



DTRC  
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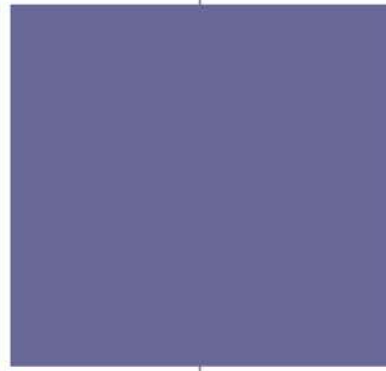
# Annual Report

2022-2023





Cover:  
Artist - Natasha Lutz  
Photo - Greg Ehlers



# Territory Acknowledgement

We acknowledge the lands, waterways, languages, and Indigenous peoples of Turtle Island – First Nations, Inuit and Métis – who have been living on these lands since time immemorial. As we carry out our work, digitally and in person across many distinct territories, we offer our recognition and respect to all the peoples and places that are connected through our engagement together. We, at the Dancer Transition Resource Centre, commit to the ongoing work and learning required of all of us to address past and persistent harms. We continue to deepen our understanding and we welcome dialogue as we strive to move into better relations with Indigenous peoples and with the land.



# Contents

- 05. Letter from the Chair of the Board
- 06. Letter from the Interim Executive Director
- 09. At a Glance: 2022-2023
- 10. Projet Danse ERICA Dance Project
- 12. Regional Updates
- 16. on the MOVE / danse TRANSIT
- 18. Interns & Externs
- 20. Member Stories
- 24. Development & Fundraising
- 26. Statement of Financial Position
- 27. Statement of Operations
- 28. Supporters & Partners
- 29. Honour Roll
- 30. Governance - Board and Staff



Artist -  
Emily Weaver  
Photo -  
Zoe Harrington

# Letter from the Chair of the Board

This past July, the DTRC was pleased to announce the appointment of P. Megan Andrews as Interim Executive Director of the organization. Megan has been with the DTRC since 2019 in the roles of BC Program Manager and National Program Director, and she stepped into her new position with a strong understanding of the DTRC's mandate and service commitments to the dance community. In my new role as Chair, I look forward to partnering with Megan and the rest of the DTRC team to ensure that we continue to build on the strong foundations of the organization.

Megan takes the reins from former Executive Director Kristian Clarke. Kristian saw the organization through the challenges of the pandemic, while securing new funding and increasing the organization's financial stability, setting the DTRC on a strong foundation as it moves toward its 40th anniversary. We are deeply grateful to Kristian for both his contribution to the management of the organization, and for his support of the members we serve, and we wish him well in his new endeavours.

Through counselling, career development, education, and grants to re-train for a parallel or second career, the DTRC supports the complete career cycle of the professional dancer. The DTRC Board of Directors strives to most effectively continue to serve the needs of dancers in Canada. We offer guidance from our diverse experiences, knowledge, skills, and perspectives. Corporate governance, digital transformation, risk management, human resource management, budgeting, and fundraising are some of the key areas where the Board was most involved in 2022/23.

The successes of our work with our dancer members and in the broader nation-wide artistic community could not have been realized without our many extraordinary supporters and dedicated DTRC staff. The Board is profoundly grateful to the Department of Canadian Heritage, our federal and provincial funding partners, foundations, supporting dance companies, individual and corporate donors, sponsors, staff, and volunteers, who have been instrumental in helping the DTRC overcome challenges and implement changes required to better serve the needs of dancers in Canada.

Sincerely,  
Patricia Fraser  
Chair of the Board of Directors

Photo - Cylla von Tiedemann



# Letter from the Interim Executive Director

It's an honour to share my reflections with you as Interim Executive Director of the DTRC. Though I've been with the organization since 2019, I only stepped into this new position near the end of the 2022-2023 fiscal year. Most of the years' work and programming was completed under the watch of my predecessor, Kristian Clarke, and so I offer my congratulations to him for bringing the organization through a momentous year.

With a new member renewal framework in place for fall 2022, we positioned the DTRC solidly in the space of sector support. Our "We've got your back!" campaign resonated with our community, and we've started to see a post-Covid uptick in membership.

Our members were able to count on our regular services throughout the year. Our counselling program and core grant programs continued to be in demand, with our three major grant deadlines drawing in many applications for career retraining funds. It's always inspiring to learn about the diverse pathways our members define for themselves as they cultivate new futures, within, alongside, and beyond dance.



