

A photograph of two young people, a man and a woman, captured in dynamic dance poses. The man, on the left, is wearing a black t-shirt, a black cap, and red pants, with his arms raised. The woman, on the right, is wearing a red jacket, red pants, and red sneakers, with one leg kicked high. They are set against a vibrant background of blue and red with white light streaks.

ANNUAL REPORT 2018-2019

L2R.ORG.AU

Incorporated Entity, DGR Endorsed, ATO Charity
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Registered FBT Rebate, GST Concession, Income
Tax Exemption.

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L2R Next Gen Inc. (L2R Dance)

ABN 60 571 086 140

BOARD

Chair - Carol Ross

Vice Chair - Robyn Gawenda

Secretary - Kirsty Hooper

Treasurer - Angela Ilton

Members:

Rebecca Thomas

Simon de Lacy-Leacey

Mary Quinsacara

Christian Vasquez

STAFF

Chief Executive Officer - Jacinda Richards

Acting CEO - Vivian Clark

Youth Arts Coordinator - Efren Pamillacan

Community Development & Events Coordinator -
Hëna Memishi

Teaching Staff - Daisuke Benson, Lanie De Castro,
Dennis 'Nasa' Pennaslligen, Hëna Memishi,
Jacinda Richards

L2R Pathways Program (Pilot 2018) Emerging Artist -

Lwel Gay Moo (Ligi), Monday Kunoo, Nastaran
Ghalghovand

L2R Pathways Program 2019 Emerging Artist -

Monica Autiak, Rito Huynh, Monday Kunoo

PHOTOGRAPHERS & FILM

Rory Kelly, Hëna Memishi, Nicky Dracoulis,
Rachel Main, Mills and Boom

Annual Report Designer - Zoë Miller



L2R acknowledges the traditional owners and custodians of the land on which we unite and dance, the Boonwurrung and the Wurundjeri people of the Kulin Nation. L2R pays respect to their Elders both past, present and emerging.

COMPANY OVERVIEW

L2R is a not for profit based in Melbourne's west that is dedicated to making the arts, specifically dance, accessible to children, young people and their families that can't access commercial opportunities due to social and/or financial barriers.

More than just a series of dance classes, L2R is led by the voices of the people it exists for. The organisation promotes social inclusion, mental and physical health, and builds resilience and self-respect by employing creative approaches to break down social barriers including age, race, religion, culture and gender, while promoting respect and resilience in the broader community. L2R aims to actively engage and foster artistic talent in Melbourne's west while empowering and transforming the lives of young people through the power of dance.

It's important to note the differences between hip hop dance classes offered in a dance school environment, when compared to the community dance workshops facilitated by L2R; the classes run by L2R do not have a focus on performance or 'product' but on process and the ways in which dance, specifically hip hop, can be a vehicle for expression and a means to forge an identity in community.

L2R operates in some of Melbourne's most disadvantaged municipalities including Brimbank, Maribyrnong and Wyndham, and is dedicated to making dance workshops and creative expression opportunities accessible to young people from marginalised communities.

STAFF

L2R's headquarters are proudly located at the vibrant Footscray Community Arts Centre where we sublease with Co Heath Arts Generator. In L2R's office we have three part-time employees including, Jacinda Richards (Founder & CEO), Efren Pamilacan (Youth Arts and Community Development Coordinator) and Hēna Memsihi (Community Development and Events Coordinator).

OUR MISSION

To inspire positive vibes through one language, Dance!

KEY GOALS

- Provide high quality free dance programs in Melbourne's west for children and young people facing disadvantage as a result of their experience being newly arrived, recent migrants or disadvantaged.
- Create the next generation of community leaders by connecting children and young people to services, enabling them to participate in a meaningful way to civic life.
- Create pathways into employment for young people, including the arts and community development sectors.
- To make a positive change to the mental and physical wellbeing of newly arrived, migrant, refugee and at-risk children and young people in Melbourne's west.
- Develop a sustainable model for delivering the L2R program that is adaptable to the changing needs of young Victorians.
- Develop and support L2R's emerging and professional artists.

OUR VISION

A more inclusive world where people's lives are enriched through access to the arts.

CORE VALUES

WELCOME
EVERYBODY

RESPECT
ONE
ANOTHER

BE
CREATIVE

HAVE
FUN

CHAIR NOTES

As a dance enthusiast, I first heard about L2R via a serendipitous tweet. When I saw the work that L2R was doing, I immediately knew I wanted to be involved and contacted Jacinda, the Founder and CEO. What I learned from her was even more compelling as I listened to heartfelt stories about L2R's vision and the impact of their work. I had discovered an organisation that coupled two things I am deeply passionate about – dance and making a difference in the lives of children and young people.

Since joining L2R, I continue to be inspired by the positive vibes that L2R brings to the local community by using dance as a language for connecting and

empowering younger generations. L2R helps children and young people find their place in an ever changing and turbulent world. L2R has created a magic formula that provides a happy and safe space to learn and grow, particularly for refugees and newly arrived migrants that have been displaced from their traditional communities. Participants in L2R programs learn tangible skills that help increase their confidence and build resiliency, as well as providing leadership opportunities. I am proud and humbled to be a part of this inspirational organisation and supporting L2R's mission & vision – helping to create a more inclusive world where people's lives are enriched through access to the arts.

- Carol Ross, Chair

CEO NOTES



This year, L2R has proven to be far bigger than me! Not only did L2R survive my maternity leave, it thrived! It was so inspiring to see the members of L2R take on this challenge, step up, tighten processes and work collaboratively to ensure L2R kept grooving. This achievement would not have been possible without Acting CEO, Vivian Clark, who truly did a wonderful job dedicating and volunteering many hours to do far more than, 'keep the seat warm.'

A major focus throughout 2018/2019 was to recognise and invest in leaders within L2R who have demonstrated passion and commitment to the organisation. I am dedicated to best practice, building solid foundations and a sustainable model that will ensure a bright future for the L2R family.

Our cohort of 9 emerging artists remains an integral part of the organisation. We continue to unpack how

we can better support and understand their needs, concerns and challenges. We have done this through the development of the L2R Pathways Program which has led to an increased fee for service and employment and training opportunities. At the centre of what we do is our free dance programs that are constantly bustling with new and old faces, exploring life through dance and hip hop culture while embracing peer-to-peer mentoring. I believe the Arts are an integral part of life, not a privilege.

Big ups to Cyclone Creative for making L2R look fresher than ever. Our new branding strategy has achieved consistency across social media, online assets and collateral, which has increased visibility and most importantly street cred.

