



# **IQAI ANNUAL REPORT 2021**

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# MESSAGE FROM THE CHAIR OF THE BOARD OF TRUSTEES



Dear International Quidditch Community,

2021 was a long year - I can't say it any other way. The ongoing pandemic put us in a never ending loop with still no tournament to look forward to. While reviewing the past year to write this report I was surprised as to what happened in 2021.

We welcomed Chris Lau, Italia Valera and Toni Zimpel to the Board of Trustees and Aaron Carroll as Human Resources Director, Jamie Turbet as Communications & Technology Director, Keegan Remy-Miller as Gameplay Director and Pauline Raes as Events and Membership Services Director to the senior leadership of the IQA. We unfortunately saw the departure of Toni Zimpel and Keegan Remy-Miller in the same year.

Nevertheless I am pleased to report that we achieved many important goals and were able to complete long standing tasks. This year I will highlight only a few accomplishments:

- We restructured the operational side of the IQA and welcomed new and previous directors as well as new and previous volunteers.
- The minutes of the board meetings were published in a regular pattern with little delays and therefore increased the transparency of our organisation.
- We also published our 2020 annual report.
- We cancelled, postponed and announced tournaments for 2022 (Continental Games in Limerick, Ireland and Lima, Peru) and 2023 (World Cup in Richmond, USA).
- We were able to collect a lot of open dues from previous events as well as outstanding membership fees.
- We launched a new Homepage and had a successful Google Campaign.
- And last but not least we welcomed Peru as a new Full Member to the Assembly.

Last year was very administrative heavy but all of it was important in order to build a strong foundation and to ensure the future of the sport and for the IQA to be in a good position to operate in the upcoming years. We are looking forward to 2022 when we will launch the first tournaments since 2019 and other projects which we have in our pipeline.

I also want to take this opportunity to thank each board member, director, all volunteers of the IQA and the NGBs, as well as the Trustee Election committee who volunteered this year and worked so many hours with passion and dedication.

2021 was a very special year for me as it was the last year of my three year term as a trustee for the IQA. I want to take this opportunity to say thank you to all people I had the pleasure to work with. I learned a lot during the past three years and I am looking back at this time with a crying and a laughing eye.

Sincerely,  
Rahel Liviero  
(previous) Chair of the IQA Board of Trustees

# ABOUT THE IQA

## OUR MISSION

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

## OUR VALUES

### **Inclusivity**

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

### **Integrity**

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

### **Accessibility**

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

## Openness

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

## Empowering

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



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# IQA FINANCIALS

## Jan. 1, 2021 - Dec. 31, 2021

Dear NGBs,

Below you will find the following:

- 1) The IQA's income statement for the period from Jan. 1, 2021 - Dec. 31, 2021
- 2) The IQA's balance sheet as of Dec. 31, 2021

In the 2021 fiscal year, our assets increased by approximately 3,642.37 USD. The only income sources for this year were the membership fees as well as income from referee certifications. This is due to the fact that all planned IQA tournaments had to be postponed on account of the COVID-19 pandemic.

The development fund currently contains 7,785.26 USD. This year we have not distributed any amount, considering there has not been any demands. We invite all eligible NGBs to apply for funds.

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

Even after two years of a difficult situation, with no events, the state of the IQA's finances are still strong, and given the steps taken with incorporation and budgeting, we predict that they will continue to improve.

# FINANCIAL REPORT

## Income statement for the year ending Dec. 31, 2021 in USD

Department	Item	Expenses	Income
Gameplay	Head referee written tests		1,439.01
Membership	Membership fees paid <sup>1</sup>		473.00
Membership	Membership fees 2021 - outstanding		3,650.75
Other income	Google trial payment		0.03
<b>Total income</b>			<b>5,562.79</b>
Department	Item	Expenses	Income
IT	Website expenses (Heroku, etc.)	312.29	
IT	Google Suite (email subscription)	904.09	
Operations	Post service fees	26.94	
General	PayPal transaction fee	121.80	
General	Bank charges	59.30	
General	Registered agent fee / Taxes Delaware	496.00	
<b>Total Expenses</b>		<b>1920,42</b>	
<b>Net Income</b>			<b>3,642.37</b>

<sup>1</sup> This amount contains Membership Fees for the period Jan. 1, 2021 - Dec. 31, 2021.



# INCOME

## **The IQA generates revenue from three primary sources:**

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

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

Referee tests consistently generate approximately 1,500 USD of revenue annually. Last year we collected only 485 USD, but after the situation has started to go back to normal, we can see how those numbers are going back to where we expected.

