

**Minutes EXECUTIVE MEETING
December 16, 2025
7:00 PM ET**

AGENDA/**ORDEN DEL DIA**

1. Attendance & Quórum/ **Asistencia y Quórum**
2. Welcome/ **Bienvenida**
3. Approval of Minutes PAQ Bureau meeting Sept 16 2025/**Aprobación de las actas de la reunión del Buro de PAQ del 16 de septiembre de 2025**
4. Strategic Priorities PAQ/**Prioridades estratégicas PAQ**
5. Events update & outlook for 2026/ **Actualización y calendario de eventos para 2026**
6. Media & Communications update/**Actualización de medios y comunicaciones**
7. NF's with issues/ **FN's con asuntos**
8. Next meeting: March 31, 2026/**Próxima reunión: 31 de marzo de 2026**
9. Questions/**Preguntas**

1. At the start of the meeting there was no quorum.

Present: Maureen Croes (MC), Eddie Hazell, Conrad Hadbudiak (CH), Alia Atkinson, Radhames Tavarez. We need 4 out of 5 Zones and half + 1 for Quorum. If Diane Maiese and/or Niko Ustavdich joins the meeting, we will have a quorum. Decision to continue as an informative meeting. Diane Maiese and Niko Ustavdich joined during Agenda item #5.

2. Housekeeping:
 - a. Next Meeting March 31, 2026
 - b. Stephania Montero is no longer working with PAQ.
3. No comments on Minutes from Sept 16, 2025
5. COO Alvaro del Pozo
 - a. 27 Coaches and 3 Technical Officials Clinics with funding from AQUA
 - b. AQUA will increase the funding for Clinics from 50K to 80K
 - c. 2025 Operational Execution Budget ends positively, almost 21K

PANAM AQUATICS

in US dollars / en dólares americanos

Event (Evento)	Incomes (Ingresos)	Expenses (Gastos)	Total per event (Por evento)
Medellin 2025	114,034.64	58,095.19	55,939.45
Asuncion 2025	N/A	11,195.41	(11,195.41)
Bauru 2025	22,189.20	11,403.01	10,786.19
Guatemala 2025	N/A	5,271.11	(5,271.11)
Site Visits 2025	N/A	2,948.82	(2,948.82)
IOC Certification	N/A	2,267.42	(2,267.42)
PAQ Congress 2025	N/A	8,097.26	(8,097.26)
AQUA Evaluators	N/A	5,350.00	(5,350.00)
PAQ Merchandising	N/A	5,165.27	(5,165.27)
Other expenses	N/A	5,433.87	(5,433.87)
TOTAL			20,996.48

- d. MultiSport Games 7 different through Lima 2027
- e. 2026 Calendar of events
- f. 2027 Calendar of events
- g. PAQ OW Series, DV recognized events, and WP4
- h. Status of each of the PAQ events

Event (Evento)	Contract (Contrato)	Summons (Bases)	Coordination (Coordinación)	Entries (Inscripciones)
OW CAC Qualifier 2026	Signed	Published	Dec 18	100
AS CAC Qualifier 2026	Not yet	75%	Not yet	220
WP CAC Qualifier 2026	Signed	Published	Started	20-23 teams
PAQ SW Ibague 2026	Signed	Published	Started	260
PAQ MA Buenos Aires	Signed	Published	Started	1500
PAQ WP U19 2026	Not yet	Not yet	Not yet	17 teams
PAQ WP Open 2027	Under LOC review	Not yet	Not yet	1250
PAQ WP U17 2027	Not yet	Not yet	Not yet	17 teams
PAQ WP U15 2027	Not yet	Not yet	Not yet	17 teams
PAQ SW SC 2027	Not yet	Not yet	Not yet	250

- 6. Media & Communications Development programs organized by Valerie Gruest, PAQ's objective is to reach membership. Our commitment is with the NF's, but our goal is to ensure that we provide the people on the ground with resources and opportunities.
 - a. Certification Programs for Clubs and NFs

- b. Convention
- c. Athlete Forum
- d. New Website that will be a central hub of all that we offer
- e. Athlete Core
- f. Survey
- g. Masters working group- actively connecting with the Masters in each NF
- h. Mentorship program

President Croes is very pleased that the America's were the only continent that had all their NF's submit their

Conrad Hadbudiak asked where the Strategic Priorities document (#4) that was shared with the Agenda. Who created it? Is this what AQUA is paying for, are we integrating AQUA.

President Croes explained that at the end of the first cycle, at the start of the cycle we identified areas that we were going to focus on. When we reviewed the document a few months ago while preparing for our meetings with the Financial partners, we realized that the objectives we identified in 2023 were too simplified and needed to be more detailed for us to be able to measure our progress. This updated document was put together by Alvaro, Valerie, Van, Joe and Maureen. They are not the same as AQUA programs, we are catering to the beginners level.

CH: While I am not saying that this document is not the correct one, I am not in agreement with the procedure that this document has come to be. It is our duty as an EC to be the one involved with the preparation of a strategic document. It should not be a group of staff people and one or two of the EC.

MC: I understand what you are saying Conrad, but this document is not new. It is the same strategic plan that was presented in 2024 and approved by us. The only thing we did now, is that we made each of the items more detailed explained.

MC: I am not asking you for approval, it was shared with you because this is what we are using to speak to potential sponsors and our existing partners.

CH: Are you planning on hiring more people, because we are not approving that.

MC: I am not going to hire anyone that is not what this is about. This document is our way to show potential partners what we do and why we do what we do. It is also a great document to show how strong we are on social media.

7.

- a. Mexico is now an official NF with a new Federation. F. Platas is President, D. Delgadillo is General Secretary
- b. Guyana is having issues but AQUA is working on it
- c. British Virgin Islands a Stabilization Committee has been installed by AQUA

- d. Honduras, Sitting President left the AGM, AGM elected new President. AQUA is investigating

8. Budget for 2026

COO del Pozo explained the numbers that were presented.

in US dollars / en dólares americanos

Objective	Total
Fluidra and PAQ Sponsorship	75,000.00
PAQ Events 2026 (6 + 2 virtual)	32,480.00
Other Events (3 Games)	(17,800.00)
PAQ OWS Series 2026	(10,000.00)
Site Visits (4) and ACODEPA	(5,600.00)
IOC Certification	(2,400.00)
PAQ Merchandising	(10,700.00)
PAQ Receptions	(13,700.00)
5th Continental Grant	(5,000.00)
Technical Officials Development **	(21,325.00)
Other expenses	(2,400.00)

- **Events Operational balance**
+14,680.
- **OWS Series (5K per gender):**
 - 1st - 3k, 2nd - 1.5k, 3rd - 500.
 - Possible to raise if more sponsors.
- **Final balance**
+18,555 USD.
- **Key variables:**
 - Conservative scenario.
 - Upside in entries and merch sales.
 - ** Request to AQUA about AQUA Evaluators.
 - More sponsors.

CH: We received this today and this is not correct procedure. If I am asked to approve this today, I will not approve

CH asked to share screen: (Shared 2024 Budget that was presented for the 2024 Budget meeting) CH explained that this is the kind of document that he can review and ask questions about. He wants more information and with more time to review. I will not approve this document we received today.

MC: No problem, we will prepare another budget document for the EC and will circulate it to all of you. We can then do a mail vote with enough time to review.

AdP: Can we go back to the minutes Agenda Item 3?

MC: Are there any questions on the minutes?

Motion to approve the minutes by Alia Atkinson, seconded by Niko Ustavdich.

Meeting adjourned at 8:12 pm