

2024 IMPACT REPORT



evergreen
MOUNTAIN BIKE ALLIANCE



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MISSION

To create, maintain, and protect sustainable mountain biking opportunities in Washington.

VISION

Make Washington the best place to ride.



EVERGREEN: TRANSITIONS

As the new Executive Director for the Evergreen Mountain Bike Alliance I'm happy to present this Annual Report on behalf of our staff and volunteers. I assumed this role in July of 2024 after Yvonne transitioned out, leaving the organization in the very capable hands of Tara Moser, then eventually to me for the last half of the year.

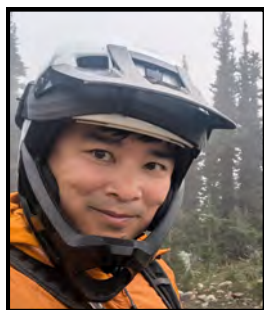
2024 was a year of transition for the organization, giving us the opportunity to pause, reflect, and establish a new set of priorities for the next phase of Evergreen as we begin the planning for the next Strategic Plan (2025 - 2030). That said, we had one of the busiest trail building seasons ever with the opening of The Trek at Tehaleh (Bonney Lake) and the Tennant Trailhead Park (North Bend) in addition to new trails at Raging River, Loup Loup, and The Summit at Snoqualmie.

Our events and festivals continued to bring our riding communities together across the state to celebrate our trails, community partners, sponsors, and all of those who make Washington the best place to ride in the country. We were still challenged by the lingering effects of the pandemic on the industry, trail closures, and the departure of well loved staff (we miss you Matt and Liz!), but arrived at the new year well positioned to continue the great work that this organization is known for.

With gratitude,

A stylized, handwritten signature in black ink, appearing to read 'EE' followed by a long horizontal line.

Eddie Espinosa
Executive Director





Number of new trails completed

40+

Economic contribution to MTB trails

\$790,000

Number of current members

8,534

Registered group ride participants

984

Certified Evergreen Volunteer Instructors

125

Number of volunteers who joined a work party

4,000

Trail work parties we hosted

665

Volunteer trail work hours logged

19,596





WELCOME TO THE FAMILY (OF TRAIL SYSTEMS)

Evergreen's 2024 trail program continued to deliver a strong mix of new construction, critical maintenance, system-wide expansions, and major rebuilds across Washington State. This year marked the opening of two entirely new trail systems and dozens of new and refreshed trails.

New Trail Systems:

Our flagship accomplishments for 2024 were the openings of **The Trek at Tehaleh trail system in Bonney Lake** and the **Tennant Trailhead Park trails in North Bend**. Many years in the making, both systems opened in spring and immediately expanded access for local riders. In partnership with the Snoqualmie Tribe, all Tennant Trailhead Park trails carry Lushootseed names that honor the land's cultural heritage, local geography, and wildlife.

Rebuilds to Meet Evolving Rider Needs:

2024 also included full rebuilds of beloved classics. At Duthie Hill, the rebuilt "Great Space Coaster" now offers a progressive intermediate tabletop jump line, while the iconic "GHY" trail was fully redesigned and rebuilt by an all-women crew into a more progressive, machine-enhanced double-black jump line.

Expanding Access and Riding Options:

Evergreen continued to develop and enhance trail systems statewide. "Ursus" and "Oso Peligroso" opened at Loup Loup Ski Bowl, a young trail system in the Methow. In Spokane, the new Lower Mica Peak Trail provides a more approachable climb at Liberty Lake. At Raging River, we completed Phase 3 with the opening of the community-powered "Executive Decision," "Ferdinand the Bull," "Reverence," and several others. In the Kittitas Chapter we completed the Upper Big Sandy trail, a multi-use trail in the Teanaway Community Forest.





