

Annual Report



2025



BIKES
NOT BOMBS



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Mission

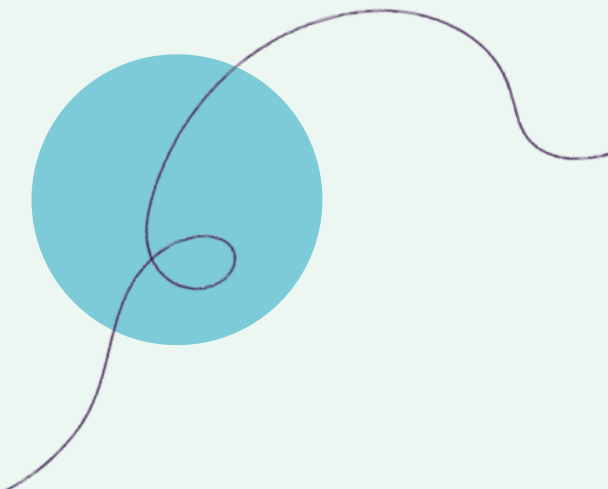
Bikes Not Bombs uses the bicycle as a vehicle for social change to achieve economic mobility for Black and other marginalized people in Boston and the Global South.

Reclaim. Empower. Transform.

We **reclaim** discarded bikes, and also help community members reclaim their power, narratives, and potential.

We believe in the power of young people to realize their potential, lead with confidence, and drive change. We **empower** youth through hands-on skills training, leadership opportunities, and pathways to economic mobility.

We **transform** futures through transportation access, environmental action, and social justice.





Letter from CEO

Dear Friends,

At Bikes Not Bombs, we believe bicycles do more than move people from one place to another. They open doors to opportunity, build confidence, and create pathways to leadership, mobility, and community power.

In 2025, that belief was brought to life through the leadership of our youth, the strength of our partnerships, and the resilience of our community. Young people were not just participants in our work – they shaped it. They taught, repaired, organized, advocated, and led – building the skills and confidence that will support them for years to come.

Our work is rooted in the belief that Black and marginalized youth deserve real pathways to living-wage careers, leadership, and well-being. In neighborhoods that have long been denied access to opportunity and safe transportation, that commitment matters deeply. Every bike repaired, every ride led, and every youth mentored is part of a larger effort to close the opportunity gap and build a more just future.

Now we look ahead to a new strategic phase with clarity and momentum. We will deepen youth leadership, strengthen community power, and connect hands-on learning with systems change. We will continue building a future where young people are not only served, but are leading.

Thank you for riding with us.

In Solidarity,

Elijah Evans
Chief Executive Officer



Our Model

Bikes Not Bombs empowers Black and marginalized youth and young adults to build careers and strengthen communities through the bicycle. With paid Apprenticeships and hands-on learning, young people gain the skills, confidence, and experience they need to create greater transportation access, healthier neighborhoods, and lasting economic opportunity.

The Challenge

Black and other marginalized youth in Boston are too often denied access to paid work experience, professional networks, and clear pathways to living-wage careers. These barriers are compounded by inequitable access to safe, affordable transportation, which limits community access to jobs, schools, healthcare, and other essential resources.

Increase in
conversion rates



The Solution

Through paid, competency-based, work-based learning, youth build skills that prepare them for future careers: mechanics, customer service, teaching, research, advocacy, logistics, and leadership. Across our connected programs and in our mission-driven bike shop, youth build critical skills while expanding transportation and health equity in Boston and beyond.

The Impact

Through Bikes Not Bombs, young people forge pathways to economic mobility with the experience and networks needed to access sustainable and meaningful careers. Our youth-led initiatives connect communities with reliable access to transportation, healthcare, education, and each other. Ultimately, this work builds a world where opportunity is not defined by zip code, and all of our neighborhoods are vibrant, just, resilient, empowered, and thriving.

conversion rates





2025 Year In Review



Youth Pathways

Bikes Not Bombs knows that young people thrive when they have paid opportunities to learn, lead, and prepare for meaningful, sustainable careers. In 2025, our Youth Pathways program supported Black and marginalized youth as they built critical skills while leading very real and powerful change – all using the bike as a vehicle for social change.

Work-Based Learning

Through hands-on work, Apprentices developed bike mechanics, customer service, event support, and shop operations experience. They also strengthened their collaboration, perseverance, and confidence. Thirty-two youth participated in Youth Pathways, including 14 junior Apprentices and 5 senior Apprentices.

