



Minutes of the 2025 General Meeting of the European Waterpark Association e.V.

Date: Wednesday, 29 October 2025, 6:35 p.m. – 8:10 p.m.
Location: Congress Hall in the CongressCentrum Ost at Kölnmesse
Present: 121 representatives of
50 full members and
31 supporting members.
Minute-taker: Dr Klaus Batz, Managing Director

Agenda

1. Welcome by the President of the EWA, Jutta Kleiber
2. Approval of the agenda
3. Approval of the minutes of the general meeting held on 22 October 2024 in Stuttgart
4. Honouring of long-standing members
5. Report by the President on the 2024/25 financial year
6. Reports from the project groups
7. Report by the Treasurer, Harald Gabriel, on the 2024 financial year
8. Report by the spokesperson of the Committee of Supporting members, Simon Kellerhoff
9. Discussion of the reports
10. Report by the auditors Annette Waldenburger and Annette Engel-Adlung on the accounts for the 2024 financial year
11. Discussion and relief of the Executive Board and Management
12. Amendment to the Articles of Association
13. By-elections for the EWA Executive Board
14. Election of a new auditor for the 2025/26 financial years
15. Discussion and resolution on the draft budget for 2026
16. Outlook for the 2026 financial year
17. Resolution on motions received
18. Miscellaneous

1. Welcome

EWA President Jutta Kleiber welcomed the members present on behalf of the Executive Board and the Committee of Supporting Members. She noted that the invitation to the General Meeting had been issued in a timely and proper manner and that the meeting was quorate with representatives from 50 full members and 31 supporting members in attendance. She also welcomed the two honorary presidents of the EWA, Dr Michael Quell and Provincial Councillor Markus Achleitner, among those present.

2. Approval of the agenda

The agenda was unanimously approved.



3. Approval of the minutes of the general meeting on 22 October 2024 in Stuttgart

The minutes were unanimously approved.

4. Honouring long-standing members

At the meeting, President Jutta Kleiber, together with Vice-President Harald Gabriel and board member Susan Zetzmann, honoured the following companies for their long-standing membership of the EWA:

20 years of membership:

- GMF Titania Neusäß

25 years of membership:

- Agrippabad Cologne
- Flämingtherme Luckenwalde
- Atlantis Herzogenaurach
- Holstentherme Kaltenkirchen
- Tropicana Stadthagen
- eccos pro GmbH
- Novum Werbemedien GmbH & Co. KG (formerly Amecon)
- Plettenberg Solarienkonzepte GmbH
- UWS Insurance GmbH

30 years of membership:

- Aquapark Elbamare Dresden
- Magnum ICC Germany GmbH (formerly Langnese)

5. President's report on the 2024/2025 financial year

At the beginning of her report, President Jutta Kleiber referred to the detailed description of the association's activities in the annual report sent out in advance. Together with the representatives of the Executive Board and the Committee of the Supporting Members, she therefore wanted to report primarily on the change process that was launched after the new elections of both bodies in October 2024.

She thanked the members of the Executive Board and Committee who had stepped down in 2024, including EWA Honorary President Markus Achleitner, Assessor Achim Fischer, Committee Spokesperson Kim Adam and Committee Member Jochen Bohnet. She also expressed her special thanks to the former Vice President of EWA, Andreas Ramsauer, who had changed industries and whose position therefore needed to be filled.

In addition to a clear commitment to further internationalisation of member companies at European level, the 2024 elections also heralded a generational change. With Susan Zetzmann from Bäderland Hamburg GmbH and Florian Perteneder from Therme Wien, this has been achieved on the Executive Board, as well as with Sonja Redies from Profund Consult in Hamburg and Christian Ahuis from Movemotions Productions on the Committee of Supporting Members. According to the President, she was particularly impressed by how quickly new and experienced members came together and how seamlessly the Executive Board and Committee have been working as a unit ever since. Immediately after the elections, project groups consisting of members of the Executive Board and the Committee of Supporting Members were set up to drive a process of change that will make the EWA fit for the future.



EWA President Jutta Kleiber concluded her report by thanking all members involved in this change process and handed over to the representatives of the individual project groups.

6. Reports from the project groups

Communication

Florian Perteneder and Harald Gabriel from the EWA Executive Board and Christian Ahuis from the Committee of Supporting Members are preparing a comprehensive relaunch of EWA's brand identity. Florian Perteneder presented the initial results with a "sneak preview" of EWA's new logo, which will be followed by a redesign of the association's website and social media presence. Those present were able to register as followers of the EWA's LinkedIn channel via a QR code.

Young Professionals

The project group with Susan Zetzmann from the Executive Board and Julian Liebert and Simon Kellerhoff from the Committee presented the idea of a "Young Professional Circle" for EWA members under the age of 40. With this project, the EWA aims to create a platform for networking among young executives in the swimming pool industry. Interested parties were able to register at the EWA exhibition stand. A first meeting is planned for 2 and 3 March 2026 at Spreewelten Lübbenau.

