

BICAS

TUCSON'S BICYCLE
RECYCLING & EDUCATION CENTER

Annual Report 2022



NO FIREARMS
ALLOWED
PURSUANT TO
A.A. SECTION 4-219



Mission

Through advocacy and bicycle salvage, our mission is to participate in affordable bicycle transportation, education, and creative recycling with our greater Tucson community.

Gathering for a photo after the Art Auction



As the crisp chill of winter gives way to the saguaro blossoms of Spring, it is with the benefit of hindsight that we reflect now on 2022, examining our recent past from the vantage point of the year that was birthed from its smoldering ashes.

As whenever we reflect, we find ourselves return to that enigmatic condition — that timeless departure from the routine chronology of our lives, into the conjectural abstraction of retrospection.

For ourselves, 2022 saw many developments — a new curriculum premiere, classroom renovations, roofing upgrades, expanded open shop hours, the memorial bench, our new collective members — all these evolutions which create impressions in the continued expression of our community programs and events over the year — impressions in the BICAS clay which in turn express themselves in every facet of this vital work we have taken upon ourselves, a trajectory which shows no sign of slowing as we rocket forward through 2023.

As for right now, we address you all, our friends, our supporters, our community, in this instant of reflection upon annual growth, as the darkened days culminate in the new hope and fresh new life of the spring. Through your generous donations of bicycles, parts, and time, you sustain us and help us fulfill our mission of providing access to sustainable transportation for all.

We truly hope your year was just as fulfilling as you have made our own, and we wish you success and joy through 2023. We are honored to share with you the coming days of the rest of the year, striding boldly across the fresh canvas and seizing every timely moment as a ben-day fleck upon a Lichtenstein gradient, as we etch our brushstrokes of the cosmic illustration we call life.

Happy 2023, our friends. See you around.

Love, Peace, & Bicycle Grease,

The BICAS Collective

Our Shop

SCULPTURES of recycled bicycles tower about our colorful building; vibrant murals adorn the interior and exterior walls, creating the proper atmosphere for our boiling pot of underground creativity. This year we expanded our Wednesday open shop hours by **3** hours weekly, allowing us to better serve the unique schedules of our community. 2022 has also brought our building the rousing security of a new roof.

As the roll-up door is unlocked at opening time, and the sunlight, filtering through the tessellation of welded bicycle wheels, dances across a sea of donated bikes, the fresh Tucson air sets the tone for a space that is equal parts creative and technical, where **3-5** knowledgeable mechanics are available to help our community, staffing the Community Tools, Work Trade, and Community Service programs we offer during open hours.

Community Service

BICAS continues to offer verified community service hours for community members with court ordered cases and school volunteer programs during our open hours. In 2022 we provided **124** volunteers, including **37** youth, across **321** sessions, an opportunity to earn community service credit for court ordered cases and school volunteer programs.

Work Trade

Our work trade program ensures accessibility to BICAS programs for all individuals, regardless of income, by creating an avenue for volunteers to earn BICAS shop credit, to repair their bicycle, purchase used parts, or earn a bike, while developing their skills and helping with useful shop tasks. We are proud to have had **474** work trade volunteers this year, including **65** youth participants, across **1376** sessions.

Community Tools

Our Community Tools program is an essential facet of our mission to increase confidence and skill amongst the community in repairing their own bicycles, thereby promoting reliable and accessible transportation. Our mechanics tailor hands-off mechanical instruction so that our community members are able to ride safely and comfortably on the road. In 2022, **1211** members of our community, including **29** youth, used the BICAS tools and bike stands to repair their bikes, over the span of **2291** sessions. In our informal classroom, all the tools needed for simple or major repairs are available, with BICAS mechanics on staff to help build each individual's mechanical ability.

Our Bikes

The recycled bicycles we sell in our shop come in three distinct tiers of refurbishment at the practiced hands of our mechanics: as-is bikes, ready-to-ride, and floor bikes — a balanced triad which ranges from as-donated to as-new. In 2022, **42** people earned bikes through the use of our work trade program, including **4** youth. In addition we offer new and used parts, recycling what is still useful from bikes whose frames cannot be refurbished, to shine as new on refurbished bikes and projects within the community.

