Every day we hear from families whose lives have changed by their participation in NICA.

We listen to stories of confidence built in our student-athletes. Stories of coaches, overjoyed and fulfilled through their experience with their teams, friendships made, and parents who have gotten back on their bikes. All of these stories are made possible because of the commitment of our amazing NICA coaches, supporters, league directors, and local volunteers.

Our community’s commitment to the NICA values of fun, inclusivity, equity, respect, and community continues to transform lives and get #morekidsonbikes. The following report highlights unique stories and the innovative ways we all at NICA carried out the mission to build strong minds, bodies, character, and community through cycling this past year.

In 2021, with the help of many hands, we launched six new leagues: Kansas, Kentucky, Missouri, Ohio, and South Carolina. We partnered with Trek to launch the Pathfinders Program and we had more than 26,000 student-athletes return to play, experiencing practice and event weekends.

We are inspired and eternally grateful to all who made NICA 2021 a year of growth and success!

With Gratitude,

Bob Burns
Board Chair

Amanda Carey
President
About NICA

MISSION
We build strong minds, bodies, character, and communities through cycling.

VISION
Every youth is empowered to be part of a thriving and engaged cycling community.

VALUES

FUN
NICA inspires friendship, joy, and adventure.

INCLUSIVITY
NICA believes everyone should be able to participate in our programs and feel welcomed, respected and supported.

EQUITY
NICA is committed to fair treatment, equal access, opportunity, advancement and elimination of barriers to encourage participation for all.

RESPECT
NICA expects consideration for all others, oneself, and the outdoors.

COMMUNITY
NICA unites diverse people, families, and communities through cycling by creating fun and welcoming experiences.
2021 Leagues

[Map of the United States with logos of different cycling leagues across various states.]
Our Impact

By The Numbers

1,073 teams in 30 leagues
+12% annual growth over 5 years

14,313 coaches
+18% average growth over 5 years

26,945 student-athletes
+23% average growth over 5 years
Expanding to New Communities

Six new leagues hosted events and races in 2021. Kansas, Kentucky, and Ohio make up the three leagues to join our network of interscholastic cycling leagues in 2021. Missouri, Nebraska and South Carolina had their first weekend events and races in 2021, after a delay due to the pandemic.

“It has been several years in the making and our inaugural season launch was a bigger success than I ever could have imagined. Our coaches, student-athletes, and families are uniting around bikes and single track in Kansas!”

Founding Kansas League Director, Tina Khan

“The support from the community and positivity surrounding NICA in Ohio is unreal and unmatched. We have amazing teams all over the state, and more than 200 student-athletes and 100 coaches! The excitement is building, and we cannot wait to watch as friendships grow across the state for years to come.”

Founding Ohio League Director, Jen Malik.
In February 2021, Trek introduced the Pathfinders Scholarship to bring greater diversity, equity, and inclusion to youth mountain biking by providing people of color with the bikes, gear, and resources they need to overcome historical barriers to the sport.

Since then, we received more than 500 individual applications from student athletes representing 97 teams from over 26 states, and after an intense review process, we awarded 250 of those applicants with Pathfinder Scholarships.

“Being the only Hispanic girl on the team was intimidating. I felt like I was doing something that wasn’t meant for me. Yet the team supported me no matter who I was...I’ve had such a great season and have ridden to places I never thought I would see. I’ve been on the podium twice and crashed a few times, but I just keep getting up and doing it again.”

Genesis Munoz,
Park City High School Team, Utah
GRiT

We supported over 106 grassroots, volunteer-led GRiT events, across our Leagues to recruit, empower and support female student athletes and coaches.

“My team of young women developed into a cohesive, supportive, and strong group. They have come together to strengthen each other to learn to ride, tackle obstacles, push their bodies beyond to perform, conquer fears, and find hope during a time of deep loss. From epic crashes to spectacular log-overs, our ladies have shown their true GRiT in becoming honest to goodness mountain bikers!! They rock!”

Catherine Witt, Head Coach, Patterson Park Composite, Maryland
Stewardship and Adventure

Teen Trail Corps

Through Teen Trail Corps, NICA teams have an opportunity to showcase their commitment to the trails and develop a good reputation within the local trail community. Beyond developing community relationships, Teen Trail Corps also opens up land steward relationships and provides a pathway for leagues to work with land managers in developing new locations for team practice and potential event venues.

420 Services Locations

1,038 Number of Teen Trail Corps Workdays

6,561 Number of Student-Athletes and Coaches Participating

38,470 Total Hours Contributed to Trail Stewardship and Maintenance by Student-Athletes, Coaches, and Other Volunteers
NICA Adventure

NICA Adventure, our program focused on the social and emotional development of our student-athletes, continued to grow in 2021, with activities and events taking place in many Leagues around the country. The Pennsylvania League wrapped up its season with an Adventure event attended by more than 450 student-athletes, coaches and parents. Teams spent the day traversing trails to scoop up checkpoints and eventually returning to home base to report on their accomplishments. The weekend also included a costume themed GRiT ride and a trail stewardship day to give back to the amazing trail system.
91 percent of student-athletes agreed or strongly agreed that they developed an increased respect for trails and the environment through NICA participation.

96 percent of parents agreed or strongly agreed that their child's health and fitness improved through NICA participation.

Top three things most important to coaches about their role
1) Being a positive role model
2) Inspiring student-athletes
3) Developing healthy habits and lifestyles

80 percent of coaches strongly agreed with the statement, “My role as a coach is to teach kids more than just how to be a better bike rider.”
What has been most important to you about your NICA experience and why?

“NICA provides a safe environment for athletes to make decisions, face challenges, and learn from mistakes and failures and success. It is a family and community event that brings all ages together for a common goal.”
**Mother and coach, North Carolina League**

“For four years, it gave me a great way to connect regularly with my teenage daughter.”
**Father and coach, NorCal League**

“This was my first time ever on mountain bike trails. It was an amazing experience. My son was not in my group as he’s at a different experience level, but I was still able to be at practice with his school instead of just sitting in the car waiting on him at the park.”
**Mother and coach, Indiana League**

“Our daughter participated in an organized sport for the first time in her life. It was so gratifying to see her confidence and skill grow during the season. Being part of a team and having the support of her coaches and teammates was such a rich and rewarding experience. We can’t say enough positive about the whole experience!”
**Mother, Texas League**
Our 2021 Supporters

LEAD SPONSOR

TREK

PLATINUM SPONSOR

SHIMANO

SPECIALIZED

SRAM

SALSA

ROCKSHOX.

QUALITY BICYCLE PRODUCTS

GOLD SPONSOR

GIRO

podiumwear

SILVER SPONSOR

peopleisbikes

CANYON

Continental

USA CYCLING

BRONZE SPONSOR

STRIKE

FEEDBACK SPORTS

Borah Teamwear

CR CLUB RIDE

Blackburn

BOSCH

Invented for life

VelociRAX

FOX

HAMMER NUTRITION

Outside

NICA National Foundation and Grant Partners

WALTON FAMILY FOUNDATION

Rapha FOUNDATION

CLIF FAMILY FOUNDATION

TRail TRust A Fat Factory Initiative

REI CO-OP

WELLS FARGO
SUSTAINERS
Greg Banyai
David Bender
Tracey Bracco
Connie Brown-Caldwell
Linda Brune
Jason Buckner
Dan Buhler
Billy Fordree Jr.
Jim and Cathy Haagen-Smit
Samantha Hart
Jim Hasenauer
Susan Helm-Murtagh
Tim Johnson
Ashley Korenblat
Lindsey Kriete
Jack Liu
Timothy and Amy Louis
Austin McInerny and Celeste McCartney
Ernesto Montenero
Bree Van Oss
James Phillips
Jeremy Pomeroy
Muffy L Ritz
Christopher Rowell
Tom Senkevich
Dee Seymour
Kristine E Urrutia
Nate Whitman
Brian J Zeilinger
Anonymous

INDIVIDUAL DONORS
Kemal Abuhan
Russell Bayba
Chad Brown
Robert & Jane Burns
Chris Carpenter
Dino and Barbara Ciarlo
Robert Fay
Jason Ferrier
Morgan Fletcher
Rhonda D. Fosser
Tod Francis
Stephen Granata
Greg Harkins
Lisa Hunt
Michael w Candelario lugo
Ryan Lai
Bruce & Elke MacGregor
Jo Maralit
William D Mattson
Mr and Mrs Sharon Messner
Daniel Morrissey
Steven Ottogalli
Lindsay Paul
Ben & Sarah Raby
Tim Rogers
Joseph Romano
Eileen Russell
Martin J Shea
Alexis Soron
Todd Spina
Kirsten Stein
Nate Steinmetz
Charlotte D Unger
Ryan Wilson
Anonymous (x3)
Anonymous Donor: National Christian Foundation California
Anonymous Donor: Community Foundation of Greater Huntsville
Anonymous Donors:
The Boston Foundation
Anonymous: Benevity (24)
Anonymous: YourCause (3)
Anonymous: Facebook
Anonymous: United Way (1)
Anonymous: Cybergrants (1)

CORPORATE AND NONPROFIT
IUP USA.com
AmazonSmile
Be Good Foundation
BikeFlights
Bright Funds
Clif Bar & Company
Facebook
Fox Factory, Inc.
The Freshly Minted
The GoodCoin Foundation
JustGive - Great Nonprofits
Kelson
Network for Good
One4All Charitable Fund
PayPal Giving Fund
Pnw Components
Quality Bicycle Products
SCOTT Sports SA
She Sends Racing
Sock Guy
State of Montana
VM Foundation
Wells Fargo Bank
Anonymous: Benevity (5)
Anonymous: Cybergrants (1)
Anonymous: YourCause (7)

NONPROFIT AND IN-KIND PARTNERS
Apt Digital
Bike Instructor Certification Program
CrashCourse by TeachAids
IMBA
Life Time
Positive Coaching Alliance
TrueSport
University of Utah
Western Spirit Cycling Adventures
Ripon College
Warren Wilson College

EDUCATIONAL PARTNERS
Ripon College
Warren Wilson College

BOOSTER CLUB - PRO
Filmed by Bike
Giant
Planet Bike
Race Result
Yakima

BOOSTER CLUB - ELITE
BikeFlights
Niner
Scott
Trail Manos
Cane Creek
Outdoorly

BOOSTER CLUB - EXPERT
Industry Nine
Muc-Off
Industry Nine
Pivot
Togs
Our Financials

9% FUNDRAISING

11% MANAGEMENT & GENERAL

80% PROGRAMS
# Our Financials

## Audited Financials

<table>
<thead>
<tr>
<th></th>
<th>12 Months Year Ended Jun-20</th>
<th>Six Months Year Ended Dec-20</th>
<th>12 Months Year Ended Dec-21</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Revenue (Accrual Basis)</strong></td>
<td>6,250,198</td>
<td>3,597,919</td>
<td>8,982,859</td>
</tr>
</tbody>
</table>

## Expenses (Accrual Basis)

<table>
<thead>
<tr>
<th></th>
<th>12 Months Year Ended Jun-20</th>
<th>Six Months Year Ended Dec-20</th>
<th>12 Months Year Ended Dec-21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>4,593,347</td>
<td>2,220,025</td>
<td>6,313,558</td>
</tr>
<tr>
<td>Management and General</td>
<td>769,651</td>
<td>405,684</td>
<td>889,153</td>
</tr>
<tr>
<td>Fundraising</td>
<td>651,714</td>
<td>390,271</td>
<td>728,915</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>6,014,712</td>
<td>3,015,980</td>
<td>7,931,626</td>
</tr>
</tbody>
</table>

## Percentages

<table>
<thead>
<tr>
<th></th>
<th>12 Months Year Ended Jun-20</th>
<th>Six Months Year Ended Dec-20</th>
<th>12 Months Year Ended Dec-21</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>76%</td>
<td>74%</td>
<td>80%</td>
</tr>
<tr>
<td>Management and General</td>
<td>13%</td>
<td>13%</td>
<td>11%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>11%</td>
<td>13%</td>
<td>9%</td>
</tr>
</tbody>
</table>
Our Participation

NICA Registered Coach Growth

NICA Team Growth
2021 Board of Directors

Susan HeIm-Murtagh
Board Chair
Clinical Assistant Professor, University of North Carolina at Chapel Hill, Gillings School of Global Public Health

Robert Burns
Vice Chair
Vice President & Senior Legal Officer, Trek Bicycle Corporation

Timothy P. Rogers
Treasurer
Chief Financial Officer, Continental Automotive, Inc and Continental Tire the Americas LLC

Dr. Francine C. Luce
Secretary
Director for the Office of Grants Development, Jersey City Board of Education

Scott Chapin
Risk Manager within
Marsh & McLennan’s Bicycle Industry Vertical

Joshua Kleve
Senior Vice President of Sales, DKS Technology, and League Director, Minnesota High School Cycling League

Lindsey Kriete
Vice President of Human Resources at Lutheran Home & Harwood Place

Mike Kuhn
Executive Director
Pennsylvania Interscholastic Cycling League

Imelda March
Digital Designer and UX Strategist

Jerry Pomije
President, Q Enterprises / Executive Vice President, Quality Bicycle Products, Inc.

Eric Russell
Director of Sales, Clif Bar and Company

Robert Saffell
Director in the technology organization of Wolters Kluwer

Kimo Seymour
President of Life Time Events and Media

Lisa Sher
Creative Director, Fluxx Collective, LLC
Current Senior Management

Amanda Carey
NICA President

Lauren Haughey
Chief Financial Officer

Chris Mileski
VP of Field Operations

Emily Green
VP of Development

Abby Warner
VP of Programs