

BICAS Annual Report 2024

PAGE ONE (front cover)

Cover. BICAS Annual Report 2024

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A Letter to our community...

The heart of Spring 2025 beats around us. We glance over our shoulder as we pedal forward; we trace the winding road from 2024 with the clarity that distance provides. BICAS thrives on momentum — the spinning spokes, the churn of creativity, the many hands in Community Tools, working as one.

2024 ignited new possibilities at BICAS. Welding workshops were held for the first time, overcoming obstacles to make hands-on metalwork accessible to more people. One of our dormant youth programs returned, expanding skill-sharing spaces for young people. Our email newsletters expanded, in a way to better inform our community of the BICAS opportunities that interest them. Through new partnerships, we were excited get more bicycles into the hands of ever more people who need them — firm in our knowledge that accessible transportation must be a right, not a privilege.

As we move on from 2024, the road ahead is bright! We carry deep gratitude for those who made possible the work we did last year — our volunteers, our donors, our artists, our work traders, our volunteers, and all of our wonderful community. BICAS is a living, breathing creative space — co-built by the hands and hearts that fill it.

As the seasons shift and the desert blooms, we thank you for riding alongside us this last year. May the months ahead bring joy, momentum, and the unshakable freedom of the open road.

We ride from 2024 with gratitude — eager and honored to continue this journey together. Whether you find yourself on your bicycle, in our shop, or breathing in the simple joy of Tucson, know always we ride forth together.

Love, Peace, & Bicycle Grease,
The BICAS Collective

BICAS (Bicycle Inter-Community Art & Salvage) is a worker self-directed nonprofit 501(c)(3) bicycle center located just north of downtown Tucson.

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A Letter to our community... [cont]

Our Mission

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

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Within the rapture of our Shop...

THE PHYSICAL BICAS SPACE lies not only at the crossroads of 7th and Ventura, but of mechanics and innovation. A sculpture of reclaimed bicycle parts frames the Work Trade area, where community members earn parts and bikes. Murals stretch across our walls. The hum of community fills the air — each on their own journeys in creativity, self-sufficiency and empowerment.

In 2024, our Community Tools, Work Trade, and Community Service programs were busier than ever, allowing our knowledgeable mechanics to offer hands-on guidance six days a week. Continually, we strive to curate our community space as one where people have access to bikes, learn, and the sense of community belonging — culminating 2024 year with an expansion of our weekend hours.

Staff Development

Our mechanics prioritize keeping up-to-date with the ever-evolving bicycle technology, in order to optimally serve our community. Our staff trainings empower us to assist our community with whatever repairs are needed to keep put them safely back on the road. In 2024, staff participated in **6** advanced mechanics trainings. Additionally, we hired **5** new collective members, to more fully help our community in the shop.

Labor Day Sale

Trailing the shadow of summer's slow days, BICAS held a weeklong Labor Day sale in **September** with discounts as low as **75%** off for our community. Not only do price drops aid accessibility, but wide promotion of this sale brought new people into BICAS, who learned more about our yearlong mission of bicycle accessibility through programs like Work Trade and Community Tools. The sale generated **\$18,607** in revenue, helping sustain our programs to make cycling accessible to all.

Display Insert

In August, BICAS staff constructed a stunning new display case insert, replacing the glass with an intricate sheet of interwoven bicycle parts. This unique creation not only showcases our commitment to upcycled art throughout our shop, but is also a striking testament to the creativity and resourcefulness that occupies our space!

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Within the Rapture of our Shop... [cont]

Community Tools

The heart of our programs, the Community Tools program strives to empower confidence and skill for people to fix their own bikes, promoting reliable and accessible transportation. Priced on a sliding scale, our mechanics tailor hands-off instruction to each individual's mechanical skill and comfort level. In 2024, **1338** members of our community, including **51** youth, utilized the BICAS tools and bike stands to repair their bikes, over the span of **2576** sessions. All the tools needed for repairs are available in our space.

Work Trade

Our primary means of lowering bars of bicycle accessibility occurs through our Work Trade program, which provides all individuals, regardless of income, an avenue to earn BICAS shop credit. This can be used to repair their bicycle, purchase used parts, or earn a bike — all gained while developing their skills and helping with shop tasks. We are proud to have worked with **594** work trade users this year, including **62** youth participants, across **2033** sessions.

Community Service

On a drop-in basis, BICAS continues to provide verified community service and during our open hours. In 2024, **145** individuals, including **60** youth, across **444** sessions, earned community service credit for court-ordered cases and school volunteer programs. These workers completed **1279** total hours in the shop!

Our Bikes

To keep costs low, we sell recycled bicycles in three tiers of refurbishment, at the skilled hands of our mechanics: as-is bikes, ready-to-ride, and floor bikes — ranging from as-donated to as-new. In 2024, **137** people earned bikes through the use of our work trade program, including **7** youth. Additionally, **1102** bikes were purchased, including **1080** as-is bikes, which are also fully available with work trade credit.