Talking about membership fees, we have been working with all NGBs, specially the ones who have a special or a difficult situation, due to pandemic, financial or other reasons. That is also the reason why we decided not to increase the fees, but to maintain the overall amounts that were charged last year.

For the 2021 exercise, we expect to collect 4,123,75 USD, and since we sent the invoices by the end of november, some members have been able to pay them before Dec 31, giving us 473 USD so far. Thus, the distribution of our income on Dec. 31, 2021 was the following:

- 473.00 USD liquid
- 3,650.75 USD pending

For the 2020 exercise, there are still some members who haven't paid the owed fees on time. Some of them have directly disappeared from our membership list, since they were Emerging Areas with no more activity: Serbia, Finland, Iceland, Portugal and Israel. We keep conversations with the ones that have troubles, and try to find a way to solve their problems with us.

No IQA events were held in 2021, and thus no income was generated from this source. We were expecting to organize Continental Games in 2021. but the global pandemic due to the spread of the COVID-19 virus resulted in all planned events being postponed.

# EXPENSES

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

1. The IT Department, which includes all the necessary expenses for the IQA website (www.iqasport.com) and the services that it provides for members, such as the Management Hub and the Referee Test Platform
2. GSuite, the Google-based cloud and email service, used for internal & external communication and virtual document storage
3. Tax & legal, for the fulfillment of all the obligations with the State of Delaware
4. Finance related, such as transfer fees or account maintenance
5. The Development Fund, budgeted since the constitution of the IQA for the needs of our members, especially for the development of the sport around the world

With the opening of the bank account and being able to connect an IQA credit card with all expenses, we have been able to control all those expenses through monthly payments instead of yearly reimbursements (as was done in previous fiscal years).

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# BALANCE SHEET AS OF DEC. 31, 21

The following is the balance sheet containing the IQA's accounts as of Dec. 31, 2021. The amounts are in USD.

<b>Assets</b>	<b>Dec. 31, 2021 (USD)</b>	<b>Dec. 31, 2020 (USD)</b>
Bank account	9,564.81	7,003.56
PayPal	3,553.98	1,211.45
Development Fund	7,785.26	7,785.26
Reserve for unexpected expenses	10,000.00	0
<b>Total liquid</b>	<b>30,904.05</b>	<b>16,000.27</b>
2021 membership fees - receivable	3,650.75	0
Past membership fees - receivable <sup>2</sup>	2,073.86	5,517.00
EG license fee - receivable	0	2,612.42
PanAm partnership fee - receivable	0	1,203.68
World Cup merchandise - receivable	0	8,189.55
<b>Total receivables</b>	<b>5,724.61</b>	<b>17,522.65</b>
<b>Total assets</b>	<b>36,628.66 USD</b>	<b>33,522.92 USD</b>
<b>Liabilities</b>	<b>Dec. 31, 2021</b>	<b>Dec. 31, 2020</b>
Unrealized gains and losses <sup>3</sup>	152.27	-
Payables: Expenses to volunteers (IT)	-	484.23
<b>Total liabilities</b>	<b>152.27 USD</b>	<b>484.23 USD</b>
<b>Net assets</b>		
Restricted	17,785.26	7,785.26
Unrestricted	18,843.40	25,253.43
<b>Total net assets</b>	<b>36,628.66 USD</b>	<b>33,038.69 USD</b>
<b>Total liabilities and net assets</b>	<b>36,628.66 USD</b>	<b>33,038.69 USD</b>

<sup>2</sup> Including all pending fees from 2020, 2019 and before.

<sup>3</sup> Losses due to exchange rate changes from GBP and EUR to USD on receivables.

The main difference between the 2020 and 2021 fiscal years is that, after our main bank account was opened at Bank of America in July 2020 we have recovered all the receivables pending from the last 3 events: PanAm 19, EG 19 and WC 18.

That makes the accountancy of IQA much more simple to analyze and understand than it was before, since most of our assets are liquid, in USD (not conditioned by currency exchange rates anymore) and the only pending amounts from one year to another are the membership fees, some because of the late invoices, and others due to the circumstances of some NGBs, which we expect they can solve soon.

Therefore, we have started separating and categorizing our liquid assets, to be prepared, in the future, for the unexpected expenses that could come from events that we are expecting to host. In order to be more effective in the future, we will explore the possibilities of using special saving accounts, which are made to hold money you need to have for special purposes.

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# MEMBERS

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

## MEMBERSHIP CATEGORIES

### Full Member

The IQA currently has 19 Full Member NGBs.

#### Full membership requirements

To become an IQA Full Member NGB at least two of the criteria listed must be met before the status change is put before the IQA Board of Trustees. The NGB must have a minimum of:

- 8 registered teams
- 100 registered players
- 8 certified head referees
- 4 NGB administrative staff

Exemption Status: Based on a population of 10 million people or less, an NGB can apply for this exemption.