TRAILS

2024 TRAIL PROJECTS BY CHAPTER

CASCADES TO SOUND

NEW TRAILS OPENED:

- **Trek at Tehaleh - Bonney Lake**
 - Full trail system (16+ new trails)
- **Tennant Trailhead Park - North Bend**
 - Full trail system (17+ new trails)
- **Raging River - North Bend**
 - Executive Decision
 - Reverence
 - Ferdinand the Bull
 - Pacific Climbing Trail
- **The Summit at Snoqualmie Bike Park**
 - Bouncy House
 - My Little Friend

ONGOING DESIGN & CONSTRUCTION:

- The Summit at Snoqualmie Bike Park
- Cheasty Greenspace North (Phase 2)
- Olallie Phase 2 / Raging River Phase 3
- Duthie Hill MTB Park Refresh

METHOW

NEW TRAILS OPENED:

- **Loup Loup - Twisp**
 - Oso Peligroso
 - Ursus

DESIGN & CONSTRUCTION

- Loup Loup / North Summit trail construction
- Restore Sun Mountain fire affected trails/ closures

EAST

NEW TRAILS OPENED:

- **Mica Peak Trail - Spokane**

DESIGN & CONSTRUCTION

- Beacon Hill trail network upgrades
- Mount Spokane trail network upgrades
- Micah Peak trail network upgrades
- Colville NF Inventory/GAOA

CENTRAL

NEW TRAILS OPENED:

- **Rattlesnake Hill - Leavenworth**

TRAIL REBUILDS:

- **Saddle Rock**
 - Saddle Rock / Jacobson Traverse
- **Sage Hills**
 - Maiden Lane Connector
 - Sage Hills Trail

DESIGN & CONSTRUCTION

- Number 2 Canyon Phase 4
- Icicle Ridge/Ski Hil GAOA

WEST SOUND

TRAIL REBUILDS:

- **Port Gamble Ride Park**
 - Dual Slalom (full rebuild)

DESIGN & CONSTRUCTION

- Strawberry Hill Bike Park Design
- Port Townsend Pump Track
- Key Pen Park Improvements

SOUTHWEST

DESIGN & CONSTRUCTION

- Yacolt Burn Upper Vista Ridge
- Yacolt Burn trail network expansion
- Yacolt Burn Skills Park planning

COWLITZ-NACHES

DESIGN & CONSTRUCTION

- Soup Creek
- Maintenance collaborations with USFS, Trans-Cascadia & Orogenesis Collective.

KITTITAS

NEW TRAILS OPENED:

- **Teanaway Community Forest - Cle Elum**
 - Upper Big Sandy Trail

DESIGN AND CONSTRUCTION

- Teanaway Phase 2 trail planning
- Naneum Ridge building & maintenance





VOLUNTEERS

19,596
Volunteer
Hours
Logged

VOLUNTEERS ARE THE HEART AND SOUL OF OUR ORGANIZATION

"Our volunteers are leaders, educators, advocates, and trail builders. Together, they are the force that drives Evergreen's mission forward. Their commitment to stewardship, access, and community is what transforms trails into lasting connections."

Brandon Lester
Volunteer Program Manager

Evergreen is a volunteer organization at its core, a spirit that has been true since our founding in 1989. Without volunteers, none of what we do would be possible. Most of the trails we have built, maintain, and enjoy today exist because of the expertise, effort, and extra value our volunteers bring to every project.

Mountain bikers love to roll up their sleeves, but per-member and per-rider contributions remain below pre-pandemic levels, making volunteer engagement a continued focus.

In 2024, volunteer trail maintenance exceeded 2023 results, reaching 78% of our annual goal and pre-pandemic engagement. We hosted 665 work parties in national forests, state parks, state forests, and community parks, engaging just under 4,000 volunteers who contributed 19,596 hours on 400 miles of trail.

Projects took place across Washington, including East Tiger Mountain, Raging River, North Mountain, and Yacolt Burn State Forests; Duthie Hill Mountain Bike Park; Black Diamond Open Space; Squilchuck, Mt Spokane, Riverside, St Edwards, and Moran State Parks; Beacon Hill, Swan Creek, Iller Creek, Micah Peak, Camp Sekani, and Port Gamble community parks; and multiple trails in the Okanogen-Wenatchee, Mount-Baker-Snoqualmie, Colville, and Gifford Pinchot National Forests.

Non-trail volunteer contributions included 1,632 hours from 15 Board members and 1,650 hours from 125 Education program instructors. In total, 4,030 volunteers contributed 23,582 hours in 2024. While this was a strong year, we remain about 6,500 hours shy of pre-pandemic levels and will focus on growth in 2025 to reach our 30,000-hour goal. Joining our volunteer community is the best way to help Evergreen reach its trail and community goals—and support the trails you ride and love. Thank you to everyone who helped on the trail, at events, and as part of our Chapter Councils and Board!



VOLUNTEERS

VOLUNTEER IMPACT 2024



evergreen
MOUNTAIN BIKE ALLIANCE

Total Volunteer Hours

23,582

19,596

hours of trailwork...



