



**BIKES NOT BOMBS**  
Reclaim. Empower. Transform.

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## 2025 Impact Report

### MESSAGE FROM CEO ELIJAH EVANS

As CEO of Bikes Not Bombs, I'm honored to share the profound impact of our 2025 journey. This wasn't just a year of pedaling; it was a year of systemic transformation, made possible by our dedicated staff, committed Youth Apprentices, invaluable volunteers, and steadfast partners. Together, we leveraged the simple brilliance of the bicycle to unlock economic mobility, health equity, and environmental justice for Black and other marginalized communities across Boston and around the globe.

Our Youth Empowerment programs – rooted in our Community Hub & Bike Shop and branching across Boston streets and bike paths – were a stunning success, establishing clear, living-wage pathways for Boston youth and young adults. Our Youth Apprentices earned a minimum of \$15 an hour while building critical hands-on experience, providing sales and service in our community shop, processing donated bikes for our local and global programs, leading inclusive community rides, and advocating for safer streets for all.

As we look ahead, we are filled with immense gratitude for your commitment. Your generosity doesn't just support these critical programs; it catalyzes critical change, fuels economic independence, and affirms human dignity. Thank you for being a vital member of the BNB community.

In Solidarity,

Elijah Evans, Chief Executive Officer



### BIKES NOT BOMBS 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.*



## EMPOWERING YOUTH

We believe in the power of young people to realize their potential, lead with confidence, and drive meaningful change.

Through our 2025 Youth Pathways program, young people engaged their minds and hands to achieve long-term economic success. With the support of skilled mentors, they not only accumulated technical knowledge; they also practiced showing up, collaborating, persevering, and stretching the boundaries of what they believed was possible.

*"It's nice to work with others at the organization. All you need is respect and communication, and anyone can work at BNB. Being a leader is great because I enjoy helping others."*

- Youth Apprentice Wislem



### 32 YOUTH APPRENTICES:

- Grew their bike mechanics skills through an intensive training;
- Refurbished bikes for donation;
- Worked in our full-service bike shop;
- Co-hosted the National Youth Bike Summit;
- Supported the event promotion, recruitment, and logistics for both the Great Commuter Challenge and the Century Challenge;
- Co-led weekly Tool Time "bike kitchen" events, offering no-cost bike repairs at our Jamaica Plain location;
- Supported the bike recycling and inventory management process;
- Ran learn-to-ride events;
- Supported monthly Community Advisory Council meetings and three community listening sessions to advance transportation equity;
- Ran weekly volunteer nights to process bikes for shipment to global partners; and
- Set themselves up for long-term professional success as they explored sustainable career pathways, practiced resume writing, deepened their financial literacy, and engaged in practice interviews.

89% of Youth Apprentices identified as Black, Indigenous, and/or People of Color (BIPOC), and 85% hailed from our target communities of Dorchester, Roxbury, and Mattapan.

### REHABILITATION TO CAREER

We deepened our partnership with the Department of Youth Services (DYS), engaging 8 justice-involved youth in **4 Earn-A-Bike courses** where they refurbished bikes to keep as their own or to donate to others. Due to the enthusiasm of participants, we launched an advanced certification class for the Earn-A-Bike graduates — creating a vital, verifiable pipeline from rehabilitation to high-demand employment and community leadership opportunities.



## LEADING LOCAL AND NATIONAL CHANGE

Bikes can open doors to education, jobs, fresh food, healthcare, nature, and the simple joy of moving on two wheels — particularly for those with limited access to other transportation options. *BNB's shop and Bicyclists Organizing for Community Action (BOCA) campaigns connect communities and build resilience by advancing health and transportation equity.*

### MISSION-DRIVEN BIKE SHOP

Staff and Apprentices, working side-by-side, offered a diverse range of products — from refurbished bikes to new bikes to Ebikes. Local residents also had the option to purchase an array of used parts to keep their bicycles in safe riding condition. In 2025, the shop serviced more than 26,000 bikes.

### BIKES 4 ALL

Through our Bikes 4 All campaign, we increased bike access for Boston residents. We donated 307 bikes to local partners, including MassBike, Cambridge Bike Give Back, local churches, and ghost bike memorial organizers. Additionally, we donated **21 refurbished bikes** to individual community members in need. We hosted 14 Tool Time “Bike Kitchen” events, offering our tools, space, and advice to neighbors looking to fix their own bicycle.

