



International
Quidditch
Association

ANNUAL REPORT 2019

This report is covering Aug. 31, 2017 to Dec. 31, 2018



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Opening statement

It is important to note that due to the delay between publication and the time period that the report covers, both introductory letters were written by volunteers who are no longer with the IQA. Their letters have been maintained in the introduction in order to represent where the IQA stood at the time this report was written.

Andy Marmer, former interim executive director resigned in March 2019.

Luke Nickholds, former chair of the IQA Board of Trustees resigned in August 2019.

We respect all the passion and the work of those trustees and volunteers involved in the report and want to thank them for their time with the IQA.

Austin Wallace

Chair, Board of Trustees



Letter from the Executive Director

Note: This letter was written in February 2019 by Andy Marmer who was executive director of the IQA during the time period covered by this report.

Dear Quidditch Community,

I am pleased to tell you all that the old International Quidditch Association is no more. Instead, we have been reborn as IQA Sport, Inc., a non-profit corporation based in the United States' state of Delaware. Given the large number of projects we have been conducting recently, this Annual Report will cover the period from August 2017 - December 2018, a 16-month period which, because of our incorporation and a corresponding change to our fiscal year, covers two periods.

The highlight of that window was our fourth World Cup, the IQA World Cup 2018, in Florence, Italy, which was won by the United States. While we were thrilled by the huge turnout from our member nations and the energy of the event, we recognize there were significant areas of improvement in the event's execution and are putting plans in place now to make World Cup 2020 a superior event.

In this annual report, you can read all about the projects we have completed over those 16 months, which we're excited to tell you about.

It's always amazing to me to reflect back on where we have come from as a sport and where we now are. In just 13 years, quidditch is now played in more than 40 countries by thousands of athletes. We had 29 teams at our last World Cup – unparalleled growth for a sport as young as ours. We have people in our sport whose full-time job is to improve quidditch, many small businesses that are flourishing by providing services to us and numerous innovations that are constantly improving quidditch. Looking back on my early involvement in the sport, from the very first time I heard of it in 2009, I'm constantly wowed by the dedication and passion of everyone involved and look forward to seeing where the future of this young sport takes us.

Andy Marmer



Message from the Chair of the Board of Trustees

Note: This letter was written in the first quarter of 2019 by Luke Nickholds who was chair of the Board of Trustees during the time period covered by this report.

Dear International Quidditch Community,

The past year has been a long year for the International Quidditch Association (IQA), and not just because this report covers a 33 percent longer period than usual. I want to look at how we've used the lessons and feedback received over that time to help us in our planning for the coming years.

We've used the lessons from our recent tournaments to inform our bidding process for future tournaments. The bids for the 2019 Continental Games have been selected and in both cases we have chosen to work with organizations who have strong quidditch experience – US Quidditch for the Pan-American Games in Richmond, Virginia, and Three River Sports Events for the European Games in Bamberg, Germany. Along with World Cup 2020, we aim to ensure that these events are world class events that show off our sport and our athletes to the world, as well as enjoyable events for all the participants, volunteers, and referees.

As your international quidditch association we're focusing in on the areas the IQA is best able to offer support that other groups can't. Our new referee website has had a phenomenal uptake in the six months it has been live, with more referees than ever before from more places than ever before. With the launch of applications for funding from the Development Fund we are able to offer financial support to growing National Governing Boards (NGBs) to help spread and strengthen our sport around the globe. Key to both of these projects is that they are not something that we do on our own but something that we do with the community; more certified referees is a success not just of the platform but of the community recognizing the need for high standards of officiating.

Internally we've been improving our communication and structure. Check out the finances section of this report for details about how we're improving our financial processes. Look out for our new website, which aims to help better communicate information. And most exciting, at least for me, since it's been an ongoing process for my entire term as a trustee, is that we are now incorporated!

Hopefully as you read this report you'll see that ultimately the IQA is just a group of players and community members like you, doing our best to try to help our amazing sport, and trying our best to listen to your feedback.



