



Photo: Alantha Abey Quidditch Photography



**QUIDDITCH  
AUSTRALIA**

# 2020 Annual Report

Board of Directors



# Contents and Introduction

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## Document Purpose

Following on from the 2020 mid-year report, this report seeks to communicate to the members of Quidditch Australia the sports progress over 2020. The Annual report includes the reports of the President, Secretary and Treasurer from the 2020 AGM as well as reports from our other directors in Events, Gameplay, Membership, and Media & Communications.

This document has been compiled by Jamie Turbet, with individual reports written by each director.

## The 2020 Board of Directors

The board has remained unchanged since the half-year report, with the members and portfolio's as following;

Luke Derrick – President

Jamie Turbet – Secretary

Nicola Gertler – Treasurer

Alistair Yap – Events Director

Kelsey Collins – Gameplay Director

Scott Palmer – Membership Director

Ajantha Abey – Media & Communications Director

The 2020 AGM saw the end of Nicola Gertler's, Ajantha Abey's and Jamie Turbet's terms. Nicola Gertler and Jamie Turbet were successfully re-elected, leaving one casual vacancy.

The board has continued to meet approximately once a month but have not had any emergency meetings since the establishment of our COVID-19 plan written by Ajantha Abey.



Due to the ongoing pandemic it has greatly slowed down the sport, and there haven't been any major issues that have arisen since July this year. Our main topics of discussion have still been the Dropbear's, Strategic planning and Sports Australia (NSO) Recognition.

## Board Roles and Responsibilities

As **President**, Luke has usually been responsible for chairing meetings, and provides a report overviewing the activities of Quidditch Australia over the last seven months.

As **Secretary**, Jamie is responsible for organising meetings and taking minutes, is in charge of managing complaints, and also has taken responsibility for governance (updating policies), and board oversight of the NSO recognition initiative. She is also the board's representative to Dropbears management, providing oversight to the National team, and is closely involved with the Gender Engagement Committee, Strategic Planning, and other initiatives such as our partnership with Deadly Sports Plus, and fundraising.

As **Treasurer**, Nicola produces financial reports, monitors all of Quidditch Australia's transactions including membership purchases and refunds, is in charge of the organisation's budget, and organises Quidditch Australia's member insurance. She has also been involved with fundraising and sponsorship efforts and is naturally closely involved in the memberships process.

As **Events Director**, Alistair has been responsible for reaching out to and/or coordinating with locations for State Shield and QUAFL 2020, as well as updating our events sanctioning policies, documents, and forms for the new post-Covid season.

As **Gameplay Director**, Kelsey has largely been focused on a thorough revision of the Gameplay policies, with input from other board members, as well as working with the Gameplay committee on a number of proposals including referee reviews and other policies. She has also been involved with the Strategic Planning process.

As **Membership Director**, Scott is responsible for organising, reporting, and updating information regarding Quidditch Australia memberships. Scott has also taken responsibility for Quidditch Australia's merchandise.

As **Media and Communications Director**, Ajantha has been responsible for shifting Quidditch Australia's IT infrastructure from Webmail to Gsuite and creating a new website for the organisation, in addition to running our social media platforms and promoting Quidditch Australia's initiatives and activities. This has included development and promotion of policies and information with regards to Covid-19, close involvement with the Strategic



Planning initiative and Gender Engagement Committee, running several social media campaigns, and writing/curating various articles. Ajantha has also taken on responsibility for a major HR restructuring within Quidditch Australia, designing a census of the community, was in charge of Qeurovision in Australia, and acts as Australia's representative to the International Quidditch Association.



## President's Report

Written by Luke Derrick – [president@quidditchaustralia.org](mailto:president@quidditchaustralia.org)

2020 has been a year of unparalleled difficulty for Quidditch Australia. 2019 was a positive year with growth across multiple states and a full exec for the first time in a long time. 2020, however, experienced many issues which are unparalleled in the history of Quidditch Australia. Many of our members have not been able to train for the majority of this year, let alone playing a game or attending a tournament. Our membership numbers are down in regards to both members and teams and therefore our income is also down. Unfortunately, the Dropbears aspiration of winning back the gold has been put on hold till at least 2022 which is unfortunate for all of those players who were selected. 2020 has been a sad year for quidditch in Australia as well as the rest of the world.

