



2019

**Kulture Break's
Annual Report**

**You don't become somebody,
you are somebody.**

kulturebreak

WHO WE ARE

Established in 2002, Kulture Break is a not-for-profit social enterprise, committed to empowering the well-being and inclusion of children and youth with a focus on reducing the risks associated with mental health through the creative arts.



WHAT WE DO

Kulture Break delivers tailored early intervention creative dance, music and mentoring programs that intersect arts, health, education and community justice sectors for schools, government agencies and communities across Australia. Our programs focus on whole-person development. Since our inception, and beginning with 7 participants, Kulture Break now engages up to 8,000 young people weekly. To date, Kulture Break has engaged with over 400,000 young people across Australian and around the world.



LACHY MAN UP PROGRAM

Lachy's experience with Kulture Break has been a positive one, marked with inclusion and belonging. This experience has been a relief, given the extensive bullying he has experienced over the last few years, some of which has been extreme and has severely impacted on his mental health and sense of safety, especially as he also manages a life-threatening heart condition.

Kulture Break has given Lachy a safe space and brotherhood through the Man Up mentoring program.

With the care and guidance of his mentor, Adam, and the support of his Man Up team mates, Lachy can truly be himself.

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OUR VISION AND MISSION

OUR VISION

- To break the negative cultural barriers and stigmas that prevent young people from being their best.
- Offer through the creative arts a positive message of wellbeing, empowerment and transformation for youth.
- Positively and consistently engage young people to build confidence and connectedness and grow their sense of identity, community and self-expression.

OUR MISSION

- To influence a culture and empower a generation.

OUR VALUES

At Kulture Break we:

- You don't become somebody, you are somebody!
- Every person is special, unique and has something to offer
In promoting healthy lifestyles
In providing inclusion, connection, friendship and transformation to our community
- Promote positive values and successful pathways for young people

STRATEGIC GOALS

GOAL ONE

- Use our narrative to reach likeminded stakeholders in other states and territories.
- Establish entry points in other states/territories.
- Develop high quality creative arts curriculums and operating guidelines that can be shared across branches.
- Pursue opportunities to promote a broader awareness of our work as a community organisation.

GOAL TWO

- Promote the development of Australian Qualification Framework recognised pathways in contemporary arts.
- Investigate the establishment of a national Creative Arts Academy.
- Consolidate and/or establish internship, apprenticeship and placement programs which provide vocational opportunities for young people.

GOAL THREE

- Develop a plan to restructure finances for sustainable growth.
- Cultivate corporate sponsorships.
- Identify and leverage broader government sponsorships.
- Expand income from individual donors.
- Explore new scalable revenue streams.
- Demonstrate sound financial management.

STRATEGIC GOALS

GOAL FOUR

- Network of relationships for community service outreach.
- Mutually beneficial financial relationships.
- Relationships for a national presence.
- Alignment of our communications strategy.

GOAL FIVE

- Mentor, train and develop our people.
- Establish a quality assurance framework.
- Attract and retain staff who embody values.
- Identify and develop new leaders.

GOAL SIX

- Drive a culture that promotes youth wellbeing, empowerment, and transformation.
- Develop and maintain a body of institutional knowledge. Build a greater administrative capacity.



BOARD OF DIRECTORS

ARCHIE TSIRIMOKOS (BOARD CHAIRMAN)



Archie is the chair of Meyer Vandenberg, the largest independent law firm in the ACT and is recognised as one of Canberra's most experienced commercial lawyers. Archie has been recognised by various industry organisations for his ability, including as MBA Professional of the Year in 2011; Real Estate Institute Solicitor of the Year in 2014, 2015 and 2016; and Property Council of Australia (ACT) Professional of the Year in 2014. He has been listed in the list of Best Lawyers Australia and Doyle's Guide for his expertise in Real Property Law in 2016, 2017 and 2018.

FIONA FONTI



Fiona is the Managing Director of The Rehabilitation Specialists, a Canberra based company that has grown significantly since its launch in June 2012. Fiona is a nationally and internationally experienced Occupational Therapist with over 15 years' experience in delivering workplace rehabilitation services and a range of specialist workplace health services. Fiona was a finalist in the Telstra Business Awards Start-up category; won the Telstra Small Business of the Year Award 2016; Canberra Young Woman of the Year Award 2016; ACT and National IML Leader of the Year Award. These just being some of accolades.

