"During an especially trying year for youth, El Grupo helped fill the needs of social and emotional health."
DEAR SUPPORTER,

It goes without saying that 2020 was easily the most challenging year of our lives. What began as a year filled with excitement and endless possibilities turned into an unparalleled challenge on many fronts. El Grupo was forced to close our doors in March without the assurance of a return in the way many of us knew and loved. As we adjusted to a new normal during a pandemic, El Grupo was simultaneously challenged by the events around us to look at citizen’s inequities in a more focused way.

During these critical moments of "what should we do?", El Grupo staff reflected on our values as an organization and took a deeper look at who we are as a staff, and who the people are that we are serving. Two of our values resonated with us resoundingly; Resilience and Team Spirit.

At El Grupo, Resilience means to “go with the flow.” Resilience helps us persevere both on and off the bike. During an especially trying year for youth, El Grupo helped fill the needs of social and emotional health. Our riders were learning how to adapt to this new normal and needed to see their peers and their role models learning to do the same. Because of the resilience, flexibility, and creativity of our staff, volunteers, and riders, our programming returned quickly and safely.

Our Team Spirit has shown brightly in 2020 as we focused on working together and helping one another with a greater purpose. Our staff, riders, and board members looked within themselves and at our demographic data. We asked, does the composition of our staff, volunteers, leadership, and participants reflect the communities we serve? Are there specific demographics or special populations that are not represented in our programs or on our team? Are we actively taking steps to reduce barriers to inclusion in cycling? What immediate steps can we take to start addressing these inequities and make improvements?
The first step we identified was taking a more thoughtful and intentional approach to the outreach and recruitment of our staff and volunteers to ensure that more women, people of color, and people from a diverse variety of socioeconomic statuses and communities were given an opportunity to apply for the open positions. Change needed to start from the top—rider diversity starts with staff diversity. I am proud to report that we have made progress towards this step throughout 2020 by hiring more women; improving the diversity of our team; and bringing new voices and ideas to the clubhouse. I look forward to working with our team and our supporters to continue our growth in this area in 2021 and beyond.

I am so proud of the resilience and the team spirit exhibited by our riders, staff and volunteers in 2020. The easy way would have been to give up, but the meaningful way was to build upon our strengths as teammates and find ways to persevere forward!

Sincerely,

[Signature]

Sean Pantellere, Executive Director
TEAM EL GRUPO

2020 saw significant interest and growth in the program with 13 new riders joining the squad. A spiked interest from young women riders was observed and El Grupo looks to continue that trend.

2021 team goals continue to learn to be good teammates to one another and to focus on the controllable in an uncontrollable world. Riders and coaches continue to look forward to races and events that will have made months of practices worthwhile.

BIKEPACKING

Camping, adventure, and beautiful scenery are a perfect way to experience the world right now. Bikepacking offers trips to remote spaces accessed from the El Grupo Clubhouse.

Bikepacking exploded in interest in 2020 and is set to double its roster and looks to gather more support as the cycling landscape continues to evolve. Trips planned for 2021 include more overnighters in more remote locations.

"Without El Grupo over the quarantine I would be pretty lonely and very out of shape. Mentally and physically El Grupo has been the reason I have kept my things together in this time." - S.C. El Grupo Rider

"We are taught many life lessons that we aren't taught in school, like self responsibility, which in my opinion is one of the most important skills in life." - E.C. El Grupo Rider
El Grupito is the largest program at the El Grupo clubhouse with close to 70 young riders learning to become lifelong riders.

2020 saw a boom of new riders looking to find a healthy and safe sport. 27 new riders joined Grupito for the spring semester 2021 and bring with them a joy experienced by staff and volunteers alike.

Riders will continue to lay a foundation of safe riding and healthy habits as well as creating new friendships!

Bike Club has worked with Manzo Elementary School leadership to provide meaningful programming off school grounds while schools remain closed in 2021.

**El Grupito**

**Bike Club**

Giving back. Learning our communities from within. Making Connections. Bike Club is more than an afterschool activity for at-risk youth in underserved communities. Bike Club teaches young riders how to be independent and strong!

Average donation in 2020: $312

Estimated mileage by riders in all programming: 175,000

Scholarships across all programs: 86
FALL BIKE CAMP

With reduced bike camp participation due to Covid-19 guidance, El Grupo offered a one-week camp to riders interested in programming during fall break. 23 riders joined and were engaged in riding skills, safety, and health and wellness.

