

BIKES NOT BOMBS



2014 BIKES NOT BOMBS ANNUAL REPORT

Be the change you seek.

Progress

International Programs:

International solidarity has always been the foundation of Bikes Not Bombs' international work. Since our struggles for justice and liberation are interconnected, we recognize that to bring about lasting social change, we must work together to support each others struggles and share solutions. In 2014, Bikes Not Bombs built upon this foundation of international solidarity by using our proven strategies of providing concrete support to our international partners, and by developing new strategies that build our international network and broaden our overall impacts.

Many of our international partners have grown substantially in 2014, as a result of continued shipments of bicycles, training and technical assistance from Bikes Not Bombs. In Northern Uganda, the Amuru Village Health Workers built strong and effective local leadership and the skills to manage their bicycle-based rural healthcare delivery project for many years to come. In Ghana, Ability Bikes imported 7 containers of bicycles, more than ever before, and greatly improved their systems of management, communications and marketing. In Guatemala, Bici-Tec piloted the first session of their School of Appropriate Bici-Technology, which is now poised to expand in the coming years. Bikes Not Bombs' support to each of our partners is customized, but the foundation of all of our partnerships is solidarity – supporting community leadership, self-determination and collective power.

In 2014, we also worked to grow our international



Village Health Workers in Amuru, Uganda



International Programs Coordinator Charlotte with members of ITDP Mexico at the BiciRed Congress

Progress

network by building relationships with bicycle organizations and networks we see as allies in using the bicycle as a vehicle for social change. Bikes Not Bombs gave presentations at both the World Bicycle Forum in Brazil, and at the Bici-Red conference in Mexico, and developed relationships with potential new partners in East Africa. Resulting from these efforts, we are now part of a program committee that is planning the 2015 World Bicycle Forum in Colombia, we are continuing to explore potential collaborations with Bici-Red in Mexico, and we are moving closer towards developing an exciting new partnership in Kenya.

Youth Programs:



BOCA teaches at the REEP Youth Summit



Chain Reaction at the Roslindale Farmers Market

This year we continued to grow and expand Bikes Not Bombs Youth Programs in several exciting ways. From a record number of youth jobs to a growing presence in local campaigns for social justice, BNB youth set a high mark to pass in the 2015!

BNB youth led the way for our organizing work, a strategic plan objective set in 2013 that is now being achieved. Growing out of the service and educational programs that earned BNB its place in the youth bike world, 2014 youth led more than 10 community rides and collaborated with 16 groups and schools to bring bicycle mechanics and organizing workshops to local communities. In Boston, youth employees taught at Roxbury Tenants of Harvard, the REEP Youth Summit, and in New York City at the Youth Bike Summit. Our youth organizers and leaders also actively participated in local campaigns for affordable public transportation, expanded youth job opportunities, and an end to discriminatory policing practices.

Earn-A-Bike, Girls In Action, Adult Instructor Training, the Pathways Program, and Bike In continue to form the core of our programs. Through 4 sessions of Earn-A-Bike and 1 Girls in Action, our youth instructors actively trained the BNB leaders of tomorrow. Especially exciting was the incredible sustained growth in our weekly youth drop-in mechanics program, Bike In. During the summer months it became so large we literally spilled outside into the parking lot and loading dock.

Thanks to similarly large growth in the number of youth employed through our Pathways Program, (36 in 2014!) and increased training and team building activities we were well equipped for the challenge.

Bike Shop:

We recognize that one of the biggest barriers to getting employment at a local bike shop is entering with the mechanical knowledge, proficiency, and speed that bike shops demand from the start. And so in January 2014, the Bikes Not Bombs Bike Shop debuted a new program called Advanced Mechanics where shop employees work with youth programs employees to improve their bike mechanic skills and help

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them get to a level where they can be competitive in the bike mechanic job market. Youth received training on drivetrains, brakes and wheel truing as well as more in-depth topics like headset and bottom bracket installation and frame and fork alignment. Not only did this provide an opportunity for the professional development of BNB youth, but it also allowed Bike Shop and Hub staff to work more collaboratively together, an ongoing goal of ours.

