



International
Quadball
Association

IQA ANNUAL REPORT

2023



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Photo by Ajantha Abey

From the Chair of the Board of Trustees

Dear Quadball Community,

This past year marked a year of tremendous growth and continued development for quadball as a whole and the IQA as an organization.

On the pitch, we hosted our first IQA World Cup in five years, marking our full reemergence from the dark days of the COVID-19 pandemic. Congratulations to the United States National Team in defending their title and thank you to all of the teams that travelled to Richmond, Virginia, USA and to all of the volunteers that made the event possible. Our partnership with US Quadball highlighted the collaboration that is possible between the IQA and NGBs in the event-planning space and, as you will read elsewhere in the report, the event was a success financially. We recognize that there were some shortcomings overall in the event (some of which were beyond our control) and will of course strive to learn from this as we move forward. In particular, we have made the difficult decision to pull back on events in 2024 so that we can re-assess the IQA events process and ensure we are setting ourselves up to continue to meet the high standard that we hold ourselves to and that players and NGBs hold us to.

Off the pitch, the IQA continued to move forward as an internationally recognized nonprofit. In January, we attained 501(c)(3) status in the United States, granting us status as a tax-exempt organization. While I won't go into all of the details here about what that means, this is a project I started working on in my first term as a trustee, six years ago and I'm thrilled to see us finally complete this arduous process. Special recognition goes to Jeremy Schleicher for spearheading this project to completion.

The IQA would be nothing without its volunteers, and while turnover is a problem at many organizations, I'm elated that we have a stable management team that is passionate about our sport and the organization as a whole and continues to lead us forward.

Our Executive Director Aaron Carroll holds himself to an incredibly high standard and has done a fabulous job leading the organization and helping us to legitimize as an organization. I've known Aaron for many years, since he first started volunteering in quadball and it has been a pleasure to watch him grow.

Jeremy Schleicher as Operations Director has led our build out of internal structuring to the level that should be expected of an internationally-recognized nonprofit, including the adoption of financial policies and adaption of best-in-class software solutions such as QuickBooks.

I've already talked about World Cup, but it's worth singling out our Events Leadership Team, Luke Zak and Pauline Raes for their shepherding of World Cup, from Pauline's initial visit to Richmond in 2018, all the way through the tournament five years later.

Lore Flourite Badts continues to ensure that our external communications are of the highest quality and portray is a great light and Lore has been a valuable resource as a volunteer as well, helping us to steer the organization through discussions on the "three-max rule."

Finally, Jamie Turbet and Negra Flores in our Membership department have been an incredible resource for all of our NGBs, helping them to grow the sport locally.

I would be remiss if I did not also thank and celebrate the accomplishments of my fellow active trustees. Negra Flores, Ariel Heiblum and Marc Alcalà-i-Rams have joined me as new trustees and together we have engaged in constructive and passionate dialogue about how to move the organization forward.

We have accomplished a lot this past year and equally encouraging we have so much room for growth still. Thank you to all of our volunteers and I'm excited to see what 2024 brings and the continued growth of quadball and the IQA.

Peace, Love, Quadball

Andy Marmer

Chair of Board of Trustees of the International Quadball Association



ABOUT THE IQA

Our Mission

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

Our Values

- ***Inclusivity***

Quadball 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 quadball, 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, quadball players strive to be people of integrity and encourage the same in others.

- ***Accessibility***

Quadball 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.

- ***Openness***

As the International Quadball 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 quadball 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 Quadball 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.



IQA FINANCIALS

JAN. 1, 2023 - DEC. 31, 2023

IQA Financials Jan. 1 – Dec. 31, 2023

2023 was a fiscally strong year for IQA - the newly acquired nonprofit status removed many operational expenses from previous years, a financially successful IQA World Cup generated over \$9,000 in net income for the organization. Taking all income and expenses into account, the IQA's net profit for 2023 was approximately \$14,500.

In addition to the IQA World Cup, we were able to financially support our members, including through the development fund. Notably, Quadball Uganda received the full amount of funds they requested to support the building of equipment.

