

RESOLUTION NO. 4/2026
OF THE BOARD OF DIRECTORS MILLENNIUM CHALLENGE ACCOUNT - BELIZE

Written resolution in lieu of meeting

20.03.2026

The following was adopted by the Board of Directors ("**Board**") of Millennium Challenge Account-Belize ("**MCA-Belize**") by written round robin paper circulated to all members of the Board by email dated the 20th day of March 2026 in accordance with (i) Millennium Challenge Account- Belize Authority Act, 2024 dated July 12, 2024, on the creation, functions, and organization of the MCA-Belize ("**Enabling Legal Framework**"), (ii) the MCA-Belize Bylaws ("**Bylaws**"), (iii) the Millennium Challenge Compact between the Millennium Challenge Compact between the United States of America, and the State of Belize, executed on September 4, 2024 (the "**Compact**"), and (iv) that certain Program Implementation Agreement, by and between the United States of America and Belize (the "**PIA**"), dated September 4, 2024. Capitalized terms used but not defined herein shall have the meanings given such terms in the Bylaws or Compact.

WHEREAS the Board unanimously passed a resolution at its regular meeting held on November 22, 2024, to adopt the Belize Organigram (also referred to interchangeably as the MCA-Belize Organogram)("the Organogram")

AND WHEREAS the recent proposed modification to the Compact will result in a narrowing of scope under the Education Project, specifically the removal of Activity 2.

AND WHEREAS in preparation for the Compact modification, it is necessary to realign the organizational structure to:

- Reflect the proposed revised implementation scope
- Ensure governance and fiduciary controls are appropriated calibrated
- Eliminate positions tied to proposed discontinued activities
- Strengthen technical and compliance capacity where implementation complexity will most likely be increasing
- Establish institutional readiness before filling remaining positions
- Ensure operational stability before Entry into Force

AND WHEREAS the Board considered a motion to revise the Organogram to realign its organization structure to ensure that MCA-Belize enters full implementation with a fit-for-purpose institutional framework.

AND WHEREAS the Board unanimously passed a resolution at its special meeting held on March 5, 2026, to approve the revised Organogram but provided that the Organogram shall only take effect upon the modification of the PIA.

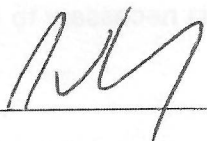
AND WHEREAS the Board seeks to adopt a Second Revised MCA-Belize Organogram that will take effect upon passage of this resolution.

NOW, THEREFORE, BE IT:

RESOLVED, the Board hereby approves the Second Revised MCA-Belize Organogram which shall take effect when this Resolution is passed.

RESOLVED, that the Secretary of the Board be directed to record this resolution with the minute book of MCA-Belize and to submit such resolution for publication on the website of MCA-Belize in English as soon as the website is operational.

THIS WRITTEN CONSENT, which may be executed in multiple counterparts, each of which shall be considered an original, shall be effective upon the receipt of the signatures of a majority of the Board.



Name: Joseph Waight

Chairman

Date: 27/03/2026

Name: Carlos Pol

Deputy Chairman

Date:

Name: Dian Castillo-Maheia

Director

Date:

Name: Dr. Leroy Almendarez

Director

Date:

Name: Maria Zabaneh

Director

Date:

Name: Giacomo Sanchez

Director

Date:

Name: Nadia Caliz

Director

Date:

Attachment: Second Revised Organogram

Name: Don Castillo-Hernandez

Director

Date

Director

Director

Date

Name: Juan Zapatero

Director

Date

Director

Director

Date

Name: Juan Carlos

Director

Date

Attachment: Record Present to Congress



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Name: Joseph Waight

Chairman

Date:

Name: Carlos Pol

Deputy Chairman

Date: March 20, 2026

Name: Dian Castillo-Maheia

Director

Date:

Name: Dr. Leroy Almendarez

Director

Date:

Name: Maria Zabaneh

Director

Date:

Name: Giacomo Sanchez

Director

Date:

Name: Nadia Caliz

Director

Date:

Attachment: Second Revised Organogram

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Name: Joseph Waight

Chairman

Date:

Name: Carlos Pol

Deputy Chairman

Date:

D. Maheia

Name: Dian Castillo-Maheia

Director

Date: March 26, 2026

Name: Dr. Leroy Almendarez

Director

Date:

Name: Maria Zabaneh

Director

Date:

Name: Giacomo Sanchez

Director

Date:

Name: Nadia Caliz

Director

Date:

Attachment: Second Revised Organogram

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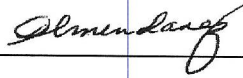
Name: Carlos Pol

Deputy Chairman

Date:

Name: Dian Castillo-Maheia

Director
Date:



Name: Dr. Leroy Almendarez

Director Date: 26th March 2026

Name: Maria Zabaneh

Director
Date:

Name: Giacomo Sanchez

Director Date:

Name: Nadia Caliz

Director Date:

Attachment: Second Revised Organogram

Chlorine

Name: Dan Carlo-Martin	Director
Date: 10/10/10	

Name: Maria Yonoff	Director
Date: 10/10/10	

Name: Nadia Cella	Director
Date: 10/10/10	

Attachment: Report Report (10/10/10)



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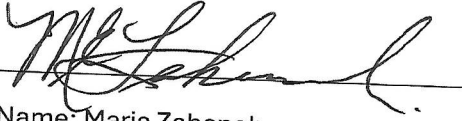
Deputy Chairman

Date:

Name: Dian Castillo-Maheia

Director

Date:



Name: Maria Zabaneh

Director

Date:

3/27/26

Name: Nadia Caliz

Director

Date:

Attachment: Second Revised Organogram

Name: Dr. Leroy Almendarez

Director

Date:

Name: Giacomo Sanchez

Director

Date:

Handwritten marks at the top right corner.

Name: Dan Castillo
Director
Date:

Name: Dan Castillo
Director
Date:

Handwritten signature of Dan Castillo.

Name: Dan Castillo
Director
Date:

Name: Dan Castillo
Director
Date:

Name: Dan Castillo
Director
Date:

Attachment: Security Review of Program



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Deputy Chairman

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Director

Date:

Name: Dr. Leroy Almendarez

Director

Date:

Name: Maria Zabaneh

Director

Date:


Name: Giacomo Sanchez

Director

Date: 20 March 2026

Name: Nadia Caliz

Director

Date:

Attachment: Second Revised Organogram

11/11

1. Name of the person

2. Address

3. City

4. State

5. Zip

6. Telephone

7. E-mail

1. Name of the person

2. Address

3. City

4. State

5. Zip

6. Telephone

7. E-mail

8. Date

9. Signature

10. Title

11. Organization

12. Location

13. Date

Attachment: Second Report (10 year report)