




# 2016

## NICA NADADORES



# Letter From The Team

The past 12 months at Nica Nadadores have been incredible. We moved into our new home pool at El Salero Sports Center; grew to over 90 participants; enrolled 40 student-athletes in Nica Nadadores scholarships; and trained, competed, and studied with character, self-discipline, and purpose. We also had a lot of fun! Never have we felt as certain as we do in 2016 that we are delivering on the Nica Nadadores mission: Empowering the next generation of young leaders in underserved communities in Nicaragua through the sport of swimming.

Lately we have spent a good deal of time thinking about, discussing, and documenting the changes we have seen in individual participants since they joined Nica Nadadores. As we grow, and as young people progress through the program, it's important for us to be able to evaluate that progression both anecdotally and with data. Fortunately, we began working this year with Texas A&M University's Department of Education and Human Development to study just what impact Nica Nadadores is having on its participants. This work has already helped us address the key challenge faced by development organizations around the world: How do you get people to really understand your impact without experiencing it firsthand?

One key insight came out of this that we hope can help you *feel* the difference Nica Nadadores makes in its communities. A question we asked ourselves was whether Nica Nadadores has incorporated elements of Nicaraguan culture into its program. After being initially stumped by the question, we realized that the answer is actually one of the factors that allows us to thrive. When one of our kids is sick at school, we pick them up and make sure they have what they need. When a family member dies, we're there at the vigil. We go

to their parent-teacher conferences and their quinceañeras. We share meals in their homes and celebrate birthdays and accomplishments. We travel to far away corners of the country to meet grandparents, aunts, uncles, and cousins. We teach them to ride bicycles and to surf. We are totally immersed in the culture of our community.

Nica Nadadores is much more than a swim team—every participant's parent has our cell phone number and knows no hesitation in calling for help at six o'clock in the morning. Moms and dads embrace the tough love that their children receive from Nica Nadadores because they know we have their son's or daughter's best interest in mind. Our organization commands a level of trust and respect in this community that in many cases is stronger than family. We may not be unique in using sport to develop youth, but we are unique with respect to the intimacy that we have built within this area and the care with which we protect this valuable position.

Thank you for taking the time to read about our accomplishments over the past year. We encourage you to contact us and get involved!

Sincerely,



The Nica Nadadores Team



# Our New Home

After two long years of back-breaking work, our new home at El Salero Sports Center was finally finished! It may be hard to believe, but other than digging the main tank with a small loader, this pool was built entirely by hand. The five-man build crew, which included Timmy and our good friend and owner of El Salero, Halle August, put in thousands of hours of work and dealt with many unexpected challenges—from figuring out how to truck in water to fill the pool, to waiting for weeks at a time to import raw materials from around the Americas. Knowing that this pool would become a centerpiece of the community kept everyone focused on the end result.



With practices in the new facility beginning in May 2016, the pool quickly proved to be a game changer. Considering that Nica Nadadores previously called a small back yard pool home, it's not hard to imagine that the new setup has introduced a fresh sense of organization and capability to the training environment. Athletes' fitness levels have improved rapidly as coaches have been able to execute more challenging and creative training plans.



Nica Nadadores is lucky to be a part of El Salero, which serves as the only recreational facility in the community in which kids of all ages can come to play sports, check out a library book, study for a test, and spend time with friends.



# FELIZ DIA DEL ESTUDIANTE





# Celebrating A New Era

With the beautiful El Salero Sports Center pool up and running, it was time to usher in a new era of Nica Nadadores swimming. No more cramped back yard practices. No more turning away new participants. Nica Nadadores was ready to transition from a crawl to a run, and we decided to bring the community together to mark the occasion.

Our inaugural intrasquad meet and banquet was a special day filled with Nica Nadadores pride, sportsmanship, hard racing, and acknowledgment of the efforts and accomplishments of our young student-

athletes. Parents, grandparents, siblings, aunts, uncles, and cousins threw on their Nica Nadadores shirts and packed the stands to cheer on their swimmers.

Sharing the program's emotional connection with so many families and fans gathered in one place turned out to be the highlight of the event. The level of appreciation for each athlete who was recognized was a special thing to witness. Nica Nadadores participants are admired and respected as the leaders of their communities!

## 2016 Team Awards

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**Best Attendance:**

Karla Romero, Rommel Romero

**Academic Excellence:**

Nathy Morales, Fernando Munguia

**Leadership:**

Elsa Gonzalez, Maverick Guadamuz

**Most Improved:**

Selena Morales, Kevin Perez

**Sea Lion Award:**

Sammy Gutierrez, Samuel Gonzalez

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# Academic Life

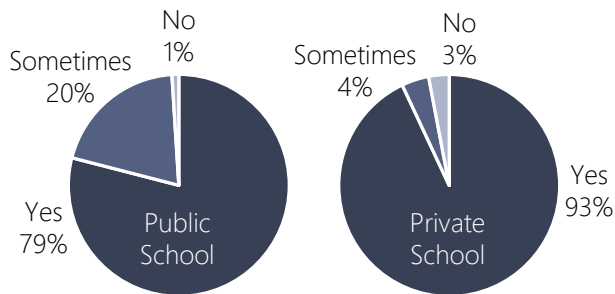
In the past 12 months, Nica Nadadores student-athletes have excelled in the classroom like never before. Maxdiel, Gerald, Elsa, and Scarlet became our first high school graduates. But that's not all—they are now in their first year of university, which will allow them to pursue skilled careers in just a few short years. This is a very transformative opportunity for these students, and one that they would not have had without the mentorship and financial support of Nica Nadadores. These are great outcomes for these students and for our program. In order to maintain their scholarships, these four continue to both swim and coach beginner lessons twice each week.