Photo - Ken Cunningham



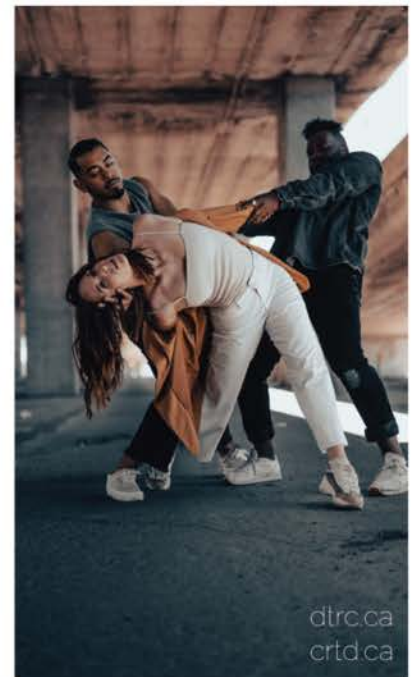
Photo: Sarah Steben  
Dancers: Gabrielle Simard, Jose Flores, Ricky Saint-Jusna



**WE'VE GOT YOUR BACK  
NOUS VOUS SOUTENONS**



Dancer Transition Resource Centre  
Centre de ressources et transition pour danseurs



dtrc.ca  
crtcd.ca

With special support from the Department of Canadian Heritage through the Canadian Performing Arts Workers Resiliency Fund, Stream 2, we produced a suite of four professional development programs for the dance sector – the ERICA Dance Project. The DTRC team and several external partners and consultants delivered a robust offering, to both members and non-members. As Program Director for the project, I'm proud of the team's incredible work, and humbled by the fortitude of the many dancers we were able to support. We were able to expand our counselling program through this project, and the community response reinforced, again, the need for mental health support and career guidance in our sector.

Alongside the ERICA Dance Project, over winter and spring we offered our flagship on the MOVE / danse TRANSIT professional development program for emerging dance artists. One of the strengths of this program is the opportunity to bring artists and communities together. Our reimagined Industry Connect! gatherings hosted by regional DTRC staff in cities across the country were a distinct highlight. We're tremendously grateful to all our dance sector partners who join us annually in this project.

*"During my time at the DTRC, the organization went through transformational changes both in terms of staffing but also in terms of key projects that updated its digital infrastructure. It was also extremely satisfying to work in coordination with our government funders and individual donors to respond to artists' needs at an unprecedented moment in history. My hope is that the organization will continue to operate more effectively as a truly national resource for dancers in Canada as it looks toward its 40th anniversary."*

- Kristian Clarke



On the operational side, we culminated a major digital transformation project this year, bringing all our systems and data management into the cloud. While not without its challenges, the project resulted in increased data security and streamlined internal processes. We also hosted four interns and one extern who each brought their unique skills to our projects. We could not have realized the scope of our programming this past year without them.

You can read more about our people, programs, and impacts throughout this report. For my part, I thank the board, particularly Board Chair Patricia Fraser, and the staff for their trust, and I thank you – our community – for your ongoing belief and investment in the DTRC.

I look forward to serving our members and the dance community through this organization in the months to come.

With gratitude,  
P. Megan Andrews

***“My role at the DTRC as an Administrative and Operations Intern has enriched my journey as an arts manager in the dance industry, complementing my parallel career as a dancer.”***

*~ Nidhi B.,  
DTRC Intern*

Artist -  
Nidhi Baadkar  
Photo -  
Aidan Tooth Photography



# At a Glance: 2022-2023

The DTRC's programs and services reflect the complete career cycle of a professional dancer, ensuring that emerging dancers are empowered with the specific tools and insight they need to make a successful transition into the milieu; that mid-career artists have skills to manage the on-going and changing demands of the profession; and that when a career in performance is no longer an option physically, psychologically, or financially, dance performers are prepared and supported to meet the challenges of transitioning and retraining for a second career. To this end, the DTRC listens, facilitates, and funds vital programs and services for professional dancers.

