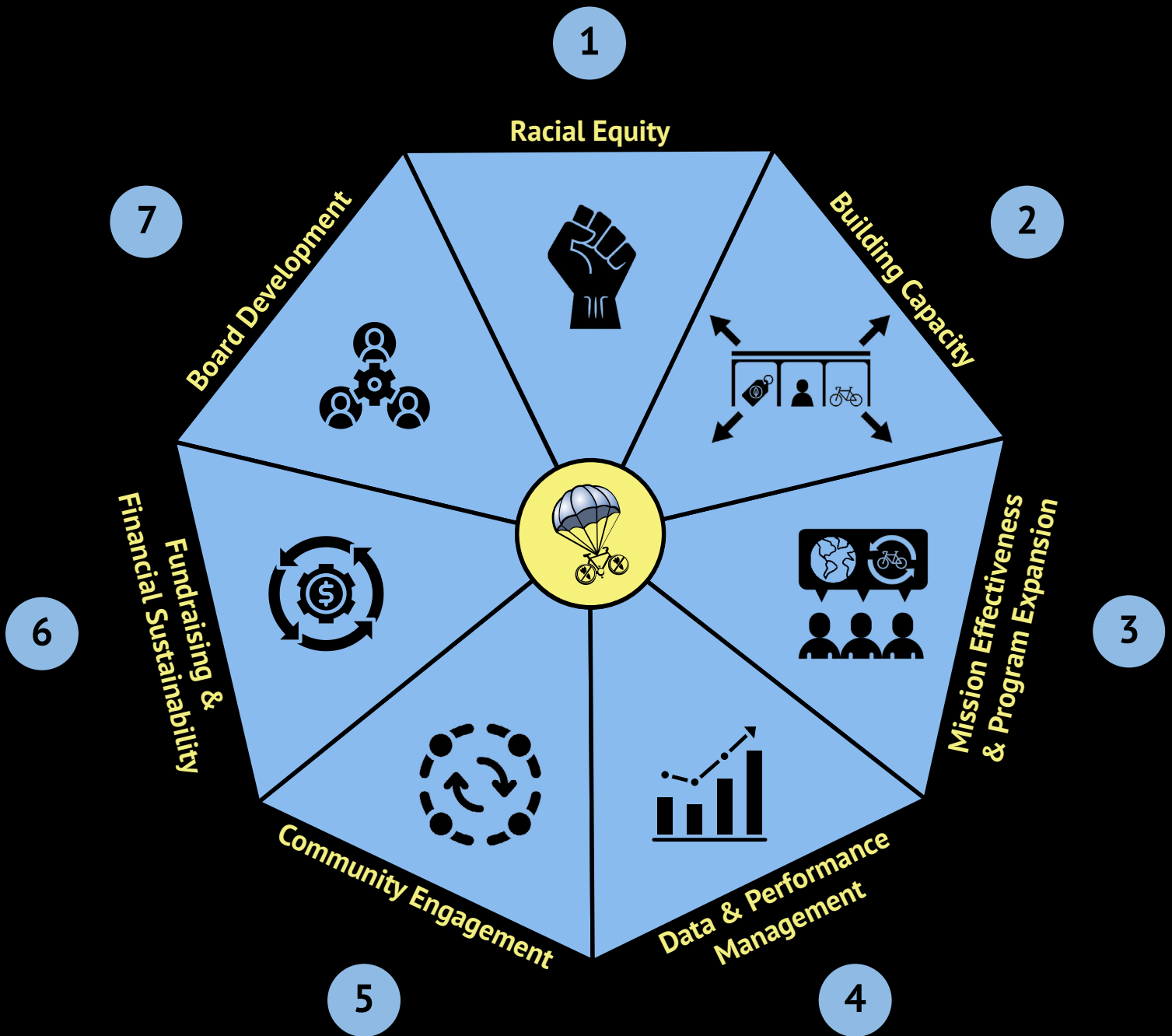


BIKES NOT BOMBS

Strategic Goals 2021 - 2025



Our Mission:

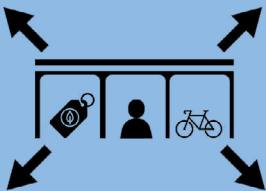
Bikes Not Bombs uses the bicycle as a vehicle for social change to achieve economic mobility for Black and other marginalized people in Boston and the Global South.

BIKES NOT BOMBS



1. Racial Equity

We will unite the organization around shared values and commitment to racial equity. All organizational operations are in alignment with racial equity values so that BNB is recognized as a leader in Greater Boston in addressing racial equity in its leadership, programming, and organizational culture. We will shift power to the community, elevating BIPOC (black, indigenous, people of color) community members across our board, staff, donor and volunteer bases so we better reflect the people and communities we serve.



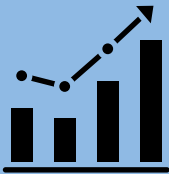
2. Building Capacity

We will design and build a newly renovated space that combines and seamlessly integrates our offices, bike shop, community programs, and services in Jamaica Plain. We will acquire and maintain a new fleet of trucks. We will strengthen staff, board, and volunteer training in positive youth development and racial equity. We will fulfill professional development needs and hire the staff needed to close key operational capacity gaps in youth development, case management, business operations, programming, administration, and development.



3. Mission Effectiveness & Program Expansion

We will formalize a 3-year apprenticeship program that engages youth as staff in all BNB programs with reliable strategies to engage alum. We will leverage key community partnerships to increase reach, engagement, and employment of our target population. We will increase the quality of bikes and parts distributed locally and globally to meet basic demand and ensure partners and their businesses are sustainable. We will increase our physical presence in target neighborhoods: Mattapan, Dorchester, and Roxbury.



4. Data & Performance Management

We will actively engage with data to improve the organization's performance and outcomes (financial, programmatic, otherwise).



5. Community Engagement

We will increase our presence in our target communities (Boston and the Global South) and leverage mission-aligned opportunities to grow revenue.



6. Fundraising & Financial Sustainability

We will increase fundraising by 40% (over five years) through donor recruitment, empowerment and retention, with some emphasis on our target population, in order to drive long-term sustainability and growth. BNB's Bike Shop financials achieve [at least] a break-even result at the fully allocated level.



7. Board Development

We will increase board member effectiveness by strengthening systems of accountability. We will recruit members specifically from BNB's target population to provide creative strategic vision and strong connections within our broader community. We will increase overall engagement in fundraising to drive success in this strategic plan and sustainability in the long term.