Career Development

Diverse work experiences within Bikes Not Bombs offered Apprentices a range of long-term careers options, enabling them to discover pathways that aligned with their unique interests and strengths. Along the way, Apprentices engaged in workshops on financial literacy, resume writing, and interviewing, ensuring that they were equipped for the next steps of their journey. Recent alumni pursued professional and educational opportunities in auto tech, engineering, construction, plumbing, electrical work, business, digital communications, and environmental studies. Others continued high school, with renewed focus, confidence, and sense of belonging.

“What I loved most about working at BNB was the sense of community. Everyone is always helping one another.” - Youth Pathways Graduate

***Bikes Not Bombs provides an “awesome opportunity for youth to learn life skills and how to communicate and collaborate – all while contributing to the Bikes Not Bombs mission and daily work.”
- Certified Program Evaluator, Boston After School and Beyond***

Youth Pathways Outcomes



"Staff are clearly invested in their young people and experts in the content and projects they are guiding the youth through." - *Certified Program Evaluator, Boston After School and Beyond*

Recruitment

32 paid Youth Apprentices hailed from target communities:

- 91% identified as Black or marginalized.
- 88% lived in Dorchester, Roxbury, or Mattapan.

Work-Based Learning

80% mastered job readiness skills:

Habits of Success

Attendance, punctuality, performance, communication, attitude.

Technical Competencies

Sales, mechanics, teaching, facilitation, event planning, organizing, inventory management, volunteer management, outreach.



Career Readiness

100% engaged in:

- Career Exploration
- Resume and Cover Letter Writing
- Public Speaking
- Interviewing

Pathways in Action

From the bike bench to college classrooms and skilled trades, Youth Pathways helps young people turn hands-on experience into lasting opportunity.

Jesus joined Bikes Not Bombs as a Youth Apprentice in 2024, initially drawn in by the chance to earn money. What he found was something bigger: work that connected directly to serving the community and building a stronger future for himself and others. In the shop, Jesus learned mechanics alongside peers and mentors, then used those skills to refurbish and prepare bikes for donation. He also challenged himself on long group rides and grew into a leader along the way. As he shared, ***"I learned that leadership is about helping each other. It's about getting out there and speaking up. I had never been comfortable speaking publicly, and this job helped me grow out of my shell."*** Jesus is now in his first year at UMass Boston, studying electrical engineering.

Jesus





Derek

We are proud to spotlight Derek, a graduate of our Youth Apprentice and Youth Pathways programs. Derek is now an apprentice working under a Master Licensed Electrician, a rigorous multi-year path that requires thousands of hours of on-the-job training. **“The attention to detail in fixing bikes and meeting the customer's needs has helped me work through my daily challenges as an apprentice,”** he observed. “Bikes Not Bombs was a big part of my life and provided a solid foundation for me to build my career.” His journey shows how the precision learned at the bike bench can open the door to economic independence and long-term career growth.





Chain Reaction: Community Impact

In 2025, Youth Apprentices ignited a chain reaction—mobilizing bikes, ideas, and people to advance transportation equity at both local and national levels. Through **Bikes 4 All**, youth partnered with staff and community members to expand access to bicycles. Through **Wheels 2 Wellness**, they cultivated an inclusive cycling community, building confidence and skills through group rides on neighborhood streets. Through **Safer Streets**, they led advisory meetings and public events that brought neighbors together to share ideas, access resources, and strengthen connections. As young people stepped into roles as leaders, teachers, guides, and advocates, a multi-generational movement for transportation and health equity took root.

- **199** bikes refurbished.
- **307** bikes distributed locally.
- **14** Tool Time free bike repair events.
- **11** outdoor community rides.
- **8** Community meetings.
- **1st** Great Commuter Challenge.
- **203** attendees at the National Youth Bike Summit, 53% of whom were youth.



Bike Shop & Training Center

Bikes Not Bombs' community bike shop is a mission-driven social enterprise and youth training center where bicycles create access, opportunity, and leadership. In 2025, staff and Apprentices worked side by side to offer refurbished bikes, new bikes, e-bikes, and used parts, helping local riders stay safely on the road while young people built practical skills in mechanics, sales, inventory management, and customer service.

