



Working Bikes General Meeting Minutes

December 6, 2023; 6:30-8:00 PM

1. Call to Order (following potluck at 6:00) *Executive Director Trevor Clarke called the meeting to order at 6:40.*
 - a. Introductions/In attendance *Attending were Phil Kaplan, Trevor Clarke, Dave Gorman, Colette Balas, Frank Richardson, Ricardo Barrera, Aaron Brown, Ellen Gibbon, Tony Osborne, Tom Gerschick, Alex Lamers, Joel Campbell (of Bikes & Roses), Josh Korby, Andrew Pickens, Michael ____, Spencer Zanck, DaiGianna Williams, Keith Sproule, Dennis Nyambworo, Olin Postlethwait, Andrew Pickens, Carolyn Weber, Jerry Cohen, Devon Snyder, Amy Little, Lee Ravenscroft, Lawrence Clay, Charlie ____, Raul DeLira, and Kim Clark.*
 - b. Community Agreements reading
2. Approval of August 2, 2023 meeting minutes *Approved as presented. (Ellen-1, Alex-2, unanimous)*
3. International Partner Presentation; Dennis Nyambworo, Abercrombie & Kent Philanthropy's Uganda Coordinator (see brochure at this [link](#).) *Dennis described the impact that bikes are making in Bwindi, including critical access to health care, income generation, and changing cultural norms for women. The Bwindi bike shop in the Impenetrable Forest started with WB's first container in 2017. Six women have been employed there. A second shop is now being planned to the south that will employ another six women. The bikes sell for \$150-\$200 each, and mostly in batches to small organizations including schools and nonprofits. They're the sole location to purchase or service bikes in the larger region. Dennis requested that WB consider sending a mechanic to train the next six women, similar to when Patrick had done so in the past.*
4. WB Impact Presentation; DaiGianna Williams and Spencer Zanck, University of Illinois Chicago Working Bikes Interns *Impact stories and data were obtained over the summer, and these have been summarized in a lengthy paper and on three attractive posters. Interviews were conducted of 25 Cycle of Power recipients. The international programs surveyed were in Malawi, Uganda and Ghana. Their work will be helpful for our annual report, other communications, and displaying in the shop.*
5. Committees & [Strategic Plan](#) Goals Update *It was 8:00 PM at this point so Committee updates were bypassed in the interest of time, with one question raised at the end of the meeting regarding Goal #4 below.*
 - a. Volunteer Community – Goal #1: Grow and Support our Volunteer Community
 - i. Current volunteering times & upcoming needs, whiteboard up front
 - b. Building Committee – Goal #2: Improve Functionality of our Building
 - i. Ramp to 24th Place door being designed
 - ii. Further consideration to be given for ADA accommodations, floor layout and storefront
 - c. Communications Committee – Goal #3: Improve our Communications & Storytelling
 - i. Collecting photos and videos from COP recipients and our activities for newsletters, social media and press. Annual Report being drafted.

- d. Goal #4 (All Committees & Individuals): Institutionalize our Commitment to Equity and Social/Racial Justice
 - i. Justice at Work online program completed
 - ii. *Tom G asked what the organization was doing to effectuate this goal. Trevor brought up that the training provided a baseline of understanding of equity issues, but aside from identifying the need for a restorative justice resource, more work had not been undertaken. Tom urged the board to consider this and think about how power is currently exercised in the organization and can be built to create a more equitable org.*
 - e. Executive Committee – Goal #5: Advance our Leadership; Local, National, Global
 - i. Watching the status of “Bicycles for Growth / Bicycles for Rural African Transport Act” ([S.4962](#))
 - ii. Developing Partners in Madison
 - 1. Wheels for Winners
 - 2. Free Bikes 4 Kidz
 - 3. Dream Bikes
 - 4. Trek
 - iii. Additional news of our local, national & international partners
6. Board of Directors Updates
- a. Resignation of Jim Lindsey as President *The 6-month leave of absence that had been granted has expired and Jim has now requested to leave the Board in order to attend to personal matters. Many expressed gratitude for Jim’s contributions and wished him well. During his absence, Phil has been filling the role of Acting President, and Dalia Garcia as Acting Vice President.*
 - b. Nomination of Kim Clark to fill the vacated seat *The Board has voted to recommend Kim Clark to fill this vacancy the Board. Kim has already been contributing her financial expertise to the Finance Committee. Her appointment was approved. (Phil-1, Ellen-2, unanimous)*
 - c. Call for nominations for Board Service *Trevor asked all to help solicit any interested individuals for Board Service. Phil explained that the process begins with submitting a Statement of Interest. Alex and Tom expressed a desire to establish a Nominating Committee. Dave said that he’d relay this to the Board, although it’s been past practice as a more inclusive process for the entire Board, staff and volunteers to be involved in soliciting potential Board members. Per the bylaws, the Board reviews nominations to produce the slates of board members and officers to be voted on at the annual meeting. Historically, there haven’t been more applicants than open positions.*
7. Operations Updates *These updates were also bypassed.*
- a. Storefront / Service
 - b. Production
 - c. Collections / Shipping
 - d. Bike Chicago / Cycle of Power Giveaways
 - e. Community events
 - i. Holiday Bike Giveaway of 200-250 bikes through Latinos Progresando, Stone Temple Baptist Church, Outside the Walls Ministry, Enlace and Boxing Out Negativity
8. Additional Business
9. Adjourn *Adjourned at 8:19 PM (Colette-1, Andrew-2)*