- An NGB will still be required to meet at least one of the listed criteria along with reaching 75% of another criterion.

#### Full membership 2021 dues

- Base rate of \$190 per NGB
- An additional \$2 per registered team above 20 teams, up to 100 teams, for a maximum additional cost of \$160
- Discounts available for NGBs who host a major international tournament, or who exceed expectations on referees available for the next payment cycle
- Half Price Petition eligible

## Full membership benefits

- An NGB must be in good standing with the IQA to receive these perks.
- Each NGB will have one vote in the IQA Assembly of Members meetings
- One advisory council member position will be available to each NGB
- Access to Full Member grant programs
- Access to the NGB communal forum hosted on Slack
- Referee test coupons based on the number of registered teams

## Current IQA full members

- Asociación de Quidditch Argentina
- Quidditch Australia Incorporated
- Quidditch Austria
- Belgian Quidditch Federation
- Quidditch Canada
- Associació de Quidditch de Catalunya
- Fédération du Quidditch Français
- Deutscher Quidditchbund e.V.
- Associazione Italiana Quidditch
- Quidditch Mexico
- Quidditch Nederland
- Norwegian Quidditch Association
- Federación Deportiva Peruana de Quidditch
- Polska Liga Quidditcha
- Asociación Quidditch España
- Schweizerischer Quidditchverband / Association Suisse de Quidditch / Associazione Svizzera di Quidditch
- Quidditch Derneği
- QuidditchUK
- US Quidditch

## **Associate, Developing member**

The IQA currently has 4 Associate, Developing Member NGBs.

### Associate, Developing membership requirements

To become an IQA Associate, Developing Region NGB at least two of the criteria listed must be met before the status change will be considered by the IQA Events and Membership Services department. The NGB must have a minimum of:

- 5 registered teams
- 50 registered players
- 2 IQA certified head referees AND 9 additional IQA referee certifications (e.g. one head referee is three certifications)
- 3 NGB administrative staff

Exemption Status: Based on a population of 10 million people or less, an NGB can apply for this exemption.

- An NGB will still be required to meet at least one of the listed criteria along with reaching 75% of another criterion.

### Associate, Developing membership 2021 dues

- Base rate of \$35 per NGB
- An additional \$2 per registered team above 20 teams, up to 100 teams, for a maximum additional cost of \$160
- Half Price Petition eligible

### Associate, Developing membership benefits

An NGB must be in good standing with the IQA to receive these perks.

- Ability to observe IQA Assembly of Members meetings
- Access to Associate Membership grant programs such as the Development Fund
- Access to the NGB communal forum hosted on Slack

### Current IQA Associate, Developing members

- Brazilian Quidditch Association
- Česká asociace famfrpálu
- Dansk Quidditchforbund
- Svenska quidditchförbundet

## **Associate, Emerging Area member**

The IQA currently has 11 Associate, Emerging Area Member NGBs.

### Associate, Emerging Area membership requirements

To become an IQA Associate, Emerging Area Region NGB at least two of the criteria listed must be met before the status change is put before the IQA Board of Trustees.

The NGB must have a minimum of:

- 2 registered teams
- 30 registered players
- 6 IQA referee certifications
- 2 NGB administrative staff

### Associate, Emerging Area membership 2021 dues

- Flat rate of \$10 per NGB

### Associate, Emerging Area membership benefits

An NGB must be in good standing with the IQA to receive these perks.

- Ability to observe IQA Assembly of Members meetings
- Access to Associate Membership grant programs such as the Development Fund
- Access to the NGB communal forum hosted on Slack

### Current IQA Associate, Emerging Area members

- Asociación Chilena de Quidditch
- Hong Kong Quidditch Association
- Quidditch Ireland
- Japan Quidditch Association
- Quidditch Malaysia
- Quidditch Association of New Zealand
- Slovak Quidditch Association
- Quidditch Slovenia
- Quidditch Korea
- Quidditch Uganda
- Vietnam Quidditch Association



## Area Of Interest

The IQA currently has 3 Area of Interest NGBs.

### Area of Interest membership requirements

To become an IQA Area of Interest NGB, the NGB must show an active effort to be building an NGB. This includes player outreach, tournament coordinating, adhering to the IQA rulebook, and a centralized governing power within the country. This membership category will be awarded by the IQA Events and Membership Services department.

### Area of Interest membership benefits

An NGB must be in good standing with the IQA to receive these perks.

