



2021 ANNUAL REPORT

National Interscholastic Cycling Association

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21 Orinda Way, Suite C-368

Orinda, CA 94563

(510) 524-5464

info@nationalmtb.org

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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.

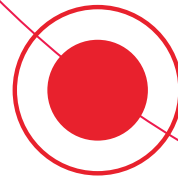
RESPECT

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



Our Impact

By The
Numbers

+

1,073

TEAMS IN 30 LEAGUES

+12%

ANNUAL GROWTH

over 5 years

26,945

STUDENT-ATHLETES

+23%

AVERAGE GROWTH

over 5 years

14,313

COACHES

+18%

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.**



Increasing Diversity and Equity

TREK /  NATIONAL INTERSCHOLASTIC CYCLING ASSOCIATION

PATHFINDERS

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.



NICA GRiT

GIRLS RIDING TOGETHER



"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.



Impacting Lives

Highlights from Our 2021 End-of-Season Survey

91%

91 percent of student-athletes agreed or strongly agreed that they developed an increased respect for trails and the environment through NICA participation.

96%

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

3

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%

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

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PLATINUM SPONSOR



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 Kelson
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 State of Montana
 VM Foundation
 Wells Fargo Bank
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 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

EDUCATIONAL PARTNERS

Ripon College
 Warren Wilson College

BOOSTER CLUB - ELITE

BikeFlights
 Niner
 Scott
 Trail Manos
 Cane Creek
 Outdoorly

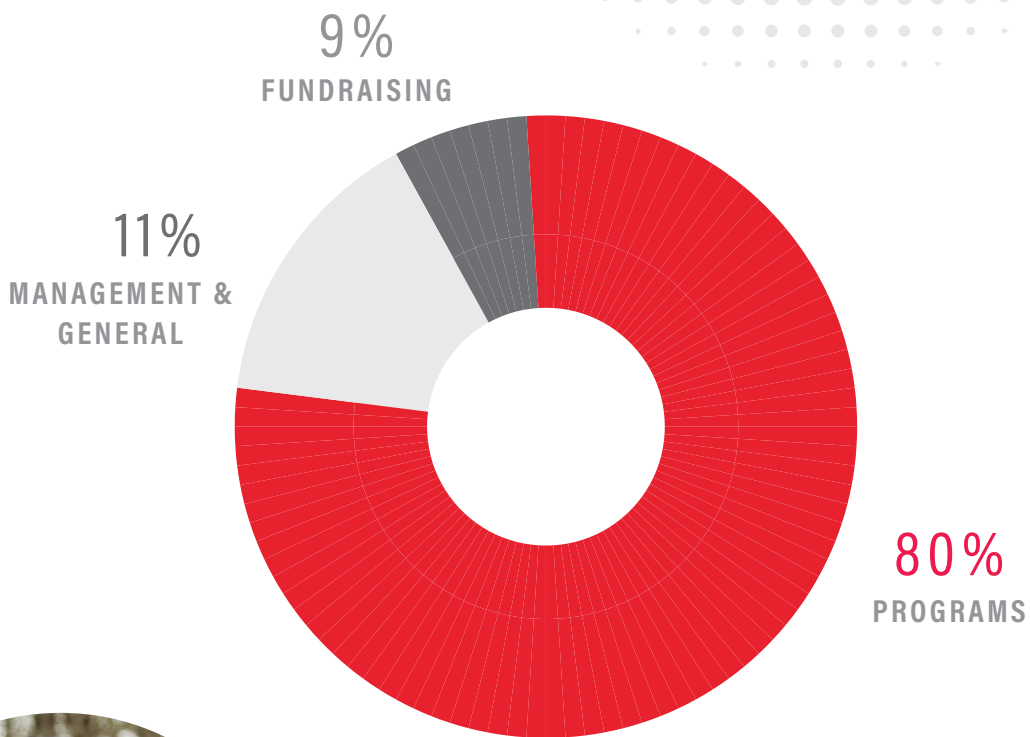
BOOSTER CLUB - PRO

Filmed by Bike
 Giant
 Planet Bike
 Race Result
 Yakima

BOOSTER CLUB - EXPERT

Industry Nine
 Muc-Off
 Industry Nine
 Pivot
 Togs

Our Financials



Our Financials

Audited Financials	12 Months Year Ended Jun-20	Six Months Year Ended Dec-20	12 Months Year Ended Dec-21
Total Revenue (Accrual Basis)	6,250,198	3,597,919	8,982,859

Expenses (Accrual Basis)

