

# 2021 Annual Report





# 2021 Annual Report Fort Collins Area Swim Team

## What a year!

I want to extend a sincere thank you to all of our FAST families for your membership and support over what has been a very unusual year! I am proud of how both our athletes and coaches have persevered through the challenges of the last year.

Some of the team's athletic accomplishments will be highlighted later in this annual report, but I wanted to highlight some of the organizational highlights from this year.

First, I am thrilled to report that FAST has weathered the storm and come through COVID in a strong financial position. Our team business manager, Kelly Gillilan, has done a tremendous job securing funding through the federal paycheck protection program, while our coaching staff worked tirelessly to host meets within COVID regulations to protect one of our important sources of revenue while also giving our athletes the opportunity to compete. Most importantly, our members valued the benefits FAST provides to their families and stuck with us during challenging times. Because of our strong position there will not be any increases in dues for the 2021-22 season!

Some other highlights from the FAST board over the last year include:

- The board along with the coaching staff and a few athletes rewrote the FAST mission, vision and core objectives which will be used to guide FAST into the future.
- FAST began to offer a contribution to coaches' health insurance through a new USA Swimming program.
- We formed corporate partnerships which will be used to fund our new team record boards.
- Most recently, we renewed our partnership with the Positive Coaches Alliance which will help support our mission of developing world class character.

Finally, I would like to take a moment to thank our coaching staff for their outstanding work over the last year. FAST was a leader across the state in keeping our athletes in the water training and providing opportunities for competition during COVID, and this only happened because of the work and dedication of our coaching staff.

Thanks for taking the time to read our annual report and for being a member of FAST. In the next year the FAST board will work to support FAST's growth and support our coaching staff as they work to develop character, swimming excellence, and leadership in our athletes.

Please reach out if there is anything the FAST Board can do to support you or your athletes. In addition, FAST is a volunteer supported organization and we have lots of ways families can contribute. Please reach out if you would like to become more involved in helping FAST succeed.

**Mark Morehouse, President of the Board**

# 2021 Annual Report

## Fort Collins Area Swim Team

The mission of FAST is **World class character through excellence in swimming** and Fort Collins Area Swim Team exists to make the world a better place through the real-world education and the many teachable moments of youth sports. Our mission statement is an everyday fixture in our practice environment and decision-making process. Our simple commitment to honoring our mission has made the past year a success. Through all the uncertainty and change of 2021 FAST has continued to offer high quality programming to our swimmers.

When schools and pools were closed, we moved our strength and conditioning program to a completely online platform. Swimmers were able to log in from all over the world with their teammates and coaches for fun and productive online workouts. We offered online clinics to continue our education and remain connected with our families. Coaches kept in contact with their athletes through online goal setting meetings, phone check-ins, and weekly emails. These actions allowed the swimmers on our team to remain connected with their peers to maintain and develop those invaluable social connections.

Once we were back in the water our coaching staff devised a series of practice schedules to spread out our available pool time and keep our kids and adults in the water. Our Masters team was one of the only organized workout options for adults in the Northern Colorado Area. The Coaches and Parents working with the City of Fort Collins devised a plan for safe competition that would be open to all swimmers in the region. Our Covid meets were a lifeline for the competitive swimming community in Colorado. All of this contributed to FAST maintaining some of our best membership numbers in history as well as retaining all of our professional coaching staff.

In the competition pool our athletes showed perseverance and adaptability and embraced the new environment to produce some of the best results our team has ever had. Highlighted by a 13-14 boys state champion relay, 5 swimmers at the Age Group Zone Championships in Dallas Texas, and 8 FAST Athletes at Olympic Trials.

There were lessons learned through this year that could not have been unveiled any other way. The connections our swimmers were able to build and maintain this year illustrate the points that youth sports are important, what we do at FAST is important, and our swimmers' contribution to the community is of the utmost important. The Athlete experience at FAST is better than ever and our future is bright.

This coming year we plan on embracing the lessons learned as well as staying committed to the strong foundation that our team is built upon. We will use video conferencing tools to reach parents and swimmers in new ways. We will implement new opportunities to encourage athletes to strive for mastery through ownership and self-guided teaching. We will always keep the best interest of the swimmer at the center of decision making.

The Future at FAST is bright and the foundation of our team continues to be strong. We are committed to providing world class character through excellence in swimming for many years to come for the swimmers of Northern Colorado.

