

20 20

Annual Report

BIKE & BUILD



ANNUAL OVERVIEW

A Year in Review

PROGRAMMING

2020 Shift & 2021 Innovation

DEVELOPMENT

Campaigns & Events

A Letter from Staff

FROM OUR STAFF

2020 marked a significant staff transition for Bike & Build. We said goodbye to our Director of Outreach and Alumni Relations of three years, Lily Goldberg, and said hello to our new Director of Outreach and Communication, Lauren Hamilton. The transition was an unexpected breeze as Lauren calmly and confidently jumped into her new role and settled into her new position on our three person staff.

Our team also welcomed the additions of our Director of Operations and Development's pup, Nancy, and our Director of Outreach and Communication's pup, Ora! Not to mention, our Program Director's plethora of plant children. Each new member of the team is critical to the support of the team and to the overall morale of the remote/in-person office.



**CASEY
EISENREICH**
Director of
Operations &
Development



ERIK WRIGHT
Program
Director



**LAUREN
HAMILTON**
Director of
Outreach &
Communications

A Letter from the Board

FROM OUR BOARD

SKIP BURNS, BOARD CHAIR

A sure fire way to brighten my day is to reflect and make sure I am expressing gratitude for what I have. 2020 was a year full of days that needed that brightening. It's astonishing all that Bike & Build has to be thankful for. As you'll see in this report we launched a new program VAAP and have become more invested in incorporating DEI at every level of our organization and in our own personal lives. Amidst the world having experienced so much turmoil, B&B took time to self-reflect, make decisions that were true to our mission, and learn how to grow. Sure, cross-country rides didn't take place, and yet there was tremendous effort by staff, board, donors, partners, and alumni to make 2020 a good year.

2020 BOARD OF DIRECTORS

SKIP BURNS
Board Chair

Year Up Charlotte
Charlotte, NC

DYLAN MAGUIRE
Treasurer

The MFA Companies
Salt Lake City, UT

BRAIN WEGNER
Secretary

Americorps NCCC
Denver, CO

EMILY HITTNER
Hinge
Chicago, IL

JACK GROSS
Cisco
Sacramento, CA

BETH HALEY
Boston University
Boston, MA

DANNY MCGEE
SRG
Grand Rapids, MI

JANETTE CHIEN
University of Penn
Philadelphia, PA

BRANDON STYLES
SAP
San Francisco, CA

**AMANDA
CRAWFORD-STAUB**
Hydrow
Philadelphia, PA

STEPHANIE FENNIRI
Bicycle Coalition of
Philadelphia
Philadelphia, PA

What We Do

PEDALING FOR AFFORDABLE HOUSING SINCE 2003



OUR MISSION & VISION

Through service-oriented bike experience, Bike & Build raises awareness and advocates for affordable housing and empowers young adults for a lifetime of service and civic engagement.

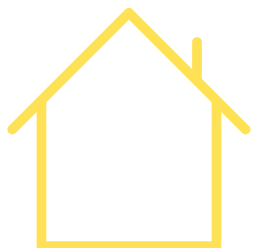
We envision future generations who are committed to a lifetime of civic engagement and who inspire individuals and communities to create fair, decent housing for all.

"Bike & Build is by far the most challenging, rewarding, and unbelievable experience I've ever had. I can't imagine my life without it."

- Ashton G. '14

Housing Today v. Housing in 2003

HOW WE FIT IN



HOUSING INJUSTICE IN THE UNITED STATES

significantly predates Bike & Build's founding in 2003. Housing is a complex issue deeply intertwined with growing income inequality, historically discriminatory housing policies, and a number of other social justice issues.

Additionally, COVID-19 brought the housing crisis to national headlines in 2020 through calls for rent strikes in the face of evictions; shelter-in-place orders that prompted the question, "how can I shelter-in-place without reliable shelter?"; and eviction moratoriums at the federal, state, and local levels centering housing policy in national discourse.

IN 2003, NEARLY A THIRD OF ALL HOUSEHOLDS IN THE U.S.

were "cost burdened" and paying more than 30% of their income on housing¹. In 2020 that number remains nearly the same with 37.1 million households were cost burdened, representing 30.2% of all households in the US.



With service-oriented experiences focused on housing being at the foundation of Bike & Build, our programs have adapted to meet the changing landscape of the housing crisis. Starting as charity-based cross-country bike rides, our programming has evolved to provide both short- and long-term opportunities to engage with housing on a local, regional, and national level. Moving forward, we're continuing to push the envelope and address affordable housing with intensive and intentional programming.

2020 REPRESENTED A SIGNIFICANT SHIFT FOR BIKE & BUILD



and how we fit into the landscape of advocating for affordable housing. With an adjusted funding model and a new programming model, our goal is to look at the bigger picture of affordable housing in the US and how we can create long-term change. Through education, advocacy, and local and regional engagement with housing leaders, we hope to empower a generation of leaders to work towards creating a more just and equitable housing environment nationwide.

