

SPoke -&- WOrD

*Bikes Not Bombs
January 2023*

**Save the Date:
2023 Bike-A-Thon
Sunday, September 10th, 2023**



Making plans for better biking weather? Mark your calendars to join us for the [36th Annual Bike-A-Thon](#) on Sunday September 10th, 2023!

The Bike-A-Thon is our biggest annual fundraiser, bringing together more than 500 riders and 100 volunteers in a ride for social change. Thanks to supporters like you, the 2022 Bike-A-Thon was an amazing success, connecting hundreds of members of the BNB community and exceeding our fundraising goal. We're excited to make it even more special this year — so stay tuned! More info to come in the spring for details on the 2023 Bike-A-Thon, including registration, route options, volunteer information and more.

We look forward to seeing you on September 10th, 2023!

Grant Spotlight:

REDF

An investment that **works.**

BNB is thrilled to announce that we were recently accepted into the [The REDF Growth Portfolio](#), a national grant portfolio of employment social enterprises (ESEs) with strong growth potential. Through this exciting partnership, BNB will receive \$300,000 in operating support over three years and customized, one-on-one capacity building assistance from the REDF team.

Through this consultancy, BNB will advance ambitious and sustainable goals for our mission-driven Bike Shop and Training Center where Boston youth build critical workplace skills and advance transportation equity in their own neighborhoods. BNB is one of 13 grantees selected for 2023, representing ten states. REDF invests in ESEs — businesses that provide jobs, training, and support to people breaking through barriers to employment. REDF partners with these businesses and the entrepreneurs who lead them — providing capital, capacity, and community — to amplify their transformative impact.

Since 1997, REDF has invested in more than 238 ESEs in 33 states and DC. Collectively these partnerships have helped 86,000 people enter the workforce and generate more than \$1.6 billion in revenue that is reinvested in employee success — creating a ripple effect that strengthens families and communities and helps build an economy that works. For everyone. For more information, visit www.redf.org.

Youth Apprentices Spotlight: Derek M.



Derek riding in our recent 2022 Bike-A-Thon

Bikes Not Bombs' most vital resource is our Youth Apprentices. They provide BNB's vision, energy, and do the hard work in order for us to live up to our mission as using the bicycle as a vehicle for social change. No Youth Apprentice embodies that more than second year Youth Apprentice Derek M.

Derek got involved with Bikes Not Bombs through SuccessLink — a program of the City of Boston's Department of Youth Engagement and Employment. After joining BNB in January 2022, Derek has been able to develop his mechanical and teaching skills through the BOCA (Bicyclists Organizing for Community Action) program, along with helping BNB's operations team and leading demonstrations during our Wednesday Volunteer Nights and Bike School programs. Derek is a natural leader who takes initiative and is willing to step up when needed.

Derek's favorite part of his work is learning about the bicycle and teaching others. "When I was in Bike School, I really enjoyed how I could help others fix their bike and take it home as well as making sure that they know how to be safe on the road," Derek told us. Over the next year, Derek will focus a lot of his attention on refining his bike mechanic skills and getting more involved with the Boston community and BNB's focus neighborhoods. If you're ever at the Bikes Not Bombs hub, make sure to ask Derek about his new bike. He loves it! Thanks for all of your hard work and dedication to our mission, Derek!

Tool Time

at **BIKES NOT BOMBS**

Mondays, 5-7 PM

[Tool Time](#) is back! Starting January 23rd, 2023, join us **every Monday from 5 PM to 7 PM** at the Bikes Not Bombs Bike Shop & Training Center ([284 Amory Street](#)) to work on your bike with the help of trained youth mechanics. No experience is necessary; we welcome anybody who wishes to work on their bike or explore their curiosity in how tools and bicycle components interact!

You bring the bike and the supplies - we have the tools and the space! Please note: Bike repair stands and benches may be held for a maximum of one hour if there are others waiting.

Welcome Our Winter 2023 Advanced Mechanics Cohort!

This winter season, Bikes Not Bombs has employed 20 Youth Apprentices who are enrolled in our **100-hour Advanced Mechanics training program**. Advanced Mechanics will give our apprentices the resources to support all operations of the organization including customer service, bike builds (new and refurbished), customer repairs and general shop protocols and procedures. Such an opportunity will make our Youth Apprentices more competent mechanics and community leaders.

