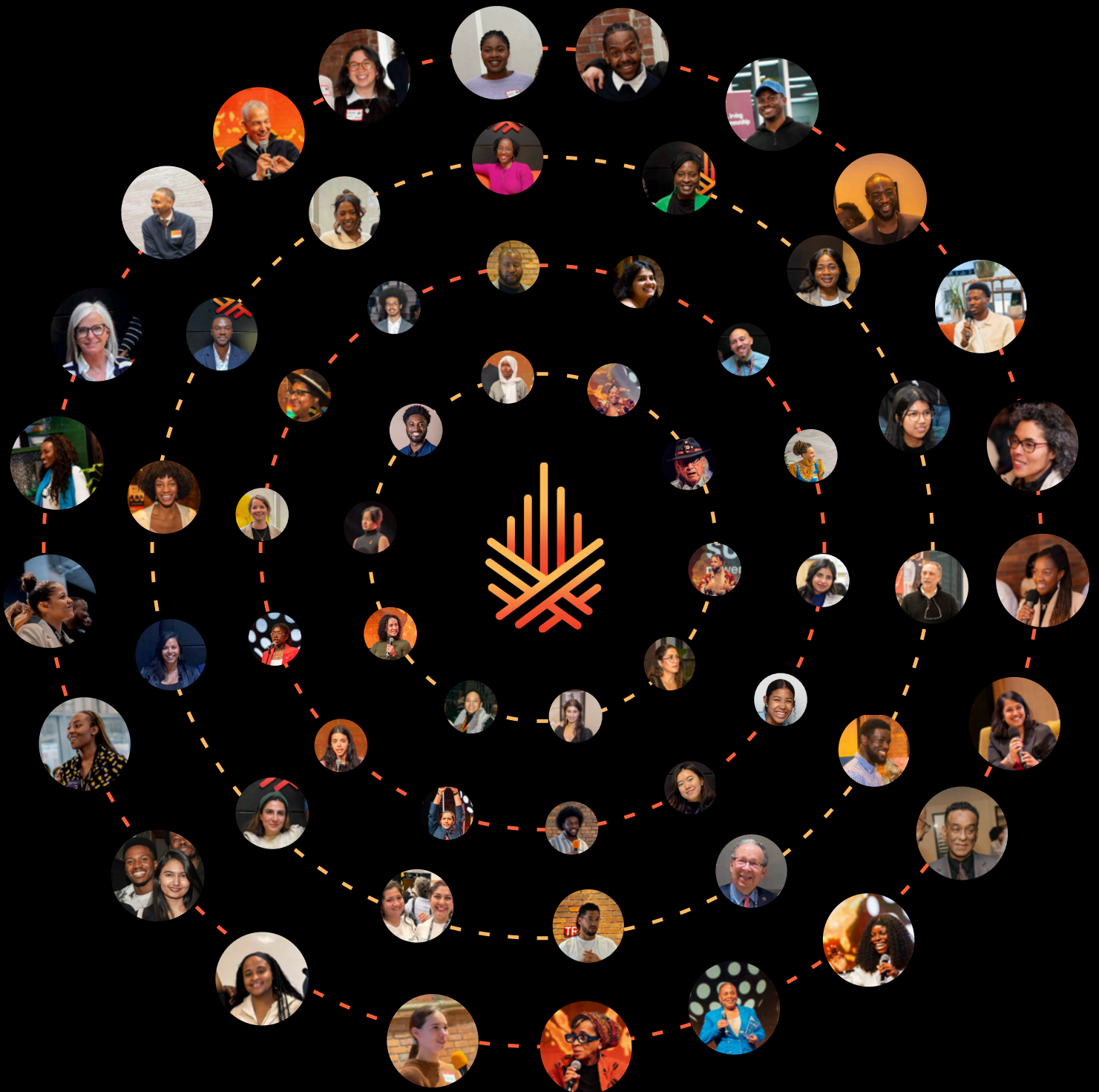
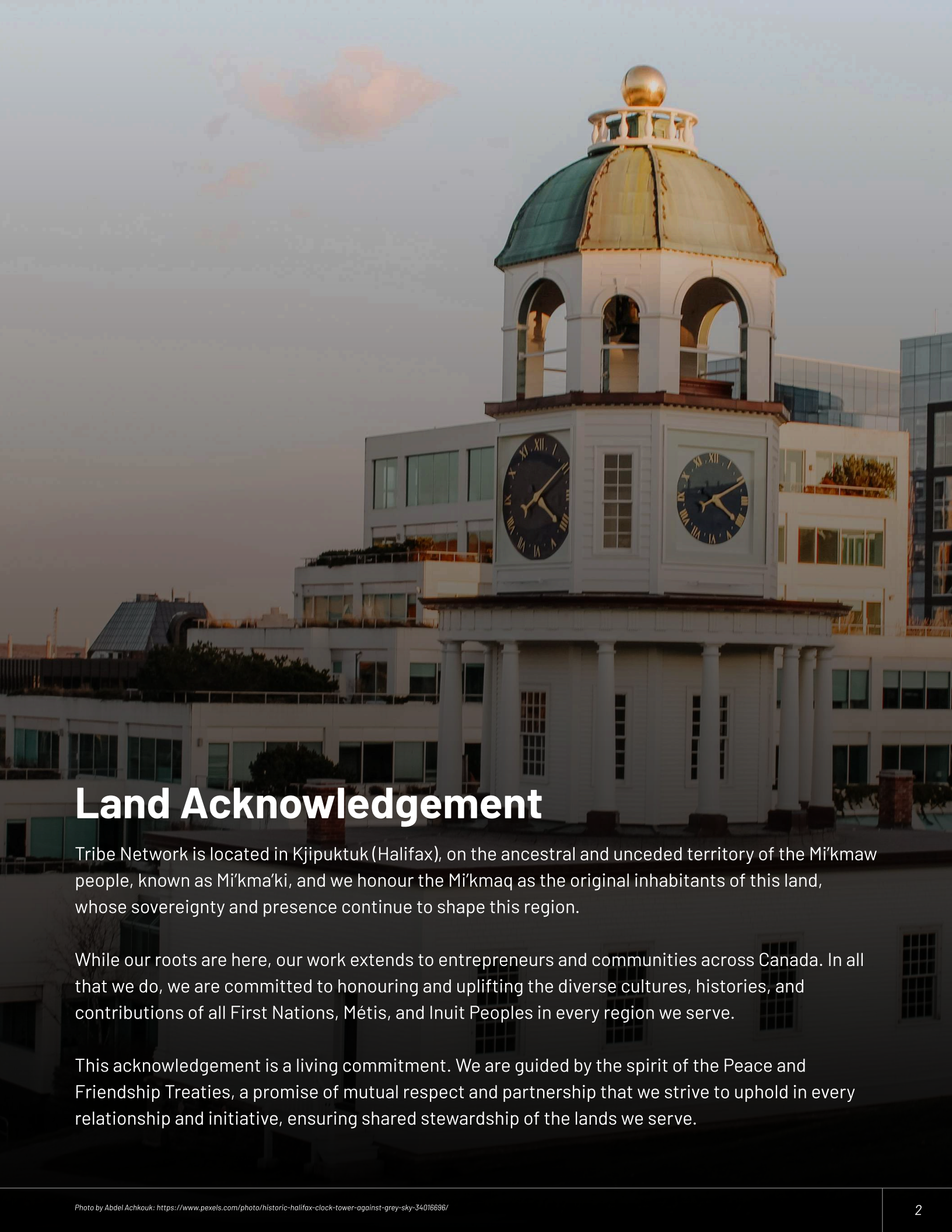