1. Joint Center for Housing Studies at Harvard University. "the State of the Nation's Housing".

<https://www.jchs.harvard.edu/sites/default/files/media/imp/son2004.pdf>

2. Habitat for Humanity. "2020 State of the Nation's Housing report". <https://www.habitat.org/costofhome/2020-state-nations-housing-report-lack-affordable-housing>

A Year in Review

2020 BY THE NUMBERS

WE ENGAGED

91

Participants
(Pre-covid)

38

Affordable Housing
Curriculum Participants

WE VOLUNTEERED

500

"Physical" sweat
hours

180

"Mental" sweat
hours

WE HOSTED

2

Special Fundraising
Events

14

Speakers in
"Why We Ride" series



Continued...

A YEAR IN REVIEW



1

NEW PROGRAM LAUNCHED

*Volunteer, Awareness, &
Advocacy Program*



1

NEW CAMPAIGN CELEBRATED

Annual Drivetrain



4

NEW TEAM MEMBERS WELCOMED

*One staff member and
three board members*

The Road Forward

DIVERSITY, EQUITY, & INCLUSION

Bike & Build recognizes that there is room for significant growth in creating a more justice oriented Bike & Build experience to build a stronger understanding of the multi-faceted cause that we pedal for, welcome a more diverse ridership in a supportive, inclusive way, and expand the types of organizations and groups we partner with on the road. Bike & Build has committed take action towards holistic change. Throughout 2020, Bike & Build has:



Fully onboarded DEI consultants, Reify Solutions LLC.

Undergone the Building Equity: Benchmark Report

Revamped the financial assistance and scholarship programs

Completed three DEI courses (DEI Essentials, How to Say It, and Race In America)

Developed Phase I of our DEI Plan

In 2021, Bike & Build will be:



Learning through custom built DEI courses

Developing metrics and goals for Phase II of the DEI Plan

Engaging in coaching sessions (ie. DEI policies, curriculum development, crisis communications and response and more)

Implementing various strategies to hit our DEI Plan Phase II goals

DEI PLAN PHASE I

MEET REIFY

Change is a long, iterative process that we are committed and invested in for the betterment of Bike & Build and the communities we serve.

Alumni Community

3,800 + STRONG

90%

*of "Why We Ride" series
registrants were alumni*

89%

*of Prom attendees
were alumni*

93%

*of Amazing Race riders
were alumni*

\$60K

*in alumni
donations*





Programming

2020 & 2021



In Picture:
Eliza L, 2020 VAAP Participant
Devon W., 2020 VAAP Supervisor

The Pivot

2020 PROGRAMMING

Without the prospect of organizing our traditional programming in 2020, we set out to design new and creative ways to keep our 2020 riders involved with Bike & Build and affordable housing, while also providing opportunities for our community at large to get engaged.



"WHY WE RIDE" SPEAKER SERIES

On the road, our riders meet with affordable housing professionals, build partners, and community leaders who delve into the nuances of the affordable housing cause nationwide.

In the 2020 summer, in light of losing that in-person experience, we hosted a summer-long webinar series to hear from those leaders and delve into the complexities of the cause. Webinar topics included Fair Housing in the US, Energy Equity and Affordable Housing, Advocating for Change in Housing, and more!

[WATCH THE SERIES](#)

12

Webinars

14

Speakers

195

Registrants



Volunteer, Awareness, & Advocacy Program

8-WEEK VOLUNTEER PROGRAM WITH AN AFFORDABLE HOUSING ORGANIZATION

VAAP PARTNER

Stafford County Economic Development

St. John, KS

Est. 2011

Mission: To promote economic and population growth throughout the County by assisting our local businesses, engaging in community activities, and promoting Stafford County as a great place to live, work and play!

"The idea (VAAP) came from my own perspective that even in a pandemic, we can't just stop everything... We had the ability to work in a small group, managing the risk of COVID, but still actually DO things."

Carolyn Dunn

Executive Director at Stafford County
Economic Development

VAAP PARTICIPANTS

Lizzy B. & Eliza L.

Skills Gained

- Electrical, outlet wiring
- Step-by-step home construction
- Demolition
- Window repair and restructure
- Historic building refurbishment; preservation and improvement
- and more!

"Taking part in the first VAAP meant a lot to me and was a great way to learn more about rural affordable housing — before my time in St. John, the only AH work I had done was in big cities."

Lizzy B.

VAAP 2020 Participant



A person in cycling gear is holding a bicycle against a backdrop of a lake and a city skyline. The person is wearing a blue and black cycling jersey and black shorts. The bicycle is black with orange accents. The background shows a body of water and a city skyline in the distance.

