

2023 ANNUAL REPORT



APRIL 2014



MARCH 2023



A note from the founders

Back in January 2014, Nica Nadadores was born out of a string of text messages between the three of us over the course of a few months. It was clear early on that this idea was about much more than just swimming. Our mission was—and still is—to use the sport of swimming to generate outcomes that will make a sustained difference in the lives of the kids and families we serve. Swimming results are great, but more important is the impact on education and character development. Our goals for those next 10 years were big.

Fast-forward several months to July 2014, when this vision was first backed by donors who believed in us, our passion, and our plan. We raised about \$30 thousand in 2014 and successfully got Nica Nadadores off the ground.

In 2023, Nica Nadadores surpassed the million dollar fundraising mark. We celebrate this achievement as founders and supporters, but the direct investment we have made into our programs and community is where it counts. This funding sponsors university scholars studying to become doctors, lawyers, and engineers. It enables learn-to-swim initiatives and coaching development. And more excitingly, it has allowed Nica Nadadores to reach a goal we had in our 10-year plan: open our very own facility. You'll read about this and more in the following pages, but to say we've come far is an understatement. While a lot has changed in our first 10 years, one thing has remained constant—our mission to empower kids through the sport of swimming.

Thank you for helping us provide a lane to the brighter future for the last 10 years. Our second decade will be even better!

Sincerely,

Timmy Hayes

Kyle Shoemaker

Scot Robison





Inviting a new generation

No matter what you're planting – growth is a long journey. Most of the teenagers in our program started their journey with us early. They understand that improvement takes patience, consistency over time, and investment from others who can help you become better. In 2023, those same teenagers were a core part of our efforts to invest in the youngest members of our program.

This is the cool part: team culture is established by team leaders.

That's where our learn-to-swim programming shines. Young, inexperienced swimmers gain confidence and safe skills in the water. But equally important, older swimmers become heroes and role models to the kids they coach. Required coaching hours separates Nica Nadadores team culture from other youth development organizations around the world. We are creating a cycle of community connection founded on giving back.

IN THE POOL



Pairing community change and water safety:

- Hours dedicated to Learn to Swim in 2023: 304
- New participants in 2023: 51
- Number of student coaches in 2023: 36
- Participants who competed in their first competition in 2023: 26

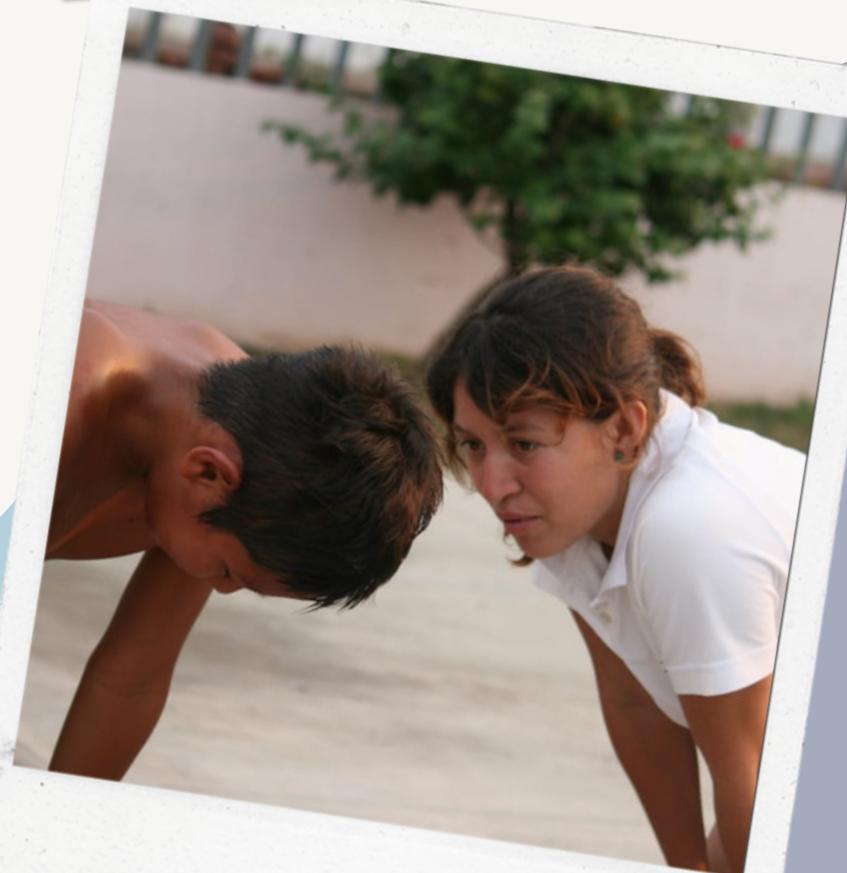
IN THE CLASSROOM

Meet Your Coach

Nica Nadadores has had a few great team leaders step up and take on outsized responsibility over the past 10 years. It has always been important to provide development opportunities for our older swimmers and graduates. But it's no secret that it requires a lot of dedication, hard work, and a desire to coach and mentor others. Since 2022, Paola Perez stepped forward and rose to the challenge.