A massive thank you to all our IQA volunteers, past and present, for the dedication and energy that you give to our sport. Thank you also to all the other volunteers that make our sport run – national board members, local team captains, pitch managers, regional secretaries, and everyone else. You're amazing, and thank you for helping make our sport amazing.

Luke Nickholds



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, whereby players are able to play as the gender that they identify as, including non-binary genders. Like all communities we have ways that we could improve our inclusivity and this is something we are actively working on.

- Integrity

Integrity is about being honest and holding yourself to high moral principles. Both on and off the field, quidditch players strive to be people of integrity and encourage similar 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 to play. Adaptations of quidditch such as Wheelchair Quidditch seek to address some of those barriers by adapting the sport for differing physical abilities.

- Openness

As the International Quidditch Association we want to be open with our community. This means clear communication with our members, the National Governing Boards (NGBs), and the broader community of players, volunteers, and supporters. We also want to be an open and welcoming organization that people feel able to engage with, work with, or volunteer with.

- Empowering

As the International Quidditch Association we believe our role is to support and empower people within our community to do the best they can. We want to encourage our volunteers and give them the skills and help they need to do the best that they can. We want to 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 Sept. 1, 2017 - Jan. 9, 2019

Below you will find the following:

- 1) The IQA's income statement for the period Sept. 1, 2017 - Aug. 31, 2018
- 2) The income statement for the 2018 IQA World Cup
- 3) The IQA's balance sheet as of Aug. 31, 2018
- 4) The IQA's income statement for the period Sept. 1, 2018 - Jan. 9, 2019
- 5) The IQA's balance sheet as of Jan. 9, 2019

The IQA legally incorporated on Jan. 9, 2019, and this is why we used this cut-off date. The IQA's fiscal year runs from Sept. 1 - Aug. 31. We are thus presenting the financial statements for the 2017-18 fiscal year and for the period from then until incorporation.

The total assets of the IQA have increased by approximately 880 Euros since September 2017.

In the 2017-18 fiscal year, we lost approximately 4,700 Euros. This corresponds closely to the overall loss of 4,200 Euros on World Cup. We also had substantial one-time expenses related to incorporation and the retention of a lawyer and to a lesser extent development fund expenses attempting to bring Uganda to World Cup.

We were obviously disappointed both in the financial results and overall nature of World Cup. We were hopeful that the financial picture from the tournament would be better than it was. Expenses were nearly three-times as large as the 2016 World Cup. These were the results of conscious decisions - the decision to cover travel costs for necessary volunteers including trustees - and unconscious cost overruns - items such as buses and fields costing more than expected. We also thought that we would raise substantially more revenue in ticket fees based on our past experiences in 2016. Our ticket sale efforts were not as successful as we had hoped for a multitude of reasons, including unforeseen legal challenges around pricing and online sales and logistical challenges around advertising and points of sale. This experience, while not ideal, was highly educational and we have learned a lot that will be reflected in future events. We also were not as successful in our sale of merchandise as we had hoped, in large part stemming from issues around attendance. These issues will be discussed in substantially more detail in our upcoming World Cup tournament report (we understand that this is delayed from our initially promised date - however there is substantially more information than we first realized that needs to be discussed and we want to ensure that we produce the best possible product rather than rushing out a report to meet an arbitrary deadline).

We have taken a number of steps to improve our events from a financial standpoint. We have licensed the 2019 European Games to Three River Sport Events (TSRE), who will be responsible for all losses stemming from the event (with net profit to be split among the entities). We are



partnering with US Quidditch (USQ) on the Pan-American Games 2019. USQ will be substantially responsible for the budgeting and organization of the event, and we hope to learn from its expertise and experience in tournament planning. We have also put a substantial focus on financials in awarding the IQA World Cup 2020.

We know that our financials reflect a few decisions that the community has not unanimously embraced. The development fund currently contains 6,094.44 Euros. We invite all eligible NGBs to apply. We also spent 1,647.43 Euros on trustee travel to World Cup. Trustee travel represented 14 percent of the overall funds spent on volunteer travel to World Cup. The IQA takes the position, and will continue to take the position, that volunteers should not have to pay out of pocket to volunteer for the IQA. It was determined that for event execution reasons, strategic planning/future direction of the organization, and overall operations that, like high-level volunteers and the tournament committee, it was necessary for trustees to attend. Not all trustees claimed reimbursement and no trustee who claimed reimbursement participated in the decision to reimburse trustees.