Our Volunteers

IN THE PROXIMATE legacy of the twenty-second year of the third millennium, we are humbled by all that our volunteers have helped us accomplish. From the Cyclovia Block Party to our Art Auction, our outreach presence could not have had the resounding success in 2022 without the generous support of our tireless volunteers. You enable us to succeed in the work we do in our community, from salvaging parts for the shop, to staffing these events we bring to the community, to helping repair over **60** bicycles at our community events this year.

Thank you so much to all our volunteers! You keep BICAS thriving year after year. We deeply value the work you do with us and look forward to continuing that work throughout 2023!

Volunteer Drop-In

Energy and enthusiasm permeate our regular Volunteer Drop-Ins, electrifying the air with the dedication and determination of our volunteers. Volunteers salvaged over **115** badly damaged bicycles in 2022, rescuing **1000s** of reusable parts which went on to be recycled in refurbished bicycles and as replacement parts for bicycles amongst our community; ensuring a vital component of our shop as a community resource.

Other Volunteer Drop-Ins saw our volunteers help with renovations that enhanced our teaching space, from painting the walls of the classroom including a new mural, to the installation of our new toolboard that houses our class tools.

El Tour

It was a paradisaal autumn day for El Tour de Tucson this November. We were excited to field a total of **5** riders, with at least one rider in each distance. The effort raised about **\$1,500** for our general operations, surpassing the previous year. We will be participating again next year, and will have a weekly ride series, a regular newsletter and a monthly series of informational meetings.

We are proud to have worked with:

- 13** Volunteers recurring at the Volunteer Drop-Ins
- 11** Volunteers at the Art Auction
- 7** Volunteers at Fall Cyclovia Block Party
- 14** Volunteers from the Texas Church Youth Group
- 7** Volunteers at Spring Cyclovia



Our volunteers are a vital component of our success. We are overwhelmed with gratitude at the tirelessness of our supporters during our events and programs.

Thank you to all of you!

Cyclovia

Spring Cyclovia

The sun was shining and the skies were clear for the Spring Cyclovia, where we held our BICASpalooza celebration at Ochoa Bike Club along the route. The weather was perfect for our obstacle course; idyllic to the point of exuding relaxation, the perfect temperature before the heat of the summer months. At our art table, Cyclovia participants were able to put together their own melodious windchimes out of aluminum bike parts, and create luscious flowers out of bike tubes. We were honored to work with the Pueblo Road Warriors, who had a blast circling the route fixing flats and engaging with the community.

Fall Cyclovia

The heavens obliged to the spooky Halloween theme of our Fall Cyclovia Block Party; not the cloudless sea of blue it had given us in spring, but white stratus clouds, trailing wisps like cosmic mirrors to the spiderweb decorations that hung from our welded gate. This extravaganza was organized by our new Volunteer & Outreach Coordinator Yaya, who fostered the wonderful relationship with our community volunteers. The crafting participants were able to make all variety of googly eye bike monsters, zip tie ghosts, valve cap skulls, while our location in our shop's parking lot allowed us to offer our basic shop services to Cyclovia participants, including our full array of merch.

Mutant Bikes



For the past 8 years, Cyclovia participants have had the opportunity to try out our 9 unique mutant bikes. These come in all shapes and sizes — whether very long or super tall — whether a giddy up bike, flamingo, long neck, dropper, penny farthing, or strider bike — each promised a unique experience for enthusiasts and thrill-seekers. These completely safe, unusual bikes were created by welding bikes and parts of different sizes in a new unique way. They were encouraged for use in for our beloved Mario-themed obstacle course at both iterations of Cyclovia, a delight for Cyclovia-goers of all ages.

THE COSMOS looked kindly upon Tucson during both iterations of Cyclovia 2022, with mild weather and sunny skies, perfect for riding, socializing, and enjoying the community. A staple of the Tucson community, Cyclovia is a biannual car-free event organized by Living Streets Alliance, that opens selected streets in the Tucson community so that people can walk, skate, run, bicycle, and socialize with their neighbors.

As has long been our tradition, BICAS had a presence at both iterations of the event this year, which saw more than **40,000** participants. We had mechanics available for emergency repairs and floating patch kits along the route, and a host of stationary activities for the community, from arts and crafts, to our extraordinary mutant bikes, to a spin-the-wheel with fun, small prizes for participants who signed up for our newsletter. We also sold merch, and had a great time deepening our relationship with the broader community!

