



**Minutes of the Paddle Europe Board of Directors Meeting
Online**

01/2026

26th January 2026 17:00 CET

Present members:

- President: Jean Zoungrana
- Vice Presidents : Moira Aston, Andrej Jelenc
- Board Members: Greg Smale, Manuela Gawehn, Stien Verlinden, Peter Karai, Geir Kvillum, Christian Jacobsen, Vitor Felix,
- Athlete Representative: Monica Doria
- PEU Office: Jovana Stanojevic, Ivana Sundov

ITEM 1

OPENING OF THE MEETING

The President, Mr. Jean Zoungrana, opened the meeting and welcomed the participants, offering best wishes for the new year. He informed the Board about the recent Paddle Europe name launch, ongoing work on the headquarters relocation, and administrative challenges following the departure of staff.

The CEO, Ms. Jovana Stanojevic, reported on the operational difficulties facing Paddle Europe, including lack of direct access to financial systems and administrative accounts in Croatia. She emphasised the urgent need to establish operational capacity and highlighted the workload pressures resulting from the transition period.

PRESENTING THE AGENDA

1	Opening of the Meeting	J ZOUNGRANA
	- President report	J ZOUNGRANA
	- Chief Executive Officer report	J STANOJEVIC
2	Approval of the Minutes of the previous meeting	BOARD
3	2025 Finance – status at the end of the financial year	J STANOJEVIC
4	2027 Congress – allocation	J ZOUNGRANA
5	2027 vacant positions – allocation	J STANOJEVIC
6	Competition Calendar 2026-2027	J STANOJEVIC
7	Travel Policy ITO and Jury	J STANOJEVIC
8	Paddle Europe new name - abbreviation	J STANOJEVIC
9	Headquarters	J ZOUNGRANA
	- Legal in Lausanne SUI	



	- Statutes - adaptation to the Swiss Law	J ZOUNGRANA
	- Cooperation with Azerbaijan NF	J ZOUNGRANA
10	Human resources	J STANOJEVIC
	Administration	
	Communication	
11	ICF Organisational review	J ZOUNGRANA
12	MISCELLANEOUS	BOARD
13	MEETINGS	BOARD
	Board meeting: 28-29.03.2026 in person location TBC	
	Other meetings: Finance committee meeting online date March TBD Event organisers meeting online date February TBC Athlete committee meeting online date TBD	

Without any comments or alterations to the agenda, the President proceeded with the meeting.

ITEM 2

APPROVAL OF THE MINUTES OF THE PREVIOUS MEETING

BM/01/2026.26.01.

The Board approved, unanimously, the minutes from previous meeting, held online on 11 December 2025, with a request that the survey results discussed at the previous in person meeting be published on the website.

Votes: 11 in favour

ITEM 3

2025 FINANCE – STATUS at the end of the financial year

The CEO presented a provisional overview of the 2025 financial year, noting that final transactions were still being processed in accordance with Croatian law until 31. January 2026. The Board was informed that the annual balance sheet would be uploaded to the Croatian Ministry of Finance system between 15th and 28th February, followed by external audit.

The Finance Committee Chair, Mr. Peter Karai, commended the improved financial management cooperation and noted that while expenditures exceeded income by approximately EUR 57,000 on a cash basis in 2025, this was in line with the approved two-year budget plan. He emphasised that Paddle Europe maintains sufficient cash reserves for approximately two years of operation.

The Board took note of the report and agreed that the annual accounts, once audited, would be presented to the Board for approval before publication.



ITEM 4

2027 CONGRESS ALLOCATION

The Board reviewed three bids for hosting the 2027 Congress: Romania, Estonia, and Slovenia. All candidates met the basic requirements. The Board discussed the merits of each bid, including accessibility, costs, and the strategic value of supporting federations at different stages of engagement with Paddle Europe.

Mr. Andrej Jelenc declared a conflict of interest and therefore will not participate in the voting due to Slovenia's candidacy.

BM/02/2026.26.01

The Board allocated, by simple majority, the 2027 PEU Congress to Ljubljana, Slovenia.

Votes: 6 in favour of Slovenia, 4 in favour of Estonia, 0 in favour of Romania.

ITEM 5

2027 VACANT POSITIONS ALLOCATION

The Board reviewed bids for the 2027 European Championships, was presented with detailed analysis and recommendations from the respective Technical Committees.

BM/03-1/2026.26.01

The Board allocated, unanimously, the 2027 Canoe Polo European Championships to France (Thury-Harcourt) following the recommendation of the Canoe Polo Committee.

Votes: 11 in favour

Mr. Andrej Jelenc declared a conflict of interest and therefore will not participate in the voting due to Slovenia's candidacy.

BM/03-2/2026.26.01

The Board allocated, unanimously, the 2027 Slalom Junior & U23 European Championships to Tacen, Slovenia, following the recommendation of the Slalom Committee Chair.

Votes: 10 in favour

The Board noted that Dragon Boat European Championships remain unallocated pending further clarity from the Technical Committee on strategic direction.

ITEM 6

COMPETITION CALENDAR 2026-2027

The Board took note of the ongoing work on the competition calendar. The CEO informed the Board of a scheduled meeting with the ICF on 5th February 2026 to discuss the calendar and the Olympic qualification system for Sprint, Paracanoe, and Slalom disciplines. Andrej Jelenc propose to support the CEO regarding the Slalom discipline.