**Mike Novell, Head Coach**

# 2021 Annual Report

## Fort Collins Area Swim Team

### Athletics

After the initial COVID lockdowns, FAST athletes have resumed in water training beginning of June 2020, after a 3 month break induced by the COVID pandemic.

August, traditionally a one-month break before the start of a new season, was dedicated to training catch up. A first Intrasquad meet of the new pandemic season was scheduled August 1<sup>st</sup> and August 15<sup>th</sup>

Since then, FAST offered monthly racing opportunities to the young athletes in a variety of formats. Not only more swim meets were organized at EPIC than during a normal short course season, also each meet had more sessions than normal and longer hours, requiring significant more team support effort from the FAST volunteers.

During December 2020 FAST had four swim race opportunities

- FAST Showcase part of the of the virtual Junior Championships
- Pikes Peak travel meet
- FAST Mid-Season finale
- Carmel Swim Club invite

At the FAST Showcase, Lucy Bell broke the 200 Butterfly SCY state record.


The FAST club organized an end of season swim meet – the FAST Unicorn Eliminator - one more swim meet than FAST organizes during a normal season. The Prelims/Finals swim meet served as an end of season opportunity with a large participation from some of the fastest swim clubs in Colorado

During the long course season, the FAST club was able to organize the two traditional long course home swim meets the Spring Splash and the June Bonanza

The club was able to create opportunities for four prelims/finals, away long course swim meets for the FAST athletes:

- GAIN Swimming Invitational (Sarasota, Florida) April 2021
- TOPS Last Train to Omaha (Denver, Colorado) May 2021
- Silver Fins Summer Invite (Phoenix, Arizona) June 2021
- TOPS Summer Invite (Denver, Colorado) June 2021

## 2020 Olympic Trials



8 FAST athletes qualified for the trials  
Danny Kovac qualified the 4th seed in 100M fly finals  
Lucy Bell qualified and raced 4 events

## Sectional and Age Group Western Zone championships

Five 14&U FAST swimmers qualified for the Age Group Zone championships representing team Colorado

Two FAST 13-14 girls part of the Colorado team dominating the Western zone relay races. Girl relay teams placed 1-3 with Southern California in between

At the Western Regional Sectionals FAST has participated with a strong team

- 12 Girls
- 6 Boys

Lucy Bell wins the Sectionals 200M Butterfly race

FAST has fielded two girls relay teams, one boys relay team, in each relay events.

## 2021 Long Course Age Group State Championship

Individual events participation\*

	<b>Girls</b>	<b>Boys</b>	<b>Athletes</b>
10&Under	3	6	9
11-12	2	6	8
13-14	2	8	10
15&Over	1	3	4**
<b>TOTAL</b>	<b>8</b>	<b>23</b>	<b>31</b>

FAST has fielded relay teams in all age groups, except the 15&Over girls relay events (12 FAST girls were participating at the Western region sectionals at the same time).

\* More FAST athletes have achieved state championships individual time cuts, not all qualifiers participated in the state championships due to schedule conflicts.

\*\* Eighteen 15&Over FAST athletes were competing at the Western Region Sectionals at the same time as the state championships

### Results

- 13-14 Boys Team wins 400 Medley Relay LCM 14&U state championship
- Brenan Oneil wins 400 IM LCM state 14&U championships
- Ella Gaca Thiele wins 400 IM LCM state 14&U championship
- Parker Grissom wins 400 Freestyle LCM 12&U state championships

## 2020/21 Season Records

### Short Course

- One individual event state record broken
- Five individual events FAST records broken

### Long Course

- Three individual events FAST records broken
- One relay team FAST record broken



## Club Excellence

The Club Excellence Program is a program that identifies and recognizes USA Swimming member clubs for its commitment to performance excellence.

The primary objectives of the program are to recognize and promote:

- The development of strong, well-rounded age group and senior swimming programs that produce elite 18 & under athletes;
- Resources to motivate and assist USA Swimming member clubs to achieve the highest athlete performance ideals;
- Grant funding;
- The USA Swimming club development system as integral part in achieving excellence in the sport

Since 2015 the Fort Collins Area Swim Team has been recognized in the top swim clubs in the nation, being awarded a Gold or Silver Medal Club recognition each year.

The Silver Medal Club is awarded to the top 100 clubs in the nation. The Gold Medal Club is awarded to the top 20 swim clubs in the nation.