BOARD OF DIRECTORS

MICHAEL HALL



Michael is a strong advocate of Kulture Break. When Michael was the principal at Lanyon High School, he was approached by Francis to who was seeking to offer young people at the school an opportunity to develop their talents through music and dance. Michael was inspired by Francis's vision and provided an opportunity for Francis to teach, from which Kulture Break was born. Later, Michel was the Principal of Erindale College and invited Francis to set up KB's headquarters at the college, and with Francis revamped KB's mission and vision.

KIERAN SLOAN



Kieran is an experienced and trustworthy Financial Manager, having demonstrated his commitment through a long association with IP Australia, working steadily through the ranks to raise himself to his current role as Deputy Chief Financial Officer. His financial acumen originated in his Bachelor of Commerce degree at University of Canberra. Kieran is also gifted in the performing arts with a long-standing career in music, well known in Canberra as the lead singer of the popular "Big Boss Groove" band.

BOARD OF DIRECTORS

CINDY MITCHELL



Cindy is the Founding Chief Executive Officer of the Mill House Ventures, the Canberra region's first dedicated social enterprise business development consultancy. She is also Chairman of the Social Enterprise Council of ACT and NSW (SECNA). Cindy was the Founder and CEO of No Sweat Fashions, a not for profit social enterprise designed to create training, employment and work experience opportunities for migrant and refugees settling in Canberra. She is a passionate advocate for civil society and the social enterprise and social impact investment movements globally. For this work, she was recognised as the 2020 ACT Woman of the Year.

MARCIA BOWDEN



A highly experienced property consultant who has very wide experience in all aspects of property with an emphasis on commercial property and Corporate Real Estate. Throughout her long career in property she has been engaged in leadership roles and during her 20 years on various boards of the Australian Property Institute have led both the National Board and the ACT Divisional Board. Marcia has a keen interest in mentoring the newer members of the property profession and have mentored many of the up and coming property professionals in Canberra as well as other jurisdictions.

CHAIRMAN'S REPORT

Chairman's Message - Archie Tsirimoko

2018/2019 - a year of consolidation for the organisation.

It is with great pleasure that I present my second message as Chairman of the Board of Kulture Break.

For 18 years, Kulture Break has been transforming the lives of young people in the ACT and across the nation. Its simple message "You don't become somebody, you are somebody" has transcended across the decades to impact over 400,000 young people in schools, detention centres and the community.



Snapshot

2019 Saw Kulture Break expand their reach through the Dance Nation program and first-ever launch of the ACT Hope Tour, historically conducted across Victoria. The ACT Hope Tour provided over 3000 students across 12 schools with an encouraging message of "Don't give up, even when it seems too hard, there is still hope".

Other notable events and community involvement included performances at the ActewAGL Canberra Show, the Salvation Army Red Shield Appeal at South Point, Reconciliation Day in the park, Kulture Break's mid and end of year showcases, Focus ACT's 1+1 Ball and many more.

As the world continues to change, Kulture Break continues to take active and innovative steps to meet the current social challenges through its unique service delivery of empowerment and self-expression of young people through the arts.

Since my appointment as Chairman, I've seen the continued development of Kulture Break's capacity to meet the challenges facing young Australians and their families. Despite these advancements, significant challenges are facing the organisation. In particular, building the financial sustainability and capacity to enable the organisation to support the increasingly complex challenges facing our community remains a core consideration.

Having secured vital ACT Government funding in 2018, our focus in 2019 shifted towards solving these challenges through enhancing our brand recognition, identifying and addressing critical capability gaps and exploring potential pathway partnerships that align with our mission and purpose.

Thank you

We should acknowledge the continuing and considerable efforts of Francis Owusu, our Chief Executive Officer. Francis brings an unwavering dedication to our mission and his hard work throughout the year have culminated in a result which we can all be proud of. Alongside Francis, I would like to also express gratitude to all the board members, staff and volunteers who have continued to serve Kulture Break with dedication and skill. None of the significant outcomes of 2019 would have been possible without the commitment of our entire team.