Memorial Bench Dedication

In honor of Collin Forbes

IN MARCH OF THIS YEAR, we honored the memory of longtime bicycle advocate Collin Forbes with the dedication of this new ramada and memorial bench outside of our building. Collin Forbes devoted his life to carving safer and more accessible spaces for cyclists and pedestrians — whether that meant his work with BICAS, The Living Streets Alliance, and the Bicycle and the Pedestrian Advisory Committees — or through the software he developed to comb emergency service databases and collect bicycle and pedestrian collision statistics for Tucson. Upon his passing in 2018, his legacy left its indelible mark on all cyclists and pedestrians in this city.

Inward-slanted corner posts form an inverted hexahedron with the ground, while smooth, comfortable seat slats afford a place to sit aside from the busy parking lot during open hours. Above this bench towers a silver ramada, whose bicycle-welded structure and corrugated roofing extended shade to our community through the hot summer months. In every way, this breathtaking piece of structural art, which was commissioned by his mother Rose Forbes and constructed by artist Colin Holmes, echoes the life's work of the figure for whom it honors, improving accessibility amongst cyclists who make the trip to BICAS.

The asymmetry is salient, wrapped in a wreath of vibrant plum. Crossbars which invoke herringbone patterning cast a lifelike shadow upon the alabaster gravel. On the backrest, in a lively punch-out font across the backrest is etched, "Happy Tuesday!" two words which instantly capture in the minds of many a vibrant montage of his most beloved accomplishment — the Tuesday Night Ride, a weekly group ride whose origin was inspired after a string of police encounters and unsafe conditions, to create a safe framework for community to gather and ride at night.

Words cannot encompass all that Collin Forbes has done for our community, but this memorial, beautifully sculpted upon a foundation of earth and stone as strong as the foundation which he left behind — stands testament that his accomplishments will never be forgotten, nor will the impact he has had on us all.

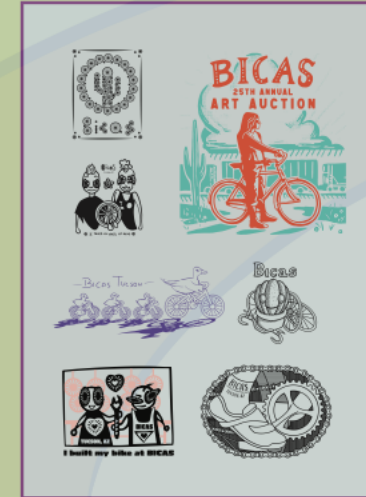


Art

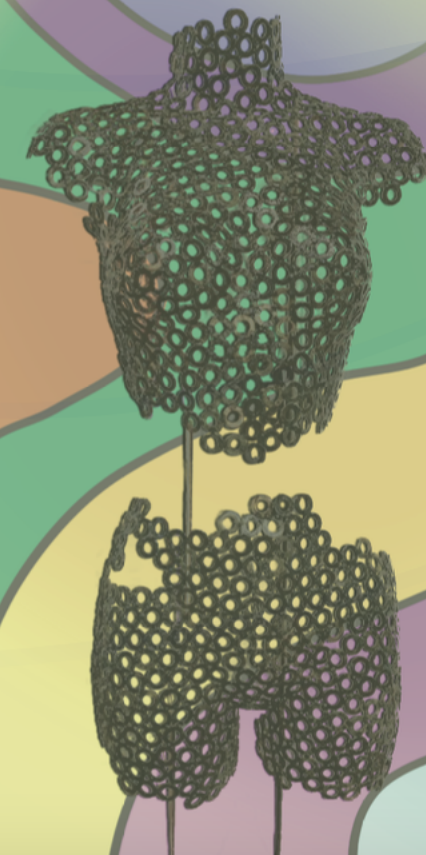
Mission

BICAS Art merges bike-themed arts, do-it-yourself ethics, and ecological consciousness by providing education, inspiration, salvaged materials, and a socially diverse and inclusive artistic venue. Our program culminates each December at our annual Art Auction, which is a showcase of hundreds of bicycle-themed artworks made by BICAS staff and the community.

