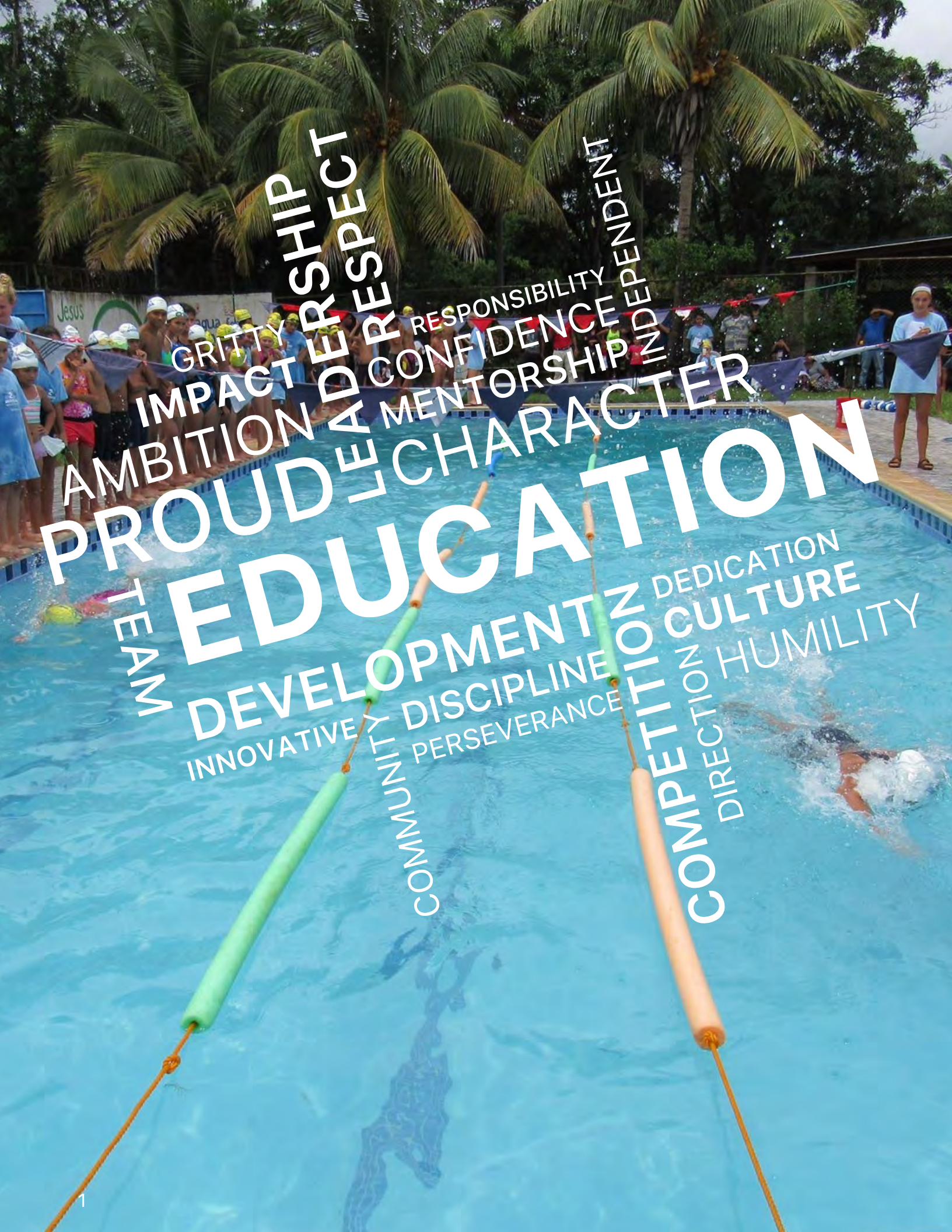


# 2017 annual report



TEAM CULTURE



GRITTY RESPONSIBILITY  
 IMPACT CONFIDENCE  
 AMBITION MENTORSHIP  
 TEAM LEADERSHIP  
 PROUD RESPECT  
 EDUCATION INDEPENDENT  
 CHARACTER  
 DEVELOPMENT DEDICATION  
 INNOVATIVE DISCIPLINE CULTURE  
 COMMUNITY PERSEVERANCE  
 COMPETITION HUMILITY  
 DIRECTION

At a recent swim meet in Managua, as the competition was coming to a close, a mother of a swimmer on a different team approached Nica Nadadores to ask how her daughter could join the program. As is typical, co-founder Timmy Hayes began to detail the mission of Nica Nadadores and explain that it is much more than just a swim team.