### **In 2021 the Fort Collins Area Swim Team has been awarded the Silver Medal Club**

In the USA Swimming Club Excellence ranking, FAST is the 2nd team in Colorado, scoring twice as many points as the next ranked team in Colorado



## Academic Achievements

In a competition year shortened by the COVID-19 pandemic, there were 1,087 swimmers whose efforts in the classroom and in the pool successfully earned them the title of Scholastic All American.

4 of these athletes - **Lucy Bell, Mahala Erlandson, Wylie Kruse and Owen Watkins** - are FAST swimmers, the most of any club in Colorado

The honor is given to 9-12th grade high school students who maintain a minimum 3.5 grade point average and have swum an individual pool time equal to or faster than the 2019 Winter Junior qualifying time in any individual event.

A majority of the athletes graduating from FAST continue their swimming career in college. Many of them swim for NCAA Division 1 top teams. Interesting fact: Lucy Bell will swim starting 2022 for the prestigious Stanford Cardinal, in the same team as Olympic champions Regan Smith, Torry Huske. She joins Zoe Bartel another FAST alumni already swimming for Stanford Cardinal, home to swimming legends Katie Ledecky and Simone Manuel.

### List of colleges FAST swimmers attend or will attend and compete collegiate swimming

#### 2022 (committed student-athletes)

**Lucy Bell – Stanford University\***  
**Renee Gillilan – University of Notre Dame\***  
**Mackenzie Nedom – Arizona State University\***  
**Owen Watkins – University of Utah\***  
**Jack Ballard – University of Minnesota\***  
**Quinlan Hinerfeld – Tulane University\***  
**Delaney Engel - Colorado State University\***

#### 2021

**Mahala Erlandson – Purdue University\***  
**Emily Rinker – Miami University, Ohio\***  
**Rylee O'Neil – University of Missouri\***  
**Julia Petrino – Smith College**  
**Kristen Hampton – Illinois Institute of Technology**  
**Wilder Kruse – University of Louisville\***  
**Colin Christensen – Colorado Mesa University**  
**Jake Rowe – Colorado Mesa University**  
**John Walgast – Colorado Mesa University**  
**Ethan Englehardt – Lynn University**

#### 2020

**Matyi Mayo – University of Utah\***  
**Zach Bartel – Harvard University\***  
**Jaidyn Nelson – University of Sioux Falls**  
**Riley Green – Claremont McKenna College**  
**Indiana Steving – Adams State College**  
**Josh Pales – University of Missouri \***  
**Ethan Otto - University of Wisconsin at Stevens Point**  
**Emma Stahl – University of Idaho\***  
**Knox William – University of Denver\***  
**Ella Peterson – Rhodes College**  
**Ian Dodds – Iowa Lakes**

## FAST club partnership with High School swimming

For the better part of the last decade, FAST has had a very close & positive relationship with local high school teams. This has included several FAST coaches joining & leading various high school teams, and even a coach or two coming from the high school programs to coach FAST.

For the high school teams, this has helped lead to countless Conference championships, for both the men's & women's teams, several team state championships, multiple state champions every year, and a high school national record.

In 2021 the Fort Collins Area high school swim teams have scored well in the state championships:

### Girls

3<sup>rd</sup> place          Fossil Ridge

11<sup>th</sup> place         Fort Collins High School

12<sup>th</sup> place         Rocky Mountain

### Boys

5<sup>th</sup> place          Rocky Mountain

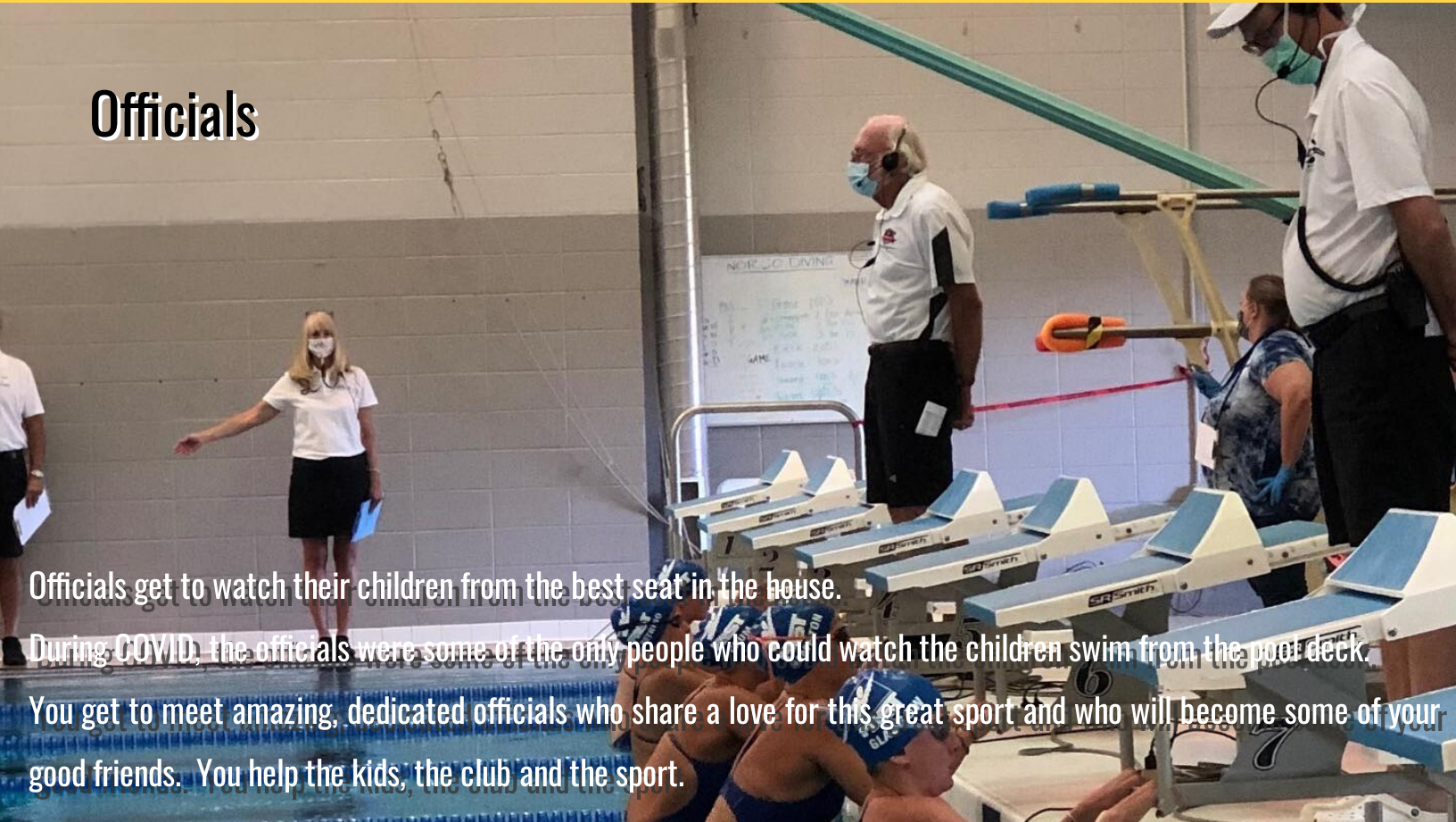
9<sup>th</sup> place          Fort Collins High School

11<sup>th</sup> place         Fossil Ridge

This has benefited FAST by creating an atmosphere where kids want to assist their teams in winning these bigger meets. Since the high school season is so short, the best way kids can contribute to their teams is by training more throughout the year. With FAST being the premier team of Northern Colorado, we are fortunate that most of those kids come to us.

Most importantly though, the high school coaches have a very healthy relationship with club coaches. The communication that we all maintain between each other gives all of our kids the best opportunity to succeed at whatever their goals may be. It's because of this atmosphere that we've all created that we, FAST, are sending more athletes to continue their competitive careers in college than any other sport or team in the city.

## Officials



Officials get to watch their children from the best seat in the house.

During COVID, the officials were some of the only people who could watch the children swim from the pool deck.

You get to meet amazing, dedicated officials who share a love for this great sport and who will become some of your good friends. You help the kids, the club and the sport.

Colorado Swimming is a member of the USA Swimming family and for race times to count, they must be observed by certified USA Swimming officials to comply with our sport's technical rules. It is the role of USA Swimming officials to ensure the competition is fair, impartial, and consistent in how the rules are applied in all USA Swimming competitions across the country.

We have 22 FAST Officials currently in the Club.

Five of those are still in the "Trainee" phase and hopefully will complete their training to become Certified Stroke and Turn Officials this Fall.