In addition to our university students, Nica Nadadores is providing private school scholarships to middle school and high school program participants in the 2015-2016 school year. Three students—Monica, Maverick, and Fernando—deserve special recognition for being admitted to Nicaragua Christian Academy, one of the top private schools in Nicaragua. Fernando also made headlines by winning Managua's city-wide language and literature competition in May.

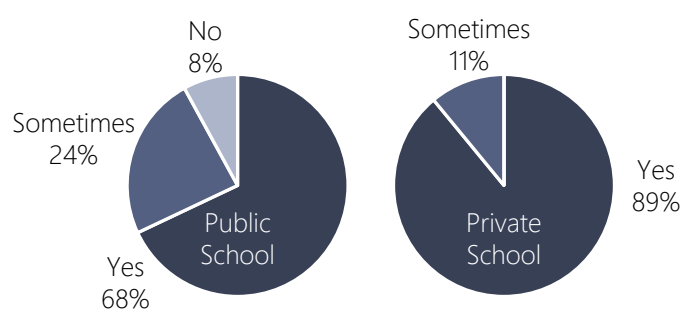
The total number of Nica Nadadores scholarship students grew to 40 in 2016. This includes 17 students at Colegio Técnico Niño Jesús de Praga, 10 students at Nicaragua Christian Academy, seven students at Colegio Público Chiquilistagua, five students in university, and one student at Colegio Presbiteriano.

## 2016 Academic Survey

I Feel Supported In My Studies At School



My Teachers Give Me Positive Feedback



Source: Nica Nadadores survey of 150 area students (50 program participants; 100 nonparticipants).







## Going Global

In June 2016, Nica Nadadores student-athlete Maxdiel Morales traveled to Waynesboro, Virginia, for a nine-day visit with Shenandoah Marlins Aquatic Club (SMAC). The goals of Max's trip were to experience a higher level of training and competition, exchange culture and goodwill with American peers, and undertake a totally new adventure outside his comfort zone. Thanks to the overwhelming generosity of the SMAC family, we accomplished these goals and much more. Max, who is a telecommunications and

electronics engineering major at Iberoamerican University of Science and Technology, was even able to take a tour of the Network Operations Center at Lumos Networks, a regional network service provider.

Nica Nadadores is extremely grateful to the families and organizations who made this trip possible, and we look forward to continuing our partnership in the coming years.

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"My exchange was enhanced by so many families and so many activities. There were so many wonderful people I met, so many enthusiastic kids, and it was all totally new for me. I can't detail every meal I had, but they were all meaningful. I can't recall every swimmer's name at SMAC, but they all opened my eyes to a new world of training. Timmy told me before I left that I would have a great time and take in a lot of memories, but my time in the United States turned out to be the best ten days of my life ... When I got back to Managua I shared my experience with my teammates here and I hope someday a few of them will have the same opportunity I had ... I want to help implement everything I learned in Virginia here in Chiquilistagua. I wish the best for all those I met during my exchange and I hope to see you again in Virginia or here when I welcome you to Nicaragua." – *Maxdiel Morales*

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# VOLUNTEERS & INTERNS



Middlebury Institute of  
International Studies at Monterey



Duke  
UNIVERSITY



WAKE FOREST  
UNIVERSITY



AUBURN  
UNIVERSITY



WASHINGTON AND LEE  
UNIVERSITY

Nica Nadadores played host to an incredible cast of volunteers and university interns in 2015-2016. In all, we hosted six undergraduate and graduate student interns as well as [four] volunteers who brought their professional expertise to our operations in Managua. These individuals came to Managua with interest and experience in areas ranging from education to biology to management consulting. Nica Nadadores takes pride in internship and volunteer opportunities that involve real responsibility, independent thinking, big impact, and immersion in the community.

We are grateful for all the hard work that our visitors have put in and look forward to their continued participation in the Nica Nadadores family.

