

BICAS Annual Report 2025

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Cover of BICAS Annual Report 2025

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A Letter to our community...

And thus, the calendar page hath turned.

2025 lies in full form behind us, while so much of 2026 still stretches ahead. As Winter turns to Spring, and the speckled sunlight slants comfortingly through our gate, we reflect as we do every year — and we remember, with you, the road we've traveled together.

2025 began with new hours, opening to a shop that was now open on Sunday. It was a year that saw internships; and classes and workshops and camps and events and rides; and expanded opportunities accross our programs. Even as times harshen, we remain committed to accessible transportation; seeing Work Trade use to purchase parts and tools space increase by 20% in a shop which underwent major reorganization over the year. In 2025, we partnered with organizations across Tucson to get bikes directly into the hands of those who need them most — because we believe that safe, sustainable transportation should be available to everyone.

As the road of 2026 continues to unfold — with 2025's path laid out behind us — we recognize always that this path was shaped by many: both those came before us, and who come in and out across the year. To our generous donors, volunteers, artists, and every community member who's been here, believing in what we do: thank you. BICAS exists because of you!

Thank you all for riding alongside us — from last year into this. You are vital in co-creating this living, breathing, bike organism that is Bicycle Inter-Community Art & Salvage! May the path ahead of your front wheel bring the kind of freedom and joy that only flying down the street with your hands on drop bars oft delivers.

Onward, we pedal!

Love, Peace, & Bicycle Grease,
The BICAS Collective

BICAS (Bicycle Inter-Community Art & Salvage) is a worker-directed collective 501(c)(3) nonprofit 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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In the heart of our Shop...

AT THE CROSSROADS of 7th and Ventura, lies the BICAS shop. Murals stretch across walls. Priced bicycles tower above us. By the front, community members fix flats; further back, Work Traders put in the hours towards earning bikes. Many come to BICAS for essential repairs and get their bikes safely back on the road; each customer adds their rhythm to a transcendent rhapsody.

In 2025, our Community Tools, Work Trade, and Community Service spaces flourished, continually curated through the strategic forethought of our shop coordinators Asha and Lauren; electrified by the nuanced hand of our salvage coordinator Sofia; energized by the fervent role of our 7 shining shop committee members — optimizing a space where our skillful on-shift mechanics provide hands-on guidance to empower each person who walks into our shop, regardless of resources, for reliable transportation.

Open Hours

At the start of 2025, BICAS began to be open Sundays, to help keep the shop accessible to workers and families who are majorly participating in a Monday through Friday work week. It felt important to have both weekend days available for our community. From 11 AM to 6 PM, Wednesday through Sunday, BICAS is open with our regular Community Tools, Community Service, and Work Trade programs.

Customer Fridge

With our mechanics having observed so many of our patrons coming into BICAS with the goal to maximize their time here at BICAS — which means spending 2+ hours of work on bikes or helping our shop — we recognized the need to bring back the community fridge, so that community members are better able to plan their day at BICAS. Every so often, the Tucson community shows up for the BICAS community by bringing in food to share, too; and the fridge can help elongate that food life.

Solar Panels

Thanks to a grant from the Community Foundation of Southern Arizona which covered a portion of the cost, and an additional loan for the rest, the construction of our solar panels concluded in **FEBRUARY**. The solar panels are a long term project that started with former staff and board members back in **2022**. The current BICAS crew want to recognize that BICAS is not only a community project but a staff project in which BICASaurs of this era and of past eras have worked together to keep BICAS going, adapting and working towards creating a work space for our Tucson community and our BICAS crew. With the energy savings from solar power, especially through the summer of 2025, we've been able to continue improving our space, expanding community care for all who walk through our doors.

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In the heart of our Shop... [cont]

Sales

In 2025, BICAS held **3** major sales; a frequency increasing throughout the year. Sales help keep BICAS financially stable while being able to offer the community access to parts and bikes more affordably. The shop committee and staff are always stoked to see our wide range of community members excitedly participating in sales. Sales bring new people in our doors, while helping free up space as many sitting goodies leave the shop. Across all **3** sales, **174** bikes were purchased at reduced prices.

Our flash sale in **MARCH** lasted 5 days, and generated **\$11,421.95** in revenue. Deals started as low as **80%** off, with **\$1** bike shirts, **\$2** shoes, and **\$5** car racks and trainers, along with a **35%** discount on all used bikes and parts — all in a lively five days.

Timed with the needs of returning students, our Bike-to-School sale in **AUGUST** ran for **17** days and brought in **\$22,660.68**. This included steep discounts storewide, as low as **50%** off for many items, for students and other cyclists to gear up affordably for the new semester.

Leading up to our annual Art Auction, the 12-day **DECEMBER** sale generated **\$15,397.47** revenue, with discounts ranging **40%–60%** off storewide. Like with all our sales, the proceeds of this end-of-year event went towards sustaining BICAS' community-based programs.

Shop Renovations

BICAS has been in our big building since 2017, and has been using that time since to get used to living above ground level with rising BICAS traffic. The Shop Committee got together to plan a reorganization of the space in hopes to minimize underused segments of the area and to adapt it to the current demands of the space.

In **APRIL**, we undertook a major rearrangement. The goal was to create more space for Work Traders and people doing Community Service. The area for Work Trade greatly increased, with greater comfort. In this process, we also rearranged the used parts and used bike aisles, significantly reducing congestion for customers scouring parts bins and seeking bikes. The result feels much more spacious, and more comfortable for shoppers and workers!

The closure in the waning week of **DECEMBER** allowed for a similarly ambitious redesign of Community Tools: with the goal to create more space, better protect our mural, and add elements that would support our staff and our customers. We moved out a table, merch inventory drawers, and a shelf, further opening up the space; and added additional tools drawers for our vast tool inventory, which helps cover repairs for the many different eras and

designs of bike parts. As a learning tool, we added a whiteboard. In this new year, we intend to add a corkboard to help staff on shift with their many duties of upkeeping our bike shop.

Cooling

In **JULY**, we installed an AC unit in Work Trade and another in the Mini Art Gallery. With **21%** of our BICAS community unhoused and many others who come to BICAS as a vital third place, these upgrades support essential safety in the summer. The gallery now offers seating and reading materials available for anyone needing a break while working on their bike.