However, I believe we have done a great job considering the circumstances we were provided with. The board has handled this year with grace and understanding, copping some criticism for our choice to put the safety of our players first. Though quidditch was mostly cancelled, the board kept working, trying our best to bring you up to date information, policies and decisions which affected training, games and events throughout the year. Though QUAFL, state shield and many state leagues have had to be cancelled this year, quidditch has survived and we have a bright future on the horizon. We have managed to stay safe, avoiding any COVID outbreaks in the community which would have been disastrous publicity for the sport.

Many of these successes come down to the work of our volunteers. AJ did amazing work on our Covid-19 policies as well as our media through the year. Alistair has done great work communicating with event organisers in order to try and keep our options open as long as possible for 2020 QUAFL and State Shield and has already begun investigating locations for these events in 2021. Scott has managed to stay on top of an ever changing membership list and showed, through his work at QUAFL 2019, that he can organise and make sure Quidditch Australia merchandise can be sold. Kelsey has been working closely with the gameplay board to create new policies for refereeing and snitching for the new year as well as moving towards implementing the new rulebook. Jamie and Nicola both have their own reports after mine, so I will leave them to talk about their own achievements, but they have both done amazing work this year and it is only with their effort that our year has gone how it has. The board as a whole has also worked to make sure that all of our members are safe and healthy during this time, as well as working to streamline actions and communications between state bodies and the board itself.



Quidditch has a chance to move forward and emerge out of COVID better than before. We have shown as a community that we can survive a pandemic, an incredible achievement. I can't wait to see the quidditch community move back towards our normal schedule and I know it will be just as successful as it was before.

Lastly, I want to say thankyou to all of our members. You have stuck with us through this year and we thank you all for doing that. We hope to be able to provide you more next year and hope that if this ever happens again, the board will be ready and prepared to support you all as much as possible. Thankyou for giving us your continued support.



## Secretary's Report

Written by Jamie Turbet – [secretary@quidditchaustralia.org](mailto:secretary@quidditchaustralia.org)

### Strategic Planning

Most of my work this year has revolved around the strategic plan. It started with the strategic forum we hosted in February which gave us the foundations of the plan. We then published a draft, gathered feedback and held 6 online forums to gather further input, as was reported in the half-yearly report. Alison Newton and I will be continuing the revision of this plan with an aim to publish in early 2021.

### Constitutional Amendments

I have continued work on revising Quidditch Australia's constitution with an aim to align it with NSW Fair Trade (the state in which we are incorporated), simplify and ensure it is serving members as effectively as possible. I am also continuing work on the creation of by-laws, which will give the organisation greater policy flexibility.

Some examples of possible amendments are;

- Changing the number of board members from 7 to 7-14, allowing the organisation some flexibility with the growing nature of the sport
- Defining the roles of executive board members; Chair, Secretary and Treasurer to ensure the basic needs of the organisation are always met. At this point in time, I do not intend to define other roles within the board to allow for flexibility
- Removing the requirement to seek out an auditor at the end of each year. This is a costly requirement for a small organisation, and thus not financially viable. Once we reach the size in which this would be necessary there are laws in place to ensure this is done, making it's inclusion in the constitution redundant.

A full proposed table of changes will be made available to members to read and discuss in 2021. If there is interest, I will also be willing to host forums to discuss and improve upon suggested changes.





## Dropbears

As you are all aware, the 2020/2021 World Cup event was cancelled by the IQA, as were our plans. The IQA have announced they will host the next World Cup in either 2022 or 2023 and we can expect an announcement early 2021.

## Sports Australia (NSO) Recognition

This year we made steady progress towards our application. We had hoped to submit our application by the end of year but due to COVID-19 they are not accepting applications until April-July 2021. Other than strategic planning, which assists our application, we have also been investigating a new membership system which we hope to implement at the beginning of 2021. We have, however, run into issues with this as our preferred option does not have up to date gender fields in their forms. Most other criteria we already fulfil, it's just a matter of writing it up. For your reference, the criteria can be found at [here](#).