The DTRC has distributed more than  
**\$6.4 MILLION**  
to dancers over the last  
**15 YEARS**

**Counselling**  
(inc. ERICA Dance Project)  
\$190,000

**43**  
Skills  
Grants  
\$34,000



**23**  
Career Exploration  
Grants  
\$17,000

**25**  
Retraining  
Grants  
\$126,723



Artist - Victoria Mata  
Photo - Zahra Saleki

**21**  
Subsistence  
Grants  
\$183,686

**3**  
Special  
Awards  
\$52,000



In 2022-2023, the DTRC was the successful recipient of special funding from the Department of Canadian Heritage’s Canadian Performing Arts Workers Resilience Fund, Stream 2, to offer a suite of professional development programs for Canadian dance artists, both DTRC members and non-members.

With this funding, the DTRC staff, collaborating consultants and program partners developed four distinct program offerings addressing different professional development needs in the community. Building on the historical expertise of the DTRC in this space, these programs were designed to empower Canadian dance artists as they began to recover from the impacts of the COVID-19 pandemic.

**Projet Danse ERICA Dance Project** was a strong success. In our post-program evaluation, conducted by CPAMO (Cultural Pluralism in the Arts Movement Ontario) the prevailing feedback we received was positive, with dancers expressing immense gratitude for the support extended following the hardships they experienced during the pandemic. While this fund provided vital temporary relief, it became evident that sustaining a livelihood as an independent artist remains exceedingly challenging.

## DEMOGRAPHICS

Based on a total of 84 Participant Survey responses

●● (noted where applicable)

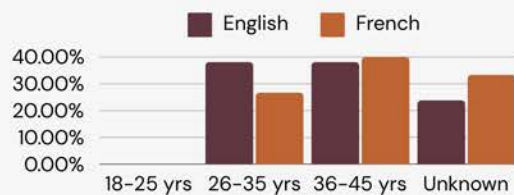
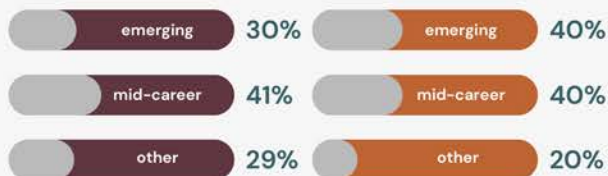
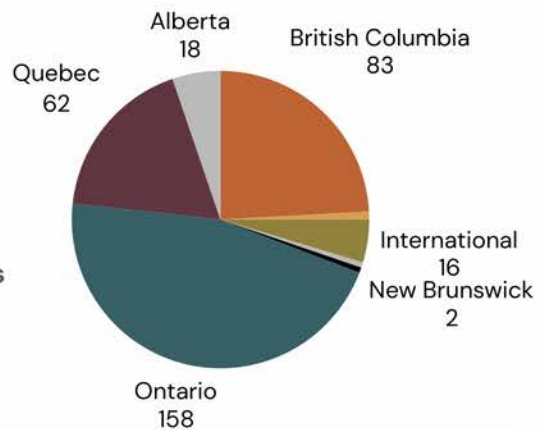
DTRC Members

63%



Non-Members

37%



53%

of participants agreed the project enabled them to learn new skills

344

Total registrants across Canada

70%

of participants indicated the project to be excellent

Our ERICA Impact Report can be found on the DTRC's website.

Projet Danse ERICA Dance Project included the following programs, all offered for free, with simultaneous English-French translation, ASL, LSQ and captioning as relevant and upon request.



### **Homecoming – Body-Based Wellness**

This body-based wellness practice was designed by IBPOC (Indigenous, Black and People of Colour) wellness professionals via our program partner, the Adulam Foundation. Taking place within an affinity space for IBPOC artists, this series of six, weekly, one-hour online sessions explored the correlation between movement and emotion.



### **Exploration – Group Mentorship**

A robust group mentorship experience, this program was designed and implemented by consultant Michael Du Maresq in collaboration with the DTRC team. Through collective learning and with professional guidance, all online, mentees were supported in planning their career paths and expanding their professional networks.



### **Access Counselling**

Designed internally by a team of DTRC staff and consultants led by DTRC's Director of Member Services, Kasia Hannah, this program offered an expansion of the DTRC's existing counselling services through two streams: Personal Counselling and Career Pathways Counselling (including Employability, Entrepreneurship, Financial and Legal consultations).



