2025
EUROPEAN AQUATICS CONGRESS

TBILISI (GEO) 27.9.2025

MEETING MINUTES

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ATTENDANCE

EA BUREAU

Antonio Silva (POR)	President
Noam Zwi (ISR)	General Secretary
Andida Bouma (NED)	Treasurer
Josip Varvodic (CRO)	First Vice President
Christen Magnusson (SWE)	Vice President
Kyriakos Giannopoulos (GRE)	Vice President
Erkan Yalcin (TUR)	Vice President
Vanja Udovicic (SRB)	Vice President
Arno Pajek (AUT)	Member
Graeme Marchbank (GBR)	Member
Ewen Cameron (SUI)	Member
Rokur I Jakupsstovu (FAR)	Member
Pia Johansen (DEN)	Member
Liam Tancock (GBR)	Member
Milos Mracevic (MNE)	Member
Camelia Potec (ROU)	Member
Erik Van Heijningen (NED)	Member
Sarah Keane (IRL)	Member
Fernando Carpena (ESP)	Member
Sandor Wladar (HUN)	Member
Otytlia Jedrzeczak (POL)	Member

COMMITTEES & HONORARY

Ulla Lucenius (FIN)	TASC Chair
Anna Sorokina (UKR)	TDC Chair
Claudio De Miro (ITA)	THDC Chair
Hordur Oddfridarson (ISL)	TmaC Chair
Simon Renno (EST)	Audit Committee
Craig Hunter (GBR)	TSC Chair
Wes Zimmermann (NED)	Medical Secretary
Emma Garcia (ESP)	Athletes Committee
Olivier Dingley (IRL)	Athletes Committee

Tensi Graupera (ESP)	Honorary nominee
Alfonso Wucherpfennig (ESP)	Honorary nominee

EA STAFF:

Gianni Minervini	Deputy Executive Director
Apostolos Tagkarakis	Aquatics Director
Renato Zivkovic	Water Polo Director
Kirill Goncharov	Marketing Director
Nick Davis	Media & Communication Director
Anna Serova	Aquatics
Belen Leon Marin	Aquatics
Lorenzo Rulent	Accounting & Administration
Silvia Costa	ASR Manager
Daniel Marinho	Education
Gabor Hosszu	Sponsorship Agent

LOC:

Levan Berishvili

PARTNERS AND GUESTS:

World Aquatics:	Justin Lessard
EBU:	Rebecca Bunn
EPAM:	Balazs Magyar, Carloc Caceres Heinz
Fluidra:	Thorsten Muck, Oriol Serra
Glendon Hill:	Oliver Szatmari
ICE swimming:	Ram Barkai, Francois Bonnici, Jonty Warneken

OBSERVERS FROM PARTICIPATING FEDERATIONS

Arman Vahanyan (ARM), Szabolcs Birkas Kovats (HUN), Milena Neskovic (SRB)

MEMBER FEDERATIONS & DELEGATES:

COUNTRY	NAME	POSITION
ALB	Ilir Ngresi	Board Member
	Albert Bozhanaj	Board Member
AND	Joan Clotet	President
ARM	Hovsep Mesropyan	President
	Lilit Yeremyan	General secretary
AUT	Julia Powischer	
	Walter Bar	
AZE	Oqtay Atayev	Secretary General
BEL	Kim Van Malderen	
	Kris Geeroms	
BIH	Damir Dedovic	
BUL	Dariy Danovsky	President
CRO	Marija Luburic	Secretary General
CYP	Alexandros Christoforou	
CZE	Jakub Tesarek	
	Hana Novotna	
DEN	Pia Johansen	President
ESP	Antonio Olle Dorca	
EST	Erkki Susi	President
	Pille Tali	General Secretary
FIN	Ville Riekkinen	
	Pasi Salonen	
FRO	Alvi Hjelm	Vice President
GBR	Drew Barrand	Chief Executive Officer
GEO	Alexandre Bitadze	Vice President
	Levan Berishvili	General Secretary
GER	Jan Polmer	CEO
GRE	Kyrkos Dimitrios	General Secretary
	Avgouleas Stefanos	Board Member
HUN	Eniko Torok	
	David Szanto	
IRL	Mary McMorrow	Director of Operation
	Aisling Mckeever	Head of Club
ISL	Björn Sigurðsson	President
ISR	Liat Wei Veisbuch	CEO
	Adi Bichman	Chairperson
ITA	Mr Marco Bonifazi	

