



Driving Change for
a Resilient Future

Annual Report 2024

Table of Contents

President’s Message	3
Co-Executive Directors	4
Through Our Programs	5
Financial Overview	9
Future Plans and Strategic Initiatives	10
Our Board of Directors	11
Key Accomplishments.....	12
Acknowledgments and Thanks	19
Partners	20

President's Message



Dear Members and Supporters,

As we reflect on another impactful year at Urban Rez Solutions Social Enterprise, we are reminded once again of the strength and resilience that define our community. 2024 has been a year of renewal, growth, and deeper collaboration, and we are incredibly proud of the work we've accomplished together.

As a board, our commitment to equity, advocacy, and empowerment has not only continued—it has flourished. Building on the strong foundation laid in previous years, we've expanded our programs, deepened the reach of our organization, and introduced new initiatives aimed at addressing mental health, housing stability, and systemic barriers facing marginalized communities.

This progress would not be possible without the tireless efforts of our staff, the steadfast guidance of our board, and the active engagement of our community partners. Every success is a shared one, rooted in a collective belief that sustainable change happens when communities lead, voices are amplified, and support systems are strengthened.

Looking ahead, we remain focused on scaling our impact, amplifying underrepresented voices, and nurturing spaces where healing, growth, and opportunity can thrive. The path forward is bright, and we are more committed than ever to driving systemic change with courage, compassion, and collaboration.

To all of you, our donors, partners, volunteers, and supporters, thank you for your continued trust and belief in our mission. Your support fuels our work, and together, we are creating a more just and inclusive future.

With gratitude and hope,

Chris Alexander,

President, Urban Rez Solutions Social Enterprise

Co-Executive Directors

As Co-Executive Directors of Urban Rez Solutions, we are proud to reflect on another impactful year of service, growth, and unwavering commitment to the communities we serve. Through our diverse, culturally responsive programs, we continue to address systemic barriers and empower individuals affected by poverty, racial injustice, violence, and involvement with the criminal justice system.

In 2024, we expanded our reach and deepened our impact through initiatives like Street Entrepreneurs, Urban Rez Medica, the Community Mobile Unit, and our ongoing partnership with SafeTO. Each of these programs reflects our shared vision of equity, dignity, and opportunity for all. From youth mentorship and entrepreneurship training to trauma-informed care and mobile outreach, we remain dedicated to meeting people where they are—and walking with them toward where they want to be.

We launched our newly redesigned website to enhance accessibility, highlight our ongoing initiatives, and strengthen connections to the services and resources our community relies on. The updated platform reflects our evolving identity and provides a more seamless way to engage with our work, understand our impact, and get involved.

Additionally, we were pleased to hold a successful Board retreat in September 2024. The retreat provided a valuable opportunity for reflection, strategic planning, and renewed alignment on our mission and vision. The insights and direction gained from this retreat continue to shape our path forward.

This work is made possible through the strength of our team, the support of our partners, and the resilience of the communities we serve. We thank you for your continued trust and collaboration, and we look forward to building an even stronger, more inclusive future together.