A huge thank you to the L2R board for their continued support and energy. I feel privileged to have a team of directors who are passionate, committed and willing to donate their specialised skills in order for L2R to constantly build financial rigour and strengthen organisational capacity.

In the pipeline is secured multi-year funding, a new strategic plan and our first ever artistic development, Kith! Spread the word, because 2020 is looking pretty radical!

PS. I bow down to all you working mummas out there. So wild!

- Jacinda Richards, CEO

YOUTH ARTS & COMMUNITY DEVELOPMENT COORDINATOR REPORT – EFREN PAMILACAN



In February 2019, I was appointed the position of Youth Arts and Community Development Coordinator in an effort to expand and continue on Dennis Pennalligen's critical work as L2R's Lead Teaching Artist in 2018.

As a longstanding participant in hip hop dance and an advocate for the cultural development of the Australian community, joining L2R has been a positive step aligning with my core values.

An initial objective coming into the role was familiarising myself with L2R's participants, as most of them had

not met me prior to my work with L2R. It's been a highlight getting to know all the amazing people through meetings with teaching and emerging artists, including participating and teaching the dance classes that L2R provides. The community has been very welcoming, making my transition into this role relatively smooth.

There are two streams central to my role as the Youth Arts and Community Development Coordinator. Firstly, facilitating the L2R Pathways Program where I work closely with Jacinda (CEO) and Hēna (Community Development and Events Coordinator). Through an expression of interest, three emerging artists have been selected to undertake a year long paid internship. The young emerging artists and cultural leaders we have selected are Rito Huynh, Monica Autiak and Monday Kunoo, who have all demonstrated a desire to further their artistic practice. The paid internships will aim to get the emerging artists 'job ready', while fostering artistic skills development and career aspirations.

The second stream in my role has been the creation of L2R's first artistic dance development, Kith, which is set to be presented at the Due West Arts Festival in November. With my previous experience in making performances with hip hop dancers, Kith will be under my direction with the assistance of the L2R staff. One of the aims of Kith is to support the emerging artists with their dance journey and foster their creative capacity to express themselves in new and exciting ways. As these new branches of the L2R tree are growing, so too am I with my own professional and artistic practices.



L2R PATHWAYS LEADERSHIP PROGRAM: OVERVIEW

An integral part of the organisation is our L2R Pathways Leadership Program which is in essence, a paid internship for young people already involved with L2R who demonstrate commitment and leadership potential.

In 2018, L2R Dance received funding from the Lord Mayor's Charitable Foundation to pilot the L2R Pathways Emerging Artist Program. The pilot was hugely successful, proving to be an integral part of the organisation's future direction. The pilot demonstrated a need for greater support and investment for experienced participants of L2R, and proved their capacity to take on leadership roles if supported appropriately – thus the L2R Pathways Leadership Program was born.

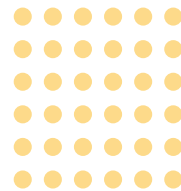
The L2R Pathways Leadership Program consists of three areas of development; the Emerging Artist Committee, a series of training and development opportunities for professional and emerging artists and two new employee roles, the Youth Arts and Community Development Coordinator (Efren Pamiliacan) and the Community Development and Events Coordinator (Hëna Memishi).

The L2R Pathways Program addresses the need for greater investment and support of leaders within L2R, specifically the older cohort of emerging artists from newly arrived, migrant, refugee and at-risk backgrounds. This project places emerging artists on paid internships mentored by our Youth Arts and Community Development Coordinator. Throughout the year-long internship, the project nurtures the development and growth of young people already connected to L2R through mentoring sessions, performance opportunities, structured workplace learning and the development of individual employment/artistic portfolios. Key outcomes include, artistic development, job readiness and employment pathways and opportunities which will enable emerging artists to step into community development and artistic leadership positions within L2R, or organisations we actively collaborate with.

In 2018/2019 the L2R Pathways Leadership Program was supported by the Lord Mayor's Charitable Foundation, Creative Partnerships Australia through Plus1 and the Australian Cultural Fund, Gandel Philanthropy, the Besen Family Foundation and over 28 private donors from the broader community who helped get this program off the ground.



L2R PATHWAYS HIGHLIGHTS



- Developed L2R Pathways project plan.
- Placed three emerging artists on paid internships.
- Completed two photo shoots with Sam Wong and Hēna Memishi.
- Engaged 2 Melbourne musicians to provide original hip hop music compositions for Kith.
- Eight rehearsals for Kith dance development, hosted by Dancehouse and Bowery Theatre.
- Five professional dance development classes attended by the three emerging artists and participants of L2R.
- L2R Staff attended Child Safe Standards and Reportable Conduct workshops.
- Three emerging artists are now job ready, including Working with Children Check, CV and interview skills training.
- Developed an info pack to provide information about the Pathways Program.
- Engaged Mills and Boom for the evaluation video of L2R Pathways Program.
- Cultural intelligence workshop facilitated by Rana Ebrahimi which was attended by L2R employees, teaching artists and emerging artists.
- Leveraged four new creative partnerships which include Art Centre Melbourne, Dancehouse, Due West Festival and the Bowery Theatre.
- Planned and delivered three teaching artists meetings.
- Three individual dance videos created by emerging artists in collaboration with Signal Arts.



PROFESSIONAL DEVELOPMENT

Signal Arts

In collaboration with documentarian Sam McGilp from Signal Arts, three emerging artists from the L2R's Pathways Program have spent two months creating videos showcasing who they are through dance. Participants learned how to set up, record and edit their own videos, increasing their skills and understanding of the video-making process.

Dancehouse

A renowned dance venue, Dancehouse, provided L2R rehearsal space for the emerging artists across two weeks to learn introductory tools to choreography which has been used in the development of Kith. In these workshops I worked with the emerging artists to explore core elements of dance such as body, action, space and time. L2R would like to express thanks to Ashley Dyer, producer at Dancehouse, for the support and opportunity.

Bowery Theatre

L2R has collaborated with LAB program at St Albans Community Arts Centre run by Dennis Pennalligen to provide space for Kith rehearsal at the Bowery Theatre during Term 3.

Arts Centre Melbourne

A partnership between L2R and the Arts Centre Melbourne, First Call Fund has given an opportunity for three emerging artists to experience Nick Power's work, *Between Tiny Cities*, as part of AsiaTopa. Included in this opportunity was the chance to participate in his workshop where he shared creative tools for dance making.