**Over 1,500
bikes reclaimed
and used as
tools for
transformation**



Growing Leaders from Within

Tamirah

Tamirah Brown reflects the power of long-term investment in youth. She joined BNB as a Youth Apprentice at age 16 and has grown into a Sales Coordinator, mechanic, and mentor. Tamirah recently graduated from Northeastern University, and will be pursuing her Masters in Social Work at Simmons College. She currently brings lived experience, professional skill, and a deep commitment to youth development to her work supporting Apprentices and contributing to organizational strategy.



Neil

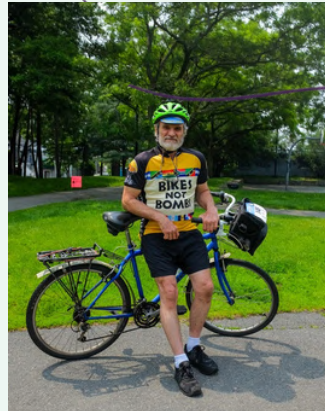


Neil Decoteau started at the BNB bike shop as a Sales Associate, where he built his knowledge of bikes, deepened his relationships with coworkers and customers, and developed the reliability and calm leadership that others came to depend on. Over time, that steady growth opened the door to greater responsibility, and Neil now leads our Earn-A-Bike programs, including work with the Massachusetts Department of Youth Services, where he supports justice-involved youth in building career skills and exploring positive pathways forward.

38th Annual Bike-A-Thon



**324 riders +
119 volunteers**
came together
to raise
\$176,931
in support
of BNB's critical
mission
and work.



Inaugural Century Challenge

Global Impact



Bikes Not Bombs' global partnerships are rooted in **solidarity**, shared learning, and the belief that bicycles can advance economic opportunity, environmental sustainability, and social justice. In 2025, we strengthened these connections through shipments, exchanges, and youth leadership experiences linking Boston to global impact.

We **deepened partnerships** with Learn, Work, Develop in Rwanda, CESTA in El Salvador, and our friends in Vieques, Puerto Rico. We continued to improve communication processes, needs assessment, and data systems to track impact in service of a more coordinated and sustainable global program.

A highlight of the year was our **container shipment to CESTA in El Salvador**. Once delivered, CESTA quickly distributed the bikes through community rides, donations, and repair workshops.

Through the **Youth Fieldworker Fellowship**, young people gained hands-on experience connecting local work to global impact. In Vieques, Senior Youth Apprentice Wislem contributed mechanical skills while providing free mobile repairs to residents.

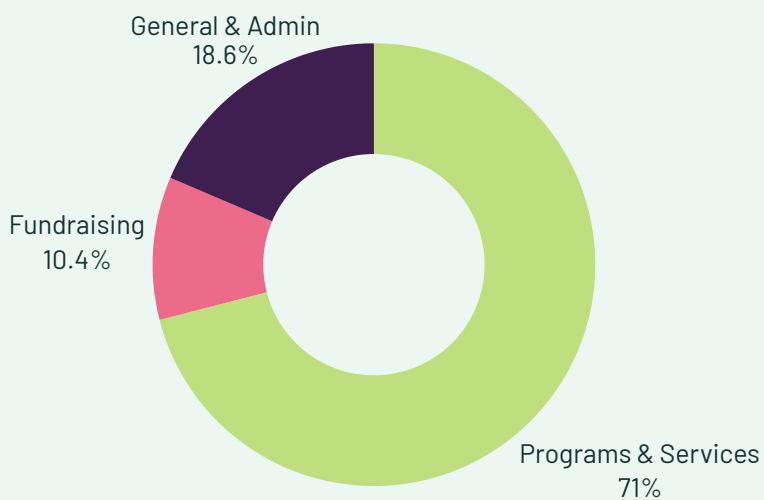
- 371 bicycles shipped to CESTA in El Salvador.
- 65 volunteers supported container loading.
- 1 week-long service trip to Vieques, Puerto Rico.