While the IQA still has major improvements to make in terms of financial stability, with an ultimate goal of diversifying revenue streams to support paid employees and help provide additional services to NGBs.

In this section, you will see breakdowns of both income and expense numbers for 2023, as well as general information behind those expenses. For a more detailed breakdown of finances, or for any questions, please email finance@iqasport.org.

Financial Reports

Income statement for the year ending Dec. 31, 2023 in USD.

Department	Item	Expenses	Income
Events	IQA World Cup 2023 ¹		9,308.37
Membership	Membership fees paid ²		4,643.39
Gameplay	Head referee written tests		2,637.00
Communications	Google/YouTube advertising revenue		139.13
Operations	Bank Fee Refund		10
Operations	Donations ³		1
Total income			16,738.89
Department	Item	Expenses	Income
Membership	Development Fund	556.24	
IT	Google Suite (email subscription)	409.28	
IT	Website expenses	384.39	
General	Legal and taxes	369.9	
Operations	Volunteer appreciation	261.92	
General	PayPal charges	7.68	
Total Expenses		2,310.11	
Net Income			14,428.78

¹ This is the portion of IQA World Cup profits that US Quadball shared with the IQA. The total profit of the event was \$34,520.92; of which the IQA was entitled to 25% of the first \$30,000, and 40% of any remaining profit.

² This Incorporates all membership funds received in 2023, a portion of which were membership fees owing from

previous financial years.

³This was a test of the IQA's new donation platform, Zeffy, which will be rolled out in 2024.

Expenses

IQA's main expenses in 2023 were for the following services:

1. Development Funds to Quadball Uganda for new quadball hoops.
2. Google Workspace, the Google-based cloud and email service, used for internal & external communication and virtual document storage. Due to receipt of nonprofit status in early 2023, this amount was only paid for January and February 2023.
3. 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.
4. Tax & legal requirements, for the fulfillment of all applicable obligations with the State of Delaware, USA.
5. A volunteer appreciation holiday gift, for all regularly active volunteers within the IQA.

There were no IQA-incurred Event related expenses for 2023 - per the joint agreement with US Quadball (USQ), USQ covered all expenses for the IQA World Cup 2023, in return for sharing a portion of the profits.

Balance Sheet as of Dec. 31, 2023

The following is the balance sheet containing the IQA's accounts as of Dec. 31, 2023. The amounts are in USD.

Assets	Dec. 31, 2022 (USD)	Dec. 31, 2023 (USD)
Bank account	11,450.12	28,691.92
PayPal ¹	2,337.35	264.90
Development Fund	7,785.26	7,229.02
TOTAL Cash and Cash Equivalent	21,572.73	36,185.84

Pre-2022 membership fees - receivable ²	935.00	0
2022 membership fees - receivable	2,741.00	481
2023 Membership fees - receivable	0	2463
IQA European Games,- receivable ³	3,250.00	3,250.00
TOTAL RECEIVABLES <i>(Amounts owed but not yet received)</i>	6,926.00	6,194.00
TOTAL ASSETS	28,498.73 USD	42,379.84 USD
LIABILITIES	Dec. 31, 2022	Dec. 31, 2023
TOTAL LIABILITIES	0 USD	0 USD
NET ASSETS		
Restricted - Development Fund	7,785.26	7,229.02
Unrestricted - Operational and Board Discretion	20,713.47	35,150.82
Total net assets	28,498.73 USD	42,379.84 USD

¹ PayPal funds have been transferred to the IQA's bank account at Bank of America.

² Including all unreceived membership fees from 2020, 2019 and before. These fees have now been received, and are noted above as such.

³ This was a grant the IQA applied for. The grant amount is €3000, which has been loosely converted into USD for the purposes of our accounting. The actual amount received may be slightly higher or lower depending on exchange rates.

Due to the financial circumstances of some NGBs, not all membership fees are paid within the year they are due. Because of this, the outstanding fees are noted as “receivables” (money owed but not yet received) for the year in which they were originally due, and the remaining value of those fees is carried over into the columns for future years until the amount is fully paid.

