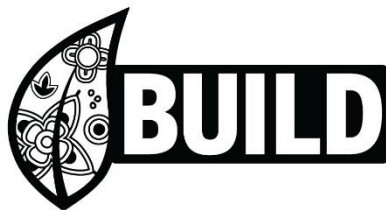


▶ **2023-2024**



# **ANNUAL REPORT**

Building Urban Industries for Local Development Inc.



## Vision

A prosperous  
community,  
healthy families  
and employed  
individuals

## Mission

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

# HIGHLIGHTS

## 2023-2024

- Over \$1,400,000 in wages to individuals facing barriers to employment
- 61% of revenue (over \$2.1 million) from Social Enterprise
- 9 children reunited with family out of CFS
- 67% of trainees found employment
- 9% of trainees pursued further education



## EXECUTIVE DIRECTOR'S MESSAGE

Tansi! Boozhoo! Tanshi!

In my ten years of working with BUILD's team, I've never stopped being amazed at their ability to grow, to teach, and to lead. As Manitoba's keystone trades-based workplace integration social enterprise, many upcoming social entrepreneurs have come to us for advice on how to do the good work, and BUILD's team has consistently and generously shared their experiences.

The breadth of this impact became evident when, in February of this year, a number of workplace integration social enterprises arrived at the Social Enterprise Centre for a week-long retreat to compare best practices, share information, and coach each other on how to better serve our communities. Looking across the board room and seeing so many organizations built on BUILD's model from Alberta to Newfoundland was one of the most inspiring and exciting weeks of the year.

But what is it about BUILD's particular flavour of social enterprise that makes it so appealing across the country? Impact. BUILD's combined model of culture, training, support, and mentorship, all while financially incentivizing a change of behaviour, has proven to be successful time and time again. This year, 67% of trainees were able to find employment and launch their careers post-BUILD, while another 9% were inspired to pursue further education. Not only are those record-breaking results for BUILD's team, but that's also a lot of families whose lives have been changed, taking advantage of something many of us take for granted: a regular paycheque.

Results like these don't happen without a whole heck-of-a-lot of effort. The Social Enterprise Team, whose efforts were able to bring 391 affordable housing units back online this year, have proven that you can make room for everyone in the workforce. The Training and Support team have created space for people to heal and learn to believe in themselves. The Justice Team has made incredible inroads into Stony Mountain Institute, allowing us to begin recruitment and reintegration for at least a year before someone is

released from prison. And our Finance Team, as always, makes sure that our heads stay above water.

Last, but not least, the BUILD Board of Directors, who have, year after year, stood up and counted themselves as believers in a better economy, one where we live out one of the most important things that we learned in Kindergarten: Everyone gets to play.

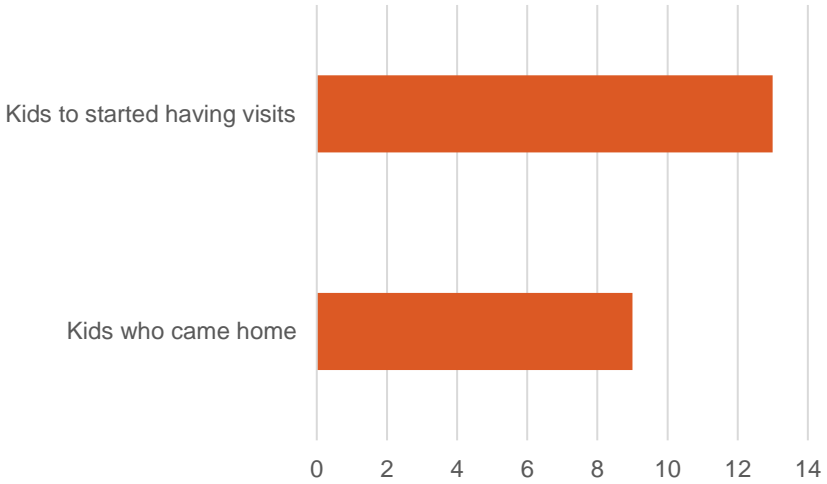
Thank-you to everyone for another great year.

