



2023/2024 Updates



Quick Hits

Our Mission

To create life champions through excellence in swimming.

Our Vision

To teach children and young adults superior swimming in a supportive community.

Our Core Values

T TEAM

I Integrity

G Grit

E Excellence

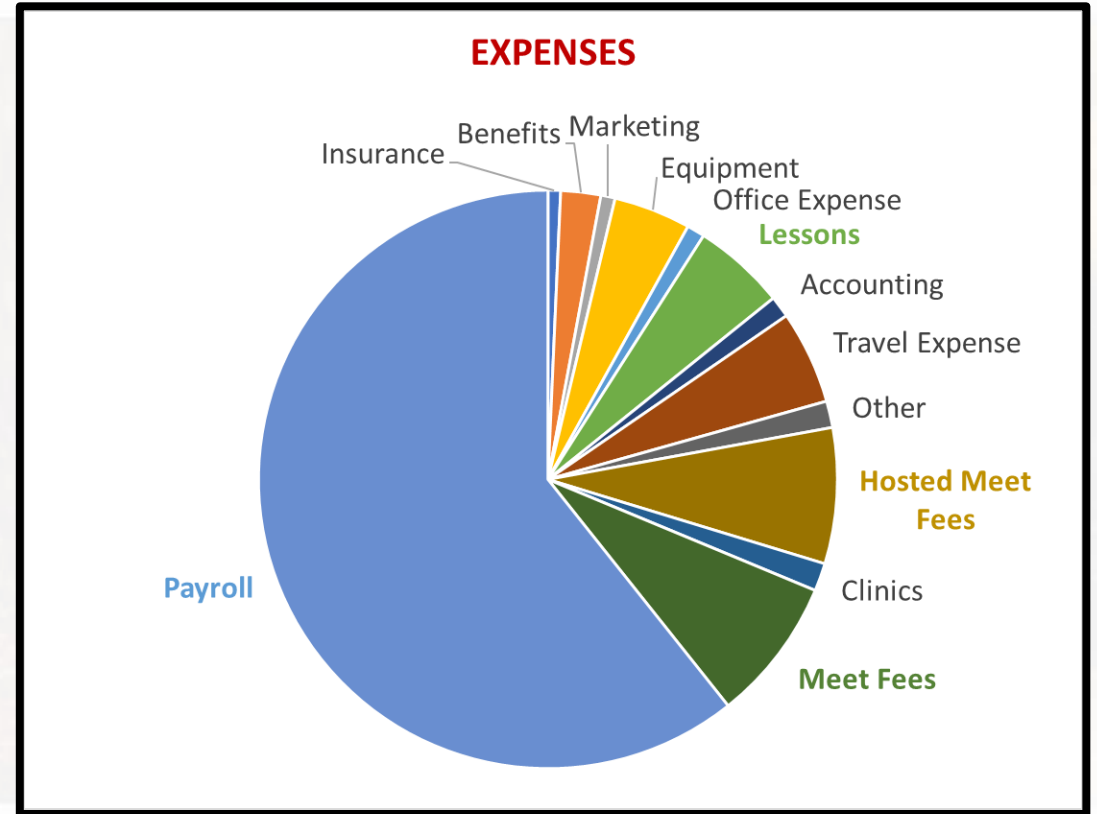
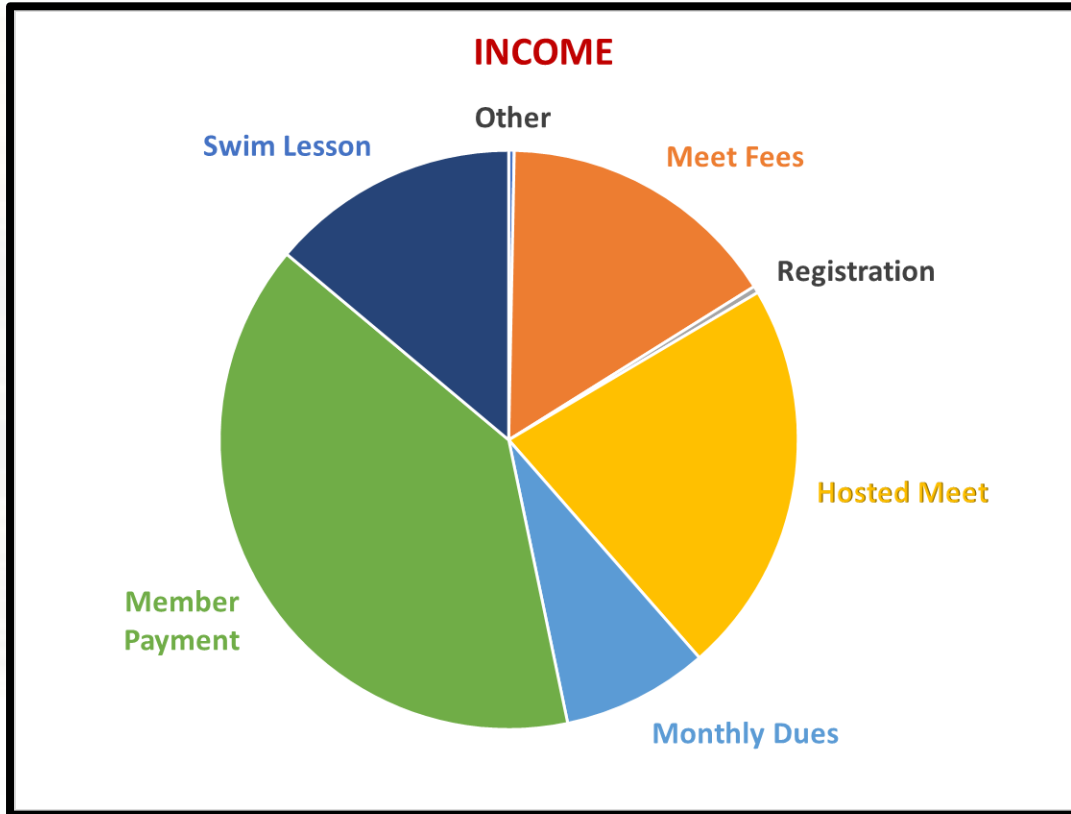
R Respect