A Note

FROM OUR PROGRAM DIRECTOR

2020 provided an opportunity for Bike & Build to critically evaluate our programming and its relationship to our mission. With COVID-19 continuing to spread during the fall of 2020, B&B HQ made the decision to harness our creative energy from the Spring and apply it to our 2021 summer. 2021 will be another year without our cross country and regional bike trips, but we've designed an array of new offerings that you can browse on [our website](#).

We hope to use these new programs to strengthen Bike & Build's impact on our participants and the communities we work with. By offering programs with varying levels of financial and time commitment and restructuring and revitalizing the educational component of our offerings, we see 2021 as a year of positive growth for what Bike & Build will be in the future.

- Erik Wright | Program Director



Development

NEW YEAR. NEW CAMPAIGNS



In Picture:
Devon W., 2020 VAAP Supervisor

Adjusting to the new norm

SUSTAINING FINANCIAL STABILITY

WHEN WE MADE THE DECISION TO CANCEL OUR 2020 TRIPS

due to COVID-19, we knew there would be financial challenges as a result. For much of Bike & Build's history, we have relied on rider and participant fundraising to keep our small organization afloat.

With no trips, we had essentially cut off a huge source of our income, forcing us to take a step back and rethink our funding and how we achieve our mission. Over the past few years we've diversified our funding sources through alumni giving campaigns, special events, alumni rides, and grants and sponsorships. These events, along with our amazing alumni donors, allowed Bike & Build to sustain ourselves in 2020 while planning new Covid safe programming for 2021.

IMPORTANT FUNDRAISERS

FOUNDATION FUNDING

In 2020, a foundation tied to an alumni provided unrestricted funding to support Bike & Build adapt and continue as COVID continues to impact our world.

PPP LOAN

Bike & Build was fortunate enough to receive a PPP loan from the CARES Act, which has helped to support our small staff through the global pandemic.

GENERAL MOTORS

General Motors once again provided Bike & Build with a grant to cover all things safety for our programming.

Total Raised

\$111,222

raised by 2020 riders

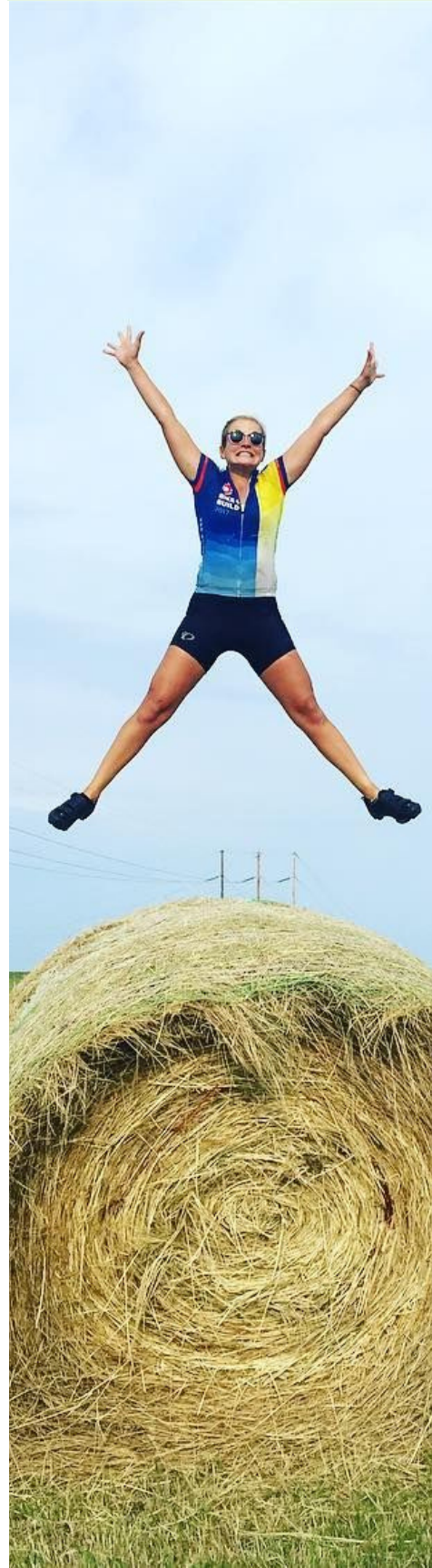
\$25,500

*raised from Alumni Events (Pitt
Drift, B&B Prom, Amazing Race)*

\$19,621

*1st Annual Drivetrain
Campaign*

**AUDITED FINANCIAL
STATEMENTS**



2021 and Beyond



WHILE 2020 WAS DIFFICULT,

Bike & Build was given a unique opportunity to examine our programming, pinpoint barriers to our mission, and begin the process of breaking down structures of exclusivity. In 2021, Bike & Build is excited to execute new programming, learn from communities across the U.S., and continue to push the organization to be a diverse, inclusive and equitable space.

Bike & Build would like to thank our donors and community members for supporting us through this year and into the future! Bike & Build could not exist without you.

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