



URBAN
REZ
SOLUTIONS
SOCIAL ENTERPRISE

Annual Report | 2022



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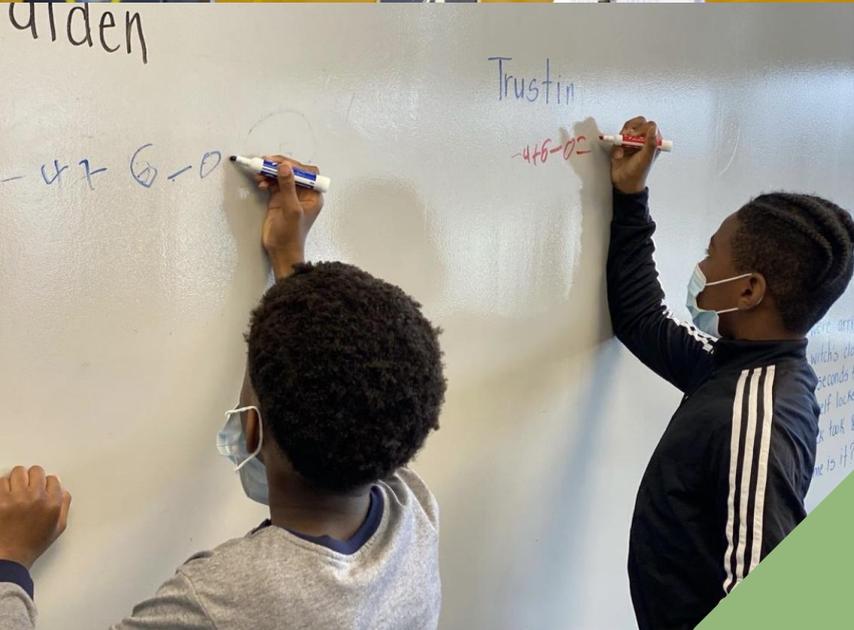


About URSSE

Urban Rez Solutions Social Enterprise delivers comprehensive conflict management, mental health wellness, community engagement strategies, entrepreneurship training, tools to fight anti-black racism, and diversity and inclusion training. It also facilitates programming with service providers, corporate organizations, community groups, and individuals to bring about various aspects of positive change and pro-social development, education, and widespread community advancement (including the SAY IT LOUD campaign).



THE THUNDER HAWKS & WOLF PACK





Our Work

COMMUNITY

The greatness of a community is most accurately measured by the compassionate actions of its members

FACILITATION

Communication is defined as message sent, message received and message understood. Before holding the messenger accountable, might we consider the clarity of the message first?

SCHOOLS

In order to teach young minds we must reach young minds. Therein lies the important distinction between school and education.

JUSTICE

"Equality exists when everyone has shoes... Equity is attained when everyone has shoes that fit them." Therefore, does justice for one truly mean justice for all?



President's Message



Dear Members, Collaborators, and Friends of Urban Rez Solutions,

With optimism and readiness to shape what lies ahead, I step into my role as President of Urban Rez Solutions Social Enterprise. As we enter this new chapter, I am energized not only by the significant responsibilities before us, but also by the extraordinary potential we hold as a cohesive and committed community.

My experience with Urban Rez Solutions has been profoundly transformative. From amplifying youth voices across Canada through the "Say It Loud" initiative to strengthening our community's bonds through intentional and impactful projects, each step has demonstrated the remarkable outcomes we can achieve when we work in unity. I am prepared to bring an even greater level of dedication and enthusiasm to this collective body of purpose-driven work.

Our mission extends beyond what is typically expected of a social enterprise. We are more than strategists addressing conflict or advocates supporting mental health wellness. We are stewards of a future in which the Black Economy flourishes as it rightfully should. We cultivate meaningful change by fostering entrepreneurship, advancing inclusiveness, and sustaining anti-racism efforts, working toward a society in which diversity is recognized as a fundamental source of strength.

As we navigate the journey ahead, our strategy provides direction and our shared vision offers clarity. Rooted in empathy, guided by conviction, and anchored in a steadfast commitment to communal success, our actions will resonate not only within Urban Rez, but also throughout every individual, enterprise, and community we influence.

I look forward to working closely with our board, our dedicated team, and all who embody the spirit of Urban Rez. Together, we will weave our experiences, challenges, aspirations, and hopes into a lasting legacy of meaningful impact and shared prosperity.

With deep appreciation and unwavering commitment,

Danielle Spencer
President, Urban Rez Solutions Social Enterprise

Impact



Co-Executive Director's Message

As Co-Executive Directors, we extend our greetings and are pleased to share the continued momentum driving Urban Rez Solutions Social Enterprise. Rooted in a co-executive directorship model, our organization remains steadfast in its commitment to diverse leadership and innovative perspectives.