### **Marketing Me**

A special partnership with WorkInCulture supported the delivery of this intensive training program for individual dancers. Led by arts marketing consultant Sue Edworthy, this six-part online series allowed participants to focus on building their own career marketing strategies in the current dance ecology.

# Regional Updates

## Québec

Through successful online events, community outreach, in-person networking and continued member care, the DTRC's presence in Québec continues to flourish. With the essential assistance of our Membership Services Administrator, Rachel Dupéré, we continue to bring new counsellors onto our roster, ensuring a great quality of support for our members. Once again, I had the opportunity to host our Momentum Livestream as part of our on the MOVE / danse TRANSIT program. This was coupled with a successful Industry Connect! in-person event at Workroom 5584. As always, I was inspired by our community and grateful for the chance to connect with many local organizations. In the early summer, I was then able to direct a photoshoot for our EVOLVE project with a handful of talented Montreal artists and was assisted by our lovely intern at the time, Rebecca Shunsky. Finally, after much debate, we have decided to say goodbye to our dedicated office space in Québec. It has served a great purpose over the years. We continue to have a mailing address and access to space in Montreal, and full confidence that we will be able to take great care of our members and provide wonderful virtual programming and opportunities.

Giulia Tripoli  
Québec Manager of Operations



Photo - Seyna Rose

## Ontario

It was another great year of school visits, engaging emerging dancers with our on the MOVE / danse TRANSIT programming. OTM/DT additionally featured our Industry Connect! event including a fantastic discussion with Natasha Poon Woo about her journey building her dynamic performance career. 2022-2023 was also about online efficiencies. With the support of our IT company, Tektonic Inc., we moved our physical server into a SharePoint cloud, increasing access for our national team, and maintaining high security for all our data. In June, we were grateful to host our national retreat in Toronto, bringing in staff from across the country for planning sessions and strategic visioning, an inspiring team-building session with Lopa Sarkar, as well as an amazing workshop from *dance Immersion's* Zahra Badua – who took us on a journey through a variety of African dance styles that got the national staff moving!

Jon Reid  
Marketing and Communications Manager



Photo -  
Aleksandar Antonijevic

## British Columbia

We continued to serve and support members in BC through our virtual office. I'm always honoured to listen to our members' stories and offer the DTRC resources to support them on their career journeys. As staff work cohesively within the Member Services Committee, we are better able to share strategies and approaches to the benefit of our members as they apply for grants and use their counselling hours. Our counsellors in the region are a wonderful and reliable group, serving members with warmth and care. on the MOVE / danse TRANSIT provided another great opportunity to connect with the community on multiple occasions, during Start-Up presentations at training institutions and at our Industry Connect! event in collaboration with our valued venue sponsor/partner The Dance Centre and many additional community partners in the region.

P. Megan Andrews  
BC/National Program Director & Interim Executive Director



Photo - Ken Cunningham

## Alberta

Through my position as Alberta Representative, I am fortunate to make beautiful connections with members and other arts organizations in Alberta. I'm able to share what the DTRC has to offer members through both in person and online exchanges with dancers from all different genres and lived experiences. Through DTRC's on the MOVE / danse TRANSIT program, I was able to offer in person presentations and make connections with dancers who are about to embark on their careers. In these sessions, we were able to brainstorm and start thinking about making intentional career decisions, and I was honoured to be a part of the process. Our in-person Industry Connect! event left me inspired and, personally, feeling so included within our dance community. I thank the dance community for welcoming me into this position and I am so excited to see what our community does next.

Paige Wichers  
Alberta Representative



Photo - Scott Augustine

# Regional Updates *continued*

## Manitoba & Atlantic

In addition to activities in BC, Alberta, Ontario, and Québec, the DTRC also maintained connections with dancers in Manitoba and the Atlantic Region. Our local outgoing representatives, Jillian Groening (MB) and Meredith Kalamán (Atlantic), provided important conduits between our national office and their regional communities, ensuring that the DTRC remains informed about and sensitive to regional realities while also sharing information and access to our services with existing and new members. Our Manitoba board member, Brenda Gorlick, was instrumental in hosting our Winnipeg Industry Connect! event as part of the on the MOVE / danse TRANSIT program this past year. We thank Brenda for her support, and we appreciate both Jillian's and Meredith's contributions. The DTRC remains committed to our relationships with both the Manitoba and Atlantic dance communities and we continue to value the input of our regional representatives as new individuals move into these roles.