S Sportsmanship



- Entering our 18th year
- 501(c)(3)
 - "...foster Amateur sports program"
- Small business
- Governed by Parents / Directed by Head Coach
 - Wet Side (Coaches)
 - Athlete Development
 - Training Components
 - Competition Management
 - Dry Side (Head Coach / Board of Directors)
 - Financial Management
 - Day to Day Business Operations
 - Team/Event Support

2022/2023 Review





2023-24 Budget Summary

INCOME

- Member Dues – 45%
- Meet Income – 30%
- Lessons Income – 15%
- Other – 10%

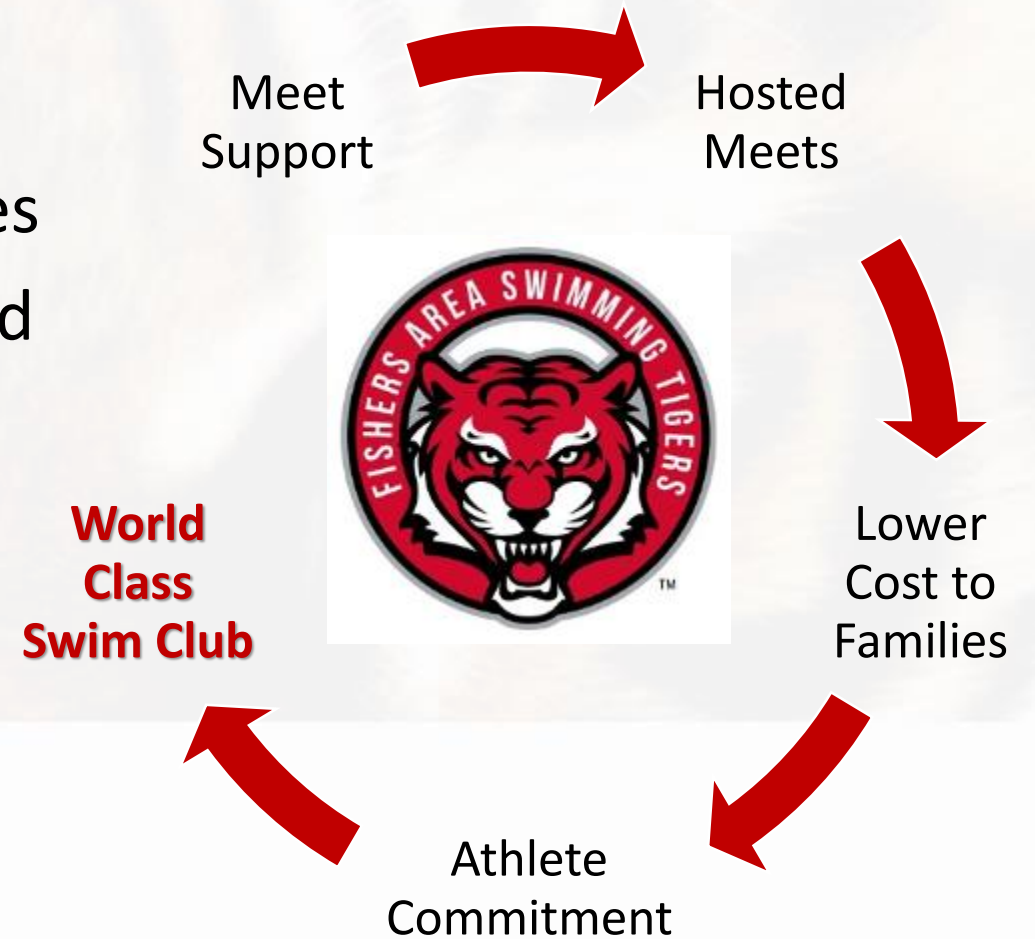
EXPENSES

- Payroll (includes lessons, taxes) – 60%
- Meet Expenses – 15%
- Travel – 5%
- Marketing/Website – 5%
- Operations – 15%



FAST Families Drive Success

- Meet Support Critical to Hosting Meets
- Hosting Meets = Lower Member Dues
- Lower Member Dues = Savings to FAST Families
- Savings for Families = Ability to stay Committed
- Commitment = World Class Swim Club





FAST Family Event Support Requirements

- FAST is known for hosting high-quality competitions. Teams travel to our popular FAST-hosted meets from all over the Midwest. **The biggest benefit of hosting these meets is they provide our athletes with high-quality competition, while reducing the training dues paid by FAST families and minimizing travel expenses for our families.**
- For every FAST hosted meet, families with only Tiger Cubs 1, Tiger Cubs 2 or Tiger Cubs 3 swimmers are asked to provide support for 2 sessions. Families with swimmers in all other practice groups are asked to provide support for 3 sessions.
- **Families must provide event support regardless of whether or not their swimmer(s) are participating in the FAST-hosted meet.**
- Prior to each meet, our Event Support Coordinator will send an email to announce that the sign up is open. Please prioritize these emails, as they will provide details about the meet, as well as the support specifics. In some circumstances, FAST is able to lower the family event support requirement for a specific meet. This can be due to a number of variables (length of the meet, number of pools being used, etc.). If the requirement is lowered, the Event Support Coordinator will notify team families.
- Families are strongly encouraged to work the sessions. If a family does choose to "Hire a Sub" for a meet before the sign-up window closes, a \$25 per session fee will be charged to their account. After 3 hires per year (September - August), the cost increases to \$50 per session.
- Those who do not sign up, hire a sub, or show up for their event support shifts are automatically assessed a financial penalty of \$75 per session. This ensures that FAST can provide adequate staffing at our hosted meets, achieve our budget goals, and keep families' dues low.
- If the athlete is participating in a higher-level event, such as TYR Pro or Winter Nationals, that conflicts with a FAST-hosted meet, the "Hire a Sub" fee will be waived for the family. If the athlete ends up swimming in part, but not all, of the FAST-hosted meet, the event support obligation will be in force.





