

WOMEN OF AQUATICS

2026 RETREAT

Anchored & *Empowered*

ROOTED IN RESILIENCE · RISING WITH PURPOSE.

OCTOBER 23–26, 2026

FLORIDA'S EMERALD COAST

PRE-RETREAT GUIDE + PROGRAM

WOMEN OF AQUATICS

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Come as you are. Leave more anchored in who you are *becoming*.

This weekend, we're creating space to step away from the noise and reconnect—with yourself, with one another, and with the woman you're becoming.

Come ready to learn. To laugh. To listen. To challenge yourself. To share what you know and stay open to what you haven't discovered yet. There is no version of yourself you need to perform here.

Just bring you.



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Welcome.

We're so glad you're here.

There is something special about stepping away from the everyday and into a space created intentionally for connection, growth and the kinds of conversations we don't always make time for.

That's what this weekend is about.

Anchored & Empowered is built around a simple idea: meaningful growth doesn't require becoming someone new. It begins by knowing what grounds you, recognizing how far you've already come and creating space for where you want to go next.

Over our time together, we'll explore leadership, resilience, mentorship and professional growth. We'll learn from one another, challenge ourselves, move, laugh and celebrate, while leaving plenty of room for the conversations that happen when we simply have time to be together.

Some moments will ask you to reflect. Others will invite you to participate, share or step outside your comfort zone. And some will ask nothing of you at all.

Come curious. Be generous with what you know and open to what someone else may teach you. Most of all, give yourself permission to be fully present.

This weekend is yours, too.

Amy Kay

Founder & President
Women of Aquatics

You don't have to become someone new.
Start by remembering who you already are.



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Before we gather.

Just a few things to do before you arrive.



A little preparation now means more time to settle in and enjoy the experience once we're together. We've kept your pre-retreat to-do list simple.

01 | COMPLETE YOUR PRE-RETREAT FORM.

Help us get ready for your arrival.

Complete the short pre-retreat form and share anything else you'd like the Retreat Planning Committee to know before we gather.

02 | CHOOSE ONE FROM THEN.

Send us a childhood photo.

Choose one childhood photo—the little girl who had ideas about who she might become someday. Pick one that feels like her.

03 | TELL US YOUR STORY.

Complete your Beyond the Bio presentation.

Use the slide template and prompts to introduce us to the person beyond the name, title and company. Make it your own—photos, stories, humor and creativity are encouraged.

Your final slide is your Favorite Things pitch. Bring three identical items you love (aim for around $15–$20 each), and you'll leave with three new favorites.

Full prompts and instructions are included with your slide template.

TWO STEPS. THEN YOU'RE DONE.

1 COMPLETE YOUR PRE-RETREAT FORM →

2 EMAIL YOUR PHOTO + PRESENTATION TO SHANNON JUNIOR:
shannon.junior@eutrophix.com

Please submit all retreat pre-work by end of day October 9, 2026.

Before you go.

The details that make getting here easy.

WHERE WE'RE STAYING

Santa Rosa Beach, Florida · 30A

Our retreat home is near Santa Rosa Beach along Florida's Emerald Coast, with our time split between the house, beach and water.

THE WHITE LOTUS | 169 Baird Rd, Walton County, FL 32459

GETTING HERE

ECP
Northwest Florida Beaches International
Approx. 45–60 min.

VPS
Destin–Fort Walton Beach Airport
Approx. 35–55 min.

COMPLETE YOUR TRAVEL FORM

Please complete the Retreat Travel Form with your arrival and departure details. This helps us stay organized around arrivals, departures and transportation needs throughout the weekend.

SCAN TO COMPLETE THE TRAVEL FORM →



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Before you pack.

For mornings at the house, afternoons outside and everything in between.

LATE OCTOBER ON THE EMERALD COAST

~80°	60s
DAYTIME	EVENINGS

Warm afternoons, cooler mornings and evenings, with plenty of sun, water and coastal breezes.



WHAT TO PACK

Pack what makes you feel comfortable, confident and like yourself.