We are in the process of setting up a bank account in the United States, which had not previously been possible while we waited on incorporation and will be transferring funds to that account. We believe this will also allow us to reduce the fees we pay for PayPal and foreign exchange, as well as simplifying production of financial reports. With USQ and TRSE running the day-to-day operations of events in 2019, we also expect to be directly involved with fewer transactions and thus pay fewer fees. Finally, we are in the process of pursuing 501(c)(3) status that will allow us to access free services for which we currently pay, most notably email subscriptions. This process is still in its early stages as the information required for the application is extensive and takes time to gather.

We have collected substantial revenue from membership fees and referee testing since Sept. 1, which has allowed us to recover our financial position to the levels we were at prior to September 2017. We are in the process of collecting fees owed to the IQA that remain outstanding with a substantial majority having paid their outstanding dues. The state of the IQA's finances are strong, and given the steps we have taken with incorporation and budgeting, we feel this will continue to improve.



Financial Reports

Income Statement

The following is an income statement detailing the IQA's cash flow during the 2017-18 fiscal year, covering Aug. 31, 2017 to Aug. 31, 2018.

| Income | | Debits | Credits |
|---------------------------|-----------------------------------|------------------|-------------------|
| HR Written Tests | | | €1,427.88 |
| Membership Fees | | | €5,539.57 |
| IRDP Site | | | €15.00 |
| GIC Interest ¹ | | | €118.13 |
| World Cup Revenue | | | -€4,259.23 |
| | | | |
| Total Income | | | €2,841.34 |
| | | | |
| Expenses | | | |
| Misc. Expenses | | | |
| | Bursary Program | €571.24 | |
| | Gameplay Expenses ² | €88.12 | |
| | Misc. Reimbursements ³ | €376.54 | |
| | IT Expenses and Subscriptions | €223.02 | |
| | Transaction Fees | €364.82 | |
| | Development Fund | €1,330.56 | |
| | Legal Expenses for Incorporation | €4,436.52 | |
| | Conversion Fees | €140.05 | |
| | | | |
| | Net Other Expenses | €7,530.87 | |
| | | | |
| Total Expenses | | €7,530.87 | |
| | | | |
| Net Income | | | -€4,689.53 |

¹ Represents interest income on a bond held by the IQA.

² Expenses for field tests at European Quidditch Cup.

³ Includes reimbursement for the World Cup 2016 medals and expenses related to the Savage fundraiser



Income

The IQA generates revenue from three primary sources: membership fees, which are paid annually by the IQA's members; referee tests, which require a €15 fee to be taken; and 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 of revenue annually and our earnings from this source met our expectations.

In a regular year, the IQA expects to collect membership fees of approximately €3,500 given the current size of our membership base. The 2017-18 fiscal year was one of the first years the IQA made an active effort to collect dues as our internal infrastructure allowed for us to take that step; accordingly NGBs were also responsible for paying backdated dues.

At the start of the collection of membership fees, there were several incentives for NGBs to pay backdated fees and that included a portion of the fee to be forgiven, which was approximately 10 percent of the original fees due.

The IQA's net profit from the 2016 World Cup was approximately €26,000 EUR, primarily based on unexpectedly high ticket revenues. Given our limited experience hosting tournaments, the IQA anticipated making a net profit of a similar amount in 2018, using 2016 as a baseline. Instead we took an overall loss of €4,300, which is discussed later in this report.

Together with the other miscellaneous income lines such as income from a maturing bond, the IQA collected €2,840 in revenue this year.

