



Community Arts & Recreation Alliance dba

The  
**ReCyclery**  
Jefferson County, WA

2020 Annual Report

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# A message from our Board President...

Two thousand twenty was full of surprises! The pandemic posed daunting challenges and brought out the best of an adaptable and dedicated staff. We held our annual Tour de Forts with no sweepers or sag stops. We sold a record number of bikes, and we had non-stop repair tickets. Assaulted by a once-in-a-century viral pandemic, the staff, board, customers and members found new ways to meet community cycling needs. We also moved forward with programs in the time of social lockdowns, isolation, quarantines and mask wearing. As we made our way through the year of inventory shortages and limited indoor space, we also experienced some good vibes. Looking back on the year, I think we were able to adjust, and even thrive during 2020. It was not the kind of year I would like to repeat, but thanks to our staff, we emerged from 2020 stronger than we started.

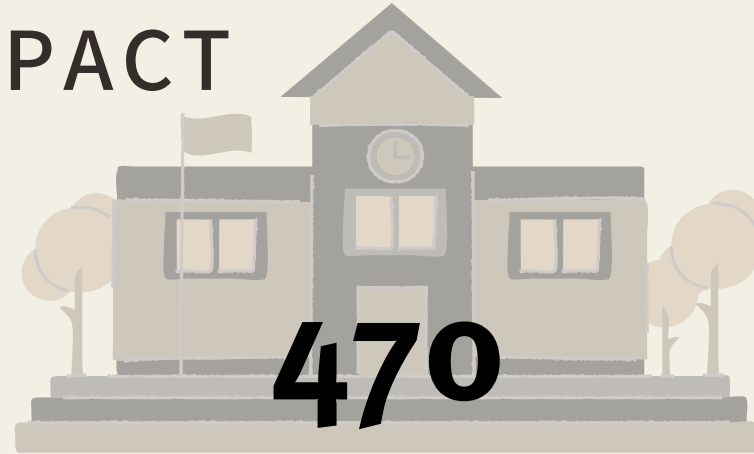
The pandemic drove some new practices at CARA. One of those was board meetings via Zoom. Tour de Forts signups were all online, riders chose what day to ride, and we provided no physical support. We added Ride with GPS to our event, which was fun, and a platform we hope to utilize more in the upcoming years. While the numbers of rider signups were lower than past years, we also connected with some of the local businesses for the first time. The pandemic crunched much of our programming, but Liz Revord, our wonderful Executive Director, along with the staff, used creative thinking to move us back to higher levels of programming as the year progressed. And, best of all, under the guiding hand of board member Matt Tyler, we were able to start the Mountain Bike Club for school age riders!

In May the staff was so overwhelmed with repair tickets, we hired Sarah Feyers as our shop assistant. She was an immense asset and stayed with us through November. Sadly, the wonderful Joe Sastic headed back to the East Coast in December. We are so sad to see him go. Overall, however, our staff was relatively stable in 2020, which was a blessing.

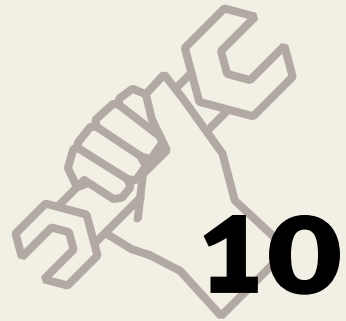
I am so pleased to have served as board President for the past two and half years. I achieved much of the outcomes I had hoped for. Our board meetings are productive and transparent and board members are engaged. With our adoption of metrics based board reports, annual reports and strategic plans, we are able to monitor improvement and growth, and track our finances more accurately. It is a good time to pass the baton to someone else! Starting in January of 2021, Eric Jones will assume the President's role. Eric has wonderful ideas, and an awesome skill set. I will remain on the board, focusing on the upcoming capital project and new board member recruitment. I am excited about working with Eric as we move forward. And, alas, board member Lia Johnston will be leaving us. She has been on the CARA Board for 4 years, offering mountains of help on Tour de Forts, grant writing, balanced thoughtful perspectives, and much more. We will miss Lia on the Board, but hoping to see her at the shop regularly!