With gratitude and solidarity,

Roderick Brereton & Farley Nwaibo



Roderick Brereton
Co-Executive Director



Farley Nwaibo
CO- Executive Director

Through our Programs

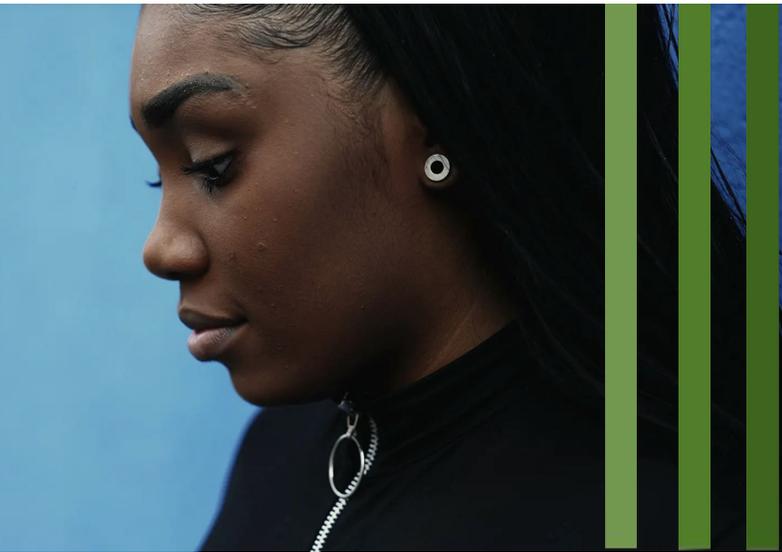
OUT

INSIDE

We continue to deliver the **Inside-Out** Program as a dynamic and evolving initiative designed to support individuals through every stage of their reintegration journey. Our pre-release support equips those in custody with essential life skills, including emotional intelligence, critical thinking, employability, and a strong sense of cultural identity. As participants transition back into the community, our Urban Rez Life Stabilization Team provides ongoing, wraparound support tailored to the needs of Black, racialized, and underserved adults. This includes assistance with housing, healthcare, food security, income support, and more. Our Workforce Development team furthers this impact by offering job training, employment placement, and entrepreneurship opportunities for individuals navigating barriers related to the justice system. Through continuous engagement and culturally responsive services, we remain committed to empowering returning citizens and reducing recidivism.

The **Ounce of Prevention** program, delivered by Urban Rez Solutions, empowers individuals affected by poverty, systemic racism, violence, and the criminal justice system to break harmful cycles and build positive futures. Through culturally sensitive services, the program fosters self-worth, pro-social behaviour, and skills in education, entrepreneurship, and community engagement. Delivered in schools, open custody facilities, and communities, the program includes group sessions, mentorship, systems navigation, violence interruption, project-based learning, and support in court and family matters, all aimed at promoting sustainable, life-enriching change.





Urban Rez is proud to provide culturally relevant restorative programming through our partnership with the **Youth Justice Centre** in Toronto. This program supports youth aged 12–17 who are charged under the Youth Justice Act by offering wraparound services that directly address the root causes of their involvement in the justice system. By moving justice out of traditional courtrooms and into community-based settings, we integrate justice, health, and social services to reduce reoffending and promote long-term well-being. Our approach focuses on restorative practices that empower youth, build accountability, and contribute to safer, healthier communities.

R.E.A.L. School is an ongoing, project-based learning and personal development program designed to support Black, Indigenous, and racialized youth in discovering and pursuing career and entrepreneurial paths aligned with their interests, personality traits, and skill sets (IPS). By using popular culture as an accessible and engaging entry point, the program helps youth explore meaningful opportunities and expand their awareness of what's possible. REAL School fosters prosocial behavior, enhances social functioning, and builds a strong foundation for career readiness. Through continuous participation, youth develop realistic goals, entrepreneurial mindsets, and transferable skills for success in today's job market and broader society.





The **Community Mobile Unit** is an ongoing initiative led by Urban Rez Social Enterprise in collaboration with community partners such as the Carpenters' Union, IBEW, and local practitioners. This 33.5-foot retrofitted RV serves as a mobile hub delivering vital services across the Greater Toronto and Hamilton Area (GTHA). It offers community outreach, meeting and program space, and distributes

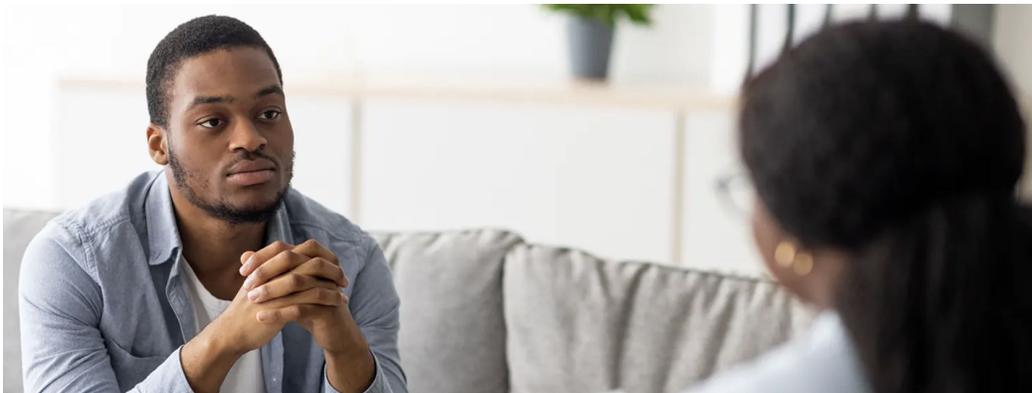
essentials through toy, clothing, and food drives. The unit provides personalized mental health counseling, educational tutoring for children and adults, and hands-on audio/video production workshops. It also houses a Small Business Incubator, which has already supported the launch of 35 local businesses and created over 120 jobs, contributing to community revitalization and economic empowerment.