2014 was also a year of renewed commitment to the everyday commuter. We started carrying a couple products at the request of our customers, including a cheaper U-lock option, more reliable rechargeable lights, and for the first time ever – clip in shoes (for our most efficient commuters). Whenever we consider selling a new product it's not just the financial



Mechanic Carlos teaches Youth Instructors

success we consider, but also what kind of cyclist the product is made for. You will never walk into the BNB shop and only see high-end racing gear, we want to make biking accessible to everyone, and we try to reflect these values in our products.

There is no doubt that Boston needs more spaces for cyclists to learn to work on their own bikes, and so when Femmechanics approached us and asked if they could use our Shop to teach Femme/Trans/Women (FTW) cyclists bike mechanics, we couldn't say YES fast enough. We hosted Femmechanics 3 times in 2014 with over 15 FTW cyclists each time. Some cyclists came with projects of their own to work on, and others came to learn from the special workshop that month. In addition to Femmechanics, we held Tool Time each month and taught 15 free clinics on various topics from Flat Fixing to Winter Commuting to Basic Maintenance. As Boston continues to develop into a more bikable city, our bike shop plans to be there as a resource and educational hub for all kinds of cyclists.



Femme mechanics attendees work on drivetrains

Bike-A-Thon:

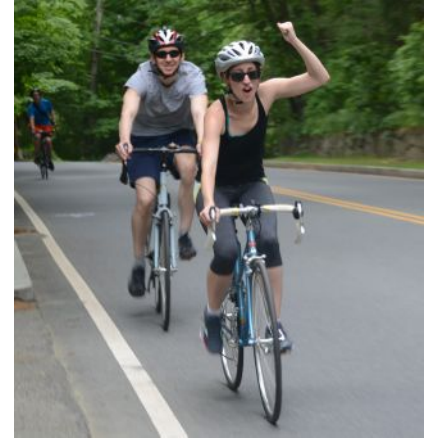
With the introduction of 4 brand new routes in 2014, the Bike-A-Thon was primed for success before rider registration even opened on March 1st. But, it wasn't just the route distances – 80, 50, 30, and 10 miles – that were new, we had a whole new vision for a route system that would make our riders happier and volunteers more efficient. The idea was simple: create 4 overlapping routes, maximize quiet scenic roads, and stagger the start times so that everyone arrives back at the finish



line together. After 6 months of test riding, getting feedback, and finding rest stops, our brand new route system was complete by March 2014. And the results? Unbelievable.

We registered over 750 riders, including 30 teams, 40 BNB youth, and 1 unicyclist. The event raised more than it ever has before, a stunning \$216,000, every penny of which went directly to our programs. But for us, the level of success is not measured by numbers alone. We want the Bike-A-Thon to celebrate the diverse BNB community, and in that respect, the Bike-A-Thon excelled this year. Youth rode alongside road racers; Thursday Night volunteers rode with shop customers; and best of all, cyclists of varying abilities crossed the finish line together.

“Rider experience” is a term you will frequently hear mentioned on the Bike-A-Thon planning team. We think about the type of snacks riders would want, how many miles between rest stops is too far, how to quickly move everyone through morning check in, and much more. After releasing and compiling the feedback from our rider survey, we learned that riders most appreciated how thoroughly the route was marked, the food at the finish line, and the friendliness of the other riders. With any event, there are aspects we can improve on, and you will see those changes on June 7th, 2015!



Resources:



Riders at the 27th Annual Bike-A-Thon



Building Momentum Breakfast attendees

Take a look at our strategic plan, and you'll find that one of our goals is to “ensure that BNB has robust resources and is a strong, healthy, sustainable organization.” Thanks to the support of our strong network of individual donors, we're proud to say that 2014 was another year we built towards that goal.

Our Bike-A-Thon had a sensational year, raising an unprecedented \$216,000 and further connecting cyclists all over Boston to our broader mission of social change. The Building Momentum Breakfast was also a success, with 150 guests in attendance and more than \$180,000 pledged over the next 5 years. But, what's most exciting, is that over 75% of our revenue (excluding the Shop), came from individual donors – a growth of over \$40,000. What we always say – that Bikes Not Bombs couldn't do the work we do without your support – is reflected in our budget. Thank you.