Sitting next to Timmy was Alfredo Gonzalez, a young man who has been part of Nica Nadadores since its earliest days. Seeing that Timmy could use some assistance, Alfredo politely interjected, “mire, somos nacidos en Nica Nadadores.” *Look, we were born in Nica Nadadores.*

Alfredo’s response resonated with our student-athletes so strongly that “somos nacidos en Nica Nadadores” has become our rallying cry this year. *We were born in Nica Nadadores.*

2017 was a year in which our swimmers did more to establish a culture than ever before. We challenged them to use their leadership skills to chart their own course and develop their own legacy—and they responded with enthusiasm. Alfredo’s story is just one of many anecdotes that reflect the culture and traditions that our student-athletes have built. With a little bit of guidance, they have assumed more responsibility for carrying out the Nica Nadadores mission: empowering the next generation of leaders through swimming. If there is one thing that is different about the team this year, it’s that *they own it.*



Through training, competition, academic rigor, leadership seminars, exchange programs, community collaboration, and our coaching development initiative, our student-athletes have proven that Nica Nadadores is a unique program that produces remarkable results. What you hear about their accomplishments and dedication in the pool is only a small part of the story. In the classroom—just like in the pool—our student-athletes are no longer interested in just getting a chance. They are focused on rising to the top.

This annual report highlights the many ways in which Nica Nadadores built momentum in 2017.

Thank you for making these accomplishments possible through the commitment of your time and resources. We could not have done it without you.



Timmy Kyle Scott



# NICA NADADORES BY THE NUMBERS

Numbers don't lie. These are just a few of the metrics we tracked this year.

IN 2017



319,800  
meters swam

*enough to go to  
Costa Rica—  
and back!*

Evaluation and measurement are a big focus at Nica Nadadores. Thanks to Gretchen Foster, our first Assistant Coach and Program Director, as well as our partnership with Texas A&M Department of Human Development, our evaluation and measurement skills continue to improve. This selection of quantitative data helps measure the progress of our participants and the impact Nica Nadadores has on its communities.

Our next important challenge is translating this quantifiable impact into fundraising success. As we apply for various grants over the coming months, we believe the numbers will speak for themselves.

But the quantifiable data isn't everything.

What you don't see in the numbers are the **passionate student-athletes** who have bought into this team and

its mission. There are countless stories that illuminate the quieter influence Nica Nadadores has on its participants, their families, and their communities. From helping a student become the first in their family to attend college to changing the worldview of an impressionable young mind, our focus goes beyond the numbers.

*average household  
monthly income for  
a swimmer's family*



\$284



*hours student-coaches  
taught swim classes*

47 scholarships awarded, totaling \$45,755



Academically, the 2017 school year was highlighted by an impressive **13 new Nica Nadadores student-athlete scholarships**. Today, a total of **47 program participants** have earned a scholarship to study in a more rigorous school or university.

Transitioning these students to a more challenging academic environment takes investment of time and resources to ensure success. As part of this process, Nica Nadadores keeps in close contact with teachers and professors, checks progress reports and quarterly grades, and encourages parents to review homework.

For those students already in our scholarship program, **2017 has been about deeper learning and critical thinking**. We believe there are many types of learning methods, and we are doing our part to encourage collaboration and group learning. It's now common to see Nica Nadadores swimmers tackling classwork together after practice. Sometimes the best way to test your knowledge is to try to teach someone else.

For high school graduates like Alfredo Gonzalez, Paula Medrano, and Dania Solis, this year has been about exploring higher education opportunities. All three started their first year of university in 2017, and are the first members of each of their families to do so. They are following the lead of a handful of Nica Nadadores student-athletes





who are already in university—one of these students, Elsa Gonzalez, completed a three-month internship in 2017 with the financial department of a local business. Elsa is in her second year at Universidad del Valle, studying accounting. She has paved the way for our younger participants to think critically about their interests, and some of our high school student-athletes have now started to identify career possibilities.

What we've seen this year has reinforced our belief in the connection between athletic and academic success. Our student-athletes work hard in the pool to maintain their academic and financial support, and they are diligent in the classroom in order to be eligible to train and compete with their teammates each day. Swimming has truly helped our kids build the capacity and the desire to focus on the larger goal—being excellent students and doing something special with the opportunities they are given.

## A YEAR OF SERVICE

Empowering our student-athletes requires more than just pool time and good grades. This year, our student-athletes fortified their team pride through service activities. These activities have created a **positive ripple effect in the community**, and have provided an opportunity for leaders to emerge.