## Treasurer's Report

Written by Nicola Gertler – [treasurer@quidditchaustralia.org](mailto:treasurer@quidditchaustralia.org)

We closed the 2020 Financial Year with a balance of \$31,214.55. This report was published by AJ earlier in the year within the mid year reports. On the 1st of July 2020 we paid \$18,292.85 in insurance. Other than this outflow, we have had small membership income and outflow. Currently we have \$14,048.05 AUD across our two accounts. This is a good current amount in our account thanks to the success of 2019 events even with the struggles of 2020. Without the potential Dropbears expenditure in 2021 as we are now looking at a 2022 or 2023 World Cup, I believe we will be able to move sustainably into the 2021 season and be able to fund our events and further insurance payments as well as consider funds to be attributed to new initiatives as I spoke about at the 2019 AGM which was planned for this past year, such as NSO recognition, gender engagement, referee development, coaching development, and more.

## Events Report

Written by Alistair Yap – [events@quidditchaustralia.org](mailto:events@quidditchaustralia.org)

2020 has been a really rough year for events with the spread of COVID-19 leading to the cancellation of the 2 biggest events of the year in State Shield and QUAFL. However, we are looking forward to 2021 and hope that we will be able to hold these events again to reunite the quidditch community from all across the country. The community will be notified once the organisation process for these events have started and whether there will be a bidding process or not.

One of the major achievements for the year was streamlining the event sanctioning process and tidying up some of the event policies. In previous years, the process of event sanctioning was unclear and the system needed to be reviewed. A new process is now in place with new policies to account for the presence of COVID-19 and hopefully this will make it easier for clubs to apply for sanctioning in 2021.



## Membership Report

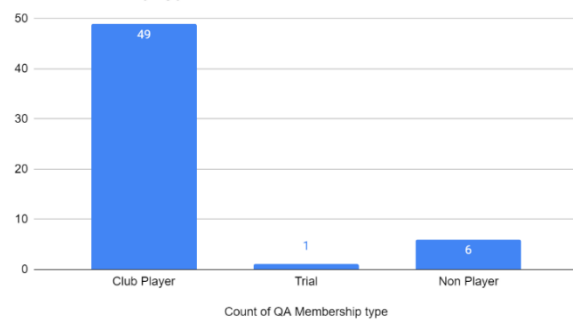
Written by Scott Palmer – [membership@quidditchaustralia.org](mailto:membership@quidditchaustralia.org)

The following charts will display the membership status in each of the states that Quidditch is played. Considering that we have experienced a pandemic such as COVID-19, our membership overall has been steady. We have 342 club players, 7 social players, 32 trial players and 15 non players. This equates to 396 players across QNSW, VQA, SAQA, WAQA and QAQ. I personally would love to see that number up to 450 at the end of 2021. This is possible as we have seen a decrease in number of members in some of our states. The biggest increase though I have seen this year is the state of Western Australia, they have overtaken VQA to behind QNSW in membership size. Another aspect of the membership is the introduction of a new tier this year (non player), with people who regularly attend events but don't play. Hopefully we can connect with the community and bring them into this awesome community.

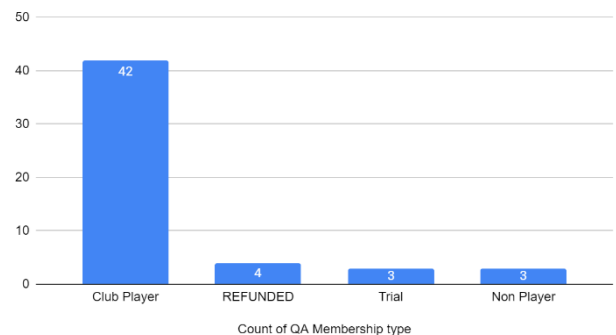
Here's to a new year, and one that we deserve to have not the one we got.