And More Bikes

Apart for the bicycles we sell in our shop, the bicycles and parts that are donated to us are used for our mechanics classes and youth camps, for creating art, and through other means of providing bicycles through many partnerships with other community organizations. **70** heavily discounted bikes were brought to Togo by Domain of Africa, a nonprofit that helps support people in need with a variety of essential services, as well as bicycle transportation. For overflow donations that cannot be used, we recycle scrap metal at the local recycling plant Reyco, the proceeds of which then goes back into funding our community programs!

Online Sales

We continue to recognize the value of online sale for those who cannot easily make it to our shop. In 2024, our eBay brought in over **\$22,177.70** net revenue for our community programs.

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Art is the A in BICAS...

CREATIVITY IS WOVEN INTO BICAS — from our history, to our structure, to the programs we offer — lowering barriers to the arts is fundamental to our mission. From function to fashion, from sculpture to jewelry, upcycled bicycle art transforms discarded bicycle parts into works of renewal and self-expression — reflecting our commitment both to environmental sustainability and creative empowerment.

A sanctuary of invention, the scent of steel mingled with open air flavors BICAS. Crates brim with salvaged derailleurs, fenders, and spokes. Opposite, stands an eclectic collection of crafting materials. Once-discarded bicycle parts, unfit for the road but perfect for crafting, reimagine what might be possible. Guided by Art Coordinator Antonio — through Crafternoons, community workshops, markets, and the transformative impact of bicycle art — BICAS Art remains committed to accessibility.

Art Parts

Parts salvaged from bicycles that are no longer usable for mechanics are often perfect for art. We keep these parts in stock, both for our uses and for that of others — all available to the public by donation. These parts demonstrate the creative ripple effect between mechanics and creativity — expanding throughout our wider community of artists and welders. Art parts were salvaged from **1100** bikes in 2024.

Weekly Crafting Hours

In 2024, our weekly crafting hours remained at the heart of our programs for accessibility of the arts. Community members who dropped into Art Corners and Crafternoons had full access to our array of beads, wire, sewing materials, markers, and other crafting materials to create art alongside staff — as well as recycled bike parts! In 2024, **147** people attended

our **41** Art Corners and Crafternoons — enjoying quiet, creative spaces where we could all be inspired by one another!

Mini Gallery

The start of **January** saw the exciting grand opening of our Mini Gallery! With our downtown location historically home to a gallery, we were ecstatic to unveil a space here where the community can fully immerse themselves in bicycle-themed art — all crafted from bike parts, or inspired by bicycles. Our gallery was honored to collaborate with the Arts Foundation for Tucson and Southern Arizona for their Open Studio Tour in **December**.

Art Display Around Town

In addition to our gallery, we were thrilled to display our unique welded art — available for sale — at Button Brewery, Community Foundation Campus, and Dragoon Brewery.

Art Workshops

2024 saw the return of art workshops — classes which provided specialized instruction on different areas of art, separate from our free weekly drop-in hours. We hosted **10** art workshops in 2024, led by community artists and BICAS staff. All but two of these were held at BICAS — the notable exceptions being the incredible Paint and Sip in **April**, a fun, relaxed painting course held in collaboration with Painting and Vino Tucson at Dragoon Brewery; as well as a windchime-making workshop held at Pueblo Vida Brewery that same month.

Welding Workshops

In 2024, we were positively thrilled to launch welding workshops for our community — this has been a long-held dream! A traditionally exclusionary art form, our commitment to accessibility and inclusivity remained at the forefront: with a sliding scale cost and accommodations to that all of our students to end their first workshop having created their own unique, hand-welded pieces. Through the end of 2024, 3 of our former welding students have continued to utilize the welder and materials for their own projects during our weekly art drop-ins! Half of our 2024 welding participants were women. As we forge forth through the coming year, we are committed to expanding opportunities for welders by countering the gender-based structural barriers that pervade welding spaces.

Online Art Sales

For community near and far, we continue to sell art online, bringing in \$749.05 for our community-focused art programs in 2024, and mailing **20** community members welded bicycle art and BICAS merch.

PAGE SEVEN (spread 3)

Art is the A in BICAS... [cont]

Art Volunteers

Thank you to our local artists who volunteered to help out the art program — from preparing bike parts for art at Art Volunteer Drop-Ins, to set up for art events and art markets, to so much more!

New Merch

Parallel to the welded and handmade art created by staff and community artists — we also introduced new printed merch in 2024! We premiered **5** new original designs, including a cropped hoodie (a first for us!), **2** new t-shirts, **2** stickers, and **1** postcard. Additionally, we brought back **5** classic designs in fresh variations, including our constellation hoodie in a new color, the gear-decorated bandana in a new color, **2** popular t-shirt designs — and (most exciting of all!) — a design which before had only been seen on a vintage BICAS poster from over two decades ago, printed for the first time on a shirt.