On to 2021!  
David Thielk,  
Board President

## PROGRAM IMPACT



Student bike rides through our school supported bike programs



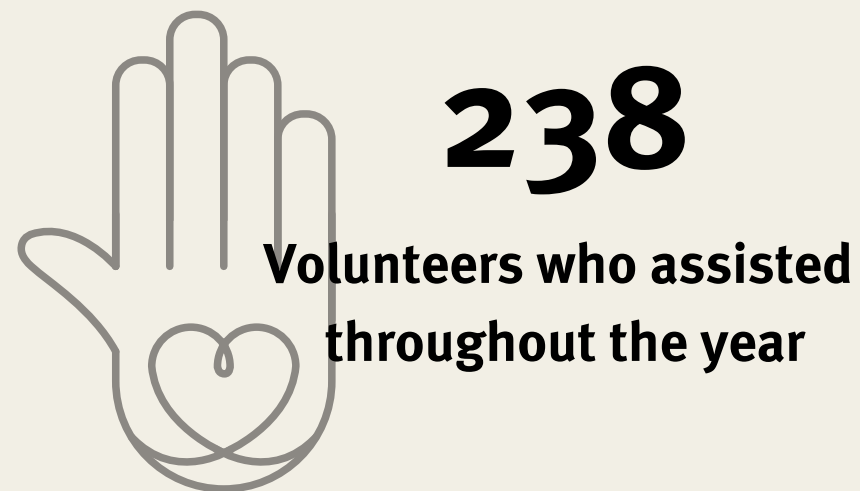
Participants in our  
Womxn/Trans/Femme Class



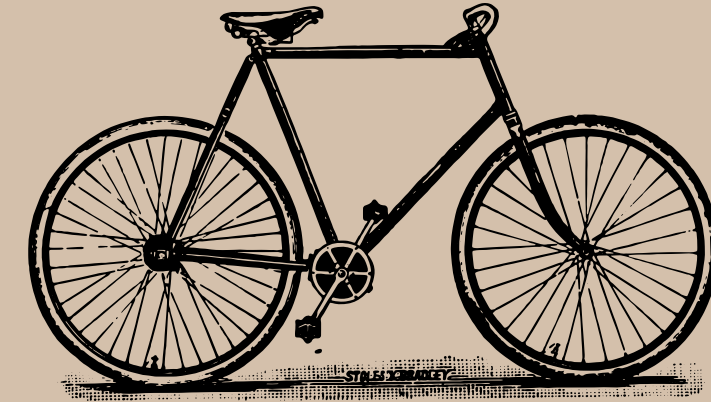
Hours donated by volunteers this year



Youth riders in our  
Mountain Bike Club



Volunteers who assisted  
throughout the year



2020 proved to be an unpredictable year for ReCyclery Programs. Due to COVID-19, many of our programs were put on pause starting in March. However, we were able to provide services to our local schools, promoting bicycle safety and education for both Blue Heron Middle School and Quilcene Middle School.

We hope to resume our classes and programs in spring of 2021.



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## Introducing the 2020 Mountain Bike Club

Although most of our programs came to a pause in 2020, one club did flourish because of the pandemic- our Mountain Bike Club! Brain child of board member Matt Tyler, youth ages 4th-7th grade came together every Saturday to learn new skills, tricks, and most of all, to have fun.

With quite the turn out, the MTB Club will continue throughout 2021 and beyond!







# Tour de Forts

This year Tour de Forts went virtual!  
**19 participants** supported the ReCyclery by making a donation and riding between October 3-12th.  
We raised over **\$1,000** for ReCyclery programs.