With all of this financial growth, comes a lot of responsibility on our part, to our staff and volunteers, to make sure everyone has a sustainable work load. This year, our Youth Programs added 4 Coordinator level positions designed for senior youth who are ready to take on more responsibility and help support and supervise their peer Youth Instructors. The Bike-A-Thon has almost doubled in riders from 2012 to 2014, and to make sure we grow with the event, we added two temporary positions and one full time position specifically for the event planning. And, for the first time ever this year, we budgeted per diem funds to help pick up bikes from collection sites and bike shops all over.

By the numbers

International Programs: 8 containers shipped
16 technical assistance trainings with partners
4,424 bikes shipped

Youth Programs: 33 youth employees hired
551 miles biked by youth participants
78 bikes earned

Bike Shop: 1,415 flats fixed
373 refurbished bikes sold
814 tune-ups

Bike-A-Thon: 23,508 miles ridden
\$204,342 raised
746 registered riders

Resources: 31 bike drives
2,205 Thursday night volunteer hours
5,761 individual donors

Stories

International Programs

Bici-Tec School



For over a decade Bici-Tec founder Carlos Marroquin has dreamed of opening a school of bike technology. This year, with the help of Bikes Not Bombs, Carlos made this dream a reality. Over the summer Carlos ran the first ever pilot session of the school and three students, two from the US and one from Kenya, traveled to San Andres Itzapa, Guatemala to learn how to design, construct and repair pedal-powered machines. During the 6-week session, students created new innovative machines including a pedal-powered refrigerator, cement mixer, coal pot, hot plate and more. This school helps to further Carlos' mission of distributing the knowledge of how to build pedal-powered machines, an environmentally and economically sustainable technology, to communities all over the world.

Ability Bikes Bike-A-Thon



Just a day before BNB's 27th Annual Bike-A-Thon, Ability Bikes Cooperative in Ghana hosted their 1st Annual Bike-A-Thon in solidarity with Bikes Not Bombs. The Ability Bikes' Bike-A-Thon was a total success and surpassed Ability Bikes' goals for the event. They originally hoped to get 30 participants and succeeded in having more than 40 people ride throughout the outer area of Koforidua! This event has helped to position Ability Bikes as not only a leader in the disability community, but also a leader in the wider bike community of the city. After the first ride, the members were excited and motivated to already start organizing their 2015 Bike-A-Thon. Congratulations Ability Bikes in successfully hosting their first Bike-A-Thon!

Dense Containers



At Bikes Not Bombs we always think about three things in terms of the quality of our containers for our international partners: number of bikes, quality of bikes, and quality of spare parts. And in 2014 we were able to increase all three of these categories! We shipped denser containers than ever before due in no small part to our increased bike donations (both in number and quality), and new relationships with local bike shops, which allowed us to increase our spare parts collections. However, by far the most important factor in our increased density of containers are our amazing container loading volunteers who somehow manage to find new ways to fit more and more bikes and parts into the container every time! Our partners have commented on the increased density and quality of bikes and parts, which help them to do even more work in their communities.

Stories

Youth Programs:

Unity Rides



In 2014 an exciting component of BNB's Youth Programs returned - youth organized community rides! Mid-summer, BOCA recognized the opportunity to mobilize the large number of youth attending Bike-In for a weekly ride series called Unity Rides. Unity Rides were designed to not only provide an opportunity for youth to build relationships, but also to learn safe routes to some of their most traveled destinations (parks, swimming pools, schools) and to explore a variety of urban and environmental issues. Unity Rides have explored urban gardens, gentrification, and bike infrastructure, and even collaborated with Boston Cyclists Union to ride with Mayor Martin Walsh!

Marc Garcia



Marc Garcia first started his path with Bikes Not Bombs as an Earn-A-Bike participant in the spring of 2013. A young man that was shy but eager to learn, Marc had a relentless passion for mechanics. After completing Earn-A-Bike, Marc soon began to volunteer and continued to spread his love for bikes. Marc is now a Youth Instructor and a respected leader among his peers. He taught himself how to build a BMX wheel and even gave his bike a new paint job in the summer of 2014. Currently he is a part of a committee to create an online bike manual to make bike knowledge accessible to all and was elected by his peers to represent Bikes Not Bombs at the Youth Bike Summit in Seattle in February 2015. Marc is an avid rider and continues to commute to school even in the harsh New England weather. His dream is to become a professional mechanic and open his own shop.