Art Mart

In 2024, we held **2** Art Mart events, our community art market where local artists sell their work. These were our 5th annual Spring Art Mart in **March** with **25** wonderful artist vendors, and our 2nd Annual Art Mart at Dark in **September** with **23** artist vendors! Also at the markets were the delicious Amelias and Hugo's and Frozen Delight 520, and the melodious Hella Fitzgerald and In Phase Entertainment; as well as art activities, a raffle, prizes, and exciting new BICAS merch designs! Always a wonderful time, Art Mart lowers barriers for working artists through a "by donation" vendor contribution.

Art Markets

BICAS Art remained a staple at local art markets throughout 2024 — having a presence at **9**: #ThisIsTucson, Tucson Together Art Market, Floozy Flea Market, Made In Tucson Market, Tucson Zine Fest, Makers Market at the Tuxcon, Dragoon Fall Market, and both Cyclovias! These events help expand awareness of our art programs, while directly funding them through the art we sell — empowering ever more community members to learn and create.

PAGE EIGHT (spread 4)

Our largest annual fundraiser...

FOR THE FIRST TIME, our 27th Annual Art Auction was held at the BICAS shop — our space transformed into a luminous dreamscape for one night. Across the dark sky, twinkling lights were woven into the night through twine above our yard. Heat lamps cut through the evening chill, and music filled the air. As always, the art adorning every surface was a testament to Tucson's generous and thriving arts community; we are endlessly grateful to the artist donors who support accessible transportation in our community, for making this night possible!

Our biggest fundraiser of the year, the Art Auction is a celebration of creativity, community, and resilience. Between lively bidding, warm food, cold ice cream, a prize wheel, live music, and hands-on crafting — the night pulsed with creativity and love! What a feeling to wrap up 2024 — in joyful community with the amazing, beautiful, wonderful people who make everything we do possible.

The Art

Only the generous donations of local artists makes the Art Auction what it is each **December** — and in 2024, our artist community donated **110** unique pieces for auction. Poised on pearly pedestals across our shop and yard, unique art transformed the space. Our gratitude also to our **250** community members and bidders that sparkling night — in support of our mission, and recognition of the breathtaking creativity of our local artist community!

PAGE NINE (spread 4)

Our largest annual fundraiser... [cont]

The Food

We are honored by the continued generosity of Dragoon Brewing Company and Beyond Bread, whose donated drinks and food which set a fine spirit for the night. We were also very happy to work once more with local food trucks Amelia & Hugo's and Frozen Delight 520.

Art Auction Designs

In 2024, we returned to our roots, by holding a contest in June for an official Art Auction design. BICAS has experimented with different approaches to this special illustration in recent years — whether staff-created or externally commissioned. We are so grateful for the generosity of the community artists who made this contest possible! Lee Ferris created the winning design, which was printed on the official Art Auction poster, t-shirt, and postcard. The breathtaking runner-ups were Peggy Dolaghan and John Bennett, whose designs were printed on vinyl Art Auction stickers. All proceeds go towards our mission to promote accessibility for bicycle transportation and the arts.

Live Music

We were delighted to invite back the music of Paul Opocensky Project, who preformed at the BICAS Art Auction in 2024. The live performance of the local rock/folk singer/songwriter touched the hearts of all present.

Art Auction Sponsors

We extend our thanks to those who sponsored the Art Auction, without whom the night would not have been so magical! Thank you to:

Planet Bike
Long Realty

Greg Yares
Betts Printing

PAGE TEN (spread 5)

Deepest thanks to our volunteers...

OUR VOLUNTEERS are our lifeblood. From mechanics, to group rides, to bringing their vibrant work to events throughout the year, their dedication amplifies the work of BICAS. Led powerfully by our Volunteer & Outreach Coordinator Joselyn until her departure in May, and by all of the vibrant members of the committee yearlong, the impact of our volunteers resonated all throughout 2024 — helping us ensure that bikes and knowledge reach those who need them most.

To every volunteer who has given their time, energy, and passion to BICAS, we extend our deepest gratitude. Your commitment sustains makes our programs thrive, and multiplies the work we do together. We are endlessly thankful and can't wait to see what we accomplish together in the year ahead!

Volunteers at BICAS

We had **31** volunteers, who worked **161** hours in 2024 — which is nearly **4** times as much as the year prior! They worked on mechanics projects, staffed events, and helped worked towards our mission of transportation accessibility in all kinds of ways. The **\$3139** that our volunteers saved BICAS in labor costs were channelled back into all of the programs we do in the community. The work they have done was indispensable. Thank you to our volunteers!

PAGE ELEVEN (spread 5)

Our thanks to our volunteers... [cont]

Volunteer Orientations

In 2024, we continued our no-commitment Volunteer Orientations, making volunteering accessible and approachable for our community. These orientations formed a solid cornerstone for the treasured relationships BICAS staff build with our volunteers. We held **10** of these in 2024, attended by **32** people interested to learn about how to get started volunteering with BICAS.