Expenses

The IQA focused in 2017-18 on providing additional services to our members. Notable expenses included general operational expenses related to necessary subscriptions (e.g. for referee testing and email). The IQA launched a bursary program that has been discontinued which provided €600 to NGBs. Additionally, €1,300 from the Development Fund was used in an attempt to bring a team from Uganda to the 2018 World Cup. The Development Fund is discussed later in this report. These expenses were for passports and visa applications. The biggest expense for the IQA were one-time incorporation costs of €4,400, which included retaining a lawyer in the United States who drafted the organizational documents and is working on the tax-exempt status application.



Within each department, the operational expenses were consistent with what was budgeted for at the start of 2018.

World Cup Finances

The below is an income statement for the IQA World Cup 2018.

| Income | | Debits | Credits |
|-------------------------------------|--|-------------------|-------------------|
| Team/Player Fees | | | €38,567.20 |
| Merchandise Sales | | | €6,728.99 |
| Ticket Sales | | | €7,935.00 |
| Total Income | | | €53,231.19 |
| Expenses | | | |
| Bank Fees | | €348.81 | |
| PayPal Expenses & Refunds | | €598.09 | |
| Volunteer Event Leadership Travel | | €4,492.65 | |
| Staff Accommodations | | €4,922.55 | |
| Trustee Travel | | €1,647.43 | |
| Advertising | | €1,304.10 | |
| Logistics ⁴ | | €3,580.94 | |
| Livestream | | €2,362.72 | |
| Volunteer Equipment | | €1,615.00 | |
| Cost of Goods Sold | | €6,845.82 | |
| Field Rentals, Security | | €13,958.02 | |
| Volunteer Compensation ⁵ | | €4,545.27 | |
| Equipment Shipping Costs | | €1,304.89 | |
| Garbage Disposal ⁶ | | €954.70 | |
| Audio/Visual | | €502.58 | |
| Player Transportation ⁷ | | €8,506.85 | |
| Total Expenses | | €57,490.42 | |
| Net Income | | | -€4,259.23 |

⁴ Includes tables, water, tents, etc.

⁵ Compensation for referees, pitch managers, photographers, videographers, and snitch runners

⁶ Cost required by site

⁷ Player transportation between fields, campsite, and opening ceremony



Balance Sheet

The following is a balance sheet containing the IQA's accounts as of Aug. 31, 2018.

| Assets | Aug. 31, 2018 | Aug. 31, 2017⁸ |
|--|----------------------|----------------------------------|
| IQA Primary Bank Account ⁹ | €2,517.21 | €10,024.08 |
| Development Fund | €6,094.44 | €7,425.00 |
| IQA PayPal ¹⁰ | €105.67 | €936.76 |
| Returned Allocation from 2017 European Games ¹¹ | €901.06 | €901.06 |
| WC Merch (Receivable) ¹² | €6,728.99 | 0 |
| Total Assets | €16,347.37 | €19,286.90 |
| | | |
| Liabilities and Members Equity | Aug. 31, 2018 | Aug. 31, 2017 |
| Members Equity ¹³ | €14,597.37 | €19,286.90 |
| Liability (Odense) ¹⁴ | €1,750.00 | €0 |
| Total Liabilities and Members Equity | €16,347.37 | €19,286.90 |

Within the assets section of the IQA assets, there are funds being held in several locations. Both the primary bank account and Development Fund are held within the same bank account, but as is standard practice, are segregated in the accounts of the IQA, as set forth above. Funds from the Development Fund have been tracked separately so as to ensure that they are spent consistently with their intentions.

During the 2018 World Cup, the IQA PayPal account was heavily used when it came to receiving team payments and was the first to deplete when it came to expenses such as merchandise and volunteer reimbursements; accordingly very little money is held in the IQA's PayPal. Additionally, the remaining outstanding dues from 2014-17 are in the process of being collected as of Sept. 1. Lastly, there is a receivable for the money earned from merchandise sales, which the IQA's vendor is currently holding by mutual decision.

⁸ During the 2018 fiscal year the European Committee's finances were separated from the IQA's finances; accordingly, we are not recognizing those assets in this statement.

⁹ Includes money held in an investment account during 2017-18

¹⁰ Due to an accounting error in our 2017 financial statements this number has been restated.