During the 2020/21 season:

- Two trainees became certified Stroke and Turn Officials
- One Stroke and Turn Official became a Starter
- One Junior Meet Referee became a Senior Meet Referee
- Three Officials traveled to their first Sectional Meet and worked as Officials
- Two Officials were invited to work as Officials at the US Olympic Trials

Anyone can become a USA Swimming official and we would welcome all those who want to join our team to support the athletes of Colorado Swimming.

**John Walgast, FAST Lead Swimming Official**

## FAST Financials

FAST is a non-profit organization, governed by a volunteer parents board and operated by the head coach.

The club core activity is financed primarily from 2 sources:

- Membership fees
- Swim meets revenue

The costs required for the minimum operation of the club are:

- Swim pool lane fees
- Coaches compensation
- Administration

The club objective is to finance the core activities with stable and predictable sources of income (membership and meet revenue). Additional income sources such as donations, sponsorships, grants are used to finance enrichment programs or some targeted programs.

The COVID pandemic has been a challenge on many fronts including the financial health of the club. During a period of incertitude, the head coach together with the board were able to implement measures to save cost, maintain minimum operations of the club and retain the professional coaching staff. While the club has lost meet revenue sources during the Spring and Summer of 2020, the athletes and their parents have continued their memberships throughout the cancelled season.

Adverse factors affecting the club income during the pandemic:

- The 2019/20 long course season has been cancelled, depriving the club from an important revenue source.
- The 2020/21 short course season has been plagued by incertitude and attendance constraints. Swim meets that traditionally were a large source of income, had been restricted to FAST swimmers only.

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## Fort Collins Area Swim Team

Adverse factors affecting the club cost structure:

- COVID protocols, social distancing and capacity limits required increasing the hour/lanes to support a minimum practice schedule.
- The swim meets that were organized required more and longer sessions, resulting in more hours being charged by the city for pool space.

On the positive side, the club benefited from a number of government loans that provided a one-time boost to the club finances. Even before the COVID crisis, the club was analyzing its cost structure to ensure long term viability.

In the summer of 2020, the club has decided to increase the membership fees, by approximately 5%, effective the beginning of the 2020/21 season. This increase was necessary to align income with the cost structure and offset unplanned costs incurred because of COVID. Some of these costs, such as lane fees charged by the city, are anticipated to continue to increase.

For the beginning of the 2021/22 season and considering the previous year increase, the club has decided not to increase the membership fees.

Aligned with long term objectives to maintain the status of the FAST as a premier swimming club in the nation, a key decision of the board was to retain a stable professional coaching staff, targeted for the long term development of the team and its athlete members.

Starting January 2021 the club contributes to the health benefits of the coaching staff that purchase health insurance through USA Swimming. The USA Swimming health insurance program is a new quality and cost effective program launched at the end of 2020. FAST is proud to be able to offer this benefit to its employees.

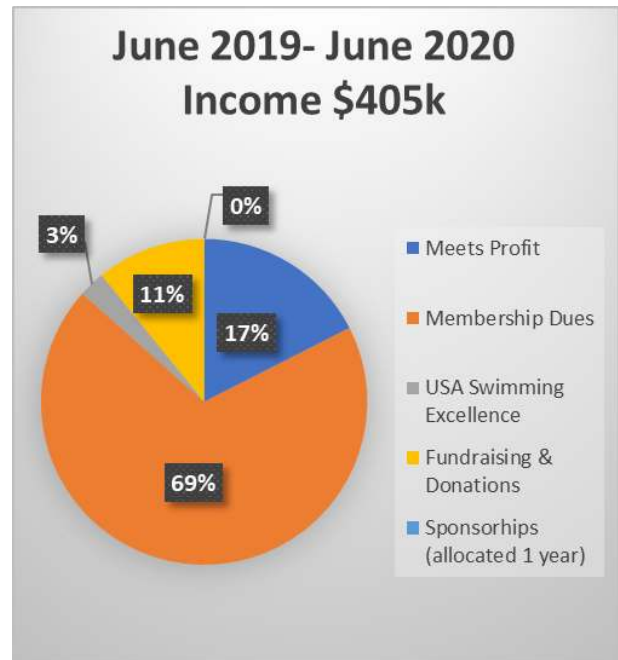
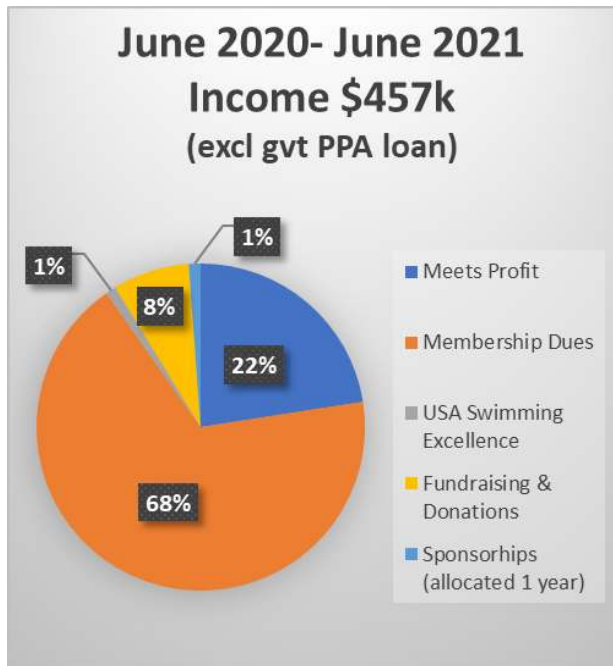
The health benefits contributions, cost the club approximately \$4800/year, is included in the yearly budget and in the coaching staff compensation model. The health benefits contribution represents approximately 1% of the annual club operating expenses. The board believes this is a key benefit for the recruitment and retention of the professional coaching staff.