The IQA is currently owed \$2944 in membership fees from 2023 and 2022. Any membership fees owing from before 2022 have been received. A 2022 Ireland tourism grant for the IQA European Games has not yet been received, and the missing funds are currently under investigation.



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 18 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 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.
- 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

- Australia (Quadball Australia Incorporated).
- Austria (Quadball Austria).
- Belgium (Belgian Quadball Federation).
- Canada (Quidditch Canada).
- Catalonia (Associació de Quadbol de Catalunya).
- France (Fédération du Quidditch Français).
- Germany (Deutscher Quadball e.V.).
- Italy (Associazione Italiana Quidditch).
- Mexico (Quidditch México).
- Netherlands (Quidditch Nederland).
- Norway (Norges Rumpeldunkforbund).
- Peru (Federación Deportiva Peruana de Quadball).

- Poland (Polska Liga Quadballa).
- Spain (Asociación Quidditch España).
- Switzerland (Schweizerischer Quadballverband / Association Suisse de Quadball / Associazione Svizzera di Quadball).
- Türkiye (Quidditch Derneği).
- United Kingdom (QuadballUK).
- United States (US Quadball).

Associate, Developing member

The IQA currently has 5 Associate, Developing Member NGBs. Argentina (Asociación de Quidditch Argentina) moved from full member status to associate in this past year.

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 Membership and Gameplay 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 dues

- Base rate of \$35 per NGB.
- 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

- Argentina (Asociación de Quidditch Argentina).
- Brazil (Associação Brasileira de Quadball).
- Czechia (Česká asociace famfrpálu).
- Denmark (Dansk Quidditchforbund).
- Sweden (Svenska Quidditchförbundet).

Associate, Emerging Area member

The IQA currently has 10 Associate, Emerging Area Member NGBs. In 2023, Chile (Asociación Chilena de Quidditch) was removed as a member of the IQA due to inactivity.

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 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

- Hong Kong (Hong Kong Quadball Association 香港魁地奇總會).
- Ireland (Quidditch Ireland).
- Japan (Japan Quidditch Association 【日本クイディッチ協会】).
- Malaysia (Quidditch Malaysia).
- New Zealand (Quidditch Association of New Zealand).
- Slovakia (Slovak Quidditch Association).
- Slovenia (Quidditch Slovenia).
- South Korea (Quidditch Korea).

- Uganda (Quadball Uganda).
- Vietnam (Vietnam Quidditch Association).

Area of Interest

The IQA currently has 5 Area of Interest NGBs, 3 of which were established in the past year.

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.
- India.
- Venezuela.
- Kenya.
- Pakistan.

REPORTS FROM THE DEPARTMENTS



Photo by Eric Irish



EVENTS

Report from the Director of Events

IQA World Cup 2023

After the successful return to in-person events last year with the IQA Continental Games in Lima, Peru and Limerick, Ireland, the IQA formally announced the rescheduled dates of the IQA World Cup 2023 in August of 2022. The event, originally slated to occur in 2020, was hosted by the IQA in collaboration with US Quadball and Richmond Region Tourism in Richmond, Virginia (USA) on July 15-16, 2023.

Being the first iteration of the association's premier international quadball event since the onset of the COVID-19 pandemic, the IQA World Cup 2023 played an integral role in the return of global competition within the sport and the ongoing development of the IQA member national teams. Although the scope of the event was reduced due to the recession of member development and resources, the IQA World Cup 2023 generated significant impact for the community and stands as the most financially successful IQA event to date.

In another monumental first, the IQA World Cup 2023 was the first tournament in the history of quadball to have every inhabited continent represented. This was possible thanks in large part to the first-time participation of three new national teams: African Nations, India, and Japan. The following is the full list of the 15 nations that competed at the IQA World Cup 2023:

African Nations	Canada	India
Australia	England	Japan
Austria	France	Mexico
Belgium	Germany	Norway
Brazil	Hong Kong	United States

The level of competition throughout the event was unparalleled, with many thrilling matches. The tournament was a showcase of the athletic and strategic development of national teams across the board, and the results are a testament to the continued emergence of parity toward the top of the table.