- Active assistance from the IQA to foster the growth of the sport
- Access to the NGB communal forum hosted on Slack

### Current IQA Area of Interest members

- Ghana
- Pakistan
- Portugal

## MEMBERSHIP DUE DISCOUNTS

### Exceeding Expectations Discounts

These discounts are the means by which a Full Member National Governing Body may reduce their annual membership dues. Multiple discounts can be in effect at the same time.

### International Major Tournament

- A Member who hosts a tournament recognized by the IQA as a major international tournament may receive a discount of up to 50% of their fee for that season. They may not receive this discount in consecutive years. Such tournaments can include World Cup, European Games, Pan-American Games, Copa Del Sur, Asian-Pacific Quidditch Cup, etc...
- Major international tournaments may be either national team or club team tournaments, and can be considered for recognition with an email to [events@iqasport.org](mailto:events@iqasport.org)

## Half Price Petition

This petition may be submitted by any IQA Full Member or Associate Member. An application can be submitted to the Events and Membership Services department ( [membership@iqasport.org](mailto:membership@iqasport.org)) if an NGB feels they need a significant reduction in their annual dues.

Applications will be reviewed based on the severity of financial distress an NGB is undergoing. The IQA Events and Membership Services Department will forward this petition along to the Board of Trustees along with the developmental history the NGB has established.

After approval of a petition, the NGB will be unable to submit another application for a three year period. Approval of an application will reduce the owed annual membership dues of an NGB by 50%. Exceeding Expectations Discounts can not be applied in addition to this petition.

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# REPORTS FROM THE DEPARTMENTS

## EVENTS & MEMBERSHIP SERVICES



### **EMS directors' responsibilities**

The Events and Membership Services Directors oversee the teams within the department, guarding the wellbeing of the volunteers and ensuring the work in all teams progresses. The directors are responsible for oversight of the IQA events and for communication with NGBs. They also work with the board and other departments to set the annual dues for NGBs, follow up on membership status and create membership and events-related policies.

### **IQA BIPOC Committee**

In 2020, the IQA onboarded an IQA BIPOC Committee to assess the safety of Richmond as an event site and give suggestions on improving safety expectations of bid evaluations. The committee completed its work and shared the findings with the community in July 2021. After considering all the data and conversing with Richmond Regional Tourism, the IQA BIPOC Committee has concluded that Richmond, Virginia, and Henrico County, is an acceptable event site for IQA-hosted events.

I would like to take this opportunity to thank the volunteers of the BIPOC committee for the work they have done and the feedback they have given to the IQA.

### **IQA Continental Games 2021**

Following the postponement of the IQA World Cup 2021, the IQA was optimistic about hosting the IQA Continental Games in 2021 instead. Throughout October 2021, the IQA accepted proposals from prospective host cities, narrowing the finalists down to Limerick Ireland and Madrid Spain for the IQA European Games 2021 and to Mexico City, Mexico and San Juan del Rio Mexico for the IQA Pan American Games 2021. Due to the ongoing COVID-19 pandemic, the IQA cancelled the IQA Continental Games in February 2021.

## **IQA Continental Games 2022**

In August 2021, the IQA opened bidding for the IQA Continental Games 2022. The IQA was pleased to receive six bids for the two events. Tordera Catalonia and Limerick Ireland have submitted a bid for the IQA European Games 2022. São Paulo Brazil, Ixtapa Mexico, Queretaro Mexico, and two from Lima Peru submitted a bid for the IQA Pan American Games 2022.

The EMS Director had previously conducted a site visit with Limerick, and the Events Bid Evaluation Team conducted virtual site visits with São Paulo and Lima. After carefully evaluating all bids, the IQA announced the winning locations for the IQA Continental Games 2022 in January 2022.

The IQA Pan American Games 2022 is scheduled to take place in Lima, Peru on July 8-10. The IQA European Games 2022 is scheduled to take place in Limerick, Ireland on July 22-24.

## **IQA World Cup 2023**

Due to the ongoing COVID-19 pandemic, and its impact on our member NGBs, the IQA has decided to postpone the event from 2021 to 2023. The event will continue to be hosted in Richmond, Virginia, USA. There have been minimum preparations for the event in 2021 due to the long timeframe and other priorities within both hosting organizations. More information about the event will become available throughout 2022.

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## SPORT DEVELOPMENT TEAM

Recently, we have been looking into the feasibility of a sustainability strategy and ways to reduce the impact of our sport on the environment.