Volunteer T-Shirt Party

In **September**, BICAS held a community activity where volunteers could decorate their own BICAS Volunteer shirts — tees, tanks, and shirts of all styles — unified in design not only by BICAS stencils, but the vibrant creativity of our space. **3** volunteers attended alongside **4** of our staff in advance of Cyclovia. We provided pizza and drinks, and painted shirts of all kinds with brushes, stencils, and stamps!

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Voluminous Outreach...

A CRUCIAL BRIDGE between BICAS and the wider Tucson community, our Outreach program serves as a primary point of connection to bring bicycles, resources, and knowledge to reach those who need them most. In 2024, our outreach impact expanded, deepening our engagement with populations we serve.

From block parties to university fairs, from markets to community events, our outreach endeavors are paramount. As we continue to forge new connections and strengthen existing relationships, the staff in our Volunteer & Outreach Committee remain dedicated to bringing bicycle education and resources to underserved communities.

Events across town

Whether at neighborhood block parties or open streets events, BICAS has had outreach all over Tucson! In 2024, BICAS had a presence at **15** community events, bringing various activities with us — whether information about our services, or our fun obstacle course, or the blender bike, or the prize wheel, or mobile mechanics, or something more! BICAS connected with **727** people through outreach events in 2024.

Mobile Mechanics

Our mobile mechanics help community members fix their bikes at events around town! In 2024, BICAS had mobile mechanics were at **5** events, with our mobile mechanics fixing **122** bikes for people free of charge.

PAGE THIRTEEN (spread 6)

Voluminous Outreach... [cont]

Cyclovia

For our **10th** year, BICAS had a presence at both Spring and Fall editions of Cyclovia, a biannual car-free community celebration organized by Living Streets Alliance to create open streets — which regularly sees more than **50,000** participants! In 2024, we offered free bike repair for cyclists, as well as spins on our prize wheel in exchange for signing up for our newsletter. Cyclovia-goers made art at our craft table, and rode through our bike course on our unique mutant bikes! For sale, we brought BICAS Art and merch. Everyone had so much fun!

Institute for Studies of Global Prosperity Conference

In **August**, BICAS welcomed **23** students from the Institute for Studies of Global Prosperity Conference for a shop visit and bike dismantling session. It was an significant step in expanding the impact of our mission, and an exciting first for the current Volunteer & Outreach committee — as college students from across the nation gathered to hear about BICAS' history, what we do, and how we work with the communities that come into BICAS.

Lutheran Social Services

We were excited to partner with Lutheran Social Services to provide **45** refugee participants with bicycles, along with BICAS credit and scholarships for our Basic Maintenance course — empowering them with both reliable transportation and the skills to maintain it.

Just Communities

Through our collaboration with Just Communities, we were able to offer free bike repair to **35** participants, ensuring they had safe, working bicycles in our shared organizational commitment to accessible transportation for all.

PAGE FOURTEEN (spread 7)

Women, transgender people of all genders, and femmes...

IN SPACES CENTERED around mechanics, which historically have excluded those who are not cis men, our Women/Trans/Femme (WTF) programming remains a vital part of our work against gender discrimination — creating spaces where women, transgender people of all genders, and femmes can feel confident while working on bikes.

Fostered throughout 2024 under the care of our former WTF Coordinator, Lee, until their departure at the end of the year — these programs empower our WTF community to build confidence, community, and mechanical skills in an environment welcoming for them. We remain dedicated to ensuring that bicycle mechanics — and the autonomy, safety, and empowerment it provides — are accessible to all, regardless of gender.

Women/Trans/Femme Workshop

Each Monday, warm camaraderie transforms our shop during the Women/Trans/Femme (WTF) Workshop, which exists at the heart of our WTF programming, and our work to break down systematic gender barriers. For **4** hours, participants have access to Community Tools, Work Trade, Community Service, and our full purchasing selection — all in a welcoming, WTF-staffed environment. In 2024, over **431** people attended the WTF Workshops: building skills, sharing knowledge, and being part of the community.

Gender-Affirming Apparel with Valid USA

During Spring and early Summer months, on second Mondays of the month, we partnered with Valid USA to host free gender-affirming apparel for trans youth under 24. At our shop,

they gave out free packers, binders, and underwear, with free raffles for prosthetic breasts. Together, we hosted **6** of these events at BICAS in 2024.

Restroom Stock with El Rio RHAP

In 2024, we were excited to partner with El Rio RHAP, in order to have free sexual health and period products in our customer restroom — including tampons, pads, condoms, and pregnancy tests.

PAGE FIFTEEN (spread 7)

Women, transgender people of all genders, and femmes... [cont]

Trans Day of Remembrance

For the third year in a row, BICAS WTF joined Kindred Connections' event for Trans Day of Remembrance in **November**, honoring stolen trans lives with a Community Altar, shared food, resources, and community care. We connected in reverence with 39 people at this event.

WTF Classes

Staffed by WTF-identifying instructors and scheduled concurrently with WTF Workshops, these classes provide a more structured context wherein to learn mechanics skills amongst fellow WTF students in a safe environment. In 2024, we held two WTF Basic Maintenance classes, where students got to know their bikes better, including learning to make common repairs; these classes had **3** and **7** students. We also held one WTF Build-a-Bike — a 5-session course on subsequent Mondays where **7** participants completely overhauled a bicycle — from start to finish.