BOCA

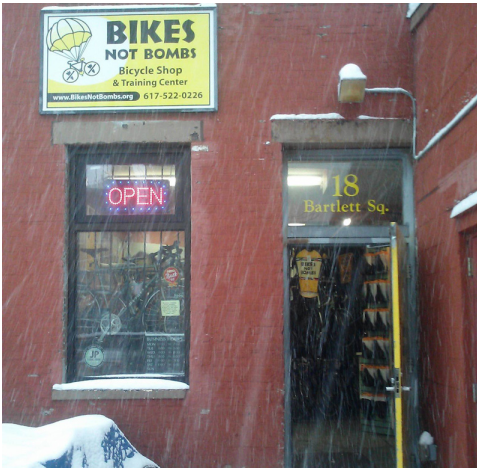


In 2014 BNB youth expanded their presence in city-wide coalitions organizing around youth jobs and affordable public transit for youth, both lobbying state and city officials and supporting youth-led direct actions. Bikes Not Bombs' participation was coordinated by our youth program Bicyclists Organizing for Community Action, BOCA. Over the year BOCA brought a youth voice to the Boston Bikes Update, the People's Climate March, Youth Jobs and Power Coalition, Youth Affordabili(T) Coalition and even rode along with Mayor Marty Walsh through our partner, the Boston Cyclists Union. By the end of 2014 BOCA's efforts were rewarded with an expanded eligibility for Boston's youth jobs program, and a 2015 pilot for an MBTA Youth Pass!

Stories

Bike Shop:

Winter Commuting Clinic



Although offered only in November and December the BNB Bike Shop's Winter Commuting Clinic is one of the most popular ones we offer. The November clinic had roughly 15 attendees that ran the gamut from beginner commuters looking to ride part of the way through the winter to an experienced bike mechanic who had just moved from Hawaii. The clinic covers winter specific bike parts and accessories, apparel, maintenance, as well as route choice. Our goal for the clinic is certainly to give out useful information, but also just to be a welcoming environment for customers to ask questions and get excited about getting more from our bikes.

Increased Collaboration



Whenever we are asked the simple question, "Where are you located?" or "How many people work at BNB?," our response is always more complicated than the person expected. With two program locations and over 70 positions in a given year, our reach is wide, and opportunities for collaboration among the Shop and the Hub can easily fly by. So when Hub staff wanted to produce a video for the Building Momentum Breakfast, we looked no further than Derek McIntire, a longtime Shop mechanic. Derek is uniquely qualified for the project; he has worked at the BNB Bike Shop as a mechanic, served as a field worker in Ghana, has taught Advanced Mechanics within Youth Programs, and worked with International Programs creating a how-to mechanic's manuals specifically geared towards working on the types of bikes which get shipped overseas. Derek also has a lot of video experience both documenting his travels by bike but also the time he's spent working with projects in Africa. The 8 minute video was a huge success clearly benefiting from Derek's deep understanding of BNB's programs, mission and history.

Wentworth Tune-Up Day



For a couple years the BNB Shop has partnered with Wentworth Institute of Technology to provide a free Bike Tune Up Day for their students. On September 19th Mechanic Carlos Ortiz and Shop Manager Mathieu Coe set out with tools, parts and bike stands for Wentworth Quad. Over the course of the day they performed around 50 tune-ups for students addressing bikes most pressing safety needs. Like any college campus there's a wide range of bikes in a wide range of conditions but almost all were able to be made safer and more functional. Wentworth's coordinator Mallory Parnna has said that this is one of the student's favorite days. Working outside all day (if the weather is nice—which it was) and in a different environment than usual also makes it one of shop mechanic's favorite days.