Ultimately, the United States found its path to reclaiming the gold medal and further cemented its global first-place ranking. After a narrow in-range win over Belgium in the semi-finals, a rematch of the IQA World Cup 2018 championship in Florence, Italy, the United States National Team cruised to a decisive victory over Germany in the finals. For its part, Belgium rounded out the podium, taking down England in the 3rd place match.

Future events

In 2023, the Events Department evaluated its event cycle and decided to continue on with hosting World Cup and Continental Games biennially on alternating years. Event bidding for the 2024-25 cycle was opened in September 2024. After holding open a two-month bidding window, the IQA did not receive a viable bid for any events in the upcoming cycle. Prompting a strategic pivot, the Board of Trustees made the decision to not have any IQA hosted events in 2024, and the Events Department hosted a roundtable discussion with members to chart a path forward.

Key action items from the discussion include streamlining the bidding manual to make it more accessible, creating resources to help guide NGBs and other prospective host entities in crafting proposals, improving lines of communication with members



throughout all stages of the process, and revising the length and timing of the bidding window. Updates on process changes and next steps are forthcoming in 2024. The IQA is continuing to work with its members to support events throughout 2024.



MEMBERSHIP & GAMEPLAY

Report from the Director of Membership and Gameplay

Department Structure

In 2023 the Membership & Gameplay maintained its four departments from the 2022 restructure as well as creating a temporary team for the creation, distribution and analysis of the Gender Representation in Quadball survey. Each team is listed below with a description of their responsibilities.

Membership resources is a team who aims to bring together valuable resources developed by our members into one spot for all members to use. The team also focuses on developing resources that do not currently exist but are needed within the community to promote the sport's growth.

The Membership expansion team focuses on supporting our Areas of Interest and Associate members to achieve Full Member status, as well as finding other interested nations across the world and supporting their growth. They connect with NGBs to ensure

they feel a part of the international community, and help with issues such as recruitment and retention.

Our Rules team works on updating the IQA Rulebook with the Rules Committee, and producing other resources that aids in the understanding of the rulebook.

The Match Officials Support and Development team focuses on updating the IQA Referee tests and supporting referees through providing additional educational resources

Lastly, the Gender Representation Survey team was a temporary team that oversaw the development, distribution and analysis of the Gender Representation in Quadball survey. This survey was designed to understand community opinion on the implementation of the '3-max gender rule' and any exemptions needed to facilitate the new rule.

Development Fund

The Development Fund received two applications this year, one of which was subsequently withdrawn. The second application was from Quadball Uganda (QU). The IQA worked with QU to transfer a portion of the Development Fund, and they used their grant to purchase and build new hoops. The total amount given to Quadball Uganda for these hoops was \$536 USD.

This year, the Membership team reviewed the Development Fund and implemented changes to make the fund easier to apply for and increased the scope of what the fund can be used for. It is our hope that this will make it easier for Associate members to apply for the fund, and we hope to see increased applications in 2024.

Rules team

The Rules team, under the leadership of Michael Clark-Polner, are continuing updates of the next rulebook with the Rules Committee.

The rules team are considering one major change;

- Introduction of a 1 meter restriction zone around the hoops.

6 minor changes;

- Simplify and streamline the head beats rule.
- Pocket ban on flag runner shorts.
- Allowance for alternate ways to determine the team calling the coin toss.

- Allow a limited free reset into the defensive half when 2 hoops are dislodged.
- Protecting bent over players.
- Moving the hoops further apart.

3 clarifications or fixes;

- Adjusting wording on shin guards.
- Adjusting the wording of 4.3.3.B.ii. for increased clarity.
- Clarifying what counts as a “sleeve”.

The next rulebook is expected to be released mid-2024.

Match Officials Support and Development team

Unfortunately, we were not successful in 2023 in recruitment for a manager and supporting volunteers. Recruitment is ongoing for a manager and supporting volunteers.

Gender Representation Survey team

The survey team consisted of existing IQA gameplay and membership volunteers, Directors and a select few new volunteers. The team released the survey in August 2023 and invited 45 players from each NGB to participate.