A photograph of the Halifax Clock Tower, a historic white building with a prominent clock face and a green and gold dome, set against a modern cityscape and a cloudy sky.

Land Acknowledgement

Tribe Network is located in Kijipuktuk (Halifax), on the ancestral and unceded territory of the Mi'kmaw people, known as Mi'kma'ki, and we honour the Mi'kmaq as the original inhabitants of this land, whose sovereignty and presence continue to shape this region.

While our roots are here, our work extends to entrepreneurs and communities across Canada. In all that we do, we are committed to honouring and uplifting the diverse cultures, histories, and contributions of all First Nations, Métis, and Inuit Peoples in every region we serve.

This acknowledgement is a living commitment. We are guided by the spirit of the Peace and Friendship Treaties, a promise of mutual respect and partnership that we strive to uphold in every relationship and initiative, ensuring shared stewardship of the lands we serve.



African Nova Scotian Recognition Statement

Tribe Network recognizes African Nova Scotians as a distinct people whose presence in Nova Scotia spans over 400 years, and whose contributions have profoundly shaped the province's identity and Canada's history. Nova Scotia, the birthplace of Black culture and heritage in Canada, is home to 52 vibrant, historically Black communities rooted in resilience and culture. We acknowledge the enduring legacies of systemic inequities faced by African Nova Scotians and are committed to amplifying their voices, investing in their communities, and fostering equity and justice in all that we do.

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Community Impact

Impact Highlights

2024

Since 2020

Racialized entrepreneurs supported through programming, mentorship, and workshops

500

1300+

Events and workshops hosted

58

130+

Members in the network

700

2000+

Mentors engaged

50

150+

Tribe ecosystem partners

45

60+

Economic Impact

Impact Highlights

2024

Since 2020

Investments made into programming, services and support for racialized entrepreneurs

\$560K

\$950K+

Funds issued to racialized entrepreneurs and founders to support their business development and growth

\$292K

\$490K+

Jobs created

138

400+

Revenue generated by Tribe-supported startups and SMEs

\$1.2M

\$5M

Capital raised by Tribe-supported startups and SMEs

\$1.6M

\$4.5M+

Total economic impact to date = \$25M



Alfred Burgesson

Founder & CEO of Tribe Network

Message from Tribe's Founder & CEO

When Tribe Network began, it was more than an idea—it was a declaration. A belief that the colour of your skin should never determine the size of your ambition or the scope of your success.

What started as a vision has grown into a living ecosystem—a movement powered by students, professionals, entrepreneurs, and investors who refuse to settle for what is.

Tribe Network exists to build new systems where everyone belongs and no one is left behind. Through coaching, capital, and community, we're not just creating opportunities, we're redesigning the landscape of entrepreneurship in Canada and beyond.

Every milestone we've reached is a testament to what happens when inclusion meets innovation. Entrepreneurs are building sustainable businesses. Mentors are nurturing new leaders. Partners are investing in a future that reflects the true diversity of our country. Together, we've proven that when racialized founders are supported, entire economies are strengthened.

