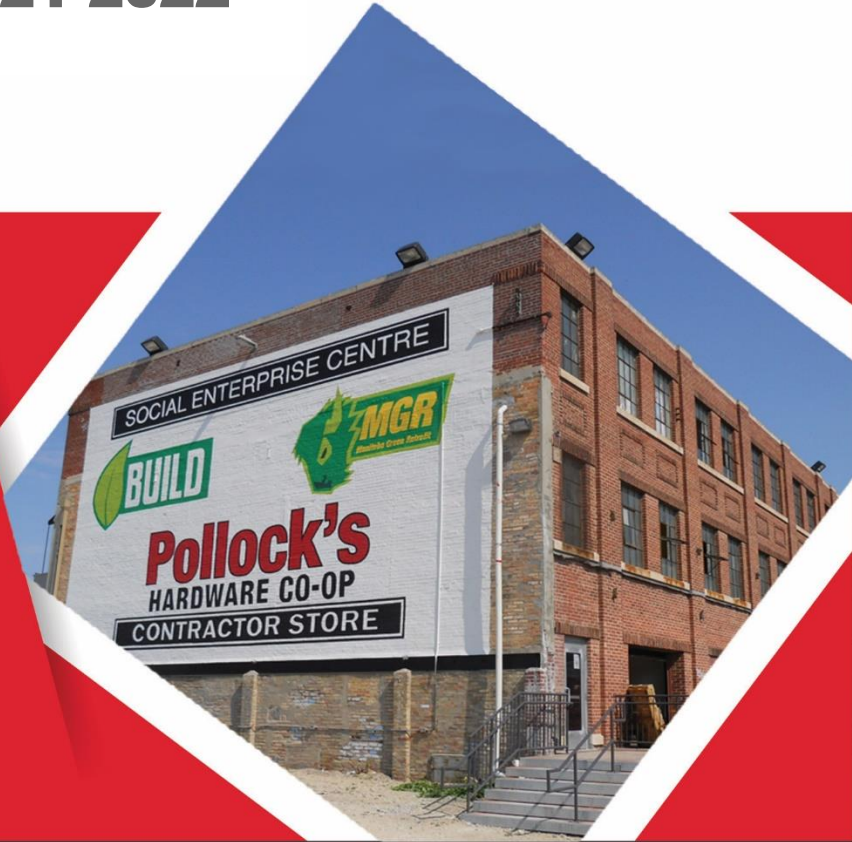
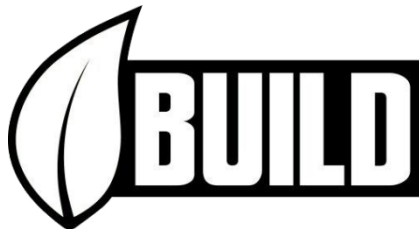


▶ **2021-2022**



ANNUAL REPORT

Building Urban Industries for Local Development Inc.



2022/23

Vision

A prosperous
community,
healthy families
and employed
individuals

Mission

Empowering
multi-barriered
people by
providing skills
training and
employment
opportunities

HIGHLIGHTS

2022-2023

- Over \$1,000,000 in wages to individuals facing barriers to employment
- 84% of revenue (over \$2.2 million) from Social Enterprise
- 3 children reunited with family out of CFS

BOARD CHAIR'S MESSAGE

Tansi! Boozhoo! Tanshi!


As we reflect on this past year's journey and the roles we all played in our collective efforts to realize our vision of “a prosperous community, healthy families and employed individuals” to life, I am reminded how our community is stronger, safer and healthier when we work together for the collective good.

Over the past few years, BUILD encountered funding challenges that tested our resolve. However, thanks to the combined efforts of our staff, board members, community, networks and partners who championed our cause, we emerged stronger than ever. The unwavering support and advocacy not only helped to get our funding renewed, but it also reaffirmed the importance of the work we do.

The dedicated staff are the heartbeat of our organization, ensuring BUILD continued to deliver our much-needed services. Their belief in our vision and the people we serve is evident in every project, program, and interaction. This collective wisdom and ceaseless effort have enabled the thriving of our social enterprise and training services, despite the challenges we faced.