Sustainability and climate change for the IQA presents a new challenge as a volunteer-driven organisation with no physical office space. The biggest barriers to sports organisation sustainability were found to be cost, lack of knowledge and lack of sustainable options, according to a British Association for Sustainability in Sport report (BASIS) – irrespective of COVID-19. Focus will be on actions that can be taken with little-to-no cost associated and on knowledge sharing to influence behaviour. As a whole, quidditch has a connection to most of the sustainable development goals. The next steps will be to implement strategies related to these goals after assessing current related actions.

<b><u>SDG</u></b>	<b><u>RELATION STRENGTH?</u></b>	<b><u>ADD. INFORMATION</u></b>
<i>Healthy lives &amp; wellbeing (3)</i>	<i>Strongly linked</i>	<i>Can be linked to physical and mental wellbeing, alongside youth health.</i>
<i>Inclusive and equitable education and lifelong learning opportunities (4)</i>	<i>Linked</i>	<i>Education through quidditch and experiences such as leadership - not overtly related to an indicator but it's one way of considering. Empowerment of sport in young people and young adults and ability to develop skills for future</i>
<i>Gender equality and female empowerment (5)</i>	<i>Strongly linked - please note this goal does not mention outside of gender binary; quidditch exceeds this and should include additional goals.</i>	<i>Targets for this goal include ending all forms of discrimination, ensuring full and effective participation and equal opportunities for leadership - focused on women in the goal but can be expanded to people of all genders.</i>
<i>Water for all (6)</i>	<i>Slightly Linked</i>	<i>Water access and availability for health and exercise and pitch management/conservation.</i>
<i>Reliable and sustainable modern energy (7)</i>	<i>Slightly Linked</i>	<i>Including venue energy usage and transport at major competitions.</i>
<i>Sustainable economic growth and employment (8)</i>	<i>Linked</i>	<i>Goal includes focus on sustainable tourism promotion, possible through international competitions venue selection, for example.</i>

Reduce inequality (10)	Linked	Goal aims to empower and promote “the social ... inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status” which can be linked to quidditch inclusion of age, gender, sexuality etc.
Resilient and inclusive cities (11)	Linked	A lot of this linked once again to tournaments, events, and where teams are located. Engage local teams to focus on their area, and put planning into events and consider the impact on the local area. This can include reducing air quality impacts and choosing places with sustainable and accessible public transport.
Sustainable consumption (12)	Strongly Linked	Food waste, recycling, very typical things that are well known. Also involved in event production, who provides what for events and merch etc. Encourage attendees and members to focus on limiting footprint such as refillable bottle stations, no-flying where possible. Improve awareness of sustainable choices such as waste reduction at tournaments.
Urgent action for climate change and its impacts (13)	Linked	Extreme weather is more likely, which will, in turn, affect quidditch communities across the globe differently. Other aspects of this goal include education and awareness-raising, and creating adaptive capacity to reduce climate risks.
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably managed forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss (15)	Slightly Linked	What surfaces we play on, where, what they might have replaced and local habitats/biodiversity impacts. Choosing where possible well-maintained areas and reduce impact of waste and biodiversity loss.
Inclusive and peaceful societies and institutions (16)	Linked	Transparency, how the organisation works and involves members and its goals
Partnership for the Goals (17)	Linked	Working between quidditch organisations and with others, including team level to promote sustainable actions and policies.

## MEMBER MANAGEMENT COMMITTEE

The department has introduced a Member Management Committee. This is a cross-department team to ensure information flow between the departments regarding the membership status and related requests by NGBs. The committee consists of representatives from the Events and Membership Services Department, Human Resources and Operations Department and the IQA Board of Trustees finance committee.

### **Membership Database**

The department has created a database with an overview of all IQA Members with their current membership level, contact information, dues payment status, submission of their anti-harassment policies and other relevant notes regarding their membership status. Keeping all information in one place helps serve our members better and to be able to follow up where needed.

### **Membership category change recommendations**

The committee has reviewed the membership levels of our Associate members and Areas of Interest and has made recommendations to the IQA Board of Trustees to change membership categories for various members. These recommendations were communicated to the members or based on their request. They were voted on during an IQA Board meeting.

### **Membership dues**

The committee has worked with the Board Finance committee to update the membership dues. They have also worked with the members on receiving dues and creating payment plans for members with financial difficulties. The committee has also reviewed applications for the half price petition.

## GAMEPLAY

With the restructuring, Keegan Remy-Miller was hired as Department Director. In August 2021, he had to step down from this position to focus on his professional career and for personal reasons. The department was left without overseeing director until November when it was moved under the supervision of IQA Events and Membership Services Director and now Interim Gameplay Director, Pauline Raes.

### **Rules Team**

The Rules team, under the leadership of Michael Clark-Polner, has evaluated and updated the process to decide on new rules. This process has been approved and roll-out started after the October Special Assembly. This includes the creation of a new Operational Committee within the IQA Gameplay Department: the Rulebook Committee. This committee will not replace the currently existing Rules Team.

