi des transactions.

Quels projets ont été réalisés ? Le Département Finances a remboursé Savage Ultimate pour la commande de la Coupe du Monde 2016 et a collaboré avec le Département Événementiel pour assurer la tenue des Jeux Européens, a commencé à planifier la Coupe du Monde et à payer les marchandises.

Quels sont les projets en cours ? Le Département Finances est en cours de budgétisation pour l'année à venir, crée une suite de politiques financières afin de guider l'IQA, et travaille avec l'équipe organisatrice de la Coupe du Monde pour la Coupe du Monde 2018. L'année fiscale en cours comprend également la collecte des cotisations IQA.

Résumé du Département Arbitrage et Règles (Gameplay)

De quoi s'agit-il ? Le Département Arbitrage et Règles propose de nouvelles ressources afin d'améliorer le sport et l'expérience des joueurs, arbitres, comités d'organisation et spectateurs. Il se compose de 17 volontaires répartis en 3 équipes (Livre des Règles, Développement des arbitres, Développement des vifs d'or).

Quels projets ont été réalisés ? Les démarches de recrutement ont été fructueuses, apportant de nombreux nouveaux volontaires, et les tests de terrain ont été expérimentés avec succès lors de deux tournois européens.

Quels sont les projets en cours ? Il s'agit de prendre contact avec les fédérations nationales afin de réfléchir collectivement aux changements du Livre de Règles, créer des ressources pour les arbitres et vifs d'or, et mettre en place un processus de certification, avec tests, pour les vifs d'or.

Quels étaient les principaux défis ? Les difficultés de l'équipe du Développement des arbitres ont été largement dues aux problèmes techniques du site internet, tandis que l'équipe de Développement des vifs d'or a été confrontée à un manque de volontaires en son sein.

Résumé du Département Développement Commercial

De quoi s'agit-il ? Le Département Développement Commercial recherche les opportunités générant des revenus et la création de partenariats pour l'IQA, y compris la Coupe du Monde 2018 en l'absence d'un Département Événementiel. Le département est actuellement composé d'un volontaire, le responsable du Département.

Quels projets ont été réalisés ? Le lieu de la Coupe du Monde 2018 fut décidé, et le Plan de Développement National fut conçu et mis en place.

Quels sont les projets en cours ? Le Département Développement Commercial continue à travailler en vue de l'organisation de la Coupe du Monde 2018, et assiste les fédérations nationales à travers le Plan de Développement National.

Quels étaient les principaux défis ? Le département dispose d'un seul volontaire, donc à la fois les ressources de temps et de moyens humains sont un défi pour le Département Développement Commercial.

Quelles sont les opportunités ? La Coupe du Monde 2018 est une belle opportunité pour augmenter la visibilité du sport, et apporte d'innombrables pistes pour des partenariats commerciaux et autres sources de revenus (ex : vente de marchandises).

Résumé du Département Adhésions

De quoi s'agit-il ? Le Département Adhésions répond aux besoins des fédérations nationales, adhérentes à l'IQA et travaille au déploiement du quidditch dans de nouvelles zones. Le département est actuellement composé d'une volontaire, la responsable du département.

Quels projets ont été réalisés ? Une liste actualisée des affiliations a été créée, et des objectifs et une structure interne ont été déterminés.

Quels sont les projets en cours ? Le Département Adhésions va veiller à réunir les ressources existantes pour les fédérations nationales et en produire de nouvelles si nécessaire, amener le quidditch dans de nouvelles parties du monde et mener une enquête au sujet des membres et joueurs.

Quels sont les défis principaux ? Le département dispose seulement d'une volontaire, donc à la fois les ressources de temps et de moyens humains manquent au Département Adhésions.

Quelles sont les opportunités ? La Coupe du Monde à venir va fournir de nouvelles opportunités pour déployer le quidditch à de nouvelles zones et mieux comprendre les besoins des membres de l'IQA.

