

EXECUTIVE MEETING

March 4, 2025

7:00 PM ET

AGENDA/ORDEN DEL DIA

1. Attendance & Quorum/ Asistencia y Quórum
2. Welcome/ Bienvenida
3. Events update/ Actualización de eventos
4. Finance/ Finanzas
5. PAQ Integrity Code/Código de Integridad de PAQ
6. Congress Medellin 2025
7. NF's with issues/ FN's con asuntos: Guyana, Mexico
8. AQUA President Tour of Americas
9. Next meeting: in Medellin before Congress (May 17)
10. Questions/Preguntas

1. Attendance & Quorum/ Asistencia y Quórum

Maureen	Croes
<u>Van</u>	<u>Donkersgoed</u>
Radhames	Tavarez
<u>Eddie</u>	<u>Hazell</u>
Claudia	Molkembuhr
<u>Anthony</u>	<u>Ervin</u>
<u>Conrad</u>	<u>Hadubiak</u>
Nikola	Ustavdich
<u>Diane</u>	<u>Maiese</u>
Alvaro	del Pozo
<u>Joe</u>	<u>Gazzarato</u>

Both Lisa Schott and Alia Atkinson had previously excused themselves due to travel.

Quorum was met.

2. Welcome/ Bienvenida

President Croes extended a welcome and summary of the EC Meeting in December and the mail votes that have taken place since then. The President requested special attendance to the DOHA Minutes to be circulated to the NF's.

3. Events update/ Actualización de eventos

Coaches Clinics (clínicas de entrenadores) 2025:

- o In-Person: 8 (SW 4, AS 1, DV 1, OW 1, and MED 1). 5 Medellin 2025.
- o Virtual (executed): 6 (PAQ 2, AS 2, SW 1, and DV 1).
- o Virtual (pending): 12-15, where 5 are confirmed.

Technical Officials (oficiales técnicos):

AS Revalidation exams 2025 (exámenes de revalidación 2025):

- o 150+ registrations in three exam's dates.
- o April 6 is the last exam date for JL1, JL2, STC and DTC.

Waterpolo Referee development

- o Eric Sports Referee analysis was approached for Waterpolo, however after careful consideration of the benefits and the cost, at this time PAQ does not have the financial means to pay for the platform. Waterpolo can still provide a proposal to use US\$3,000 that is in the budget for Referee development.

Overview of the status of the PAQ events for 2025-2026

Event (Evento)	Contract (Contrato)	Summons (Bases)	Coordination (Coordinación)	Entries (Inscripciones)
Medellin 2025	Ok	Ok	In execution	1000-1200
WP 15U Bauru 2025	Ok	Ok	March 2025	16 teams
SW SC 2025	Not yet	Not yet	Not yet	300
AS CAC Qualifier	Not yet	Not yet	Not yet	120
WP CAC Qualifier	Not yet	Not yet	Not yet	15 teams
OW CAC Qualifier	Not yet	Not yet	Not yet	100

Medellin 2025 Calendar

MAY 2025

Medellin 2025	S	S	M	T	W	T	F	S	S	M	T	W	T	F	S	S
	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Opening			OC													
Swimming	SW	A	T	TM	★	★	★	★	★	D						
Diving	DV	A	T	TM	★	★	★	★	★	D						
Artistic Swimming	AS				A	TM	T	★	★	★	★	D				
Water Polo	WP						A	T	TM	C	C	C	C	C	C	★
High Diving	HD								A	T	T	TM	C	★	★	D
Open Water Swimming	OW								A	T	TM	★	★	★	D	
Closing																CC

OC: Opening Ceremony
 CC: Closing Ceremony
 A: Arrival Day
 T: Training Day
 TM: Technical Meeting (also)
 C: Competition Day
 ★: Awards Day
 D: Departure Day

- PAQ COO provided an explanation about the purchasing of airline tickets through the GBT Platform, which sometimes does not have the best flight option and therefore PAQ will have to allow the individual to purchase their own ticket and be reimbursed. It will be considered on a case-by-case basis.

Multi-Sport Events:

- CANOC TBD 2025 - Caribbean Games: not defined.
- PASO **Asuncion 2025** - Junior Pan American Games: August 9 - 23.
- ORDECA **Guatemala 2025** - Central American Games: October 18 - 30.
- CCSports **Santo Domingo 2026** - Central American and Caribbean Games: July 24 - August 8.
- ODESUR **Santa Fe 2026*** - South American Games: September 12 - 26.
- PASO **Lima 2027** - Pan American Games: July 16 - August 1.

* Three cities: Rosario, Santa Fe y Rafaela.

Operational Budget 2025

Event (Evento)	Incomes (Ingresos)	Expenses (Gastos)	Total per event (Por evento)	
WP San Salvador 24	14,075.00*	12,812.02	1,262.98	Suspension in June 2025
Medellin 2025	70,800.00	45,493.61	25,306.39	
Bauru 2025	17,675.00	10,563.00	7,112.00	
SW SC 2025	27,250.00	20,933.00	6,317.00	
Asuncion 2025	N/A	8,980.00	(8,980.00)	
Site Visits 2025	N/A	3,991.56	(3,991.56)	
Convention & AS TOs	N/A	8,000.00	(8,000.00)	
WP Technical Officials	N/A	3,000.00	(3,000.00)	
Other expenses	N/A	3,045.45	(3,045.45)	
* US \$11,000 not received yet / no recibidos aún. (Event Fee)			US \$11,718.38	

- o Treasurer Donkersgoed explained that CFO Gazzarato and he have been looking at options to put pressure on NF's that do not pay their dues. One option is to have AQUA work with us, to not pay the NF their support programs and instead reimburse PAQ first. The second option is not to stop all preparations of an event when deadlines for payments ahead of the event are not met.
- o Conrad suggested downpayments or better contracts. Van explained that both of those have already been implemented.