1,650

hours of education...

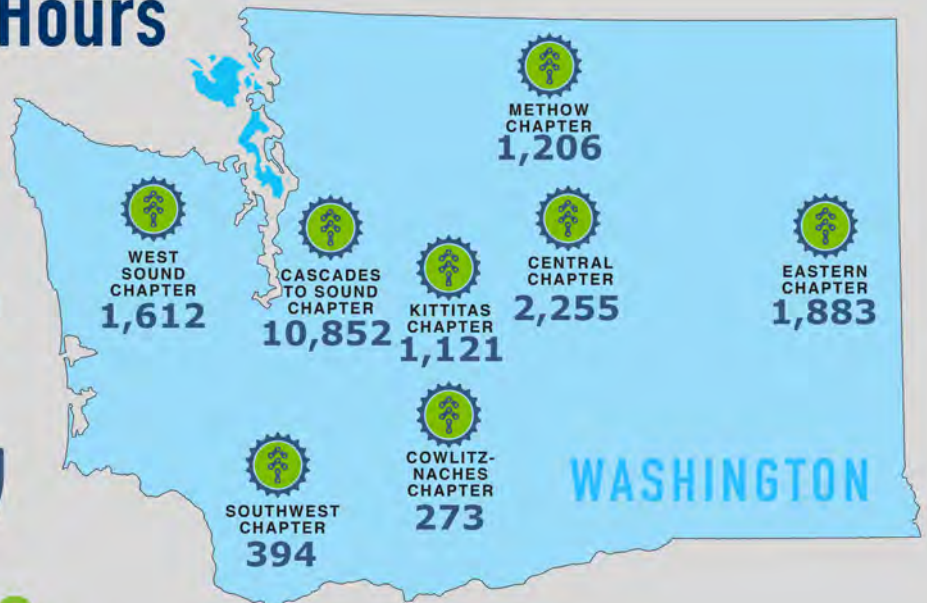
704

hours at events...



1,632

hours from board members...



4,000+

VOLUNTEERS



EVENTS

70 Women +
Non-Binary
Folks Joined
Shovel &
Shred

247
Group
Rides

5,000+
Event
Attendees

984 Riders
Joined Our
Group
Rides

500 Riders
at Take A
Kid MTB
Day

1,500+
Attendees
at the MTB
Festival



We brought together over 5,000 riders through our community building events and rides, fostering a welcoming and inclusive environment for all.

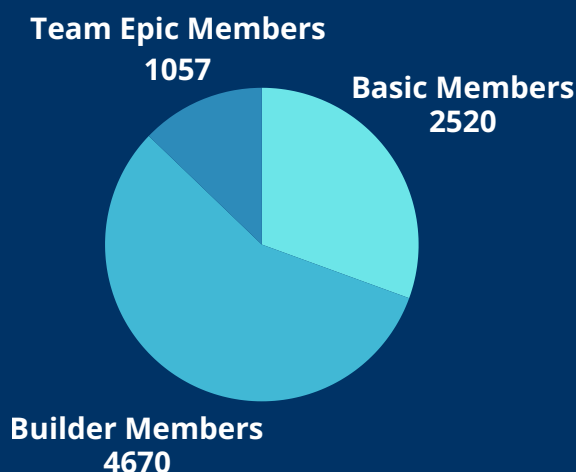


Our events aim to build community and nurture future mountain bike leaders, teachers, volunteers, and trail stewards.

We fostered diversity, equity, and inclusion through adaptive mountain biking events and women and non-binary work parties. We promoted environmental responsibility, sustainable practices, volunteerism, and healthy lifestyles within our community.

Our 2024 Virtual Member Meeting had **121** registered participants via Zoom, with presentations from **6** Evergreen Staff and **8** Chapter Board Members. Evergreen Membership peaked in October after our annual Membership Drive with **8,534** total members. This includes **2,520** Basic Members (\$50+), **4,670** Builder/Family Members (\$100+), and **1,057** Team Epic Members (\$500+).

2024 Member Numbers



The Membership Drive in September brought in **260** brand new Memberships, and **1,938** renewed Memberships who previously expired (or were set to expire soon); with a **127%** retention rate (1,521 were set to expire that month).