Within the Greater Toronto Area, our programs serve as strong pillars of positive change. The Youth Violence Prevention initiative addressed the contemporary socio-economic challenges facing our youth while imparting essential life skills and strengthening critical thinking. Currently undergoing renovation, our Community Mobile Unit is positioned to deliver crucial social services to underserved areas upon completion.

Second Harvest funding supported our efforts to provide food security for communities most impacted by the pandemic.

The Street Entrepreneurs program empowers Black youth with foundational entrepreneurial skills to start and sustain a business. Over the course of the fiscal year, we provided more than 75 individuals with the opportunity to pursue business ownership. Throughout 2022, we also launched our in-house employment initiative. The program provides justice-impacted individuals with opportunities to channel their creativity into meaningful, income-generating work.



A handwritten signature in black ink, appearing to be 'F. Nwaigbo'.

Farley Nwaigbo
Co-Executive Director



A handwritten signature in black ink, appearing to be 'R. Brereton'.

Roderick Brereton
Co-Executive Director

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The Black Employment Support Program, also known as the Inside-Out program, enhances the employment readiness of Black justice-impacted individuals. This cornerstone initiative provides life skills training and employment preparation, supporting individuals while in custody and offering a continuum of wraparound services upon their release into the community. We have expanded the reach of Inside-Out and now support justice-impacted Black youth in Sault Ste. Marie and Sudbury through collaborative partnerships.

We take immense pride in the transformative impact of these life-changing programs. As Co-Executive Directors, we remain unwavering in our commitment to collaborative excellence, fostering positive change, and making enduring contributions to the well-being of our communities.

At Urban Rez Solutions Social Enterprise (URSSE), our organizational structure is grounded in a co-executive directorship model. This approach leverages the strengths of two distinct leadership styles, distributing responsibilities across the organization to maximize effectiveness. It allows us to harness a broad range of talents, manage leadership demands effectively, and guide the organization in a manner that strengthens shared accountability and opportunity. Our adoption of this model is intentional, designed to ensure genuine shared leadership and authority rather than serving as an assistant or training structure. To date, this approach has proven highly effective.

Our operational strategy remains firmly committed to the equitable distribution of authority, leadership, and decision-making power across the organization through established mechanisms and frameworks.

URSSE Initiatives

URSSE has executed the following initiatives and projects

PROJECT	DETAILS	FUNDER
Youth Violence Prevention	Culturally and socially-responsive programs for youth at high risk of violence, gang involvement, and antisocial behaviours.	City of Toronto
Student Family Advocates - SFA	Bi-weekly program at Winston Churchill and West Hill Collegiate Institutes to provide community-based and culturally-relevant advocacy support to Black students and families.	MCCSS - Ministry of Children Community and Social Services
YVHTP - Youth Violence and Human Trafficking Prevention	Collaborative partnership with Fernie Youth Services delivers culturally and socially-responsive programs and services to the Canlish and Glamorgan communities. The programs empower youth by enhancing their resilience, positive youth leadership, life and social skills, healthy relationships, self-regulation, confidence, and providing training opportunities.	MCCSS - Ministry of Children Community and Social Services
Black Employment Support Program	A life skills and employment readiness program for Black justice-impacted individuals. The program is delivered at the Toronto South and Toronto East detention centres, as well as the Roy McMurtry Youth Centre.	Ministry of the Solicitor General and MCCSS
Inside-Out Employment Program	Aims to empower Black justice-impacted individuals to sustainable employment. The program encompasses a 4-week intensive life skills and employment readiness module, along with assistance finding employment from a team of job developers.	Ontario Government: Skills Development Fund
Inside-Out: O.T Sault Ste. Marie and Sudbury	Program for justice-impacted Black youth who are transported to these facilities or apprehended while "gone O.T." Delivered at the Donald Doucet Youth Facility in Sault Ste. Marie and the Cecil Facer Youth Facility in Sudbury, in collaboration with local partners.	Ontario Trillium Foundation

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PROJECT	DETAILS	FUNDER
Youth Violence Prevention	Culturally and socially-responsive programs for youth at high risk of violence, gang involvement, and antisocial behaviours.	City of Toronto
R.E.A.L. School: CSC Atlantic and Collins Bay	Bi-weekly virtual life skills and employment readiness program for Black incarcerated individuals at CSC Atlantic Canada and Collins Bay institutions.	Correctional Services Canada
Community Mobile Unit	Retrofitted motorhome to travel across the GTHA and provide services to socioeconomically challenged communities. The Unit will be equipped with an office for counselling and tutoring, a studio space for audio and video recording, a lounge, and accessible Wi-Fi for community use. Currently under renovation.	Ontario Trillium Foundation
Second Harvest	Capacity building and DEI training for 3 grassroots food banks in North York, Scarborough, and Allan Gardens.	Second Harvest
Street Entrepreneurs	National project-based learning program that aligns Black youth with entry-level entrepreneurial skills.	Black Business and Professionals Association
Tidy-up Time	Startup Social Enterprise Program for justice-impacted individuals to provide general labour, cleaning and moving services.	Community Foundations Canada: Investment Readiness Program