WTF Rides

A highlight of community, our WTF group rides follow our workshops on the last Monday of the month. These **5-10** mile group rides are party paced, no drop rides, to be accessible for many fitness levels. In 2024, **117** people participated on these WTF rides, each of them with

a different theme: including the annual Spring Fling, where we make corsages of bike tubes! In **June**, we were excited to collaborate with Queer AF for the Pride Ride, where we biked to a playground and had an enormous blast! Our most-attended ride was the final ride of the year in **December**, which had **18** attendees!

WTF Films

On some last Mondays of the month, when the weather doesn't work out for group rides, films are the go-to! The WTF program hosted **3** films as a group in 2024. In **July**, we watched Wadjda, a Saudi Arabian film about a little girl who wants a bike to beat her friend racing. In **October**, we watched Bit, a film about a trans teen who joins a group of vampires in Los Angeles. Accompanying this movie was a bike costume crafting project and lots of candy corn! Additionally, we hosted another film in **March**, open to all, in collaboration with Radical Adventure Riders — In the Dirt, a documentary about a group of Native American cyclists who attempt to bring the sport of mountain biking to the Navajo Nation. All proceeds went to the filmmakers and the nonprofit Silver Stallions Bicycle & Coffee.

PAGE SIXTEEN (spread 8)

The power of mechanics classes...

EDUCATION HAS ALWAYS been the heart of our mission — equipping our community with the skills and confidence to maintain their own bicycles. In 2024, our education programming flourished under the leadership of our dedicated Education Coordinator, Emilia, who guided the program through another year of growth and learning.

For those seeking hands-on instruction beyond Community Tools, our public classes offer structured, accessible learning opportunities year-round. These courses, structured to demystify bicycle maintenance, provide the knowledge and skills necessary for self-sufficiency and advanced mechanics education. As we continue to evolve, our commitment to education never wavers, nor to ensuring that every rider has the tools — both literal and figurative — to keep their wheels turning.

Five-Month Class Sale

For **5** months in 2024, we applied a massive discount in our commitment to making our classes more widely accessible — made possible through grant funding. From **January** through **May**, our class prices were drastically reduced, fully payable with Work Trade. During these months only, the cost of our one-day classes (Modern Mountain Bike, Basic Maintenance, Brake Clinic, and Gear Clinic) were reduced by **77%** to **\$10**, and the cost of our **6-session (24 total hours) Build-a-Bike Class** was reduced by **58%** to **\$50**.

Our Mechanics Classes

For those who prefer a more structured learning journey than in Community Tools, we continue to offer regular classes. In 2024, our Basic Maintenance class — where participants learn how to patch a flat, bicycle terminology relevant to their own bike, and introductory drivetrain and brake adjusting — and Build-a-Bike class — where students revive bikes that have been donated to BICAS by taking apart its systems and putting them back together — remained our most timelessly popular. Together with Wheel Building, Modern Mountain Bike Maintenance, Gear Clinic, and Brake Clinic, we saw **82** students graduate from our mechanics courses in 2024, and gave out **19** scholarships to make the classes more accessible.

Class Intake

At the dawn of 2024, the first day of **January** began the public-facing use of the an-new, smoother interface for the class intake forms, which community members used to sign up for many of our classes and camps — via the more streamlined Keela. Creating an easier interface for signups is one way of lowering barriers.

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The power of mechanics classes... [cont]

Basic Maintenance

In 2024, our **3-hour** Basic Maintenance course remained our most popular and frequently offered class. This beginner-friendly course equips students with essential bicycle maintenance skills, whether for their own bike or general knowledge. By teaching fundamental repairs and upkeep, the class empowers riders to stay self-sufficient and

extend the lifespan of their bicycles. Over the year, **54** students participated in these classes, gaining hands-on experience to tackle common issues on the road with confidence.

Wheel Building

BICAS remains one of the only locations in Tucson where people can learn the advanced, specialized skill of wheel-building! From measuring hubs, rims and spokes — to truing the final wheel — this **2-session, 8-hour** course takes participants on an in-depth and hands-on journey. In **November**, our Wheel Building class guided **6** community members through building a true bicycle wheel!

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Wrenching with Youth...

OUR YOUTH PROGRAMS remain a vital thread in the tapestry of transportation accessibility. Those too young to drive often rely on bicycles as their primary means of transportation; and in 2024, we saw even more young people engaged with our programs. Under the wing of our skilled Youth Coordinator, Olivia, who took over the role of the adept Benji in Spring, BICAS continues to cultivate an environment where young people can learn, grow, and express themselves.

Designed to foster autonomy, confidence, and hands-on mechanical skills in a welcoming, low-stress setting — these programs provide spaces for young riders to connect, build community, and gain the tools they need — both on and off the bike — to navigate the world with independence.