Scott Palmer

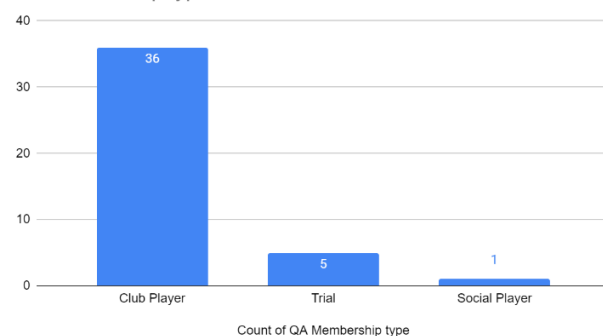
QA Membership type of WAQA



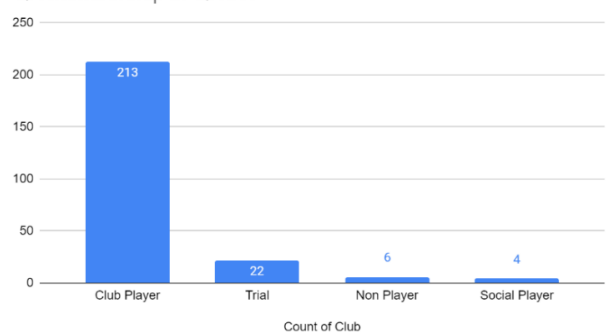
QA Membership type in VQA



QA Membership type of QAQ



QA Membership in QNSW





## Gameplay Report

Written by Kelsey Collins – [gameplay@quidditchaustralia.org](mailto:gameplay@quidditchaustralia.org)

It has been a tough year for all, not just within the Quidditch community. We started the year making plans for the Australian Dropbears to take the world stage in America and ended it just hoping for a few local friendly tournaments to actually go ahead.

Behind the scenes, members of the QA board have worked tirelessly to make up to date and well informed decisions regarding COVID safety plans and supporting members as best we could financially.

### Gameplay Policy Document

The Gameplay Policy Document is still under review. The “future-proofing” of the document continues, to avoid a full review each time a new rulebook is released. The 2021 IQA rulebook will be integrated in some way as well.

The Gameplay committee continues to be quite small with 3 members and this is a big job so is taking more time than originally anticipated, but nevertheless, much headway has been made.

The Extreme Weather Policies have been removed from the Gameplay document and are currently still under review by the Events department in conjunction with Gameplay, an oversight on the Extreme Heat Policy has been rectified recently.

We are still hoping to release the document early 2021, though the IQA Rulebook amendments are the primary focus at the moment.

### Australian Referee Review

The new referee certification process is still under construction, with the new IQA Rulebook to be considered during the establishment of the planned online training component. The field testing proposal has been approved and will be implemented as soon as it is prudent to do so.

As part of this review, the Gameplay department will be organising a new “Australian Referee Jersey” design competition. To incentivise the referee certification program, certified referees will have access to owning one of these exclusive jerseys.



Snitch certification will follow the referee certification implementation.

## Other Policy Documents

Several other policy documents are still under review, and the QA board is looking at internally shuffling positions to allow certain board members to focus more on policy updating and implementation. Updating policies is an arduous task which takes much time and effort as well as research and collaborative discussion.

## New IQA Rulebook

With the release of the new IQA Rulebook, the Gameplay committee has had several discussions on the new changes, current amendment validity and the implementation of new amendments for 2021 and beyond. An open forum has been organised for early January, to allow the wider Australian community to have their say regarding the new additions and changes to the Rulebook and on proposed Australian specific amendments. After the open forum, the Gameplay department alongside the QA board will discuss and decisions will be made regarding the above. Amendments will hopefully be released in February 2021.

For the safety of our community, the Gameplay department recommends utilising the old Rulebook and amendments for sanctioned events until such time as the new ones have been implemented for Australian Quidditch.



## Media & Communications Report

Written by Ajantha Abey – [media@quidditchaustralia.org](mailto:media@quidditchaustralia.org)

### Introduction & Overview

The second half of 2020 has been somewhat slower for the Media and Communications front, with major events and campaigns such as Dropbears, QUAFL, and State Shield being cancelled. Furthermore, at the end of September, I moved from Sydney to the UK to begin my PhD at the University of Oxford, so my time availability has diminished significantly in the second half of the year. Nevertheless, progress has still been made in a number of areas, and work continues.

This has included continuing to prioritise upkeep of the website and keeping states updated with Covid-19 information and coordinating with WAQA and QNSW for tournament policies around Covid-19 restrictions, publishing articles from QA members, continuing to act as our delegate to the IQA, and working on HR reforms. Unfortunately, between moving and the continued focus on Covid-19 updates, I have been unable to undertake major projects such as the community census, though drafts and plans still exist and will likely be implemented in 2021.