SAFE6ix. As a continuing partner in SafeTO, Toronto's city-wide Violence Prevention initiative, Urban Rez delivers ongoing, trauma-informed and culturally responsive services directly to communities disproportionately affected by violence. Operating through our Community Mobile Unit, we provide

consistent outreach, engagement, referrals, arts-based programming, counseling, tutoring, and creative education aimed at empowering individuals and supporting sustainable community development. Central to the program's success is our collaboration with trusted local organizations, who welcome Urban Rez into their neighborhoods and help strengthen our collective impact.



Street Entrepreneurs is a 44-session program designed to help participants turn their entrepreneurial aspirations into viable, registered businesses. Delivered through a culturally responsive lens, the program focuses on life and employment readiness while covering core business fundamentals such as planning, communication, emotional intelligence, negotiation, financial literacy, marketing, and public speaking. Guided by industry experts with lived experience, sessions offer practical insights and tools to navigate structural barriers. As part of our 2024 programming, Street Entrepreneurs continued to empower individuals with the skills and confidence needed to launch and sustain their own small businesses, contributing to economic self-sufficiency and community development.



Urban Rez Medica is an ongoing national medical concierge program that provides culturally responsive healthcare support for marginalized, racialized, and justice-impacted individuals. Recognizing the importance of trust and inclusivity in healthcare, the program bridges systemic gaps by offering personalized, patient-centered services that address physical, psychological, and emotional needs. Urban Rez Medica facilitates timely access to care—including expedited appointment scheduling—while ensuring alignment with provincial healthcare standards. As a continuous initiative, it plays a vital role in eliminating barriers to care and promoting equitable, compassionate healthcare access across communities.



Financial Overview

Urban Rez Solutions Social Enterprise Inc.
Financial Statements
December 31, 2024

Statement of Operations and Net Assets
For the year ended December 31, 2024

	2024	Restated 2023
	\$	\$
INCOME		
Government grant	1,693,518	1,646,100
Other	8,657	
	1,702,175	1,646,100
EXPENSES		
Advertising and promotion	63,626	75,502
Consultants	312,640	192,710
Insurance	12,111	2,802
Office and general	232,245	200,742
Program	1,312,714	918,392
Travel, meals, and accommodation	10,621	20,020
	1,943,957	1,410,168
Surplus of revenue over expenses	(241,782)	235,932
Net Assets - Beginning of year	583,915	347,983
Net Assets - End of year	342,133	583,915

Future Plans and Strategic Initiatives

1. Navigating the Current Political Environment

Stay agile and engaged as we respond to evolving — and sometimes challenging — policies around equity, social programs, and economic inclusion.

2. Core Funding Stability

Secure predictable, long-term funding to sustain operations, retain talent, and deliver lasting impact without relying on short-term grants.

3. Artificial Intelligence & the Black Community

Leverage AI responsibly to empower the Black community, close opportunity gaps, and ensure we remain competitive in the digital economy.

4. Using the PESTEL Lens

Apply a Political, Economic, Social, Technological, Environmental, and Legal (PESTEL) framework to anticipate risks, identify opportunities, and build resilient strategies.

5. Enhancing Community Mobile Unit Support

Expand the reach and impact of our Community Mobile Unit to better serve individuals and families on the front lines.