Stories

Bike-A-Thon:

EmFish



When Emily Fishman signed up with Team 'Spinnin Yidden' for the Bike-A-Thon, she knew it would be a challenge as her longest ride yet. But, she didn't expect to be riding after a serious accident resulting in a visit to the trauma bay at Tufts Medical Center with a concussion and two broken teeth. The day of the Bike-A-Thon, EmFish set off on the 30 mile route and felt great at the first rest stop, so "I decided to keep going!" After taking the 50 mile turn-off, EmFish started riding with Gabe, a BNB sweep rider. For the next fifteen miles they rode together, as Gabe encouraged EmFish and made sure that she knew she could accomplish her goal and finish. The pair rolled in to the congratulations of Team Spinnin Yidden but EmFish felt self-conscious as the last rider on the road. However, in the end she decided "it didn't matter how fast or how elegantly I finished, just that I was able to do it at all. It was a very big deal for me to get back on my bike after an accident that bad. I feel pretty confident now that I've done it!"

Layla's Lemonade Stand



On Sunday June 8th, Layla asked her mom, Sarah, to have a lemonade stand. The pair bought supplies, baked cookies and made signs, then set up the stand in front of their house. Over the next three hours Layla noticed lots and lots of cyclists stopping for lemonade and finally asked one of the bikers why there were so many. The cyclist told her about the Bike-A-Thon and a little about Bikes Not Bombs, turns out their house was right in the middle of the route Layla and Sarah started making more lemonade and brought out cold water to refill any empty water bottles. Layla was only asking for 25 cents per cup but most of the cyclists paid a dollar for their lemonade. Layla had already decided that she wanted to donate the money to a charity and at the end of the day it was clear that the money should go to Bikes Not Bombs. Layla loved the experience of her very first lemonade stand and has already marked her calendar for the 2015 Bike-A-Thon!

Pup's Peeps



Team Pups' Peeps came together in memory of Kenneth "Pups" McIntire, an avid cyclist and huge supporter of Bikes Not Bombs. Pups first learned about Bikes Not Bombs from his grandson Derek, who works as a mechanic at the BNB Bike Shop. Pups and Derek had previously ridden in the Bike-A-Thon together, years after Pups taught Derek to ride and care for his first bike. Before he passed away, Pups had been training to do the 30 mile ride at 83 years young! Twenty-nine friends and family members joined together in Pups' honor, including Pups' 3 year old great-grandson, who rode in a trailer behind his grandfather. The team wore cheerful yellow shirts created by Pups' wife and daughters and could be spotted enjoying snacks at the rest stop and along the 30 mile route. Pups' Peeps is looking forward to returning bigger and stronger in 2015!

Stories

Resources:

Michelle Gurel



Michelle Gurel is the kind of volunteer that says yes to just about any opportunity. In 2014, Michelle volunteered at countless container loadings, rode (and organized a team) in the Bike-A-Thon, acted as a Table Captain at the Building Momentum Breakfast, attended the 30th anniversary party, and helped plan Flat Top Johnny's 21st birthday party which raised \$2,000 for BNB. But the really special part about Michelle's commitment is her infectious excitement for BNB which she uses to constantly reach out to new people and introducing them to BNB's work. Not a month goes by without Michelle posting about BNB on her Facebook, or bringing someone to a container loading, or talking about BNB at a Boston Bike Party. Michelle is a superstar ambassador BNB is lucky to have!

David Fischer



Medfield has been one of the most consistently successful bike drives for the past 10 years, both in terms of quantity and quality of bikes. When the main organizer announced she would no longer be able to coordinate the drive in Jan 2013, we felt lost. Little did we know, David Fischer and his family were ready to take over, and become involved with BNB in so many ways beyond just the Medfield drive. David and his wife Carol went on to join the Wheels in Motion team at the Building Momentum Breakfast, giving us the financial security we need to run reliable programs. But still, that's not it. When the Bike-A-Thon team had trouble securing a rest stop in Medfield last March, we called David and he liaised with the local community center on our behalf. Volunteers, donors, bike drive organizers, ambassadors of our mission, David and his family are truly incredible supporters!