***“I loved my dance career.  
And I'll love dance for the  
rest of my life. Today, I  
have a new passion:  
psychology! I feel blessed  
to have a second career  
that's as much a part of my  
life as dance.”***

*~ Maryse D.,  
DTRC Member*

Artist -  
Maryse Damecour  
Photo -  
Émilie Dumais

# DANCER TRANSITION RESOURCE CENTRE



## Become a DTRC Member Access member services

- +Counselling
- +Skills Grants
- +Career Exploration Grants
- +Retraining Grants
- +Subsistence Grants

Contact us: [membership@dtrc.ca](mailto:membership@dtrc.ca)

## DTRC.CA



Canada Council  
for the Arts  
Conseil des arts  
du Canada



ONTARIO ARTS COUNCIL  
CONSEIL DES ARTS DE L'ONTARIO  
an Ontario government agency  
un organisme du gouvernement de l'Ontario





Photo - Sarah Steben | Design - Vanessa Gagnon

**on the MOVE / danse TRANSIT** (OTM/DT) is the DTRC's annual career planning and networking series designed specifically for dancers building professional careers. Presented in collaboration with regional and national arts service organizations, the series welcomes dancers into the professional community, and provides them with the skills, resources and networking opportunities they need to make inspired and informed career moves. OTM/DT 2023 once again featured a hybrid live/digital & local/national series of events.

Over Fall and Winter, the DTRC staff and regional representatives offered a number of **Start-Ups**: career-building workshop presentations at training programs, studios and community hubs across the country.

In February, our **Momentum Livestream** event featured a half-day livestream of candid panel conversations about practice with acclaimed dance artists from different forms and practices via Zoom. We offered two panel conversations: #1, Core Values, Expansive Practices and #2, Solo Acts, Collective Action, plus a recorded video presentation, Dance & Digital Rights, that addressed some of the legal and ethical dimensions of performing, creating and producing on film and for digital platforms.

Through February and March, we hosted three practical one-hour how-to workshops in Zoom, led by artists who've lived the dance life. Our **Career Sessions** topics this year – Plan your Parallel Path/s, Edge into Entrepreneurship and Tackle your Taxes – resonated strongly with our participants.

In April, we hosted five regional in-person networking events. These **Industry Connect!** gatherings featured guest artist-speakers and community leaders and provided an opportunity to meet and mingle with existing colleagues and build new connections.



DTRC's National Programming Team: Planning session

14%

Overall attendance increase from past year

485

Total registrants across Canada

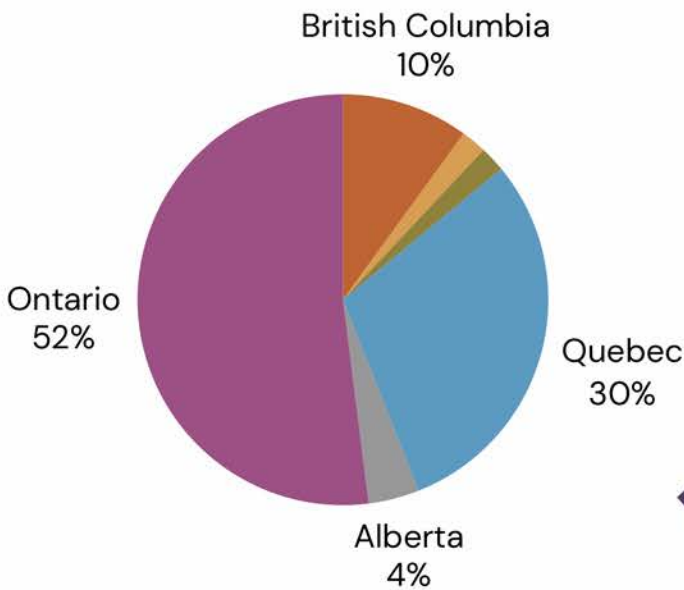
73%

Participants indicated they would recommend the program to others

Running throughout the OTM/DT series, we held three **Ambassador Cohort** meetings. These informal meet-ups, hosted by DTRC staff-artists, provided participants with the opportunity to ask questions and share experiences in a small group context.