	Mr Fabio Conti	
KOS	Rita Zequiri	
LAT	Alona Fokina	President
LTU	Saulius Binevicius	President
	Mantas Pelakauska	Secretary General
LUX	Black Barry	Vice-President
MKD	Vasil Velikov	Secretary General
MLT	Karl Izzo	President
MNE	Nikola Milic	President
MON	Guillame Dazun	Administrative Coordinator
NED	Hayke Veldman	President
	Arnoud Strijbis	
NOR	Cato Bratbakk	President
POL	Sebastian Humbla	Vice-president
	Tomasz Pachalski	Bureau Member
POR	Miguel Arrobas	President
	Joao Campos	General Director
ROU	Camelia Alina Potec	President
	Vasile Silviu Anastase	Federal Coach
SLO	Urban Korenjak	President
	Matjaz Standeker	President
SRB	Vladan Isakovic	General Secretrary - SW Fed
	Viktor Jelenic	President WP Fed
SUI	Jonas Kssling	General secretary
SVK	Ivana Lange	General secretary
	Peter Puic	
SWE	Pia Zätterström	President
	Bert-Ola Eriksson	
TUR	Erkan Mutlu	TSC Member
UKR	Vlaskov Andrii	President
	Anna Sorokina	Diving Fed

1. CONFIRMATION OF THE REGISTER OF DELEGATES AND VOTES

The General Secretary, Noam ZWI undertakes roll call.

Forty-five (45) Federations are present on site out of fifty-two (52) Federations.

Including the representatives of the Athletes Committee there is a total of ninety-four (94) out of one hundred-six (106) votes

Not present are the Member Federations of Liechtenstein, Moldova, France, Gibraltar, San Marino, (Russia and Belarus).

2. OPENING OF THE CONGRESS

President Silva opens the Congress, welcomes everyone and expresses deep gratitude towards the host Federation (GEO Aquatics) and the City of Tbilisi.

He then gives the floor to the President of GEO Aquatics, Aleksandre Nikolaishvili. President Nikolaishvili welcomes all participants and thanks President Silva and European Aquatics (EA) for the opportunity to host the Congress. He is firmly convinced that the relationship between EA and GEO Aquatics, already strong, will be stronger and stronger in the future.

3. APPOINTMENT OF SCRUTINEERS

The General Secretary Noam Zwi asks to approve as scrutineers: Ulla Lucenius (FIN) and Hordur Oddfridarson (ISL).

The Congress unanimously approves.

4. MINUTES OF THE 2024 EA CONGRESS – BELFAST (UK) 27.9.2025

Approval of the previously circulated minutes of the EA Congress 2024 held in Belfast (UK) on 27 September 2024.

The Congress unanimously approves.

5. REPORT BY THE BUREAU

President Antonio Silva takes the audience through the work done and the achievements reached since the last Congress (also summarized by a short video) which some of the key highlights are:

- the outstanding results of Europe at the Singapore WC, with Europe claiming from 23% of the available medals (Diving) to 100% (Waterpolo)

- the strong progress in the areas of Aquatics Social Responsibility, Education and Diversity, Equity and Inclusion
- the work on governance, integrity and transparency, leading to achieving the bronze level award by SIGA (Sport Integrity Global Alliance)
- the signature of a Letter of Agreement with European Athletics and European Gymnastics for the organizations of coordinated championships in 2026, 2028 and 2030
- the nomination of the Athletes committee and the launch of the Athletes Ambassador project
- the new approach to media rights sale for waterpolo and streaming through EA OTT platform
- the confirmation of the primary role of Europe within World Aquatics leadership (both Bureau and Committees)
- the establishment of the partnership with ICE Swimming
- the renewed agreements with strategic partners such as Eurovision (EBU), Swiss Timing, Malmsten and EPAM
- the strong progress in innovation touching several areas: new VAR system in waterpolo; Digital Fan Engagement platform (SeYu); EPAM's modern digital asset management (DAM) platform
- the growth of the EA staff with the hiring of new resources

The Congress unanimously approves the Activity Report

6. FINANCIAL REPORT AND REPORT OF THE INTERNAL AND EXTERNAL AUDITORS

The Treasurer Andida Bouma takes the audience through the financial status and results for 2024, which had been shared with all Federations one month in advance on the Congress and were also the subject of a Q&A session held online on Monday 8 September 2025.

2024 was the year when the major European Championships took place (e.g., Belgarde) leading to higher income and expenses, nonetheless resulting in a modest operational surplus of approx. half million euro and a total surplus of 650 thousand euro, in line with the budget and previous latest estimate.