New Merch



In 2022 we expanded our wide array of merch to meet rising demand. We debuted **7** new official BICAS designs on **2** shirts and **5** stickers, and reprinted many classic favorites. **6** of this year's new designs were designed by staff, and for the seventh, we are proud to have worked with Tucson artist Jenna Tomasello, who designed our official 25th Annual Art Auction shirt this year.



Art Corner

In 2022, **96** people attended our weekly Art Corners. In addition to our wide library of bicycle parts that are no longer servicable for utility but ideal for art projects, community members have full access to our array of beads, wire, clasps, markers, and other crafting materials to create art alongside staff. Art Corner fosters a peaceful space where our community can be inspired by one another and have the tools to explore their creativity; just as we are inspired by the artists of our community every day.



Art Mart

Community art is innovative, collaborative, and supportive. As a community art & salvage shop, we prioritize engaging with and promoting the work of local artists. In April, we hosted Art Mart, where we tabled **10** independent artists, who displayed and sold their art for four hours at our shop. The event was a success, with almost **100** attendees.

IN A CREATIVE enclave tucked away behind the Work Trade area, the faint scent of steel mingles with fresh air from the roll-up door to the yard. Crates and drawers of organized bicycle parts tower along every wall of this room, while on the other side of the welded table is stacked a diverse array of crafting materials. Here reside the bicycle parts which are no longer usable for bikes, but perfect for art, in all their unique symmetries and asymmetrical irregularities. All of our art parts are available to the public by donation, as part of our mission to spread art though the world in an endless ripple effect and thus improve the lives of Tucsonions.

Ever since our founding, we have viewed art as a crucial component of our service to the community, one that revitalizes communities and contributes to the individual's sense of identity and wellbeing. One of our core tenants under our banner of art and salvage is the promotion of a social and environmental reimagining through the creation of upcycled bicycle art. From the aesthetic to the structural, art defines every inch of our shop, a mission we never cease striving for in our regular Art Corners and tabling crafting opportunities at events in various locations all throughout the year.



The Return of the Art Auction

OVER THE PAST QUARTER of a century, our Annual Art Auction has grown into a mainstay of the Tucson calendar year. BICAS' biggest fundraiser, this massive event showcases many unique and enchanting pieces by local artists in our community, while the proceeds go towards our unique community-driven programs throughout the year. We are grateful for the generosity of so many of Tucson's best artists, who demonstrated their support for our mission by donating 131 art pieces in 2022 for this event, and we are humbled by the opportunity to provide venue to boost their work in the community. We extend our gratitude to all those who attended and bid on these exquisite pieces.

In many ways the year of 2022 saw us recovering to our full range of service to our community after the pandemic's disruptions, but no comeback had been awaited with such a deep, resonant hum of anticipation than the Art Auction. For the first time we were excited to hold the Art Auction at the SAACA Art Catalyst Space at the Tucson Mall, a spacious area with glass walls.

Pearly podiums displayed items for bid in a decorative configuration across the main room. Jewelry, patches, prints, and other merchandise were arranged separately over draping swirls of black cloth, beside new t-shirts displayed aesthetically over mahogany-stain rungs. Walking through another glass door would take you to a full spread of refreshments for our guests, with seating space for our community to socialize and relax amidst the artistic space. In another section was Kids Korner where crafts were enjoyed by all ages.

On both evenings of the Auction, the buzz of holiday excitement permeated the air like sonic vibration, accentuated with live music from the Son Jarocho Collective in Arizona and the Hatpin Duo. Our Art Auction's silver jubilee could not have been such a success if not for the support of our community upon its return: the artists who devoted days to crafting elaborate pieces, the volunteers who gave their time and care to transport heavy pieces and help staff the event, the silent bidders who recognized the beauty of the art, and all who came out to the Tucson Mall to show your love. You showed up for us — our community, our friends — and we will never cease to strive to show up for you all.



We were excited to work with so many fantastic Tuscon artists this year for our 25th Annual Art Auction, and grateful to recieve so many art donations. The oppurtunity to share art in the community is an honor we cherish, not only at these events, but in our regular operations throughout the year. We were excited to do so again on such a massive scale as the Art Auction after two years, coordinated by our art coordinator Tony. The pieces this year varied in medium and style, from paintings to welded sculptures, from prints to functional furniture. We love being in the art community and are thankful for the support of local artists!

Education

OUR FIRST full year of in-person programming since the start of the pandemic, the fleeting expanse of 2022 flew by as new staff were trained as instructors and took over roles in our education department. Kristin, Ellie, and Carlyn retired in 2022 after years of hard work and dedication at BICAS, while our new education coordinator Oma lead the program in the victory lap through the rest of the year. For our community members looking for more general instruction than is found in Community Tools, BICAS continues to offer a variety of popular public classes, which empower our community to utilize a variety of new skills in the care and maintenance of their own bikes.

Mission

To promote self-sufficiency, community empowerment, and environmental coherence BICAS provides hands-on bicycle repair education using recycled bicycles and parts. All workshops recycle and rebuild donated bicycles for a rebirth on the streets.

Classroom Upgrades

A warm, flowery mauve, with undertones of cream and azure, was the color of the hour in late February, where BICAS staff and volunteers strode boldly into our classroom with paints and rollers. Our walls became the iconic education purple, and our shelf was repainted in blue and white. A mural of gear patterns was detailed on the upper wall above swirls of color, adding further to the wall art that already existed. Later in the year, staff and volunteers introduced more renovations to our classroom, including a welded extra space to store wheels, and the installation of a larger, wooden toolboard, sleek and glowing with its deep chestnut stain.

We take pride in our commitment that our classroom be more than just a physical location to confer bicycle knowledge, but also a productive space for the transfer of inspiration and creativity, which fosters the outside-the-box approach that is needed in troubleshooting mechanical problems.

Our Long Time Classes

In 2022, our Basic Maintenance class — where participants learn how to patch a flat, bicycle terminology, and an intro to drivetrain and brake anatomy plus adjustments — and Build-a-Bike class — where students bring back to life bikes that have been donated to BICAS by taking apart systems of the bike and putting them back together — have remained timelessly popular, with **63** and **47** students respectively. Our more niche classes — Wheel Building, Gear Clinic, and Brake Clinic — have served **14** students collectively in these areas of bicycle mechanics.

New Class

In 2022 we were excited to premiere a new class, comprising a comprehensive curriculum designed by our collective member Linus. The Modern Mountain Bike Technology course goes beyond the standard bicycle anatomy discussed in our other classes, exploring specialized field of cutting-edge mountain bike technologies, including tubeless tires, disc brakes, and 1x drivetrains. While recycling and refurbishment is a cornerstone to our mission of accessibility, we are conscious that many of our community come into our shop with a variety of newer bicycle models, and this class is another way in which we stepped up to that need in 2022. We are proud to have **42** participants in our Modern Mountain Bike Technology course, having swiftly become among our most popular classes.

Youth

FOR MANY youth, bicycling is a sole mode of transportation, making young people a crucial demographic of focus in the efficacy of our mission for transportation accessibility. Aimed at individuals ages 6-18, our various youth programs promote autonomy, development, and agency for young people, as well as a low-stress environment to have fun and develop their mechanical skills.

Partners:

Los Amigos
John Valenzuela Youth Center
Living Streets Alliance

Youth Earn-a-Bike

For youth looking to earn a bike, this exciting five-day bicycle repair course underlines our priority of placing autonomy in the hands of our community. Youth emerge from this course having gained the tangible skills and self-confidence to continue their bike's maintenance through the future that lies ahead. In 2022, we held **8** Youth Earn-A-Bike sessions, where **67** students learned how to do mechanical tasks like fix flat tires and overhaul ball bearing systems, and worked in teams to accomplish challenging new tasks and build new friendships. In 2022 we gave out **62** scholarships to deserving youth, as part of our dedication to ensure our programs as a community resource available to all young people regardless of economic status.

Youth Drop-In

Especially for young people, the concept of Saturday represents freedom in the metaphysical sense; the self-determination that empowers learning, growing, and enjoying life. This Fall we restarted our popular Youth Drop-In program, a weekly drop-in space for youth ages 8-18 to work on bicycle mechanics, and do special classes like Frame Painting, dexterously arranged by our youth coordinator Benji. Since then, **19** community members have participated in this supportive, creative, space to build community with other youth learn mechanics at their own pace.