Bottled Water

Water is a resource in the desert and its availability is essential to life in Tucson. While BICAS already had a water fountain with the ability to cool water — this summer, we were excited to partner with local mutual aid groups who donated water for us to give out when needed. We put them in the shop fridge to keep cold, so all people at BICAS with its warehouse conditions are able to have access to cold water at the shop, or take it to go.

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In the heart of our Shop... [cont]

Rental Bikes

Single-speed bicycles and a tandem are affordably available for rent at \$8 per day or \$20 a week, offering short-term transportation options. These were rented out 38 times in 2025.

eBay

Online sale is vital — not only for getting items to people that want them but who aren't in Tucson, but it helps us move on items from our very generous donors, that people want, but that wouldn't sell here in the shop. Our eBay helps us get those items to those who can use them; the funds of which go back into our community-based programs. In 2025, eBay sales

brought in **\$10,500** net revenue for our programs. We are in the process of getting recognized by eBay as a nonprofit, which will further cut down on fees.

Best of Tucson

In **OCTOBER**, BICAS was honored to once again be named Best Biking Group/Community by TucsonWeekly's annual Best of Tucson — an award decided by public vote. We're grateful for the support and the crucial visibility this brings to our programs.

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In the heart of our Shop... [cont]

Community Tools

Through our teaching model, the Community Tools program empowers individuals with the confidence and skills to repair their own bikes, for reliable and sustainable transport. Priced on a sliding scale (or Work Trade), the program ensures that cost is never a barrier, and our mechanics provide hands-off instruction tailored to each person's skill and comfort level. In 2025, **1212** community members, including **45** youth, utilized the program, spending **2,976** hours total. Repair stands and a vast array of specialized tools are available in our space.

Work Trade

Designed to lower barriers to bicycle accessibility, our Work Trade program offers individuals an avenue to earn BICAS shop credit by assisting with shop tasks. This credit can be used to repair their bike, purchase used parts, or earn a bike; all while building hands-on skills in a welcoming environment. In 2025, **699** people participated in Work Trade (a massive **105** more than last year), including **78** youth, for a combined total of **2,934** hours.

Community Service

BICAS continues to provide verified community service hours on a drop-in basis during our open hours. In 2025, **146** individuals, including **54** youth, participated in **419** Community

Service sessions, totalling **2,181** hours in the shop for their court-ordered cases and school volunteer programs.

Our Bikes

To keep costs accessible, we sell recycled bicycles in three tiers of refurbishment, by the skilled hands of our mechanics: as-is bikes, ready-to-ride, and fully refurbished floor bikes — ranging from as-donated to as-new. In 2025, **139** people earned bicycles through the use of our Work Trade program, including **12** youth. **987** bikes were purchased, **956** of which were as-is bikes, fully available with Work Trade credit.

So Many More Bikes

Beyond direct sales, donated bicycles go on to be used to teach vital skills in our mechanics classes and youth camps, or are used in creating welded art, or are distributed through partnerships with other organizations. In 2025, discounted bikes were brought to Togo by Domain of Africa, a nonprofit providing essential services, including bicycle access, to communities in need. For unusable overflow parts, we partner with local recycling plant Recyco. In 2025, we recycled 2,157 pounds of clean aluminum, 167 pounds of dirty aluminum, and 11,998 pounds of steel; the proceeds went back towards funding our programs.

PAGE EIGHT

Art is the A in BICAS...

ART IS WOVEN INTO OUR ROOTS. Creativity is an inextricable part of being alive. Mobiles and windchimes hang above the table in our art space, crackling with inspiration and bicycle parts for creative reuse. The space breathes with paintings. From jewelry to sculpture: upcycled bicycle art transforms discarded bicycle parts into vessels of radical self-expression.

Throughout 2025, we remained committed to environmental sustainability through creative empowerment and access. Our art programming thrived, shepherded by the passionate mind of our art coordinator Ant; crafted through creative hands of our 4 art committee members; shaped by BICAS artists on staff and in our community. We remain dedicated to

expanding access to the social, psychological, and transcendent benefits of the transformative benefits of bicycle art.

Mini Gallery

Throughout 2025, our Mini Gallery thrived — exhibiting a powerful rotating selection of welded sculptures and wall art created by both community members and staff artists. This year highlighted a strong presence of unique welded sculptures by our art committee. In the heat of **JULY**, the Mini Gallery became an even more welcoming space with the addition of an AC unit, a seat, a table, and reading materials: blossoming into a restful oasis where community members could cool down and fully immerse themselves in bicycle-inspired art — all crafted from bike parts, or inspired by bicycles.

Crafternoons

Our weekly crafting hours continue at the heartbeat of BICAS art programming. In 2025, **266** community members joined us for **37** Crafternoons — held weekly, with a pause during the summer heat. These drop-in creative spaces welcomed artists of all levels to explore an abundant array of materials, including beads, wire, paint, collage supplies — and of course, recycled bike parts — and to be inspired by one another. Each Crafternoon has a suggested craft, with special themes for weekends like May the Fourth and Halloween, but participants are always encouraged to create whatever their heart desires!

Art Parts

The salvaged bicycle arts that can be found in the meticulously organized crates in our art space are no longer usable for mechanics, but they are perfect for art. From chains to bottom brackets, every piece is carefully sorted and stocked for community reuse, available to the public by donation. Approximately **2,000** pounds of parts were salvaged from bikes for art in 2025, to be used for our own welding creations and those in the community.

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

BICAS Art in other Galleries

In addition to our in-house mini Gallery, we were thrilled to exhibit our welded art across Tucson in 2025. Highlights included our massive collaborative piece welded by the art committee titled “Under the Stars” displayed at Celestia Collective art show Under the Stars in **JUNE** which was later sold at our Annual Art Auction, as well as the vibrant floral sculpture “Flower Pedal Power” by our art coordinator displayed at the Historic Y at the art show Expression Against Repression in **NOVEMBER** — all celebrating the ingenuity of upcycled bicycle art. Beyond traditional galleries, we held a special mini summer Art Auction in **AUGUST** at our 3rd annual Beer for Bikes fundraiser, with **29** art pieces by the community — these were displayed at Dragoon Brewery for a week before an event.