My fellow volunteer board members dedication to BUILD's mission has been truly exceptional. Amidst the trials we met, the BUILD Board exhibited resilience, wisdom, and an unwavering conviction that our model works, and we will find a path to sustainability. Their contributions have firmly established BUILD's future, providing a sturdy foundation from which it will generate employment opportunities for years to come.

And the courageous trainees who have walked through our doors, their spirit and hard work stand as a testament to what people can achieve when they persist and are supported, resourced, and accepted in community. Their journey with us has not only transformed their lives, but it has also



enriched our organization in ways that words cannot fully capture. We are proud of each and every one of them.

After seven remarkable years It is with mixed emotions that I announce my departure from the BUILD Board. It's been a privilege to work alongside the incredible individuals who I have come to know during my tenure. It has been an honour to serve, and the memories and lessons will forever hold a special place in my heart.

As I pass the torch to my successor, I do so with confidence in the continued success and growth of BUILD. The foundation we have collectively laid will serve as a solid platform for even greater achievements in the years to come.

Together, we have and will continue to make a profound and lasting difference in the lives of those we serve.

Warmest regards,

Dawn Sands
Chair, BUILD Board of Directors

EXECUTIVE DIRECTOR'S MESSAGE


Tansi! Boozhoo! Tanshi!

At the end of every year at BUILD, we pause and reflect on the changes that we made, the struggles that we faced, and the progress that we enjoyed. The 2022-2023 year was no different. With the worst of the pandemic behind us, our teams refocused on returning to our core model of training and employing individuals facing barriers to employment and preparing them for long-term, meaningful careers in the trades, which meant finding long-term, sustainable funding for our training department, as well as growing the social enterprise to a sustainable size. With the wisdom of our Board of Directors, and the support of our incredible community partners, BUILD finished the year with the promise of a renewed momentum that will carry us forward in the years to come.

To keep an organization like BUILD thriving, it takes a strong team, and BUILD's is without parallel. Vicky Tayfour, our Training and Support Manager, has navigated the icy waters of this year's funding hodgepodge, maximizing on the effectiveness of every dollar, creating opportunity, and shoring up the support for every trainee and staff member.

On our Social Enterprise Team, Ariel Polvorosa and Lonn Overton, our two Social Enterprise Division Leads, have not only grown the Social Enterprise team, but they have also increased efficiency dramatically. BUILD made a massive impact addressing the affordable housing crisis in Winnipeg, and through their efforts increased the amount of affordable housing renovations done by our team from 190 in 2021-2022 to 333 in 2022-2023. Their efforts have not gone unnoticed, as the Province of Manitoba's Department of Families, the department that manages Manitoba Housing, BUILD's largest client, has now indicated that they will be stepping up to fund BUILD's training program in the 2023-2024 year.

Kyle Gilbert, BUILD's long-term CFO, celebrated his tenth year with the organization this year. His ability to understand the broader fiscal health of BUILD has been invaluable in navigating the past few financially uncertain years.



In fact, all the staff at BUILD, the Social Enterprise teams, the admin team, and the support team, have been exemplary. Coming through the dual storms of a global pandemic and the withdrawal of government funding is not small feat. It shows the character and commitment of BUILD's team that we were able to weather the troubles and come out with a renewed vision.

An acknowledgement must also be said of BUILD's incredible community partners. The Centre for Aboriginal Human Resources Development, The Winnipeg Indigenous Executive Circle, We Want to Work, The Centre for Community Economic Development Network, and Corrections Services Canada's CORCAN program, in particular, all deserve a huge thank-you for showing courage in believing with BUILD that our community can be healthier, stronger, and more prosperous.