And in 2023, she took things to a whole new level. One of Paola's game-changing contributions in 2023 was the implementation of a pay card system for all levels of Nica Nadadores participants. Participants earn or raise money for the program—a small contribution in return for a bigger sense of ownership in Nica Nadadores. The price is never out of reach of any member of our community, but the money collected is reinvested into day-to-day expenses that keep the program running. Paola's initiative helped Nica Nadadores pay for gas in the team van, pool maintenance, team events and swim meets, and more importantly pizza after those swim meets 😊

We want to thank Paola for all the time and energy that she invested in Nica Nadadores and its student-athletes in 2023. It showed in our results both in and out of the pool.





Coaching to bring out potential ...

... and mentorship to bring out character.



Keeping up with....

STEM

Nicaragua isn't a country known for innovation. Over 75% of Nica Nadadores team parents work informal labor jobs and struggle to keep afloat. So it's a big deal that our program has encouraged the graduating classes of 2022 and 2023 to explore studies and career paths in one of the four components of **STEM: Science, Technology, Engineering and Math**. We want to share the stories of a few Nica Nadadores students who will be highly sought after in the job market after completing their majors.



Science: Belkis Moreno

Pharmaceutical Major at Universidad Central de Nicaragua (UCN)

In 2023, Belkis finished her first year of a five-year program studying the pharmaceutical industry. Belkis wants to work in research and enjoys the idea of helping develop medicine that can improve the standard of life!

Course taken in 2024: Microbiology, pharmacology



Technology: Raul Davila

Computer Science and Graphic Design at Universidad Iberoamericana de Ciencia y Tecnologia (UNICIT)

In 2023, Raul finished his first year of a four-year program studying computer science and graphic design. When Raul is hanging around the pool deck, he's always drawing in a notebook. The next day, he'll have that notebook drawing as a digital centerpiece for a website!

Courses taken in 2024: C++, 2D Design

Kyara Guadamuz (left) on her first day of university (January 2024)



Engineering: Anthony Tellez



Math: Norelky Garcia



Civil Engineering at Universidad Iberoamericana de Ciencia y Tecnología (UNICIT)

In 2024, Anthony Tellez started a civil engineering major at UNICIT. Anthony graduated from NCA-Nejapa with honors and will focus his next five years on becoming a civil engineer. Anthony thinks in terms of processes and is a problem solver at the core!

Course taken in 2024: Calculus, Intro to Auto-Cad

Accounting at Universidad de America (UAM)

In 2023, Norelky began her university studies at UAM in accounting. Norelky has ambitions to work for multi-national companies using her skills to track finances and statistics. Norelky is on her way to being your boss!

Course taken in 2024: Statistics, Macroeconomics



The Year of the Pool

There was one important self-imposed constraint when we decided to tackle the building of our own facility: We weren't going to reduce scholarship or program funding to make it happen. Though not easy, it was always the right thing to do. And the Nica Nadadores support system--both new and old--stepped up and helped deliver major milestones in 2023.



With the pool almost filled and an opening scheduled for March 2024, we're ready to put this investment to work in our community by getting more kids on the path to greatness.

Connecting with the Nica Nadadores Family

One of the reasons our grassroots fundraising efforts have been so successful over the past 10 years is because we connected with our supporters often. But with the pandemic years, a lot of time had passed since Eagles tailgates, presentations at swim clubs, and donor appreciation nights.

Finally in 2023, we got back to sharing our story face to face. Conveying our impact is legitimately the hardest challenge of Nica Nadadores. Luckily, in 2023 we were able to connect with many of our most dedicated supporters at three in-person events to share stories of Nica Nadadores successes and aspirations. Expect more in 2024!





With our new facility opening soon, we're more excited than ever to expand the work we're doing to more kids and families in Nicaragua and the US. Our commitment to using swimming as a tool to improve outcomes in many areas of life remains at the core of everything we do. It's what made us who we are today, and we know the power it has to transform the future of many lives in the communities we love.

Here's to the next 10 years!

Timmy, Kyle, and Scot