Art Workshops

In 2025, we hosted **4** public community workshops with specialized instruction in specific artistic disciplines. These were led by community artists and BICAS staff. One of these was a welding workshop — a traditionally exclusionary art form due both to equipment required and often gendered welding culture. At BICAS, we remain committed to accessibility and inclusion: with a sliding scale and individualized accommodations, we ensured that every participant completed the workshop with a one-of-a-kind, hand-welded piece they made themselves. In 2025, the most highly attended workshop was a Zine workshop in **APRIL**.

Middle School Welding Experience

In **OCTOBER**, we were thrilled to host a special welding experience for a class from Khalsa Montessori Middle School. Students explored their creativity by assembling salvaged bicycle parts into imaginative 3D critters and sculptures of all kind. Guided by their vision, our welders on staff welded their creations to life.

PAGE TEN

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

Merch

Alongside the year's bountiful welded and handmade art we also printed merchandise in two batches in 2025 — re-releasing some of our most popular designs. This year's Art Auction original t-shirt featured an all-new in-house shirt design by a staff artist in the BICAS Art Committee. Intentionally timeless, the design avoided the event's specific dates, making it stylish for years to come. In addition, we introduced **2** new stickers, **1** new postcard, and — most exciting of all — **1** brand new Year-at-a-Glance poster for 2026.

Online Art Spotlights

In 2025, we expanded how we uplift local artists — bringing it onto social media! Beginning in JUNE, we launched monthly Art Spotlights; as a spiritual successor of our gallery writeups in art newsletters. Each of our Art Spotlights highlights a different piece of art, tagging the artist, with an illustrated post on Instagram and a longer feature in the newsletter. In the second half of the year, we shared **7** Featured Art Pieces on social media.

Additionally in 2025, we evolved our Artist Features (website-hosted interviews linked through the newsletter) into Artist Spotlights — less regular, but more in-depth pieces with expanded interview questions and an illustrated graphic shared on social media, as well as online. In 2025, we published **6** Artist Features in the first half of the year, and released **2** deeper Artist Spotlights in **AUGUST** and **OCTOBER**. These Artist Spotlights on average garnered 42 readers, making them far more effective in promoting working artists in our community.

Selling Art Online

We ship art across the country, and in 2025, our online art shop brought in \$390.25 for our community-focused art programs, mailing art and merch to **9** people.

Partnering with Local Artists

In **MAY**, we launched a new program partnering with local artists to sell their work at BICAS. This initiative allows artists to leave pieces for passive sale in our display area near the shop counter, accompanied by their QR codes for direct purchase. When a piece is sold, a percentage of the sale is generously donated to support BICAS programs. This mutually supportive partnership expands visibility for local artists while directly contributing to our community mission.

PAGE ELEVEN

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

Art Mart

In 2025, we held **2** Art Marts — our community art market where local artists sell their work. These included our 5th Annual Spring Art Mart in **MARCH**, featuring **20** incredible artist vendors, and our 3rd Annual Art Mart at Dark in **SEPTEMBER**, which featured **24** artist vendors! Joining the festivities were delicious food vendors — Amelia's and Hugo's, Frozen Delight 520, Rocko's Navajo Cuisine, and Good Boy Lemonade — plus exciting raffle prizes for attendees. Always a vibrant and joyful gathering, Art Mart continues to lower barriers for working artists through a “by donation” vendor contribution.

Art Markets

BICAS Art was all over the local art markets throughout 2025 — having a selling or crafting table at **7** different art markets: the Spring and Winter #ThisIsTucson Together Markets, Made in Tucson Market, Dragoon Spring Night Market, Art 4 All, Spring Cyclovia, and Desert Air Market — the last of which generously donated a portion of the proceeds of the market to our art programs. Our participation at these events spread the joy of upcycled art, while expanding awareness of our art programs, which are directly funded by the art sales.

PAGE TWELVE

Our largest annual fundraiser...

BENEATH A SKY SPUN WITH STARS, the BICAS yard was alight for our 28th Annual Art Auction. On that magical December evening, our parking lot and yard transformed into a celebration of creativity and community. Music rippled through the string lights, and every surface was alive with art — sculptural, painted crafted — by so many of our community's greatest artists.

You inspire us, in this annual tradition; glowing with the deep love our community brings year after year. We gathered together that night: celebrating the breathtaking artistic spirit

that surrounds us; celebrating our creative community; and collectively fuelling our mission in our largest annual fundraiser. We wrapped the year of 2025 in warmth and laughter, surrounded by so many who make the work we do possible. So much love to you all!

The Art

Our Annual Art Auction would not exist each **DECEMBER** without the generous donations of our community. In 2025, our artist community donated **100** unique pieces for auction. Hung from painted white walls, or poised upon pedestals across our yard, art transformed the space. Funds were raised for our mission and programs by many generous bidders that night. Our deepest admiration for the creativity of the artists who support us.

Live Music

The night came alive with a high-energy set by local rock 'n' roll band Abe's Bones. We are so grateful to them for helping make the Art Auction unforgettable.

Doodle Bike

The Art Auction is about community. This year, one joyful addition was a doodle bike — a vibrantly spraypainted bicycle frame for collaborative creativity. Using markers, attendees of all ages contributed doodles, signatures, and beautiful designs, transforming the frame into community art.

PAGE THIRTEEN

Our largest annual fundraiser... [cont]

Welding Experience

For the first time, this year's Art Auction featured a special live welding experience. Community members were invited to select salvaged metal parts, which a BICAS staff welder transformed into one-of-a-kind metal flowers on the spot. Nearby, a crafting table buzzed with creativity where participants could paint their flowers.

The Food

We were honored by the continued generosity of Dragoon Brewing Company, whose donated drinks kept spirits high for community 21 and over. We were also delighted to work with Cherito's Tacos & Hotdogs, who served delicious, comforting cuisine that kept people fueled as they bid on art.