### WHEELS 2 WELLNESS

Our Wheels 2 Wellness campaign advanced health equity by building a confident and inclusive cycling community. BNB partnered with the City of Boston to lead **3 winter rides** that traversed East Boston, South Boston, Dorchester, and Mattapan. In the warmer seasons, BNB hosted **8 Saturday group rides** to scenic destinations, including the Arnold Arboretum, Franklin Park, and the Charles River Esplanade. **We taught over 80 kids and adults to ride at local events.** We also planned for an indoor cycling pilot!

### SAFER STREETS

We launched our Safer Streets campaign to organize for safer and more equitable transportation infrastructure. To guide this campaign, we hosted **8 Community Advisory Council meetings**, focused on building a shared understanding of the mobility and health barriers that our neighbors face. We hosted our first **Great Commuter Challenge**, which brought together 50 people — from BNB staff, to Youth Apprentices, to local cyclists. The Challenge took us to many of the city landmarks that remind us of the struggles, coalitions, and people-fueled movements that have given it life — such as murals, gardens, and historic landmarks. Participants honed in on bike infrastructure gaps scattered across several routes from Jamaica Plain to East Cambridge. Along the way, they made dozens of 311 calls to address structural issues that affect people using all forms of transportation.

### NATIONAL YOUTH BIKE SUMMIT

In May, we had the privilege of co-hosting the National Youth Bike Summit with the Mattapan Food & Fitness Coalition. This event brought together students, educators, advocates, researchers, policymakers, and community leaders to share ideas, lift youth voices, and encourage civic engagement. **203 people** (53% youth, 72% identifying as BIPOC) attended, **representing 17 states**. Participants rode a total of 1,492 miles and had the opportunity to choose from 27 workshops related to biking and bike advocacy. This summit empowered a diverse group of young people to actively shape transportation policy and advocate for sustainable mobility solutions nationwide.





## LEADING GLOBAL CHANGE

*We stand in solidarity with communities around the world, working across borders to address shared challenges, advance human rights, and build a more just and equitable future.*

Hand-packing cargo containers with bikes and sharing technical knowledge with partners, we fueled the work of life-giving, bicycle-based social enterprises across the globe. We worked closely with Learn, Work, Develop in Rwanda, building long-term plans for cultural and technical exchanges. We shipped **371 bikes to CESTA, El Salvador** and plan to ship approximately **400 bikes to Village Bicycle Project, Ghana** before the end of the year. Through these partnerships, we promote environmental sustainability initiatives and empower women and youth.



## PROMOTING ENVIRONMENTAL SUSTAINABILITY

*We protect our planet by preserving natural resources for future generations, championing sustainable practices, and taking action to build a healthier, more resilient environment for all.*

We **diverted 1,500 bikes** from the waste stream – collecting, processing, inventorying, stripping, refurbishing, flattening, donating, and shipping bikes to people, in Boston and abroad. For many recipients bikes served as lifelines, connecting them to resources, people, places, and hope.

Staff, volunteers, and Youth Apprentices:

- Allocated 25 bikes to our Earn-A-Bike and Youth Apprenticeship Programs;
- Refurbished 178 bikes for sale in our shop;
- Refurbished 21 bikes for donation to local residents in need; and
- Shipped close to 1,000 bikes to partners in the Global South.



## ADVANCING RACIAL EQUITY

*BNB dismantles systemic racism by advancing racial justice, centering the voices of communities of color, and building a just and equitable world where everyone can thrive, regardless of race. Achieving racial equity is essential not only for marginalized communities but for building a just society for everyone.*

In 2025, BNB engaged diverse perspectives and strove for representation in our workforce and Board of Directors, all while holding ourselves accountable for our progress. Our commitment to racial equity continued to inform our strategies across programs, operations, partnerships, and advocacy efforts within the biking industry and beyond.

## THANK YOU FOR LEADING CHANGE WITH US

This work is needed more than ever. Our success is rooted in your steadfast commitment to the core values of youth empowerment, environmental sustainability, and racial equity. As we look ahead to expanding our Apprentice cohorts and scaling our advocacy initiatives to turn neighborhood concerns into city-wide policy, we need your continued support. Join us in 2026, not just as a donor or a partner, but as an architect of a profound legacy. We couldn't create this lasting change without your voice, vision, and action. **Together, we are transforming our world into a place where everyone has the resources they need to pedal forward.** Thank you for riding with us.