¹¹ Due to an accounting error in our 2017 financial statements this number has been restated.

¹² The IQA partnered with a third-party for the sale of merchandise at the 2018 World Cup which still holds the IQA's revenue by mutual decision.

¹³ Prior to Jan. 9, 2019, the IQA existed as a partnership and the NGBs technically retained equity in the IQA.

¹⁴ Represents overpayment by Odense tournament organizers for team reimbursements.



Going Forward

The following represents the income statement from Sept. 1, 2018 to Jan. 9, 2019.

| Income | | Debits | Credits |
|--------------------------|-----------------------------------|------------------|------------------|
| HR Tests | | | €2,475.00 |
| Membership Fees | | | €3,735.64 |
| | | | |
| Total Income | | | €6,210.64 |
| | | | |
| Expenses | | | |
| IT Department | | | |
| | Email Subscriptions ¹⁵ | €1,019.54 | |
| | RDT Website | €4.39 | |
| | IRDP | €20.00 | |
| | Digital Ocean Cloud Platform | €4.39 | |
| | Classmarker | €396.36 | |
| | Google Cloud for Business | €210.82 | |
| | | | |
| Events Department | | | |
| | Site Visit | €508.57 | |
| | | | |
| General | | | |
| | PayPal Transaction Fee | €262.96 | |
| | Bank Wire Fee | €12.42 | |
| | | | |
| Total Expenses | | €2,439.45 | |
| | | | |
| Net Income | | | €3,771.19 |

¹⁵ Email subscriptions will be free once the 501(c)(3) status is obtained



The following represents the balance sheet as of Jan. 9, 2019 at which time IQA Sport, Inc. was formed.

| Assets | Jan. 9, 2019 | Aug. 31, 2018 | Aug. 31, 2017¹⁶ |
|--|---------------------|----------------------|-----------------------------------|
| IQA Primary Bank Account ¹⁷ | €1,995.29 | €2,517.21 | €10,024.08 |
| Development Fund | €6,094.44 | €6,094.44 | €7,425.00 |
| IQA PayPal ¹⁸ | €5,347.98 | €105.67 | €936.76 |
| Returned allocation from 2017 European Games ¹⁹ | 0 | €901.06 | €901.06 |
| WC Merch (Receivable) ²⁰ | €6,728.99 | €6,728.99 | 0 |
| Total Assets | €20,166.70 | €16,347.37 | €19,286.90 |
| | | | |
| Liabilities and Members Equity | Jan. 9, 2019 | Aug. 31, 2018 | Aug. 31, 2017 |
| Members Equity | €18,416.71 | €14,597.37 | €19,286.90 |
| Liability (Odense) ²¹ | €1,750.00 | €1,750.00 | €0 |
| Total Liabilities and Members Equity | €20,166.71 | €16,347.37 | €19,286.90 |

¹⁶ During the 2018 fiscal year the European Committee's finances were separated from the IQA's finances; accordingly, we are not recognizing those assets in this statement.

¹⁷ Includes money held in an investment account during 2017-18

¹⁸ Due to an accounting error in our 2017 financial statements this number has been restated.

¹⁹ Due to an accounting error in our 2017 financial statements this number has been restated.

²⁰ The IQA partnered with a third-party for the sale of merchandise at World Cup who still holds the IQA's revenue by mutual decision

²¹ Represents overpayment by Odense tournament organizers for team reimbursements.



Members

With the amendment of the IQA Constitution on Dec. 15, 2018, the IQA now recognizes two classes of membership:

1) Full members that:

- Represent a country recognized by the International Olympic Committee and/or the Global Association of International Sports Federations
- Satisfy a minimum number of teams or members as set by the Board from time to time
- Are a governing body that is a legal entity, or will become a legal entity within twelve (12) months of becoming a full member
- Have a process for determining a champion

Founding members of the organization are automatically full members and the board retains discretion with regards to membership.

2) Associate Members: The IQA also has associate members, which are entities that are not full members and are recognized by the board.