4. Finance/ Finanzas

Balance Sheet as of February 28, 2025

ASSETS	
Bank Accounts	\$ 185,921.81 USD
Accounts Receivable	\$ 77,176.59 USD
Fixed Assets, Net Depreciation	\$ 1,390.99 USD
TOTAL ASSETS	\$ 264,489.39 USD
LIABILITIES & EQUITY	
Liabilities	
Accounts Payable	\$ 26,624.20 USD
Credit Cards	\$ 22,467.92 USD
Total Liabilities	\$ 49,092.12 USD
Equity	
Opening Balance Equity	\$ 14,560.46 USD
Retained Earnings	\$ 160,408.93 USD
Net Income	\$ 40,427.88 USD
Total Equity	\$ 215,397.27 USD
TOTAL LIABILITIES & EQUITY	\$ 264,489.39 USD

Profit & Loss

Income	
Water Polo (WP) Events	12,500.00
Continental Championship Events	50,000.00
Sponsor Income	1,501.95
Membership Dues Income	4,132.18
Other Income	<u>1.58</u>
Total Income	\$68,135.71

Expenses

Continental Championship Events	
Travel	15,273.97
Other Events / Miscellaneous	2,745.92
Administrative Expenses	
Subscriptions	1,196.42
Marketing / Promotions	6,123.77
Bank Fees	662.00
Other / Miscellaneous	<u>6.75</u>
Total Expenses	\$26,008.83

NET OPERATING INCOME	\$42,126.88
Exchange Gain or Loss	\$ 1,699.00
NET INCOME	\$40,427.88

- Conrad asked why the Accounts Receivable was as high as it was and what the actual amount will be that we can still collect. Joe explained that a large sum is what AQUA owes us from 2024, and
- Two resolutions to pass:
 - [CORPORATE RESOLUTION OF PANAM AQUATICS, INC.](#)
[Authorization to Establish Banking Relationship with Depository Institution E.Com. Res. 2025-03-001](#)
 Motion moved: Van Donkersgoed
 Motion second: Conrad Hadubiak
 Motion passed unanimously
 - [CORPORATE RESOLUTION OF PANAM AQUATICS, INC.](#)
[Authorization to Procure Credit Cards with Corporate Liability E.Com. Res. 2025-03-002](#)
 Motion moved: Van Donkersgoed
 Motion second: Conrad Hadubiak
 Motion passed unanimously

5. PAQ Integrity Code/Código de Integridad de PAQ

Conrad Hadubiak, Executive Committee Liaison to the Legal Committee presented the [recommended PAQ Code of Ethics](#):

- PAQ Legal Committee has been working on this since the beginning of last year
- Based upon the AQUA Code of ethics template for the CO and NF's
- Will need to be presented to our members and accepted by Congress
- Items needing our attention:
 - Definitions for PAQ Integrity Officer and PAQ Integrity Unit
 - Conrad explained the process and the reasons why the two definitions are recommended with an alternate definition. One would need Congress approval for a change in PAQ Constitution. While the alternate can be accepted by the EC.

Conrad Hadubiak: Motion to move to present the proposed Code of Ethics with the definitions suggested by the Legal Committee to Congress in Medellin.
Motion seconded: Maureen Croes
Motion passed unanimously
 - Conrad asked for all of us to be aware of any feedback from the NF's to be able to address it prior to Congress

6. Congress Medellin 2025

- May 17th at the Estelar Milla de Oro Hotel
- Lunch by Fluidra
- Code of Ethics only item up for vote
- VIP: Dale Neuburger and Dr Julio Maglioni
- Partners present in Medellin will be invited
- President Croes elaborated on the topics for Congress and shared the message from President Al Musallam about the WAL candidates for the AQUA Bureau

7. NF's with issues/ FN's con asuntos: Guyana, Mexico

Mexico:

- Close to a new NF
- Lawyers from AQUA, MEX NOC, and MEX Government are currently finalizing the legal details.
- Deadline to have elections based upon the Tour of the AQUA President to Central America and the Caribbean

Guyana

- Guyana is still suspended from their NOC

- AQUA and PAQ are working closely with the NF to address all the issues
- There is a concern that there is government interference, and we are looking at ways to manage that

8. AQUA President Tour of Americas

- Cayman Islands April 10-12
 - Mexico April 12-14
 - Panama April 14-15
 - Aruba April 15-17
 - Trinidad & Tobago April 17-19
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- **Joined by Brent Nowicki, Dale Neuburger, Dylan Carter**
 - **James Gibson - conducting SW Clinics in CAY, ARU, and TTO**
- President Croes explained that the President has previously been to South America and therefore is now travelling to CA and Caribbean
 - President chose Mexico and Panama
 - Trinidad is hosting Carifta and more than 20 NF will be in attendance
 - Cayman Islands is a tribute to the world Champion Jordan Crookes

9. Next meeting: in Medellin

10. Questions/Preguntas

- Nikola Ustavdich (PER) mentioned that ESA also owes PER money from their participation in the Junior World Artistic Swimming. Van asked Niko to write him an official letter with the details.
- President Croes thanks everyone for their support and involvement.
- Eddie Hazell mentioned that CCCAN UANA are penalizing Federations when the administrations have changed within the NF's. There needs to be a system in place that all money is collected up front. Volunteers in charge of NF's should not be penalized. Van asked if he had heard the explanation, he provided about the steps that are going to be taken:
 - PAQ approved GMS, all monies are collected by PAQ and we give the money to the host
 - Event Fees increased to cover all out-of-pocket expenses
 - Contracts are now specific that we can go to AQUA

There were no further questions. President Croes adjourned the meeting at 9:34 pm ET.