BU & Kryptonite



A growing need in our Youth Programs is bike accessories, such as lights, locks, and helmets, that make biking around the city safer. We hope to have the resources one day to provide every Earn-A-Bike graduate with not only a bike, but also front and rear lights, a lock, helmet, and winter biking clothing. Thanks to a partnership with Boston University and Kryptonite, we're one step closer! In August of 2014, Kryptonite donated 144 locks to Bikes Not Bombs. Thanks to their generosity we now have enough locks to guarantee one secure U-Lock for every Earn-A-Bike graduate through 2015.

Letter from the Director

Dear Friends,

“Be the change you seek” is a quote often attributed to Mahatma Gandhi. Turns out he never said it, exactly. It’s a paraphrase, shortened to fit on a bumper sticker. But I like it anyway and think it captures so well the work of Bikes Not Bombs. Our mission is to use the bicycle as a vehicle for social change. But how does our work embody that change?

Take our partner Bici-Tec in Guatemala. Bici-Tec designs, fabricates and distributes bicimáquinas – machines that use bicycles and pedal-power. Each one helps people in rural areas of Guatemala increase their productivity in a way that is both economically and environmentally cost effective. Founder Carlos Marroquin knew it was not enough to have these machines available in his region alone. In summer 2014 we helped Bici-Tec launch the first-ever “School of Appropriate Bici-Technology” with a 6-week pilot. Carlos wanted to share his knowledge and the success of Bici-Tec with other communities that share his – our – vision of sustainable, equitable communities. Together with our partner Bici-Tec, we are the change we seek.

Or, our youth programs. In 2014 we held five sessions of Earn-A-Bike and we brought our youth-run, mobile bike shop Chain Reaction to different community centers and youth programs around the City. Our weekly drop-in mechanics space grew exponentially with thirty plus youth coming through each week to maintain their bike and connect with learn about Bikes Not Bombs and our work. We led Unity Rides, weekly bike rides to designed to both help young people navigate the streets of Boston safely on a bike together with friends and peers, and to highlight the need for better infrastructure in places where youth bike the most. And to lead it all, we hired a staff of 35 youth employees, providing them with meaningful summer jobs and a way to stay engaged in Bikes Not Bombs’ work. We envision a city where every young person has access to a meaningful job, a safe place to hang out with their peers, and opportunities to grow and learn. Together with our youth employees, we are the change we seek.

What I love about Bikes Not Bombs, why I feel that after more twenty years of working in non-profit organizations I have found a home, is the fact that we have this beautiful vision, but also, at the same time, we work towards it with programs that make an impact every single day. We truly are the change we seek. And could not do the work we do without your generosity and support. I hope that after looking through our accomplishments in 2014 and reading the stories that made the last year special, you are proud too. And if you are not already involved, I want to invite each of you to join me and the Bikes Not Bombs community. There are so many ways to get take part – from container loadings to our weekly volunteer night, to being an adult instructor in our youth programs to providing financial support. I want to invite you to share our vision, I want to invite you to be the change you seek.

