



Working Bikes General Meeting Minutes

April 3, 2024; 6:30-8:30 PM

Our Mission is to strengthen local and global communities by giving donated bicycles new life and redistributing them as tools for self-determination.

Our Vision is to work toward a world where everyone has access to bicycle transportation – whether in Africa, Latina America, or Chicago – and where bicycles are the most reliable, sustainable, and environmentally friendly transportation available!

1. Call to Order - 6:30 (please sign in) *Phil Kaplan called the meeting to order at 6:36.*
 - a. Brief Introductions/In attendance *Phil Kaplan, Trevor Clarke, Dave Gorman, Olin Postlethwaite, Evan Helchen, Colette Balas, Frank Richardson, Reshorna Fitzpatrick, Alex Lamers, Mark Dabrowski, Claire Meyers, Aaron Brown, Jon Fraleigh, Gary Gilbert, Carolyn Weber, Francisco Rubio, Dalia Garcia, Faraz Hussain, Ricardo Barrera, Andrew Pickens, Devon Snyder, Tony Osborne, Jerry Cohen, Raul DeLira, Ed Hanlon, Kyle Hensel, John Clark, Josh Korby, Amy Little, Lee Ravenscroft, Alan Lloyd, Eric Wood, Clark Bernier, Caronina Grimble, Dorian Breuer, Brian & Carol Boehm, Alejandro Manga Tinoco, and Paul Fitzgerald (for a short period).*
 - b. Community Agreements as Posted
2. Approval of February 16, 2024 minutes - 6:40 *Approved as presented. (Andrew-1, Devon-2, unanimous)*
3. Board of Directors Elections - 6:45
 - a. Proposed slate for vote (2-yr terms):
 - i. Dave Gorman
 - ii. Amy Little
 - iii. Claire Meyers
 - iv. Olin Postlethwait
 - v. Lee Ravenscroft
 - vi. Faraz Hussain
 - vii. Reshorna Fitzpatrick*Mark explained that the Nominating Committee included Colette, Francisco, Dalia, and himself. They asked for a statement of interest from each new and continuing candidate, and also interviewed the candidates. Each candidate provided a short introduction of themselves. The slate passed unanimously, with two abstaining. (Trevor-1, Jerry-2)*
 - b. Continuing terms (no vote needed):
 - i. Jerry Cohen
 - ii. Mark Dabrowski
 - iii. Dalia Garcia
 - iv. Caronina Grimble
 - v. Phil Kaplan
 - vi. Devon Snyder
 - vii. One vacancy is being carried forward due to Kim Clark's recent resignation. Will seek another financial expert to replace her.
 - c. Thanks to outgoing Board Members Ruth Rosas, Angela Taylor, and Ellen Gibbon

4. Officer Elections - proposed slate for vote (1-yr terms) - 7:00
 - a. President - Dave Gorman
 - b. Vice President - Dalia Garcia
 - c. Treasurer - Amy Little
 - d. Secretary - Mark Dabrowski

*The slate was approved unanimously, with two abstaining. (Jerry-1, Josh-2)
Trevor thanked Phil for having served most of ten years as President.*
5. Partner Update - Alejandro Manga Tinoco - 7:05 *This had been moved to the start of the meeting due to him joining us from Namibia. He has worked on Mobility Justice in numerous countries, and he provided a historical timeline on that matter.*
6. Annual Report Review - 7:30 *This is now finalized and online, so all are encouraged not only to read it but also to share it!*
7. 2024 Budget - 7:55 *Trevor provided a summary, as attached. This summarized budget was approved. (Mark-1, Amy-2, unanimous with one abstention)*
8. Committees & [Strategic Plan](#) Goals Update - 8:00
 - a. Volunteer Committee – Goal #1: Grow and Support our Volunteer Community
Mark said that potential social events are being considered so contact him if you've an idea. Others that have joined the Committee include Eitan, Carina and Daniel.
 - b. Building Committee – Goal #2: Improve Functionality of our Building *Amy said they haven't met, although design work is continuing on the potential ramp on 24th Place. The vacant building next door is expected to be listed soon.*
 - c. Communications Committee – Goal #3: Improve Communications & Storytelling
Devon said they're assisting to hire a social media manager. Also, Board and Staff members are invited to provide photos and a short bio for the webpage, if desired.
 - d. Goal #4: Institutionalize our Commitment to Equity and Social/Racial Justice
Trevor reported that the Restorative Justice program with Precious Blood Ministries has been completed, including a four-day facilitator training workshop for Francisco and himself.
 - e. Executive Committee – Goal #5: Advance our Leadership; Local, National, Global
Dave said that onboarding will be conducted for the newly elected Board members
9. Additional Business - 8:25 *Dave said that a New York law firm has offered pro-bono services to review our bylaws and offer suggestions based on best practices based on their experience with many nonprofits. A Bylaws Committee will be established to work with them so anyone interested should contact Trevor. Any suggested changes would be reviewed by the Board and brought to the next Annual Meeting for a vote. The Bylaws are currently version 19, being last revised in 2022 to increase the size of the Board to allow more representation.*
10. Adjourn - 8:30 At 8:14. (Colette-1, Evan-2)