Program Services	4,593,347	2,220,025	6,313,558
Management and General	769,651	405,684	889,153
Fundraising	651,714	390,271	728,915
Total	6,014,712	3,015,980	7,931,626

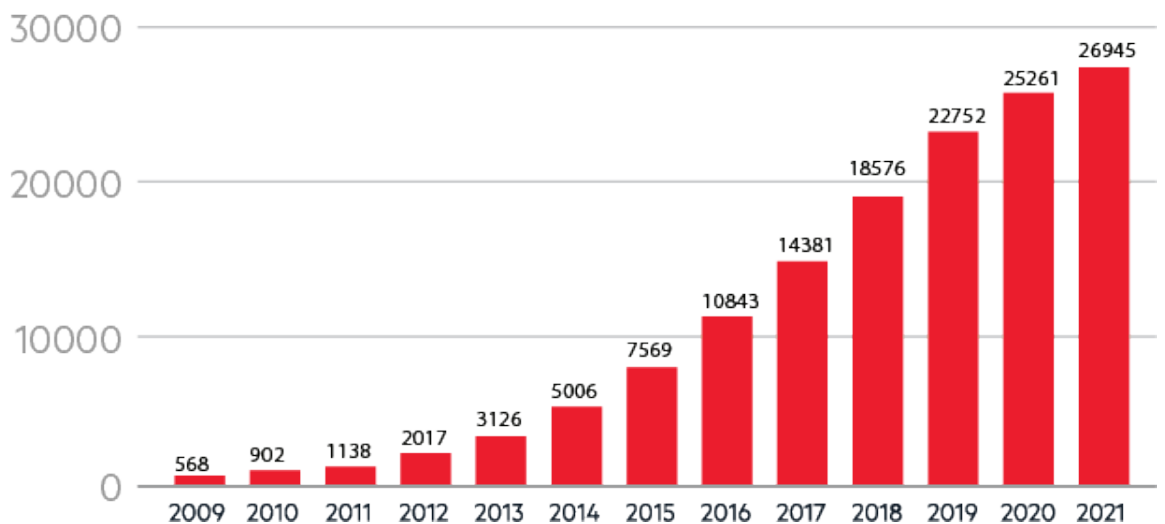
Percentages

Program Services	76%	74%	80%
Management and General	13%	13%	11%
Fundraising	11%	13%	9%