Résumé du Département Communication

De quoi s'agit-il ? Le Département Communication s'occupe de la communication extérieure et de l'image de l'IQA. Les volontaires du Département Communication sont 14, répartis entre les équipes Design, Analyse et écriture, et Traduction.

Quels projets ont été réalisés ? En 2017, le Département Communication a réalisé un audit des besoins du département, lancé deux campagnes sur les réseaux sociaux et traduit un document en trois langues.

Quels sont les projets en cours ? Le département continue de retravailler l'image de marque de l'IQA, met à jour du site internet, accroît la présence sur les réseaux sociaux, publie des ressources et guides, contribue à l'organisation de la Coupe du Monde, traduit le Livre des Règles, et assure une proche collaboration avec les départements communication des fédérations nationales.

Quels étaient les défis principaux ? Changer la perception générale du quidditch est un projet sur le long terme et reste complexe. Les défis plus accessibles ont été de s'assurer que tous les volontaires et équipes sont organisés et engagés, de faire en sorte que les communications soient grammaticalement, orthographiquement et factuellement correctes, et d'augmenter le nombre de ressources traduites.

Quelles sont les opportunités ? La Coupe du Monde 2018 est une excellente opportunité pour promouvoir le quidditch !

Résumé du Département Événementiel

De quoi s'agit-il ? Le Département Événementiel sera responsable de superviser les candidatures et l'organisation de tous les événements soutenus par l'IQA, et de fournir des ressources pour les fédérations nationales sur la gestion d'événements.

Quels projets ont été réalisés ? L'année passée le département a organisé les Jeux Européens 2017.

Quels sont les projets en cours ? Le département travaille actuellement en collaboration avec le Département Développement Commercial sur le processus de candidature pour les événements de 2019 et 2020, ainsi que pour la création de ressources.

Quels étaient les défis principaux ? Nous recherchons des volontaires pour diriger et travailler au sein de ce département.

Quelles sont les opportunités ? Il y a toujours un potentiel pour des événements mieux organisés, de même que pour des ressources plus abouties à destination des fédérations nationales membres de l'IQA.

Résumé du Département Ressources Humaines

De quoi s'agit-il ? Les ressources humaines se chargent des processus internes et travaillent au recrutement, à la formation et à la fidélisation des volontaires de l'IQA. Actuellement il n'y a aucun volontaire au sein de ce département.

Quels projets ont été réalisés ? Le Département Ressources Humaines a mis à jour les documents et processus de recrutement, et mis en place Slack pour une meilleure communication interne.

Quels sont les projets en cours ? Le département continue de travailler vers de meilleures politiques afin d'assister les volontaires de l'IQA, et sur le recrutement et l'embauche au sein de l'organisation.

Quels étaient les défis principaux ? Il y a un déficit d'heures de bénévolat disponibles dû à un manque de volontaires.

Quelles sont les opportunités ? Le Département Ressources Humaines a l'opportunité de faire progresser les procédés de recrutement et de maintien des volontaires, avec de très probables retombées positives à travers toute l'IQA.

Résumé du Département Technologie de l'Information et de la Communication (TIC)

De quoi s'agit-il ? Le Département TIC supervise la technologie interne et externe, et actuellement se compose d'un volontaire. Jusqu'ici, la majorité de son mandat a été intégrée au sein du Département Communication.

Quels sont les projets en cours ? L'IQA continue de travailler en vue d'améliorations plus poussées du site internet.

Quels étaient les défis principaux ? Il y a un déficit d'heures de bénévolat disponibles dû à un manque de volontaires.

Quelles sont les opportunités ? Le Département TIC a l'opportunité d'apporter de considérables améliorations aux processus et systèmes internes ainsi qu'à la perception extérieure de l'IQA.

Italian

Dipartimento delle Finanze

Cos'è? È il dipartimento che gestisce le entrate e le uscite dell'IQA. È responsabile della raccolta delle spese terminali, del bilancio di previsione e del monitoraggio dei soldi.