EDUCATION

Evergreen’s Education Program welcomes and serves riders of all ages, skill levels and backgrounds. We empower outdoor enthusiasts with the confidence and skill to ride better, be safe and engage in trail stewardship.

2024 marked our 14th year of Youth Dirt Camps. We facilitated program growth within our chapters, especially at the Port Gamble Ride Park. Riders of all backgrounds, from young kids to expert riders, flocked to the West Sound Chapter, where the number of students more than doubled!

While overall enrollment didn’t grow, our internal team did. We had **1,650 volunteer teaching hours** through our clinics & camps; and welcomed **40 new volunteer instructors** around the state!

- **1,200** riders took a class/clinic with us.
- **589 Youth Dirt Campers** learned skills & made friends.
- **196 School & Community Partner students** enrolled.
- Instructors donated **1,650 volunteer teaching hours**.
- Dirt Campers volunteered over **400 hours of trail work!**



- The Evergreen Crank Sisters hosted an impressive **61 group-rides with 353 women riders!**
- **40 new instructors** joined our education community.
- On-trail classes were piloted at Raging River and Tiger Mountain to support clinic alumni who were ready to start exploring more advanced terrain but preferred the guidance of an Evergreen certified instructor and the joy of a group setting. These were well received and there are plans to offer more in 2025.
- Instructor scholarships were distributed to **8 instructors** around the state who have dedicated 100s of hours to the education program and wanted to expand their coaching skills. Instructors used their funds to get certified in Wilderness First Aid or PMBIA (Professional MTB Instructor Association).

“All of the tips and instruction with demonstration then practice was helpful and fun! I also appreciated the instructors — they were so nice, encouraging, and knowledgeable.” - 2024 skills clinic participant



COMMUNITY PARTNERSHIPS:

- **After School MTB Programs (Central)**

The Central Chapter collaborated with the Cascade School District, Wenatchee School District, and Pinnacles Prep to host 8 Intro to MTB Courses for 108 students.

- **Outdoors for All (CTS)**

The CTS Chapter partnered with Outdoors for All to offer 2 Intro to aMTB series for 11 participants, piloted an Intermediate aMTB class at Steven's Pass Bike Park, and offered aMTB-specific group rides at the Evergreen MTB Festival, Tehaleh, and Tiger.

- **aMTB Trails**

Trails at Raging River were modified to accommodate adaptive riders and a project began at Tehaleh to assess and rate trails with adaptive bikes and riders in mind.

- **Major Taylor Project (CTS)**

Evergreen instructors supported a Mountain Bike class at Duthie for 12 underserved youth riders from the Tacoma Major Taylor Project program

- **Refuge Fest Class (CTS)**

Evergreen instructors joined Refuge Fest, an outdoor-focused event for BIPOC individuals and allies, to offer an Intro to MTB class for 12 brand new riders.

- **Class & Camp Scholarships (Statewide)**

Evergreen awarded \$9800 in scholarships for 53 class and camp participants!

Inclusivity Training was offered at every instructor training in 2024 and focused on topics such as recognizing and responding to microaggressions and creating a welcoming class environment. Our classes are often the first touchpoints for riders as they enter the sport and we recognize that inclusive spaces are critical in developing lifelong riders.



ADVOCACY

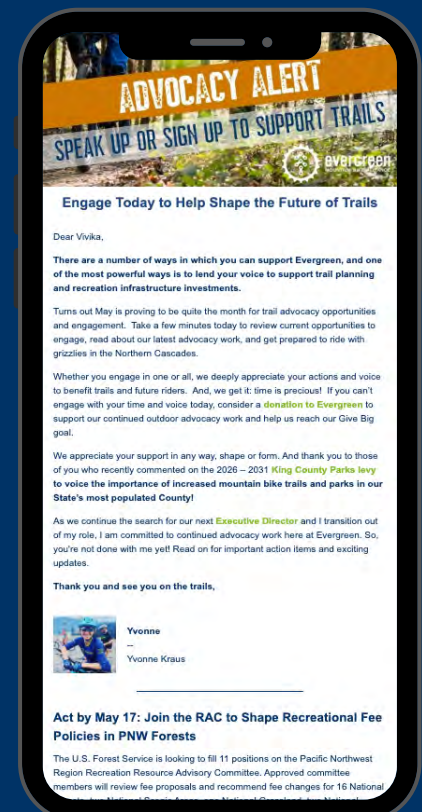
GIVING TRAILS A VOICE

What do bikers, hikers, equestrians, climbers, conservationists, foragers, and public land stewards all share? Dedication to protecting and enjoying our trails and public lands. **Our advocacy work brings these communities together to plan, build, and care for trails in ways that are sustainable and inclusive.**

In 2024, our efforts continued through deep collaboration with recreation partners and tribes, supported by our active membership and leadership within the **Outdoor Alliance of Washington**. This included regular meetings with land managers on recreation planning and project needs, connecting with elected officials on funding and policy priorities, and participating in ongoing tribal relations.