The survey received 516 responses with the majority of respondents showing support for the implementation of the ‘3-max gender rule’, with exemptions for smaller teams and NGBs over the next two years. The new rule was implemented in September 2023, with a [full report](#) and [exemption recommendations](#) for NGBs released in September.

Membership Expansion team

Led by Negra Flores, the Membership expansion team completed a number of projects that were started in 2022. The expansion team published the [2023 Membership report](#), which gives the community insights into how the global community is shaped and changed since 2020. They also updated the Development Fund, making it easier for Associate members to successfully apply for the fund as well as creating new forms that make is easier for members to apply for the next tier of IQA membership.

Momentum hasn’t slowed and there will be some exciting new initiatives announced early 2024.

Membership Resources team

Unfortunately, the Membership Resources team has not been successful in recruiting a manager or supporting volunteers thus far. Recruitment efforts are ongoing.



COMMUNICATIONS

Report from the Director of Communications

The different teams in the Communications department, led by Lore Badts, managed numerous projects in 2023 also optimized project processes to allow for efficient project management.

In 2023, the Communications department was part of the IQA World Cup 2023 branding & communications team. Negra Flores created separate branding (the logo was created by Quincy Hildreth, a graphic designer from US Quadball) for the IQA World Cup that showcased the elitism and professionalism of the event. Ariadna Navone Sarubi, Lore Badts and Negra Flores worked together with the hosting organization and developed a strong brand and message, and created a seamless digital customer experience. For the first time, we also included Reels into our Social Media strategy for a tournament, created by Noe Pauta. Aside from creating our own communication, we also worked together with NGBs to share their fundraising efforts onto our own channels.

The Communications team worked together to smoothly change all the names from International Quidditch Association to International Quadball Association, in both text and graphics.

Oliver Blackman joined the Communications Department as an Analytics Team Member. In 2023, and helped to develop a report that allowed us to optimize our social media usage. As an example, we determined that organizational news posts from the website (such as directors stepping down) would no longer be shared on Facebook & Instagram as posts but only as stories, but as posts on LinkedIn and Twitter. Content that is relevant for the community (such as important updates about vents, etc.), would be shared on all of our platforms. A new Communications strategy was developed in early 2024, where the focus will be put on more frequently sharing NGBs & Club Teams content onto our own channels (events, reels). There will also be a stronger focus on Community Management, by actively interacting with not only NGBs but also with Club Teams on social media. This will allow the IQA to be more engaged with the community.

We also onboarded Jaelithe Swan, our Website Team Manager, who was an asset during the IQA World Cup 2023 social media campaign. Jaelithe has also been working on a restructure of the IQA website to streamline content.

For the Translations team, we have a number of updates. We translated the rulebook into five different languages, and the referee tests into two different languages. The rulebook was translated into Brazilian Portuguese, German and French in 2023 and in January 2024 we published the Catalan & the Spanish (Latin America) translations. The referee tests were translated into German and Brazilian Portuguese. The Italian translation team has sadly become inactive, and therefore the Italian translation project is currently on hold. We are also sad to report that the Turkish translation team has been disbanded.

Through Jannis Grimm's hard work, a new system was put in place to optimize the translation process. Jannis worked on a new source file format (LaTeX) to use in Matecat which is a more future-proof workflow than the Word documents used previously. In practice, only the new / changed rules will have to be translated, and everything that remains the same should already be in Matecat. His position was also updated to Rulebook Translation IT.

Joke Daems, our Translations Team Manager, presented the Translations Team's work at the first international workshop on Gender-Inclusive Translation Technologies and published a paper about it. The paper discusses how Gender-inclusive language is of key

importance to the IQA, and talks about the complexity of translating to the other IQA working languages. It provides an overview of the strategies chosen by the translation team leaders for the IQA languages, the factors that influenced this decision and their connection with existing research on inclusive language strategies. It further explores the awareness and attitudes of IQA translators towards those strategies and factors.

We also welcomed some new members in the Translation team, such as Dmitry Parrell joining us as a new French translator and Vini Alves as the head of the Portuguese translation team. Vini will be joining our other team leaders, Anouk Nyfeler (German) and Andrés Carballosa Calleja (Spanish).