THE BASICS

- Comfortable casual clothes
- Layers for mornings + evenings
- Walking shoes + sandals
- Swimsuit + cover-up
- Sunglasses + sunscreen
- Light rain layer
- Refillable water bottle
- Toiletries + personal essentials

FOR THE WEEKEND

- 3 identical Favorite Things
- Photo-ready outfit for headshots + group photos
- Denim & Diamonds attire
- Boat clothes + swimsuit (optional)
  - *Bonus if it's PINK!*
- Casual outfit for Sunday dinner
- Yoga/beach-walk clothes
- Light sweater or jacket

WOMEN OF AQUATICS

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The weekend ahead.

Connection. Growth. A little adventure. And room to simply be.

FRI · OCT 23

ARRIVE

Settle in, meet the women you'll share the weekend with, and make yourself at home. We'll ease into the weekend with good food, conversation, stories and a few favorite things.

SAT · OCT 24

ROOT

A day to explore who you are, how you lead and what you want to strengthen. We'll move, learn, challenge ourselves, connect—and celebrate together at Denim & Diamonds.

SUN · OCT 25

RISE

Mentorship, reflection and meaningful conversation give way to an afternoon on the water, dinner out and one last evening together.

MON · OCT 26

CARRY

One last morning together before we head home—taking the conversations, connections and commitments of the weekend with us.

Come ready for the plan—and open to the moments we didn't plan.



FRIDAY · OCTOBER 23

Arrive.

Settle in. Find your people. Make yourself at home.

4:00–5:00 PM | WELCOME HOME

Arrival + Check-In

Drop your bags, find your room and settle in. We'll get you checked in, oriented and comfortable.

5:00–7:00 PM | GATHER

Welcome Reception + Dinner

Grab a drink, make a plate and ease into the weekend. Catch up, meet someone new and simply enjoy being together.

7:00–10:00 PM | BEYOND THE BIO

Stories + Favorite Things

Meet the women beyond the job titles through stories, personality and Favorite Things. Then we'll share our favorites, draw numbers and each leave with three new things to love.

TONIGHT'S VIBE *Come as you are. Travel clothes, leggings, jeans, sweats—whatever makes you comfortable.*

HAVE WITH YOU *Your three identical Favorite Things and yourself, ready to share.*



SATURDAY · OCTOBER 24

Root.

Remember who you are. Consider who you're becoming.

7:30–9:00 AM | EASE IN
Coffee + Breakfast + Morning Your Way

Grab coffee and breakfast, linger at the house, or find a friend for sunrise yoga or a morning beach walk. This time is yours before we gather.

9:00–9:15 AM | GATHER
Welcome + Setting Our Intention · Jordyn Sloan

We'll come together to open our first full day and set the intention for what's ahead.

9:15–10:00 AM | ANCHORED & EMPOWERED
Opening Keynote · Amy Kay

Before the titles and expectations, there was a little girl with ideas about who she might be. We'll begin there, reflecting on who we've become and who we're still becoming.



SATURDAY · OCTOBER 24

Lead.

Connection first. Courage when it counts.

10:15 AM–12:00 PM | ROOTED IN TRUST, RISING IN LEADERSHIP
Leadership Workshop · Jeri Dawn "JD" Martel

Leadership is built in the moments when connection, accountability and courage matter most. Through conversation, interactive exercises and real-world scenarios, JD will help us explore how trust is built, how expectations and feedback can strengthen relationships, and how to approach the conversations we'd sometimes rather avoid.

12:00 PM–1:00 PM | LUNCH BREAK
Refuel + Reset

Lunch, conversation and a little breathing room before we come back together.

1:00 PM–2:45 PM | GO DEEPER
Rooted in Trust, Rising in Leadership · Part II

We'll take the morning's ideas further with practical tools for accountability, constructive feedback and courageous conversations you can carry back into your work, relationships and leadership.

Meet JD

Jeri Dawn "JD" Martel
Founder | ARC Leadership Collaborative

Jeri Dawn "JD" Martel is the founder of ARC Leadership Collaborative and brings more than 35 years of leadership experience to her work. Her approach blends operational experience with a deep understanding of group dynamics, emotional safety and communication—all delivered through a warm, energetic and highly engaging facilitation style.