Quali progetti sono stati portati a termine? Il Dipartimento delle Finanze ha ripagato la Savage Ultimate per la World Cup 2016 e ha collaborato con il Dipartimento degli Eventi per la riuscita degli European Games, ha iniziato a pianificare la World Cup e ha effettuato il pagamento del merchandise.

Quali sono i progetti in corso? Il Dipartimento delle Finanze sta monitorando il budget dell'anno prossimo, creando un'estesa lista di regole finanziarie per guidare l'IQA, e sta lavorando con il team organizzativo della World Cup per l'evento previsto nel 2018. L'attuale anno fiscale include anche la raccolta delle quote associative dell'IQA.

Dipartimento del Gameplay

Cos'è? Il dipartimento del Gameplay dell'IQA fornisce nuove risorse al fine di migliorare lo sport e l'esperienza di giocatori, arbitri, corpi organizzativi e spettatori. È costituito da 17 volontari che lavorano in 3 team (Regolamento, Sviluppo degli Arbitri, Sviluppo dei Boccini).

Quali progetti sono stati portati a termine? Sono diversi i nuovi volontari che hanno risposto al bando; e dei test sono stati condotti con successo durante due tornei europei.

Quali sono i progetti in corso? Discutere sugli aggiornamenti del Regolamento in collaborazione con le NGBs, creare nuove risorse per arbitri e snitches, e rendere effettivi un processo di certificazione ed un test per quest'ultima posizione.

Quali sono state le maggiori difficoltà? Alcuni problemi tecnici riguardanti la pagina web hanno messo in difficoltà il Referee Development Team, mentre lo Snitch Development Team ha dovuto confrontarsi con la mancanza di volontari.

Dipartimento del Business Development

Cos'è? Si occupa di trovare nuove opportunità che permettano di generare delle entrate e che creino del partenariato per l'IQA. Anche la World Cup 2018 è inclusa in tale progetto, data l'assenza di un Dipartimento Eventi. Il dipartimento è attualmente composto da un solo membro, lo stesso Capo di Dipartimento.

Quali progetti sono stati portati a termine? È stata scelta la location che ospiterà la World Cup 2018 e il Country Development Scheme è stato elaborato e messo in funzione.

Quali sono i progetti in corso? Il Dipartimento continua a lavorare in vista della World Cup 2018 e assiste le NGBs tramite lo schema sopracitato (Country Development Scheme).

Quali sono state le maggiori sfide? Il dipartimento è composto da un solo volontario, perciò sia la gestione del tempo sia le risorse umane rappresentano una grande sfida.

Quali sono le principali opportunità? La World Cup 2018 dell'IQA è una grande opportunità per innalzare il nome dello sport, e si prospettano innumerevoli possibilità di partenariato e flussi di entrate (es: merchandise).

Membership Department

Cos'è? Si occupa di soddisfare gli attuali bisogni delle NGB membri e lavora con lo scopo di espandere il quidditch in nuove realtà. Il dipartimento è attualmente composto di un volontario, lo stesso Capo di Dipartimento.

Quali progetti sono stati portati a termine? è stata completata una lista dei membri e sono stati stabiliti sia gli obiettivi, sia la struttura interna.

Quali sono i progetti in corso? Il dipartimento lavorerà per elencare le risorse esistenti e disponibili alle NGB, per produrne di nuove se necessario, per espandere il quidditch a nuove parti del mondo e completare un sondaggio per membri e giocatori.

Quali sono state le maggiori sfide? Il dipartimento è composto da un solo volontario, perciò sia la gestione del tempo sia le risorse umane rappresentano una grande sfida.

Quali sono le principali opportunità? L'imminente World Cup contribuirà all'espansione del quidditch a nuove aree del mondo e permetterà di comprendere al meglio il bisogno di nuovi membri.

Dipartimento di Comunicazione

Cos'è? Il Dipartimento di Comunicazione gestisce le comunicazioni esterne e l'immagine dell'IQA. I volontari di questo dipartimento sono 14 e sono suddivisi in 3 team: Design, Analisi e Stesura e Traduzione.