Sean Hogan  
Executive Director  
BUILD inc

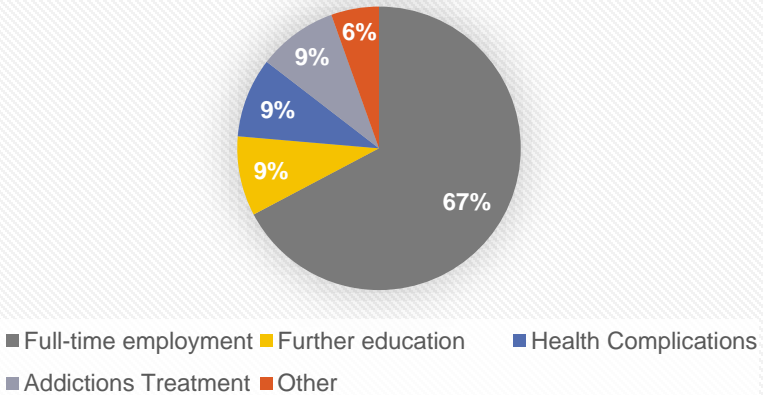


## Impacts

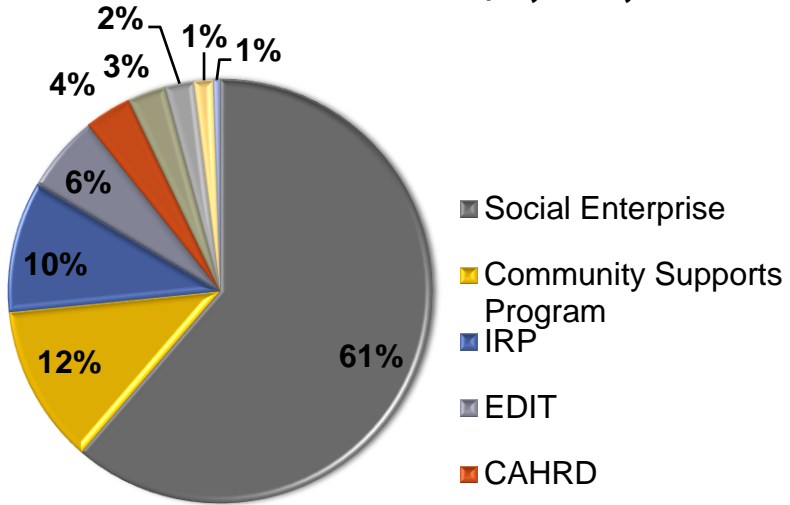
### Child and Family Services



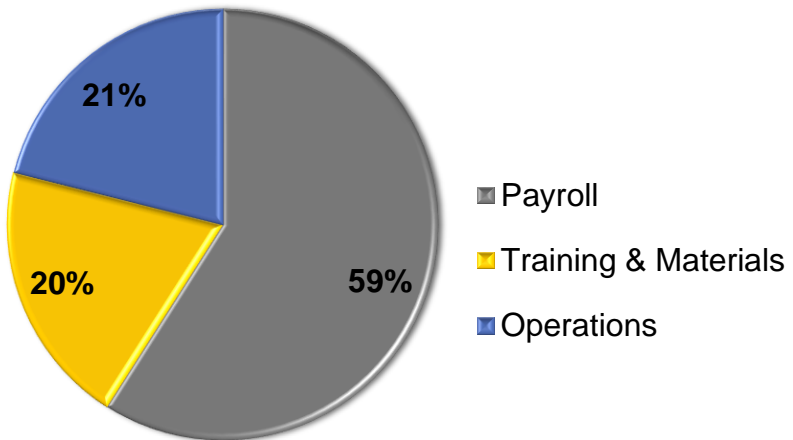
### Career Development



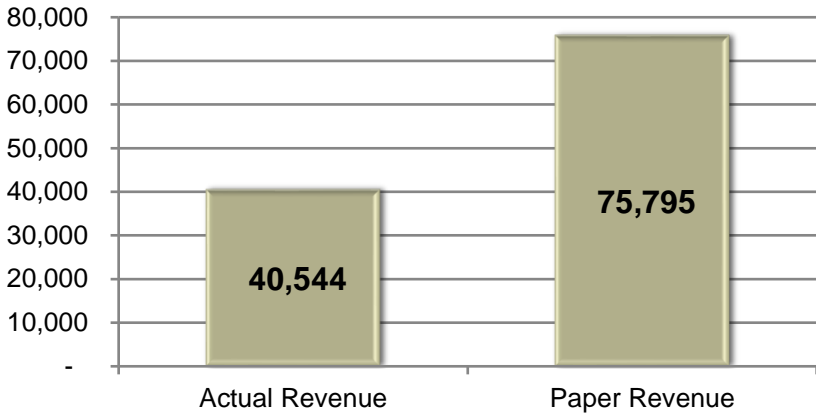
### Revenue - \$3,546,522



### Expenses - \$3,470,727



## Revenue - Actual vs Paper



A paper revenue 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.



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## *Strategic Plan Implementation*

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**The 2023-2024 year marked the end of BUILD's 2018 Strategic Plan.** 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 2023-2024 year.

### **ENSURING SUSTAINABILITY AND SELF-SUFFICIENCY**

After a few years of bridge funding and privately funded training contracts, BUILD transitioned back into long-term training funding in 2023-2024 thanks to a renewed relationship with the Province of Manitoba. This gear shift was instrumental in providing opportunities to so many individuals looking to create a better future for their families, as well as ensuring the long-term financial stability of BUILD's training program.