Dance Massive

L2R's Young Masters (YM) had the opportunity of being part of Australia's renowned contemporary dance festival, Battle Massive, an event showcasing the diverse street dance communities that contribute to our city's vibrant cultural life all year round. YM opened the event through their iconic street busking show. Additionally, as part of the festival, four emerging artists participated in Thomas E.S. Kelly's masterclass who is a proud Bundjalung-Yugambah, Wiradjuri, Ni-Vanuatu man.

Lucy Guerin

As an introduction to choreographic tools for dance making, L2R emerging artists have taken classes from prominent contemporary dancers such as Stephanie Lake and Deanne Butterworth.

MC Fusion Showcase

L2R emerging artists had the opportunity to watch a performance by MC Fusion Bboy crew as part of Show Passion Korea, MC Fusion are winners of 30+ World Bboy Championships.



CHALLENGES & FUTURE PLANS

My role as Youth Arts Coordinator has proven to be a welcome challenge. 'Hit the ground running' has been the mentality, with momentum increasing as the year progresses. Some words of advice from Dennis at the start of the year were to "Understand young people's lives are forever changing." This advice has been crucial in managing my expectations when working with the emerging artists. Further understanding the complexities of young people from newly arrived, migrant and refugee backgrounds has been an integral part of navigating my work for L2R.

I believe the creative capacity and confidence of L2R's emerging artists will flourish with the presentation of Kith and their leadership qualities and personal attributes will shine through the paid internships. It's an exciting time for L2R and I look forward to supporting the organisation, its staff and its participants into the future.



EMERGING ARTISTS

Monica Autiak

My name is Monica and I am from South Sudan. I started dancing with L2R in 2017 when my brother brought me to a class. Since arriving in Australia, I have been a part of L2R and now I am an emerging artist. I am currently studying VCE, year 12 at Victoria University in Footscray. When I finish my studies in November I want to do medicine at Melbourne University. I started dancing when I was 5 years old and have always dreamed to be a good dancer and to help others through dance. The type of dance that I am currently doing is hip hop and sometimes Afro dance. I hope to gain more skills while working with different artists. It's really amazing being a part of L2R.



Monday Moo Kunoo

My name is Monday Moo Kunoo but everyone calls me Monday. I am 21 years old and represent the Karen community, in Burma. Since 2018 I have been an emerging artist with L2R. I like to volunteer my time teaching Sunday school kids dancing and babysitting my nephew. I also help assist with L2R's Wyndham class.

Being an emerging artist means a lot to me because it gives me the opportunity to speak for the youth that struggle to be heard. It's also important to me because I get to work with other emerging and teaching artists, and gain new skills in dancing and teaching. Being an emerging artist gives me the confidence to dance with my head up. I really enjoy working as a dancer and helping others to dance. I hope to gain more skills as an emerging artist while undertaking the internship with L2R in 2019.

Rito Huynh

My name is Rito Huynh, I am a dancer, musician and an L2R emerging artist. I arrived in Australia in 2010 from Vietnam. I started my journey with dance in 2012 when I was 12 years old through the L2R program where my passion for the art and hip hop culture grew. Since then I have developed my dance style through classes, training and performing.

As a Bboy, my mentor is Bboy Nasa under L2R's "Breaking at Braybrook" program. Through this community, my friends and I have formed the Young Master's Crew performing regularly in Melbourne's city hyping up public spaces through our iconic busking show.

In 2019, I have been employed through the L2R's Pathways Program where I want to further my professional capacity in dance and connect to the dance industry. Further aspirations for myself include bringing Young Masters to the world and working in community arts as a youth arts mentor in an organisation such as L2R.



PATHWAYS TESTIMONIALS

“ This week we took some contemporary dance classes. it was pretty difficult but also fun and I would love to do it again.”
- **Rito, after taking Stephanie Lake dance class**

“ It was an amazing first time experiencing indigenous dance from a traditional custodian. For me, it was good to learn how to conduct your body and move from the land and move with the souls/ ancestors before me.” - **Maya, after taking Thomas ES Kelly master class workshop**

KITH

We are so extremely excited for the creation of our very first artistic development, Kith, which will be presented at the Due West Arts Festival, Saturday November 16 at the Footscray Community Arts Centre.

Kith is a hip hop dance development piece crafted by the next generation of creative voices, developed collectively by emerging artists from L2R Dance. Performers will explore the rhythmic exchange between movement and music in a showcase that celebrates the many cultural communities coexisting in Melbourne's west.

Part of L2R's vision with Kith is to equip our emerging artists with tools which will support and foster their journey into the professional dance sector. This approach will be driven by a holistic and personable community arts practice framework.

In-kind rehearsal space has been supported by the Footscray Community Arts Centre, Phoenix Youth Hub, Dancehouse and the Bowery Theatre in St Albans as part of their LAB program.

Head to duewestartsfestival.com.au for more information.
Festival Dates 15 – 24 November



COMMUNITY DEVELOPMENT & EVENTS COORDINATOR REPORT – HÈNA MEMISHI

In 2019, I was appointed a new position within L2R, the Community Development and Events Coordinator, which acknowledged my dedication and hard work at L2R for the past 5 years. This position was created to give me a leadership position within L2R and to help generate more revenue through our fee for service stream and bring greater artistic development to the Next Gen 2019 program.

This past financial year we made \$30,000 from 33 bookings with 25% of that going back into the organisation, creating more opportunities for all members of L2R, especially the professional development of our Emerging Artists. I believe this is amazing and I am very proud of this achievement!

We have had some incredible performance opportunities this year. A highlight would be our collaboration with Due West Arts Festival, where we took over Footscray Train station. The hour-long showcase featured L2R members across all of our programs and culminated in an all-in participatory jam session where commuters joined in. It was a special moment to share and interact with the locals, as well as showcasing west-side talent and spreading the good vibes through dance.

My aim is to continue to build our fee for service stream and cultivate more employment opportunities for all our members. I am doing this by creating a stronger and more professional show through increased rehearsals and artistic direction. I am excited to develop my own professional dance skills and community arts practice, while giving back to our community.

NEXT GEN 3019

Central to my role as the Community Development and Events Coordinator is facilitating L2R's core dance program, Next Gen 3019. It has been a humbling experience growing with the program and witnessing the immense rise in attendance, commitment and artistic skills development.

Every fortnight Dai, Lanie and Lerato have been alternating in teaching different dance genres including hip hop, Urban Choreography, Dance hall and Afro Beats. The diverse range of teachers and street dance styles have helped everyone stay motivated and challenged, while giving them opportunities to explore their movement vocabulary further.