Quali progetti sono stati portati a termine? Nel 2017 il Dipartimento di Comunicazione ha verificato i bisogni del dipartimento, ha lanciato due campagne sui social e tradotto un documento in 3 lingue.

Quali sono i progetti in corso? Il Dipartimento continua a lavorare al marchio dell'IQA, si occupa degli aggiornamenti della pagina web, aumentando la sua presenza sulle reti sociali, pubblicando risorse utili e linee guida, contribuendo all'organizzazione dell'IQA World Cup, traducendo il regolamento, e lavorando a stretto contatto con i reparti di comunicazione delle NGBs.

Quali sono state le maggiori sfide? Cambiare la percezione globale di ciò che il quidditch rappresenta è un progetto impegnativo ed a lungo termine. Inoltre, assicurare l'organizzazione ed il coinvolgimento per tutti i volontari interni al dipartimento rappresenta una sfida minore, così come garantire comunicazioni di qualità, che siano corrette tanto grammaticalmente ed ortograficamente, quanto a livello d'informazione.

Quali sono le principali opportunità? La World Cup 2018 rappresenta un'importante opportunità per la promozione del quidditch!

Dipartimento degli Eventi

Cos'è? Il dipartimento sarà responsabile dell'offerta e dell'organizzazione di tutti gli eventi sponsorizzati dall'IQA e dovrà fornire delle risorse alle NGB per la gestione di eventi.

Quali progetti sono stati portati a termine? Lo scorso anno, il dipartimento ha organizzato gli European Games 2017.

Quali sono i progetti in corso? Il Dipartimento sta attualmente collaborando con il Dipartimento di Business Development al processo delle candidature per il 2019 ed il 2020, oltre che alla creazione di risorse.

Quali sono state le maggiori sfide? Siamo alla ricerca di volontari che lavorino all'interno del dipartimento.

Quali sono le principali opportunità? Rimane sempre il potenziale per la creazione di eventi migliori e per garantire risorse ai membri NGBs.

Dipartimento di Risorse Umane

Cos'è? Il Dipartimento si dedica ai processi interni e lavora al reclutamento, alla formazione ed alla permanenza dei volontari dell'IQA. Attualmente non ci sono volontari nel dipartimento.

Quali progetti sono stati portati a termine? Il Dipartimento di Risorse Umane ha aggiornato i processi ed i documenti per l'assunzione di nuovi membri. Inoltre, ha messo in funzione un canale Slack per migliorare la qualità delle comunicazioni.

Quali sono i progetti in corso? Il Dipartimento continua a lavorare con lo scopo di migliorare la politica per il supporto dei nostri volontari, nonché al reclutamento ed all'assunzione di nuovi membri all'interno dell'organizzazione.

Quali sono state le maggiori sfide? La mancanza di volontari rende difficile il lavoro del dipartimento, che si deve confrontare con una scarsa quantità di ore da dedicare ai diversi progetti.

Quali sono le principali opportunità? Il Dipartimento di Risorse Umane ha la possibilità di migliorare i processi di reclutamento e di permanenza dei volontari, che molto probabilmente porterà benefici all'intera organizzazione dell'IQA.

Dipartimento dell'informazione e della Comunicazione Digitale

Cos'è? Il dipartimento, al momento composto da un solo volontario, revisiona le tecnologie esterne ed interne. Finora ha perseguito il suo mandato a stretto contatto con il Dipartimento di Comunicazione.

Quali sono i progetti in corso? L'IQA continua a lavorare per migliorare ulteriormente la pagina web.

Quali sono state le maggiori sfide? La mancanza di volontari rende difficile il lavoro del dipartimento, che si deve confrontare con una scarsa quantità di ore da dedicare ai diversi progetti.

Quali sono le principali opportunità? Il Dipartimento ICT ha la possibilità di apportare importanti migliorie sia a sistemi e processi interni, sia all'immagine dell'IQA.

Spanish

Departamento financiero

¿Qué es? El departamento financiero gestiona los ingresos y los gastos de la IQA además de ser el responsable de cobrar las cuotas, elaborar los presupuestos y realizar un seguimiento del dinero.