Nica Nadadores is full of kids on the lower end of the income scale in one of the poorest countries in the Western Hemisphere. Despite this reality, we stick to a belief that we share as a team: **there are still people who can use our help—let's go serve them.**

As usual, our kids responded with energy in 2017. As a team, we completed infrastructure projects, tutored other students, picked up trash, and even fundraised within the community. One of the most memorable service activities took place on Mother's Day. Our swimmers decided that their service activity would be to teach their moms how to swim. Each Wednesday night for an entire month, the pool was crowded with our swimmers as they taught their moms how to float. We had a lot of good laughs as the kids saw their mothers put on a swim cap for the first time. It was great!



Gerald Ortiz and Alfredo Gonzalez have assumed the roles of team leaders in 2017. The two student-coaches are organizing the logistics of team service activities and motivating their teammates to participate. Service will continue to play a role in our team's activities. Ingraining a sense of community and service has been beneficial, and in 2018 we'll be building on this foundation.





Two of our most dedicated swimmers and students had the chance to visit the U.S. this year. Gerald Ortiz and Fernando Munguia participated in the University of South Carolina Gamecocks Swim Camp and spent time visiting our friends at Charlotte Latin School. Both boys, the only English speakers on the team, were incredible representatives of Nica Nadadores. The trip was a lifechanging adventure for them, and it was an opportunity both are extremely appreciative of.



“ IN JUNE, I TRAVELED TO THE U.S. WITH MY TEAMMATE GERALD. IT WAS AN EXTRAORDINARY EXPERIENCE THAT ENLIGHTENED MY LIFE IN MANY WAYS. FIRST, IT HELPED MY LEADERSHIP SKILLS BECAUSE I SAW HOW THINGS WERE DONE IN A DIFFERENT WAY. AT GAMECOCKS SWIM CAMP, I MET NEW FRIENDS THAT SWIM ON TEAMS FROM ALL OVER THE COUNTRY. THEY INSPIRED ME TO TRY NEW PRACTICE HABITS THAT CAN BE VERY HELPFUL TO OUR TEAM IN NICARAGUA. **I ALSO STARTED THINKING IN A DIFFERENT WAY THAN I USED TO ABOUT MY FUTURE. I TRULY BELIEVE THAT ANYTHING IS POSSIBLE** AND I AM DETERMINED TO ELEVATE MY LEVEL OF TRAINING.

IT ALSO MADE ME THINK ABOUT MY FUTURE; PRINCIPALLY WHAT I WANT TO DO AFTER HIGH SCHOOL. WHEN EVALUATING MY OPTIONS I CAN EITHER CONTINUE STUDYING, TRAINING, AND HELPING PEOPLE OR I CAN BE STUCK IN THE SAME PLACE LIKE SO MANY OTHERS IN MY COMMUNITY. MY TRIP TO THE U.S. MADE ME FEEL RESPONSIBLE TO MY TEAMMATES AND EVERYONE THAT SUPPORTS NICA NADADORES TO BREAK THE NORM OF WHAT WE ARE EXPECTED TO DO AS LOW-INCOME NICARAGUANS. THIS WAS AN AMAZING EXPERIENCE AND I AM SO APPRECIATIVE OF THE PEOPLE WHO HAD AN INFLUENCE ON MAKING IT HAPPEN FOR GERALD AND I.” – FERN



## VISITORS THIS YEAR AND NEXT

We focus all of our time and resources on our kids and their communities. When hosting volunteer groups and interns in Managua, we expect them to jump right in and lend a helping hand. Our visitors in 2017 did just that.

Nica Nadadores was not founded to be an organization that hosts volunteers. So how can hosting schools, teams, and groups here in Managua benefit our mission? This year we've taken a step closer to figuring it out.

Our 2017 summer interns were instrumental in the execution of our second annual **Community Competition & Banquet**, as well as implementing the all-new Teaching Under-Resourced Teens Leadership and Employability, or **TURTLE Program**. This program was designed to give our older program participants tangible leadership skills. We're investing in building a culture of action-oriented leaders by establishing a leadership committee, working on team projects, and tasking team leaders with organizing fundraising and community service events.



## VISITORS THIS YEAR AND NEXT

Keeping our routine is essential. Take, for example, the first large volunteer group we hosted here in Managua – **Charlotte Latin School**.

CLS came down to Nicaragua in March for an eight-day alternative spring break trip. As expected, the realities of life here in Managua made a significant impact on the visiting students. The key to their successful trip was using the CLS students' talents and energy in unison with ours. The group picked up our routine and made huge contributions without skipping a beat.

CLS and Nica Nadadores students worked together to **build a water tower** for the Chiquilistagua Public School and **paint classrooms** at a private school that many of our scholarship students attend, Nino Jesus de Praga.

They also **kickstarted morning swim classes** for students that study in the afternoon. The morning offering, which was continued by our summer interns, enhance our program by providing classes to a new group of student-athletes.