At the 2020 AGM, I ended my 2-year term as Media and Communications Director and have not re-run for board, given I am now living overseas; however, I will be continuing on at QA with the Gender Engagement Committee and Strategic Planning working group, as well as serving as an analyst and consultant, while also facilitating the transition to 2021 on the graphics, HR, and media front over the next few months.

Overall, while it was not the year we hoped for, 2020 has been a very productive and very successful year for QA media, with many major strides forward outlined in my previous report, including creation of a brand new website, several successful social media campaigns and public outreach interactions, creating a pandemic response plan and resumption of play measures from scratch allowing quidditch to return in all states by the end of the year, and much more.

### Handover Materials

With my term coming to an end, I have created a number of handover materials for incoming board members and media staff who will be taking over my roles, including



- Extensive handover notes regarding systems in place for graphic design, photo libraries, logo changes that have occurred over my tenure, etc.
- Contacts for external outreach
- Video tutorials on how to edit and maintain the QA website
- Video tutorials on the QA Gsuite Administration system

## Website Updates and Changes

### Articles

One of the articles published over the second half of the year were Cam Walker's "What we're doing right and what we can be doing" on quidditch in 2020, reflecting on how UNSW had been handling the shut down period and whether we could be doing more as a community to bring back quidditch competitions. The article was well received, with over 100 views, and not only provided useful advice and experiences for other teams, but also gave strong impetus and feedback for me with regards to the handling of our Return to Play Plan. I would continue to strongly encourage the submission of such articles.

The second major article published in the second half of this year was the first part of Zoe Cheong's "The Binary Dubunked" series. Also well received, with over 250 views, this has been the start of an initiative associated with the Gender Engagement Committee to provide resources to the general quidditch community to help educate people on the experience of trans people in society and quidditch, and provide insight and resources to help foster general understanding. Further articles on this front can be expected in 2021!

Finally, we also had a tournament recap of WAQA Fantasy ("We Aren't Quarantined Anymore"), the first tournament back from the pandemic held in Perth. This was a great opportunity for people in the Eastern states to hear and learn more about quidditch in Western Australia, which has been almost entirely isolated from the main quidditch population on the Eastern seaboard since QUAFL 2016, and we would love to have more regular correspondence from Western Australia, to help bridge the different parts of the community.

### Website Statistics

Statistics (year to date):

- 9376 unique visitors to the site, mostly in February and March (1800+ each)
- 61% access the website via mobile, 50% access it from Facebook
- After Australia (75%), most views come from the USA (10%), UK (3%), Germany (2%), and Ireland (1%)



- Almost half of Australian views come from NSW (49%), with half as much from Victoria (21%), a further half as many as that from QLD (11%), and another half again from WA (6%). ACT and SA represent 3% each.
- We have 405 RSS Subscribers

The most popular buttons on the site are

- 'Find a team near you' - 278 clicks
- 'Register for a [concussion] workshop here' - 79 clicks
- Learn how quidditch works - 143 clicks

The top pages by views are

- 1218 - Teams
- 1042 - Community Stories
- 925 - Individual Memberships
- 917 - How No One Benefits from the Gender Norms of Chasing
- 798 - Covid-19
- 603 – QA Today
- 420 – Dropbears
- 381 – How Do You Play?
- 363 – Assessing and Addressing Racial Diversity in Australian Quidditch
- 352 – Resumption of Play Plan
- 349 - Covid-19 Pandemic Response Plan
- 344 - The three waves of on-pitch inclusion

The most viewed team pages are:

- 59 - Melbourne Ravens Quidditch Club
- 45 - University of Sydney Quidditch Club
- 37 - South Melbourne Centaurs Quidditch Club
- 36 - Brisbane City Quidditch Club
- 34 - University of Newcastle Quidditch Club
- 33 – Macquarie Marauders
- 30 - Monash Mugles Quidditch Club
- 29 - Monash Mudbloods Quidditch Club
- 29 – Adelaide Augureys Quidditch Club
- 29 – South West Horntails
- 28 – North Sydney Nightmares
- 28 – QUT Quidditch





- 28 – UQ Dumblebees
- 26 – Perth Phoenixes
- 23 – Curtin Chimeras
- 23 – Sydney City Serpents
- 20 – UWS Harry Potter Society

(Remainder have <13 views per page)

## Social Media and Outreach

Without any major events or campaigns for promotion, things have been quieter for social media, with other than communicating our COVID-19 response and plans (detailed below), and the aforementioned articles, social media has been relatively quiet, other than a post promoting R U OK Day, promoting Director nominations and the AGM, and Deadly Sports Plus' Injury Prevention webinar.