SATURDAY · OCTOBER 24

Celebrate.

The women. The moments. The reasons we're here.

2:45 PM–5:00 PM | YOUR TIME
Free Time + Get Ready

Rest, recharge, hit the beach or hang at the house. Just be back and photo-ready by 5:00 PM.

5:00 PM–6:15 PM | IN THE FRAME
Professional Headshots + Group Photos

We'll capture professional headshots and group photos at the house and/or beach, weather permitting.

6:15–7:00 PM | GET READY TO CELEBRATE
Change + Cocktails

Change into your Denim & Diamonds look, make it your own, and grab a cocktail or mocktail before dinner.

7:00 PM | DENIM & DIAMONDS
Celebration Dinner

Good food, plenty of laughter and an evening to celebrate the women, connections and moments that made this weekend ours.

FOR TONIGHT *For photos, wear what makes you feel confident. Bring a second look if you'd like another option. For dinner, it's Denim & Diamonds—go simple or all out. Make it yours.*



SUNDAY · OCTOBER 25

Rise.

Reflect on what brought you here. Choose what you'll carry forward.

7:30 AM–9:00 AM | EASE IN
Coffee + Breakfast + Morning Your Way

Grab coffee and breakfast, linger at the house, or find a friend for sunrise yoga or a morning beach walk. This time is yours before we gather.

9:00 AM–10:15 AM | MENTORSHIP IN REAL LIFE
Stories + Conversation · Shannon Junior

Hear from three WOA mentor/mentee pairs about what their relationships actually look like—the structure, the surprises, what they've learned and what has mattered most. Then we'll open the conversation to mentorship, career growth and how we can continue supporting one another.

10:15–11:30 AM | CARRY IT FORWARD
Reflection + Commitments · Ashlee Haviland + Jordyn Sloan

A little time to look back before we move forward. We'll reflect on what challenged us, what inspired us, what we want to carry with us—and what we're ready to leave behind. Then we'll turn those reflections into commitments for ourselves and one another.

SUNDAY MORNING VIBE *Come comfortable. Grab your coffee, settle in and make yourself at home. This morning is about conversation, reflection and learning from one another.*



SUNDAY · OCTOBER 25

Play.

Get outside. Get on the water. Have some fun.

11:30 AM–12:15 PM | REFUEL
Lunch + Get Ready

Grab some lunch, change for the afternoon and get ready to head out. We've got a full afternoon on the water ahead of us!

12:30 PM | LET'S GO
Depart for the marina

1:30 PM–5:30 PM | PINK DOLPHIN ADVENTURE
Private Tiki Cruise

Trade the workshop table for the water. We'll spend the afternoon cruising the Emerald Coast, taking in the scenery, laughing, soaking up the sun and simply enjoying being together.

6:00 PM | DINNER + WIND DOWN
Good Food + Closing Reflections

After the cruise, we'll head to dinner and keep the fun going. Back at the house, we'll wind down together with a few final reflections and a chance to share your thoughts on the retreat.

AFTERNOON VIBE *Dress for the water and weather.* ***Pink highly encouraged!***



MONDAY · OCTOBER 26

Carry.

Take what mattered with you.

7:30–9:30 AM | ONE LAST MORNING
Coffee + Breakfast + Pack Up

No formal program. Grab breakfast, pack up, linger over coffee and spend a little more time together before everyone begins heading home.

BY 10:00 AM | UNTIL NEXT TIME
Check-Out + Departures



With gratitude.

This weekend is possible because of those who believe in what we're building.

Women of Aquatics is deeply grateful to the organizations whose support helps make experiences like this retreat possible. Their investment creates opportunities for women across our community to connect, learn, lead and grow together.



OCEAN PARTNERS

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TRUSTED CARE OF LAND & WATER

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A SEPRO Scientific Solution

The HARRINGTON FAMILY

Kasco

NALMS

PLM LAKE & LAND MANAGEMENT CORP

POND BIOLOGICS
WATER TREATMENT PRODUCTS

SEPRO WATER

SPRAYCO

vertex AQUATIC SOLUTIONS

Take it with you.

The conversations. The connections.
The courage to keep becoming.