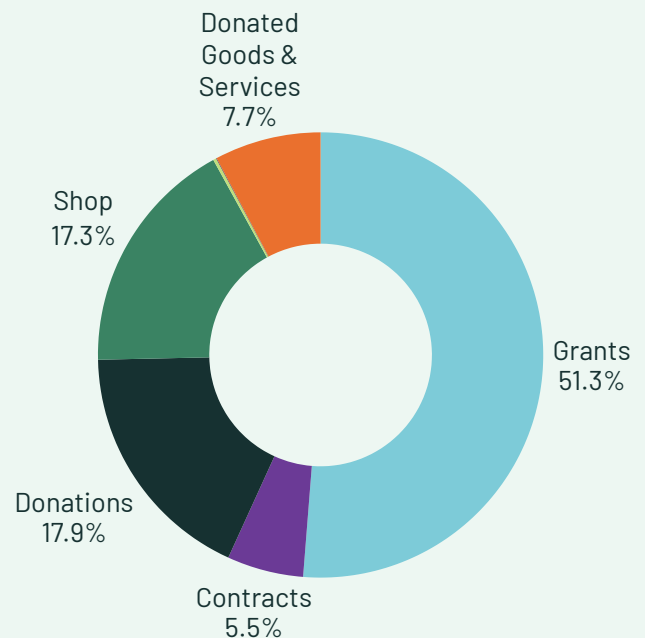
2025 Financial Review

Bikes Not Bombs completed 2025 with a strong and diversified financial foundation, enabling us to invest in youth, community, and organizational capacity. Our revenue model blends philanthropic support, individual giving, and earned income, helping sustain current programs while building for long-term stability and growth.

Expenses



Revenue



Cost Highlights

\$5,000 = Cost to support **one Earn-A-Bike participant** in a full introductory bicycle mechanics experience. Expenses include mechanics and transportation equity training, peer mentorship, lights, locks, helmets.

\$25,000 = Cost to support **one Youth Apprentice** for a year. Expenses include wages, mentorship, training, supervision, travel, food, bikes, bike parts, safety equipment, and career readiness support.

\$30,000 = Cost for **one container shipment**. Expenses include coordinating, preparing, loading, and sending bicycles to partner organizations abroad.

Continued community support means that Bikes Not Bombs can harness the power of bicycles to open doors to opportunity and accelerate youth-led community transformation.

2026 and Beyond



Youth Leadership and Opportunity

- In 2026, we are expanding our Youth Pathways model so more Apprentices gain technical skills, workplace experience, and career readiness through paid, hands-on learning.
- We are strengthening pathways into college, skilled trades, and other employment while creating more opportunities for youth to grow as leaders—through advocacy, public speaking, media, community events, and participation in local and national spaces.
- We are expanding youth travel opportunities, helping Apprentices build confidence, broaden perspectives, and connect local experiences to national and global movements.

Community Impact

- In 2026, Chain Reaction advances transportation equity while building skills, confidence, and community connections. We are deepening our Boston impact through expanded Earn-A-Bike sessions, new programming at our Jamaica Plain hub, continued engagement with the Department of Youth Services, and a new partnership with Madison Park Technical Vocational High School.
- We are growing our Wheels to Wellness initiative by expanding our Saturday Ride series, launching an indoor cycling pilot, and strengthening the Great Commuter Challenge—welcoming more neighbors into a connected cycling community.
- We are reinforcing partnerships and public engagement to advance Safer Streets. Through community gatherings and our Community Advisory Council, we are elevating resident voices—especially those of youth—while gathering visual street data to better understand and improve safety and access.

Global Connections

- In 2026, we stand in solidarity with communities worldwide, working across borders to advance equity and shared solutions.
- We are strengthening partnerships in Rwanda, Vieques, and El Salvador through travel, cultural exchange, and shared learning—including participation in the World Bike Forum, in San Salvador. These exchanges connect youth and staff directly with global partners and support community-led environmental and social enterprise initiatives.

5-Year Strategic Plan

In 2026, we finalized our new Five-Year Strategic Plan, and **our vision is bold: to be a catalyst for youth-led economic mobility and lifelong community leadership.** Our strategy focuses on three core areas:

- Sharing our Reclaim, Empower, Transform model to advance racial and economic justice;
- Strengthening youth leadership and advocacy for safer, more equitable streets in Boston; and
- Expanding support for our model that transforms donated bicycles into opportunities for education, employment, and community development globally.

Grounded in our values of youth empowerment, environmental sustainability, racial equity, and local and global solidarity, we are investing in the people, systems, and spaces that will sustain this work. From strengthening programs and improving how we measure impact to renovating our headquarters into a more accessible and welcoming community hub, these efforts position Bikes Not Bombs to remain resilient and responsive while building a more equitable future through the power of bicycles.





