

URBAN RENEWAL CENTER

2022/2023
IMPACT
REPORT



UNITING THE COMMUNITY
EVENING OF
hope

building the beloved community

Greetings,

With your help, this year will be even more impactful.

In 2022 and 2023, we rallied together more than 2,000 local women and men of different races, ethnicities, careers, faith traditions, and ages around our vision of unity in diversity.

We couldn't have done it without you, our loyal supporters. Once again, our eyes are fixed on more ways to bring diverse people together, to work on community-based solutions, and to build stronger, healthy relationships.

We are now a lead partner with United Way of South Hampton Roads Norfolk Thrive initiative, supporting income-constrained families. We are planning two other new major initiatives to advance our effort to bring unity, hope and healing to citizens of Hampton Roads. One of the initiatives will create on-the-job training for the homeless and returning citizens to achieve employment in the region's tourist industry. The other project will build on all of the URC's work by creating experiential learning for university students in pursuit of public service or urban chaplaincy. Central to both new projects will be our vision to unify people from many walks of life and focus on racial conciliatory practices and advocacy.

The URC is advancing also our vision for urban chaplaincy. We will be providing training for theological students who are looking to get involved in the community. They will be able to achieve CPE credit for their participation the program, coming alongside pastors, ministers, theological students and other lay ministers to serve common good.

Our team would like to extend warm wishes to you and yours. Consider partnering with a recurring gift of any size to assist the URC in continuing our vision in the future.

Many blessings,



Dr. Antipas Harris
Founder



HOMELESS EMPLOYMENT

a hand-up



In 2022, the URC launched the Workforce Preparedness Program. This inaugural service was born out of the URC's commitment to provide upward mobility to guests that were receiving services at the city-run homeless shelter. This unique partnership offers the unhoused support to find jobs and equips them with training and education.

Participants are enrolled in the program and undergo an intake process that helps assess their needs and identify their goals. Upon the conclusion of this process, an individualized action plan is created and next steps are established.



From there, participants enroll in an academic or vocational program or secure job placement. The URC works with them each step of the way to find uniforms and transportation to and from job sites or schools.

"We believe the value and success of this program is that our staff is at the locations where individuals live and receive services. We eliminate the barriers by consistently showing up to where they live. Someone is on the ground weekly or even daily," comments Rachel Cropper, director of homeless services.



Whether the program participants are entering the job force or seeking employment, the URC's mission has been to find creative solutions for people to accomplish their goals and improve their current situation by growing confidence, being more prepared, and offering accountability during their employment journey. We continue to see the success of this program. In the first year, 84 percent of job seekers found employment!

TRANSPORTATION SERVICES

250 bus passes were distributed to participants for interviews and work.

EDUCATIONAL PROGRAMS

10 people applied for educational programs and **10** were accepted. Six enrolled and four graduated from TCC jobs skills training program. Three are still participating in programs.

WRITING RESUMES

Over **80** resumes were created and updated to help candidates find employment.

HOMELESS SERVICES PROGRAMMING

The URC services two Norfolk sites and one Virginia Beach site where we support unhoused job seekers in their pursuit of professional and academic advancement. We continue to see the success of this program and make a big difference in the job-seeking process.

REFERRALS

28 referrals were made for other alternative support resources like income-based assistance.

JOB OFFERS

117 folks sought help to find jobs. Of those, 99 had confirmed acceptance of job offers and began working.

EMPLOYMENT DOCUMENTS

67 people had their identification documents replaced for the purpose of employment readiness.

JOB PLACEMENT

84% of the candidates looking for jobs were placed.

FINANCIAL LITERACY

45 participants attended financial literacy workshops for money management thanks to our partner, Dollar Bank.

SALARIES

On average, participants from the program are earning **\$13.68** per hour.

