BIKE WORKS
BICYCLING • YOUTH • COMMUNITY • EDUCATION • ACCESS • ENVIRONMENT • SOCIAL JUSTICE

Bike Works Classrooms & Offices
3715 S Hudson St, #101
Seattle, WA 98118 • 206.695.2522

Community Bike Shop
3709 S Ferdinand St
Seattle, WA 98118 • 206.725.8867

bikeworks.org

Bike Works Board Member Recruitment

Bike Works is actively recruiting people to serve on our Board of Directors. **Bike Works promotes the bicycle as a vehicle for change to empower youth and build resilient communities**. Founded in 1996 by grassroots activists- we support youth to lead healthy, productive lives; we make biking accessible and affordable; and we further both the ethic and practice of environmental stewardship. We seek community members to serve on our board of directors who are passionate about our mission, are able to provide oversight of the organization, are willing to open their networks to Bike Works for programming and events, and who can serve as an active ambassador for Bike Works in the community.

Bike Works serves SE Seattle, which is a vibrant community that also has its challenges: one-third of residents are immigrants, 49% speak a language other than English at home; and 30% in the 98118 zip code live in poverty. Our community has among the highest risk for chronic illnesses—diabetes, asthma, heart disease—and the shortest life expectancy in King County, as well as Seattle's lowest performing schools.

Core program areas:

1. **Experiential Youth Programs** are our heart, integrating hands-on skill-building, physical activity, outdoor exploration, community service, environmental education and leadership. Programs include 'Earn-A-Bike' classes, teaching bicycle repair while instilling the value of community service; summer camps and riding programs that focus on outdoor experiences; and Job Skills Training for at-risk high-need teens. Designed as a continuum, our programs support young people to progressively develop competency, critical thinking and leadership skills as they move through tiered experiences within an empowering community. We worked with over 2017 youth in 2019.

2. **Community Programs** such as our Bike Giveaway program, Bikes-for-All get low-income people onto bicycles, promoting healthy activity and alternative transportation. We also host a number of community events each year, including our Superhero Ride and a Bike-In movie. We partnered with over 100 schools and community organizations in 2019!

3. Our **Social Enterprise Bike Shop** sells affordable, refurbished bicycles and fairly-priced repair services, with all profits invested back into our programs—over one-third of our annual revenue—while furthering our mission to promote bicycling.

4. Our **Bicycle Recycling & Reuse Program** is the foundation through which unwanted bikes are collected, refurbished, and turned into affordable, sustainable transportation. This program gives youth and adults opportunities to make a tangible difference, while increasing their knowledge of bicycle repair, maintenance and riding. Participants annually donate 10,000+ volunteer hours; in 2019 we received 8038 bicycles – over 281,000 pounds – from the waste stream!

Bike Works Board Member Expectations:

Board Time Commitment

- Serve a minimum of one three-year term- renewable for up to three terms.
- Attend at least 6 of the 8 Board Meetings yearly, each meeting being approximately two hours in duration, and ideally not miss more than two consecutive meetings.
- Average time commitment is 5-10 hours per month.
- Prepare in advance for decision-making and discussions at Board Meetings.
- Be accessible for and responsive to follow up contacts in between Board Meetings.
- Serve on at least one standing committee or task force and/or pursue n independent project for Bike Works. This may require a number of meetings per year plus time to complete tasks.
- Attend the annual Board/Staff Retreat.
- Conduct at least one annual 'Field Visit' by participating in a Bike Works program and then giving a report at the board meeting
- Participate in Bike Works events as noted below.

Policy Making, Financial Oversight, and Strategic Planning

- Adopt policies that govern Bike Works in accordance with its mission, vision and values.
- Understand and oversee the organization's budget, review regular financial reports and otherwise help the board fulfill its fiduciary responsibility.
- Be aware of and carry out the legal responsibilities of the board.
- Participate in strategic planning processes, including yearly evaluations and revisions.

Events

- Participate in the Bike Works' annual Auction in March and the Volunteer Appreciation Party in January and assist with at least 1 or more additional Bike Works events (e.g. the Kids Bike-o-Rama, Rainier Valley Heritage Parade and Summer Streets, Bikecitement etc.)
- Represent Bike Works at least one community event yearly (e.g. Bike Expo, Bike-To-Work Day, Village Bicycle Project load-in, Seattle Century, Haul Ash Red Hook ride- etc.)

Fundraising

- Make a meaningful and impactful annual financial gift to Bike Works. We hope Bike Works will be one of your top 3 gifts annually and your gift is a meaningful gift for you. For those who can consider this, we offer a suggested amount of $1000 or $84/month.
- Fill a table of 10 at the Bikecitement! annual fundraising dinner
- Represent Bike Works at two or more community outreach events, such as pint night at Flying Bike, the Superhero Ride, Bike-In Movie, PARK(ing) Day.
- Attend Tandem Happy Hour event and bring at least one (non-family/partner) prospect.
- Assist with donor cultivation by personalizing appeal letters, making donor thank you calls and participating in donor tours and meetings

Personnel

- Select, employ, and evaluate the Executive Director with input from key stakeholders.
- Counsel the Executive Director as appropriate, and support him or her through difficult relationships with groups or individuals.
- Participate in the recruitment, selection, and development of other board members and committee members.
- Participate in an annual self-review and assessment of board performance.
- Utilize your personal and professional skills, relationships, and knowledge for the advancement of Bike Works.

To apply please contact Executive Director, Deb Salls, at deb@bikeworks.org for an application