Our horizon is clear: By 2030, Tribe Network aims to unlock \$1 billion CAD in economic impact through the success of our members, partners, and communities. Our ambition is to build pathways that multiply opportunity and create lasting change.

We believe in the power of community. We believe in the brilliance of our people. And we believe that the future of entrepreneurship is inclusive, equitable, and underestimated.

As I like to say, we're just getting started.

Alfred Burgesson

Founder & CEO

Check out our brand video to learn more about
the work that we do



watch the video

Remarks from Board Co-Chairs

Leadership at Tribe Network is grounded in conviction—the conviction that meaningful change is not only possible, but necessary.

As the Board Chair and Vice Chair, our responsibility is to ensure that Tribe’s mission of empowering racialized people stays at the heart of everything we do. This is not symbolic work; it’s transformational work. It demands courage, accountability, and a steadfast belief in what’s possible when diverse voices lead.

Our role is to guide with clarity and govern with purpose. To uphold the trust of our members, our partners, and the communities we serve. We are deeply committed to building an organization that leads with integrity, transparency, and impact.

We’ve come to realize that Tribe Network is more than an organization; it’s a movement shaping the future of entrepreneurship. It represents a vision of Canada—and the world—where opportunity is shared, leadership is inclusive, and innovation reflects all of us.

Serving this mission is both an honour and a responsibility. We move forward with confidence in the impact Tribe will continue to make—and with a deep belief that the best is yet to come.

Victor Beausoleil

Board Chair

Melanie Thomas

Vice Chair



The Tribe Network Ecosystem

Tribe Network is designed as a dynamic, interconnected ecosystem where diverse groups come together to create a continuous and dynamic cycle of support and growth. Each member group plays a vital role in the success of the others. We strategically connect our core audience with key partners to ensure resources, knowledge, and opportunities flow to where they are needed most. This synergy is what enables our community to thrive and drive meaningful economic change.

Investors

Provide capital and guidance to viable startups ready to raise, closing the funding gap, and boosting capital readiness for entrepreneurs.

Academic Institutions

Act as a direct pipeline to students who represent the next generation of entrepreneurs, innovators, and leaders.

Students

Provided with scholarships, educational and career development opportunities, and pathways into tech, business, and entrepreneurship.

Government & Corporate Partners

Provide essential funding, policy support, and resources that allow us to expand our programming and offer financial support to our members.

Community Organizations

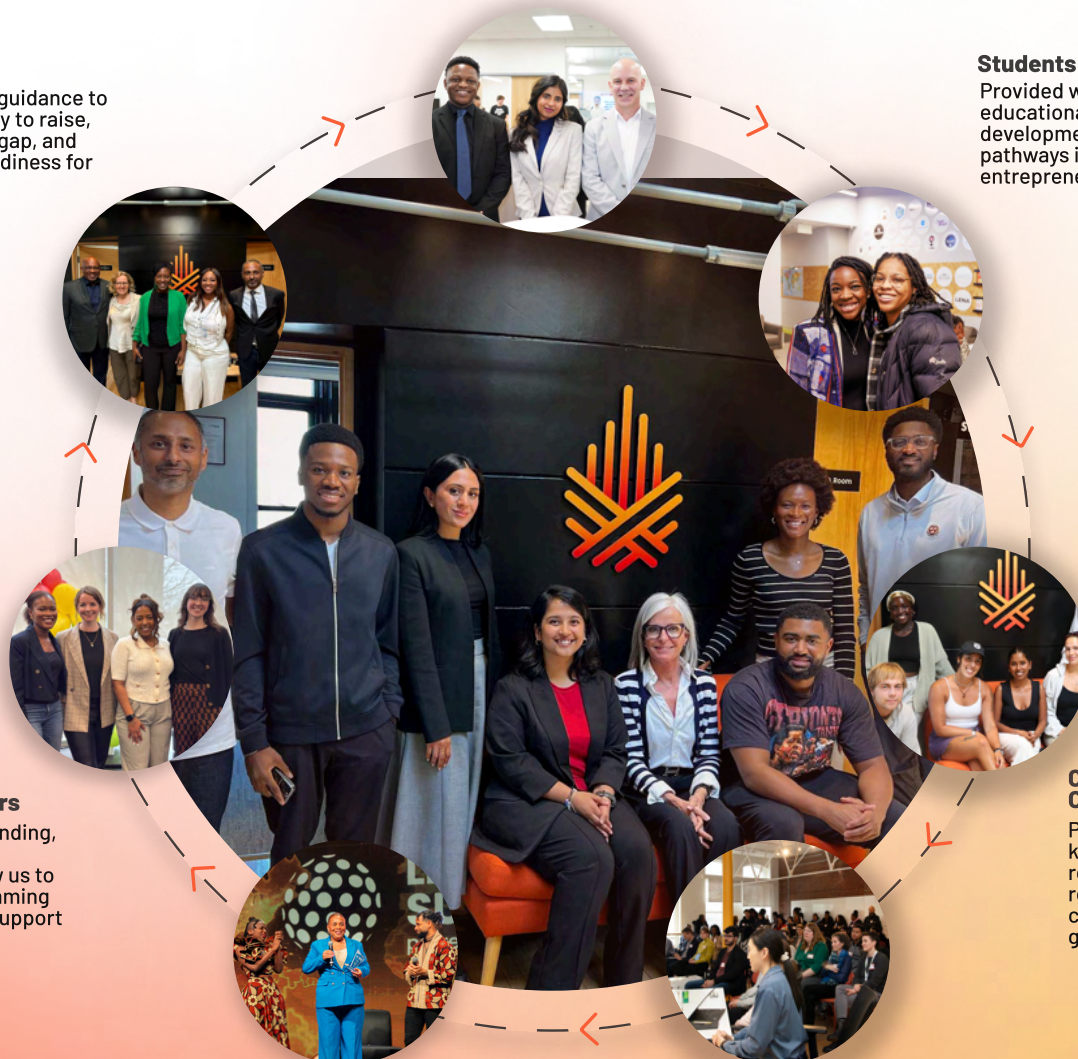
Provide access to local knowledge and new relationships, helping us reach and engage with communities on the ground.