REI Co-op Joins BNB for Volunteer Night



A group of 15 REI employees from across Massachusetts joined Bikes Not Bombs one Wednesday in January for our [weekly Volunteer Night](#). They helped us with stripping bikes, sorting parts, and other miscellaneous tasks, bringing their collective knowledge, passion, and joy to our hub in Jamaica Plain!

Such an event only strengthens our partnership with REI who we have worked with in the past, including having two Youth Apprentices work for REI this past summer. It was a pleasure to have such a wonderful team come help! We look forward to working with REI throughout the coming years.

If you have a team that is looking for group volunteer activities, reach out to Andrew (andrew@bikesnotbombs.org) for spring volunteer opportunities.

Bike of the Month: Refurbished Bianchi Veloce Road Bike (46cm)



Bikes Not Bombs loves Bianchi bikes. That's why we're excited to share two great bikes we have in stock at our shop.

In stock now, we have a **refurbished Bianchi Veloce road bike (46cm) for sale at a discounted price of \$650.**

This early 2000's Bianchi Veloce has been refurbished by our team of expert mechanics and is ready to roll off the sales floor. With a Bianchi-trademark celeste green frame constructed of Chromolite steel and a full suite of Campagnolo components, this bike is a stylish option for weekend road rides or long commutes. It includes an original Bianchi seat, lightweight steel frame, and 9 speeds to help you ride through Boston's city streets with ease. Come by soon though! Refurbished bikes of this quality will sell soon.

New Bianchi C-Sport City Bike



A bike built for the city, the Bianchi C-Sport is in stock at our bike shop for \$925. Whether you're looking for a daily use bicycle or something to use to reach your new year fitness goals, the C-Sport will provide you with a smooth, comfortable ride for long and short trips!

The C-sport has eight speeds, aluminum frame and fork, and Shimano BR-MT200 brakes. A variety of sizes are in stock including extra-small, small, medium, and large. To learn more about the specs, visit the Bianchi [webpage](#).

BNB is Hiring for Multiple Positions



Do you or someone you know have a passion for social justice, youth development, and bicycles? Lucky for you, **Bikes Not Bombs is hiring!** Whether you love teaching, you have bike mechanic skills you want to put to use, and/or you want to be part of a team that advances the Bikes Not Bombs mission, Bikes Not Bombs has a position for you.

Positions are listed below.

Executive Operations Manager:

The Executive Operations Manager supports our Executive Director, a Bookkeeper, Director of Development, and three program directors (Community Engagement, Youth Pathways, and the Bike Shop & Training Center) with various executive functions, including human resources, finance, and administrative support to assist the organization as it expands to more intentionally serve people in Roxbury, Dorchester, and Mattapan.

40 hours/week

Hourly wage: \$26.44 - \$31.25

Head Mechanic & Chain Reaction Coordinator:

The Head Mechanic & Chain Reaction Coordinator's primary duty is to give expert technical assistance and support to youth [mechanic] apprentices in the Youth Pathways program. Although in practice their work will often overlap with the Service Manager, their job is different in that their primary concern is not management or organization, but in-depth mechanical work and quality control. They will also develop and implement Chain Reaction, Bikes Not Bombs' youth-run mobile bike shop, providing services to Roxbury, Dorchester, Jamaica Plain, Hyde Park, Charlestown, and East Boston. Chain Reaction provides affordable basic bicycle services to communities who may otherwise have difficulty reaching our bike shop in Jamaica Plain.

40 hours/week

Hourly wage: \$26.44 - \$31.25

Repair & Refurbish Mechanic:

(Multiple positions available)

Bikes Not Bombs is seeking full-time Repair & Refurbish Mechanics to work in our organization's flagship social enterprise, the Bikes Not Bombs Bike Shop and Vocational Training Center. Join the squad of mechanics here in our workroom if you want to be part of a bike shop that is driven by a real social mission, and help us deliver the best value possible to our community.