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*"Seeing the work that Nica Nadadores has been doing in the community of Chiquilistagua has been an indispensable experience. They are not only promoting education and character-building through the sport of swimming, but they are providing participants with opportunities they otherwise would not have. Nica Nadadores is an outlet through which participants can begin to aspire and dream. It is evident that this organization was founded by individuals that believe in purpose. I think this is why every day, through participation in this program, student-athletes are discovering their own individual purpose. Nica Nadadores was tailor-made for the community of Chiquilistagua, and their mission to serve this community shows in everything they do. I feel fortunate to have been a part of that this summer." —Nicole Beck, 2016 intern*

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## COMPETITION

If there is one area in which Nica Nadadores student-athletes transformed the most over the past year, it is in the competition pool. Our swimmers competed in meets in Managua, Ticuantepe, Rivas, Honduras, Panama, and Virginia, and it was clear to see that each successive experience brought more confidence, motivation, and focus. At the beginning of the year, most athletes approached their first competitions with timid, self-doubting attitudes. They weren't 100% sure that they belonged in races with more experienced athletes, and many were unfamiliar with pushing their physical and mental limits in a racing environment.

But as the meet schedule progressed, athletes began training with an explicit

focus on upcoming competitions. Breakout performances by certain individuals showed the entire team what they were capable of. When Saraí Rodríguez, a 7<sup>th</sup> grader at Nicaragua Christian Academy, shocked everyone by placing 2<sup>nd</sup> in the New Promises meet in Managua, we knew that a new attitude had arrived. This competitive spirit—which pushes our athletes to set goals, be accountable for their effort, and see the correlation between commitment and achievement—is crucial to the outcomes Nica Nadadores aims to produce.



# Supporting Organizations



Nica Nadadores could not exist without your contributions of time, funding, services, and expertise. We have been fortunate to be involved with this group of organizations over the past year. Many people talk about getting involved—these groups took action! From participating in our Sponsor A Swimmer program; to helping us study and evaluate the impact of Nica Nadadores on its participants; to hosting fundraising events; many groups and individuals helped us along the way. We are especially proud of the growing interest from local Managua businesses. Your generosity is responsible for the lives we have changed this year. Thank you for your continued support!



CHARLOTTE  
SOUTHPARK



WAYNESBORO &  
EAST AUGUSTA







# Financial Information

## Statement of Income and Expenses (1)(2)

(\$ in thousands)

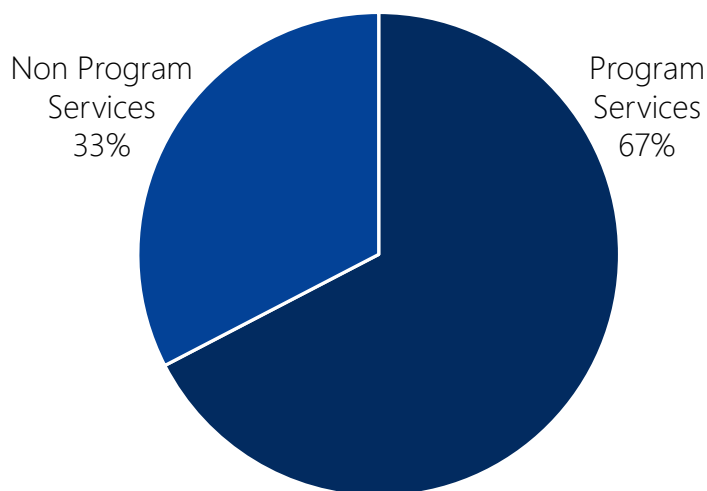
### Income

Foundations / Grants	\$ 30.0
Individual / Business Contributions	46.2
Special Events Income, Gross	3.9
Other	1.5
Total Income	<u>\$ 81.7</u>

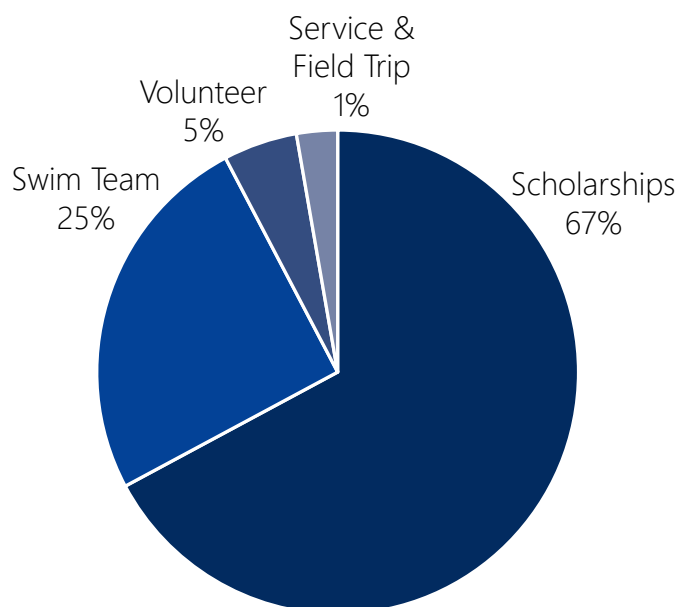
### Expenses

Program Expenses	\$ 42.0
Non Program Expenses	20.3
Total Expenses	<u>\$ 62.2</u>

### Total Expenses Detail



### Program Expenses Detail



Footnote:

(1) Unaudited; July 1, 2015 – June 30, 2016.

(2) Results do not include \$50k special grant for pool construction partnership. Grant disbursed in full during period.



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