In solidarity,

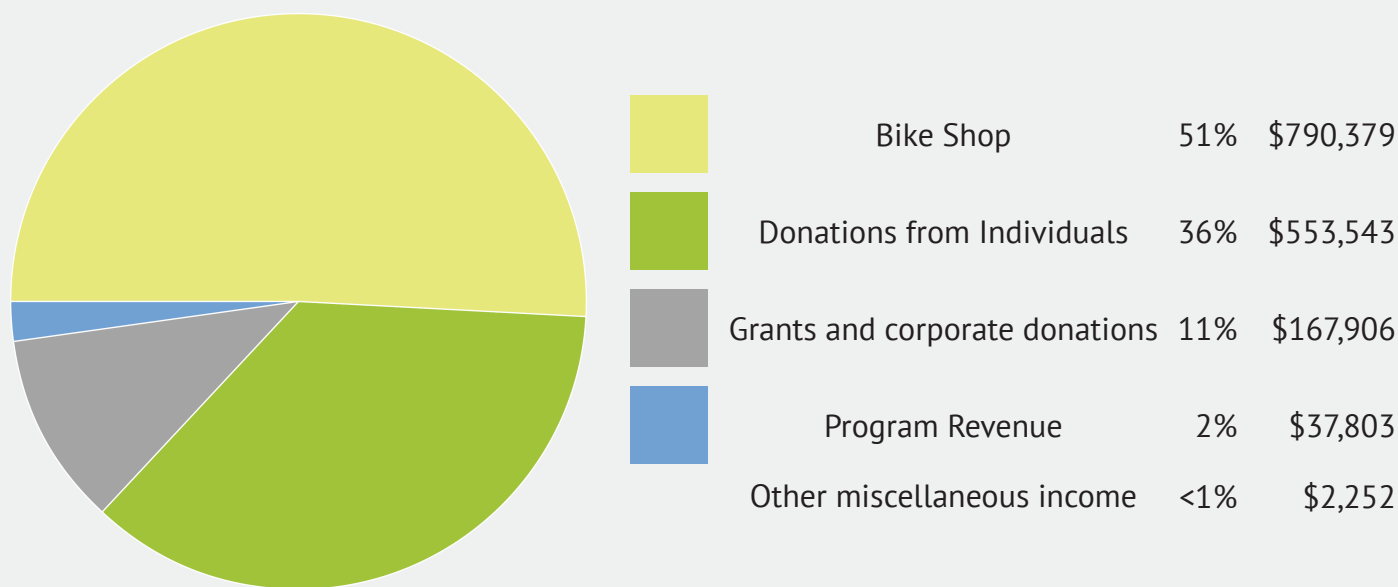


Jodi Sugerman-Brozan
Executive Director

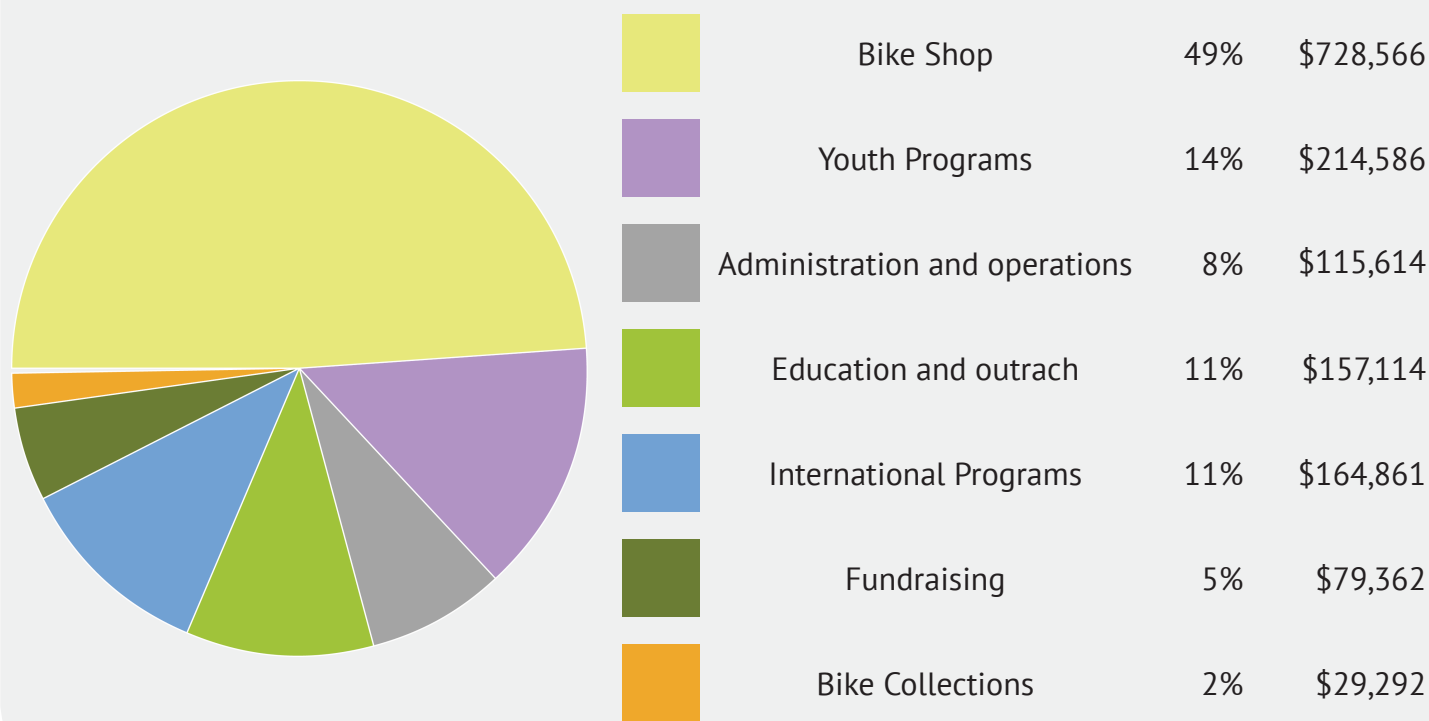


Financials

Revenue: \$1,551,883



Expenses: \$1,489,395



Direct program expenses:	87%	\$1,294,419
Fundraising & Admin expenses:	13%	\$194,976

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Charlie Rosenberg	Gerardo Garduña	Jonathan McCurdy	Mira Rabin	Mira Brown
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Bikes for the World
Blue Ribbon BBQ
Boloco
Boston Bikes
Boston Brewin' Coffee
Boston Business Printing
Boston Cyclists Union
Boston Green Academy
Boston Youth Fund
Breakstone, White-Lief & Gluck
Broadway Bicycle School
Cambridge Brewing Company
Cambridge Innovation Center – Boston
Canary Square
Canto 6
Church Hill United Methodist
City Feed & Supply
Coalition to Fun Our Communities & Cut Military Spending 25%
Community Builders Cooperative
CRESA Partners Boston, Inc.
Cuppow
Dorchester People for Peace
Doyle's Cafe
Eileen Fischer
Equal Exchange

Ferris Wheels Bike Shop
Flat Top Johnnys
Flatbread Somerville
Fornax Bread Company
Franklin Park Coalition
Girls Rock Camp Boston
GreaterGood.org
Harvard Pilgrim Health Care
Hopestill Farm
Institute for Policy Studies
Jason & Fischer
Karbanc Real Estate Company
Kind Snacks
Kryptonite
Landry's Bicycle Shops
Lazer Sport
LivableStreets Alliance
LPM Charitable Foundation
MA Department of Conservation and Recreation
MetroPedal Power
MIT D-Lab