¿Qué proyectos se han llevado a cabo? El departamento financiero pagó a Savage Ultimate el pedido para la Copa del Mundo 2016, colaboró con el departamento de eventos para que se pudiesen celebrar los Juegos Europeos, inició la planificación de la Copa del Mundo y pagó el merchandising.

¿Cuáles son los proyectos en curso? El departamento financiero está elaborando un presupuesto para el próximo año y trabajando en Copa del Mundo 2018 con el equipo organizador de dicho evento. El año fiscal actual incluye el cobro de las cuotas de la IQA.

Departamento de juego

¿Qué es? El departamento de juego de la IQA crea nuevos recursos para desarrollar el deporte y mejorar la experiencia de jugadores, miembros del cuerpo arbitral, organizadores y espectadores. Hay diecisiete voluntarios que trabajan divididos en tres equipos (reglamento, desarrollo arbitral y de snitch).

¿Qué proyectos se han llevado a cabo? El esfuerzo de captación fue un éxito y se consiguió atraer a muchos nuevos voluntarios. Por otra parte la prueba de los exámenes prácticos en dos torneos europeos fue un éxito.

¿Cuáles son los proyectos en curso? Ponerse en contacto con las NGB para reflexionar colectivamente sobre las actualizaciones del reglamento, crear recursos para árbitros y snitchs además de implementar un procedimiento de certificación y un examen para las snitchs.

¿Cuales han sido los principales desafíos? Las dificultades que ha experimentado el Equipo de Desarrollo Arbitral se han debido en su mayoría a problemas técnicos relacionados con la página web mientras que el principal desafío Equipo de Desarrollo de Snitch ha sido la falta de voluntarios.

Departamento de desarrollo comercial

¿Qué es? El departamento de desarrollo comercial busca oportunidades para obtener ingresos y conseguir colaboraciones para la IQA entre las cuales se incluye la Copa del Mundo 2018 en ausencia del departamento de eventos. En la actualidad este departamento está formado por una persona, el jefe del departamento.

¿Qué proyectos se han llevado a cabo? La sede de la Copa del Mundo 2018 ha sido escogida y se ha concebido e implementado el marco de desarrollo nacional.

¿Cuáles son los proyectos en curso? El departamento de desarrollo comercial sigue trabajando en la organización de la Copa del Mundo 2018 de la IQA y ayuda a los NGB a través del marco de desarrollo nacional.

¿Cuales han sido los principales desafíos? El departamento solo tiene un voluntario por lo que tanto el tiempo y los recursos humanos son muy limitados.

¿Qué oportunidades hay? La Copa del Mundo 2018 de la IQA es una gran oportunidad para conseguir mayor visibilidad para el deporte y hay incontables posibilidades de alianzas estratégicas y de fuentes de ingresos (ej. merchandising).

Departamento de membresía

¿Qué es? El departamento de membresía atiende las necesidades que tienen los NGB en la actualidad y trabaja para llevar el quidditch a nuevos lugares. En la actualidad este departamento está formado por una única persona, el jefe del departamento.

¿Qué proyectos se han llevado a cabo? Se ha redactado una lista actualizada de los miembros además de fijar unos objetivos y establecer una estructura interna.

¿Cuáles son los proyectos en curso? El departamento de membresía trabajará en la recopilación de los recursos existentes para los NGB y creará nuevos si es necesario, además de llevará el quidditch a nuevas partes del mundo y realizará una encuesta a miembros y jugadores.

¿Cuáles han sido los principales desafíos? El departamento solo tiene un voluntario por lo que tanto el tiempo y los recursos humanos son muy limitados.

¿Qué oportunidades hay? La próxima Copa del Mundo da la oportunidad de llevar el quidditch a nuevas partes del mundo y de entender mejor las necesidades de los miembros.

Departamento de comunicaciones

¿Qué es? El departamento de comunicaciones gestiona la imagen y las comunicaciones externas de la IQA. Los catorce voluntarios con los que cuenta están divididos en equipos de diseño, análisis, redacción y traducción.