All OTM/DT events were once again preceded by a land acknowledgment and dancefilm presentation, this year by Indigenous artist/choreographer Barbara Diabo, and dedicated online event programs were provided for each program component. All programming was offered for free, featured English- and French-speaking artists and presenters and included simultaneous English-French translation, ASL, LSQ, captioning and other accessibility options upon request, as required.

OTM/DT SERIES  
Current Place of Residence



Industry Connect  
Participants



Land Acknowledgment & SMUDGE film:  
Barbara Diabo, Tiohtià:ke/Montreal



Dance & Digital Rights:  
Presentation by Josh Martin, Vancouver

# Interns & Extern



**Jessica McKeown - CHRC Research Intern, BC (2022-2023)**

*“My internship with the DTRC provided an immersive learning environment that allowed for a seamless transition from student to employee. I had the opportunity to not only discover a new appreciation for administrative work in the arts sector, but to dive deeper into the skills I already possessed. Working closely on projects like ERICA and OTM/DT with the DTRC staff guided me to bring my creativeness and attention to detail to another level. While I am still currently working with the DTRC as Program Assistant, the skills and relationships I have gained will benefit me throughout my career.”*

**Emily Weaver - CHRC Program Intern, ON (2022-2023)**

*“I have now been working for the DTRC for over a year and it has been such a life-changing and nurturing experience. I started last year on an Internship as the Program Coordinator and now have transitioned into a full-time role as the Engagement Assistant. Being able to work on developing programming that directly helps dancers achieve their dream careers has been one of the most impactful parts of my job. Working for a tight-knit organization has given me the opportunity to gain experience in many departments and to hone my skills as I start my career.”*



**Rebecca Shunsky - CHRC Membership Intern, QC (2022-2023)**

*“I got to spend an amazing time with a cooperative and supportive team. Working with a group who figure out the best ways to support part-time, full-time or ex-dancers on the daily is an opportunity I was happy to be a part of. I myself love to dance and have always encouraged artists to not dim the light over the idea of doing something with their creative passions for a living. We had great projects to work on, and throughout those I got to meet so many dancers with different stories and advice! I am looking forward to the next steps in my life, and I will always look back to my days at the DTRC with fondness.”*

### **Nidhi Baadkar - CHRC Operations Intern, ON (2022-2023)**

*"My role at the DTRC as an Administrative and Operations Intern has enriched my journey as an arts manager in the dance industry, complementing my parallel career as a dancer. The acquired skills opened doors to fresh opportunities, solidifying my footing in the dance sphere. The DTRC's exposure and networking boosted my confidence as both an arts administrator and a professional dancer, fostering a welcoming yet professional environment. Working closely with the Director of Operations, Neetika Sharma and former Executive Director, Kristian Clarke, highlighted the essence of effective leadership, inspiring my aspirations. The DTRC's example set a standard for creating inclusive workspaces, nurturing authenticity, and fostering a strong sense of community, guiding my path in the dance industry."*



### **Noah Lew - Board Extern, ON (2022-2023)**

*"I greatly enjoyed my externship with the DTRC. The opportunity to join the Board as an extern was highly beneficial for my education, as it allowed me to gain real-world experience outside of the classroom. I was able to observe and learn from the Board Chair and rest of the Board, and also able to contribute to board governance. I am hopeful that the lessons I learned and skills I developed during my time as an extern will be valuable for my work as a lawyer and potential future roles with non-profits. Thank you to the DTRC for this wonderful opportunity!"*

Photos -

Jessica McKeown / Bluetree Photography

Emily Weaver / Ysabel Garcia

Rebecca Shunsky / Courtesy of subject

Nidhi Baadkar / Aidan-Tooth-Photography

Noah Lew / Courtesy of subject

# Member Stories



**Renn Bankowski**  
Vancouver, BC  
Rolfing Practitioner

*"I've been a dancer, an outreach worker, and now I'm also a bodyworker! I'm continually deepening my understanding of how to facilitate connections between embodied expression and community health. With the ongoing guidance from staff and the financial support of the DTRC, I've been able to strengthen the weave of these intersections in my career in beautiful and empowering ways."*

My name is Renn Bankowski. I'm a trans settler of white-European descent gratefully living on the unceded and stolen traditional territories of the xʷməθkwə́yəm, Skwxwú7mesh, and Səlílwətaʔ/Selilwitulh Nations (colonially, "Vancouver, BC").