Narragansett Bay Wheelmen
Newton Centre Minyan, Inc.
Nutcass Helmets
On the Move: The Greater Boston Transportation Justice Coalition
Once Again Nut Butter
Pacific Rim Forwarders
Parsons New School
Pfaff Community Centre

Plymouth Congregational Church
Powisset Farm
RAWR Bikes
Recycle-A-Bicycle
Ride Studio Cafe
Root Cause
Roxbury Environmental Empowerment Project (REEP)
Schools for Children, Inc. Spontaneous Celebrations
St. Mary's Hospital Lacor, Uganda
State Street Corporate Citizenship
Stoddard Park
STRIVE Program, Boston Public Schools
T Riders Union
The Boston Beer Company
The Pedal Pushers Club
The Ripples Group
Ula Cafe
Unitarian Universalist Area Church
Valiance Partners, Inc.
Vanguard Farm
Well House Coffee
Yawkey Boys and Girls Club
Youth Affordability Coalition
Youth Bike
Youth Justice and Power Union
Zumix

Wheels In Motion Team

Amelie Ratliff
Amy Battisti-Ashe and Michael Muehe
Andrea Fleck Clardy
Bob Dizon and Kris Richardson
Bob Thomas and Polly Hoppin
Caroline and Fred Hoppin
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Irina Rasputnis
John and Marie Dacey
Macs Not Bombs
Neil Leifer and Ellen Carno
Pamela Haran & David Godkin

Pedro's
Richard and Victoria Olken
Robert Kamen
Scott and Mary Carson
Seven Cycles
Steve Bercu
Susan Edwards
Teresa Roberts

Groups

Adult Earn-A-Bike Instructors
Bike Collections Team Members

Thursday Night Volunteers
Youth Member-Leaders

Bike Drive Organizers
Container Loading Volunteers