# 2021 Annual Report Fort Collins Area Swim Team

## Income

Excluding a one time COVID loan forgiveness during the 2020/21 season, the major portion of the club income 90% is derived from membership fees (68%) and swim meets profit (22%).

Approximately 10% of the income is derived from fundraising, donations, sponsorships, and USA Swimming excellence grants.



During the COVID pandemic the club benefited from a government loan forgiveness/COVID relief program that increased the 2020/21 income by approximately \$153,000. This one time income has helped the club to continue its operations and puts us in a good financial position for the next year. Approximately 60k of the loan is still a liability in the FAST books. As It has not been forgiven yet.

The FAST board has established a new partnership program. Several local businesses have agreed to sponsor the FAST club. We look at the program as a win-win partnership. FAST promotes local businesses in the community, while the businesses support the FAST club enrichment programs.

The 2020/21 sponsorship program raised over \$15,000 for a 3 year contract. The funding is used to finance the FAST records board production and fees charged by the city to display the records board at the EPIC pool.

# 2021 Annual Report Fort Collins Area Swim Team

## Cost Structure

During the 2020/21 season, pool fees represented approximately 30% of the total expenses the club incurred during the year. FAST has paid lane fees approximately \$131,000 versus \$71,000 the previous year.

The pool expenses have been higher than normal for several reasons:

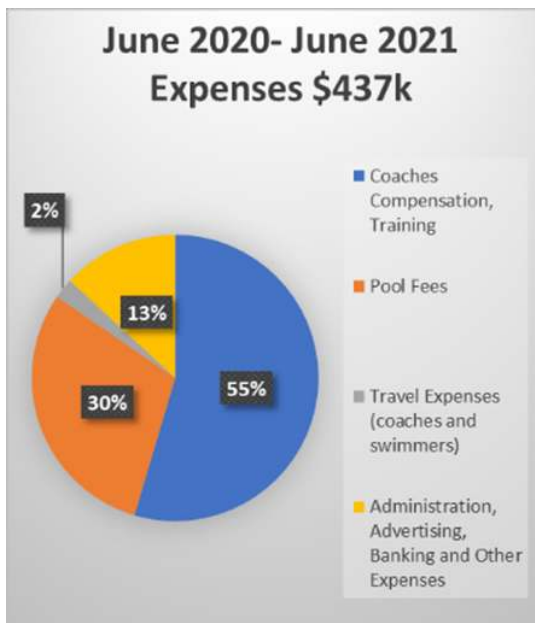
- More lane space and hours were necessary to implement COVID safety measures for social distancing and maximum swimmers per lane constraints
- One extra month of swim practice has been provisioned during August 2020.

The previous year pool expenses have been lower than normal. For 3 months, March through May 2020, FAST has not had opportunities for swim practice in the pool. It resulted in a cost savings for the club.

The professional coaches' compensation and the business administration expenses have been approximately the same during the 2020/21 season compared to the previous year.