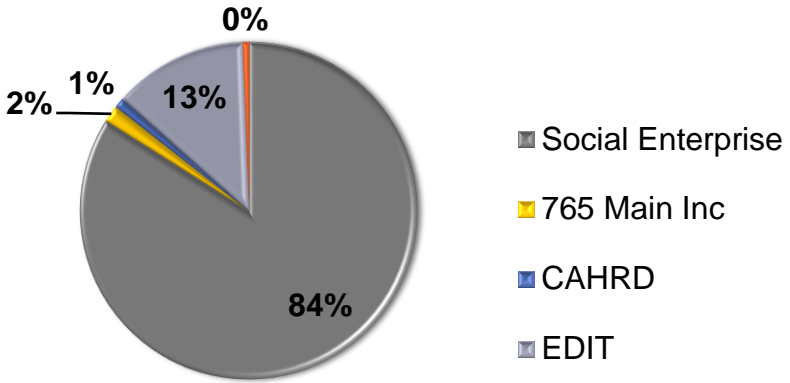
A word must be said about our Board of Directors. Throughout the challenging times of the last few years, BUILD's Board has shown strength of character, wisdom, and a dogged belief that better times were coming. Thanks to them, BUILD's future is solidly on a firm foundation, and will be creating employment opportunities for years to come.

One last note: For seven years, BUILD's Board of Directors has been led by Dawn Sands, a chairperson that has brought experience, bravery, and honour to our organization. She is a leader, a role model, a community member, and someone who has always held her beliefs and integrity as guiding principles. This year she made the announcement that she would be stepping away from BUILD's Board of Directors. While we wish her well in her future endeavors, the loss of her guidance will be felt at BUILD. She has left us stronger than she found us and helped us remember what we have been fighting for.

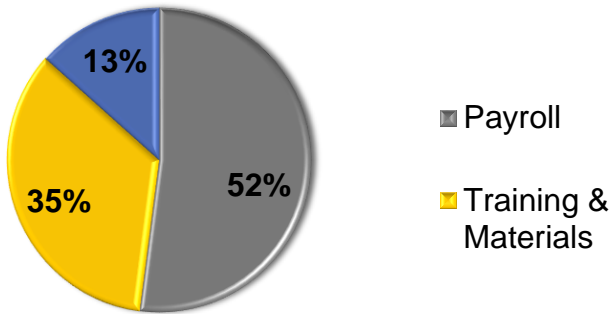
Thank-you, Dawn.

Sean Hogan
Executive Director
BUILD inc

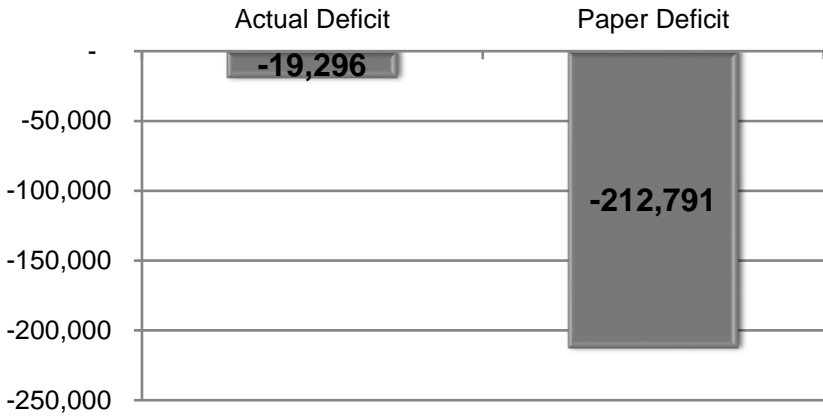
Revenue - \$2,717,766



Expenses - \$2,930,557



Revenue - Actual vs Paper



A paper deficit is created solely for Year End reporting purposes through mandatory journal entries. No actual money or tangible transactions occurred, leading to an artificial impact on the Net Outcome in the financial statements.

Strategic Plan Implementation

BUILD's Ten-Year Strategic Plan was developed and implemented in 2018. It involved four pillars: **Ensuring Sustainability and Self-Sufficiency, Housing, Increasing Social Supports, and Expanding Social Enterprise**. The following is a summary of the progress that was made on these pillars in the 2022-2023 year.