Our advocacy focused on raising awareness and engaging our supporters in public lands access protection, recreational access challenges and opportunities, and ensuring that mountain bikers have a strong voice in recreational trails planning and development initiatives. **Our activities are diverse and statewide, ranging from participating in the Parks and Great Outdoors Legislative Day, to advocating for the EXPLORE Act, which successfully passed in December 2024.**

We continued to activate and inform our membership and followers through e-newsletters, social media, trailhead conversations, and digital advocacy alerts that made it easy for riders to speak up and support the places they love.





ADVOCACY

2024 COALITIONS, PARTNERSHIPS, & COMMITTEES

Evergreen's advocacy centers on strong relationships and offering value to recreation stakeholders and land managers, as well as planning and legislative action on the following projects and initiatives.

- Washington Wildlife and Recreation Coalition
- Washington State Trails Caucus
- Outdoor Alliance Washington
- Big Tent Outdoor Round Table
- Outdoor Recreation Caucus
- Sky Valley Recreation and Planning
- Snoqualmie Valley Outdoor Recreation Action Team
- Snoquera Trails Coalition
- Recreate Responsible Coalition
- Northeast Washington Forest Coalition
- Northeast Washington Trails Collaborative
- Northeast Washington State Trails and Recreation Tourism Partnership
- Central Washington Trails Collaborative - Facilitator
- Upper Stemilt Partnership
- Nason Ridge Community Forest (NRCF)
- Region 6 Saw Program Collaborative (Washington/Oregon)
- TREAD
- CISPUS Sawyer Training Event Collaborative
- King County Play Equity Coalition member
- Youth Experiential Training Institute Advisory Committee





MEDIA OUTREACH

SOCIAL MEDIA

Our social media channels tell our trail stories, promote our events, source volunteers, and connect with our community. We also continue to expand on our social media marketing for our fundraising campaigns throughout the year with staff interviews, chapter visits, and more.

During 2024, we published an average of **22** posts per month on each channel, with a highly engaged audience averaging **5.1%** engagement rate.

Platform	Followers (as of 12/31/24)
Facebook	18.3k
Instagram	16.2k
YouTube	1.2k
LinkedIn	945
TOTAL	36.6k

EMAIL MARKETING

Through our regular monthly storytelling newsletter (The Good Dirt) and marketing newsletter (Dirt Dispatch), we regularly communicate with our community about upcoming activities and volunteer opportunities; and recap recent events and significant accomplishments.

We continue to increase and improve our email campaigns for our major fundraisers including GiveBig, Membership Drive, Giving Tuesday, and End Of Year.

Email Subscribers	20,220
Total Newsletters Sent	16
Average Open Rate	49.5%



2024 FINANCIAL STATEMENT

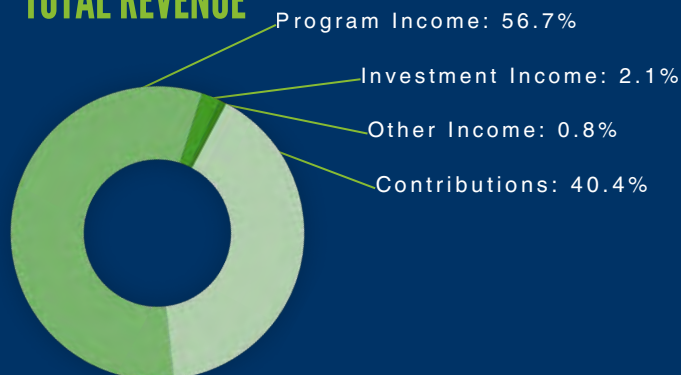


Thank you to every member and donor for your support in 2024!

Your giving spirit makes our work possible. Together we are *making Washington the best place to ride.*

Note: These financials reflect our 990 tax statement based on our audited financial statements.