A Repair & Refurbish Mechanic's duties include, but are not limited to, executing repairs and rebuilds of customer-owned bicycles; refurbishing donated bicycles for sale; assisting operations with sorting, refurbishing, and processing donated bicycles, components, and accessories; mentoring and modeling professionalism for apprentices; training other staff, volunteers, and youth in bicycle mechanics; and assisting sales team members with the correct estimation of repair quotes.

40 hours/week

Hourly wage: \$19.23 - \$24.04

Development Associate:

The Development Associate plays a major role in planning our annual Bike-A-Thon event and keeping the Development Team organized, aligned, and on track to achieve our fundraising goals. The Bike-A-Thon has been held annually for 35 years and running and has raised over \$200 thousand per year. This role is a great opportunity for someone with previous development experience who is extremely detail oriented and organized. The Development Associate reports to the Development Manager.

40 hours/week

Hourly wage: \$21.63 - \$24.04

Bike School Program Manager at Department of Youth Services:

The Bike School Program Manager at Department of Youth Services leads the Skill Up program at the Metro Region Department of Youth Services facility in Dorchester, MA. In this role, you will implement our Bike School curriculum to youth who are involved in the juvenile justice system. In partnership with the Department of Youth Services (DYS), Bikes Not Bombs' goal is to provide rehabilitative services to youth through Bike School.

40 hours/week

Hourly wage: \$21.63 - \$26.44

Please consider applying or help spread the word!

View Open Positions at Bikes Not Bombs

New and Transitioning Staff Roles

Bikes Not Bombs is so thrilled to announce a number of new staff hires and transitions. As our organization has grown, so has our opportunity to impact the Greater Boston community by hiring more young people, developing our community engagement and development, and training more bike mechanics to ensure we are able to fix and refurbish more bikes than ever.

New staff hires and transitions consist of:

- Drew Brownsword is our new Bookkeeper and Human Resources Manager.
- Julia Karr has transitioned as the Development Manager.
- Enner Martínez is our new Grants Manager.
- Ira Moll is our new Bike School Program Manager in Jamaica Plain.
- Victoria Valencia is our new Bike School Program Manager in Roxbury.
- Abeo Powder has transitioned to our Youth Development and Transitions Manager.
- Josh Bankert is our new Training and Sales Coordinator.
- Gabriel Mendez-Castaño was promoted to Training and Service Manager.
- Victor Peguero was promoted to Training and Service Coordinator.
- Kim Wutkiewicz was promoted to Director of Institutional Advancement.

Bike Policy Highlight: An Act to Reduce Traffic Fatalities

"An Act to Reduce Traffic Fatalities" is now law!

The bill includes:

- Vulnerable Road Users Definition
- Safe Passing
- Truck Safety Devices
- Safer Speed Limits
- Standardized Crash Reporting
- Rear Red Light Requirement

www.massbike.org/laws

MassBike

The infographic features several icons: a clipboard with a checklist, a car with a 4 ft clearance line over a cyclist, a speed limit 25 sign, three house icons, silhouettes of various road users (pedestrian, person in a wheelchair, cyclist, person pushing a stroller, person running), a truck, and a cyclist on a road with a red and yellow triangular warning sign.

Graphic provided courtesy of MassBike

In poll after poll, people indicate that safety concerns are the number one reason why people don't ride bikes more. Whether it's the amount of cars on the road, the lack of protected bike lanes, or the feeling that bicyclists are not protected under the law, without protections and infrastructure upgrades, biking in Boston will remain stagnant.

That is why we are happy to announce that in December 2022, former Governor Charlie Baker signed into law An Act to Reduce Traffic Fatalities. Such a law does several things, including:

- Require drivers to be at least four feet away from cyclists at all times;
- Require trucks and state-owned vehicles to be equipped with mirrors and cameras;
- Clarify the process for municipalities to lower speed limits.

An Act to Reduce Traffic Fatalities is just one step in the right direction towards making Boston a city safe and accessible for all cyclists. You can read more about the bill's passing from our partner MassBike [here](#). Thank you to all our partners and everyone in our community who advocated for and helped this bill pass!



Donate to Bikes Not Bombs



Bike Shop & Training Center Hours:

Monday: Closed
Tuesday: 12pm - 7pm
Wednesday: 12pm - 7pm
Thursday: 12pm - 7pm
Friday: 12pm - 7pm
Saturday: 11am - 5pm
Sunday: Closed