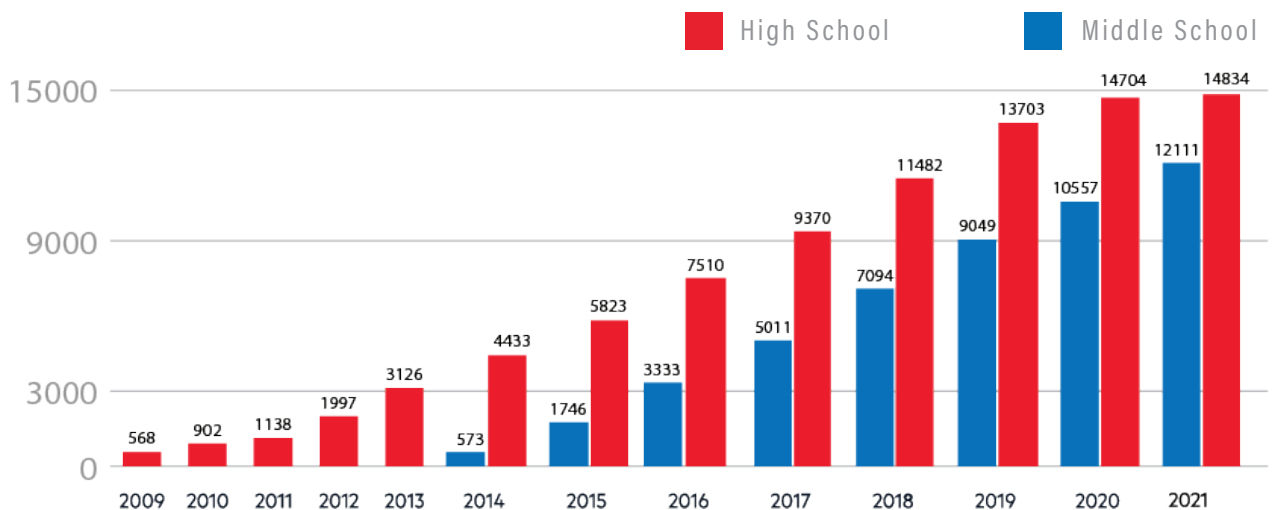


Our Participation

NICA Student-Athlete Growth

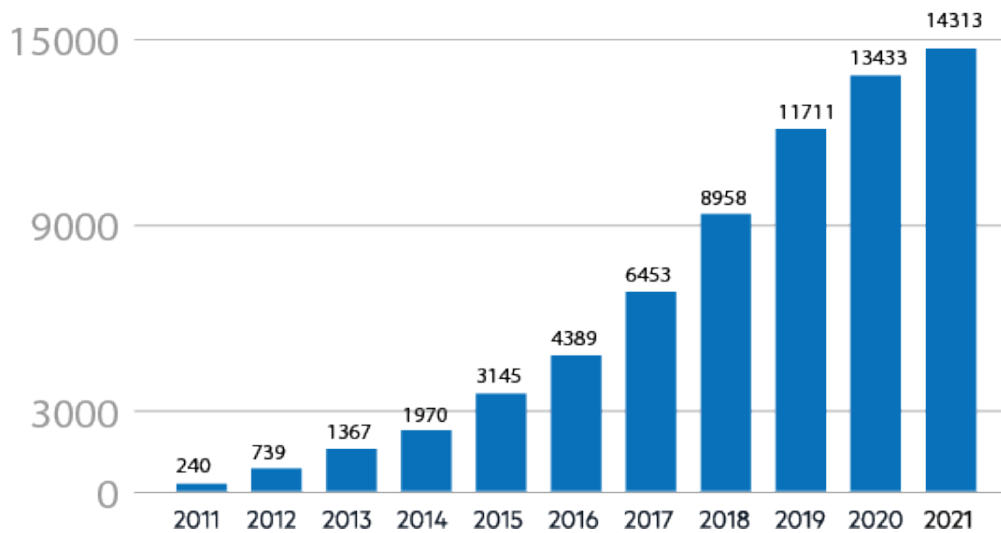


NICA Student-Athlete Growth HS and MS

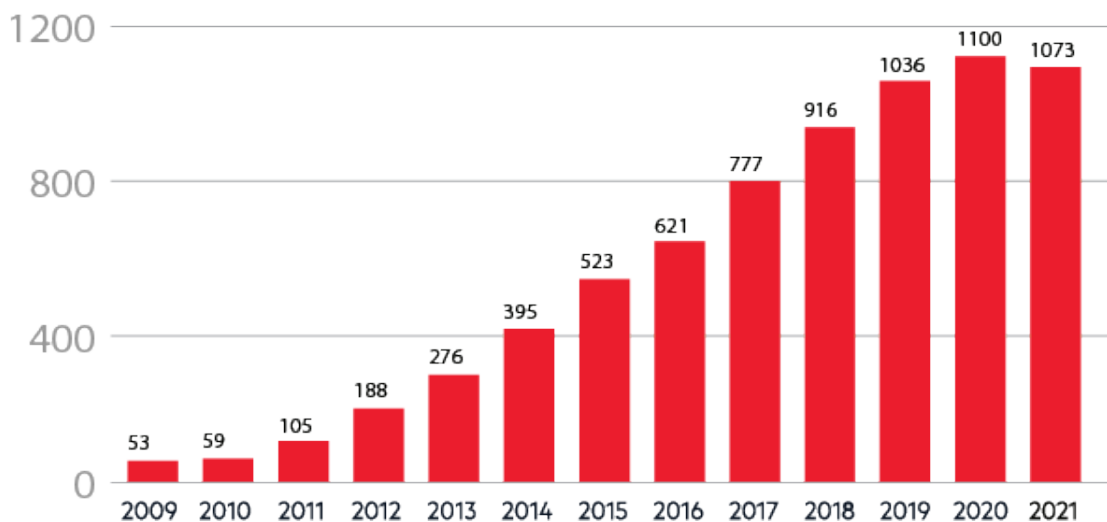


Our Participation

NICA Registered Coach Growth



NICA Team Growth



2021 Board of Directors



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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



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Chief Financial Officer
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Mike Kuhn
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Pennsylvania Interscholastic
Cycling League



Imelda March
Digital Designer and UX
Strategist



Jerry Pomije
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Executive Vice President,
Quality Bicycle Products, Inc.



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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
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Chris Mileski
VP of Field Operations



Emily Green
VP of Development



Abby Warner
VP of Programs



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21 Orinda Way, Suite C-368 Orinda CA 94563

Phone: (510) 524-5464

E-mail: info@nationalmtb.org

Web : nationalmtb.org