Raffle and Prizes

This year's Art Auction featured not one, but **2** exciting raffles! Our prize boxes raffle included a variety of small, valuable curated items which a number of winners took home; including generous donations from Tucson Roadrunners and Gadabout Salon Spas. Our 50/50 cash raffle offered participants a chance to win half of the raffle money, with the other half fuelling BICAS programs.

In Memoriam: Rose Forbes

In loving memory of Rose Forbes, a longtime supporter and member of the BICAS community, we set up a small memorial at the 2025 Art Auction. Rose gave so much of herself over the years. In her passing, she entrusted BICAS with a beautiful collection of art pieces that she and her son Collin had won over the years at previous BICAS Art Auctions. These pieces were in a place of honor at the Art Auction. Collin and Rose were the biggest individual donors BICAS has ever had, and Collin was the biggest Art Auction supporter ever. Words cannot express the impact Rose left on the bicycling and arts communities here in Tucson, and on BICAS specifically. She will be profoundly missed.

Art Auction Sponsors

We extend our deepest thanks to Planet Bike and Udall Law, who sponsored the Art Auction, without whom the night would not have been so magical.

Spotlight with Tucson Love Letter

We were honored by a spotlight from Tucson Love Letter, a project dedicated to sharing community stories. They spoke with our art coordinator about his personal connection to the Art Auction, along with the powerful impact the organization continues to have.

PAGE FOURTEEN

Connections in outreach and volunteers...

AN INEXTRICABLE ARM that brings our resources beyond the walls of our shop, our outreach programming remains a vital instrument to connect resources with people who need them, centering our communities across town. With 4 vibrant committee members and an assiduous coordinator, our outreach program broadens our scope for transportation justice with careful intention.

From the early months of 2025, our Volunteer & Outreach program flourished under the passionate hand of a skillful new coordinator. Through the year, Ronnie focused on strengthening connections between Tucson neighbors and BICAS by creating meaningful opportunities for community members to share their time, skills, and creativity in support of the shop and BICAS programs.

Volunteers at BICAS

Throughout 2025, volunteers supported BICAS in countless ways — from helping with shop organization and bike building, to flyering, assisting with bike rides, and supporting community events like Cyclovia and the BICAS Art Auction. In **MAY**, volunteers gathered for a movie night where they helped dismantle bike parts and strip handlebars while watching Pee-Wee's Big Adventure, blending community care with hands-on shop support.

Thank you to our volunteers! So much that we do would not be possible without the continued time and energy of our vibrant volunteer community.

PAGE FIFTEEN

Connections in outreach and volunteers... [cont]

Mutual Aid Community Partnerships

The Outreach Committee supported and attended many community events this year, but was especially proud to build new partnerships with local mutual aid groups, Community Care Tucson (CCT) and Amphi Liberated Mutual Aid (ALMA). Through these partnerships, BICAS provided mobile bike repair twice a month at weekly mutual aid distributions. While primarily focused on adjustments and flat fixes, this work represents an important step in meeting neighbors where they are and helping people get rolling again without needing to come into the shop.

Adventure Storytelling with Campfire

In **MAY**, BICAS joined Campfire and Roadrunner Cycling for their semi-annual Adventure Storytelling event, which reimagines what it means to adventure by honoring stories rooted in the Sonoran Desert. Members of the BICAS collective shared a story from the perspective of a saguaro, reflecting on resilience, interdependence, and community:

“The Sonoran Desert can be brutal. Sharp. Unforgiving. But if you look close — beneath the thorns, beneath the scorching sun — there’s a whole network underground. Roots that hold each other up. Waterways no one sees, quietly keeping everything alive. Kind of like this town. Kind of like our neighbors.”

Earth Day

Sustainability remained a central value for Outreach in 2025. In **APRIL**, BICAS celebrated Earth Day with families and young people at the Tucson Children’s Museum and with the Pascua Yaqui Nation, sharing hands-on activities and promoting environmentally conscious transportation.

Liberation Series with the Bambi Fund

In **JUNE**, BICAS joined the Bambi Fund’s Liberation Series, bringing mobile bike repair while connecting community members to resources focused on healing and self-determination, including legal support, know-your-rights workshops, mental health services, haircuts, and a community clothing swap.

Field Trip with Desert Sky Community School

In **NOVEMBER**, we hosted Desert Sky Community School for a field trip to the shop. **18** young people spent the day learning an intro to mechanics by getting hands-on with tools,

building confidence and curiosity around cycling. BICAS looks forward to welcoming more school groups in the future and continuing to create accessible pathways for young people to engage with bikes.

La Fiesta de los Barrios

In **MAY**, Outreach partnered with neighbors across Tucson's barrios for La Fiesta de los Barrios, a joyful celebration of local history and culture through community connection.

PAGE SIXTEEN

Connections in outreach and volunteers... [cont]

Cyclovia

BICAS participated in both Spring and Fall Cyclovia this year, in **APRIL** and **OCTOBER**, connecting with over **400** community members through open streets. In the Spring, Outreach highlighted BICAS' art programming with a mobile gallery of recycled bike art. In the Fall, the focus shifted to youth programming, inviting all who stopped by to lean into creativity, play, and imagination. These moments of connection are a reminder of what becomes possible when streets are transformed into spaces for community.

Parking Day

At the end of summer, Outreach participated in Tucson's Parking Day, an event that temporarily transforms metered parking spaces into public parks and social spaces. BICAS hosted a pop-up bike repair tent, helped **3** bikes get rolling again, and joined neighbors in advocating for safer, greener, and more equitable streets.

Water with Agua Para el Pueblo

At the start of summer, BICAS partnered with Community Care Tucson's new Agua Para el Pueblo initiative, placing free water stations around the city to offer hydration to anyone who needs it and to strengthen networks of mutual aid across Tucson. BICAS hosted a

community water station to support cyclists, pedestrians, and unhoused neighbors, helping ensure access to water during the hottest months of the year.

PAGE SEVENTEEN

Connections in outreach and volunteers... [cont]

Bicycles for Young People

In **FEBRUARY**, BICAS partnered with Living Streets Alliance and Ward 3 to donate **7** bikes to create a bicycle library for youth residents at the Wildcat Inn. Outreach also distributed over **30** helmets and shared basic bike safety skills with young riders.