TOTAL REVENUE



REVENUE

Contributions and Grants:	\$1,285,267
Program Service Revenue:	\$1,801,764
Investment Income:	\$67,400
Other Income:	\$24,050
TOTAL REVENUE:	\$3,178,480

OPERATING EXPENSES

Program Operations:	\$2,274,903
Management & General:	\$795,054
Fundraising:	\$94,858
TOTAL OPERATING EXPENSES:	\$3,164,815

NET INCOME

\$13,665

ASSETS

\$2,473,566

LIABILITIES

\$179,773

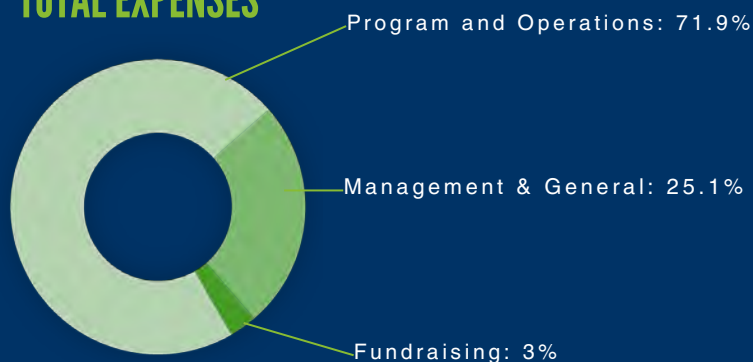
INCOME BY PROGRAM

Education & Registrations:	\$321,824
Fundraising & Membership:	\$1,274,536
Trail Contracts:	\$1,326,133
Advocacy:	\$13,739
Marketing & Events:	\$150,799
Retail:	\$21,640
Other:	\$69,810
TOTAL INCOME BY PROGRAM:	\$3,178,480

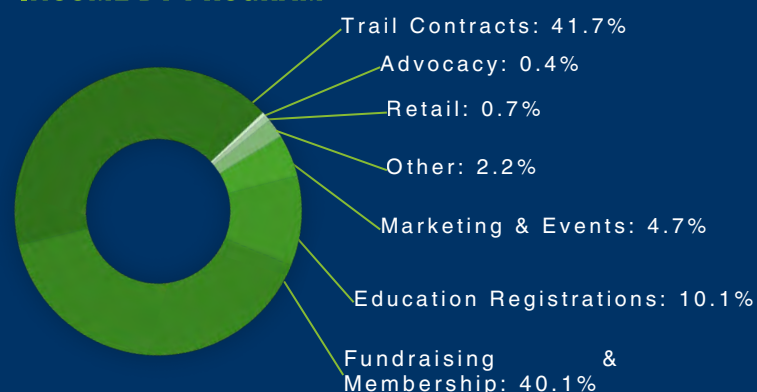
EXPENSES BY TYPE

Payroll:	\$2,186,173
Operating and Programs:	\$444,800
Professional Services:	\$243,324
Travel and Meetings:	\$148,001
Other:	\$130,445
Taxes (B&O):	\$12,071
TOTAL EXPENSES BY TYPE:	\$3,164,815

TOTAL EXPENSES



INCOME BY PROGRAM



STATEWIDE BOARD

2024 BOARD OF DIRECTORS



Tony Hickok
President



Tyler Forman
Vice President



Melinda Dupree
Secretary



Jim Jacobsen
Treasurer



Vern Boyles
Metro



Josef Hoffman
Pinchot



Jesse Cunningham
South Cascade



Ady Bee Lane
At large



Joe Brown
North Cascade



Juliette Kern
Metro



Scott Tucker
Olympic



Patrick Lynch
Pilchuck



Andrew Grant
Pilchuck



Matt Chrisler
Metro



Greg Morris
Pinchot



Matt Orlando
Olympic



Ray Birks
North Cascades





2024 ADMINISTRATIVE STAFF



Eddie Espinosa
Executive Director



Tara Moser
Operations Director



Micah Shapiro
Finance Director



Kristen McCune
Education Director



David Fleischhauer
Trails Director



Mike Westra
Trails Program Manager



Brandon Lester
Trails & Volunteer Program Manager



Michael McLane
Trails Program Manager
(Eastern WA)



Brian Tustison
Trail Program Manager
(Western WA)