Full Members

As of Dec. 31, 2018, the IQA had the following amount of Full Members (17):

- Argentina
- Australia
- Austria
- Belgium
- Canada
- Catalonia
- France
- Germany
- Italy
- Mexico
- Netherlands
- Norway
- Poland
- Spain
- Turkey
- United Kingdom
- United States



Associate Members

As of Dec. 31, 2018, the IQA had the following amount of Associate Members (23):

- Brazil
- Chile
- Czech Republic
- Denmark
- Finland
- Hong Kong
- Hungary
- Iceland
- Ireland
- Israel
- Japan
- Malaysia
- New Zealand
- Peru
- Portugal
- Republic of Korea
- Serbia
- Slovakia
- Slovenia
- Sweden
- Switzerland
- Uganda
- Vietnam



Reports from the Departments

Events

IQA World Cup 2018

The IQA World Cup 2018 continued the trend of international quidditch growth. With 29 teams joining us in Florence, Italy for the fourth World Cup. After a thrilling competition, the United States took home the gold over Belgium 120*-70. The tournament began in the historic Piazza di Santa Croce with an exhibition match between the defending champions from Australia and the hosts.

The competing teams were:

- Australia
- Austria
- Belgium
- Brazil
- Canada
- Catalonia
- The Czech Republic
- Finland
- France
- Germany
- Hong Kong
- Iceland
- Ireland
- Italy
- Malaysia
- Mexico
- the Netherlands
- New Zealand
- Norway
- Poland
- The Republic of Korea
- Slovakia
- Slovenia
- Spain
- Switzerland
- Turkey
- The United Kingdom



- The United States
- Vietnam

For eight teams (the Czech Republic, Finland, Hong Kong, Iceland, Malaysia, New Zealand, Switzerland, and Vietnam) this was their first appearance at a World Cup.

The IQA received significant media attention resulting from the event including:

News Websites:

Reuters

<https://www.reuters.com/article/us-quidditch-worldcup/u-s-beats-belgium-to-win-world-cup-idUSKBN1JS26Z>

Euronews

<https://www.euronews.com/2018/07/02/the-usa-win-the-quidditch-world-cup-in-florence-italy-after-beating-belgium>

ABC News

<https://abcnews.go.com/International/harry-potter-italy-americans-compete-quidditch-world-cup/story?id=56173662>

The Slovak Spectator

<https://spectator.sme.sk/c/20859330/slovaks-will-fight-for-the-quidditch-world-cup.html>

The Economic Times

<https://economictimes.indiatimes.com/magazines/panache/competing-in-the-air-on-broomsticks-the-quidditch-world-cup-is-for-real/articleshow/64896383.cms>

Social media:

LADbible: <https://www.facebook.com/LADbible/videos/1182312001918236/>

1.3 M views as of January 2019

NowThis: <https://www.facebook.com/NowThisNews/videos/2033160426774071/>

1.3 M views as of January 2019

The Opening Ceremony was live streamed by The Associated Press and received **9,052,890** views.

Continental Games

On Dec. 20, 2018, the IQA announced that the 2019 European Games would be held in Bamberg, Germany on June 29-30 and that the inaugural Pan-American Games would be held in Richmond, Virginia, United States on July 13-14. IQA volunteers were active in evaluating the



sites, drafting applicable policies and negotiating agreements with our applicable partners. The IQA's Events Department also tried to work on Oceanic-Asian Games but, in accordance with the decision of the NGBs not to submit a bid, on Nov. 13, 2018, the IQA announced it would not be going ahead with that event.

Gameplay

Rulebook

On Aug. 15, 2018, the IQA released the [2018-2020 rulebook](#), which will be in effect through World Cup 2020. On Oct. 1, 2018, the IQA released the new referee hub (<https://iqareferees.org>) – a central location for referee tests and rulebooks.

Both of these are major accomplishments as the Referee Development Team had to work with a website that was not functioning the way it should have for the better part of two years. This meant two years of manually updating people's certifications and test access.