### **Match Officials Support and Development team**

The IQA Match Officials Development and Support team has produced referee training videos and live streams. These were released to give clarifications on the rules. In September 2021, Steve Cockram has stepped down as team manager for personal reasons.



## COMMUNICATIONS & TECHNOLOGY

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

### **Translation & Editorial Team**

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

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

## **Design**

In 2020 the Marketing & Communication Department welcomed a new volunteer, Elisa Scorrano as Designer Manager, reporting directly to the Director. This new capability has been incredibly useful in supporting all the other functions in stepping up the visual identity of the IQA, both on social media and in documents, with an agile way of working flexible depending on the needs of the organization.

The Rulebook 2020-20201 design was born out of the work of the new member of the M&C Department, with the clear idea of creating a fresh and on the edge document easy to read but with also the requirement of representing quidditch in the most diverse and inclusive possible way. Under the Design area of the M&C Department has been developed also the visual identity of the Annual Report 2019, thanks to the support of an external Designer, Lucy Nicholls, not directly volunteering in the IQA, who very enthusiastically decided to offer her free time to the organization.

## **Social Media & Quidditch Communication**

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

We have also been continuing working in sensibilizing our community, through social media, during LGBTQIA+ or Gender Equality world-occasions to raise awareness and remember what we stand for as an organization.

## **Marketing Department and External Communication**

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

## Information Technology

In 2021 we have completely revamped our main website <https://iqasport.org>. A total rebuild from our underlying systems and a brand new design, the website has been a huge success in bringing a larger audience to the IQA as shown by our significantly increased traffic to the site. The website is also built with future-proofing in mind by supporting multiple languages and the technology is portable to other parts of our web estate.

In 2021 we also closed our Forem which in beta showed very little engagement with the community. We've refocused on engaging the community where they already are on social media.

We've also begun rebuilding the Management/Referee Hub following community feedback of security issues and a slow development cycle based on the limitations of the existing software. This rebuild uses the same technologies as our new website, which will also allow volunteers to move freely between working on the Management Hub and website as it is all built in the same technology with the same approach. This rebuild is ongoing and will be finished in 2022.

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## HUMAN RESOURCES & OPERATIONS

2021 saw several major updates to the Human Resource and Operations (HRO) Department. The department was transitioned over to the HRO during the restructuring. It went from just overseeing Human Resource tasks to overseeing Operations, Financial, Human Resources, and Diversity and Inclusion.

During the initial hiring phase of the restructuring, Aaron Carroll was hired as Director, Human Resource and Operations. The month following Operations (formerly Legal) Manager, Kevin Hayes, was brought on and Co-Diversity and Inclusion Managers, Gise Lopez and Madison Burns, were hired as well. Manager positions for both the Human Resources and Finance teams remained unfilled and open for applications.

During the later half of the year the HRO department has worked on establishing several different tasks within the IQA. [Our Operations team has worked on establishing internal policies and methods to track policies within the organization.](#) This work is done to ensure a comprehensive list of all policies are stored in a singular place and that all policies are known, reviewed, and updated as needed. In addition to the foundational work of tracking our policies we have set a template into place on how our policies should look. This will allow us to have a more uniformed approach to policy design and it is designed to make us think about the policy and how it affects the internal and external operations of the IQA.

The Human Resource side, along with Communications, [has worked to establish a new process for handling and following up on applications for volunteers which ensures all volunteer applicants are processed in a timely manner.](#) You can see how that system works on the front end by looking at the IQA's website, under the Volunteer drop down, and click on the "Volunteer at IQA." You can see which positions are open, expected time commitments, and which department they are in.

The Diversity and Inclusion team has taken on a major project for us. **They are looking at inclusive language.** Inclusivity is a cornerstone of the IQA's values. This document will help us continue to expand our own knowledge, but also set a standard for how the organization communicates internally and externally. This project is not ready to be released, but as more information comes available we will work on sharing it.

Finally in the Finance team we have been working with IQA Board of Trustees Treasure, Borja Arbosa, and IQA Board of Trustees Chair, Rahel Liviero, to understand the processes and policies in place to control the IQA's financial assets.

**Overall, the department continues to work in support of the internal and external operations of the IQA.** The department has several plans for growth in the next year to improve the services offered to the IQA stakeholders.



## TRUSTEES

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

The trustees for the period of 2021 were: Alberto Coronado, Betsy Lewin-Leigh, Borja Arbosa, Chris Lau, Italia Valera, Kym Couch, Pauline Raes, and Rahel Liviero.