2023 Totals for the Year (versus 2022)

Bikes Collected	12,897	18% Increase
Bikes Built	1,540	6% decrease
Chicago Bikes Built (a)	290	43% decrease
Bikes Donated (b)	11,426	33% increase
Local (c)	2321	63% increase
International	9105	27% increase
Bikes Sold	1471	10% decrease
Average Sales Price	\$289	5% increase
Service (d)	\$30,067	42% increase
Volunteers (e)	222	28% increase
Volunteer Hours	4803	44% increase
Bikes Built by Volunteers (e)	1056	-7% decrease

- (a) More Bike Chicago builds were completed by Working Bikes partner nonprofits
- (b) Record year for bike donations
- (c) 1290 bikes donated as is to partner bike nonprofits
- (d) Focused Service Department increasing service provided to local community
- (e) Not including group volunteers (492 total)
- (f) More adult bikes, slightly lower overall production



2024 Budget Highlights – Public Support & Revenue

Sales & service:	2024 (proposed)	2023 Budget	2023 (actual)
Bicycle sales & service	\$ 677,000	\$ 653,000	\$ 654,770
Cost of goods sold (a)	(250,000)	(225,000)	(250,788)
Bicycle sales, net	\$427,000	\$ 428,000	\$ 403,982
Bike Chicago Net revenue	\$ 194,590	\$ NA	\$ 267,661
Program service revenue (b)	\$ 220,000	\$ 220,000	\$ 261,860

- (a) Fewer bikes sold than anticipated in 2023, but at higher prices
- (b) Bike Chicago 2023 larger than anticipated, scaled back for 2024

Contributions:	2024 (proposed)	2023 Budget	2023 (actual)
Corporate & foundation grants (a)	\$ 35,000	\$ 60,000	\$ 7,500
Individual (b)	\$ 130,000	\$ 110,000	\$ 114,000
Corporate, NFP & Foundation contributions	\$ 90,000	\$ 85,000	\$ 75,367
Donated in-kind bikes	\$ 595,000	\$ 550,000	\$ 597,871

- (a) No Lyft funding, anticipating a return in 2024
- (b) Anticipating increased appeal for our 25th anniversary



2024 Budget Highlights – Expenses

Program Services:	2024 (proposed)	2023 Budget	2023 (actual)
Donated bikes	\$ 465,000	\$ 375,550	\$ 463,870
Fuel & shipping	\$ 36,500	\$ 36,000	\$ 35,679
Operations and programs	\$ 107,425	\$ 107,676	\$ 118,595

- Record year in 2023, expecting similar high levels of donation in 2024
- Cost of shipping & fuel increased in 2023 v. 2022 but have stabilized

Management & General:	2024 (proposed)	2023 Budget	2023 (actual)
Salaries & wages	\$ 728,210	\$ 725,130	\$ 638,688
Payroll taxes & benefits	\$ 110,112	\$ 101,914	\$ 126,697
Google Adwords	\$ 32,000	\$ 72,000	\$ 38,070
Contract Services	\$ 11,000	\$ 11,000	\$ 14,633

- Increased wages for staff, more absences than anticipated
- Less geographic reach for Google Adwords, less active management