Travel expenses for the team were lower about \$3,000 compared to the previous season, an expected trend given less opportunities for team travel at swim meets during a COVID impacted year.

During 2020 and 2021, additional pool space has been secured at the Timnath pools during the summer months. With a slightly lower cost per lane per hour this additional pool space also resulted in some costs savings for the club. The Timnath pool fees are currently approximately 12% lower than the EPIC cost. The difference may become higher in the future as the City of Fort Collins anticipates increasing the EPIC lane fees.



# 2021 Annual Report Fort Collins Area Swim Team

For the season 2021/22 the club anticipates a balanced budget. The head coach will continue to monitor the cost structure and recommend measures to align the costs with the revenue sources.

The board of directors will continue working to identify additional sources of income and forge new partnerships with the community, local businesses, and the City of Fort Collins. New capabilities in livestreaming swim meets may provide new opportunities for advertising revenue.

The potential extra income will be used to initiate enrichment programs, purchase training equipment and technology for the athletic development of the club members

## Governance

FAST has a board of approx. 12-13 members, serving typically 2 years and elected from the club members parents. Each board member brings a unique perspective, experience and skills. It is this experience diversity that helps the head coach to achieve a broad set of objectives.

During the 2020/21 season the coaching staff, together with athlete representatives and board members have defined a granular set of “core objectives” supporting the long term mission and vision of the club.

The core objectives are intended to provide direction and guidance what the club considers important to achieve the next few years.

For the 2021/22 season the board and the coaching staff plan to define specific key strategic initiatives and projects that will support achieving the core objectives.



# 2021 Annual Report

## Fort Collins Area Swim Team

### **Mission**

World Class Character through Excellence in Swimming

### **Vision**

FAST is an Athlete Centered, Coach Driven, Parent Supported team that develops character, swimming excellence, and leadership.

### **Core Objectives**

- World Class Character
  - Promote positive attitudes and actions in and out of the pool
  - Demonstrate Respect, Integrity, Work Ethic, Servant Leadership and Grit
  - Form long-term respectful and supportive friendships and relationships
- Swimming Excellence
  - Prioritize goal setting and skill development for peak performance
  - Promote long term athletic development
  - Develop a passion for swimming that leads to a healthy lifestyle
  - Be the leader in swimming excellence in the Western Zone
- Leadership
  - Provide a safe and positive environment for all team members
  - Be the youth sport of choice in Northern Colorado
  - Build community through relationships with schools, city, and local partners
  - Provide leadership opportunities for all athletes, coaches, and parents
- Organizational Success
  - Maintain financial stability, sustain long term growth, and retain professional staff
  - Communicate clearly and effectively with athletes, coaches, and parents
  - Recruit, train, and recognize athlete and parent volunteers

# 2021 Annual Report

## Fort Collins Area Swim Team

To become a Certified USA Swimming Official, one must complete a training program.

While it seems, like a lot, the rewards are awesome.

1. [Attend a New Officials Clinic](#)
2. [Complete 24 Hours of On-Deck Training While Being Mentored By An Experienced Official](#)
3. [Register with USA Swimming](#)
4. [Watch the USA Swimming Training Videos](#)
5. [Pass the On-Line Exam \(Open Book\)](#)
6. [Pass a Level-2 Criminal Background Check](#)
7. [Complete the Athlete Protection Training \(Safe Sport\)](#)
8. [Complete Concussion Identification Training](#)
9. Turn in completed On-Deck Training log to [Zone Officials Rep](#)



We are always looking for willing Officials who can help us with our desire to get the kids swims.

A well set up Summer Long Course Swim Meet may have as many as 16 or more Officials.

At FAST, we are extremely lucky to have a coaching staff that cares about the kids being able to compete. FAST will have one meet or more a month.

**Anyone having any questions about becoming a USA Swimming Official or anyone wanting to become a USA Swimming Official, please feel free to contact:**

**John Walgast, FAST Lead Swimming Official**  
**[jwalgast@comcast.net](mailto:jwalgast@comcast.net)**  
**970-420-7992.**



[www.fortcollinsareaswimteam.org](http://www.fortcollinsareaswimteam.org)



**AGE GROUP  
REGISTRATION**



**MASTERS  
REGISTRATION**



**GET EVALUATED  
FOR THE TEAM**



photo: MacKenzie Novell  
Timnath pool, swim practice starts early