Events

Board member Oliver Sternagel and the two committee spokespersons Simon Kellerhoff and Sonja Redies worked out ideas for optimised and new event formats in this project group. For example, the EWA general meeting is to take place only every two years as part of the INTERBAD trade fair in Stuttgart, followed by a new, more relaxed format for the evening event. In the intervening years, a festive dinner with an awards ceremony will continue to be held on the occasion of Aquanale in Cologne. Supporting members will be able to present themselves in an exhibition area at the Future Congress. The event formats are to become even more focused on networking events in general.

Amendment to the Articles of Association

Under the leadership of Andreas Ramsauer and with the support of board member Wolfgang Hermle and committee member Rouven Bartels, a new version of the European Waterpark Association's statutes was drafted, reflecting the association's new self-image and goals as well as the changed event formats (e.g. biennial general meeting).

Benchmarking

Wolfgang Hermle and Sonja Redies are preparing a new concept for the annual EWA benchmarking. Discussions have already been held with potential partners for the implementation of the benchmarking. The aim is to obtain reliable figures and, through a high level of participation, preferably international, to create a valid database that also enables a long-term comparison of industry developments.

Cooperation and lobbying

EWA Managing Director Dr Klaus Batz reported on regular exchanges with partner associations (including DGfdB, VDFU, IAAPA and IAKS) with the aim of joint lobbying for the wa-



terpark industry. One of EWA's successes this year was the clarification of the application of the Building Energy Act (GEG) for indoor pools and thermal baths with the German Federal Ministry for Economic Affairs and Energy. The classification of heat energy consumption as "process heat", as confirmed by the ministry, brings significant relief for waterparks affected by the GEG regulations.

Internationalisation

Christian Ahuis from the Committee of Supporting Members reported on joint activities with EWA President Jutta Kleiber to strengthen the EWA's market position in Europe by specifically targeting potential new members in other European countries. Incentives for successful member recruitment, a dedicated landing page for interested parties and an increased focus on multilingualism at events and in member communications are intended to promote this process.

7. Treasurer's report for the 2023 financial year

Vice-President and Treasurer Harald Gabriel began his report with the welcome news that EWA started 2025 with 155 waterparks and thermal spas as full members, one waterpark in the planning stage as an associate member and 152 companies from the waterpark and leisure industry as supporting members, and once again recorded the highest level since the association was founded with 308 member companies. Ten more members have already joined this year.

Harald Gabriel also had positive news to announce for the 2024 annual results. This amounted to €15,500, compared to a planned surplus of €6,600. Sales revenues of €145,000 in the non-material area were offset by expenses of €-139,100, resulting in an annual result of €5,800 in this area. The economic business operations generated €353,300 in revenue. This amount was offset by expenses of €-351,600, resulting in a surplus of €1,800 in this area. Asset management generated €2,400 in revenue. In addition, there were tax refunds amounting to €5,500.

Unfortunately, however, he also had to report that EWA had received a surprise letter in September demanding repayment of the coronavirus aid, Harald Gabriel continued. The Munich Chamber of Industry and Commerce, as the approving and auditing body, is of the opinion that the association must repay around €107,000 in coronavirus aid. After brief consultation within the executive committee and with the help of legal counsel, an appeal was lodged within the short deadline set, on which no decision has yet been made.

In the worst case, however, this means that the association will have to prepare for a repayment in the amount stated, which would significantly reduce the association's reserves. It is not possible to assess at this stage whether legal action will be taken against the decision if the appeal is rejected. In any case, the board will again seek competent legal advice and inform the members about the next steps.

Regardless of this news, the board has long been aware that after 36 years without an increase, membership fees would have to be adjusted. In recent years, following the coronavirus pandemic, the board did not want to place an additional burden on businesses and postponed this step. Now, an adjustment is planned in two stages. In the first step, a passage will be included in the revised version of the statutes stipulating that the membership fee will be automatically adjusted annually in line with the German consumer price index. The basis for this is the change on the reference date of 1 July compared to the previous year. This will ensure that general cost increases are automatically absorbed in future.



By 2027, the Executive Board will also propose a contemporary adjustment of the membership fees to the members, certainly also depending on whether or not the coronavirus aid has to be repaid. Furthermore, the Executive Board has revised a previous decision so that, from 2026 onwards, membership fees for waterparks will be calculated according to visitor numbers below/above 500,000 and collected in accordance with the membership fee regulations. To this end, the office will shortly be conducting a survey of regular members to collect annual visitor data.

Over the last 10-15 years, the cost development has been very well compensated for by the continuous and significant increase in membership numbers. However, in addition to the challenges mentioned, it is also important to position the association for the future in accordance with its mission in the coming years. This will require appropriate funds and income from adjusted membership fees as well as, for example, further sponsorship income and income from events, the treasurer concluded his report.