For the Social Enterprise Team, while the year started off with soft revenue, the team was able to overcome a significant financial shortfall and finish the year with a surplus, which was reinvested into the mission of the organization.

As to long-term positioning of BUILD, as well as the social enterprise sector, BUILD has secured a grant through ESDC to work with a research team on a four-year study on the impacts of workplace integration social enterprises that studies BUILD's work, as well other organizations like Purpose Construction, Building Up, and Build Up. This research should change the conversation with funders on social enterprise to indicate the impacts that are seen, but also the money that is saved by governments by engaging with the sector.

## **HOUSING**

Thanks to a generous grant from the Federal Government's Investment Readiness Program, BUILD was able to work with a researcher to identify issues associated with housing stability in our trainees, as lack of long-term housing has often been cited as a source of program failure. The research has shown interesting results, showing that therapy services to address behavioural issues that lead to eviction, as well as the development of a training program to give people the tools as to how to be a good roommate would both be impactful and cost-effective methods to address the problem.

## **INCREASING SOCIAL SUPPORTS**

With the continued support of Centre for Aboriginal Human Resources Development (CAHRD) and the Province of Manitoba's Department of Families, BUILD has rebuilt our training program in a significant way. The new addition of an Exit Planner, a person whose job it is to work with industry partners to find soft-landing employment for each trainee, we have ensured that trainees are on their way into a solid career post-training.

A new partnership with Corrections Canada has also allowed us to expand our footprint into Stony Mountain Institution's medium and minimum-security facilities. This new access, and the two positions it has created on BUILD's support team, gives us the ability to perform reintegration and stabilization services, as well as provide cultural support, for inmates up to a year prior to release.

## EXPANDING SOCIAL ENTERPRISE

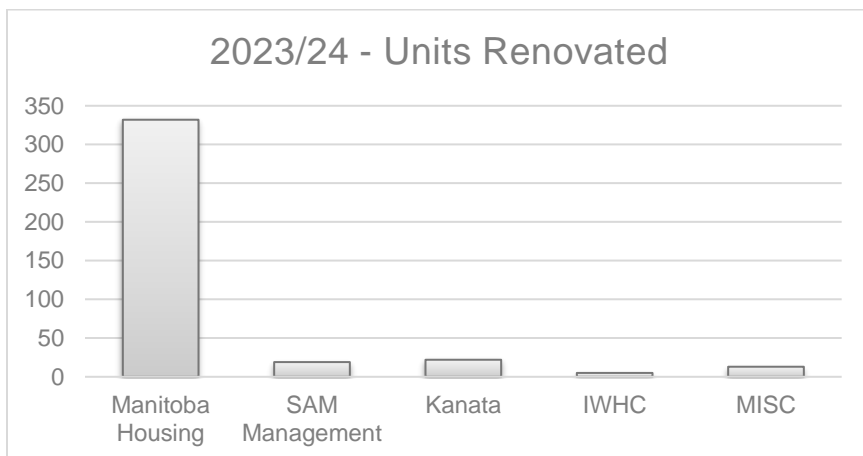
BUILD's Social Enterprise had a 17.5% increase in the amount of work orders completed and a 37.85% increase in revenue from the previous year, which translated into 391 affordable housing units back on the market, an increase of 87 units from our previous best. The majority of this work was down through Manitoba Housing, Kanata Housing, SAM Management, and Indigenous Women's Healing Centre.

Thanks to a new customer, BLDR, BUILD was able to begin work on Southern Chiefs Organization's Wehwehneh Bahgahkinahgoohn project, conducting minor demolition and decanting in the old downtown Bay building in preparation for the major demolition phase. This type of mobilization was new to BUILD, but the learning that came from the project has already been put to use in launching a number of other projects.

BUILD also, thanks to a contribution from PrairiesCan, installed over 100 high-efficiency, triple-pane windows in the Social Enterprise Centre. This work dramatically decreased our carbon footprint as an organization, decreased our utility bills, and taught us how to be window installers, a skill we will be putting to use in the 2024/2025 year.

The dedication of our customers has really shown through this past year as BUILD rebooted our training program. Not only has their work allowed us to provide much needed jobs to individuals looking to launch their careers, but their commitment has also inspired us to be the best service providers we can be, and thanks to the sustainable growth we experienced this past year, we will continue to perform for them for years to come.

## Social Enterprise

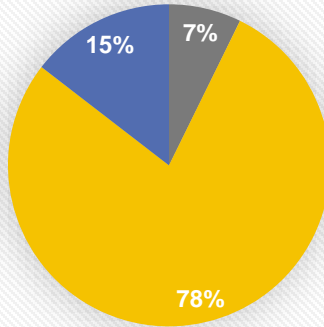


BUILD experienced a 37.85% increase in revenue in 2023-2024, with Manitoba Housing still acting as anchor client. SAM Management, Kanata Housing, and Indigenous Women's Healing Centre have all continued to be excellent customers as well. With the addition of window installations and commercial minor demolition to the toolbelt of skills that BUILD is now operating in, the future of our social enterprise is bright.