One notable exception has been a radio interview with Coast FM, where we were able to have a lengthy chat about how COVID-19 has affected quidditch, and the appeal of the sport in general.

## COVID-19 Response

Social media efforts in the second half of the year largely focused on providing updates on COVID-19 restrictions easing and tightening as the situation developed across different states. I have continued to be in charge of coordinating these and writing all our policies and communications on this matter. As well as graphics such as the colour coded map and bar chart of restriction levels to try and make communication as simple and straightforward as possible, I did my best to try and make sure all major changes were accompanied by explanatory articles on what our assessment of the situation was and why we had made the decision we had made, usually citing the relevant government updates on restrictions as appropriate.

The resumption of play plan is far from a perfect system, but given the circumstances, it seems to have mostly been effective in creating a clear system where people understand what is and isn't allowed and have been able to remain safe and play with confidence that risks are being appropriately mitigated. We have received only limited feedback regarding the response in general, but I have tried to be as clear and transparent with our decision making as possible throughout the process (there is very little that gets discussed in



National Cabinet that doesn't end up in a website update), so I am optimistic that it has broadly been well received. At times, in attempts to follow government guidance, rules have been unnecessarily complicated and flawed, such as the NSW bubble system, however, in this and other cases we have been able to quickly respond to concerns and amend the system to something more appropriate.

I am grateful to the community as a whole for largely following the rules, and looking out for one another. I would be far more reassured however if there were more teams actually applying for event sanctioning and insurance for their trainings, however.

### **Quidditch National Cabinet**

As alluded to in my previous report, the national cabinet has continued to be a useful space for communication between QA and the state governing bodies, especially as QNSW and WAQA have moved back towards being able to host tournaments, and rapid communication and discussion has been essential to deal with rapidly changing situations around covid outbreaks and appropriate levels of restrictions at tournaments.

Discussions around ways to streamline and integrate QA and state bodies in limited ways have also been undertaken.

### **Gender Engagement Committee**

While things have again here slowed down in the second half of the year, my role with the committee has included

- Designing a rebranding for Women in Quidditch facebook group to be an official part of QA
- Updating of the QA Website's Gender Engagement and Diversity and Equity pages
- Editing and publishing Zoe's first Debunking the Binary article

### **Volunteering Reforms**

Progress on volunteering reforms described in my previous report have largely been undertaken by HR Coordinators Manon Te Riele and Ava McConnell. These have included designing a new staff and organisational structure for Quidditch Australia, and production of onboarding materials and modules for new staffers to be inducted into the QA workspace.



My main contributions to these efforts have largely been oversight and feedback, as well as the production of an (admittedly overly lengthy) explainer on the QA Slack system, for those uninitiated to the communication app.

We hope to be able to begin implementing these new systems in the new year for all current and new staff, and this will hopefully make the process of volunteering with Quidditch Australia easier, more transparent, and more worthwhile.

## National Representation to the IQA

I continue to be Quidditch Australia's representative to the IQA and will be attending the 2021 assembly of members in February 2021. If you have any concerns you would like me to bring to the IQA on behalf of QA, please let me know in advance.

Significant updates on the IQA front include

- Transition to a new Manager Hub system for the IQA to log and keep track of member data which I have signed us up for (this is linked to the referee database)
- Harassment Policies in line with those of the IQA coming due (I have submitted our Member Protection Policy, which among other extensive complaints handling processes, includes our Harassment Policy)
- The establishment of a "Forem" for the international quidditch community by the IQA's IT/Communications team, in response to the loss of the IQA ATR facebook group. While this hasn't been widely publicised yet, it is available at [community.iqasport.com](https://community.iqasport.com) and I have created an organisational page for Quidditch Australia there.
- IQA's BIPOC committee's event survey regarding location of the next world cup and other IQA events being released. The committee is due to release their recommendations in January 2021.