Looking Ahead

With the increased awareness of mental health and well-being issues prevalent in today's society, Kulture Break is positioned to continue to support, validate and affirm young people's sense of purpose and identity. As Chairman, I am confident the Board is moving in the right : direction to provide the strategic and governance support the organisation needs towards achieving its mission to influence culture and empower a generation.

I look forward to working alongside the Kulture Break team to continue to make a difference to the lives of young people in our community.

Archie Tsirimokos
Chairman



CEO'S REPORT

CEO's Message - Francis Owusu



Firstly, I would like to acknowledge the traditional custodians, the Ngunnawal people on who's land our organisation delivers its services on. I would also like to acknowledge their elders both past, present and emerging.

Over the past year I have been immensely proud of the passionate and dedicated work of our staff, volunteers, board and partners. Together we have taken considerable steps forward in addressing some of the major challenges faced within the organisation and more importantly the community.

In 2019 we identified four strategic challenges that we sought to address

- Build financial sustainability
- Drive community Impact
- Demonstrate sound governance and process models
- Improve organisational culture and capability

In response to these challenges we have secured significant ACT Government funding to better position our organisation to support the needs of our community. With the help of Noetic we have developed a practical module for evaluating our programs, and established a partnership with Western Sydney University to begin an evidence-based research to measure our community impact over the next twelve months. With the assistance of our board we strengthened our governance, embarked on an organisational restructure and explored creative pathways to employment opportunities for young people.

In spite of these advancements we recognise there are still significant challenges facing our young people in our community today. The report commissioned by Mission Australia highlights that mental health is now number one concern of young people. Through our work we have seen mental health issues such as anxiety and depression appearing now in children as young as 8 years. Research by Beyond blue shows that over 75% of all mental health problems occur before the age of 25. We know that tackle these increasing complex and ongoing issues will require employing a number of long-term strategies.

As a not-for-profit social enterprise, we are committed to meeting these challenges by empowering young lives through well-being and inclusion. Our programs focus on early intervention by providing a safe environment for young people to belong and express and be themselves. And by doing so we aim to reduce the risks associated with mental health in the long term. Our unique mix of creative expression and mentoring support allows young people the room to build their confidence and discover their identity. Anne, a child protection worker stated *"Participating in Kulture Break has helped John have access to an appropriate outlet to develop his social and individual identity"*

Supporting young people by listening, sharing their stories, developing their social skills and in addition providing training and employment opportunities will be vital as we move forward. Therefore, in the coming year will seek to invest more time and resources into measuring the impact of creative arts engagement on student, mental health and well-being; and exploring new pathways to employment in partnership with Government, Business industry and the school education sector.

Our financial performance this past year has continued in a positive trajectory as we recording our third consecutive surplus. This is a great result driving by our innovative approach to converting our limited resources into maximising the community benefits.

Next year we'll look to bolster our finances through new fundraising initiatives, collaborating funding opportunities with like-minded organisations and consolidating our existing programs structure to further improve our efficiency and effectiveness.

As I conclude my message, I would like to express my personal thanks to our Board Chair Archie Tsirimokos and rest of our board for their support to assist me to lead our wonderful organisation. I would also like to extend my upmost gratitude our partners and volunteers who without their support our efforts would be severely hampered. And finally, to our team and for their incredible belief, work and commitment to keeping the dream alive, to influence a culture and empower a generation.

Moving forward, we stand ready with optimism and determination to continue to make a difference to the lives of young people in our city and beyond.

Blessings
Francis Owusu
Chief Executive Officer



OUR PROGRAMS

Dance Nation

Dance Nation is a well-being and inclusion themed program for primary and high school-aged students uniquely designed to build individual confidence, identity and belonging. Delivered in school over 16 weeks during a semester, Dance Nation aims to support existing school values and increase connectedness across the whole directorate as students celebrate themselves at the end of program performance spectacular at the National Convention Centre.



Man-up & Ladies 1st

Man Up is an early intervention mentoring program for young males aged 10 -18 years. It supports well-being through physical movement and life skills development. We aim to empower young males from all backgrounds to acquire the skills to be confident in who they are, help their brothers and make a difference.

Ladies 1st is an early intervention mentoring programs for young females. Targeted at students aged 12 -18 years, participants are engaged in physical movement and personal development skills to improve their confidence and sense of self-worth.