6. Strengthening Youth Justice Centres

Bolster our Youth Justice Centres to provide effective, culturally relevant support and opportunities for young people navigating the youth justice system

7. Transition Home for People Leaving Custody

Develop a holistic transition home to support individuals re-entering society after incarceration, fostering stability, accountability and reducing recidivism.



Our Board of Directors



CHRIS ALEXANDER
Treasurer



GLORIA SMALL
Secretary



ROBERT S. WRIGHT
Director



ANTON SKERITT
Director



ROCHELLE JEAN-BAPTISTE
Director



TAMMY GERO
Director



Key Accomplishments

The Black Employment Support Program (Inside-Out) greatly expanded its capacity in 2024, serving over 350 justice-impacted individuals in custody. To date, over 50 individuals have attained employment through the program.

We launched the Safe 6iX Mobile Unit—an on-the-ground initiative bringing entrepreneurship, mentorship, and healing resources directly to Toronto communities including Driftwood, Danzig, Grandravine, Orpington, and Orton Park. The Mobile Unit continues to deliver much-needed services to these neighbourhoods.



Key Accomplishments



February 27, 2024: The Inside-Out Job and Resource Fair, held at the Black Business and Professional Association in Toronto, brought together individuals impacted by the criminal justice system for a day of workshops, presentations, and networking aimed at supporting their reintegration through employment, life stabilization, and community resources.



Key Accomplishments

March 27, 2024: The Ounce of Prevention; Youth Justice Symposium was presented in collaboration with our partners, Delta Family Resource Centre, For Youth Initiative, the Somali Women and Children's Support Network, Think2wice, and YouthREX. The event celebrated the success of the OZ project, highlighting its Black-focused, community-driven approach to transforming the youth justice system through partner success stories, counseling insights, and practical tools for system navigation, alongside performances, food, and interactive sessions.



Key Accomplishments

April 13, 2024: We hosted “Supporting Parents & Caregivers of Youth Impacted by the Justice System”, a free and interactive workshop designed to equip and support guardians with the knowledge, tools, and community connections needed to better advocate for and navigate the justice system on behalf of their youth.



Key Accomplishments

April 16-19, 2024: Co-Executive Directors Roderick Brereton and Farley Flex Nwaigbo presented a deputation at the United Nations Permanent Forum for People of African Descent in Geneva, Switzerland, advocating for the needs of marginalized Black communities in Canada.