With the variety of governing tasks to be done by the IQA Board of Trustees, the 2021 Board has again decided to divide these tasks between committees, so as not to burden each trustee with all tasks of the Board. If you want to know more about the structure and the responsibilities of the Board of Trustees, please read the 2019 Annual Report. The persons in green are the leader of said committee. The persons listed below are members of the said committees in the year 2021.

### EXTERNAL OUTREACH & PARTNERSHIPS COMMITTEE

*(Members: **Alberto**, Betsy, Chris, Pauline & Toni)*

This committee is responsible for exploring external partnerships for the IQA. Due to the COVID-19 pandemic, the committee members were again not able to fulfill the mandate of this committee in 2021.

### FINANCE COMMITTEE

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

The Finance Committee authorizes day-to-day finances and ensures good practice. Major decisions such as event budgets are still authorized by the entire Board. This year, the Board was able to collect a lot of outstanding dues (membership as well as other dues from previous events). They also looked into the option of insurance.

Projects for 2022 include more user-friendly payment options and making a decision on insurances.

## HARASSMENTS COMPLAINTS COMMITTEE

*(Members: Betsy, Italia, Kym, & HR Director Aaron Carroll)*

In 2020 the NGBs were required to submit their anti-harassment policies according to the Anti-Harassment Policy of the IQA. This committee was created to handle any possible complaints based on this policy in a timely manner. Also, with the help of other IQA volunteers, the committee is currently in the process of approving the remaining policies of each NGB that were not yet approved in 2020..

The goal for 2022 is to receive and approve all outstanding anti-harassment policies of the remaining NGBs.

## NGB CONCERNS COMMITTEE

*(Members: Betsy, Chris, Italia, Pauline & Toni)*

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

## NON PROFIT STATUS COMMITTEE

*(Members: Alberto & Kym)*

The Board decided in 2020 to go forward with the 501(c)(3) application after the recommendation of the Non-Profit Status Committee. In 2021 the IQA filed the application with the respective authorities. Currently they are in correspondence with the respective authorities in order to be able to amend and resend documents as required.

The goal for 2022 is to receive the 501(c)(3) status.

## CHIEF OF STAFF COMMITTEE

*(formerly Operations Committee. Combined with the Senior Leadership Committee. Members: Betsy & Rahe)*

The Chief of Staff Committee has the mandate to act as Chief of Staff of the IQA within the new structure until a person is found who will take over this position. The committee can recruit and terminate volunteer engagements on all levels, including department heads.

The goal for 2022 is to find a Chief of Staff and to dissolve this committee and thus giving a cleaner distinction between the board and the operational side.

## SENIOR LEADERSHIP COMMITTEE

*(resolved) (Members: Betsy & Rahel)*

This committee was tasked with the finalization and the implementation of the re-organisation of the Senior Leadership of the IQA. As the whole volunteer structure was re-organised the IQA made the decision to evaluate each position and thus each volunteer had to go through a re-hiring and onboarding process.

With this change welcomed 4 new directors and deputies (Dec Ramsey, Jamie Turbet, Keegan Remy-Miller (left this position in August 2021) and Luke Zak) as well as 2 pre-existing directors (Aaron Carroll and Pauline Raes). After the implementation of the new structure this committee was resolved.

## STRATEGIC PLANNING COMMITTEE

*(Members: Chris, Pauline, Rahel & Toni as Trustees, Kevin Hayes as operations volunteer)*

The purpose of this committee is to define goals and processes within the IQA, with the overall goal of making a strategic plan for the next two years. This committee was formed in November 2019 and is currently in the final stages of the survey before it is sent out to the NGBs as well as other key persons of the community.

Goals for 2022 are to distribute said survey and to create a strategic plan for the IQA.

## TRUSTEE ELECTION COMMITTEE

*(Members: co-chaired by Chris & Rahel, with Severin Wyss as IQA operations volunteer)*

A temporary committee was formed to lead the 2022 trustee elections.



