

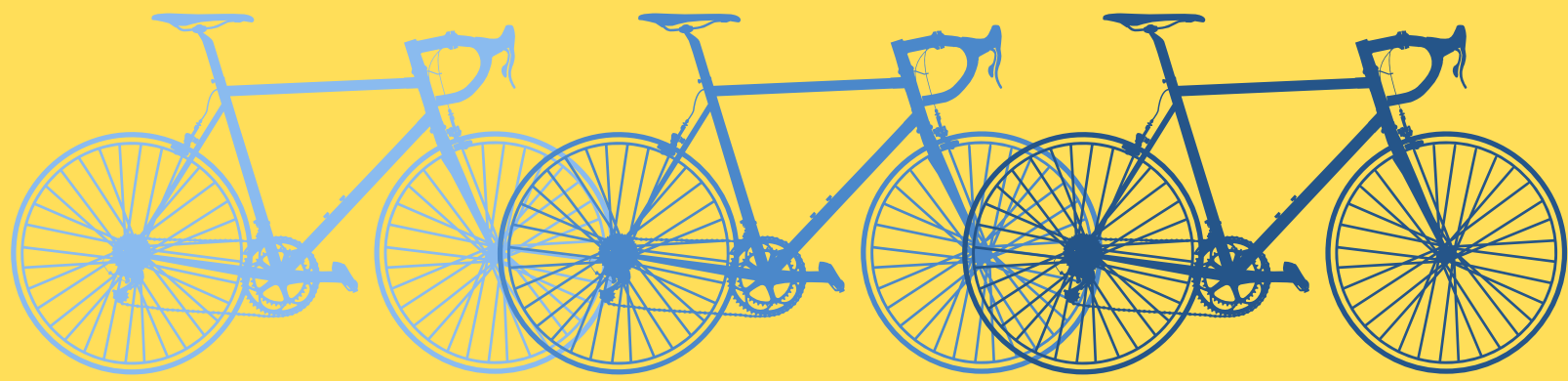


BIKES NOT BOMBS

Using the bicycle as a vehicle for social change



Annual Report, June 2023





2022 at a Glance



116 youth and adults participated in Bike School programs



44 young people employed as paid Youth Apprentices



4,000 donated bikes diverted from the global waste stream



330 bikes refurbished and sold through our Bike Shop



150 bikes matched to people experiencing economic hardship

Our History

Bikes Not Bombs' work started in 1984 in the basement of a local bike shop in Jamaica Plain, with a shipment of two bikes to Nicaragua. Since then we have shipped over 81,285 bicycles to 14 partners in the Global South and our work has expanded to include Bike School programming, Youth Pathways employment and training programs, as well as a full-service, retail Bike Shop and Training Center.

Our Mission:

Bikes Not Bombs uses the bicycle as a vehicle for social change to achieve economic mobility for Black and other marginalized people in Boston and the Global South. To achieve this, we:

- Engage hundreds of youth and adults in our Bike School programming;
- Employ young people as Youth Apprentices;
- Provide free bike repair events to Boston families; and
- Process thousands of bikes, allocating them for use in our innovative youth programs, refurbishment and sale in our mission-driven bike shop, for donation to people experiencing economic hardship, and for shipment to international partners in the Global South.

Our Vision

Bikes Not Bombs envisions a more just, equitable, and sustainable world powered by bicycles and led by Black and other marginalized people.

A Note from Executive Director, Elijah Evans

When I think back on 2022, there are so many moments that speak to ways the BNB community worked together to transform lives, inside and outside the walls of our Hub. I think of Eddie Depina standing up to accept his Distinguished Alumni Award at our Building Momentum Breakfast. In his speech, he recounted his years-long BNB journey – from signing up for his first Earn-A-Bike program, to learning mechanics and leadership skills as a Youth Apprentice, to joining the BNB staff, to eventually landing a job at Boeing, where he currently works as a field inspector in Seattle.

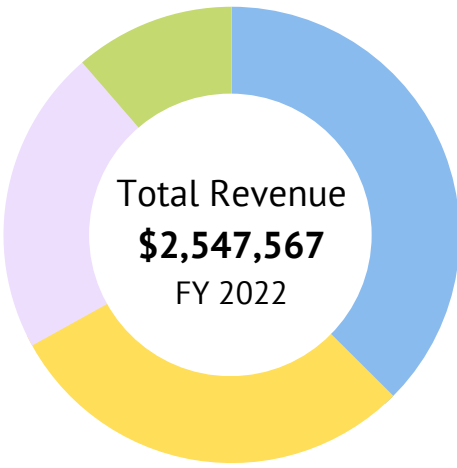
I think of our presence at 2022 summer Open Streets events in JP, Roxbury, and Dorchester – an experiment that demonstrated our city's commitment to building a better Boston centered around people. I am proud that BNB's mobile bike repair team could be part of that experiment, supporting people of all ages and backgrounds in feeling safe, comfortable, and confident on a bike.

In 2022, there was so much work to do and so much we accomplished. Let's be proud of what we have done thus far even as we enter the next chapter for Bikes Not Bombs.