# Board Members

**Dave Thielk,  
Board President**



**Matt Tyler**



**Jim Mantell**



**John Van Ackeren**



**Eric Jones**



**Lia Johnston**



**\*not pictured: Matt Harter**



# ReCyclery Crew

Joe Sastic,  
Mechanic

Casey 'Doc'  
Reuck,  
Mechanic

Liz Revord,  
Executive Director

Sarah Feyers,  
Apprentice

Jonathan Arp,  
Shop Manager

Casey 'CJ' Knopf,  
Mechanic

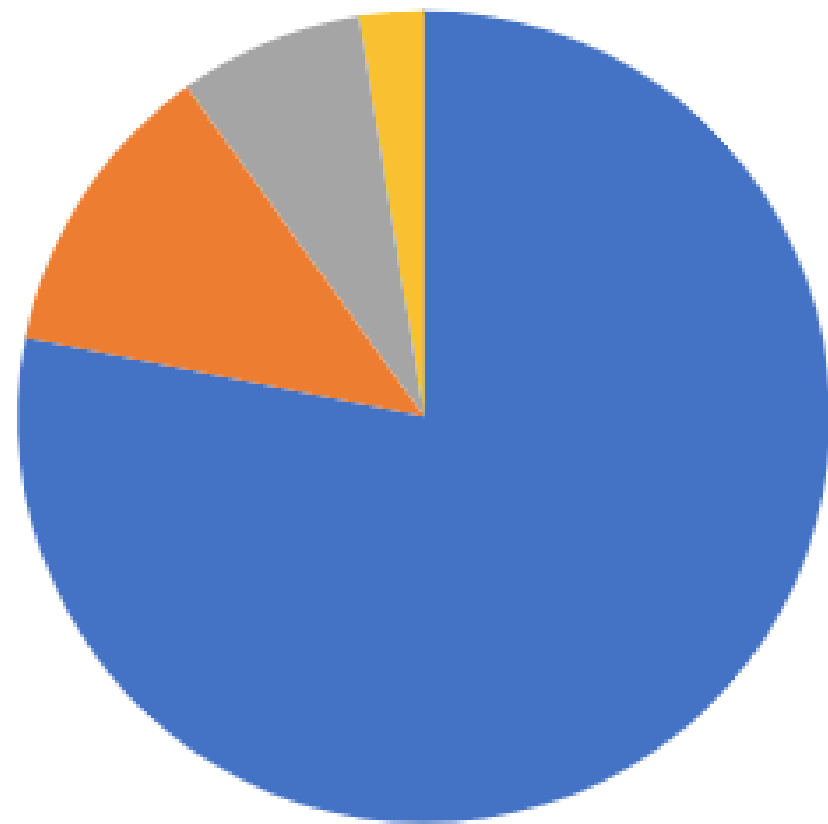


## 2020 Financial Summary

The ReCyclery of Jefferson County and the Community Arts and Recreation Alliance (CARA) successfully navigated an extremely difficult year. Despite the severe financial impact of COVID-19, the ReCyclery was able to increase total income by 32.6% to \$276.6K. With careful resource management, the ReCyclery also increased our Current Assets, thus properly positioning the organization to navigate an uncertain upcoming fiscal year. Income performance ensured that the ReCyclery was able to retain all employees, who are absolutely critical for delivery of services to our community. In addition to payroll, Cost of Goods did increase 24.8%, reflecting an increase in customer demand for Kona and electric bikes. Despite many challenges, we were able to achieve our program and customer performance goals through employee commitment, volunteer enthusiasm, and donor generosity.