Building the Future Together

At Bikes Not Bombs, we believe bicycles can drive social change—opening doors for young people in Boston and expanding mobility and economic opportunity across the Global South. After raising \$6 million toward our \$8 million Gearing Up for Growth capacity-building campaign, we are entering its final phase: strengthening our operating reserve by \$500,000 and reimagining our longtime home as a space that better reflects the scale of our impact. A **\$1.5 million renovation** will expand our capacity to serve more youth and community members through increased bike storage and shipments, improved operational systems, upgraded classrooms, dedicated career development spaces, and a new indoor cycling area that brings people together year-round. Paired with a new 10-year lease from JPND, including \$600,000 in rent concessions, this moment reflects both strong partnership and forward momentum. Together, these investments will transform our space and unlock new opportunities for connection, growth, and lasting change in Boston and around the world.

Your support makes this vision possible.

Reach out to julia@bikesnotbombs.org to learn more.



Our Staff



Amaiyah Brown
Sales Associate



Tamirah Brown
Training & Sales
Coordinator



Diego Vides
Curnen
Donations and
Sales Coordinator



Neil DeCoteau
Earn-A-Bike
Program Manager



Tom DiSilvio
Mechanic & Sales
Associate



Daniel Durango-
Garro
Mechanic & Sales
Associate



Elijah Evans
Chief Executive
Officer



Izzy Johnson
Training & Sales
Manager



Julia Karr
Director of
Development



Wilson Martinez
Head Mechanic



Zak Papatsoris
Donations
Manager



Sara Parra
Bikes for All,
Local & Global
Coordinator



Dan Seiden
Chief of Social
Enterprise



Antonio Venus-
Reeves
Sales Associate



Kim Wutkiewicz
Chief of Strategy
& Impact



Gregg Smith
Ebike Training &
Service Manager



Sam Snekvik
Manager of Development
& Operations



Hakim Sutherland
Community Organizer &
Engagement Coordinator

Our Board



Khristopher Nicholas - Chair, Executive Committee Co-Chair
Postdoctoral Research Fellow, Harvard T.H. Chan School of Public Health

Alexis Vidaurreta - Vice Chair
Project Planner, Toole Design

Lee Archung - Board Member, Treasurer, Finance Committee Co-Chair
Tutor, METCO

Patrick Cutrona - Board Member, Clerk
Manager of Board Affairs and Compliance, Perkins School for the Blind

Sean Hildenbrandt - Fundraising Committee Co-Chair
Assistant Attorney General, Massachusetts Office of Attorney General

Peter Cheung - Board Member
Executive Videographer & Cycling Ambassador, Jeffrey Glassman Injury Lawyers

James Magee - Board Member, Vice Treasurer
Senior Finance Manager, Community Care Cooperative

Jay Vilar - Board Member
Executive Director, Fresh Truck

Lisa Kempler - Board Member
Geoscience, Climate Science, and Agriculture Strategist, MathWorks

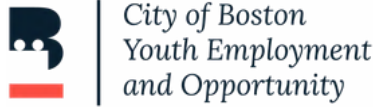
Ella Froggatt - Board Member
Manager of Community Health, Bowdoin Street Health Center

Arold J. Joseph - Board Member
Business Relationship Manager, JPMorgan Chase Bank

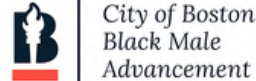
Our Institutional Partners



Barr Foundation



The Carl and Ruth Shapiro Family Foundation



Mary W. B. Curtis Trust



Stay Involved

Join Bikes Not Bombs in building youth leadership, transportation equity, and community connection through the bicycle. Your participation helps power the programs that move people forward.

Attend an Event

Ride with us and experience our work firsthand.

- Spring Bike-A-Thon
- Fall Century Challenge
- Great Commuter Challenge
- Saturday Rides



Partner with Us

Invest in the work that keeps our community moving.

- Sponsorships
- Donations
- Fundraising Events

Volunteer

Invest in the work that keeps our community moving.

- Saturday Service Days
- Container Loadings
- Bike-A-Thon
- Other Events





Contact Us

We're always glad to connect. Whether you'd like to learn more about our programs, join an event, volunteer, or explore partnership opportunities, we'd love to hear from you.

Thank you for being a vital member of the Bikes Not Bombs community!



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