PAGE EIGHTEEN

For women, transgender people of all genders, & femmes...

A VITAL FORCE FOR gender equity and empowerment, our Women/Trans/Femmes (WTF) programming curates a space for women, transgender people of all genders, and femmes, to build confidence, mechanical knowledge, and community, in a welcoming environment — a vital resource for many who have been discouraged from mechanics spaces due to gender.

Throughout late 2025, our WTF program thrived under the meticulous care of our brilliant new WTF coordinator Esther; with our community-focused programs sustained yearlong by our 7 dedicated WTF committee members in the months between coordinators; fostering a space for both fun and liberation. We remain dedicated to making BICAS a place where women and transgender community members of all genders feel powerful working on bikes.

Women/Trans/Femme Workshop

Every Monday, our shop is transformed by the warmth of our Women/Trans/Femme (WTF) Workshop. For **4** hours each Monday, community members access our Community Tools,

Work Trade, Community Service, and bikes and parts for sale — all within a welcoming, WTF-staffed environment. In 2025, **442** participants joined us for WTF Workshops: building skills and enjoying the space together.

PAGE NINETEEN

For women, transgender people of all genders, & femmes... [cont]

Zine Library

In 2025, the WTF Zine Library received new life — restocked with fresh contributions from Tucson Zine Fest zinemakers in **APRIL** and fully sorted and organized to be more accessible in **OCTOBER**. This thoughtful reordering made the collection easier to browse for topics that interest them, from gender to protest movements to many intersectionalities. Since the reorganization, we've seen a noticeable increase in engagement during all shop hours.

WTF Movie Night

In **DECEMBER**, we hosted a cozy WTF Movie Night featuring a screening of the 2003 French animated classic *The Triplets of Belleville*. Projected in the shop, the film brought together **11** attendees for a relaxed evening: closing out the year with community.

Restroom Stock with El Rio RHAP

In 2025, we continued our partnership with El Rio RHAP to keep our customer restroom stocked with free sexual health and period products — including tampons, pads, condoms, and pregnancy tests. Thanks to their generous support, we received **3** restocks over the course of the year, ensuring ongoing access to these essential supplies.

PAGE TWENTY

For women, transgender people of all genders, & femmes... [cont]

WTF Classes

Held in the classroom during WTF Workshop nights and taught by WTF-identifying instructors, our WTF classes offer a structured environment for learning mechanics skills. In 2025, we had **5** WTF Basic Maintenance classes, where participants learned essential skills like diagnosing common issues, making repairs, and getting to know their bikes better. Each class typically welcomed between **3** and **7** students, creating an intimate learning space grounded in mutual support.

Trans Day of Remembrance

For our **4th** year, BICAS WTF joined Kindred Connections for their annual Trans Day of Remembrance event in **NOVEMBER**, joining in community to honor the lives of trans people stolen by targeted violence. We connected with **52** community members at this reverent event.

PAGE TWENTY-ONE

For women, transgender people of all genders, & femmes... [cont]

WTF Rides

On the last Monday of each month, the energy from our WTF Workshops rolls right into our Women/Trans/Femme group rides. These fun, **5-10** mile, party-paced rides are designed to be no-drop and accessible for a wide range of fitness levels. In 2025, we hosted **10** themed WTF rides with a total of **105** participants! Each ride had a unique theme, from our Spring Fling (complete with handmade corsages from upcycled bike tubes) to our festive Halloween costume ride. Our most-attended ride of the year was in **MARCH**, with **15** riders.

PAGE TWENTY-TWO

The power of mechanics classes...

OUR MISSION OF BICYCLE EDUCATION resides at the core of bicycle empowerment. With experienced instructors, tested curriculums, and hands-on learning: our classes provide in-depth instruction for a range of levels and needs — from beginners learning to patch flats in Basic Maintenance, to advanced mechanics honing specialized skills in Wheel Building.

Powerfully stewarded by the thoughtful leadership of our new education coordinator Cara in late 2025; following the vibrant orchestration of our former education coordinator Mia until her departure in April; and continually cultivated through the teaching of our 5 instructors and education committee members — our education program thrived in 2025, inviting learning and empowering bicycle self-sufficiency amidst the soft, colorful fuchsia classroom space.

Scholarships

Thanks to a generous grant from the Alan Harris Foundation, we were able to offer **11** full-tuition scholarships to community members upon request, making our classes more accessible to those to whom the cost is a barrier. In addition to this, **50%** of all classes are payable through Work Trade tasks.

Our Mechanics Classes

For learners who thrive in a structured learning environment, our regular mechanics classes continue to offer curriculum-based skill-building with experienced instructors. In 2025, our Basic Maintenance class — where participants learn how to patch a flat, perform safety checks, and get hands-on with introductory brake and shifter adjustments — remained one of our most popular offerings. So did Build-a-Bike, where students brought donated bicycles to life by dismantling and rebuilding all of their systems. Alongside our Wheel Building, Gear Clinic, and Brake Clinic classes, we served **96** students through **20** total classes held across over **35** sessions — including multi-day formats like Build-a-Bike and Wheel Building.

PAGE TWENTY-THREE

The power of mechanics classes... [cont]

Basic Maintenance

Our **3**-hour Basic Maintenance course continued to be our most popular and frequently offered class in 2025. Designed with beginners in mind, this course equips students with essential bicycle maintenance skills — for maintaining their personal bikes and building general mechanical confidence. Throughout the year, **63** students participated in Basic Maintenance, gaining hands-on experience in key repairs such as patching flats, and brake and shifter adjustments; as well as safety checks. The class empowers cyclists to be self-sufficient while on the road, and to extend the lifespan of their bicycles.

PAGE TWENTY-FOUR

The power of mechanics classes... [cont]

Build-a-Bike

Our most thorough course, Build-a-Bike invites participants to spend **5** immersive days completely disassembling and rebuilding a bicycle from the ground up. Students learn to rebuild bearing systems, replace cables and housing for brakes and shifters, install chains, and properly adjust derailleurs. Designed for an intermediate level, this course equips participants with a full mechanics foundation they can go on to use on their own bikes, long after the class is completed. In 2025, **11** participants completed Build-a-Bike, overhauling bicycles from start to finish, and test riding them on the final day.