OUR PROGRAMS

EC2D

Every Chance to Dance is an online movement education resource that supports primary teachers to deliver dance and health and physical curriculum outcomes to students. It helps them to accommodate for any gaps in professional expertise, reduce their workload and engage students in new ways to develop their movement skills and improve their overall health and well-being.



Elevate Music & Dance

Elevate Music is training and mentoring program designed to excel the skills and confidence of young people aged between 10-18 to express themselves through music. Young people who are eager to develop their singing, composing and performing skills we definitely grow in an uplifting and positive environment this program offers. Delivered in small groups students have the opportunity to learn under the mentorship of practising professional musicians.

OUR PROGRAMS

Elevate Dance is a program for ages between 10-18 years and offers a nurturing environment to build confidence and skills for those that are seeking growth and rapid improvement in their dance ability. It includes unlimited classes and weekly intensive sessions with professional mentors that improve dance skills and give young people with increased freedom to express themselves. The Elevate program is open for young people aged 10- 18 years provides students with unlimited class access and that is appropriate for anyone between the ages of ten to eighteen.



School Holiday program

Full week dance and activities program for Primary aged students 7-13 yrs. This program is run only on school holidays

Workshops & Performances

Kulture Break is available for a variety of workshops and performances throughout the year. We provide entertaining performances for a wide range of activities in schools, including community fetes, festivals, fundraising events and assemblies. Our workshops and performances are empowering, entertaining and engaging for all ages and abilities.



COMMUNITY & EVENT HIGHLIGHTS

ActewAGL Canberra Show

22nd-23rd Feb - 800 attendees

RMHC Gala Ball

6th April – 1000 attendees

Salvation Army Red Shield Appeal (South Point)

26th May - 500 attendees

Reconciliation Day in The Park

27th May - 1100 attendees

Disability Ball

15th June - 300 Attendees

KN Mid-Year Expo

22nd June - 709 Attendees



COMMUNITY & EVENT HIGHLIGHTS

Dance Nation Schools Spectacular

29th June - 1154 attendees

RMHC Gala Ball

6th April – 1000 attendees

Hope Tour

26th July – 4th August 3000 + students

Mc Happy Day Tour

13th November - 300 attendees

KB EOY Concert

14th December - 869 attendees

Elevate Program EOY Concert

16th December - 117 attendees

OUR TEAM



KARIN SEMECKY
Business operations
manager



SUZI OWUSU
Finance manager



HAYLEY MADDOX
Program & Events manager



DANIELLE SWEETMAN
Communications & marketing
manager



RACHEL LARIOSA
Senior dance coach



Taylor Cannell
Youth co-ordinator



XANDER JEAN

Creative Dance Co-ordinator



ARON LYON

Elevate Music Co-ordinator



SIMONE HUNTER

**Ladies 1st Volunteer
Mentor**



ADAM GILL

Man up Volunteer Mentor

OUR DANCE COACHES

Will Tran (Elevate Dance only)

Milly Raymond

Ashleigh McAlister

Tegan Parkinson

Mitchell Cridland

Ruby Ewens

Faith Ajaye

Ethan Hart

Georgie D'Elboux

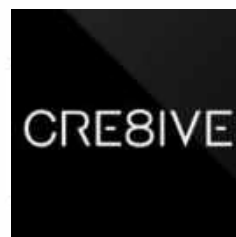
Sameer Batsh

James Ewens

OUR PARTNERS

Kulture Break acknowledges the exceptional support of our generous corporate and community partners.

Their contribution enables us to positively impact the wellbeing and inclusion of Canberra's young community.



OUR SUPPORTERS

PATRONS



ANDREW BARR
ACT Chief Minister



SENATOR ZED SESELJA
**Federal Member
for Canberra**

AMBASSADORS



TIMOMATIC
Musician and Actor
KB Alumni



ERIN MOLAN
**Journalist and
TV presenter**

AMBASSADORS



GEORGIE D'ELBOUX
Youth Ambassador



JAMES O'HEHIR
**Inclusion
Ambassador**



JAMES EWENS
Youth Ambassador

INDEPENDENT AUDITOR'S FINANCIAL REPORT

DOCUMENT LINK: