Dear NICA Community,

Thank you for your unwavering dedication and support in championing our student-athletes, teams, and leagues throughout the past year. As we reflect on the triumphs of 2022, we are inspired and grateful for the collective effort that propelled NICA to new heights. The heartwarming tales of families forever changed, student-athletes developing newfound confidence and friendships, coaches finding fulfillment in guiding their teams, and parents rediscovering the joy of cycling are all a testament to the power of NICA.

In the pursuit of our vision that every youth is empowered to be part of a thriving and engaged cycling community, we are delighted to share some of the achievements from the past year:

We welcomed three new leagues to the NICA family, New Mexico, Arizona and Delaware, expanding our reach and creating opportunities for even more youth to experience the transformative power of cycling.

Our Girls Riding Together (GRiT) initiative has been on the rise, empowering young women to break barriers and shatter stereotypes in the cycling world. GRiT gained even more momentum, fostering an inclusive and supportive environment, where every young woman feels empowered to ride with confidence and determination.

Despite the challenges of the times, we saw overall participation in NICA programs grow 11%! Our student-athletes and teams have shown incredible dedication to making a positive impact in their communities. The spirit of service and trail stewardship has reached new heights, and we are proud to witness the NICA community stepping up to give back.

Throughout our journey, we have remained steadfast in our commitment to inclusivity, equity, respect, and community. These values have been at the heart of every decision we made, guiding us toward fostering a diverse and welcoming environment for all.

None of these accomplishments would have been possible without the generous support of our sponsors, partners, and supporters. Your belief in our mission and dedication to the cause has been the driving force behind our continued success.

Together, we will continue to make a profound impact on the lives of countless young individuals, instilling in them the values of teamwork, respect, and a love for cycling that will stay with them for a lifetime.

With gratitude,

Bob Burns
Board Chair

Amanda Carey
President
About NICA

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

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

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.
2022 Leagues
Our Impact

By The Numbers

989
TEAMS IN 29 LEAGUES

25,616
STUDENT-ATHLETES

21.9%
FEMALE STUDENT-ATHLETES

14,466
LICENSED COACHES

24%
FEMALE LICENSED COACHES
In 2022, our network of interscholastic cycling leagues welcomed three additions: Arizona, Delaware, and New Mexico. With their inclusion, NICA has achieved unprecedented strength and diversity, marking a pivotal moment in our collective journey to fulfill our mission.

“Our main objective is to propagate our mountain bike family, by providing a warm welcome to all who want to participate. When you show up at our events, you’ll get a fist bump, high five, a hug, or even a secret handshake if you want to create one. Our league will embrace camaraderie, inclusivity, personalized coach/team support, and an overall vibe of good times!”

Jen Harrelson

“Bringing youth mountain biking to Delaware is a pathway to engage young people in building stronger bodies, minds, and characters, ingredients needed for individuals and for our communities to thrive. I am thrilled to serve as NICA’s first League Director in Delaware and I am motivated by the opportunity to make mountain biking accessible to all.”

Maria Dziembowska

“We are so excited to bring more opportunities to New Mexico with a NICA League. We can’t wait to help more kids experience the exhilaration of biking while being part of such an amazing community.”

Mary Grow
Since its introduction in February 2021, Trek and NICA have awarded 650 Pathfinders Scholarships. Each scholarship, valued at $2200, consists of a bike, gear and funds for the student-athlete to participate on their local NICA team. 41% of Pathfinder student-athletes and 52% of their parents who participated in the Fall 2022 Pathfinder survey reported that they would not have participated in NICA without the scholarship.

"It has given me more opportunities in the mountain biking world. I’ve been able to ride more trails, go to more gatherings and experience more things because of the bike I’ve received from the Pathfinders scholarship. And I’ve helped spread the word about mountain biking in my community because of an interview I did regarding the scholarship."

Lena Cole, Wisconsin League
GRiT

Our leagues hosted over 112 grassroots events engaging over 2,000 girls and women. These efforts have led to direct outcomes in increasing gender diversity: we saw just over 1% growth in female student-athlete participation in 2022. At the end of the year, NICA had just over 22% female student-athletes.

“As a GRiT Coordinator, providing opportunities for girls to grow into strong and self-assured young women is a source of great personal joy. Watching girls learn to embrace who they are and who they can become is what inspires me to support girls and women in biking.”

Beth Pride Ford, GRiT Coordinator, Tennessee
Stewardship and Adventure

Teen Trail Corps

Through Teen Trail Corps, NICA teams have an opportunity to showcase their commitment to the trails and give back to 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.

- **Locations Serviced**: 531
- **Number of Teen Trail Corps Workdays**: 1,198
- **Number of Student-Athletes and Coaches Participating**: 7,187
- **Total Hours Contributed to Trail Stewardship and Maintenance by Student-Athletes, Coaches, and Other Volunteers**: 42,769
NICA Adventure

NICA launched an online course to support our coaches in integrating adventure and experiential education concepts into team practices: Quality Coaching with NICA Adventure.

This training helps coaches provide a pathway into cycling for all student-athletes, especially those who may not be interested in competition.
92 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.

90 percent of parents agreed or strongly agreed that their child’s mental health improved through NICA participation.

94 percent of parents agreed or strongly agreed that their child’s self-confidence improved through NICA participation.

98 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?

“I’ve really enjoyed being a part of NICA. Just being a part of it has introduced me to opportunities that I would have never had the chance to do, and being a part of it has also given me a chance to meet new people, the athletes are great, and the coaches are great. I would trade nothing for this. I’m glad to be a NICA athlete.”

“I am very happy with everything surrounding NICA, it pulled me out of a rough mental state when I first joined and I have made some of my best friends through the program. My only complaint is that there isn’t more of it!”
Our 2022 Supporters

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Wrenchology
FOX

NICA National Foundation and Grant Partners

PPC
Walton Persona Philanthropy
CFI
Trail Trust
REI Co-op
Kelson Foundation
### Sustainers

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<tr>
<th>Adam Hintgen</th>
<th>Jack Liu</th>
<th>Nakin Mahapant</th>
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<tr>
<td>Ashley Korenblat</td>
<td>James Phillips</td>
<td>Nate Whitman</td>
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<td>Austin McInerny and Celeste</td>
<td>Jamie Morningstar</td>
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<td>McCartney</td>
<td>Jason Buckner</td>
<td>Richard Bennett</td>
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<td>Jeremy Pomeroy</td>
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<td>Bree Van Oss</td>
<td>Jim Hasenauer</td>
<td>Stephen Cole</td>
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<td>Joel and Kristie Black</td>
<td>Susan Helm-Murtagh</td>
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<td>Christopher Rowell</td>
<td>Kristine E Urrutia</td>
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<td>Kyler M. Wisenor</td>
<td>Timothy and Amy Louis</td>
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<td>Cynthia Kastner</td>
<td>Levi Ulmer</td>
<td>Tom Senkevich</td>
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<td>Dee Seymour</td>
<td>Linda Brune</td>
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<td>Em Meier</td>
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<td>Greg Banyai</td>
<td>Muffy L Ritz</td>
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### Individual Donors

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<tr>
<th>Angela Holt</th>
<th>Greg Harkins</th>
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<td>Abby Warner</td>
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<td>Al and Cheri Baumann</td>
<td>Imelda March</td>
<td>Robert &amp; Jane Burns</td>
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<td>Alysa R Simms</td>
<td>James Caldwell</td>
<td>Robert Fay</td>
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<td>Amanda and Nate Carey</td>
<td>James Joseph Threlkeld</td>
<td>Robert Maston</td>
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<td>Jeremy Chapman</td>
<td>Scott Pollock</td>
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<td>Caleb Ackley</td>
<td>Jerry Pomihe</td>
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<td>Cara Kelly</td>
<td>Jessica Brooks</td>
<td>Stacia Murphy</td>
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<td>Cathy Vitek</td>
<td>Jim and Cathy Haagen-Smit</td>
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<td>Chad Brown</td>
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<td>Chris Pomerong</td>
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<td>Diane Hill</td>
<td>Kristen Diefenbach</td>
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<td>Elizabeth Ford</td>
<td>Kyle Fusco</td>
<td>Anonymous: Benevity (20)</td>
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<td>Emily Dansereau</td>
<td>Lisa Sher</td>
<td>Anonymous: Bright Funds (2)</td>
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<td>Margaretta Brokaw</td>
<td>Anonymous: CyberGrants (5)</td>
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<td>Eric Russell</td>
<td>Marsha Christie</td>
<td>Anonymous: YourCause (6)</td>
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<td>Francesco and Susan Rockwood</td>
<td>Mary Kate Fries-Hershfeld</td>
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<td>Fred McGarry</td>
<td>Monique Buffler</td>
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<td>Gayle Chin</td>
<td>Nathan Lemmon</td>
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### Business and Community Supporters

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<tr>
<th>AmazonSmile</th>
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<td>Buddy Pegs</td>
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<td>Cane Creek</td>
<td>Tedesco Pacific Construction, Inc.</td>
<td>Club Ride Apparel</td>
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<td>Cirque Online LLC</td>
<td>The DailyKarma Foundation/</td>
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<td>Club Ride</td>
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<td>Comcast</td>
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<td>CrankTank</td>
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<td>Gravel Calendar LLC</td>
<td>People for Bikes</td>
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### Booster Club

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<tr>
<th>Bike Flights</th>
<th>Scott</th>
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<tr>
<td>Cannondale</td>
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<td>Planet Bike</td>
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Our Financials

- **9%** FUNDRAISING
- **11%** MANAGEMENT & GENERAL
- **80%** PROGRAMS
# Our Financials

<table>
<thead>
<tr>
<th>Audited Financials</th>
<th>Six Months Year Ended Dec-21</th>
<th>12 Months Year Ended Dec-22</th>
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<tbody>
<tr>
<td>Total Revenue (Accrual Basis)</td>
<td>8,982,859</td>
<td>10,678,089</td>
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## Expenses (Accrual Basis)

<table>
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<th>Six Months Year Ended Dec-21</th>
<th>12 Months Year Ended Dec-22</th>
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<tr>
<td>Program Services</td>
<td>6,313,558</td>
<td>9,146,407</td>
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<tr>
<td>Management and General</td>
<td>889,153</td>
<td>984,566</td>
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<tr>
<td>Fundraising</td>
<td>728,915</td>
<td>944,618</td>
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<td><strong>Total</strong></td>
<td>7,931,626</td>
<td>11,075,591</td>
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## Percentages

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<th>Six Months Year Ended Dec-21</th>
<th>12 Months Year Ended Dec-22</th>
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<tr>
<td>Program Services</td>
<td>80%</td>
<td>80%</td>
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<tr>
<td>Management and General</td>
<td>11%</td>
<td>11%</td>
</tr>
<tr>
<td>Fundraising</td>
<td>9%</td>
<td>9%</td>
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2022 Board of Directors

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

Eric Russell
Vice Chair
Director of Sales,
Clif Bar and Company

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

Kristen Dieffenbach
Director of The Center for Applied Coaching and Sport Science

Vanessa Hauswald
NorCal League Director

Lindsey Kriete
Vice President of Human Resources
Lutheran Home and Harwood Place

Mike Kuhn
Executive Director for the Pennsylvania League

Emelda March
Digital Designer and UX Strategist

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

Robert Saffell
Director in the technology organization of Wolters Kluwer

Lisa Sher
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Fluxx Collective, LLC

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Kimo Seymour
President of Life Time Events and Media
Current Senior Management

Amanda Carey
NICA President

Lauren Haughey
Chief Financial Officer

Chris Mileski
VP of Field Operations

Emily Green
VP of Development
YOUR COMPANY NAME

Fuga. Ut et volecat essit volorepti officiurem eveniminto ex endi occuptate volutae volore vel mo min paritem alicianis mincte re molupta tiosant optae numet venias que et, cus rem quas alis etur, unt andandias min eatia voluptus, verum, odis autem quunt, odios molor mo comnis et dolo voluptam eatur sundaectam aut asped et laute plaboribus quidust