Youth Bike Club

In 2022, we continued our partnership with the John Valenzuela Youth Center and Living Streets Alliance to host a weekly Youth Bike Club! We have a new group of **20** youth ages 7 to 9, promoting an enriching experience: teaching them how to ride bikes, including essential bicycle riding safety skills like handling skills, brake usage, and communication; and taking them on rides in their community to local parks and playgrounds.

Women/Trans*/Femme

CENTRAL to our mission of accessibility is the active curation of spaces where people who have been historically excluded from bicycle mechanics are able to safely access these important facets of transportation equity. We are proud of the focused steps and deliberation we have poured into the active process to counter these systemic structures. Our WTF (Women/Trans*/Femme) programming exists to combat the gender barriers that persist in many technical spaces.

Rides

At twilight, on the first Monday of each month, WTF-identifying community members congregate outside our shop for a leisurely themed group ride of 3-5 miles. In 2022, we had 90 riders on 10 rides. The ride with the most attendees was the Bike-O-Saurus Ride in April, led by a young rider named Olive, with 21 riders total. The other two months of the year were filled by a Spring Fling — an event of bicycle-matchmaking featuring handlebar corsages — and a screening of the movie *Crush* (2022) when it was too hot to ride, with 27 movie watchers on comfortable yard chairs surrounded by bicycles, basking in the glow of the outdoor projector and the evening warmth of Pride Month. Every month brings an exciting new setting for community, intricately arranged by our new WTF coordinator Lee, who continues their passionate dedication to the WTF community after Shruti's tour de force in the first half of the year.

Workshop

A unique aura of positive serenity imbues the shop during our weekly WTF workshops, present in the lively Spotify playlists, the fresh air through the gate, and the wonderful interactions with our community. For four hours, all aspects of our shop are available to WTF-identifying individuals, including one-on-one bicycle repair in Community Tools, our Work Trade program for store credit, our Community Service opportunities, and our full array of used bicycles and parts — creating an environment where community members of marginalized genders are able to grow and share knowledge and enjoy their passion for bicycles in a WTF-staffed space.

Classes

We had 21 students in our WTF Basic Maintenance and Build-a-Bike classes in 2022. These classes follow the curriculum of all our Basic Maintenance and Build-a-Bike classes, held on Mondays in all-WTF spaces concurrent with our weekly workshop.



Mission

The mission of BICAS' WTF (Women/Trans/Femme) Workshop is to build a knowledge-sharing community with anyone who self-identifies as transgender, femme, female, woman, genderqueer, nonbinary, or feels that their socialization or treatment as a woman, transperson, and/or femme has impeded their participation in bicycle mechanics and/or cycling communities.

Our Training Process

BICAS PRIORITIZES candidates in our hiring process who share the values of our mission, in the confidence that we can train them in the mechanical and administrative skills necessary for a multifaceted collective role. Our training process is facilitated through a comprehensive training program designed by Adam. In 2022, we are proud to have trained **4** new collective members, each who have gone on to be a vital part of our wide array of programs and endeavors this year. In December we hired **4** new trainees, who are currently engaging in our training process with our training coordinator Linus.

Over the course of their first three months of employment, all new BICAS Staff receive up to **360 hours of paid training:**

20 hours of formal classroom education in bicycle repair

36 hours of personalized training in bicycle repair

24 hours of bicycle salvage training

6 hours of training in selected advanced bicycle repair topics

9 hours of training in shop operations, policies, and processes

6 hours of training in financial literacy

6 hours of training in computer technology

12 hours of training in collective stewardship

180 hours of on-shift shadowing of existing staff

up to **42** hours of participation in BICAS events, background operations, and project facilitation

up to **12** hours of personal guidance, support, and feedback through mentor-ship with an existing staff member

Grants

As a 501(c)(3) nonprofit, we rely on grants. We extend our deepest gratitude for the faith placed in our programs by the community and by the state of Arizona, and all the amazing things that support allows us to do. In recognizing the important work BICAS does in the community, they empower us to continue to grow and expand in all we are able to achieve!