FAST Participation Terms/Conditions

FAST Participation Terms and Conditions

- All families entering into Fishers Area Swimming Tigers are members of our family. If questions or concerns arise, please email your swimmer's lead coach, Head Coach Joe Keller (coachkeller@fasttigers.com), or our Business Manager (businessmanager@fasttigers.com).
- Upon joining FAST, you agree to pay all reasonable fees involved in Fishers Area Swimming Tigers, which include, but may not be limited to, the following:
 - **FAST Registration Fee:** The registration fee is an annual (one time per year), non-refundable per swimmer fee to cover facility fees, FAST team shirts, FAST team caps, team parties, participation awards, and miscellaneous other items.
 - **USA Swimming Registration Fee:** USA Swimming Membership for the year, secondary insurance, Splash magazine subscription,
 - **Training Fees:** These fees are based on your swimmer's group level. Monthly statements will be emailed each month from September through May. The statements must be paid in full by the 15th of the same month. If your account is still outstanding by the first of the following month, your swimmer(s) may be asked to leave the water and will not be allowed to participate in practice, meet or travel trips. Please read the "Fee Schedule" for exact amounts.
 - **Meet Entry Fees:** Each competition your swimmer is entered in will incur fees, including entry fees for each individual event, as well as any relay in which they compete. Fees will vary from meet to meet. These fees will be assessed on your monthly statement and are due, even if your swimmer missed the meet. It is your responsibility to review entries for each event online. FAST typically pays these fees in advance of a meet and bills you later. If your account is not kept current, FAST may request payment in advance in order for your swimmer to participate.
- **Miscellaneous Fees and Charges:** There may be other fees that arise throughout the course of the year (additional swim caps as needed, miscellaneous equipment, etc.). Review your account frequently for fees and promptly notify the [FAST Business Manager](#) of any discrepancies or questions.





FAST Participation Terms/Conditions

- Other requirements to please keep in mind:
- All swimmers must swim "attached" to FAST from the first available day until the swimmer leaves FAST.
- You acknowledge and agree that a place on the FAST team is reserved for your swimmer. Your registration fee to join and the training fees paid from September through May cover your swimmer for an entire year. All training fees will be completely paid off in May, unless your family starts late (i.e., if your family/swimmer starts on the team after September). Those joining late will be billed nine months from the month of their starting date or until the start of the new season.
- **Should a swimmer decide to discontinue participation with the Fishers Area Swimming Tigers, the Business Manager must be notified in writing at least 30 days in advance.** No portion of dues and/or registration fees are refundable and any outstanding meet entry fees are considered an obligation to the Fishers Area Swimming Tigers and are payable upon termination of participation.
- *Please note:* An exception to this annual obligation may be provided to swimmers in their first year contract with FAST.





FAST Swim-A-Thon 2023

Kick-off - September
Event – Week of October 23rd
Celebration – TBD – Post Event!

Goal: Raise \$30,000

Purpose:

1. To Provide a Challenging Competitive Experience for ALL FAST Tigers
2. To Generate Funds to Support FAST Usage of Facilities and Equipment

Promotion:

1. Social Media - Twitter / E-mail
2. Personal Promotional Page

Incentives:

1. Individual, Group, TEAM
2. Prizes!!!
3. FAST Friday (10/27/23)





2023/2024 Board Elections

2 Positions Are Open

Current / Remaining Members

Term expiring 2024



Tyler Wolf

National & Tigers Pride training groups



Michael Schumacher

National training group



Heather Lee

*SafeSport Coordinator
Tiger Pride and Elite training groups*

Term expiring 2025



Stacey Harvey

Elite and Tiger Pride training groups



Pete McEwen

High School Prep training group





2023/2024 Board Elections

2 Positions Are Open – *term expires 2026*

Candidates for Open Seats



Matt Davis

Tiger Pride and Tiger Stripe training groups



Noel Perkins

Tiger Stripe and Tiger Cubs 1 training groups



Matt Riley

Tigers 3 training group





FAST: Proud of the Past, Excited for the Future!

While the past is apparent upon reflection, it is what we learn and how we respond that makes it valuable for the future. To this point, how do we endure, demonstrate progress and thrive? As we always do...FAST plans for success. Strategically, we plan to overcome challenges and obstacles to succeed. How? We...