Clinics

For those looking to tighten specific skills, our clinics offer focused, **3**-hour deep dives into some of the more technically challenging areas of bicycle maintenance. Brake Clinics guide participants through hands-on practice with both rim and disc brakes, while Gear Clinics focus on drivetrains and gear systems. Our clinics provide curriculum-driven spaces to practice skills and fully understand the mechanics of these systems. We held **4** clinics in 2025.

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The power of mechanics classes... [cont]

Wheel Building

BICAS remains one of the only places in town where people can learn the advanced, specialized art of bicycle wheel building. This **2**-session, **8**-hour course takes participants on a deep dive into the art and science of crafting a bicycle wheel — from measuring hubs, rims, and spokes, to tensioning and truing the final wheel. In 2025, we expanded access to this unique opportunity by offering it more often, with **3** Wheel Building classes that guided community members through the rewarding process of building a bicycle wheel.

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Wrenching with Youth...

WITH BICYCLES REMAINING a crucial path to autonomy for many young people, our youth program remains a cornerstone in our mission to make bicycle transportation more accessible — expanding bicycle opportunities for young people, and curating low-stress learning environments.

Through hands-on education and supportive mentorship, led energetically by our youth coordinator Olivia through most of year's months, and stewarded by our 5 passionate committee members for the year's close, our youth programs flourished in 2025. From summer camps to drop-in spaces, we remain committed to cultivating spaces where young cyclists have access to the skills, tools, and confidence to navigate the world as they ride forth into their futures.

Ochoa Bike Club

In partnership with the John Valenzuela Youth Center, our weekly Ochoa Bike Club provides a space for youth to learn safe riding habits, bike-riding skills, traffic awareness, and basic mechanical repairs. This after-school program empowers young cyclists in learning to fix their own bikes and navigate their neighborhoods with greater independence. In 2025, we

supported **31** young people through regular bike club sessions, fostering early connections to transportation equity and hands-on learning.

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Wrenching with Youth... [cont]

Youth Earn-a-Bike

In 2025, we hosted Youth Earn-a-Bike Camps during both Spring and Summer breaks, where young riders ages 8-13 earned their own bicycles, locks, and shop credit — all while learning bike mechanics, safe riding, and participating in fun activities. Our youth camps encourage not only technical skills, but also teamwork and new friendships. We held **4** Youth Earn-a-Bike sessions in 2025, with a total of **43** participants — more than twice as many as in the year prior! In addition to our public sessions, we were honored to host a special closed-session summer camp in partnership with the John Valenzuela Youth Center again this year.

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Wrenching with Youth... [cont]

Youth in the Shop

In 2025, **45** youth utilized the BICAS tools, mechanic assistance, and bike stands through Community Tools across **74** sessions — in addition to the free Community Tools during Youth Drop-In hours — learning repairs and getting their bikes back on the road.

Through Work Trade, in completing useful and educational tasks around the shop, **78** youth were able to earn shop credit across **219** sessions, which could be used to repair a bicycle through Community Tools, or to purchase used parts or a bike. In 2025, **12** youth earned bicycles in the shop through these programs, in addition to through YEAB.

BICAS continues to be one of the few community spaces in Tucson offering verified community service opportunities for youth during our open hours. In 2025, **54** youth contributed and earned **481** Community Service hours for court-ordered cases and school volunteer programs across **146** sessions.

PAGE TWENTY-NINE

Wrenching with Youth... [cont]

Youth Drop-in

In 2025, we continued hosting Youth Drop-In sessions on the 2nd and 4th Saturdays of each month, where young people ages 9 to 18 could engage in hands-on bicycle repair, special mechanics projects, and one-on-one instruction for free. This program offers flexible pathways for youth to learn at their own pace, earn community service hours, or accumulate shop credit, which can then be used toward bike parts, one complete bike per year, or Community Tools time, for youth ages 13 and up. In 2025, **21** youth participated in this program.

PAGE THIRTY

Fundraising for our programs...

THE GIVING OF OUR DONORS is the backbone that empowers all of our community programs to thrive: sustaining our day-to-day work, our growth, and fueling each step of our mission. As a 501(c)(3) nonprofit, we depend on community generosity to pursue our mission of bicycle accessibility. From our in-kind bike donors to our sustainers who provide crucial financial support each month, each donation is reflected tangibly in our programs.

Through 2025, our fundraising endeavors, under the momentum and passionate vision of our skillful development manager Kristen, with the support of 3 fundraising committee members, collided with the fruits of your generosity. To everyone who believes in BICAS, who gives what they can: thank you. Your generosity fuels us: every day, in every way.

Our Donors

Whether monetary or in-kind, gifts from our donors directly empower the work we do — demonstrating their deep, shared commitment to our mission of transportation accessibility. Thanks to this continued generosity and our steady fundraising efforts, 2025 saw a further increase in community donations — testifying to the trust and support of our community.

Our Sustainers

Through 2025, our BICAS membership program continued to grow, empowering community members to support our mission through monthly donations while receiving perks. These recurring gifts strengthen the stability of our programming year-round. We were honored to welcome **7** new sustainers this year, bringing our total to **14** by the year's end!

Casey Family Partnership

We were honored to receive a \$15,000 grant from Casey Family Programs to advance our mission alongside theirs through hands-on learning. In 2025, **6** youth in foster care, who often have fewer pathways to mentorship and early job experience, each completed internships alongside our staff in **4** positions — bike mechanic, art coordinator, volunteer & outreach coordinator, and youth coordinator — gaining essential job experience to support their futures.

PAGE THIRTY-ONE

Fundraising for our programs... [cont]

Halloween Bike Ride

In **OCTOBER**, we celebrated the spooky season with a festive Halloween-themed fundraising ride. Riders of all ages donned their best costumes for a party-paced ride from BICAS to Tucson Hop Shop, who generously donated a portion of the night's drink sales to support our programs. For a \$15 contribution, participants enjoyed a night of candy, a costume contest with prizes, and delicious pizza from Ciao Down Pizza Studio, who share a space with Tucson Hop Shop. The evening came alive with spooky surf music from La

Onida. We're deeply grateful to everyone who joined us, and to Tucson Hop Shop for their support. All proceeds from the ride went directly toward funding BICAS programs.