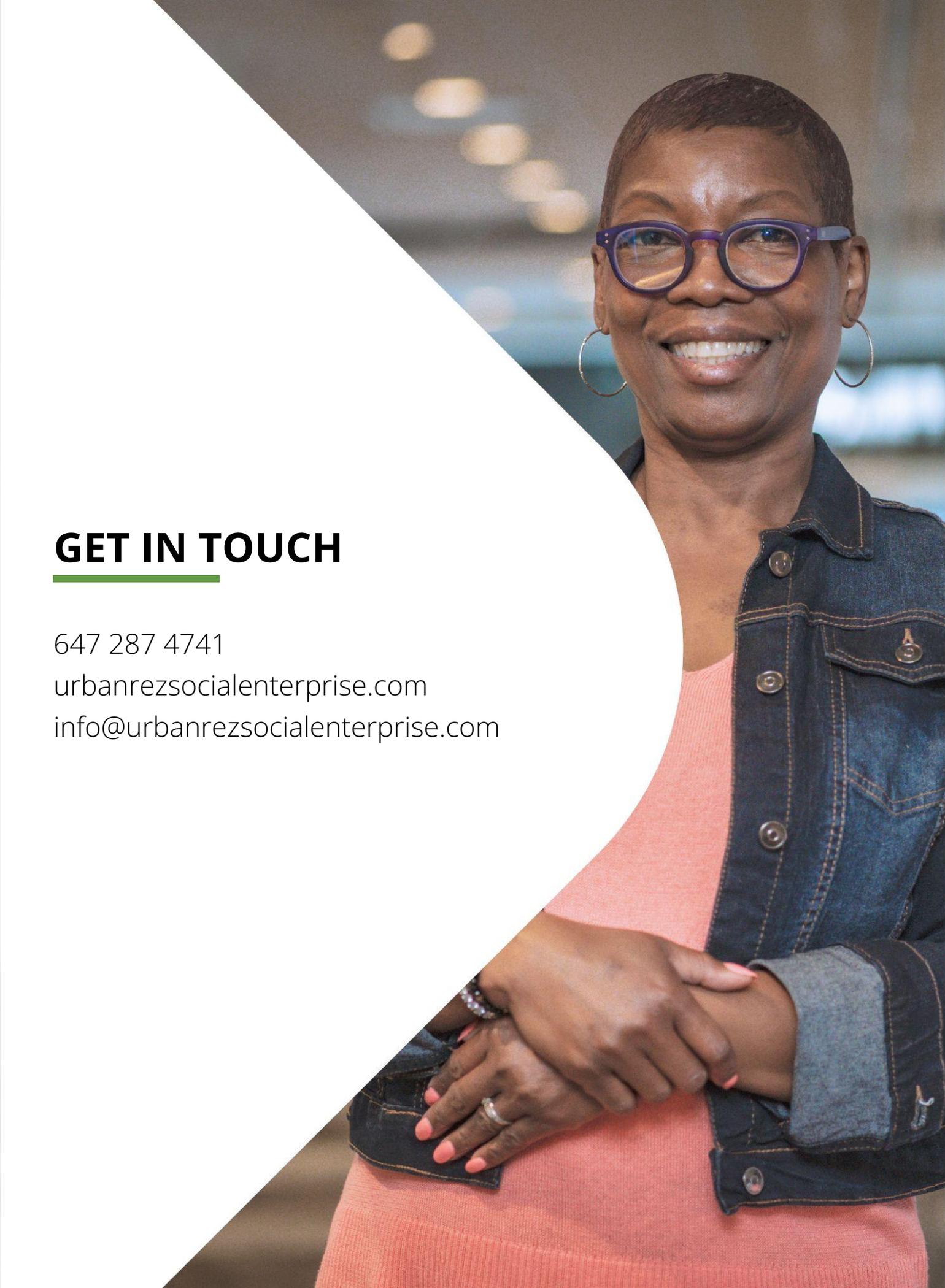
Financial Statement

Urban Rez Solutions Social Enterprise Inc.
Financial Statements
December 31, 2022

Statement of Operations and Net Assets

For the year ended December 31, 2022

	2022	2021
	\$	\$
INCOME		
Government grant	672,795	536,965
Other	275,303	315,591
	948,098	852,556
EXPENSES		
Advertising and promotion	24,127	3,586
Consultants	41,955	47,909
Insurance	2,825	1,195
Office and general	49,730	61,616
Program	700,813	558,789
Travel, meals, and accommodation	2,559	25,124
	822,009	698,219
Surplus of revenue over expenses	126,089	154,337
Net Assets - Beginning of year	293,195	138,858
Net Assets - End of year	419,284	293,195



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