The IQA has also done substantial work on a referee casebook and snitch tests and is working on field testing certification. Aside from this, the IQA hopes to begin developing additional written resources for referees, snitches, and players and testing potential rules for the next edition of the rulebook.

Membership

IQA Development Fund

The IQA Development Fund is a grant-style system of providing monetary support to National Governing Bodies (NGBs). Applications to receive funds are sent to the Membership Department with a specific project listed by the NGB. Funding will be available for associate members of the IQA (formerly known as Emerging Areas and Developing Regions). This program will provide grants of up to 600 euros for NGBs that submit completed applications.

Membership Database

The IQA has started and is maintaining a database of all teams playing quidditch throughout the world. These teams can be developing or officially registered within their NGB. There are roughly



525+ teams that are playing quidditch around the world and new teams are often established. There will be continued outreach by the IQA to catalog teams playing the sport internationally.

Guidebook Series

Resource guides have been crafted by passionate quidditch players and the IQA is assembling these pieces of information and writing our own. From tips on how to build equipment, to running tournaments, and build/sustaining a program, these resources are aimed at providing quidditch teams with accurate reference documents.

Bursary Program

Providing financial support is an important part of the IQA Membership Department. The Bursary Program has been the means of dispersing funds for the 2017-18 cycle. This program has come to an end and was replaced in January 2019 with the IQA Development Fund.

Tournament Tracker

There are individuals, team programs, leagues, and NGBs that host tournaments around the globe. The IQA is researching and promoting tournaments in the hopes of better connecting quidditch players. Whether it be an official, league, or fantasy tournament, the IQA is interested in tracking it.

Communications

The Marketing & Communications Department, in which the Marketing & Communications director operates, is responsible for all the marketing activities (partnerships, sponsorships, etc), press relations, social media, editing and translations of the association's documents, and all communications to the quidditch community.

Editorial

In August 2018, the Communications Department created the Editorial Team to oversee content production (articles, reports, guidebooks, etc.) and make sure all resources provided by the IQA are correctly written and clear to everyone. Since then, the Communications Department has released the following:

- 34 articles on iqasport.org
- 1 annual report



The Editorial Team united with the Translation Team in January 2019 in order to improve efficiency and planning.

Social Media

The Social Media Team's main mission is to interact with the online community by promoting the sport, replying to inquiries and making sure the messages from the IQA are properly addressed.

The IQA is present on four social media platforms: Facebook, Twitter, Instagram, and LinkedIn.

In the period covered by this report, the IQA released more content to its community, stimulating interaction. Indeed, social media activity on the IQA Facebook Page evolved from one post every week in June 2017 to one post every two and a half days in Dec. 31, 2018 (on average). In the same period, the engagement rate more than doubled, moving from 4.2 percent to 9.14 percent. Moreover, the IQA released:

- 144 Facebook posts
- 261 Tweets (Retweets not included)
 - 112 Tweets on the IQA Sport account
 - 149 Tweets on the IQA World Cup account
- 3 LinkedIn messages

Design

The Design Team's main mission is to make sure all the communications from the IQA are easily identified by any readers via a professional and consistent brand.

In the period covered by this report, the Design Team worked on various layouts, including the new rulebook, bid packages, and other announcements (score announcements, IQA update announcements, focus groups, etc.). Related achievements are:

- The new IQA logo (released in 2019)
- The new IQA brand (released in 2019)
- The IQA World Cup 2018 webpage (<http://iqasport.org/world-cup-2018/>)

The Design Team ceased to exist due to an absence of volunteers at the end of 2018.

Translation

The Translation Team's main mission is to release content in local languages, making sure the resources from the IQA are available for a larger audience, non-native English speakers.



Thus, they helped make the IQA World Cup 2018 webpage and the previous annual report available in six languages (English, Catalan, Dutch, French, Italian, and Spanish). They also made two bid packages available in four languages (English, French, Italian, and Spanish), as well as the 2016-2018 and 2018-2020 rulebooks available in three languages (Spanish, Catalan, and French).

Marketing & Press Relations

The Marketing & Press Relations Teams oversee the promotion of the IQA by building relationships with partners, potential sponsors, and media outlets.