Key Accomplishments

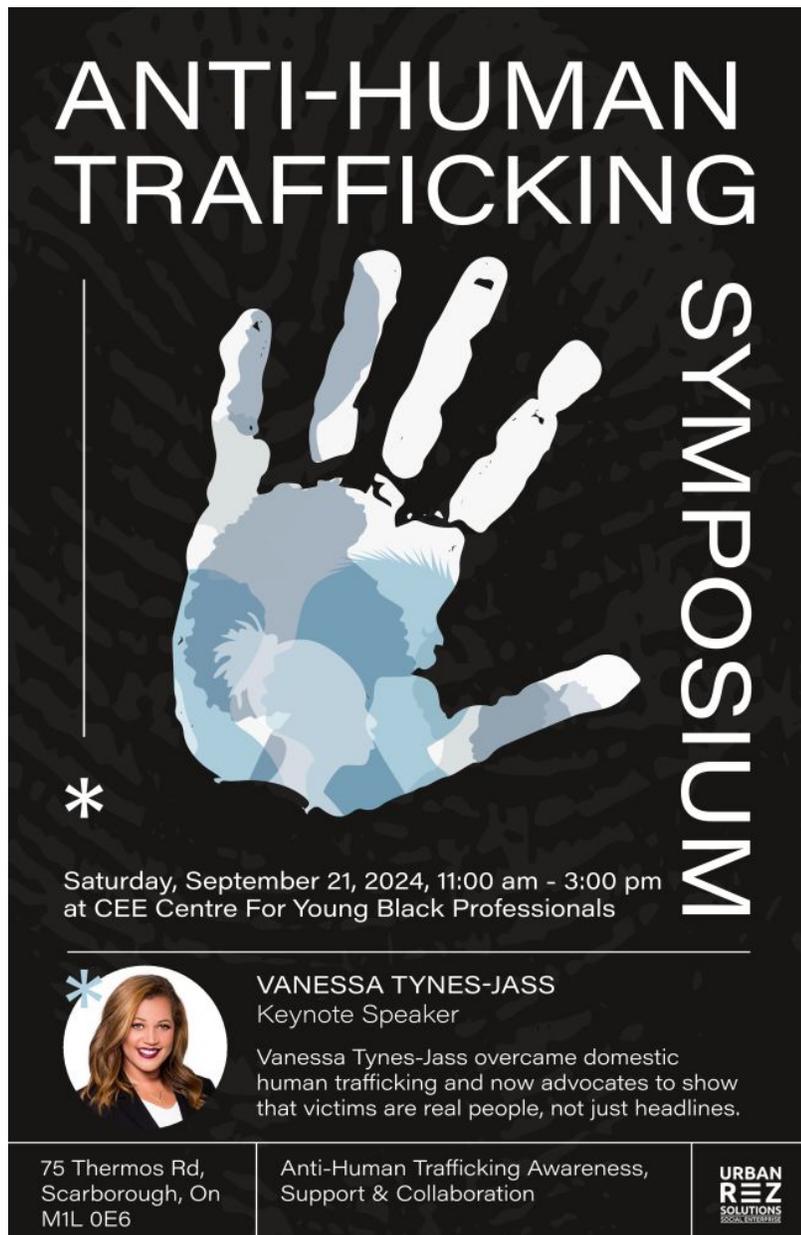


June 24, 2024: Urban Rez hosted the Breaking Bread retreat at Rocklands Market in Berkeley, Ontario. The event brought together youth from across the Greater Toronto Area for a day of financial literacy and culinary workshops to explore budgeting, saving, credit-use, and sustaining wealth.



Key Accomplishments

September 21, 2024: We hosted an Anti-Human Trafficking Symposium, a free, full-day gathering uniting survivors, service providers, advocates, and community leaders to educate, strategize, and strengthen local responses to trafficking.



**ANTI-HUMAN
TRAFFICKING
SYMPOSIUM**

*
Saturday, September 21, 2024, 11:00 am - 3:00 pm
at CEE Centre For Young Black Professionals

*
 **VANESSA TYNES-JASS**
Keynote Speaker

Vanessa Tynes-Jass overcame domestic human trafficking and now advocates to show that victims are real people, not just headlines.

75 Thermos Rd,
Scarborough, On
M1L 0E6

Anti-Human Trafficking Awareness,
Support & Collaboration

**URBAN
REZ
SOLUTIONS**
SOCIAL ENTERPRISE

Acknowledgments and Thanks

As we reflect on the past year, we are filled with deep gratitude for the unwavering support and generosity that has sustained and inspired our mission. This year's achievements would not have been possible without the collective efforts of our dedicated donors, volunteers, partners, and community members.

To our donors; thank you for believing in our work and investing in meaningful change. Your contributions have fueled our programs, expanded our reach, and directly impacted the lives of those we serve.

To our volunteers; your time, energy, and commitment are the heartbeat of our organization. You embody the spirit of service, and we are continually inspired by your dedication.

To our partners and collaborators; thank you for standing beside us. Your expertise, guidance, and shared vision have helped us build stronger, more resilient communities.

And to every individual who supported us in ways big and small—your kindness and encouragement have carried us forward.

Together, we are making a difference.

Thank you for being part of our journey!

Partners

BrandEQ Agency

Board Pathway

City of Toronto

Ontario Ministry of Children, Community and Social Services

Ontario Ministry of the Solicitor General

Ontario Ministry of Citizenship and Multiculturalism

Ontario Trillium Foundation

Correctional Services Canada

Supporting Black Canadian Communities Initiative

WACADS Group Inc.

YAAACE - Youth Association for Academics, Athletics and

Character Education

Zhoosh Service Enterprise

Thank you!

For your continued
support

URBAN
REZ
SOLUTIONS
SOCIAL ENTERPRISE

urbanrezsocialenterprise.com

info@urbanrezsolutions.com
+1 (647) 708-7226