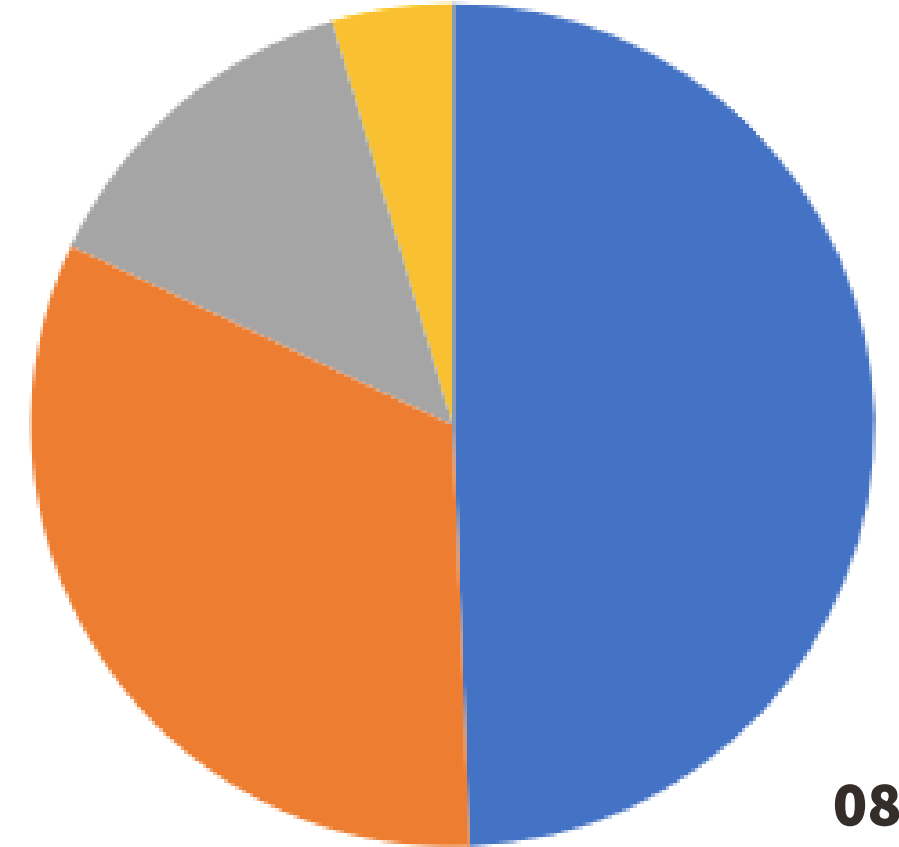
2020 ReCyclery Income - \$276.6K

- Sales & Service 77.0%
- Fundraising 13.4%
- Grants 7.1%
- Membership 2.4%



2020 ReCyclery Expenses - \$271.6K

- Payroll 49.4%
- Cost of Goods 32.6%
- Operations 13.4%
- Programs 4.6%





"The instruction in bike safety and traffic laws was extremely important and beneficial for the safety of our students.

I appreciate the one-on-one instruction and help you provided to our students that did not know how to ride a bike. The skills of many students improved and at least two of the students went from being unable to ride a bike to being able to ride through the neighborhood and on trails in the woods.

A community member even noticed two of the new riders practicing after school.

Thank you for your help and we look forward to working with you in the future."

- Trey Beathard,  
Quilcene Physical Education Teacher







" We rode on the quiet streets near the school, practicing traffic signals and handling skills. They slalomed cones and raced to see who could go slowest without putting a foot down.

Not all kids grow up with bikes, and the ReCyclery taught several students to ride, making sure they were safe but also giving them the push to try something new and scary. By their second time, the new riders were pedaling the street with confidence.

I hope I'll get to ride with them again someday soon. There's no better antidote to COVID than a high-spirited bike ride with kids!"

- Abby Haight,  
Bike Safety and Education Volunteer





Donors & Volunteers*			Sponsors & Grants*	Community Arts & Recreation Alliance
Ben Bauermeister	Kirstie Young	Robert Ambrose	Sunrise Coffee	
Chauncey & Emily Hall	Lia Johnston	Kenji Glenn	Finnriver Farm and Cidery	
Dave Thielk	Matt Harter	Kurt Guth	First Federal	
David Engle	Patrick Sheahan	Celeste Dybeck	Clif Bar Family Foundation	
Denis Langlois	Paul Wrench	Rebecca Chall	Port Townsend School District	
Dimitri Kuznetsov	Rockie English	Karen Sturnick	Corvus Crafts	
Don Miller	Sandy Mccrae	Bobbi Nikles	Bob's Bagels	
Eric Jones	Ted Jasik	Steve Anderson	Peninsula Trails Coalition	
Evans Family	Tedi Beck	Michelle Turner	QFC	
Gabriel Quintanilla	Ursela Swantner	Theresa Saludo	Safeway	
Helen & Kees Kolff	Phil Lusk	Entelco Foundation	Rain Shadow Roasting	
John Van Ackeren	Abby Haight	Kenna Eaton	Peninsula Daily News	
Karen Obermeyer	Natavar Knudsen	Don Stier	Chimacum Corner Farmstand	
Logan Fields	Karen Mouse	...and more!	Miller & Ashmore Real Estate	
Jon Garrison	Dennis Dille		The Port Townsend Leader	
Stephanie Caron Pare	Ernie Franz		Jefferson Community Foundation	
			Bikeworks Seattle	
			The Food Co-op	
*Thank you to our community at large who have supported us over the years. If you are missing from this list, we apologize.				