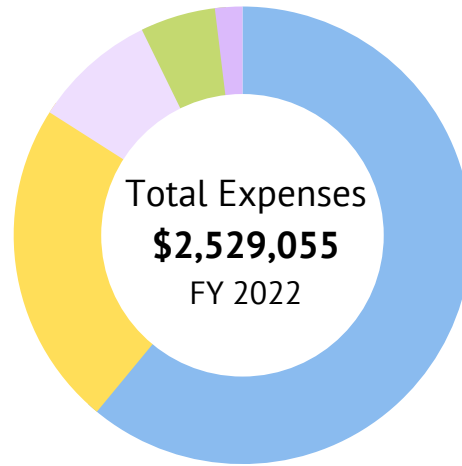
In solidarity,



FY 2022 Financial Report



- 37% Grants
 - \$952,496
- 29% Individual Donations
 - \$749,456
- 22% Bike Shop
 - \$551,632
- 11% Government Contracts
 - \$288,983



- 61% Personnel
 - \$1,542,217
- 23% Direct Program
 - \$582,969
- 9% Occupancy
 - \$220,655
- 5% Admin
 - \$134,372
- 2% Program Support
 - \$48,842



Current Youth Apprentice D'Marii C. poses with his completed bike & certificate after graduating Bike School

Strengthening Pathways for Youth

Most youth start their journey at BNB with a Bike School program, where they learn basic bike maintenance, mechanics, and safe riding skills. Graduates are encouraged to advance to a paid Youth Apprenticeship at BNB, working alongside professional staff and peers as they explore a range of career pathways. We increased our number of paid Youth Apprentices from 27 in 2021 to 44 in 2022, growing

opportunities for Boston youth to discover new passions while developing critical work and life skills.



Bike School

We launched a new Bike School Hub in partnership with Children's Services of Roxbury in 2022, growing our Bike School programs and serving more youth from Roxbury, Dorchester, and Mattapan. Our Bike School programs engage youth and adults in a supportive environment where they learn to ride, repair, and earn a bike, while exploring issues of social and environmental justice.

Career Development & Alumni Engagement

Youth Apprentices now benefit from one-on-one case management and career coaching and we track youth progress through formalized competency-based assessments. We continue to grow this component of our work, solidifying our alumni engagement services in 2023 to ensure alumni transition seamlessly from BNB programs into the community.

Youth Apprenticeships

Our Youth Apprenticeships enable youth to earn wages while building critical vocational skills through hands-on work, mentored by staff and volunteers who recognize their value, energy, enthusiasm, and potential. Apprentices work across all sections of our organization: **Bike School, Bike Shop, Bike Recycling and International Shipping Operations and Bicyclists Organizing for Community Action (BOCA)**. In addition to the skills gained from mechanics, organizing, logistics, and teaching, Youth develop soft skills, such as communications, public speaking, and teamwork. Apprentices become active citizens to build a healthier and more sustainable world by leading community engagement rides in BNB's target communities, building leadership and organizing skills, and advancing racial and transportation justice.

Program Highlights



Youth Apprentice Joseph P., left, at a Chain Reaction event at Open Streets Roxbury

Bicyclists Organizing for Community Action (BOCA)

Youth Apprentices organize and advocate for their communities with our Bicyclists Organizing for Community Action (BOCA) team around issues of healthy living and transportation justice. In 2022 apprentices provided free bicycle service to local families at 12 Chain Reaction mobile bike repair events – at community rides; local farmers’ markets in Mattapan and Egleston Square; and City of Boston Open Streets Events in Jamaica Plain, Roxbury, and Dorchester. Our Youth Apprentices practiced their skills in communications, public speaking, and teamwork outside the walls of BNB through the community engagement of the BOCA initiatives.

“BNB has helped me mentally and emotionally. It’s a safe haven for people who may be looking to get their mind off things and talk to people who can share their love for bikes, riding, and the love for the community.”

-Youth Apprentice Joseph P., 18

Bike Shop and Training Center

Youth Apprentices work alongside our skilled professional mechanics to refurbish and repair bikes in our Bike Shop, while also growing their soft skills in sales and customer service. 20 Youth Apprentices completed an expanded 108-hour Advanced Mechanics course, where they honed competencies related to repairing and refurbishing bikes. Staff and Youth Apprentices also participated in an E-Bike training, where they learned how to diagnose and address mechanics issues specific to the emerging technology.



Volunteers preparing bikes for shipment at a Container Loading

Bike Recycling and International Operations

Supporting our Bike Recycling & International Shipping Operations, Youth Apprentices and volunteers worked alongside staff to inventory the thousands of donated bikes we receive each year and identify the best use for each bike. Many of our donated bikes come from community-run bike drives, organized by volunteers across the Greater Boston area to support BNB’s programs in Boston and beyond. In 2022, we shipped 485 bikes to our partner Learn, Work, Develop (LWD) in Rwanda, furthering the commitment to international partnership that launched Bikes Not Bombs in 1984.

Stay Involved: Build Momentum for Change!

- Donate to support our programs and services
- Ride at the Bike-A-Thon and in our Unity in Community Rides
- Volunteer to get your hands dirty while forwarding social change

bikesnotbombs.org

Questions about how to get involved?

Contact Angela Phinney, Director of Development at
angela@bikesnotbombs.org



/bikesnotbombs