The Community Foundation for Southern Arizona solar grant is an investment of solar panels, part of the CFSA's Nonprofit Solar Project in collaboration with sponsors Tucson Foundations and Tucson Electric Power. Our track record of commitment to environmental sustainability is inextricable with the thousands of bicycles and parts we recycle per year, and we are empowered by this tremendous resource to further our commitment in new ways. We are currently in the process of providing input for the RFP for local installers, which we expect to be completed in the coming year.



The LGBTQ+ Alliance Fund, another grant from the Community Foundation for Southern Arizona, was established to expand resources for LGBTQ+ organizations in Tucson and rural southern Arizona. These funds were allocated to our WTF program, whereby BICAS actively creates and cultivates spaces to combat the cis-het-male lens that both quietly and overtly excludes others from bicycle mechanics.



The New Belgium Brewing Company has our deepest gratitude for their WTF Grant (2021-2022), the funding which went to support our Women/Trans*/Femme programs. We are proud to have worked with this organization on numerous occasions this year, and are humbled by their generous recognition of the importance of our WTF programs in Tucson's cycling community.

P-CHIP

The P-Chip (People, Communities, and Homes Investment Plan), directs funding to services which help vulnerable populations, and determines recipients based on various factors — previous community plans, the most current data, and broad public outreach. Many who benefit most from BICAS' mission of accessible transportation are low income or houseless community members, who are able to earn and maintain bikes through the cost of their their time, utilizing our Work Trade and Community Tools programs. This grant funds our regular shop operations and funnels directly into these programs.



The ARPA (American Rescue Plan Act) is a government plan for COVID recovery and relief. Safety during the pandemic has been a priority for us throughout these recent difficult years, from our gate service during the 2020 lockdowns wherein we operated as an essential service, and demonstrable in 2022 through the vaccine drive we held this August in collaboration with Pima Health, in accordance with our shop initiatives to award store credit to vaccinated community members.



The Picor Charitable Foundation allocates grants based on recognition of organizations which assist disadvantaged children in Southern Arizona. This funding was put into our numerous youth-centered programs which prioritize accessibility for young people, including our weekly youth drop-in. Our youth classes hold priority in scholarships we award, so that cost is not a barrier in delving deeper into hands-on mechanical skills.

Financial Report

SUPPORT & REVENUE

Grants — \$136,439.73

Sales (art sales, new parts, etc.) — \$86,700.69

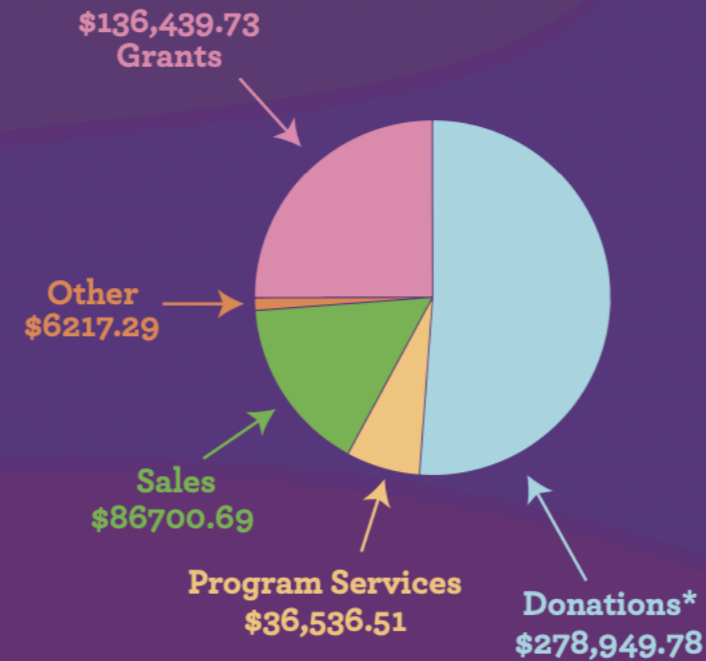
Program Services (CT, classes, etc) — \$36,536.51