Vivika Stamolis
Marketing & Communications Manager



Matt Crosby
Systems Administrator



Elizabeth Lunderman
Cascades To Sound Development Lead



Jarrett Ziemer
Cascades To Sound Community Engagement Coordinator



Kathryn Jaspersen
Administrative Coordinator



Jesse Cunningham
Kittitas Project Manager

2024 TRAIL CREW (YEAR-ROUND STAFF)

Ian Robinson
(Trail Builder II)

Jeremy Bushnell
(Trail Builder II)

Scott Miller
(Trail Builder II)

Sean Sweeney
(Trail Builder II)

Matt Blossom
(Trail Builder II)

Michael Fischer
(Trail Builder II)

Paul Martin
(Trail Builder II)

Heather DeChoudens
(Trail Builder & Education Project Manager)



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LAND MANAGERS



THANK YOU TO OUR 2024 TEAM EPIC MEMBERS*



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JASON SIKES
JAY GORE
JUSTIN VANDER POL
FRANCINE CURD
KENDALL STEVER
MAARTEN VAN DANTZICH
BRIAN CROWLEY
SCOTT EDISON
KATIE JACKSON
BRENT MADISON
KAT SWEET
NATE AND BECKI
ERIC SCHREIBER
JULIE LAUZON
AMY FOX
SIMON LAWTON
VERN BOYLES
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MIKE ERMAK
JAMES WOZLECK
JOHN TRAEGER
JOHNNY CHEN
JOE REICHENBACH
BOB BOHNER
SEAN WILSON
JULIE CRITTENDEN
MARK HALL
DAVID SPENCER
BENJAMIN CHILDS
CAROLYN HOPE
CORY SYTSMAN
GREGORY SHAY
MIKE HEFFRON
PHILLIP ESCOBAR
MARK HOWLEY
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CLARK HARMON
CHRIS RAYNER
EVAN PIERCE
KARI LIO
JEB SOROM
CAMERON CHARLES
PAVEL DOLEZEL
AMY JOSEFCZYK
TODD BELSICK
IZAACK KOLLER
KENNETH DEWEY
BOB FORSBERG
JAMES DAY
GORDON BRANDT
MATT ZANNER
MARK GRAY
DANIEL YANT
JIM PIAVIS
BEN LANDSMAN
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PETER BODIK
PHIL HORN
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JEFF ERBSTEIN
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AARON WILKINSON
JOHN CURRAN
MARTY ROBERTS
MARY FORDHAM
FERRY COUNTY CYCLING
FEDERATION
JEREMY ZOGG
TIM LITTLE
JEFF DICKSON

MIKE BENSON
SCOTT LISKA
MIKE MCCracken
ANDY RIGEL
RAMAN SARIN
TROY KASPER
JIM DENISON
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RYAN KITCHEN
PEDRO TEIXEIRA
SEAN SWEENEY
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JIM CLARKE
STAN ENGLER
STU SPENCER
PETER BAUER
JONATHAN WERNER
ERIC HALL
AARON RIMMER
TIM CLEMENT
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DAMON NOVELLI
MICHAEL TANKSLEY
JOHN SIMMONS
MARK SHELLEY
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KELLY GILLESPIE
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JESPER JOHANSSON
KYLE FESER
ELAINE LEUNG
JAMES WATTS
BRENT FUHRER
DOMINIC D'ANGELO
ROSS BERSCHAUER
DEVIN BRANSTETTER
STEVEN SHERWIN
DAVID COUILLARD
DIETER LASKOWSKI
DAN SOMMERFIELD
LUKAS STANKIEWICZ
MARTIN WEEKS
ANDY BEAUDOIN
AARON WOODWARD
MANUEL STRANGE
KIRK WERNER
CURTIS GRANT
GABE BONING
SCOTT WILTAMUTH
CHAD LEWIS
MICHAEL MANN
JEFFREY WOLLENBERG
MATT CRISLER
JOSHUA FITZGERALD
DAVID BRUNELLE
KENDA SUPER
JEREMY GRAHAM
IZETTE SWAN
ADAM PINSKY
RORY CAMERON
JIM ALLERS
JASON GOODMAN
BRENDAN FIELDS
NOVA FALLEN
RICHARD MARIN
BEN KNIERIM
ALDEN KROLL
MIKE MAGRUDER
MIKE GRUNDMANN
LUKE GOODRICH
KATHLEEN FOWLER
TREVOR FORD
JIM SALTER
JOHN RICHARDSON
REID HOLLISTER
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