

# SPOKE -&- WORD

**BIKES NOT BOMBS**

*May 2023*

**Charles T. Brown at the Bikes Not Bombs  
Building Momentum Breakfast  
June 17th, 2023 9:30 AM**



Racial injustices exist in all sectors, and transportation in the United States is no exception. **Black Americans and other people of color are disproportionately targeted, fined, and even jailed for innocuous acts** such as jaywalking and riding bicycles on the sidewalk. Traveling by foot, bicycle, or other transportation can be fraught with risks that reflect the structural racism in our society today. This discriminatory policing serves as the basis for Charles T. Brown's concept of Arrested Mobility.

These, among others, are the conclusions Brown and his colleagues found in their **2023 report, [Arrested Mobility](#)**. Charles T. Brown is founder and CEO of Equitable Cities, and the host of the [Arrested Mobility podcast](#). He is also Bikes Not Bombs' **keynote speaker at our annual [Building Momentum Breakfast on Saturday, June 17th 2023](#)** at 9:30 AM. You can hear Charles discuss why Black Americans and other people of color are disproportionately victims of overly aggressive police enforcement and brutality while walking, running, riding bicycles, or taking public transit, as he explores the ways in which people of color have their mobility arrested at this year's breakfast.

If you are interested in attending, please **RSVP by emailing Director of Development Angela Phinney at [angela@bikesnotbombs.org](mailto:angela@bikesnotbombs.org)**. More information about the event can be found [here](#). See you then!



**13th Annual Building Momentum Breakfast**  
**A FUNDRAISER FOR BIKES NOT BOMBS**

Saturday, June 17, 2023  
Breakfast 9:30 AM  
Program 10:00 - 11:00 AM

Devine Golf Course Clubhouse, Franklin Park  
1 Circuit Drive, Dorchester, MA 02121

RSVP today! [angela@bikesnotbombs.org](mailto:angela@bikesnotbombs.org)

## **BNB is Hiring: New Jobs Available!**



Do you or someone you know have a passion for social justice, youth development, and bicycles? Lucky for you, Bikes Not Bombs is hiring!

**Research suggests that qualified women and Black, Indigenous and people of color may self-select out of opportunities if they don't meet 100% of the job requirements. We encourage individuals who believe they have the skills necessary to thrive at Bikes Not Bombs to apply.**

Positions are listed below.

### **Alumni Engagement Coordinator**

The Alumni Engagement Coordinator supports the re-engagement of Bike School and Youth Apprentice alumni. The Alumni Engagement Coordinator will work closely with our Youth Pathways team, with input from current alumni to develop strong relationships with our vast alumni network and support graduates in advancing their career aspirations. The Alumni

Engagement Coordinator understands and communicates the benefits of being part of a BNB alumni network that includes jobs, volunteer opportunities, discounts at our Bike Shop, community connections, events and rides, and career and workforce development support.

40 hours/week  
\$21.63 - \$26.44 hourly

### **Bike School Mechanic Instructor**

The Bike School Mechanic Instructor assists with our bike education and training programs that engage BIPOC youth in Boston. Primary duties include supporting our Bike School, Bike Match, and Tool Time programs in Roxbury, completing repairs and rebuilds (refurbishing donated bicycles for distribution), setting clear performance standards and providing training for how staff and volunteers work on bicycles. The Bike School Mechanic Instructor at the Roxbury Hub reports to the Bike School Program Manager at the Roxbury Hub, and is a member of the Community Engagement team. The Mechanic Instructor may also support the BNB bike shop as needed.

40 hours/week  
\$19.23 - \$24.04 hourly

### **Senior Director of Development & External Affairs**

The Senior Director of Development & External Affairs will lead our fundraising efforts as one of BNB's senior leaders. The Senior Director of Development will work closely with the Executive Director to shape and implement an effective fundraising strategy, with a particular focus on growing and sustaining relationships with individual donors, funders, government, and corporate partners as we grow our fundraising revenue goal from \$2,397,720 in FY22 to \$3,517,404 in FY23. The Senior Director of Development & External Affairs will draw on excellent interpersonal skills and a deep commitment to our mission to build strong relationships with members of our board of directors, staff, and current and prospective donors.