ENSURING SUSTAINABILITY AND SELF-SUFFICIENCY

BUILD's leadership team recognized that to sustain the organization, two distinct revenue streams must be secured: A profitable Social Enterprise revenue stream, as well as a stream of financial support for training services. This year was the year to ensure that both of those were found.

The Social Enterprise team worked tirelessly to analyze our costbooks, individual performances, and timeline expectations. This work increased our productivity significantly, and while our year did not end in a surplus, the financial trajectory of the organization from this mid-stream correction aims to put BUILD on solid financial footing moving forward.

BUILD's team secured a bridge fund from the Province of Manitoba to keep our training department employed, but also conducted final negotiations on a longer-term funding contract. With papers signed, BUILD will begin training again in September 2023!

HOUSING

BUILD's team continues to enjoy a strong partnership with housing providers, occasionally being able to secure housing for staff and participants.

As well, BUILD's team has begun working with a number of potential transitional housing providers, exploring how we can participate in the development of new projects.

INCREASING SOCIAL SUPPORTS

This year brought a new chapter for BUILD with a partnership with the Centre for Aboriginal Human Resources Development (CAHRD), which has stepped forward to provide financial support for two key support staff, our Training and Support Manager, as well as our Care Planner/Knowledge Keeper. They also have shown incredible generosity by attending all BUILD's information sessions, registering every Indigenous applicant with CAHRD's employment services, broadening the impact that BUILD can have incredibly. We can't say 'miigwech' enough for their contribution.

EXPANDING SOCIAL ENTERPRISE

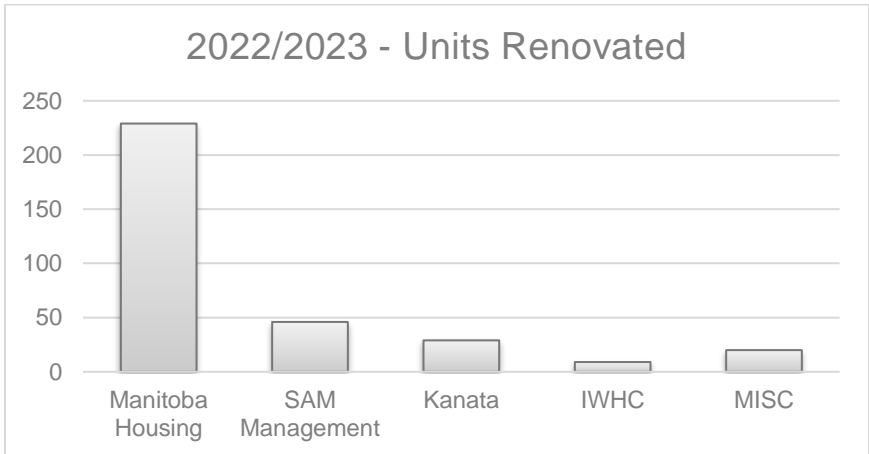
BUILD's Social Enterprise had a 75% increase in the amount of affordable housing renovations in 2022-2023 from the previous year, representing a 52% increase in revenue. The implementation of new formalized completion schedules, reorganizing how crews are managed. As of right now, BUILD is the primary contractor of Manitoba Housing, handing the lion's share of all apartment turn-overs in Winnipeg.

In 2022-2023, BUILD also began acquiring work in surround communities where we had not worked before. It was not uncommon

to find a BUILD crew working in Grand Marais, Grand Falls, Selkirk, or Powerview.

The growth in BUILD's team, peaking out at 18 crews during the busiest part of the year, was built almost entirely of former trainees, trained up by BUILD's crews, and now being able to earn a living passing on what they had learned through our program.

Social Enterprise



BUILD experienced a 52% increase in revenue in 2022-2023, with Manitoba Housing still acting as anchor client, while we experienced a 179% increase at Kanata Housing and a 162% increase at SAM Management. The breadth of services provided to our clients increased as well, from full-renovation services to small fix-it jobs.

A total of 333 renovations were conducted, an increase of 75% total renovations from the previous year, with a dramatic increase of productivity mid-way through the year. The Social Enterprise team performed exemplary and should be commended.