Donations* — \$278,949.78

Other — \$6,217.29

TOTAL SUPPORT & REVENUE

\$544,844.00



EXPENSES

Cost of goods sold (new parts, merch, etc) — \$35,103.21

Building (mortgage, infrastructure, occupancy, etc) — \$68,196.48

Admin (fees, insurance) — \$24,405.09

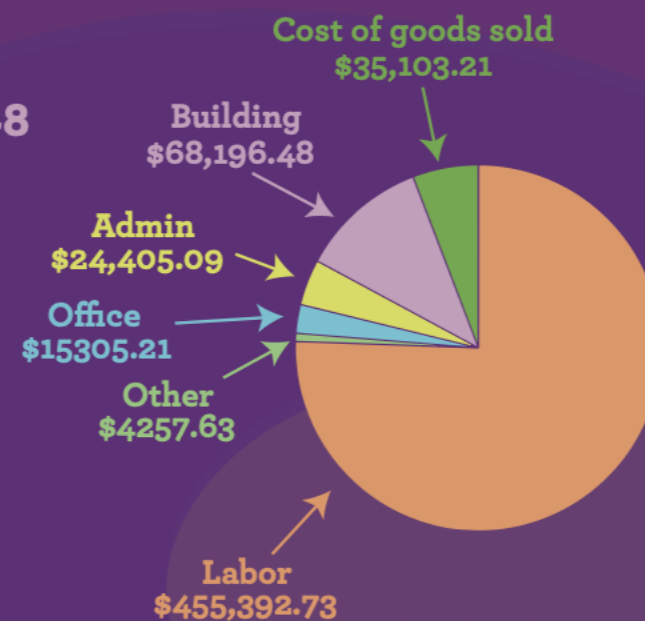
Office (supplies, equipment, internet, etc) — \$15,305.21

Labor (staff, contractors, etc) — \$455,392.73

Other — \$4,257.63

TOTAL EXPENSES

\$602,660.35



*Donations include donated bikes and parts.

Among other tasks, our Work Traders help sort donated parts which are sold in our shop.



Our Collective

Adam Frumhoff

Jesus Urbina

Linus Kaye

Tony Zepeda

Benji Rouse

Joselyn Aguilar

Oma Thwing

Tyler McCullough

Clel Howard

Lee Urias

Teresa Blakeslee

Yaya Prado

In 2022, five of our Collective have departed for other ventures, some of whom have poured their passion and experience towards governing our organization for as long as 15 years. These multifacetedly talented individuals have played an intrinsic role in cultivating the BICAS that exists today. We thank them for for all the service they have done tirelessly in our mission to the community, and know they will do amazing things in their future projects.

All our thanks to:

Alexandra Sutton

Kristin McRay

Carlyn Arteaga

Shruti Kaul

Ellie Kaszniak

Thank You!

Our Donors

Adam Bliven
Anne Marie Mackler
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Matthew Kaplan
Michael Patterson
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Ronald Spark
Rose Forbes
Spencer Young
Steven Mitchell
Summer Franks
Todd Brown
William Sarnack

Art Auction Artists

Adam Frumhoff
Alexandra Sutton
Asa Ramsey
Ash
Antonio Zepeda Art
Audra Rich
Carlyn Arteaga/T_mexicraft
Cathy Franklin
Crazy Chain Creations
Chris Hokin
Colin Holmes/Rusty Pedal
Claudio/Huarachesverdes
Clel Howard
Clyde
Daniel F. Miguez
Damion Alexander
Deb Hilbert
Diana Madaras/Madaras
Gallery
Eduardo De Jesus
Eduardo Guerrero/Crossing
City Limits
Ellie Kaszniak
Emma Muir

Eva Romero
Faffs
Gavin Troy
Geraldo Miguez
Greg Yares
Hunny Copper Bean
Jenna Tomasello
Jesus Calderon
Jerry Rosen
Jill Hofer/A nice world
Jim Hilbert
Joy Wilson/Starved
Raccoon
Katie Trushell
Kris Haut
Kristin McRay
Lance Wilson
Leslie
Lisa Falk/Happily
Becoming
Lori Rehfeldt
Madison June/One Mad
Menagerie
Manuel Peters

Mark & Sandy
Doumas
Martha Retallick
Mary Ellen
Monique
Laraway/Revolta
Art
Nathan Franklin
Olive
Paul Kahl
Patty
Tabaczynski/Patty
Tabs Art
Paul Whitby
Peter Borowski
Randy Hays/Celtic
Jewelscapes
Scott Richards
Sierra Speranza
Silke Mildenberger
Troy Neiman
Teresa Blakeslee
Tyler McCullough
Valentina