¿Qué proyectos se han llevado a cabo? En 2017 el departamento de comunicaciones investigó cuáles eran las necesidades del departamento, lanzó dos campañas en medios de comunicación y tradujo un documento a tres idiomas.

¿Cuáles son los proyectos en curso? El departamento sigue trabajando en la renovación de la imagen de la IQA, la actualización de la página web, en incrementar la presencia en redes sociales, publicar recursos y guías, contribuir a la organización de la Copa del Mundo de la IQA, traducir el reglamento además de esforzarse para trabajar estando más en contacto con los departamentos de comunicación de los NGB.

¿Cuáles son los principales desafíos? Cambiar la percepción global sobre el quidditch es un proyecto a largo plazo que sigue presentando dificultades. Entre otros retos menores se incluye garantizar que todos los voluntarios y equipos están organizados y comprometidos además de que la comunicación sea gramatical y ortográficamente correcta así como la propia comunicación. Por último se intentará aumentar la cantidad de recursos traducidos.

¿Qué oportunidades hay? ¡La Copa del Mundo 2018 de la IQA es una gran oportunidad para promocionar el quidditch!

Departamento de Eventos

¿Qué es? El Departamento de Eventos será el responsable de la supervisión del proceso de presentación de candidaturas y organización de los eventos patrocinados por la IQA, así como de proporcionar recursos para gestionar los eventos a los NGB.

¿Qué proyectos se han llevado a cabo? El año pasado, el departamento organizó los Juegos Europeos 2017.

¿Cuáles son los proyectos en curso? En la actualidad colabora con el departamento de desarrollo comercial en procesos de presentación de candidaturas para eventos del 2019 y 2020, y también está trabajando en el desarrollo de recursos.

¿Cuáles son los principales desafíos? Buscamos voluntarios que puedan trabajar dentro de este departamento y liderarlo.

¿Qué oportunidades hay? Siempre existe la posibilidad de organizar eventos mejores, así como de desarrollar mejores recursos para los NGB miembros de la IQA.

Departamento de recursos humanos (RH)

¿Qué es? El departamento de recursos humanos se encarga de los procesos internos y tareas relativas a la contratación, formación y a la permanencia voluntarios en la IQA pero actualmente no cuenta con voluntarios.

¿Qué proyectos se han llevado a cabo? El departamento de recursos humanos actualizó los procesos y la documentación para la contratación e implementó el uso de Slack para tener una mejor comunicación interna.

¿Cuáles son los proyectos en curso? El departamento sigue en la captación y contratación de voluntarios para diversos departamentos de la asociación, así como en mejorar las políticas actuales para apoyar a los que formen parte de la IQA.

¿Cuáles son los principales desafíos? La escasez de horas en las que hay voluntarios debido a la falta de personal.

¿Qué oportunidades hay? Este departamento tiene la posibilidad de mejorar el proceso de captación y de asegurar la permanencia de los voluntarios dentro de la asociación lo cual tendría un impacto positivo en la IQA.

Departamento de tecnologías de la Información y comunicaciones (TIC)

¿Qué es? En la actualidad el departamento de tecnologías de la información y Comunicaciones está formado por un voluntario y se encarga de supervisar la tecnología tanto interna como externa de la organización. En este momento gran parte de su trabajo se centra en el departamento de comunicaciones.

¿Cuáles son los proyectos en curso? La IQA sigue trabajando en mejorar para su página web.

¿Cuáles son los principales desafíos? La escasez de horas en las que hay voluntarios debido a la falta de personal.

¿Qué oportunidades hay? El departamento de tecnologías de la Información y comunicaciones tiene la posibilidad de hacer mejoras significativas en los procesos y sistemas internos de la IQA, así como en la percepción externa que se tiene de la asociación.

ACKNOWLEDGEMENTS

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Thank you to **Ajantha Abey Quidditch Photography** for allowing the IQA to use his pictures.