40 hours/week  
\$90,000 - 100,000 annual salary

### **Deputy Director**

The Deputy Director will primarily be charged with improving Bike Shop profitability, growing its overall annual revenue, expanding its role as a social enterprise expansion, and creating new job opportunities for Black and other marginalized youth in Boston. Additionally, this is an exceptional opportunity for a collaborative, driven, and inclusive leader with a proven track record of business management, financial oversight, creative problem-solving and change management to join in a growing high-impact, well-respected, mission-driven organization.

Reporting to and working closely as a partner with the Executive Director (ED), the Deputy Director will directly supervise up to a four-person team (Director of Bike Shop and Training Center, Bookkeeper/HR Coordinator, the Payroll Specialist, and CFO/Financial Consultant).

40 hours/week  
\$90,000 - 100,000 annual salary

Please consider applying or help spread the word!

[View Open Positions at Bikes Not Bombs](#)

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**Bike-A-Thon**  
**Sunday, September 10th, 2023:**  
**New Training Rides and Merch Available**



**Sunday**  
**Sept. 10th, 2023**



*Choose from 10, 35, 50, 63, or 105  
mile supported routes!*



Visit **BIKESNOTBOMBS.ORG**  
for more information

[Register now](#) for the 36th annual Bike-A-Thon on Sunday September 10th, 2023!

NEW for 2023: want to ride in style? Check out the [online store to buy custom 2023 Bike-A-Thon swag](#): new cycling jerseys, cycling bibs, and cycling shorts are all available now! **Orders close July 11th 2023** and will be **available for pick up at the Bike-A-Thon or at our early rider check-in event**, held the week before the Bike-A-Thon.

Are you planning to ride in the Bike-A-Thon but want to get in some training? Join us for our training rides this summer! **We are hosting three training rides**: 25 miles on June 11th, 35 miles on July 29th, and 63 miles on August 13th. [Click here for more information and to RSVP.](#)

The Bike-A-Thon is our biggest annual fundraiser, bringing together more than 500 riders and 120 volunteers in a ride for social change. Choose from **five scenic routes**: 10 mile, 35 mile, 50 mile, 63 mile, or 105 mile road rides! Click here to register or check out our website for more information here: [bikesnotbombs.org/bike-a-thon](https://bikesnotbombs.org/bike-a-thon). We can't wait to see you on September 10th, 2023!

## Ride with Brothers On Bikes & Women On Wheels Boston



Brothers On Bikes (BOB) Boston is a Black-led cycling club with a mission to build a safe and thriving community for black/brown riders and allies through cycling. BOB also collaborates with Women On Wheels (WOW) Boston to host all gender-inclusive rides in support of and in solidarity with Femme, Trans, and Women cyclists! We host weekly #SelfCareSunday rides that leave from Bikes Not Bombs' Hub in Jamaica Plain and take riders on a journey to destinations like Norumbega Tower, Nahant Beach, Revere Beach, Deer Island, Nut Island, etc. Occasionally throughout the summer they also plan Tuesday night groups rides (for hill climbers) and Friday night groups rides (throughout the city).

To find out more information about upcoming rides, please visit us at BrothersOnBikes (B.O.B) on [Facebook](#) and @BrothersOnBikesBoston on [Instagram](#).

## Hit the Summer E-Bike Sale: Test Ride an E-Bike and Get \$50 Off



*Test ride an e-bike at Bikes Not Bombs and receive \$50 off any new e-bike purchase! (Valid through 2023)*

Are you e-bike curious but have never had the chance to ride one? At the Bikes Not Bombs Bike Shop, **we are offering \$50 off any new e-bike just for coming in to our shop and testing one out.** That's right. All you have to do is try out an e-bike for yourself and you will instantly get a coupon that is good until the end of 2023! Our Bike Shop is located at [284 Amory St. in Jamaica Plain](#) (02130).

To view some of our current e-bike stock, visit our [Bike Shop webpage](#) where you will find some of the top e-bike brands including Surly and Bianchi. More brands and models are available in-store.