Flash Fundraiser with Machine Age Tattoo

In **OCTOBER**, our wonderful partners at Machine Age Tattoo hosted a flash tattoo fundraiser to support BICAS. Community members came out to get inked by **5** generous and skillful artists — Buggy Pageau, Sam Orozco, Ivan Satow, Tommy Quezada, and E Rodriguez — and the day's proceeds were donated to help fuel our community programs. Thanks to their artistry and generosity, this event directly supported our mission to make our community stronger through bicycles, art and sustainability.

The Mural Ride to Mission Motor Collective

In **SEPTEMBER**, we teamed up with Mission Motor Collective for a community-centered fundraising ride through Tucson's vibrant murals! Riders enjoyed a guided tour of public murals before ending the ride at Mission Motor Collective, where \$1 from every beer sold that day was generously donated to BICAS. All proceeds from the event helped us further our mission to expand access to bicycles, art, and education throughout the Tucson community.

El Tour

For another year, BICAS proudly participated in El Tour de Tucson, through their nonprofit partnership program that allows riders to fundraise for local nonprofits and ride at a decreased fee. In 2025, our 8 wonderful Team BICAS riders raised an incredible **\$2,451** for our community programs — more than double the total from the previous year!

PAGE THIRTY-TWO

Fundraising for our programs... [cont]

Beer for Bikes: Art For Auction

In **AUGUST**, our 3rd annual Beer for Bikes fundraiser was something special — this year, it featured a summer mini Art Auction! The Beer for Bikes: Art for Auction fundraiser was truly a community celebration at Dragoon Brewery. Attendees received a bundle of goodies for their \$25 contribution: a special t-shirt, a \$20 BICAS shop credit, a BICAS sticker, an online art coupon, and a \$1 Dragoon drink ticket. We also raised money through prize games and a raffle. All of the unique bicycle-inspired art pieces for auction was displayed at Dragoon in the week leading up to the event, making it easy for community members to swing by even if they couldn't attend. Community members bid on **39** art pieces in total. Proceeds from Beer for Bikes: Art for Auction directly supported our programs.

PAGE THIRTY-THREE

Fundraising for our programs... [cont]

Grants

We extend our deep gratitude for these grants, and the generous funding which empowered so much in 2025:

HS Lopez Family Foundation
Alan Harris Foundation
Tenga Foundation
PICOR Foundation
Casey Family Programs
Tucson Conquistadores Foundation
The Sundt Foundation
Long Realty Cares Foundation
New Belgium Brewing Foundation
City of Tucson Framework Fund Grant

Sponsors

A heartfelt thank you to all of our incredible sponsors, whose support made so much of our 2025 programming possible:

Dragoon Brewery
Blick Art Materials
Udall Law Firm

Let's Roam
1% for the Planet
Betts Printing
Planet Bike

Zia Records Token Program

In 2025, we were honored to be part of Zia Records' Token Program, which allowed their customers to support us with their record purchases!

PAGE THIRTY-FOUR

Through social media...

ONLINE INFORMATION-SHARING forges powerful pathways of connection. Whether someone is looking to register for an upcoming class or workshop, or simply trying to anticipate what they might find before stepping through our door, our digital presence offers many a first point of contact beyond our walls. We are committed to continually growing our online platforms as a vital informational bridge between BICAS and many in our community.

The internet bridges gaps. In 2025, we remain committed to information accessibility. From celebrating mechanics and art, to resharing local resources and events — the 4 creative, passionate members of our media committee alongside our visual communication designer Teresa remain committed to keeping our online presence rooted in the needs of our community: conveying information through digital storytelling, strengthening our visual identity, and expanding the ways we collaborate with and amplify our community.

Video Partnerships

Video creation expanded in 2025, with **5** of our **8** Instagram reels filmed and edited for the site. In **OCTOBER**, we partnered with Solar United Neighbors and Are You Happy, who were creating a video series about how solar energy supports happiness in communities. In **DECEMBER**, we collaborated with Tucson Lifestyle Magazine who were filming their Instagram video reel series highlighting local artists. Throughout the year, one Google Ad we ran also featured a filmed short video overview of BICAS' regular programs — helping burgeoning BICAS-goers quickly understand the services we offer.

Animation and the BICAS Nymph

Animation elevates our video storytelling with a consistent visual signature, drawing the eye of our viewers alongside the algorithm. In 2025, we featured **7** animated graphics on our social media in 2025 — from an animated version of our Art Auction poster (complete with the character winking), to an animated version of a sale flyer (where the discounts fell from the sky). In **AUGUST**, an exciting new animated logo debuted to close out our filmed reels: an animation of a pedaling cyclist that transforms into our classic logo, the BICAS Nymph.

PAGE THIRTY-FIVE

Through social media... [cont]

Our Instagram

Instagram is a key place where people find timely local updates. In 2025, we published **164** grid posts on our main account @bicastucson (which is **24** more than our posts the previous year), and shared **476** stories (which was **107** more than the previous year), using these tools to keep our community informed about programs, events, and resources. In terms of reach, history repeated itself, with an Art Auction announcement post in **SEPTEMBER** being most viewed, being seen by **13,131** people, which was more than double the previous year's most viewed post. Our highest-engagement post was in **MARCH**: a safety and know-your-rights update. The response reflected how strongly our community connects with messages of community care, in times of immense uncertainty and injustice. Meanwhile, our most shared posts were time-sensitive event announcements, with a **MARCH** Art Mart announcement receiving the most shares at **182**.