Entrepreneurs

The innovators and business builders receiving comprehensive support, driving economic growth, and creating new opportunities within the community.

Professionals

Engaged as mentors, coaches, and facilitators to support our programs and offer critical, one-on-one guidance to our students and entrepreneurs.





Setting Our Sights Forward

Unlocking the full potential of an
inclusive innovation economy

Canada stands at a crossroads. For decades, our productivity has lagged behind other developed countries, creating an urgent challenge needing to be addressed. Our most powerful solution, however, has been hiding in plain sight: the passion and talent of our diverse communities.

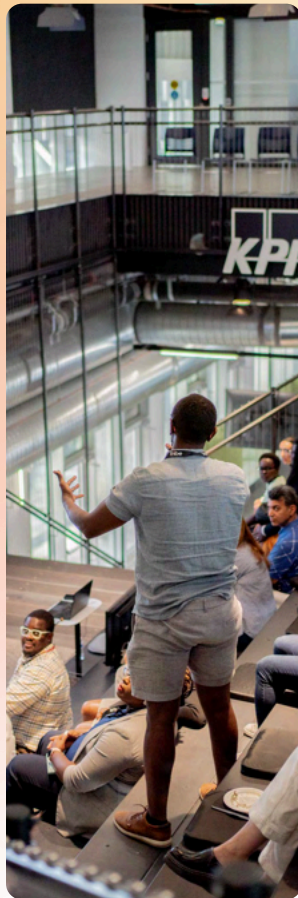
While Canada's population is increasingly racialized, these communities continue to run up against real barriers when trying to fully participate in the economy. We know that when we can help break down those walls, we create a ripple effect. This isn't just about fairness; it's about making our entire country stronger and more competitive. **It's the reason Tribe Network exists.**

Our vision is a world where racialized people are at the forefront of sustainable technology, entrepreneurship and innovation.

Our work is all about building a future where racialized entrepreneurs can truly thrive. We're here to connect our communities to the right resources, knowledge, and networks, helping them turn their bold ideas into businesses that last.

Technology has always been a part of our DNA and 2024 saw that priority grow. We are developing the capacity of our community through technology-based programming and support, helping members capitalize on emerging opportunities. This includes programs like the Tribe AI Launchpad, which launched in March 2025, in partnership with Scale AI, to support startups and SMEs creating applied AI solutions that have the potential to transform value chains.





While AI education and competence is critical for anyone looking to participate in the modern workforce, so is foundational access to even basic technology. We're grateful, thanks to the generosity of the Nova Scotia Education Common Services Bureau, to have been able to distribute 26 refurbished laptops this year, equipping entrepreneurs, students, and community members with the essential tools they need to flourish.

Since 2023, we've distributed

115 laptops

*enabling more entrepreneurs, students,
and future leaders to work, learn,
and grow*

“ The laptop will greatly enhance my ability to manage my business operations more efficiently, stay connected with clients, and pursue new growth opportunities. Your contribution has not only provided me with a crucial tool but also reinforced my belief in the power of community support and generosity. ”

- Godfred Agbovi (CEO, Jigah Organic Energy)

By equipping our community to lead in a tech-driven economy, we're ensuring racialized people are not just participating in the future but actively building it. The work detailed in this report is a testament to our community's talent and resilience. We believe that by investing in them, we're not just building businesses—we're creating a more inclusive and innovative future for everyone.





Fuelling An Inclusive Economy

Entrepreneurship is a powerful vehicle for building wealth and prosperity, but the current gap in access to opportunities means this is not a reality for everyone. At Tribe, we're working to bridge this gap by enabling racialized entrepreneurs to build sustainable businesses that create jobs and generate wealth. Since we started, the founders we work with have raised significant capital, including VC funding, grants, and loans, won pitch competitions, and hired support and full-time staff. This is just the beginning.

Investing in high-growth Canadian tech startups led by underrepresented founders

To scale our impact, we've got our venture fund. Tribe Ventures: Hidden Gems Fund 1 is a \$30 million early-stage venture fund dedicated to investing in high-growth technology startups led by underrepresented founders across Canada.

By supporting these founders, we are not only enabling their individual success but also collectively influencing the entrepreneurial ecosystem and building a more prosperous and inclusive economy for all of Canada.

\$2M

raised for Tribe Ventures

Initial investment secured for the first raise for our venture fund.