Hosting groups and interns builds advocacy for our program. There's no substitute to being here and seeing Nica Nadadores with your own eyes. Visitors spend time in our student-athletes' homes, work with them to better their leadership skills, and stay in touch with them after returning home. This provides a lasting benefit to our program. We will continue to open volunteer opportunities on the ground in 2018.

# 90 SWIMMERS CAMPAIGN

In 2016, we kicked off a fundraising campaign essential to our mission and our sustainability. We called it “90 swimmers in 90 days,” and we’re excited for this to be a yearly campaign.

**As a donor, you can sponsor a swimmer for \$300, which provides an entire year of school tuition and swim team services.**

Getting one swimmer sponsored per day isn’t easy, but we’re up to the challenge. The greatest part about this campaign is that every dollar is matched, up to \$30,000, by an extremely generous individual.

For our swimmers, **the connection with a sponsor gives them added determination to succeed.** Our swimmers are conscious that their education and athletic endeavors are funded entirely by foreign support. Donors stay up to date on progress reports, swimming evaluations, and photos and notes from Managua.



Empowering the next generation of leaders requires an entire network of people who believe in our mission. Our participants are excellent recipients of your support. **Together, we are building a culture of highly ambitious youth.** We send a sincere thank you to those who took part in the campaign. If you haven't, visit our website at any time to fund a full or partial scholarship.

**Here's an example of how our program works:**

Jordani is a consistent practice swimmer, gets great grades, and has shown a genuine desire to improve. He also happens to be a very skilled piano player. Before Nica Nadadores, Jordani's family scraped together funds for one hour of piano lessons each week at their church.

**Through our sponsorship initiative, Jordani will enroll in a private music academy in February 2018.** He'll have access to daily piano instruction while also taking traditional academic classes.



## EXCELLENCE IN THE POOL

At Nica Nadadores, we don't measure our success based on time standards or medals won. But to keep our student-athletes engaged, we maintain high expectations for improvement in the pool. **In the three years since we began this journey, we've gone from teaching kids how to blow bubbles to having athletes qualify for international competition.** Some may say we're crazy, but sending a Nica Nadadores athlete to the Olympics is a realistic goal that we've set.

What has been the secret to our improvement in 2017? Training in a 20-meter pool has been a big factor in creating a culture of mental toughness. We find creative ways to practice race strategy, we never take a minute of training for granted, and our kids have become vocal leaders interested in their teammates' successes.

These last 12-months, we've competed in **10 different meets** around the country, racked up a total of **129 medals**, set **new team records**, and taken our team-first attitude to unprecedented heights. Prior to this year, our kids were scared to compete—and quite frankly, at times we were scared they wouldn't be able to finish the race! But with a lot of hard work and commitment, Nica Nadadores has become a well-established team in Nicaragua. We may have less resources, but we have more passion. We owe our older leaders and summer interns for helping establish this strong culture.







After three years of hard work, we are very proud of the results we have achieved. We have an incredible group of student-athletes who deeply care about the Nica Nadadores family and its future. We appreciate every advocate, donor, and fanatic of our program. **Without your help we could not have had such a successful year!**

Thank you for reading!

## PROGRAM VS. NON PROGRAM EXPENSES: JUL 1, 2016 – JUN 30, 2017

	\$	%
Program Expenses	\$ 66,489	72%
Non Program Expenses <sup>1</sup>	\$25,988	28%
<b>Total</b>	<b>\$92,477</b>	<b>100%</b>

## PROGRAM EXPENSE DETAIL: JUL 1, 2016 – JUN 30, 2017

	\$	%
Scholarship	\$ 45,755	69%
Swim Team	\$9,788	15%
Volunteer <sup>2</sup>	\$9,544	14%
Field Trips & Community Service	\$1,403	2%
<b>Total</b>	<b>\$66,489</b>	<b>100%</b>

## INCOME DETAIL: JUL 1, 2016 – JUN 30, 2017

	\$	%
Individual & Business Contributions	\$ 61,694	61%
Foundation & Nonprofit Grants	\$31,250	31%
Volunteer Income <sup>2</sup>	\$8,890	9%
Other <sup>3</sup>	\$75	0%
<b>Total</b>	<b>\$101,909</b>	<b>100%</b>

### Footnotes


1 - Non program expenses include President's compensation, vehicle maintenance costs, business registration fees, bank fees, employer taxes, fundraising expenses, and office supplies.

2 - Volunteer expenses are offset by income from volunteers and volunteer groups. For the reported period, volunteer expenses of \$9,544 were offset by volunteer income of \$8,890.

3 - Bank card cash bonuses.




www.nicanadores.org




Coming together is a beginning.  
Keeping together is progress.  
Working together is success.

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