8. Report by the spokesperson of the Committee of Supporting Members, Simon Kellerhoff

Committee spokesperson Simon Kellerhof thanked Committee members Sonja Redies, Christian Ahuis, Rouven Bartels and Julian Liebert, as well as the members of the Executive Board, for their dedicated cooperation. Following the constituent meeting of the Committee on 28 November 2024, the Committee met for three further face-to-face meetings and several online meetings. In addition, the spokesperson and deputy spokesperson attended the Executive Board meetings and all Committee members participated in the joint workshops of both bodies. The B2B network meeting on the topic of "Customer acquisition via LinkedIn – how we can become successful brand ambassadors for our company" was considered a success by both the Committee members and the participating members. A new digital onboarding tool for supporting members – in the form of a Teams meeting, organised and conducted by an Committee member – was also successfully tested and is to be continued.

9. Discussion of the reports

There were no comments on the reports.

10. Report on the financial statements for the 2023 financial year

The auditors elected by the members, Annette Waldenburger (Maya mare Halle/Saale) and Annette Engel-Adlung (Sport- und Freizeitbad Arnstadt), confirmed that the accounts had been properly kept. They thanked the office for its work and moved that the Executive Board and the management be relieved.

11. Discussion and relief of the Executive Board and management

The relief was granted unanimously by acclamation, with the members of the Executive Board abstaining. President Jutta Kleiber thanked the two auditors.



12. Amendment to the Articles of Association

Board member Wolfgang Hermle explained the most important changes in the draft statutes, which were necessary due to the association's newly formulated objectives. The promotion of innovation and sustainable operating concepts and the aspiration to internationalise the association have been strengthened as objectives and tasks of the EWA. In future, the general meeting is to take place every two years (effective from 2026) and the term of office of the Executive Board and Committee will be increased to four years accordingly. The audit will continue to be carried out annually. The results will be communicated to members in writing in the years when there is no general meeting. A new feature is the automatic adjustment of membership fees and advertising cost allocations in line with the development of the German consumer price index.

Before voting on the amendment to the Articles of Association, the ordinary members unanimously approved the President's proposal that the supporting members also have voting rights in the decision on the new Articles of Association. The amendments to the Articles of Association were then adopted with one dissenting vote. An extension of the term of office of the current Executive Board and Committee by one year was unanimously approved by the full and supporting members present. This means that the next elections will take place at the regular general meeting in 2028.

13. By-elections for the EWA Executive Board

At the beginning of this agenda item, a video greeting from the previous Vice-President Andreas Ramsauer, who was unable to attend the meeting in person, was played. In moving words, he thanked his colleagues on the Executive Board and all members of the association for the years they had spent together. The audience acknowledged his commitment to the EWA with applause. A personal farewell is to be held at one of the next EWA events.

As only one candidate, the previous assessor Wolfgang Hermle, had stood for the position of Vice-President, those present agreed to the President's proposal to vote by acclamation. Wolfgang Hermle was elected unanimously and expressed his gratitude for the trust placed in him. Jacqueline Plan from Therme Erding had agreed to stand as a candidate for the vacant seat on the board. She was also unanimously elected by acclamation and confirmed that she would accept the election.

14. Election of a new auditor for the 2025/26 financial years

Andreas Ebert from Leinebad in Leinefelde-Worbis (from 1 January: OLantis Huntbad Oldenburg) was proposed as the new auditor for the next two financial years. He was unable to attend the general meeting, but had given his written consent to stand as a candidate in advance. He was also elected unanimously.

15. Discussion and resolution on the 2026 draft budget

Treasurer Harald Gabriel explained the key points of the new budget. It forecasts revenues of €518,968. These consist of €154,632 from non-material activities, €362,086 from general business operations and €2,250 from savings bonds. The income is offset by projected expenditure of €-507,047, of which €-148,062 is for member support and €-358,985 is for economic business operations, which includes all event activities, for example. The tenth EWA Congress plays a particularly important role here.



An operating surplus of approximately €9,671 and an annual result of approximately €11,921 are expected after taking into account depreciation on fixed assets and interest income from savings bonds. The surplus is to be allocated to reserves. However, according to the treasurer, the planned result is subject to the possible repayment of coronavirus aid amounting to €-107,000. In this case, the association would have to draw on its reserves and, if necessary, postpone major investments such as the relaunch of the website. Whether legal action would be taken if the appeal was unsuccessful would require a sober assessment of the prospects of success by a lawyer. In any case, members would be informed about the next steps.

The draft budget was unanimously approved.

16. Outlook for the 2025 financial year

EWA Managing Director Dr Klaus Batz referred to the 2026 annual programme published in the annual report and promoted in particular the 10th International EWA Congress "Future Prospects for the European Swimming Pool Landscape" from 26 to 28 April 2026 in Mainz. He took the opportunity to thank the Executive Board and Committee for their trust and his team, including Heike Wolff, Nils Karpe and Sari Hamza, for their dedicated work.

17. Resolution on motions received

No motions had been received in advance of the General Meeting, and there were no comments from the audience on this agenda item.

18. Other

EWA President Jutta Kleiber thanked all those present for their close ties to the EWA, which they expressed by attending the General Meeting.

Nuremberg, 5 November 2025

Jutta Kleiber, President

In these minutes, we use the masculine form in some places to represent all genders (m/f/d). This is not intended to be discriminatory, but merely to facilitate readability.