The Press Relations Team worked to ensure major media coverage of the IQA World Cup 2018, including in nations that do not play quidditch. Social media coverage included [Reuters](#), [ABC News](#), [The Economic Times](#), [The Slovak Spectator](#), [LADBible](#), [Now this](#) and The Associated Press, collecting more than 11.6 million views.

Human Resources

Volunteer Code of Conduct

The IQA developed a comprehensive code of conduct to govern volunteers' conduct, which can be found [here](#). The IQA is also reviewing internal drafts of a harassment policy; and is looking to develop additional policies to make our sport safer and as good of an experience as possible for all those involved.



Acknowledgements

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

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

How is the IQA organized?

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

Who are the IQA’s members?



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

What are the IQA's membership fees?

IQA members pay an annual fee, that has ranged from 25 euros to 500 euros. Fees historically were determined based upon the number of votes an NGB had in membership meetings, including for the year beginning Sept. 1, 2018. With the passage of our new bylaws on Dec. 15, 2018, the board has the power to set membership dues and has not yet determined how fees will be set.

Who are the IQA's trustees?

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

- *Luke Nickholds (resigned August 2019)*
- *Vanessa Sliva (resigned August 2019)*
- *Andy Marmer (term ended February 2019)*
- *Christina Verdirame (term ended February 2019)*
- *Nicholas Oughtibridge (term ended January 2019)*
- *Nicole Hammer (resigned July 2018)*
- *Maggie Burlington (resigned May 2018)*

The IQA's Trustees as of February 2019 are:

- *Austin Wallace (Canada) - Chair*
- *Alex Benepe (USA)*
- *Alberto Coronado (USA)*
- *Betsy Lewin-Leigh (UK)*
- *Rahel Liviero (Switzerland) - Vice Chair*
- *Pauline Raes (Belgium)*
- *Jessyka Schwandt (Canada)*

How were the Trustees selected?

The Board of Trustees is elected by the members (NGBs) each year at their annual meeting. Prior to Dec. 15, 2018, the Board consisted of a maximum of seven Trustees elected every two years. With the amended constitution, there are now up to nine Trustees at any given time, with three Trustees elected annually for three-year terms. NGBs are required to nominate any individual wishing to stand for election.

Who can be a Trustee of the IQA?



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

What is the IQA's Operations Branch?

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

Who is in charge of the IQA?

The trustees are ultimately responsible for the IQA, but from a day-to-day standpoint, each department is led by a director who reports to the executive director. The leadership structure was changed in 2019: The role of executive director is now split up into two positions: chief executive officer and chief operations officer.

This report covers the work of the following directors:

*Communications - Armand Cosseron (resigned in February 2019)
Events - Pauline Raes (Belgium)
Gameplay - Pauline Raes (Belgium) (resigned July 2018)
Gameplay - Austin Wallace (Canada)
Information Technology - Erina Chavez (resigned in January 2019)
Membership - Alberto Coronado (USA)
Human Resources - Betsy Lewin-Leigh (UK) (resigned October 2018)
Human Resources - Jessyka Schwandt (Canada)
Finance - Vanessa Sliva (USA)*

How much do IQA trustees and volunteers get paid?

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

As a part of selecting bids for Continental Games and the World Cup, the IQA paid travel expenses for our events director to visit finalists to conduct site visits. This was approved to allow for a more thorough evaluation of the locations and to ensure the quality of future events.



As a part of the 2018 World Cup, the IQA paid travel expenses for members of the organizing team, department directors, and trustees. Not all members of these groups who attended chose to claim costs from the IQA, with some self-funding their attendance.

This reimbursement was approved to improve the running of the World Cup and to improve the running of the organization in the long term. Having key leaders present for the tournament allowed for instantaneous decisions where necessary and having high-level trusted volunteers present allowed for smoother running of the event. Before and after the tournament we held strategic planning and other meetings which were greatly facilitated by not being held online, and the weekend provided an opportunity for multiple in-depth discussions with key stakeholders in the community about the future of the IQA.

What if I have additional questions?

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