This past year, founders we work with have been awarded

\$600K+
in VC funding

\$1.06M+
in grant funding

\$790K+
in loans

*Some of the industries our founders serve include: agritech, fintech,
supply chain and logistics, edtech, martech, cleantech*

Community. Coaching. Capital.

68

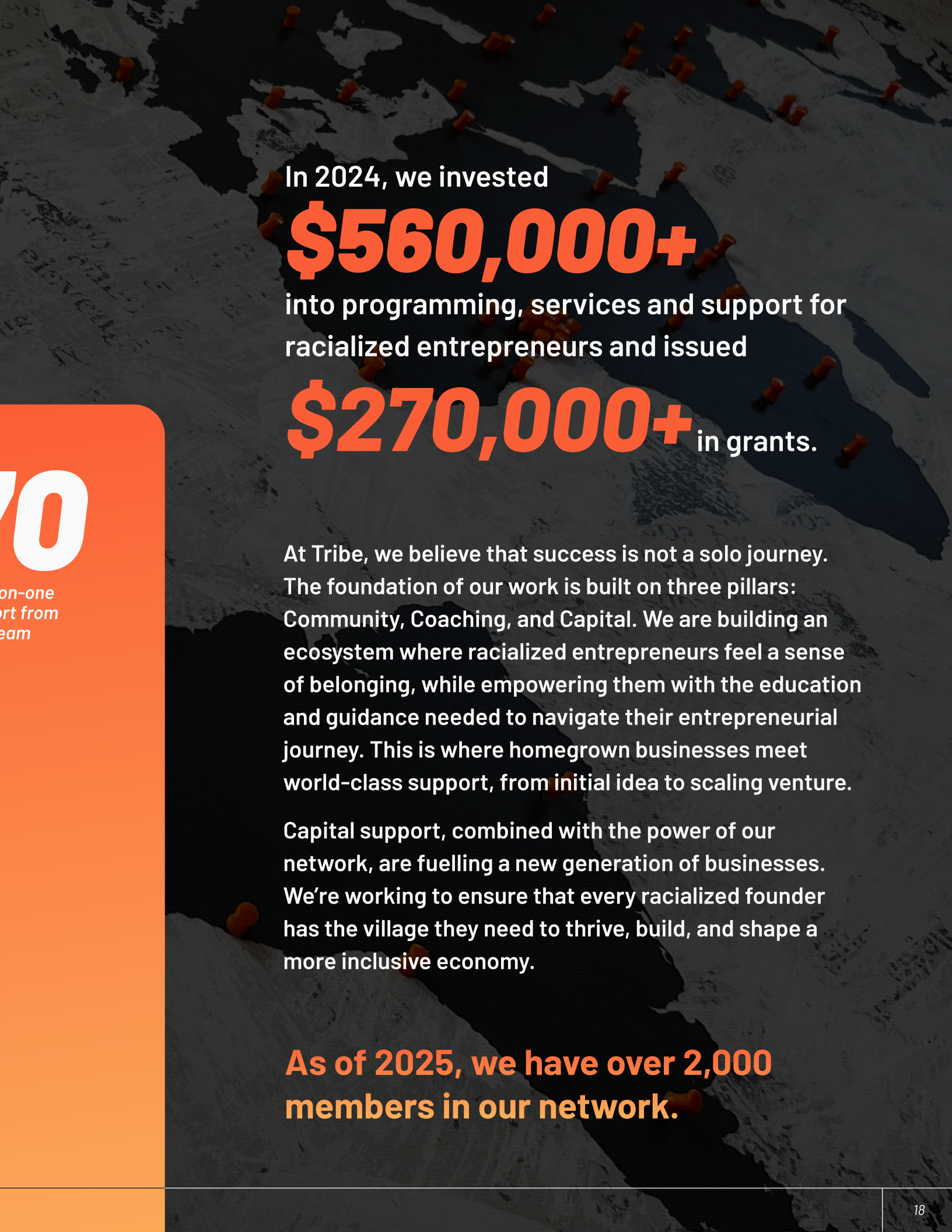
*one-on-one coaching
hours from mentors and
coaches*

100+

*ecosystem introductions
and connections*

27

*hours of one-on-one
founder support from
the Tribe team*



In 2024, we invested

\$560,000+

into programming, services and support for racialized entrepreneurs and issued

\$270,000+ in grants.

At Tribe, we believe that success is not a solo journey. The foundation of our work is built on three pillars: Community, Coaching, and Capital. We are building an ecosystem where racialized entrepreneurs feel a sense of belonging, while empowering them with the education and guidance needed to navigate their entrepreneurial journey. This is where homegrown businesses meet world-class support, from initial idea to scaling venture.

Capital support, combined with the power of our network, are fuelling a new generation of businesses. We're working to ensure that every racialized founder has the village they need to thrive, build, and shape a more inclusive economy.

As of 2025, we have over 2,000 members in our network.

70

on-one
ort from
eam

A group of Black men are gathered in a social setting, possibly a networking event. The man in the center, wearing a dark suit and a red flower pin, is smiling at the camera. To his left, a woman with glasses is partially visible. To his right, another man with a beard is looking towards him. In the background, another man is visible. The lighting is warm and indoor.