GIVING BACK

youth making a difference

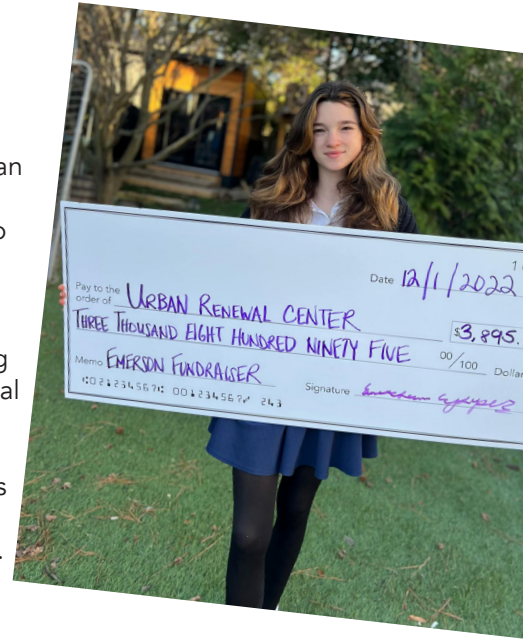
One of our goals is to inspire and empower youth in leadership and service. Youth in our neighborhoods are giving back and helping to make our community better. No matter your age - you can make a difference. Meet two extraordinary youth...

meet emerson

"My name is Emerson Epps and I'm 12 years old. This fundraiser is for my Bat Mitzvah community project. I was introduced to the Urban Renewal Center (URC) by a family friend and quickly realized all the good they are doing for the local Norfolk community. I want to help break the cycle on unemployment and help get them back on their feet."

The URC is proud to offer homeless employment services, including career mentorship, referrals to existing workforce programs, practical resources, and one-on-one job interview prep. Once the job interview arrives, many of the guests do not have reliable transportation to and from the interview. The URC also collects and distributes bus passes for those who need transportation. This practical need for transportation led us to the perfect partnership with Emerson Epps.

She collected \$3,895.00 dollars to give to the URC.



meet parker

Parker has been an amazing friend to the URC. She is constantly seeking out opportunities to give back to others. She stops to talk with homeless people, hears their stories, learns their names, and will pray with them on the spot without hesitation. Her compassion knows no end. During COVID, she began working on several craft kits and especially enjoyed soap making. She saw an opportunity to raise money making soap and donate 100 percent of what she made to people in need. After selling out, she bought more supplies. Once those were gone, she made more. Before long she had raised \$100. She continued making as many soaps as she could to sell to her friends, family and neighbors. She set up a stand on the sidewalk and even rented a table at the annual HOA yard sale. By the time she was done, **she had raised over \$400 and donated that to the URC.**



THANK YOU

for teaming up to support the community

Thank you to all of our organizational partners for giving their time, talent and support in 2022. We appreciate your willingness to serve!

K Shoes 4 1K Smiles
3MC Car Club
A Touch of Loving Care, Royal Hearts, Dedicated Hearts
(Home Health Agencies)
ABC Learning Center
Acceptance Worship Church
Amazing Grace Outreach
American Legion Post 327
AR&C, LLC.
Bachata Vida Dance Company
Baila Fuzion Dance and Creative Center
Basilica of St. Mary
BAZ VA Mission
Behenn Church
Berean Community Church
Bethel Church
Blessed Sacrament Church
Bruce Jones Love Ministry
Bryant Baptist Church
C4C Ministries
Calvary Revival Church
Cathedral of Faith/Missionary Evangelist Outreach
Chef Luv Food Truck
Christ United Methodist Church
Coach Q Driver Improvement School
Coalescence Coffee Company
Communities In Schools of Hampton Roads
Crestar Health
DAVA Unit #20
DJ Joe Fu
Dreal's CCS
Ebenezer Baptist Church – VB
EL Raines Transitional Housing
Ethiopian World Federation
Everyday Angels LLC
Everyone Staffing & Homecare LLC
Eastern Virginia Medical School
First Baptist Church of Norfolk
First Church of Christ
First King 001 & Makeda
First Lutheran Church of Norfolk
First Presbyterian Church of Norfolk
Flaming Knights LLC
Freemason Baptist Church
Genesis Lodge #2
Gethsemane Community Church
God Prepared Word Outreach
GPW Outreach Ministry
Granny's Givens
Girlfriends Tea with Sebrina
Hampton Roads Church
Have Bread Will Travel
Hawkins Hauling LLC

Heart of Giving
Hedges & Highway
Holland Baptist Church
Holy Trinity Catholic Church
House of Prayer
HRVA Homes Impact Church
IKEA
Impact Worship Center
Islamic Center of Tidewater
Keep VA Warm
Kings of King David #001 Masonic Lodge
Kitsch
Larchmont United Methodist Church
Lighthouse Assembly of God
Lindsey Brothers, Inc
Love Nation
Manna Ministry
MeanZ Clean
Mercy Chefs
Miles Memorial United Methodist Church
Moms on a Mission
Moore Management & Entertainment
Mr. Shawarma
My Kidz Mentoring Program
Nannie C. Phelps Women's Missionary
Society - St. John's A.M.E. Church
Naomi Lodge No. 87
National Collision for Youth & Families
New Calvary Baptist Church
New Covenant Life Kingdom
New Heights Fellowship
New Life Church
New Macedonia United Church of Christ
New Vision Pioneers
Norfleet's Cares
Norfolk Botanical Garden
Norfolk Catering Company
Norfolk Criminal Justice Services
Norfolk Elk's Lodge #38
Norfolk Indoor Sports Turf
Norfolk Fire Department
Norfolk Police Department
Norfolk Public Library
Norfolk Public Schools
Norfolk Sheriff's Office
Norfolk Social Services
ODU Athletic Department
Ohef Sholom Temple
Pard N Tha Smoke BBQ
People of Change
Promo Kings Radio Podcast
Pursuit Clothing

Queen St. Baptist Church
Queens of Judah Order of the Eastern Stars
Rebekah #024
Residence Inn of Norfolk
Reynold Reach Foundation
Rotary Alumni Association of Norfolk
Rose of Sharon Revival Center
Royal Legends
Royster Presbyterian Church
Sacred Heart Church
Say It Sis, Inc.
Sentara Ambulatory Care
Sentara Leigh Hospital
Sentara Norfolk General Hospital
Sentara Trauma Department
Serena Serenity Food Truck
Shiloh Baptist Church
Sinai Baptist Church
Sisterhood of Muslimah
Sisters of Martha #102
Slover Library
Southern Automotive
Southside Baptist Church
Spring Branch Church
St. Andrews Episcopal Church
St. Catherine's
St. Kateri Church
St. Paul CME Church Missionary Society
St. Paul Community Development Corporation
Starbucks
Steven Wiley Law Office
Sunrise Breakfast Shoppe
Sweet Jam Café
Synergy Health Systems
T + C Truckin, LLC.
Taco Bell Norfolk – DMA
TALA Unit 5
Teens with a Purpose
Temple Beth-El
The Essence of Life Ministries
The Millers Foundation
The Norfolk Catering Company
The Recovery Team VA
The United Order of Tents
Third Presbyterian Church
Trinity Presbyterian Church
Tundiclor
United States Navy
United Way
VAW-121
Vessel Craft Coffee
Victorious Living Community Development
VPA The Port of VA
Wayside Communication Outreach, Inc.
Whole Way Ministries
Within Interior Design
Women of Steel from NNSY
World Overcomers Kingdom Ministries
X-Seeds, INC
Old Donation Episcopal Church
Verizon Wireless
Volunteer Hampton Roads
Norfolk Jail
Instant Systems

200+ Men of Hampton Roads
WAVY 10/Fox 43
Virginia Symphony Orchestra
CBN/700 Club
Sentara Healthcare
The UP Center
Hampton Roads Workforce Council
Dominion Energy
New Life Church
New Beech Grove Baptist Church
Victory Church
Tidewater Metro Minister's Conference
First Lutheran Church
Cox Communications
GEICO
United Way of South Hampton Roads
The International Association of Lions Clubs
Atlantic Union Bank
Bike Norfolk
Codex
District of Barbering and Arts Academy
Egg Grille in Ghent
Eggleston
First United Presbyterian Church
Gateway Services
Get Suited
Ghent Area Ministries
Ghent Homeless Task Force - Faye Joseph
Goodwill of Central and Coastal Virginia
Grace Bible Church
Hampton Roads Transit
Holistic Therapeutic Services
Human Services Department
Judeo Christian Outreach Center
Langley Credit Union
Latinos in Virginia Empowerment Center
Neighborhood Career School
Norfolk Public Library Webinars for Job Preparedness
Odgers Berndtson
Perfectly Franks
Redemption Church
Riverside Regional Medical Center
Ruffner Academy
Safe Harbor
Social Security
St. Paul's Community Development Corporation
Staff Zone
The Crop Foundation
Tidewater Staffing
Tidewater Wooden Boat Working
Trophies Furniture
University of Richmond
Virginia Employment Commission
Norfolk Academy Middle
Norfolk Yacht Club
Norfolk Academy
Yorgo's Bageldashery
Vessel Craft Coffee
Voyager Coffee
Pure Platinum
United Way of South Hampton Roads
Guns Down
YWCA

FINANCIAL SNAPSHOT

January 2022 through March 2023

Income

Donations.....	\$268,698
Grants.....	274,487
Restricted Gifts.....	50,550
Programs and Services.....	179,282
 TOTAL	 \$773,018

Expenses

PROGRAM EXPENSES

Housing & Employment Services.....	65,658
Awareness Events.....	60,669
Research Program.....	49,693
IMPACT Youth Arts.....	59,474
School Support Programs.....	7,142
Norfolk Thrive.....	13,339
 Administrative Costs.....	 31,826
Salaries & Benefits.....	149,143
 TOTAL	 \$436,945

GRANTS & SPONSORSHIPS RECEIVED:

Frank & Aimee Batten	New Life Providence Church
Blocker Foundation	Ohel Sholom Temple
CBN/700 Club	Presbytery of Eastern Virginia
Christ and St. Luke's Episcopal Church	Sentara
City of Norfolk	Saint Andrews Episcopal Church
City of Virginia Beach	Saint Brides Episcopal Church
Dollar Bank	Sandee Ferebee and Erik van Strien
Dominion Energy	Starbucks
First Lutheran Church of Norfolk	Tidewater Metro Ministers' Conference
First Presbyterian Church of Norfolk	United Way South Hampton Roads
Geico	Victory Church
Ghent Area Ministries	Virginia Humanities
Hampton Roads Community Foundation	



IMPACTING YOUTH

creating social wholeness

Research shows that when children are involved in arts classes, they develop stronger social and emotional skills, their performance in school increases and their overall behavior improves.

Knowing that some families who do not have the resources for children to participate in arts programming, the URC began the Impact Youth ARTS Program (IYAP) in 2022.



In its inaugural year IYAP enrolled more than 50 kids. We expect to double that number in 2023. Each week, IYAP programming happens in both Norfolk and Virginia Beach. The classes include theater, urban dance, jazz dance, culinary arts and visual arts. On Tuesday evenings, kids in Norfolk in grades 4-7 meet at Trinity Presbyterian and on Thursday evenings kids in Virginia Beach meet at Williams Farm Recreation Center. At both places, a free dinner is served before classes begin and free transportation is provided in Norfolk.

Camp director Mary Harris comments, "The IYAP has helped kids in so many ways. They have built relationships with others outside of school. They have improved their social and emotional skills and developed new techniques that they can use for life. IYAP participants are encouraged to express themselves freely in a safe environment; and I have seen our kids' confidence blossom."



What makes IYAP so special is its focus on creativity, personal growth, and building community among kids from different neighborhoods. The programs are fantastic opportunities for children to explore their creativity, make new friends, and develop important life skills.

One parent comments, "My daughter is no longer afraid of what others think. She is more brave each week that she attends." Another parent shares how the theatre program is helping their son discover a passion for acting. Parents agree that IYAP has improved their children's mood and created positive relationships.

CHANGING LIVES

meet Henry

When Henry connected with the URC, he was homeless, looking for a job, and desiring to change his current situation.

Thanks to the URC's partnership with the Neighborhood Career School the URC was able to match Henry with the Tidewater Community College Carpentry program. This six-month program provides opportunity for personal and professional development while learning a trade. Program graduates can also earn their construction certification. After completing the program, Henry started a new job at the Newport News Shipyard.

Henry comments, "I forgot what it was like to be in the type of place where you have teachers and you're learning. Now that I have this new chance, I wake up and have more of a spark. I don't know how to describe it but I'm really excited. I'm glad the URC talked to me about this. Thank you."

Thanks to this program and the job it provided, Henry has found a permanent place to live and he has reconnected with his family.





EVENING OF HOPE

supporting our community

Music has the uncanny power to unite people from all backgrounds to help them find common ground and evoke some of the deepest emotions.

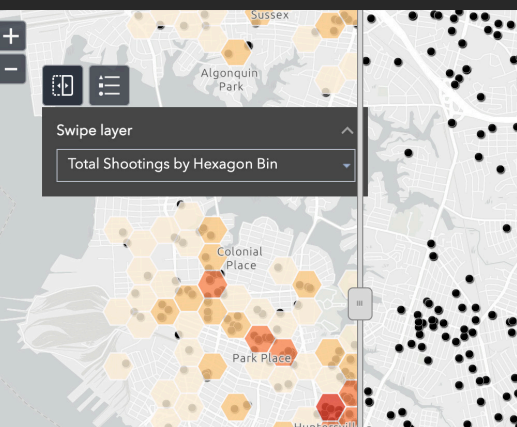
On October 18, 2022, the URC and the Virginia Symphony Orchestra partnered together to memorialize persons and their families who were affected by gun violence and honor public servants who work to save lives every day.

On average, two people are shot every day in Hampton Roads and many families have been profoundly impacted by the uptick in violence in their communities.

With more than 800 people in attendance, this unique event at the Harrison Opera House featured soloists and instrumentalists from all over the country. There was also a newly formed community choir made up of volunteers from churches all across Norfolk that sang with the symphony. More than 30 victims were remembered and 25 awards were distributed to area hospitals, police departments, EMT workers and fire departments.

This night of music united all to make change. Join us on October 10, 2023, for the next Evening of Hope.





GUN VIOLENCE

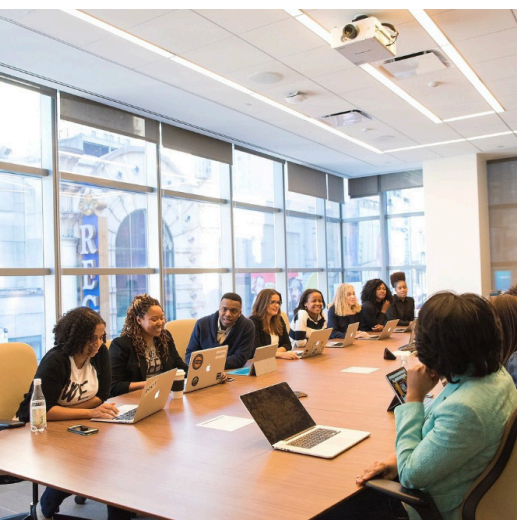
research

In 2022, the URC began the first-of-its-kind study of gun violence in Norfolk. Using data collected between 2019-2022, we launched Norfolk's first gun violence map. Publishing this data was intended to spark conversation about the locations where most of the shootings take place. Local news stations WTKR and WAVY both aired an in-depth look at what this data means to Hampton Roads, noting that this public health concern impacts a variety of other local issues.

This research landed the URC a new partnership with Eastern Virginia Medical School to engage in deeper research on the problem, as well as, set the platform for several of the URC's plans for 2023's community-based violence prevention work.

In addition to our research on gun violence, the URC took a deep dive into the housing crisis in Hampton Roads. Alex Fella, former research director for the URC produced additional investigative research on how dark money is flooding Norfolk and increasing rent.

Dr. Antipas Harris, founder of the URC, also published research that investigated generational factions surrounding social advocacy. He published an academic article in the International Journal for Public Theology called "Black Protest as Public Theology: Considering Bourdieu's Habitus Theory with a Comparative Analysis of Protest Approaches in the Civil Rights Movement and the Hip-Hop Generation."





MAKING MUSIC

black sacred arts series

Throughout history, music and theology have been woven together, especially in the African American community.

The Black Sacred Music series is part of the URC's emphasis on the arts as a mechanism for uniting the community and wanting to participate in the growing music culture in our region.



This year, we held three concerts showcasing all types of music from the pipe organ to strings to voice and the guitar.

Music teaches us so many things about community. For instance, jazz teaches us that there is beauty in dissonance. Blues expresses deep emotion that we can't often put into words. The symphony teaches us that we need to work together for a common goal. The choir tells us it takes many voices to be heard.

We see this series as central to mission of convening a diverse community to make a sound that can be heard around the world!



CHANGING LIVES

meet Leah

When we first met Leah, she was experiencing temporary homelessness due to family issues. We connected her with the Tidewater Community College CNA program and helped her with the registration and financial aid process. Once she was accepted into the program, we helped her with transportation and accountability throughout her studies. Halfway through the program, she secured a job and started earning income to help secure her future independence.

Upon graduation, she was hired by the Virginia Health Department as a CNA. She moved out of the shelter within weeks of finishing the program and is continuing in her career. She comments, "I have made myself proud. I have learned that you can overcome your obstacles - whatever they might be. In life, you will always have that point where you run into situations, and you might feel like you might not make it through, and you want to give up. But when you hear that voice, that is when you are going to make it through so keep pushing through. Just don't give up."

Leah continues to further her career and is reconciling with her family.



CREATING COMMUNITY

bringing faith-based leaders together



Faith-based leaders have long been the foundation of our community. This year the URC brought together more than 30 leaders from Norfolk representing all types of denominational backgrounds to explore ways to work together for common good.

The goal of gatherings like this is to build community as a racially, denominationally, and theologically diverse clergy.

There are various perspectives about race relations and racial conciliatory practices, and these meetings are meant to learn the perspectives of others, affirm our plurality of thinking, and discover ways that we as the faith community can collectively bear public witness.

With gatherings like this, the URC is demonstrating firsthand its motto "Unity in diversity!"



GLOBAL PARTNERS

building relationships

The URC works to build connections in the community, not just locally, but internationally. One of the best relationships we've created this year is our partnership with Old Dominion University's Global Student Friendship organization.

This organization provides support for international students in Hampton Roads who attend universities in our surrounding areas.



Partnering with the students has been a great way to bring different cultures, thoughts and backgrounds together. In the fall, the URC hosted a dinner for the students where they shared ideas on what community is and how it is defined in their country. The students participated in our annual toy drive and enjoyed sorting gifts and distributing them to children in our community.

One of the best gifts the international students shared was their participation in our IMPACT Youth Arts Programming. The students came to the Norfolk class and taught dancing from their particular country and shared interesting facts about their culture with our youth.



CHANGING LIVES

meet Kasmir

Kasmir was living at the shelter and struggling with addiction. He was looking for direction and was no longer able to utilize the city's overnight services. He remained part of the homeless community and received day services at the shelter. While there, we encouraged him with a variety of job options, and he was interested in the forklift operator certification.

This class is offered through Tidewater Community College and is a three day program where attendees are trained on actual fork lifts at the Portsmouth campus. Upon completion, participants can then apply for jobs that require this certification.

Kasmir completed the class and applied for several different jobs in area. The job he was most excited about was at Chrysler Hall. He now works events for both load in and load out and any other special projects that are needed. In his excitement, he shared his story with other co-workers at Chrysler and referred two of them to register for the class.

We are really proud of his transformation! Kasmir's attitude and work ethic has improved and he has gotten connected to stabilization services which will help with his addiction going forward.



“

You have helped so many people. Thank you for all your help with improving my situation. Working has given me so much to look forward to.”

Christopher, friend of the URC and valet at The Main



THE URBAN RENEWAL CENTER

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