On the balance sheet the total Assets are approx. 3 million lower vs. 2023 mainly linked to lower prepayment (i.e., lower amounts received in advance for events to take place in the future).

The Chair of the Audit Committee, Simon Renno (EST), takes the floor to briefly explain the auditing process carried out by KPMG (EA Auditors). The Audit Committee concurs with

observations and recommendation of the Auditors, which have issued a clean (unqualified) audit opinion with respect to the Financial Year 2024.

The Audit Committee recommends that the Congress approves the 2024 Financial Report and release the responsibility and liability of the President and other Bureau members for the time period from 26 September2024 until 27 September 2025, which includes drawing up the Financial Report 2024 and the Activity Report 2024/2025.

It is also recommended that the Congress agrees to appoint KPMG Switzerland as Auditors for the Audit of the Financial Year 2025.

The Congress unanimously approves the Financial Report and discharges the Bureau for the financial year 2024 as reported and shared. It also unanimously approves the appointment of KPMG as Auditors for the financial year 2025

7. EUROPEAN AQUATICS HEADQUARTERS

The representative, Oliver Szatmari, from the company (Glendon Hill) leading the process for the potential relocation of the EA HQ takes the floor to explain the process that was followed and where things currently stand.

He takes the audience through the selection phase of the received proposals, the assessment process, providing a summary of the pros and cons of the lead candidate, Belgrade, and how it compares vs. the current location, Nyon, and the other serious proposal, Eindhoven.

He then highlights the key commercial terms of the draft Relocation Agreement and the Rights and Obligations for the potential relocation of the EA HQ to Belgrade (SRB).

The General Secretary clarifies that throughout the whole process one of the main principles has been the unquestionable and essential protection of the contract of EA's current employees and collaborators, and partners, which has been accepted by SRB.

The delegate from Sweden, Pia Zatterstrom, asks what exactly they are asked to vote for. It is clarified that the Congress is asked to vote the main relocation agreement and the way forward.

The President clarifies that, subject to Congress's approval to proceed, a contract detailing all aspects of the relocation will need to be drawn up. He also notes that if this contract fails to adhere to all pre-agreements, we retain the option to discontinue the HQ relocation process.

The Congress approves, by a vast majority and with only Kosovo voting against, the main relocation agreement to move the headquarters from Nyon (SUI) to Belgrade (SRB).

The Congress gave the green light to progress the necessary legal steps so that we may have a final contract to sign off on in the coming months. More specifically, the Congress

approves the key commercial terms of the Main (Relocation) Agreement and the Rights and Obligations as presented, as well as the proposed timeline and next steps.

8. **INTERVENTION FROM THE MINISTER OF SPORT OF GEORGIA**

The Congress takes a short break from the standard agenda to allow the Minister of Sport of Georgia, Shalva Gogoladze, to say a few words of gratitude towards European Aquatics and to welcome everyone to Tbilisi.

9. **EUROPEAN AQUATICS ACTION PLAN 2025/2026**

President Silva takes the floor giving a brief update about Development, and primarily about the implementation of the Swim Safe Europe programme about which he urged more countries to apply, and the certification of the education process of all EA Federations, which is key for each Federation to receive in order to ensure that its coaches (for any discipline) are allowed on the pool deck in the future.

He then takes the audience through the Action Plan 2025 and the main achievements for each one of the 3 horizontal pillars and 4 vertical pillars.

10. **BUDGET 2025 & OUTLOOK 2025-2028**

The Treasurer explains that the Budget 2025 was approved by the Bureau in March 2025 but that for the Budget 2026 we will target to have it approved in December 2025.

Specifically for the Budget 2025, being 2025 a year with less activity (as compared to even years), we expect a negative operational result of -690K mitigated by positive financial results, leading to an overall negative result of approx. -200K.

Comparing the Budget with the latest estimate we have a bigger negative operational result of approx. -1 mln and a total result of approx. -600K. Main difference being the timing difference in broadcasting income (300K shift to 2026).

Looking at the outlook 2025-2028, assuming “business as usual”, we see positive results for even years (the years of our big events) alternating with negative results for the odd years, for an average yearly positive result of approx. 0.5 mln for the 4-year cycle.

11. **PARA SWIMMING**

A MoU was signed between Special Olympics and EA during the EJSC in Samorin (SVK), and they took part in our Barcelona leg of the OWS cup.

We are discussing and will express interest to incorporate the Governance of World Para Swimming under EA

12. CONSTITUTION AMENDMENTS

C2 – Legal Status

The proposed change is to allow EA to "establish new companies, branches and entities and open new offices, training and development centres."