In Our Network

Our community engagement efforts are a testament to our commitment to supporting racialized founders wherever they are on their entrepreneurial journey. Last year, our team expanded its reach through deliberate trips to connect with founders and communities across Atlantic Canada, attended key conferences in major cities like Toronto and Montreal to expand our national presence, and kept our sights set globally.

We believe in the limitless potential of our community, no matter where they are located. By being present in diverse communities, we can build the relationships and create the opportunities needed to empower entrepreneurs and drive economic growth.





Supporting Racialized Founders Across Atlantic Canada

Our programming is designed to provide targeted support that meets racialized entrepreneurs where they are, giving them the tools, resources, and community they need to succeed.

Supercharging Black Entrepreneurship

The Black Start-Up Project, supported by the Atlantic Canada Opportunities Agency (ACOA), is our flagship initiative to support Black entrepreneurs, providing a comprehensive ecosystem of support. We deliver specialized programs and services to help founders **START**, **BUILD**, and **ACCELERATE** their businesses.

370+

entrepreneurs participated
in mentoring programs

330+

participated in **START**, **BUILD**,
and **ACCELERATE** programs

46

in-person events hosted,
engaging 1,400+ attendees



Since 2021, we've supported 1,100+ Black entrepreneurs

by providing access to workshops, training, and professional services through The Black Start-Up Project.

Our first cohort of **Accelerate Tech** (March 2025), an accelerator program, in partnership with **Volta**, designed to help tech founders gain the skills and insights needed to develop prototypes, secure funding, and scale their ventures.

\$222,000+

invested into supporting 37 projects for Black founders

In 2024, we were able to support 37 projects through the issuance of Consultancy Advisory Services (CAS) grants, directly helping founders address timely business needs.



"The CAS was essential in helping us solidify our brand changes and steer us into the right direction for our foreseeable growth. We know this could not have happened without the support of Tribe! A sincere thank you for helping racialized women entrepreneurs like myself."

- Fantanesh Attomsa, Founder, Sacred Lotus Holistic Wellness

Big Dreams Start Small with the Start Small Grant powered by

The Start Small Grant, powered by Emera, is a vital program that provides non-repayable funding and support to racialized entrepreneurs and grassroots leaders in Atlantic Canada who are just getting started. It reduces barriers to entry for those with bold ideas but limited access to traditional funding.

\$51,000 was distributed to support small business growth **73** racialized founders were funded across Atlantic Canada



"The grant helped with the purchase of materials for product development and processing." (Gaamai Hair has since developed their Minimum Viable Product and is part of the Emera IdeaHub 2024 cohort)

- Aaliyah Lahai, Founder, Gáamai Hair



Youth Engagement

Nurturing the Talent of Tomorrow

An important priority for us at Tribe is to reach and engage more young people, providing pathways to educational and career opportunities, hands-on experience, and a network they can draw on for mentorship, inspiration and guidance. Through this work, we're simultaneously introducing the next generation of innovators to the concept of entrepreneurship as a viable route to economic independence.

Building the Innovation Pipeline

Since 2023, and in collaboration with Saint Mary's University (SMU) and the Province of Nova Scotia, we're proud to have awarded \$150,000 in scholarships to 15 Black and Indigenous students studying in fields like commerce, computer science, and analytics. Associated with this effort, we've also placed 19 students, who we refer to as Tribe Scholars, into 26 unique work placements* within the local innovation ecosystem.

**Over \$265K invested in these placements, made possible through partnerships with organizations like SMU, the Province of NS, the Department of Labour Skills and Immigration, and ICTC*



\$120,000 in scholarships awarded in 2024



100

African Nova Scotian students reached

23

school visits conducted

5

different high schools engaged

Connecting with African Nova Scotian Youth

In 2024, we rolled out a new initiative focused on building relationships with African Nova Scotian youth. Through a series of visits at high schools across the Halifax Regional Municipality (HRM), we hosted interactive sessions that helped students explore their identity, passions, and purpose. Our sessions used the Ikigai framework to help students reflect on their strengths and how those strengths could translate into future career paths, including entrepreneurship.

Solving for a More Sustainable Future

In partnership with HCi3, 2024 was also our first year hosting the Youth Climate Pitch Competition which provided a platform for racialized youth in Nova Scotia to pitch ideas and prototypes that contribute to clean energy solutions. The winners were LDN Records, building a sustainable music studio for community youth in Halifax, and Cavlom Enterprises, developing cost-effective, electric auto-rickshaws for Nigeria.



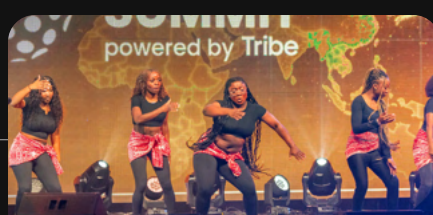
\$17,500 in prizes awarded



Leaders Summit powered by Tribe

When purpose, collaboration, and vision come together, a little bit of magic happens. The 2024 Leaders Summit powered by Tribe was a testament to this, bringing together entrepreneurs, business owners, professionals, students, investors, and community leaders of all backgrounds, to celebrate the spirit and achievements of racialized entrepreneurs.

This year, we took the Summit to new heights, bringing together over 750 attendees at Halifax's Scotiabank Centre for a day dedicated to powerful conversations, connections, and inspiration. Special thank you to the Scotiabank Centre for hosting us, and to Blue Stone Event Productions, who helped us bring this vision to life.