In 2019, 11 young people joined this program and our participation levels are extremely high with an average of 18 people attending each week.

L2R is more than a weekly dance class. When you step foot into L2R's dance space you are instantly greeted with a hug or fist pump. We ask participants to leave chaos at the door. It's a time to feel present and embrace the strong bonds and connection L2R creates through dance. This year the room is filled with passion and fire and the young people are hungry and eager to learn. I have felt a shift and the new generation of emerging leaders are shining through.



CORE DANCE PROGRAM OVERVIEW

In 2018-2019, we delivered six free dance programs and 960 free dance classes.

L2R's free weekly free hip hop dance programs promote social inclusion, mental and physical health and self-respect by employing creative approaches to break down social barriers including age, race, religion, culture and gender while promoting resilience in the community. L2R aims to empower and to promote inclusion by providing a unique 'safe-space' for self-expression, confidence building and skills development in the arts while developing connection and a sense of belonging. The children, young people and families who access L2R programs typically cannot access commercial dance classes and opportunities due to social and financial barriers.

L2R's six free weekly dance programs are delivered across four sites and three local Government areas including Brimbank, Wyndham and Maribyrnong. The programs align with the Victorian school term. A successful part of our framework is to have one experienced lead teaching artist, who is paired with an emerging artist. The emerging artist learns the ropes, assists with the delivery of the program, builds confidence, and increases artistic skills, while benefiting from peer to peer mentoring by the experienced lead teacher.

Panda Squad

Monday 4-4.45pm, Visy Cares Hub, Sunshine
For children aged 6-8 years

Panda Squad

Monday 4.45-5.30pm, Visy Cares Hub, Sunshine
For children aged 9-12 years

Next Gen 3019

Thursday 4.30-6.30pm, Visy Cares Hub, Sunshine
For young people aged 12-25

Wyndham 3029

Thursday 3:30-5pm, Youth Resource Centre, Hoppers Crossing. For young people aged 12-25

Breaking @ Braybrook

Friday 4.30-6.30pm, Rec West, Braybrook
For young people aged 12-25

L2R Squad

Monday 5-6.30pm, Visy Cares Hub, Sunshine
For established L2R dancers



L2R PARTICIPANT TESTIMONIALS

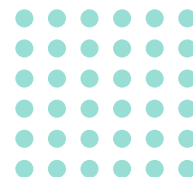
“ L2R has been one of the greatest experiences of my life. I now consider L2R my family. I have enjoyed the showcase and I'd love to thank you for an amazing journey.” - **L2R student**

“ L2R is full of multicultural backgrounds, it brings the community together. Showcasing different styles of dance.” - **L2R student**

“ L2R is important because it accepts everyone. It made me more confident as a person and has helped me with oral presentations at school. L2R gives us the opportunity to be able to express what we do. Great physical exercise and benefits, amazing people. Perfect opportunities with many goals set and achieved.” - **L2R student**



PARTICIPANT OVERVIEW



PANDA SQUAD - 40 participants
L2R 3019 - 35 participants
L2R WYNDHAM - 30 participants
Breaking@Braybrook - 25 participants
TOTAL: 130

SOCIAL IMPACT:

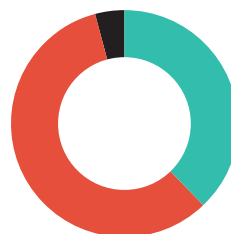
- 6 free weekly dance programs
- 3 part time staff
- 8 professional dance artists from culturally diverse backgrounds
- 9 emerging artists employed on a regular basis
- 5 emerging artists have been engaged on paid internships through the L2R Pathways Program
- 8 highly skilled, professional and diverse board members
- Participants that represent over 20 different cultural groups
- Participants that reside in Melbourne's west including, Maribyrnong, Brimbank and Wyndham local government areas.
- 33 performances at community festivals, events and corporate engagements
- 400 audience members at our annual community event, The L2R Experience.
- Over 25 funding and delivery partners
- 425 community mail subscribers
- 1351 Instagram followers
- 1156 Facebook followers
- Since 2015, over 2880 free dance classes delivered

TOTAL NUMBER OF BENEFICIARIES 2015-2019:

- 2014/2015 - 80
- 2015/2016 - 122
- 2016/2017 - 129
- 2018/2019 - 130

53 surveys were completed in Term 2, 2019
 Total number of participants throughout 2018/19 - 130

- 90% of participants speak a language other than English at home
- 44% of participants were born overseas
- Over 20 different cultural groups are currently represented across L2R including Vietnamese, Cantonese, Persian, Hakna Chin, Karen, Gujarati, Filipino, Arabic, Dinita, Spanish, Japanese, Sudanese, Ugandese, Liberian, Congolese, Burmese, Iranian, Thai, Scottish and Australian.



GENDER

- Male 38%
- Female 58%
- Other 4%



WHERE PARTICIPANTS LIVE, WORK AND/ OR STUDY

- Maribyrnong 26%
- Brimbank 45%
- Wyndham 19%
- Other 10%



HOW LONG HAVE PARTICIPANTS LIVED IN AUSTRALIA

- Less than one year 8%
- Less than five years 14%
- More than five years 22%
- Born in Australia 56%

PARTICIPANTS' FAVOURITE THINGS ABOUT L2R:

- Meeting new friends in a safe environment
- Everyone has fun, despite our differences
- Being a part of a family and creating energy to dance amazingly
- It helps me relax after a long day at school
- Being able to express myself
- Every moment in L2R is my favourite



ORGANISATIONAL HIGHLIGHTS



Over 2018/2019, L2R has focused on putting young people at the centre of our development and decision making, while strengthening governance and organisational capacity.

OPERATIONAL

- Employed an Acting CEO, Vivian Clark, from July to November 2018 while Jacinda Richards was on maternity leave.
- Developed and started delivering the second phase of L2R Pathways Leadership Program.
- Employed Hēna Memishi as the Community Development and Events Coordinator, a new role within the organisation.
- Employed four professional artists on a regular weekly basis as sub-contractors.
- Delivered a new brand identity and communications strategy in partnership with Cyclone Creative.
- Launched a fresh new website.
- Created new merchandise and marketing collateral including a suite of program flyers, t-shirts and hoodies for all L2R participants.

GOVERNANCE

- Completed strategic planning sessions for our Strategic Plan 2020-2025 which will launch in November 2019.
- Appointed three new General Members.
- Implemented new policy and procedures to strengthen organisational governance including a quarterly financial dashboard report, Leave Entitlement Policy, Discrimination, Bullying and Harassment Procedure and L2R Workplace Behavior Policy.
- Strengthened organisational process in preparation for CEO Jacinda Richards to take Maternity Leave in August 2018.
- Implemented quarterly CEO reports.

DEVELOPMENT

- Developed new funding relationships with the Bennelong Foundation, Creative Partnerships Australia, Australian Cultural Fund and the Alfred Felton Bequest.
- Strengthened ongoing relationships with Lord Mayor's Charitable Foundation and Gandel Philanthropy.
- Secured multi-year funding with the Sidney Myer Fund for \$150,000 over 3 years, and the Besen Family Foundation for \$30,000 over 2 years.
- Commenced a new evaluation strategy in partnership with First Person Consulting using the Cultural Development Network Framework.

ARTISTIC AND COMMUNITY

- Created a new hip hop floor show with professional and emerging artists.
- Started development of Kith.
- L2R crew members performed at key Melbourne events to thousands of audience members including as part of Melbourne International Arts Festival and the MOOMBA Parade 2019.
- Performed on a live-to-air broadcast, 'The Floor is Yours', ABC TV.
- CEO Jacinda Richards was a panelist on 'Who Gets to Dance?' as part of Dance Massives' conversation series.
- Delivered L2R Experience 2018 to over 400 audience and community members.
- Fostered a team of nine Emerging Artists.
- Took a crew of six dancers to Sydney to compete in world renowned Destructive Steps 2018.
- Consultation with Uncle Larry Walsh, Elder in residence with Footscray Community Arts Centre.



TRAINING AND DEVELOPMENT

In an effort to better understand how to work with the communities in Melbourne's west and to strengthen our community engaged arts practice, L2R has undertaken a series of cultural intelligence training sessions which were delivered across all levels of the organisation.

The workshops were facilitated by Rana Ebrahimi, who has over 16 years' experience in working with UN agencies and international NGOs, and is currently working with the Victorian Equal Opportunity and Human Rights Commission. The topics covered throughout the sessions included, cultural self-awareness, cultural literacy, cultural adaption and cultural bridging. These sessions provided opportunities for L2R members to gain a better understanding of self and those they work with. The sessions delivered with our young people were interactive, engaging and highly thought provoking.



DESTRUCTIVE STEPS: SYDNEY 2018

A highlight of Breaking @ Braybrook in August 2018, was our 2-day trip with 7 young people to Sydney to attend and participate in Destructive Steps 2018, which is Australia's premier street dance festival. Destructive Steps unites some of the best street dancers across the globe. The event features non-stop battling action between talented Bboys and Bgirls, Poppers, Lockers, Waackers and more, with only live DJ-ing throughout the entirety of the festival. An exciting part of this trip was that Banjo (pictured left) won the under 18's 1 vs 1 breakdance competition.

This trip was part funded by Sirius People, which is a specialist recruitment agency based in Sydney, Melbourne, and Brisbane. A big thank you to the Sirius team and Maria-Louise Allardyce for volunteering her time to support Nasa on this 2 day interstate trip. This was a big team effort!

REFECTION BY LWEL 'LIGI' MOO

I went to Destructives Steps with L2R because I wanted to battle. It means so much to me to have the opportunity to travel to Destructives Steps. One of my dream goals is to win Redbull BC ONE which is the biggest 1v1 Bboy and Bgirl battle in the world. This will mean so much to me if I win because I will gain the popularity and people will start to notice me and invite me to judge, teach and show my style. It would be a dream to do what you love and get paid for it. I also dream to hold workshops in Burma with people from the street, so that they can do something instead of nothing. Every year I meet new people, see different people dancing from around the world which inspires me to push myself even more. I think bringing young people from L2R will be a great thing because they will be inspired to take dancing to the next level and I can introduce them to people that I know. I will encourage them to do cyphers which will build their confidence. I will be proud because I will represent L2R and my country of birth which is Burma.

- Lwel 'Ligi' Moo, Emerging Artist/Assistant Teacher, Breaking @ Braybrook



FINANCIALS

L2R Gen Next Inc.

Registration number: A0060710N

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2019

Income:

Fee for Service	\$31,295
Government funding	\$15,500
Philanthropic grants	\$115,989
General Donations & fundraising	\$8,437
TOTAL:	\$171,221

Service Delivery Expenses:

Program & performance expenses	\$15,938
Teaching artist fees	\$54,151
Emerging artist fees	\$16,080
Marketing & communications	\$9,470
Training & development	\$2,790
Core salaries	\$59,065
TOTAL:	\$157,495

Administration & Accountability

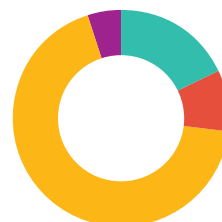
General administration & overheads	\$13,002
Compliance and reporting	\$6,672
TOTAL:	\$19,673

TOTAL EXPENDITURE: **\$177,168**

Operating Loss	-\$5,947
Add: committed grants 2019	\$51,199
Add: cash at bank July 2018	\$48,440

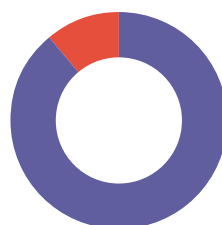
Net Surplus	\$93,692
Less: committed grants 2020	-\$89,296

TOTAL NET BALANCE: **\$4,396**



INCOME SOURCES

- Fee for service (18%)
- Government funding (9%)
- Philanthropic grants (68%)
- Donations & fundraising (5%)

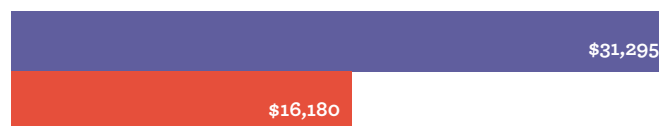


COSTS INCURRED

- Service delivery expenses (89%)
- Administration & accountability (11%)

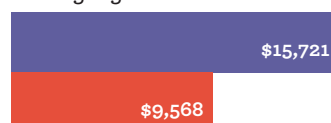
L2R PERFORMANCE REVENUE IMPACT

Fee For Service:



- 2019 - 33 gigs
- 2018 - 21 gigs

Emerging artist income:



TREASURER'S REPORT

- ANGELA ILTON

In now my second year as L2R's Treasurer and board member, I am thrilled to present the financial statements for L2R Gen Next Incorporated (L2R). L2R is a not for profit organisation, listed on the Register of Cultural Organisations (RoCO), with Deductible Gift Recipient (DGR) status. The financial data presented in this Annual Report has been extracted from the Special Purpose Financial Report for the year 1 July 2018 to 30 June 2019.

- In consideration of revenue streams, the majority of funding continues to be sourced from philanthropic organisations; including, The Shine On Foundation Sidney Myer Fund, Besen Family Foundation, Bennelong Foundation and Igniting Change to name a few – please refer to our funding partners on P.31. The funding was delivered at various times during the year, with an allocated period of generally one year, to fund specific programs and goals, such as the Pathways and Emerging Artists programs.
- Advance Receipts represents grant income not yet fully spent and is carried forward per the agreed terms and conditions of the grants.
- The Creative Partnerships Australia Plus1 campaign meant that L2R donations were matched dollar for dollar up to \$25,000. Thanks to the support of the broader community, L2R was proud to raise over this target in a short period of time.
- As a percentage of total income, the greatest funding is sourced from non-government alliances, with government funding contributions of approximately 9%.
- Of greater interest is L2R's self generating income, through Fee For Service, by way of paid performances and gigs throughout the year. The decision to invest in additional office support has directly translated in to a marketing and advertising push to increase performance revenue. The impact of L2R's targeted

efforts to book gigs has seen the number of paid performances increase to 33 (up from 21 in the prior year). This time last year, we saw an increase of almost 80% in 2017 and for 2019 this jumps again by 87%.

- Fee for service continues to provide young students with opportunities to perform, connect with the community and more importantly provide employment. The fees paid to our emerging artists increased from \$9,568 in 2018 to \$15,721 in 2019, which highlights the strategic goal of paid work for our emerging artists.
- The main increase for costs from prior year (up by 36%), is a result of a general increase in expenses across delivering and overseeing the programs, i.e. weekly lessons and core salaries by increasing head count and teacher training.
- Program and service delivery represents 89% of total expenditure, whilst administration and accountability costs are around 11%. These costs continue to be kept low due to the tremendous in-kind support of local businesses and volunteering.

L2R continues to be heavily governed with budget reporting and financial data being constantly reviewed, analysed and assessed. The board, together with the CEO takes great pride in ensuring financial success, not only through prudence of expenditure but also taking sound decisions to promote and enhance revenue growth, such as self-sustaining fee for service opportunities.

2019 has proven to be another successful year due to the hard work and dedication of a team guided by Jacinda, CEO, with 100% support by the members of the Board.

- Angela Pisa Ilton, Treasurer



FEE FOR SERVICE STREAM

Total Income: \$31,295

Total number of performance and workshop bookings: 33

% of total income through fee for service:

- 2016/2017 - 6%
- 2017/2018 - 9.5%
- 2018/2019 - 18%

L2R is proud to use dance as a platform to unite community and spread good vibes at some of Melbourne's biggest events and cultural celebrations. 100% of the revenue from our fee for service performances go back into our unique charity that provides opportunities for young people to participate in dance. **100% of proceeds go towards creating social change through dance.**

PERFORMANCE HIGHLIGHTS FROM 2018/2019:

- MOOMBA Parade 2019
- Live to air broadcast on ABCTV, 'The Floor is Yours'
- Due West Arts Festival
- Melbourne International Arts Festival
- Intersect Out West – Diversity Arts Australian and the British Council
- VMC's 35th Birthday



PRESENTATION PARTNER TESTIMONIALS:

“ The engagement of the wider Melbourne community was a core focus of the strategy of the 2019 Moomba Parade. L2R as an organisation came up very early on in creative meetings as an organisation that the Moomba Parade should be talking too and collaborating with. We cannot speak highly enough of their involvement in the Moomba Parade. As well as an amazing hip hop performance we were able to provide a high profile platform to celebrate L2R's cultural diversity and the skills of the hugely talented and enthusiastic young people they work with in the wider Melbourne area. We look forward to working with L2R in the coming years. - **Laura Staples, City of Melbourne, Moomba Parade 2019**

“ Thank-you so much for teaching our Year 8 Dance students hip hop dance. The girls responded so well to the positive and enthusiastic teaching of the three instructors. The instructors were supportive and energetic. The dances and movement were fun. The students loved it. We will have you back next semester. - **Our Lady of Mercy College, 2019**

“ I participated in L2R's workshop on Camp Wings in July 2018. Camp Wings is a three day all abilities camp run by Flying Fox. On the final day of camp, we had a session with L2R. The session was so much fun for both the campers and the buddies (leaders). The workshop leaders were great with everyone on the camp, displaying copious amounts of tolerance, encouragement and positivity which all contributed to the success and enjoyment of the campers. Throughout the workshop everybody's confidence grew immensely, and everyone was smiling continuously. - **Natalie Gabriel (staff member), Flying Fox**





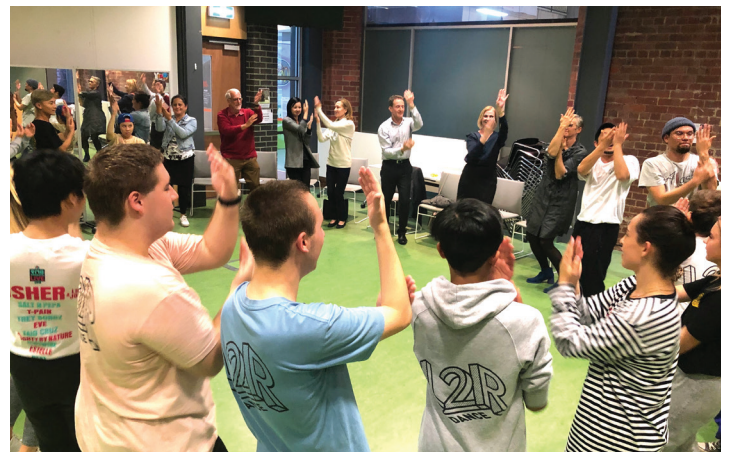
NEW MULTIYEAR FUNDING PARTNERS

L2R X The Sidney Myer Fund

L2R is delighted to announce that the Trustees of the Sidney Myer Fund have approved a grant of \$150,000 over three years in support of L2R's work through the power of dance. The Sidney Myer Fund's ongoing commitment and support will ensure L2R continues to thrive. Check out this fabulous photo of L2R's Next Gen crew with The Myer Foundation's and Sidney Myer Fund's, CEO Leonard Vary, Program Manager Kirsty Allen and Sidney Myer Fund Chairman Carrillo Gantner AC, Trustee Sally Lindsay, and staff, Hang and Denise.

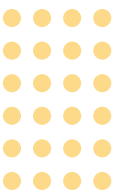
L2R X The Besen Family Foundation

It is also with great pleasure that we announce the Trustees of the Besen Family Foundation have approved a grant for the L2R Pathways Program in the amount of \$30,000 across two financial years. A big thank you to CEO Tabitha Lovett and Grants Manager Anna Nieuwenhuysen for their support and enthusiasm.



L2R ON ABC - 'THE FLOOR IS YOURS!'

We were so excited to be asked by ABCME to feature in the very first episode of their live to air broadcast TV show, 'The Floor is Yours'. We were very proud of our nine dancers aged between 6-19 years who handle the pressure of a professional TV set, which allowed for only a couple of takes, including interviews straight into dance routines. No mistakes, just cool, calm and collected as they took it all in their stride and danced up a storm. Check out some of the crew on set!



**VIBRANT HIGH-QUALITY HIP HOP
DANCE PERFORMANCES THAT WILL BRING
THE GOOD VIBES TO YOUR NEXT EVENT.**



SERVICES

- FESTIVAL PERFORMANCES
- TEAM BUILDING WORKSHOPS
- CHOREOGRAPHY
- BREAKDANCE SHOWS
- TAILORED SHOWS
- SCHOOL WORKSHOPS
- CORPORATE SHOWS
- FLASHMOBS
- COMMUNITY WORKSHOPS

**100%
PROCEEDS GO
TOWARDS CREATING
SOCIAL CHANGE THROUGH
DANCE**

L2R believes in one language... Dance

L2R is proud to use dance as a platform to unite community and spread good vibes at some of Melbourne's biggest events and cultural celebrations. 100% of the revenue from our fee-for-service performances go back into our unique charity that provides opportunities for young people to participate in dance.

Our previous engagements have included White Night festival, the Premiers Gala Dinner, Headspace National Youth Forum, Victoria's Multicultural Festival, Fun Run by All the Queens Men, Due West Festival, Melbourne International Arts Festival, live to air broadcast on ABCTV and Moomba.

L2R DANCE
45 Moreland Road
Footscray VIC 3004, Australia
☎ 0417 101514

**L2R.
ORG.
AU**



THE L2R EXPERIENCE 2018

On Saturday 24th November 2018, L2R held its 5th annual L2R Experience at the Footscray Community Arts Centre to a SELL OUT crowd! Over 400 supporters and community members attended the L2R Experience to watch, celebrate and vibe with 60 young dancers who on stage threw down their fresh talents, vibrant energy and most importantly demonstrate the importance of dance.

The achievements of 2018 culminate in this annual celebration. The event showcases the talents of L2R participants to the community, shares positive messages of inclusion and diversity through the language of dance, and is also just a great opportunity to have a boogie!

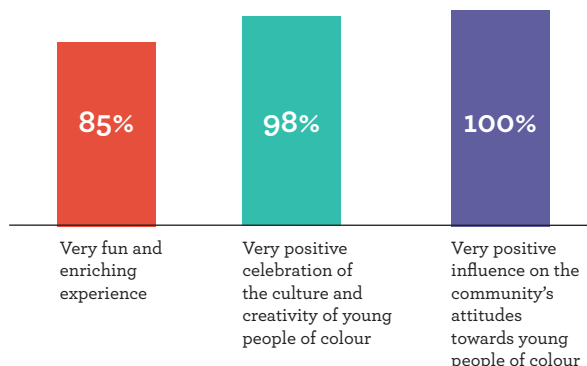
L2R Experience 2019 will be held October 5th at the Footscray Community Arts Centre.

First Person Consulting supported L2R staff and Emerging Artists to deliver a survey to 40 audience members to capture their feedback on the L2R Experience.

Despite being a grey rainy day, survey respondents rated the event an average of 4.83/5 for being a 'fun and enriching experience', 4.98/5 for being a 'positive

celebration of the culture and creativity of young people of colour', and 5/5 for being a 'positive influence on the community's attitudes towards young people of colour'.

The graph below shows the percentage of participants who responded with 5/5 to each question.



STUDENT TESTIMONIALS

Can you tell me about the best thing about L2R Experience?

- “L2R is full of multicultural backgrounds, it brings the community together showcasing different styles of dance.”
- “The best thing would be the fact that everyone seemed so close at the L2R Experience. We just had a fun time and cheered for each other.”
- “That everyone comes together and just has an amazing time and gets closer.”
- “We get to showcase our abilities and perform dance routines we've been working on throughout the year, and meet up with different crews around Melbourne.”

What can be improved at the L2R Experience?

- “Different idea of how the show will run, more crowd participation”
- “Having a theme or structure similar to 2017's L2R experience! Makes it interesting, like a story is being told”.
- “More epic performances and more of the audience from around Melbourne”.

AUDIENCE REFLECTIONS

- “The energy of performers pumped up the audience – good vibes!”
- “Young people from different backgrounds showcasing their talent”
- “Positivity and inclusivity in seeing the kids in a supportive environment”
- “The shared, inclusive atmosphere”
- “L2R represents something special”

How did you feel at the experience?

- “At first, I was really nervous at the L2R experience as I was nervous to dance, but when I was dancing I felt very energetic, excited and a part of something.”
- “I felt so fantastic and so proud of myself for what I did.”

SURVEY DATA

Did you have family or friends watching you at the L2R Experience?

YES – 94.5%
NO – 5.5%

Was this the first time they saw you dance?

YES – 83.5%
NO – 16.5%



EVALUATION: FIRST PERSON CONSULTING

L2R X FPC EVALUATION PARTNERSHIP

First Person Consulting (FPC) has partnered with L2R to help evaluate and improve the work we do. Supporting and walking alongside L2R, FPC is helping to increase the capacity of the organisation and tell the L2R story through monitoring, evaluation, reporting and improvement. This is a collaborative evaluation and L2R staff and participants have a key role in the design and delivery of the evaluation, including helping to collect data. Our evaluation focuses on three key areas:

- the outcomes, impact and value of L2R's programs
- the needs of the community and how L2R's work is addressing this need
- L2R's organisational development and improvement—including operations, outputs and engagement.

FOUNDATIONS IN CULTURAL DEVELOPMENT

L2R's partnership with FPC evolved through the meeting of both parties at a capacity building workshop held by Footscray Arts Centre—a melting-pot for the arts in Melbourne's western suburbs. This workshop provided an overview of how to evaluate arts and culture, and was delivered by John Smithies, Executive Officer of the Cultural Development Network (CDN). The CDN has invested a great deal of research into effective planning and evaluation for arts and cultural programs like those delivered by L2R.

We were fortunate enough to have John visit and train us on the CDN outcomes schema. This has informed our collaborative development of an outcomes logic model for L2R, which forms the basis of the evaluation. The five outcome domains developed by CDN gave us a strong starting point for how to capture the outcomes of L2R's work, which we then adapted to meet the needs of the organisation and the style and scope of this evaluation. You can find out more about the CDN here: www.culturaldevelopment.net.au/outcomes

OUTCOMES LOGIC MODEL

The outcomes logic model was developed in collaboration with L2R staff and board members through a participatory process. Through a series of workshops, we unearthed four streams of activities that form the foundation of L2R's work:

- **Stream 1:**
Building the now: enabling at risk youth to access the arts
- **Stream 2:**
Future visions: mentoring emerging artists

- **Stream 3:**
Beyond the classroom: developing the community and building the capacity of young people in Melbourne's west to be leaders in their communities
- **Stream 4:**
Strengthening from within: developing and strengthening the capacity of L2R as an organisation

These streams emerged from the diverse range of work undertaken by the organisation and the need to draw links between its activities and outcomes outside of the core dance programs (Stream 1). This process of defining streams allowed the organisation to more fully articulate its outcomes and underlying mechanisms for change. This was particularly important for L2R's developmental work mentoring emerging artists (Stream 2), developing young leaders (Stream 3) and growing the organisation itself (Stream 4).

DEVELOPING THE EVALUATION FRAMEWORK

FPC worked with L2R to develop an evaluation framework suited to the needs of the organisation and its stakeholders. We took a participatory, strengths-based approach to developing the evaluation framework, with some capacity building components. This will help L2R to continue adapting its evaluation, monitoring and reporting approaches to meet the evolving needs of the organisation over time.



Specifically, the evaluation will:

- Provide an analysis of the community need that L2R's work addresses and determine the extent to which L2R is addressing this need.
- Determine the extent to which L2R's core programs have contributed to intended outcomes and wider or ongoing impacts for participants and the community.
- Consider what overall value L2R provides and how L2R can increase the impact and value of its operations, programs and strategic areas.
- Lead to recommendations for ways that L2R could improve its organisational performance.

AIMS AND OUTCOMES

The data collected and analysed through this evaluation aims to provide usable recommendations to both improve L2R's capacity and the design and delivery of its programs. FPC will continue to walk alongside L2R during the evaluation to increase the capacity of the organisation and its community to undertake evaluative activities. Ultimately, we aim to increase L2R's evaluation capacity for the future, at the same time as capturing L2R's story and the value of its work. Stay tuned for the full evaluation report due in October 2019.



L2R MARKETING 2019 - YEAR IN REVIEW

L2R Dance has continued to finesse and elevate its approach to marketing communications in 2019 – engaging our community across paid, owned and earned channels. Our efforts have been focused on re-introducing the world to L2R using our unique and bold new brand platform.

In the past, we've been a little shy about getting noticed, but this year we've really found our voice and are shouting our story from the roof tops! With the guidance of our brand and creative agency – Cyclone Creative – we've upped our game and put a little more P-zaz across all our marketing touch points!

But the highlight for me is still to come in November / December 2019 when the L2R brand will launch its collaboration with fashion power house Gorman, releasing a limited-edition range of accessories inspired by L2R's social impact through dance – with all proceeds flowing back to the L2R community.

Our brand's evolution is inspiring the community to get involved and support the power Dance has to create real social change and I'm excited for what's next...

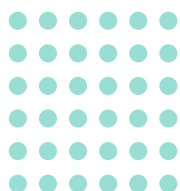
- Christian Vasquez, L2R Board-member



WHAT'S NEXT? - STRATEGIC PLAN 2020-2025

In June 2019, Jacinda and the L2R board of directors sat down for a planning session to start mapping out key focus areas and brainstorming dreams and futures goals for 2020-2025. L2R was lucky enough to be led through this process by Ivan Ross, CEO of Aspect Studios who kindly donated his expertise. The Strategic plan now sits

with the creative team at Cyclone Creative as they bring the document to life. L2R will launch the fresh, inspiring and community focused Strategic Plan 2020-2025 at our Annual General Meeting, November 12 at the Footscray Community Arts Centre. As always, we are keeping it groovy, unique and staying true to the L2R Vibes.



FRIENDS

Community Support Committee

Karol Zdraveski (Lead)
 Vivian Clark
 Betty Huyhn
 Lu Huyhn
 Christine Richards
 Peter Richards
 Emily Zradevski
 Kate McAll
 Manisha Barot
 Renai Swan
 Maria Louise Allardyce
 Phill Allardyce
 Ian Ku
 Rebecca Clark
 Christine Sonnleitner
 Anh Phan
 Maddy Austin
 Rana Ebrahimi
 Katie Bowman

In-kind Contributors and supporters

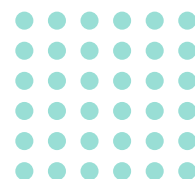
Brimbank City Council
 Brimbank Youth Services
 Collins & Co.
 Cyclone Creative
 First Call Fund
 Footscray Community Arts Centre
 Maribyrnong City Council
 First Person Consulting
 Zoë Miller

Delivery & Presentation Partners

Arts Centre Melbourne
 All the Queens Men
 Ausdance Victoria
 Brimbank Youth Services
 Brimbank Learning Futures
 Bunnings
 Dancehouse
 Dinjerra Primary
 Flying Fox
 Foundation House
 Footscray City College
 Gilmore Secondary College
 HoMie
 Loyola College
 Maribyrnong Youth Services
 Maribyrnong Arts and Culture
 Multicultural Arts Victoria
 Rec West Braybrook
 Signal Arts
 St. Albans Community Centre
 Wyndham Youth Resource Centre
 Wyndham Arts and Culture
 Western English Language School

If you and/or your organisation would like to donate your time or services to L2R, we'd love to hear from you!





FUNDING PARTNERS



ARTS ASSIST



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PHILANTHROPY



MF
Foundation



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L2R would also like to acknowledge the many amazing private donors that give throughout the year to ensure we thrive and spread good vibes through the language of dance!





L2RDANCE



L2R_DANCE



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