The Congress unanimously approves all proposed Constitutional Amendments related to C2, as presented.

C16 – Integrity Unit

The General Secretary explains that the proposed changes to the Constitution related to Integrity and the Integrity Code are the result of the work of the Law firm engaged by the Bureau of which the EA Integrity Officer, Marc Cavaliero, is part of. He also stresses that all proposed changes related to Integrity have already been shared and approved by World Aquatics, and that some have even been requested by World Aquatics. He also introduces Justin Lessard (AQIU Senior Manager) who has been invited to the Congress to provide any answer and further perspective on the Constitutional Amendments related to Integrity, which he confirms are fully aligned with World Aquatics.

J. Lessard emphasizes the importance of the Integrity Unit to be independent from any Member Federation not because of any doubt about any current member of the IU or apparent COI but more because of the outside perception and the message it sends to the outside world.

One question is raised by the delegate from Norway regarding the independence of the members of the IU, and what is meant by independent. The AQIU Senior Manager explains that Federations are still allowed to submit nominations, but their nominees should not be directly linked to the Federation itself, i.e., they should not be employees, board members, or currently have any ties with the Federation.

The Congress unanimously approves all proposed Constitutional Amendments related to C16 as presented, and the new Integrity Code

13. CALENDAR 2026 AND PLANS FOR 2027-2028

The Aquatics Director (A. Tsagkarakis) presents the 2026 calendar.

He reminds the audience that the key requirements for most of the 2027 and 2028 events have been launched. The key requirements for the 2027 elite events (Artistic, Diving, U23 Swimming and Open Water Swimming) will be launched soon, as soon as the situation with respect to which competition will be integrated in the European Games is clarified.

The President highlights that 2026 will see the organization of the 1st ever Junior High Diving Championships.

14. NEXT EVENTS PRESENTATIONS

- The President of Poland Aquatics, Otytlia Jedrzeczak, gives a short presentation, followed by a short video, about the upcoming European Short Course Swimming Championships to be held in Lublin (POL) on 2-7 December 2025.
- The President of the SWPF, V. Jelenic, introduces a short video regarding the European Water Polo Championships Men to be held in Belgrade on 10-25 January 2026.
- The President of the Portuguese Swimming Federation, Miguel Arrobas, gives a short presentation, followed by a short video, about the European Water Polo Championships Women to be held in Funchal (POR) on 26 January 2026-5 February 2026.

15. EA RULES AND REGULATIONS

The General Secretary informs the Congress that all new rules and regulations for the different disciplines are available on the website.

He highlights the most relevant changes:

- Junior OWS - Competition has been extended to 4 days (vs. 3) to incorporate the extra events added by World Aquatics in the senior competition (i.e., the knockout event).
- Artistic - The decision about the apnea is confirmed and applies to youth and Junior events.
- High Diving - The height for the men (Senior) lowered from 27 meters to 20 meters.

16. ATHELETS COMMITTEE

The Chair of the Athletes Committee, Liam Tanckock, provides a brief update on the work being conducted by the Committee over the last year. He highlights the 50/50 split male/female within the Committee. He points out how 2025 marked the 1st year of participation of the Athletes Committee at Competitions, both Junior and Senior, and that more than ever before the voice of the Committee has been considered within the Bureau and the other Committees.

17. ELECTION OF THE ATHLETES COMMITTEE

The General Secretary presents the nominees to the Athletes Committee to be approved by the Congress. He explains the procedure of the nominations and the point system, continuing our commitment to transparency and professionalism in how we select our committees.

The Congress unanimously approves the election of the Athletes Committee as nominated by the Bureau

18. AUDIT COMMITTEE

No election at this stage to fill the current vacancy. It will be put forward at the next Congress

19. NEW HONORARY MEMBERS

The Bureau proposes to nominate Tensi Graupera (ESP) and Alfonso Wucherpfennig (ESP) as new Honorary members.

The Congress unanimously approves.

20. ICE SWIMMING

The President of the International Ice Swimming Association (IISA), Ram Barkai, provides an overview of the Association, founded in 2009 with the vision to make swimming in icy waters a new sport, and of its key activities and events.

He informs the Congress that EA and IISA have established a partnership to work together on ice swimming initiatives.

21. CLOSING REMARKS AND CLOSING OF CONGRESS

President Silva closes the meeting thanking once again, also on behalf of his colleagues of the Bureau, the GEO Federation for the flawless organization of the 3-day event and all delegates and participants for a very productive Congress and the all the meetings that took place the day before.