Regrettably, some of our volunteers moved on from the organization, and so in 2024 we are working on a new strategy to attract more people. As always, we are looking for talented and curious people to join our different teams in the Communications Department to help quadball grow. Importantly, we are looking for people to join the team with knowledge of back-end website design to help with our website renewal project.

In early 2024, we restructured the Translations, Website & Social Media teams. These teams better reflect the different systems we have in place and the way we work together within the department. Their respective team managers are: Joke Daems (Translations), Jaelithe Swan (Website) and Ariadna Navone Sarubi (Social Media).

Lastly, inside the Communications department, Negra Flores, our graphic designer, has been working hard to renew the touch & feel of the IQA's graphics and templates. She developed a new template for documents that matches the communication strategy the department has agreed on. Negra has streamlined the process of making graphics for social media, having (new) templates for volunteer openings, documents, social media updates and special celebrations. These new templates showcase the inclusivity, professionalism and other key values of the IQA. With these templates, the Communications department has developed an easy system to work efficiently on all parts of the content sharing process.



OPERATIONS

Report from the Director of Operations

Under the guidance of Jeremy Schleicher, IQA Director of Operations, the Operations Department focused on various internal improvements for each of our core teams.

Finance team

Finance Manager Geordan Hart has diligently been reviewing financial data using our new accounting reporting system, QuickBooks. QuickBooks is the industry standard for financial reporting, and it will allow the IQA to identify financial inefficiencies as well as streamline invoice and payment methods.

Additionally, the Board of Trustees approved updated spending and reimbursement policies for volunteers, allowing Trustees to focus on more critical tasks than approving all individual expenses.

For more on IQA Finances, refer to [the Finance section](#) of this report.

Volunteer Program

Gary Mastriano, a Human Resources professional with over twenty years of experience, joined the IQA as the Human Resources Manager in early 2023. He has brought his experience in staff culture, learning and development, and onboarding procedures to strengthen the volunteer staff of the organization.

The IQA continues to investigate cost-effective ways to show gratitude to the volunteers who ensure the organization keeps moving forward. All regularly active volunteers received a holiday gift, and we are continuing to identify additional methods of volunteer appreciation.

In mid-2023, IQA Operations soft-launched the “Operational Health Initiative,” a way in which IQA Operations and Membership could assist NGBs from an organizational and administrative perspective. More details will be shared with members in 2024.

As a part of this effort, [the IQA Harassment Policy](#) was updated to protect anyone within any NGBs organizational structure, ensuring that all relationships between volunteers, employees, contractors, trustees, coaches, officials, players, and affiliated parties of the organization are covered by the Harassment Policy, and not just players at events as was the previous policy.

Technology Team

In 2023 software engineer Marian Dziubiak modified the Referee Hub to utilize a different tech stack, helping to speed up the time it takes to resolve an issue on the Hub.

The IQA continues to utilize the free nonprofit licenses of Slack and Google Workspaces, allowing the organization to make our virtual international collaboration as seamless as possible, and streamlining the ways in which members can contact IQA volunteers.

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 IQA Board of Trustees are elected by the Assembly of Members at the Annual General Meeting, with each Trustee elected to serve a three-year term. The Board of Trustees are led by a slate of officers chosen by the board from the board members. Currently, the board has a Chair, Vice-Chair, Secretary, Vice-Secretary, and Treasurer. Officer roles are for one-year and the officers are selected after the Annual General Meeting when the new slate of Trustees have been elected and on-boarded into the organization. In addition to officers' roles, Trustees are appointed to different committees of the board based on their positions and skills.

The IQA's Trustees as of December 31st, 2023 are:

- *Andy Marmer (USA, term 2023–2026) - Chair, Vice-Treasurer (since 2023).*
- *Negra Flores (Peru, term 2023–2026) - Vice-Chair (since 2023).*
- *Luke Derrick (Australia, term 2022–2025) - Secretary (since 2022).*
- *Marc Alcalà-i-Rams (Catalonia, term 2023–2026) - Vice-Secretary (since 2023).*
- *Ariel Heiblum (Mexico/USA, term 2023–2026) - Treasurer (since 2023).*
- *Italia Valera (Mexico, term 2021–2024).*

Finance Committee

The Finance Committee is tasked with developing sound financial decisions to carry out the mission of the IQA. The committee is composed of members of the Board of Trustees and Operational team.