Riders graduated with new friendships and knowledge about cycling. Eight riders from camp joined Grupito in 2021.

VIRTUAL FALL FONDO

El Grupo's biggest fundraiser was held virtually in 2020. With support from the community, sponsors, and jersey sales, El Grupo raised nearly $17,000 in this format. We look forward to the possibility of hosting this event in-person in the fall of 2021.

5:1 Coach to Rider Ratio
200 Volunteer Hours
90% Program Participation During COVID-19
Finance Report

REVENUE AND EXPENSES 2020

2020 proved difficult for many – El Grupo included. A 22% reduction revenue stems from loss of events, corporate giving, and program losses. El Grupo leadership focused directly on reducing costs during stay-at-home orders and worked shed excess spending in the interest of our programmatic future. Because of this, El Grupo had a surplus of roughly $6,100 carried into the 2021 year.

2020 FINANCIAL SNAPSHOT

Individual Donations 44.6%
Grant Funding 26.8%
Program Income 19%
Event Income 5.8%
Sponsorship 3.8%

Total Income: $409,765

Total Expenses: $403,630

2021 OUTLOOK

2021 will continue to focus on financial stability in an unpredictable environment. We continue to look forward optimistically as events are slowly returning, and we understand more about the virus as well as how to successfully plan and implement safe programming. We intend to resume our campaign to purchase The El Grupo Clubhouse at 610 N 9th Avenue.

"El Grupo has been vital to me, and many of my fellow friends and teammates in getting through a difficult time." K.K., Team El Grupo Rider

"I am very thankful to everyone who made it possible for me to become a part of this team. El Grupo is helping me improve physically and emotionally. Teaching me to push my limits and never give up." - D.G., Team El Grupo Rider
"COVID has definitely been difficult for everyone, including El Grupo. When looking back at the past eleven months, and even forward to the spring, it seems like almost everything has been taken from us: the fall NICA season, the 24 Hour Race, Valley of the Sun, all of the other races, all of the podium pictures, all of the medals, and trophies, and leaders jerseys. Last Fall, I thought that COVID had stripped away everything we thought was El Grupo.

But we're still here. We're still riding and we're still having fun. Most of the glamour has gone. But what's left? What left is the very core of the team: a group of kids (and adults) with a common interest who care about each other. It's one big friendship. It's one big family. That's what El Grupo is: a community that helps and cares for each and every member. And although this core is not the most extravagant part of this team, it's the most important part.

And so when I look back over the past year, no, I haven't been able to go to the same races or do the same things. But I've been able to forge new friendships, strengthen other ones, mentor the newest riders on the team, and overall, explore the core of the team." - N.C., El Grupo Rider

"I get to ride my bike to the Clubhouse and hang out with friends, work on bikes, and ride all in a safe environment. It really does make my life so much better." - E.S., El Grupo Rider

The social interaction and the thrill of riding my bike during training makes me focused and ready to work hard on school work." - K.J., El Grupo Rider
El Grupo has taken COVID–19 seriously since the start. Upon opening programming, staff and families were committed to safe practices. Because of this, El Grupo purchased custom El Grupo masks for all staff, riders, and volunteers. We've separated programming and kept pods to 10 or less when applicable. This helps prevent any potential outbreak of the virus among riders and staff. Additionally, waivers, testing before trips, and virtual options for staff trainings and meetings have kept us all safe so that we may continue to offer quality programming in a safe manner.

"El Grupo has helped pave a way to college while achieving my cycling goals." C.W - El Grupo Rider

Being on this team allows me to really be myself and to push my limits to a place I didn't think obtainable. My goals keep getting bigger because of the hard work from teammates and coaches," A.L. -El Grupo Rider
"Being part of the team has allowed me to not be afraid of the unknown." - M.W. - El Grupo Rider

"El Grupo has given me a team and a family. My El Grupo coaches, supporters, sponsors and teammates have allowed me to progress further than I ever thought I could have." C.O. - El Grupo Rider

El Grupo continues to reach more riders with greater diversity. Our goal for 2021 remains to create a more diverse space for individuals who wouldn't otherwise find cycling as their sport of choice because of the barrier to entry due to cost associated,
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