ITEM 7

TRAVEL POLICY ITO AND JURY

The Board reviewed proposed updates to the ITO and Jury travel policy, including a maximum reimbursement limit of 1,500 kilometres for car travel (aligned with ICF policy), introduction of a two-step process for car travel declarations, and formalisation of existing practice that domestic travel is not reimbursed.

BM/04/2026.26.01.

The Board approved, unanimously, the updated Travel Policy for ITO and Jury for 2026.

Votes: 10 in favour, 1 did not vote

The Policy is applicable immediately.

ITEM 8

PADDLE EUROPE NEW NAME – ABBREVIATION

The CEO presented research on abbreviation trends among International and European sports federations, noting the shift from traditional acronyms to more commercially oriented naming conventions.

BM/05/202.26.01.

The Board adopted, by simple majority, PEU as the official abbreviation for Paddle Europe.

Votes: 7 in favour of PEU, 2 in favour of PE, 1 in favour of other, 1 did not vote

ITEM 9

PADDLE EUROPE HEADQUARTERS

Legal Headquarters

The President presented a comprehensive financial analysis comparing operational costs in Croatia versus Switzerland, demonstrating potential savings through VAT exemption and lower accounting costs. The Board engaged in extensive discussion regarding the legal authority to make statute amendments, with reference to Item 15 of the 2024 Congress minutes which authorised the Board to relocate the headquarters and make necessary statute adaptations.

BM/06-1/2026.26.01. The Board decided, by simple majority, to relocate the Paddle Europe headquarters from Croatia and to establish its legal headquarters in Lausanne, Switzerland.

Votes: 6 in favour, 1 not in favour, 4 abstentions.



Statutes – Adaptation to Swiss Law

The Board was informed that legal advice on statute adaptation to Swiss law had been obtained through Olympic Capital. The CEO noted that registration in Switzerland requires adapted statutes as a precondition.

BM/06-2/2026.26.01.

The Board approved, by simple majority, the adaptation of the statutes to Swiss law, enabling the relocation of the legal headquarters to Lausanne, Switzerland.

Votes: 8 in favour, 1 not in favour, 2 abstentions.

Collaboration with Azerbaijan Federation

Furthermore, the President presented the opportunities of the future collaboration with Azerbaijan Federation. This collaboration follows the call for applications launched among national federations to host the PEU headquarters. The proposed cooperation framework includes development initiatives focused on Eastern Europe (President Cup participation support, training camps, coach education, and potential European Training Centre labelling for the new slalom venue being built in Baku with ICF support).

Board members discussed the proposal at length, noting their concerns while acknowledging the potential for development.

BM/06-3/2026.26.01.

The Board approved, by simple majority, the proposal to establish collaboration between Paddle Europe and the Azerbaijan National Federation on Eastern Europe development, to be formalised through a memorandum of understanding.

Votes: 7 in favour, 4 abstentions

ITEM 10 HUMAN RESOURCES

Administration

The Board was informed that Ms. Ivana Sundov had submitted her resignation notice effective 31st January 2026, having accepted a job position elsewhere. Following discussions, an agreement was reached for Ms. Sundov to continue supporting administrative matters on a part-time basis (8 hours per week) during February 2026, with the possibility of extension into March, and potential future event coordination on an outsourcing basis.

The President thanked Ms. Sundov for her commitment and contributions to the organisation. Board members expressed appreciation for her work and raised concern about the impact of her departure.

BM/08-1/2026.26.01.

The Board confirmed, unanimously, the agreed arrangements for the transition period.

Votes: 10 in favour, 1 did not vote



Communication

BM/08-2/2026.01.26.

The Board approved, by simple majority, the extension of the freelance contract with Mr. Romain Bruneau for communication services until the end of February 2026, allowing for transition towards the Azerbaijan collaboration.

Votes: 7 in favour, 1 not in favour, 2 abstentions.

ITEM 11

ICF ORGANISATION REVIEW

The President informed the Board that following the November Board meeting, the presentation from the organisational review working group had been shared with the ICF.

ITEM 12

MISCELLANEOUS

The Board discussed the upcoming ICF meeting on 5th February regarding the Olympic qualification system for 2028. The CEO and Vice President Mr. Andrej Jelenc will participate in the initial meeting before involving the Technical Committees.

The Board agreed that medal design approved by the Board at in person meeting in Ljubljana should be shared with the Athletes Committee Chair, Ms. Monica Doria, for athlete input before finalisation.

ITEM 13

MEETINGS

Board meeting

The Board confirmed that the next meeting will be in person 28-29 March 2026 in Lausanne Switzerland.

Finance committee meeting

The Board was informed about the upcoming Finance committee meeting that will be held online, at least 2 weeks before the Board meeting in person, exact date to be determined.

President-Board members individual meetings

The President announced that individual one-to-one meetings would be scheduled with Board members during February to review letters of mission and prepare for the 2026 season.



2026 PEU Events Organising Committees meeting

At the initiative of the President, the meeting with Event Organisers for 2026 will be organized online on 19 February 2026, time to be determined.

With no further business on the agenda, the President concluded the meeting at 9:30 p.m.

Jovana Stanojevic,
Paddle Europe CEO

Jean Zoungrana

A handwritten signature in black ink, appearing to read "Zoungrana", written over a horizontal line.

Paddle Europe
President