Outcomes

It was a big year for fulfilling long-term goals at BUILD. After eight years of BUILD's leadership team working with the City of Winnipeg's procurement team, industry associations, and the We Want to Work coalition (a collective of social enterprises that BUILD helped found), City Council adopted a **comprehensive Sustainable Procurement** Policy, which includes a substantial **Social Procurement** component. BUILD has also been invited to be on the steering committee for the implementation of the plan, ensuring that the voice of community is heard in City Hall. This massive win for the Social Enterprise sector will allow a new a powerful entry-point into careers for individuals that had previously been excluded from the labour-market.

BUILD's Training and Support team continued to provide support for staff during the year, **integrating twelve individuals out of the criminal justice system**, helped **fourteen people leave EIA**, and conducted cultural teachings, sweat lodges, and connected staff to elder supports.

With more than **70% of total staff positions filled with former trainees** of BUILD's or partner training programs in 2022/2023, BUILD's leadership and support teams worked tirelessly to address and navigate through housing instability, addictions, and mental health crises.

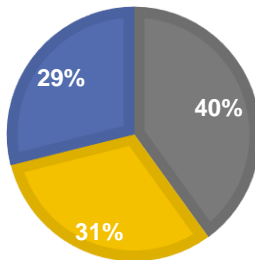
The biggest news for the BUILD team came from the Department of Families at the Province of Manitoba, who, at the 11th hour, indicated to us that they would be **funding our training program in the 2023/2024** year. With the storm behind us, we are looking forward to a bright future that we can share with the individuals who reach out to us every day.

Demographics

The story of BUILD has always been the story of our team. They bring courage and conviction to their workday, sharing their experiences and wisdom, passing them on to the next generation following behind them. While these charts don't tell their stories, it gives a glimpse into our team, who we are, and what we value.

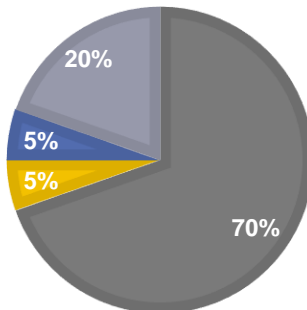
STAFF MAKE-UP

■ BUILD Graduate ■ Program Referral ■ Other



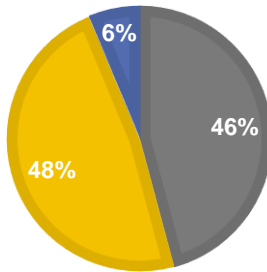
INDIGENEITY

■ Status First Nation ■ Metis ■ Non-Status ■ Non-Indigenous



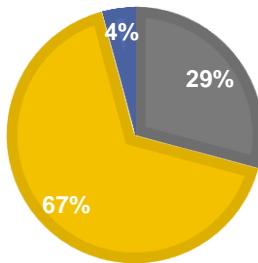
JUSTICE INVOLVEMENT

■ Criminal Record ■ None ■ Not Disclosed

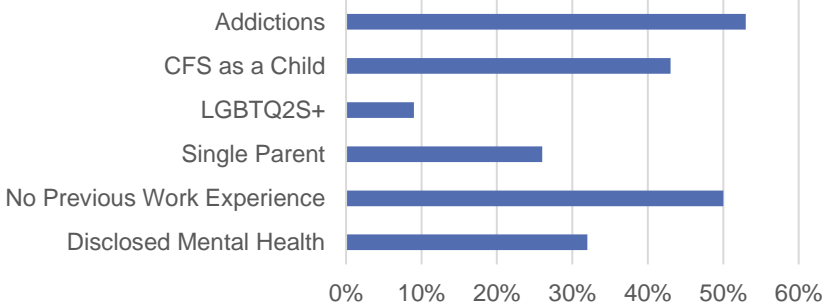


GENDER IDENTITY

■ Female ■ Male ■ Other



Misc Info



Funders, Clients, and Supporting Partners

BUILD has received generous funding support from:

- Manitoba Economic Development, Investment, and Trade
- Manitoba Department of Families
- Manitoba Municipal Relations
- Assiniboine Credit Union
- Centre for Aboriginal Human Resources Development
- Corrections Services Canada National Infrastructure Contribution Program
- PrairiesCan
- Government of Canada Investment Readiness Program

Social Impacts are created by these customers purchasing our services:

- Manitoba Housing
- Kanata Housing
- SAM Management
- Indigenous Women's Healing Centre
- Ka Ni Kanichihk
- The Link
- Various businesses and homeowners around Winnipeg

Partners providing skills, social and cultural support:

- Addictions Foundation Manitoba
- Bruce Oake Recovery Centre
- Centre for Aboriginal Human Resources Development (CAHRD)
- Encompass Co-op
- Ka Ni Kanichihk
- North End Community Renewal Corporation programs:
 - Citizen's Bridge
 - North End Food Security Network
 - PATH Employability Centre
 - Winnipeg Rental Network
- Mount Carmel Clinic
- Manitoba Building Trades
- Nine Circles Community Health Centre
- Pat Adams, B.H Ec., Cert. Education
- Residential Tenancies Branch
- SEED Winnipeg
- Vern Dano, Indigenous Therapeutic Services
- We Want to Work
- Winnipeg Indigenous Executive Circle

BUILD graduates are employed by:

- Above All Insulation
- Above All Roofing
- Bird Construction
- Buhle Painting
- Colour Scheme
- Covert Logistics
- Esso
- Genesis Construction
- GFX Exteriors
- The Home Depot
- Mine 2 Metal
- NECRC's Building Construction Mentorship Program
- Pristine Roofing
- Purpose Construction
- Purpose Homes
- SA Energy
- Samson Industrial
- Transcona Roofing
- Walmart

BUILD's success would not be possible without these additional partnerships:

- Aki Energy
- Aki Foods
- Boom Done Next
- Brandon Energy Efficiency Program
- Buy Social Canada
- Canadian Community Economic Development Network (CCEDNET)
- City of Winnipeg, Indigenous Relations Division
- Creating Value
- Diversity Food Services
- Don's Auto Repairs
- Dulux Paint
- Duxton Windows
- Headingly Correctional Institution
- Home Depot
- Intercity Autobody
- John Howard Society of Manitoba
- Local Investment Toward Employment (LITE)
- Loewen Windows
- Manitoba Institute of Trades and Technology
- Manitoba Liquor and Lotteries
- Manitoba Research Alliance
- Manitoba Youth Centre
- Minute Muffler
- New Directions
- Mother Earth Recycling
- Poulin's Exterminators
- Purpose Construction
- Rossbrook House
- Sherwin Williams Paint
- Siloam Mission
- Social Innovation Canada
- Stoney Mountain Institution
- United Way of Winnipeg
- Winnipeg Poverty Reduction Council
- Women's Correctional Centre
- Zeid's Food Fare

2022-2023 Board of Directors

Dawn Sands, Chair

Terry Brown, Secretary

Dan Richard, Treasurer

Michael Robertson

Shaun Vincent

Jessie Leigh

LOOKING FORWARD

Sometimes, you sow the seeds, and sometimes, you reap the harvest. This past year marked the culmination of an extended period of sowing seeds, where we diligently nurtured relationships with our supporters, expanded our market presence, and kept the flames of our vision burning brightly; the vision of a thriving community with healthy families, all viewed through the prism of meaningful employment.

The year ahead promises to be the long-awaited harvest season. Training initiatives, which are the heart and soul of our organization, will be making a substantial return. The timing couldn't be more opportune, given that the City of Winnipeg clamours with urgent need. In a recent job posting for nine positions, BUILD received an overwhelming response, with close to seven hundred individuals desperately seeking an opportunity.

Certainly, there are myriad reasons behind the community's desperation, and we acknowledge that many solutions must converge to bring about meaningful change. BUILD feels honoured to be part of the solution.

Now, it's time to roll up our sleeves, get to work, and change the world.