Members: Ariel Heiblum, Chair; Andy Marmer, Trustee; Aaron Carroll, IQA Executive Director; Jeremy Schleicher, IQA Director of Operations; Geordan Hart, IQA Finance Manager.

Strategic Planning Committee

The Strategic Planning Committee was tasked with building recommendations for the board regarding overall corporate policy, long-term plans, and review of our Mission, Vision, and Values. Due to the workload and commitments of the team, the Trustees decided to pause work in this area but are excited to make it a renewed focus for 2024.

Members: Negra Flores, Chair; Marc Alcalá-i-Rams, Trustee; Jamie Turbet, IQA Director of Membership & Gameplay.

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 quadball 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 as of the release of this report:

Directors

Aaron Carroll - Executive Director Through Mid-February 2023
Jamie Turbet - Interim Executive Director; Director of Membership & Gameplay
Jeremy Schleicher - Director of Operations
Lore Flourite Badts - Director of Communications
Luke Zak - Co-Director of Events
Pauline Raes - Co-Director of Events

Volunteers

Amel Sadiković - Rules Team Coordinator
Andrés Vargas - Spanish Translator
Andy Marmer - Chair of the Board of Trustees
Anouk Nyfeler - German Translator
Ariadna Navone Sarubbi - Social Media Manager; Spanish Translation Team Lead
Ariel Heiblum - Trustee
Arkady English - Rules Team Coordinator
Bonnie Chandler - Human Resources Coordinator
Dmitry Parrell - French Translator
Gary Mastriano - Human Resources Manager
Geordan Hart - Finance Manager
Jaelithe Swan - Website Content Manager; Volunteer Engagement Coordinator
Jannis Grimm - Rulebook Translation IT Coordinator; Volunteer Engagement Coordinator
Joke Daems - Translation Manager
Lucas Szykula - Spanish Translator
Luis Angel Siles Mostajo - Member Expansion Coordinator
Marc Alcalà i Rams - Trustee; Catalan Translation Coordinator
Marian Dziubiak - Software Engineer
Matt Blissenden - Rules Team Coordinator
Negra Flores - Trustee; Member Expansion Manager; Graphic Designer; Spanish Translation Coordinator
Nick Weir - Rules Team Manager
Oliver Blackman - Social Media Analytics Coordinator
PJ McDonagh - Illustration Coordinator

Raphael Traini - German Translator

Sasha Ribayrol - Copywriting Coordinator

Severin Wyss - German Translator

Vini Alves - Trustee; Portugese Translator

Special thanks go to the contributors to this report:

Andy Marmer, Jeremy Schleicher, Aaron Carroll, Jamie Turbet, Pauline Raes, Luke Zak,
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Eric Lyn

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FAQ

What is quadball?

Quadball is an exciting, fast-paced, full-contact sport. A quadball 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 ‘three maximum’ rule of quadball states that there may be no more than three 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 Quadball Association (IQA) is the international governing body for quadball, and supports quadball development and competition worldwide. The IQA aims to lead and promote the sport of quadball by holding international sporting events, supporting other quadball groups, and by sharing quadball 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 nonprofit corporation, formed in the state of Delaware in the United States on Jan. 9, 2019. The IQA is a 501(c)(3) Nonprofit Foundation 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, who are responsible for the governance of the organization. The board recruits the Executive Director, who is responsible for day-to-day operations and supervises 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 promote and oversee quadball 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 per year.*
- *Full Members pay an annual flat rate of USD 190 - USD 350 (depending on the amount of teams) per year. .*

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.

Who can be a Trustee of the IQA?

Anyone nominated by a full 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 four departments: Events, Communications, Operations, and Membership & Gameplay.

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 Executive Director and then to the Board of Trustees.

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 the IQA's policies.

What if I have additional questions?

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



Photo by Ajantha Abey



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