Youth Earn-a-Bike

We hosted Youth Earn-a-Bike Camps during Summer, Spring, and Fall breaks, where young riders earned their own bicycles, locks, and shop credit by learning mechanics and participating in fun activities. Our YEAB Camps teach essential repair skills while encouraging teamwork and new friendships. In 2024, **19** Youth-Earn-a-Bike participants ages 9-13 went home not only with a bike, but with the confidence and mechanical

know-how to navigate their futures. We were honored to hold one of our closed summer sessions exclusively in collaboration with JVYC!

PAGE NINETEEN (spread 9)

Wrenching with Youth... [cont]

Youth Drop-in

September saw the return of our weekly Youth Drop-In program on Saturdays, providing young people ages 9 to 18 with hands-on experience in bicycle repair and special mechanics projects. These include one-on-one mechanics instruction for free, community service hours, or a space to earn shop credit, which can then be used toward bike parts, one complete bike once per year, or Community Tools time for youth over 13 to receive assistance outside of Youth Drop-In hours. We held **12** Youth Drop-Ins in 2024.

Youth in the Shop

In 2024, **51** youth utilized the BICAS tools, mechanics assistance, and bike stands in Community Tools over the span of **89** sessions. Work Trade credit — which can be used to repair a bicycle through Community Tools, or to purchase used parts or a bike — was earned by **62** youth participants, across **171** sessions. BICAS continues to be one of the few places that offers verified community service to youth during our open hours; and **60** youth, across **444** sessions, earned community service credit for court-ordered cases and school volunteer programs. This was almost twice as many as the year prior!

Ochoa Bike Club

Through a weekly bike club, in partnership with JVYC, we helped kids learn safe riding habits, bike-handling skills, traffic awareness, and basic mechanical knowledge — helping them fix their bikes after school during certain times of year and equipping their cycling futures. In 2024, we assisted young people at **20** bike club sessions.

Youth On Their Own Bike Rack

In **March**, we were excited to weld a bike rack for Youth On their Own, an organization which supports high school graduation and continued success of youth experiencing homelessness in Pima County. They painted it beautifully!

PAGE TWENTY (spread 10)

Fundraising our community programs...

OUR DONORS PROVIDE the foundation that keeps BICAS thriving — far from merely keeping the lights on, but empowering our community programs to expand, and more fully serve the needs of our community. As a 501(c)(3) nonprofit, we depend on the generosity of our donors to fulfill our mission. Every refurbished bicycle begins as a donation, before being carefully restored by our skilled mechanics. Every welded art piece is shaped from donated bike parts, then transformed into something new.

Through the passion and dedication of our Development Coordinator, Kristen, 2024 continued an exponential rise of donations through our fundraising endeavors. To all who have contributed, who have in any way donated to BICAS — your support ensures that BICAS continues to serve, create, and grow. Your belief in our mission makes everything we do possible.

Our Donors

Monetary and in-kind, gifts from our donors empower the work we do — demonstrating a commitment to our mission of transportation accessibility. Between deep donor generosity and our consistent fundraising efforts, 2024 brought a spectacular **76%** increase of donations.

El Tour

For yet another year, BICAS participated in El Tour de Tucson, in a program where people in the community can bypass the fee to ride El Tour while raising funds for BICAS. In 2024, Team BICAS riders raised **\$1,000** for our community programs!

Our Sustainers

Still fledgling at the beginning of 2024, the BICAS Membership program continued to grow and flourish throughout the year, which enables our community to give monthly donations to support our programs while receiving special benefits. We were honored to welcome **6** new sustainers in 2024, totaling **8** as the year ended!

New CRM

In 2024, first day of **January** heralded the external and internal use of a new CRM in Keela. Not only did this new CRM increase our fundraising capacity, powering our community programs; the improved tracking empowered us to more easily show appreciation for our generous donors.

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Fundraising our community programs... [cont]

Beer for Bikes

In **August**, we hosted our annual Beer for Bikes fundraiser with Dragoon Brewery! Attendees enjoyed a night of community and celebration, receiving a Dragoon drink ticket, a BICAS sticker, shop credit, and art coupons. With beer from Dragoon and hot food from Muncheez Food Truck, the event featured a lively raffle and prize games, with special prizes by A Nice World, donated in honor of her philanthropic jewelry line having generously supported BICAS for **10** years — an anniversary marked by beautifully designed BICAS pendants.

Fundraiser at Pueblo Vida

In **May**, we teamed up with Pueblo Vida for an additional Beer for Bikes fundraising event — bringing together delicious drinks, good company, and community support. The night featured games, gift cards, stickers, and beer tickets, alongside delicious desserts from Dedicated GF and The Black Top Grill. Ensenada Street Food also kept everyone deliciously well-fed. The highlight of the evening — a lively bar trivia game — put local knowledge and fun facts to the test!