Across our accounts — @bicastucson, @bicas_wtf, @bicasart, and @bicasyouth — our audience continued to grow in 2025. Our secondary accounts (@bicas_wtf, @bicasart, and @bicasyouth) cumulatively posted **131** grid posts, and we increased cross-account collaboration, with @bicastucson sharing **68** collab posts with our secondary accounts, strengthening continuity for our followers. Our main account also collaborated with **9** different artists on posts (from spotlights, to flyer artists, to our tattoo fundraiser). Separately, our main account shared **8** Instagram collabs with other organizations aligned with our mission, an increase from the previous year. With **20%** of American adults using Instagram

for news, these collaborations expand the reach of essential information about BICAS programs to community members who might not otherwise see it.

PAGE THIRTY-SIX

Through social media... [cont]

Our Facebook

In 2025, the BICAS Tucson Facebook account published 135 posts — 3 more than the previous year—helping keep community members informed about shop updates, events, and programs.

For updates across platforms, we also continued expanding our in-house, versatile graphics library, reusing vintage BICAS classics alongside new designs to keep our visual identity cohesive and recognizable.

Our Newsletters

2025 was our first full year of **3** distinct monthly newsletters tracts for our community members who select interest preferences. The first of these, our Art Newsletter, brings our community art updates, a highlighted dive into an item available for purchase on our online shop, often a highlighted community artist, and a monthly detailed glimpse of a highlighted gallery piece: with a photo, description, and details then linked and highlighted on the @bicasart instagram. The second of these tracts, our Donor Newsletter, brings membership information for would-be sustainers and quarterly letters to the community, alongside a series of personal stories — shared generously by community members — that show donors the real impact of their giving upon specific ongoing BICAS programs. Lastly, our General Newsletter goes out to all of our subscribers: containing shop and program updates, announcements and details for upcoming classes and events, and community news. These were **36** of the newsletters in 2025. In addition to these, we also sent out special newsletters that focused wholly on providing in-depth information for major upcoming events and sales. Over the course of 2025, **1,398** new people subscribed — bringing our list to **5,127** total subscribers receiving regular updates in their email. Subscribers received **57** newsletters in 2025. All our newsletters can be unsubscribed from with one click. We remain committed to nurturing these relationships, and keeping our community informed and connected.

In addition to newsletters through our listserv, our donor and volunteer audiences received **32** targeted emails through our CRM, to share updates and information specific to the ways they regularly engage with supporting us. And neither does the power of email communication end at our CRM; we also sent **5** Press Releases through the year to our journalist contacts at local media outlets, retaining contact for online news sources to be able to generously further share crucial BICAS resources.

PAGE THIRTY-SEVEN

Through social media... [cont]

Our Website

In 2025, bicas.org saw a 25% increase in visitors compared to the previous year, averaging approximately 3,357 visitors per month. Our most-visited pages were Bikes and Refurbished Bicycles — a promising sign that people are using our website as a direct pathway to affordable transportation. To keep information current and easy to find, we maintained an active front-page carousel with **52** posts throughout the year: sharing BICAS news, program updates, artist spotlights, and up-to-date information for our community.

Our most-viewed website post was an Artist Spotlight in **OCTOBER**, highlighting the expansive work of a dear community artist who had also collaborated with us. Our most elaborate post was a **3,378**-word narrative piece in **APRIL** — a deep glimpse into what participants can expect in our Wheel Building class, and told in the format of a story, based on that month's Wheel Building class — from classroom banter to the specific instruction given. Both of these were linked to on Instagram.

Google Ad Grants

Through 2025, we continued our partnership with Google Ad Grants for Nonprofits, for cost-free ads that show on Google, Youtube, and Gmail. Of the **1,612** people who were shown our ads in 2025, **285** community members clicked and were taken to our website — this is more than double our monthly average from the previous year! Our biggest single-day spike was the 3rd of **DECEMBER**, with **14** clicks by all **14** of the people who viewed the ad that day, driven by the Art Auction season. Indeed, the best performing

campaign per day was our Art Auction ad, which launched in late **OCTOBER**. Meanwhile, our most successful ad campaign overall was our general awareness campaign.

We create each ad campaign with **20** images, **15** headlines, **5** descriptions, and **5** possible links, which Google which Google rotates and optimizes to get the right information to those most looking for it. While the keyword most likely to lead to outbound clicks was predictably “bicas tucson,” we were encouraged to see that over half of those who searched “bike repair near me” and were shown our ad indeed also clicked on our link, confirming that this tool is helping new community members find their way to resources to get to their bikes safely back on the road.

PAGE THIRTY-EIGHT

Our finances in numbers...

Brought by the hardworking members of our finance committee, and our accountant Suzanne, throughout 2025.

Gross Income

In-Kind Donations	\$235,026.26
Other Donations	\$74,052.64
ARPA & Govt Grants	\$28,916.82
Other Grants	\$35,020.00
Education, Youth, & WTF	\$14,531.77
Shop	\$69,824.06
Art	\$7,765.33
Interest	\$210.48
Other	\$12,939.39

\$478,286.75

Expenses

Shop	\$345,415.02
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Education & Youth	\$33,766.70
Outreach & WTF	\$35,227.47
Art & Auction	\$24,576.24
Admin & Fundraising	\$111,045.90
Other	\$26,598.38
	\$576,629.71

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The beautiful BICAS of 2025...

Our Collective Members of 2025

Ant Zepeda
Asha Greyeyes
Cara Buchanan
Esther Bonnot
Gemma Steig
Jaden Salama
Jesus Urbina
Kristen Lindgren
Lauren Ayala
Matthew Morgan
Mia Thwing
Sofia Wood-Pavicich
Nave Libre
Olivia Bohn
Reuben Hela
Ronnie Wollenzier
Sidney Spurgeon
Tea McCullough
Telpochtli Moreno
Teresa Blakeslee

Our Board of 2025

Benji Rouse
Cynthia Duncan
Elliot DuMont
Latricia Clary
M Carlisle
Matt Harmon
Heidi Grande

More Staff of 2025

Dennis Ayala
Ellie Kaszniak
Suzanne Armenta

We would not be BICAS without our shining volunteers, our generous donors, and our wonderful, beautiful BICAS community each day!

Thank you to all who make BICAS beautiful!

BICAS is a collectively-run, nonprofit community project, with a horizontal governing structure. Each person holds many roles, and each is essential to the day-to-day and year-to-year functions of BICAS.