# ACKNOWLEDGEMENTS

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

## **List of Volunteers for 2021:**

Aaron Carroll, Aldo Mastellone, Amel Sadiković, Andrés Carballosa, Anouk Nyfeler, Ariadna Navone Sarubbi, Arkady English, Benan Emre, Berke Vatansever, Borja Arbosa, Burak Başdağ, Camille Vallois, Chris Lau, Dec Ramsay, Desire Torres, Eli Scorrano, Eva Baisan, Gabriel Villas Bôas, Gise López, Hugo Petit-Jean, Italia Valera, Jaelithe Swan, Jamie Turbet, Jannis Grimm, Jessy Pabst, Joke Daems, Jorge Alberto Coronado Lopez-Aguado, Junia Amanti, Keegan Remy-Miller, Kevin Hayes, Kym Couch, Leonardo Sampieri, Lore Flourite Badts, Lucas Szykula, Luke Zak, Madison Burns, Magdalena Koschmieder, Marc Alcalà-i-Rams, Marian Dziubiak, Melisko Ercan, Meredith Whiting, Mert Özateş, Merve Türkyılmaz, Michael Clark-Polner, Negra Flores, Nick Weir, Olivia Norman, Olivia Norman, Paloma Rinaldi, Pauline Raes, Rahel Liviero, Sasha Ribayrol, Serenay Akgün, Severin Wyss, Severin Wyss, Steve Cockram, Toni Zimpel, Yunus Kerem Özbek.

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

Rahel Liviero, Betsy Lewin-Leigh, Pauline Raes, Borja Arbosa, Aaron Carroll, Dec Ramsey, Jamie Turbet, Keegan Remy-Miller, Luke Zak, Joke Daems, Steve Cockram, Michael Clark-Polner, Meredith Whiting, Aldo Mastellone, Alberto Coronado, Andy Marmer

## **Photography:**

Lore's Quidditch Photos, Ariel Heiblum, Ajantha Abey Quidditch Photography, FDPQ

## **Design:**

Lore Flourite Badts

# FAQ

## What is quidditch?

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

## What is the IQA?

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

## What is the legal status of the IQA?

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

## How is the IQA organized?

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

## Who are the IQA’s members?

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

## What are the IQA's membership fees?

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

- *Associate: Emerging Members pay a flat rate of USD 10 per year.*
- *Associate: Developing Members pay an annual flat rate of USD 35 - USD 215 (depending on the amount of teams) per year.*
- *Full Members pay an annual flat rate of USD 190 - USD 350 (depending on the amount of teams) per year.*

## Who are the IQA's trustees?

*The IQA's Trustees as of December 31st, 2021 are:*

- *Rahel Liviero (Switzerland, term: 2019 - 22) - Chair of Trustees (since 2020, prev. Vice-Chair for 2019)*
- *Toni Zimpel (Germany, term: 2021 - 24) - Vice-Chair of Trustees*
- *Borja Arbosa (Spain, term 2020 - 23) - Treasurer (since 2020)*
- *Pauline Raes (Belgium, term 2019 - 22) - Co-Secretary (since 2020)*
- *Betsy Lewin-Leigh (UK, 2nd term 2021 - 24) - Co-Secretary (since 2020, prev. Secretary for 2019)*
- *Alberto Coronado (USA, term 2019 - 22)*
- *Chris Lau (Hong Kong, term 2021 - 24)*
- *Italia Valera (Mexico, term 2021 - 24)*
- *Kym Couch (USA, term 2020 - 23)*

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

- *Austin Wallace (Canada, term 2019 - 21) - (prev. Vice Chair of Trustees for 2020 and Chair for 2019)*
- *Alex Benepe (USA, term 2019 - 21)*
- *David Jonsson (Sweden, term 2020 - 21)*

## How were the Trustees selected?

*The Board of Trustees is elected by the Full Members (NGBs) each year at their annual Assembly of Members meeting. With the new constitution, there are now up to twelve Trustees at any given time. The Assembly of Members decided to elect up to nine Trustees in 2021 with three Trustees elected for three-year terms. NGBs are required to nominate any individual wishing to stand for election.*

## Who can be a Trustee of the IQA?

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

## What is the IQA's Operations Branch?

*The IQA's Operations Branch is a group of IQA volunteers who are responsible for the day-to-day running of the organization. At present, it is split into seven departments: Events & Membership Services, Communications & IT Department, Operations Department, Gameplay Department*

## Who is in charge of the IQA?

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

*This report covers the work of the following directors:*

- *Events (consolidated with the membership department) - Pauline Raes (Belgium)*
- *Gameplay - Steve and MCP (as interim Directors - left in April 2021), Keegan Remy-Miller (joined in May 2021 - left in August 2021)*
- *Human Resources - Aaron Carroll (USA),*
- *Information Technology (consolidated with the communications department) - Dec Ramsey (UK joined in May 2021), Alexis Ewing-Moody (USA left in April 2021),*
- *Marketing and Communication (consolidated with the tech department) - Jamie Turbet (Australia joined in May 2021), Aldo Mastellone (Italy left in April 2021),*
- *Membership (consolidated with the events department) - Alberto Coronado (USA left in April 2021), Pauline Raes (Belgium - consolidated with the Events department)*

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

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

## What if I have additional questions?

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