1. Identify Challenges
2. Seek Innovative Solutions
3. Grow through Opportunity

Respecting the past and navigating the future, with respect, will allow us to prevail, thrive and succeed!

Coach Keller's Top 3 takeaways from Summer 2023...

- Communicate, Communicate, Communicate
- Determine a Goal that is Worth Achieving
- Engage with Flexibility, Adaptability and a Think Out of the Box Mentality

Forward thinking...

- *Gold Medal Club – 2024!
- *Club Development – Building People, Building Champions!





FAST Program of Excellence

- **FAST Tigers Learn To Swim Program Structure powered by FAST**
 - Ages 4 & up – lessons meet for 30 min 2x/week totaling 8 sessions
 - Teacher ratio maximum 1:4; Teacher in water with class
 - Swimmers progress from Level 1 thru Level 5
 - **Level 1** benchmark: Assisted submersion, relaxed for 5 seconds, come up to breathe
 - **Level 2** benchmark: Jump in, submerge, recover for air, roll on back (kicking or finning) for 5 seconds and jump in, submerge, recover for air and perform forward movement on front or back for 10 feet, change direction, and return to the wall
 - **Level 3** benchmark: jump in, submerge, recover to slide glide, kick 3 meters
 - **Level 4** benchmark: slide glide, swim with overarm pulls and kick 9 meters; 1-2-3 breathe; swim free 9 meters body stretched out and consistent form
 - **Level 5** benchmark: swim backstroke 9 meters with straight arm recovery, body roll, good arm & body extension; swim 4 strokes fly with 1 breath and rest of 25 freestyle
 - After completing Level 5, 10&U can either continue with Lessons Level 6, join Pre-Team, or join FAST
 - After completing Level 5, 11&O can either continue with Lessons Level 6 or join Pre-Team
 - **Level 6** benchmark: swim breaststroke 9 meters with good timing and extension; swim 50 Free; 50 back; 50 breast; 25 fly with freestyle and back flip turns and fly and breast open turns
- **FAST Pre-Team Structure**
 - Pre-Team meets 3x/week for multiple weeks over 3 sessions for the year; Coach is on deck
 - 9 & Under group – 45 minutes / 10-14 group – 1 hour
- **High School Only Program**
 - Four 8-week sessions
 - Each session will offer athletes the opportunity to swim 4 mornings each week (M, T, Th, F from 6:30-8am)





FAST Program of Excellence

FAST Team Structure

The FAST competitive program has five Divisions:

- *FUNdamentals, Learn to Practice, Learn to Train, Train to Compete, and Compete to Excel.*
- Website under FAST Swim Team & Why FAST – View!
- Details Training Groups and Standards of Achievement.

FAST Training Components

- Schedule
 - General
 - Weekly
- Group Pages – 14&Under Parent Meetings
 - 10&Under – Tuesday, September 19 – 5:30-6:30PM – Café A
 - 11-14 – Thursday, September 21 – 6-7PM – Café A
- Training Equipment – Personal & Team

FAST is the Best Value Full Service Swim Club in Hamilton County!





Culture of Performance Excellence

1. Virtual Club Championship (VCC)
2. IMX/IMR Program
3. Club Excellence Program
4. Club Recognition Program
5. ISI/USA Camps
6. State/National/International Level Events
7. Vision
 - a. 2024 Paris
 - b. Gold Medal Club
 - c. Safesport Recognition 2024





FAST – Meet Schedule/Events Page

FAST 2023-2024 Short Course Meet Schedule

The Fishers Area Swimming Tigers will compete in a number of meets throughout the short course season - both at home and away. The table on the website indicates name of meet, meet dates, and which training groups are eligible for each meet. If you have any questions, please contact your athlete's lead coach.

*Edit Commitment Deadlines are to the right of the meet date! This is the last date to commit to a meet to be **GUARANTEED** an opportunity to compete! Those without Commit Deadlines are qualification meets and staff will enter athletes into these events following communication with athlete/parent.

FAST Website – Parents Tab

1. Meet/Event Registration Page
2. How to Register for Meets/Events

Prelim/Finals Policy – All swimmers who qualify for Finals will be expected to swim unless an exception was granted 48 hours prior to the start of the meet.