Tribe HQ

A Hub for Community & Collaboration

Tribe HQ is more than just an office—it's a dynamic co-working space and community hub in the heart of downtown Halifax where every visit can lead to a new connection.

Over the years, our two-story loft, co-occupied with the Land Titles Initiative, has become a go-to gathering place for our community, offering a welcoming environment for racialized founders to work, for partners to hold their meetings, and for community organizations to host their own events.

"I wanted to reach out to you both on behalf of our team to express our sincere gratitude for allowing us to use Tribe's space for our Crown and Connect Bi-Monthly Networking Event series. It really made a difference, and we're so grateful for the opportunity to work together."

- Tia Upshaw, Blk Women In Excellence

"From the minute I walked in I felt cared for! Rocco was very helpful the whole time we were in the space. It was the perfect place to host our meeting."

- Joy Chiekwe, Black Wellness Co-op

In 2024...

32 partners hosted events at Tribe HQ

69 events welcomed diverse communities

1000+ people attended Tribe HQ events

50+ entrepreneurs utilized the co-working space, with 100+ instances of use





The Team

At Tribe, our vision is brought to life by a dedicated team that is passionate about building an inclusive innovation economy. Our staff and board are all united by a shared commitment to empower underrepresented entrepreneurs and drive positive change. Together, we're building the tools, programs, and community to help racialized people not just participate in the economy, but also shape it.

Tribe Network & Tribe Ventures

Our Network team builds the programs and provides the ongoing support needed to help businesses start and scale. They do this while our Ventures team focuses on raising capital to invest in high-growth tech startups. This dual structure provides founders with everything they need, from foundational resources to early-stage capital.

Here's a look at who's contributed as part of our team over the 2024-25 fiscal year:



Alfred Burgesson (he/him)
Founder & CEO, Tribe Network
Managing Partner, Tribe Ventures



Dan Oshodin (he/him)
COO, Tribe Network



Deborah Sanni (she/her)
Associate Director, People & Partnerships, Tribe Network



Nicole Jackson (she/her)
Director of Marketing & Communications, Tribe Network



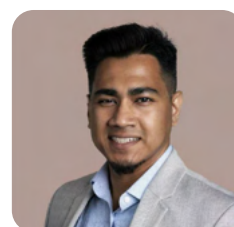
Katerina Msafari (she/her)
Founder Success Manager, Tribe Network



Ngutor Ikpaahindi (he/him)
Technology Lead, Tribe Network



Nana Ekow Korsah (he/him)
Digital Content Lead, Tribe Network



Mehad ul Haque (he/him)
Startup Success & Investment Advisor, Tribe Network
Investment Analyst, Tribe Ventures



Phillip Yoon, CAIA (he/him)
Investment Principal, Tribe Ventures



Daneesha Provo (she/her)
Community Engagement Lead, Tribe Network



Maxinne Baddoo (she/her)
Operations Coordinator, Tribe Network



Ramon Stultz (he/him)
Administrative Coordinator, Tribe Network



Rocco MacIsaac (he/him)
Community Outreach & Engagement Intern, Tribe Network



Amani Rizwan (she/her)
Social Media Marketing Intern, Tribe Network



Raihan Uddin Ahammad (he/him)
Finance & Business Analytic Intern, Tribe Network



Queen-Esther Okundonor (she/her)
Marketing & Communications Intern, Tribe Network

We also welcomed four new Network team members in 2025:



Stephen Osunrinde (he/him)
Software Engineer, Tribe Network



Denise Imoru Ayarna (she/her)
Marketing & Communications Intern, Tribe Network



Marlon Thompson (he/him)
Founder Growth Coach, Tribe Network



Christian Moya-Garcia (he/him)
Program Coordinator, Tribe Network

Board of Directors

Our Board of Directors plays a vital role in steering Tribe Network toward a sustainable future. They provide essential advice and guidance, ensuring we meet governance requirements and operate effectively. By providing strategic direction and ensuring we have the necessary resources, our board empowers us to consistently advance our mission of supporting racialized entrepreneurs and building a more equitable ecosystem.



Victor Beausoleil (he/him)
Board Chair, Executive Director at Social Economy Through Social Inclusion



Melanie Thomas (she/her)
Vice Chair, Vice President at Community Foundation of Canada (CFC)



Savior Joseph (he/him)
President at Breathing Green
General Partner, Tribe Ventures



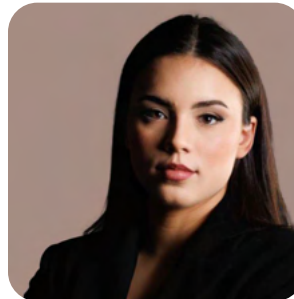
Tiffany Callender (she/her)
Co-founder & CEO at Federation of African Canadian Economics (FACE)



Brandon Rolle (he/him)
Sr. Legal Counsel at African Nova Scotian Justice Institute (ANSJI)



April Howe (she/her)
Founder and President of Crayon Strategies



Alexa Metallic (she/her)
Policy & Research Coordinator for Indigenous Climate Action (ICA)



Cheralyn Chok (she/her)
Co-Founder & Executive Director of Propel Impact



Tosin Ajibola
Founder & CEO at Welkom-U



Wesaam Mohamed (she/her)
Associate at RBCx



Brennan Googoo
Youth Engagement Officer for Nova Scotia, Ulnuoweg Indigenous Communities Foundation



Anthony Agbonkhese
Founder and Principal Consultant of Nerdia Connect Inc



Alfred Burgessson (he/him)
Founder & CEO

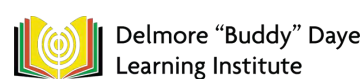
Partners

Tribe Network wouldn't exist without our community of innovators, funders, and collaborators who enable us to do the work we do, and with whom we co-create opportunities to advance entrepreneurship and innovation for our network.