A total of 391 renovations were conducted, an increase of 17.5% total renovations from the previous year, a strong and sustainable growth, especially considering that the team was able to complete the year with a healthy surplus which was reinvested in the program. BUILD's Social Enterprise Team is second to none, and should be commended for all the hard work that they do to create a thriving, non-toxic work environment.

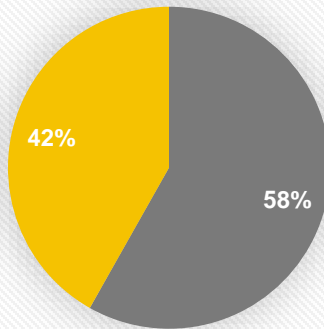
## Demographics

### Indigeneity



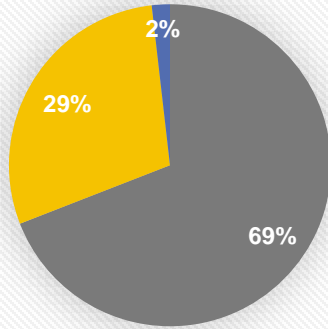
■ Metis ■ Status ■ Non-Status

### Gender Identiy



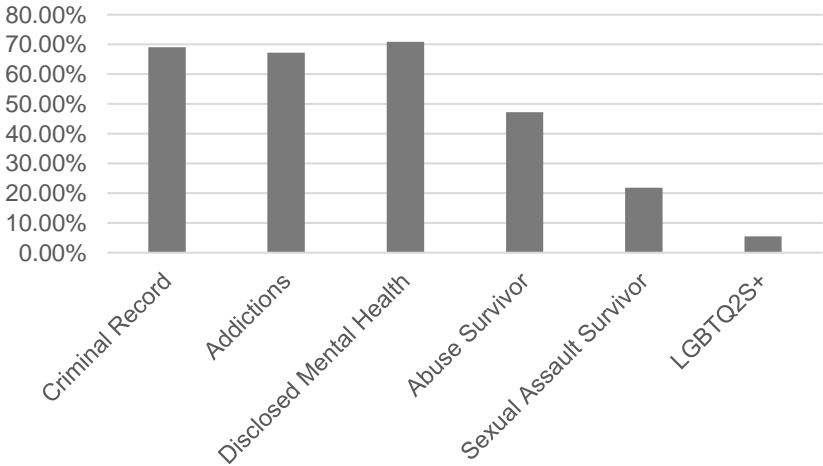
■ Male ■ Female

# Criminal Record



■ Yes ■ No ■ Undisclosed

# Misc Data



# Funders, Clients, and Supporting Partners

BUILD has received generous funding support from:

- Manitoba Department of Families
- Manitoba Municipal Relations
- Assiniboine Credit Union
- Centre for Aboriginal Human Resources Development
- Corrections Services Canada National Infrastructure Contribution Program
- Corrections Services Canada Indigenous Offender Reintegration 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
- BLDR
- Southern Chiefs Organization
- 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
- We Want to Work
- Winnipeg Indigenous Executive Circle

**BUILD graduates are employed by:**

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

**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
- Corcan Constructoin
- Diversity Food Services
- 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
- Red River College
- Rossbrook House
- Siloam Mission
- Social Innovation Canada
- Stoney Mountain Institution
- United Way of Winnipeg
- Winnipeg Poverty Reduction Council
- Women's Correctional Centre



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## *2023-2024 Board of Directors*

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Terry Brown, Chair

Dan Richard, Treasurer

Dom Costantini

Jewel Pierre-Roscelli

Rich Marchetti

Shaun Vincent

Tanya Palson

# LOOKING FORWARD

Every seven weeks BUILD hires another eight people hoping to create a brighter future for their families. Every seven weeks we open our doors and invite people to apply, but have our hearts broken as we turn away between fifty and two hundred people.

Whenever someone says to me that people don't want to work, that they'd rather collect social assistance and stay home, I tell them about that line-up. Every seven weeks that opinion is proven to be wrong.

In the coming year, one of the key tasks for BUILD is to find a way to open the door a little wider, to create more opportunity for those other people, the ones who don't "make-the-eight". They, too, want to prove themselves in the economy but, for whatever reason, haven't been able to connect to the opportunity that they need.

And so we'll grow. At BUILD, we believe in camping rules: You leave the place in better shape than what you found it in. Right now we have a training program that can handle eight people every seven weeks. Let's make it a little better.

Thank-you for your support, and let's see how far we can take this thing.