Halloween Bike Ride

In **October**, we hosted a fantastic Halloween-themed ride — our most successful fundraiser of 2024 outside the Art Auction! For a **\$12** contribution, **16** riders participated, many dressed in costume. All ages joined! To accommodate different paces, we split into two groups and rode from BICAS to the Tucson Hop Shop, which generously donated a portion of the night's drink sales to BICAS. The evening was filled with festive fun — including a costume contest, candy, and delicious pizza from Ciao Down Pizza Studio, which shares a space with Tucson Hop Shop. We are so grateful for their support — and for everyone who rode with us that night.

Sponsors

Thank you to all of our sponsors, without whom so much of the work we did in 2024 would not have been possible:

Planet Bike

Long Realty

Betts Printing Company

Tucson Federal Credit Union

Pima Federal Credit Union

Dragoon Brewing Company

Blick Art Materials

PAGE TWENTY-TWO (spread 11)

Through the internet...

ACCESS TO INFORMATION is as a crucial first step in empowering access to new opportunities, which makes our online presence vital to our mission. The internet is a vehicle to bridge these gaps — ensuring that essential resources, updates, and ultimately bicycles reach those who may not be in the shop every week. Dialogue stands at the heart of community-building, and we are committed to keeping information accessible.

In 2024, we expanded our online presence — whether strengthening online collaborations, refining our Instagram presence with new story icons, or launching new monthly newsletters

to keep our community engaged with specific activities. We remain committed to evolving our digital presence in tandem with the needs of our community.

Google Ads

In **April**, we were excited to launch an account for Google Ad Grants for Nonprofits! Through this most visited website on the internet, we've been able to expand awareness of our services, bringing more people into the shop. Through Google Ad Grants for Nonprofits, **500** people were shown our ads on Google, Gmail, and Youtube — out of those, **93** visited our website. **1** of our ads, which launched in **October**, featured a video.

During our brief, **1**-week-long foray into paid Google Ads (which are prioritized over Google Ad Grants for Nonprofits), we received an additional **383** clicks from those who were shown our ad — this was **56%** of the people who viewed it!

Our two most popular ads in 2024 were tied at **39** clicks; one promoting our shop during the summer lull beginning in **May**, and the other promoting our Art Auction beginning in **November**.

Our Newsletters

In 2024, we corresponded with our community through **4** times as many newsletters as the year prior — a total of **71** newsletters! This was accomplished through expanding our selection of monthly interest newsletters, in addition to the general newsletter, which also saw an annual redesign — delivering on our promise of the interest areas indicated by our subscribers.

In **March**, we were proud to launch our monthly Art newsletter — which highlights: a monthly gallery piece, a monthly piece of art piece on our online shop, and our monthly featured community artist; in addition to listing our upcoming workshops, and unveiling art announcements! In **May**, to thank our donors and demonstrate the value of their donations, we expanded our previously-quarterly Fundraising newsletter into another monthly newsletter, featuring: impact stories, membership information, and more. For other interests, our special event newsletters increased significantly. We also continued email newsletters to announce our Volunteer Orientations.

We gained **773** subscribers over the course of 2024, ending the year with **3,729** subscribers. Our average newsletter open rate was **37.4%**. This is almost twice as high as the national average for email newsletters! The newsletter with the most outbound clicks

was the monthly Art newsletter in **July**, with **45%** of these clicks going to our online art store — followed closely by our interview with the featured community artist for that month!

In addition to the **71** newsletters, we also sent **31** special emails through our new CRM to our donor and volunteer audiences; we remain committed to our relationships with those who support us.

Groundworks Video

In **August**, we were excited to film, edit, and produce a **3-minute** informational video for a Twitch 'telethon' by Camp Groundworks, a Tucson music festival. This festival was hosted by Groundworks, a Tucson sober all-ages venue that works to promote local youth art and foster self empowerment within the music scene. The video premiered over the Labor Day weekend in **September**, providing comprehensive visual information on our programs.

Testimonials

In **June**, we began an initiative to ask our community for their impact stories through a QR code on repair stands. While fully anonymous — similarly to the stories we collected (with permission) from those who filled out our anonymous demographic survey — this initiative not only further enabled us to more publicly appreciate our community, but by increasingly demonstrated to donors that their giving really does make a difference in people's lives! In the immediate term, impact stories increased donations by **25%**.

PAGE TWENTY-THREE (spread 11)

Through the interwebs... [cont]

Our Instagram

For many, especially younger demographics, social media is the primary source for local news. In 2024, we had **140** posts on our main account bicastucson — a massive **56%** increase from our posts the previous year! We also posted **369** stories, which was **46** more than the previous year. Our most viewed post, announcing the date of the Art Auction, was viewed by **5,200** people — more than doubling the previous year's most viewed post. Our most liked post was a collab post between our bicastucson and bicas_wtf accounts: this

was a photo carousel of the WTF ride in **May**, linking to an article on our website fondly recounting the event.