Atlantic Canada
Opportunities
Agency

Agence de
promotion économique
du Canada atlantique

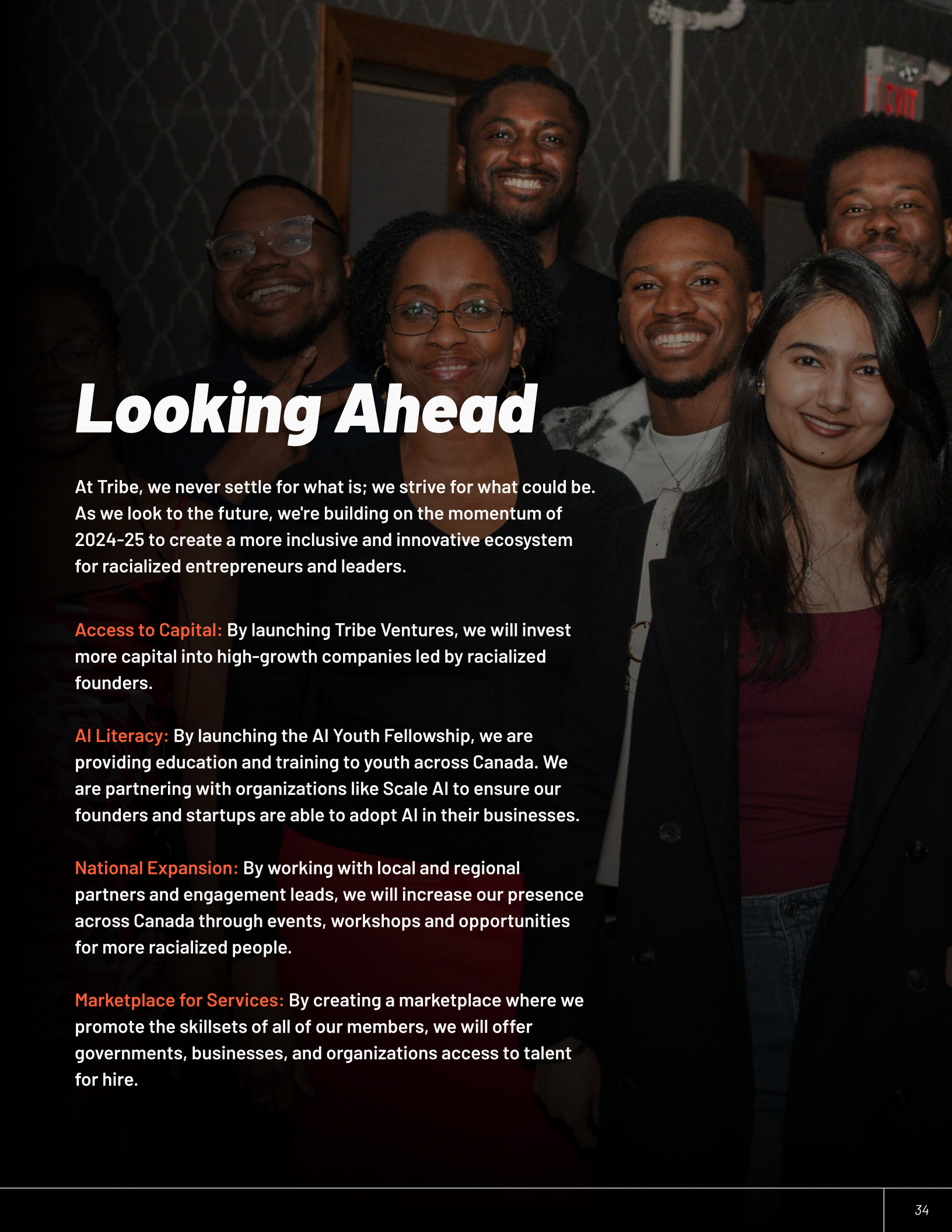


THE DIASPORA AFFAIRS
OFFICE OF THE PRESIDENT OF GHANA



Weymouth Falls
Community Land Trust





Looking Ahead

At Tribe, we never settle for what is; we strive for what could be. As we look to the future, we're building on the momentum of 2024-25 to create a more inclusive and innovative ecosystem for racialized entrepreneurs and leaders.

Access to Capital: By launching Tribe Ventures, we will invest more capital into high-growth companies led by racialized founders.

AI Literacy: By launching the AI Youth Fellowship, we are providing education and training to youth across Canada. We are partnering with organizations like Scale AI to ensure our founders and startups are able to adopt AI in their businesses.

National Expansion: By working with local and regional partners and engagement leads, we will increase our presence across Canada through events, workshops and opportunities for more racialized people.

Marketplace for Services: By creating a marketplace where we promote the skillsets of all of our members, we will offer governments, businesses, and organizations access to talent for hire.



find your tribe