



Working Bikes Annual Meeting Agenda **DRAFT**

February 5, 2025; 6:30-8:00 PM

1. Call to order - 6:30 (following potluck at 6:00)
 - a. Introductions/In attendance *In attendance- Dave Gorman, Mark Dabrowski, Tony Osborn, Olin Postlethwait, Claire Meyers, Haddon Pearson, Jerry MacNamara, Finn Holtz, Eitan Weiner Kaplow, Phil Kaplan, Ed Hanlon, Jerry Cohen, Kathleen Gregory, Faraz Hussain, Tom Mulhern, Raul DeLira, Kye Hensel, Marco Bedolla, Lee Bedolla, Franchesco Gonzalez, Josh Korby, Francisco Rubio, Missael Pale, Trevor Clarke, Carolyn Weber, Lee Ravenscroft, Frank Richardson, Allison Hogikyan, Regina Murphy, Ricardo Berrara, Colette Balas, Seneca Kern, Dalia Garcia, Al Ribiero, Amy Little, Gary Welk, Alex Lamers, Aaron Brown, Jane Anyango, Stephen Oberhardt, Dorian Breuer, Devon Snyder, Andrew Pickens, Chris Czambel, Carol and Joe Bernier*
 - b. Community Agreements reading *Dalia Garcia read one item of the community agreement that resonated with her.*
2. Approval of December 4, 2024 minutes - 6:40 *Phil Kaplan motioned to approve, Jerry Cohen seconded, Unanimous approval.*
3. Board of Directors Elections - 6:40 6:45 *Colette Balas described the Nominating Committee process in detail. Each new prospective board member spoke about themselves, their background and what area of Working Bikes they would like to positively affect. Tony Osborn motioned to approve the slate, Olin Postlethwait seconded the motion. Approved. 1 abstention, Alex Lamers.*
 - a. Proposed slate for vote (2-yr terms beginning 3/1/25):
 - i. Jane Anyango
 - ii. Jerry Cohen
 - iii. Kathleen Gregory
 - iv. Ed Hanlon
 - v. Allison Hogikyan
 - vi. Phil Kaplan
 - vii. Claire Meyers
 - viii. Tom Mulhern
 - b. Continuing terms (no vote needed, terms run 3/1/24 – 2/28/26):
 - i. Reshorna Fitzpatrick
 - ii. Dave Gorman
 - iii. Faraz Hussain
 - iv. Amy Little
 - v. Olin Postlethwaite
 - vi. Lee Ravenscroft
 - c. Thank you to outgoing Board Members Mark Dabrowski, Dalia Garcia, Caronina Grimble, and Devon Snyder
4. Officer Elections, proposed slate for vote: 7:05 *Colette Balas motioned to approve, Mark Dabrowski seconded, All in favor except 2 opposed - Alex Lamers and Chris Czambel, Officer Slate approved.*
 - a. President - Dave Gorman

- b. Vice President - Jerry Cohen
 - c. Treasurer - Amy Little
 - d. Secretary - Claire Meyers
5. International Partner Update; Tom Mulhern's visit to Bwindi Bike Shop, Uganda - 6:55 7:10 *Tom Mulhearn gave a warm presentation of his trip with his wife to Africa including visiting our partner in Bwindi, A&K Philanthropy's women's bicycle project just outside the Impenetrable Forest National Park. Tom interviewed the women and discussed possible future needs/wants of their project, including higher end bicycles which they could sell for more money. Also showed numerous photos of how bikes are being used throughout the area.*
 6. Our 2024 Numbers / Annual Report Preparation - 7:10 7:25 *Finn discussed working on 2024 Annual Report and updated the meeting on progress. Should be complete by the end of February.*
 7. Our 2024 Financial Report and 2025 Budget (for vote) - 7:15 7:35 *Carolyn Weber presented reports on KPI's and balance sheets. Highlights were public support and revenue projections. Prior to vote, discussion ensued regarding potential loss of revenue from Bike Chicago when program sunsets and what is being done to make up for this potential revenue loss. Board regularly reviews the finances and is well aware of the significance of this funding timeline, and will continue looking for potential grants and other revenue streams to replace/supplement our income. Future staffing and job security were expressed as large concerns. Trevor Clarke motioned to approve, Jerry Cohen seconded. Alex Lamers opposed, Chris Czabel, Ricardo Barrera and Dalia Garcia abstained. Budget approved.*
 8. Committees & [Strategic Plan](#) Goals Update - 7:258:05
 - a. Goal #1: Grow and Support our Volunteer Community (Volunteer Committee) *Worked on and prepared a membership list for the annual meeting, in accordance with the by-laws. Stressed the importance, multiple times, of logging your hours so they are accurately recorded. Please let us know if you feel your status is incorrect. You can retroactively log your volunteer hours. Looking at possible "legacy volunteers".*
 - b. Goal #2: Improve Functionality of our Building (Building Committee) *Ramp on 24th place- permits are in the works and being reviewed. Need approved permits prior to placing the work out for bids. Also looking into possible replacement of the HVAC system.*
 - c. Goal #3: Improve Communications & Storytelling (Communications Committee) *Finn discussed the annual report and updating the website.*
 - d. Goal #4: Institutionalize our Commitment to Equity and Social/Racial Justice (All) *Peace Circles are ongoing- 2nd Tuesday of the month 10:30 AM to noon, 4th Tuesdays 6-7:30PM. Events or "fun" committee looking to have events on a regular basis - next event is February 22nd 5-9PM retro games, ice cream social, food etc.*
 - e. Goal #5: Advance our Leadership; Local, National, Global (Executive Committee) *Trevor will be travelling to Africa in a month to meet up with some of our international partners. Have a Community Grant for Bike Fest in Marshall Square, April 19th beginning at 4PM- lots of bike activities- ending with an outside movie. Shipping container should arrive Tuesday, February 11th for a shipping party to Sierra Leone.*
 9. Additional Business - 7:55 8:20 *Seneca mentioned winter cycle events and stressed more social enterprise activities and continued involvement and expansion of peace circles, including more female participation. Staff mentioned the board should consider staff attending general membership meetings as a paid activity.*
 10. Adjourn - 8:00 8:30 *Colette Balas motioned to adjourn, Jerry Cohen seconded.*