All of our accounts — bicastucson, bicas_wtf, bicasart, and bicasyouth — received follower growth in 2024! We standardized the icons for our story highlights on our bicastucson and bicas_wtf accounts for ease of consumption. Our secondary accounts (bicas_wtf, bicasart, and bicasyouth) posted **11%** more collectively than the previous year; with bicasart seeing the biggest increase with **23** more posts than the previous year, and bicas_wtf having **12** more posts than the previous year! Dedicated to presenting greater cohesion for our followers, we also increased the regularity of our collab posts between our accounts, with bicastucson engaging in **54** collab posts. Our bicastucson account also shared collab posts with **7** outside organizations, artists, and entities aligned with our mission! We are excited to expand information of our services to so many more people.

Our Facebook

In 2024, the BICAS Tucson Facebook account had **132** total posts, which was **11** more than the previous year. We also increasingly focused on our expanding graphics library, for use in all our accounts and flyers — reutilizing vintage BICAS gems alongside new designs.

Our Website

Our first full year with the new, responsive website design, 2024 saw a steep **40%** increase from the previous year's website visitors — with approximately **2686** monthly visitors to site! The most popular page, apart from the front page, was Refurbished Bicycles — a sign that our digital avenues are also furthering bicycle accessibility.

Website Carousel

2024 saw a dedicated push to put BICAS news front and center on our front page — nearly doubling the number of posts from the previous year with **51** web posts! Of these, included: our **12** monthly artist features (plus one spotlight on our Art Auction artist), interviewing local artists — **5** narrative posts, where we describe in story-like prose one instance of a recurring event (a Volunteer Orientation, a WTF ride, a day at Art Corner) — and **3** additional in-depth interviews, sharing stories from our donors or staff in journalistic style. Ensuring regular posts is a crucial part of ensuring that website visitors retain up-to-to-date information, and highlighting the many voices that make BICAS thrive.

PAGE TWENTY-FOUR (spread 12)

Full Photo

PAGE TWENTY-FIVE (spread 12)

Full Photo

PAGE TWENTY-SIX (spread 13)

Our finances in numbers

Gross Income

In-Kind Donations	\$254,534
Other Donations	\$59,082
ARPA & Govt Grants	\$54,549
Other Grants	\$42,098
Education, Youth, & WTF	\$12,424
Shop	\$72,595
Art	\$9,018
Interest	\$316
	\$504,626

Expenses

Shop	\$369,370
Education & Youth	\$369,370
Outreach & WTF	\$49,787
Art & Auction	\$31,808
Admin & Fundraising	\$90,265

\$576,150

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Collective Members List:

Jesus Urbina
Tea McCullough
Antonio Zepeda
Emilia Thwing
Asha Greyeyes
Teresa Blakeslee
Kristen Lindgren
Jaden Salama
Sam Hare Steig
Olivia Bohn
Nave Libre
Telpochtli Moreno
Lauren Ayala

Board:

Matt Harmon
Cynthia Duncan
Latricia Clary

Departed Collective:

Clel Howard
Linus Kaye
Lee Urias
Joselyn Aguilar
Benji Rouse
Jed Dardano
Adam Frumhoff

PAGE TWENTY-EIGHT (back cover)

Thank you!

Our Members:

Marc Schmalzel
Steve Dean
david barnes
Dylan Murhpy
JO KAISER
Shelby Hogleund
David Nordah
Basil Crow

Top Donors:

Matthew Dzurick
Cathy Franklin
Rose Forbes
Mark and Sandy Doumas
Courtnee DeBoer
Adam Bliven
Julie Steiner
Ronald Spark
David Bobbit
Greg Yares
Alexsey Kashtelyan
Lori Tanner
Friends from Summit Velo
Tucson Orthopedic Institute

Art Auction Donors:

Alison Barrett
Betty
Car Arteaga
Cecelia Chavez
Cecilia Cheff
Colin Holmes
Dean

Diana Madaras
DK Grant
Edward Kasper
Gavin Troy
Gloria Peterson
Greg Yares
Jacob LaShot
Jean Gryz Lo Hendon
Joanna Vine
John Szivek
Jose Alivera
Joseph Rowe
Katie Stone
Khalsa Montessori Middle School
Kyra Precie
Lance Wilson
Lauri Kaye
Mario Garcia
Mary Johns
Mary Spencer
meli engel
Michael Wasmund
Michelle Mistelske
Nic Clark
P. Buckley Moss
Peter Borowski
Philip Bohn
Stacy Spurgeon-Shoults
Starved Raccoon
Steven Cunningham
Troy Neiman
Various BICAS Staff
Vicki Barth
Xerocraft Artist
35 Anonymous Artist Donors

Our Sponsors:

Planet Bike
Long Realty
Bett's Printing Company

Tucson federal Credit Union
Pima federal Credit Union
Dragoon Brewing Company
Blick Art Materials

Our Grants

The Stranahan Foundation
Alan Harris Foundation
The Stonewall foundation
The HS Lopez Foundation
Sundt Foundation
The Tenga Foundation
New Belgium Brewing Company Foundation
Long Realty Cares Foundation
PICOR Grant

Thank you to all our tireless volunteers, our generous donors, our incredible partners, our wonderful community, and all who make possible the work we do at BICAS!