FAST/Elsmore Team/Spirit Wear Store

FAST Apparel Expectations

FAST has apparel/uniform requirements at competitions. FAST renegotiated its contract with Elsmore.

The uniform requirements are as follows:

- All FAST swimmers are required to wear the designated team t-shirt at competitions.
- All swimmers that choose to wear a swim cap are required to wear the designated team cap at competitions.
- All FAST swimmers must wear the required team suit. *Please note:* FAST swimmers who also compete for the FHS Swimming and Diving team will not need to purchase a separate suit for high school-only competitions.
- In championship meets, swimmers 13 and older are expected to purchase a technical TYR Championship Racing Suit.
- Additional Note:* Female athletes are allowed to wear a bikini top, so straps of a technical suit do not become uncomfortable. However, the athlete is to cover the bikini top with a TEAM T-shirt or TEAM Warm-Up at all times.

In addition, FAST team members are encouraged to have a FAST warm-up or parka.

Elsmore Swim Shop (4705 East 96th Street, Indianapolis, IN 46240; www.elsmoreswim.com).

Please purchase all of your swimming apparel and equipment at Elsmore and make sure they know you are a FAST Tiger. Our sponsor keeps track of our purchases and that determines our contract upon renewal. You receive a **substantial discount** on purchases from Elsmore Swim Shop.

Finally, Spirit Wear Store can be found at:

<https://elsmoreswim.com/collections/fishers-area-swimming-tigers>





2023/2024 Gear & Apparel

FAST Team Suits for 2023-2024



Elsmore Swim Shop – 4705 E 96th St, Indianapolis, IN

Discount for all FAST Members





FAST/USA Swimming Registration

Instructions to Access SWIMS 3.0: Landing page

Navigate via TEAM Email Instructions sent on 9/11/23

Issues: CoachSteve@fasttigers.com

FAST Registration: Forms/Information

1. Emergency Medical Information
2. Insurance Card Information

businessmanager@fasttigers.com





Follow FAST Social Media

Instagram: [fasttigers](#)

Twitter: [@FASTTigerSwim](#)

Facebook: [Fishers Area Swimming Tigers](#)





2023/2024 Coaching Staff



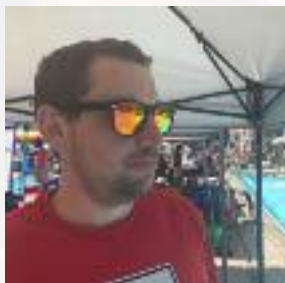
Joe Keller
*Head Coach/Director/
Co-Business Manager*



Kris Keller
*Elite/Tiger Pride/
Website/Social Media*



Ralph Thielking
*Meet Director/
Tiger Cubs 3*



Alec Haley
*Associate Head Coach/
National/Mentor Coach*



Jeanine Surfus
*Excel/Tiger Stripe/Tiger
Cubs 1*



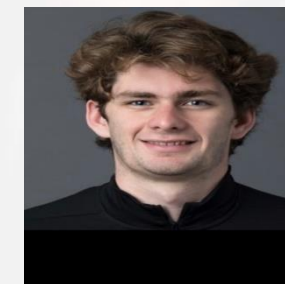
Tamisa Lush
Tiger Cubs 2



Steve Sanchez
*Head AG Coach/Elite/Tiger
Pride/Co-Business
Manager/Registration*



Ellen Fero
Tigers 2/Tiger Cubs 2



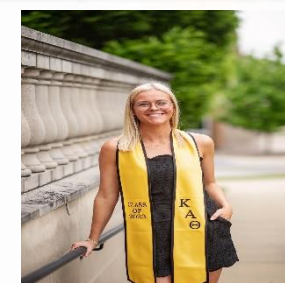
Brett Riley
*Masters/Adult Swim/
Elite/Excel/Tigers 3*



Garland Wilson
*Admin. Assistant/CAPP/
Elite/Learn to Swim SAI
Instructor/Lessons & Pre-
Team Coordinator*



Tyler Richmond
Tigers 1/HS Prep



Emily Thompson
Tiger Cubs 3



QUESTIONS?



Culture of Excellence