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## A Tribute To Bennett William Crosby



Bikes Not Bombs pays tribute to Bennett William Crosby this month. We have been overwhelmed and deeply humbled by the many generous donations we have received in Bennett's memory. Bennett could often be found on his bike waving to anyone and everyone through his neighborhood, commuting with dad from school or on family bike rides with mom and dad around the city on the weekends. Bennett's memory will live on at BNB through the many youth who come through our doors to learn bike mechanics, community organizing, and leadership skills.

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## Thank You to the May Container Loading Volunteers!



*Photo by Charlie Rosenberg*

Thanks to the generous help of over 30 volunteers over four days from May 11th to May 14th, we were able to load a full-sized container with **550 bikes** that are in transit to our international partner in Rwanda, [Learn Work Develop](#). That's amazing!

We want to take this time to thank all the volunteers who helped flatten bikes, sort parts, lift bicycles, take inventory, and so much more. **We would not be able to execute our mission of achieving economic mobility for those in the Global South without the labor, energy, and positivity all of our volunteers bring.** Thank you so much!

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## Join the Bikes Not Bombs Board of Directors!



### The Bikes Not Bombs Board of Directors is seeking candidates to join our dynamic team.

The Board of Directors is responsible for guiding and providing oversight to the organization as a whole, including approving the annual budget, hiring and supporting the Executive Director, participating in strategic planning and fundraising, and other responsibilities.

**We are currently recruiting folks who possess knowledge or expertise in the following areas: human resources, program development, managing change, fundraising, nonprofit leadership, management, and racial equity.** We know that there are many more skills that aren't on this list, but these areas are critical for developing an effective Board of Directors.

Racial equity is central to the mission of BNB and is highlighted in our [2025 Strategic Plan](#). We seek to more fully represent our community and constituencies, particularly **Black and other marginalized people in Boston** so as to amplify those voices ensuring equitable participation in the overall leadership and direction of the organization. We actively encourage people with a strong connection to our programs, mission, and the communities we serve to apply.

If you are interested in applying, please send an email describing your interest, and a copy of your resume to [elijah@bikesnotbombs.org](mailto:elijah@bikesnotbombs.org) in order to receive an official application form.

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## Thank You Social Venture Partners!



Bikes Not Bombs extends our deepest appreciation to [Social Venture Partners](#) Boston. **SVP Boston is supporting BNB with three years of grant funding, totaling \$75,000, and dedicated professionals who are helping us build capacity to deepen our impact.**

Thanks to their generous expert team, we are sharpening our marketing strategies, digitizing a bike inventory management system, developing our board, and improving governance and operations across our organization. Social Venture Partners Boston is a chapter of SVP International – an organization that amplifies the impact of donors and nonprofits worldwide by coupling financial support with skills-based consulting. SVP brings together a diverse community of leaders and experts to invest their time and knowledge with a portfolio of nonprofits that are

poised for growth. Since 2002, SVP Boston has provided more than \$5M in funding, and tens of thousands of hours of pro-bono support, to more than 30 of the city's most impactful nonprofits.

## Bikes Not Bombs Partners with Department of Youth Services



*Before: The DYS bike workshop... like a blank canvas!*

*In progress: BNB staff hard at work building workbenches and stands. Thank you DYS for the new paint and flooring!*

Bike Not Bombs (BNB) is thrilled to announce a new partnership with the [Massachusetts Department of Youth Services](#) (DYS)! Through this partnership, **DYS-involved youth have the opportunity to learn bike mechanics, refurbish a bike, and increase their employment opportunities. Graduates of this program will be eligible to work as Youth Apprentices at the BNB Bike Shop & Training Center where they can further explore career pathways.**

The BNB team has been working hard with DYS staff to build out a bike mechanics workshop at the Judge John J. Connelly Youth Center where we will have two six-foot work benches and one eight-foot bench. **We are excited to launch our DYS Bike School program on June 3rd!**



Donate to Bikes Not Bombs



### Our Contact Information

Bikes Not Bombs  
284 Amory Street  
Jamaica Plain, MA 02130  
617.522.0222

### Bike Shop & Training Center Hours:

Monday: Closed  
Tuesday: 12pm - 7pm  
Wednesday: 12pm - 7pm  
Thursday: 12pm - 7pm