I've had a varied dance career including choreographic projects focusing on community empowerment and health, performing and teaching acrobatic stilt dancing with a physical theatre company, and a fiery career as a drag performer. As a non-binary transgender dancer, mainstream dance companies were not accessible to me because of the rigid gender binaries that play out both on stage and behind the scenes.

After years of contract performing, I needed a more financially sustainable career, something that could still allow me to dance part-time, and I discovered the transformational bodywork Rolfing Structural Integration. Because I had been a member of the DTRC for a few years, in 2022 I applied for the Retraining Grant and Full-Time Study Subsistence Grant-II. With the financial support from these grants, I was able to become certified in Rolfing Structural Integration at the European Rolfing Association in Munich, Germany, in April 2023. I'm looking forward to opening my private practice, ReSource Body Wellness, in 2024.

Photo - Avery Holliday  
Meta/fauna (Isabelle Kirouac) | Photo - Lara Amelie Abadir



I have been involved in dance for as long as I can remember. The thought of going back to school to learn a new skill was daunting. While I knew that I was ready to embark on a new career, I was not sure how to know if I was making the right decision. The DTRC's Career Exploration Grant was the first step in allowing me to explore my new career interest. It turned out that I was on the right track. I then successfully applied for their Retraining and Subsistence Grants and enrolled in Langara College's Recreation Leadership Diploma Program. My goal is to work within non-profit or municipal recreation with a focus on the arts. This turned out to be one of the best decisions I ever made. On top of dancer, choreographer, and dance educator, I can now add recreation professional to my resume.

***“I wanted a career that aligned with my values and still allowed me to have a strong hold in the arts. With the support of the DTRC, I was able to do that. Being a mother of two it was crucial that I attended school with as much financial support as possible. I am thankful to the DTRC for everything they have provided me and am excited for this new chapter.”***

Photo - Phillip Chin



**Natasha Lutz**  
**Richmond, BC**  
**Recreation Professional**

Photo - Darcy Van Poelgeest

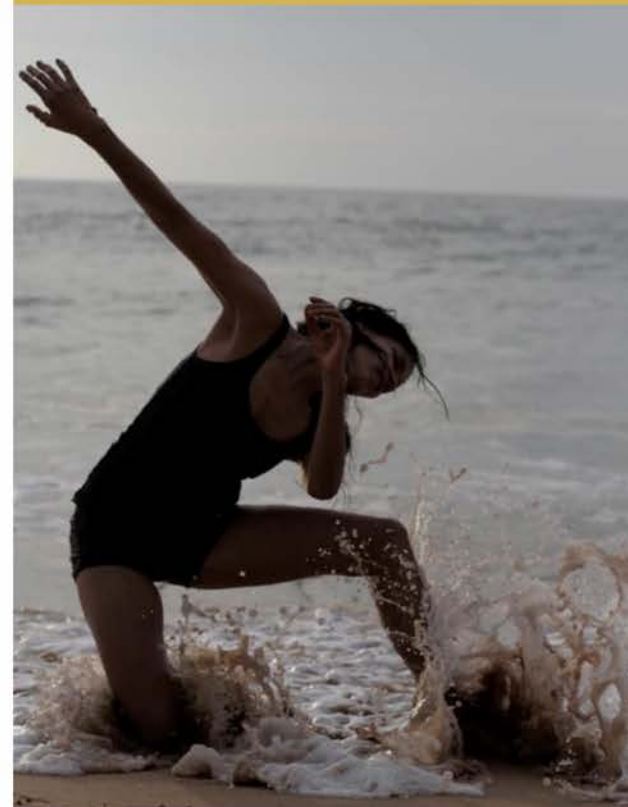




Photo - Alkarim Jadavi

**Benjamin Landsberg**  
Toronto, ON  
Relational Psychotherapist



Photo - Karolina Kuras

The most meaningful aspects of my career as a dancer were relational, and I knew that a shift in my life's work would be towards the human, the emotionally connected, the expressive and creative. Psychotherapy is where I landed, and the seemingly unending support of the DTRC (particularly through Career Exploration, Retraining, and Subsistence Grants) made this possible, while continuing to perform and create through the heaviest months of the pandemic. I believe that one only makes a change when they're ready to, and not a moment before. The DTRC makes this kind of change approachable and possible. Knowing that these resources are there for when that day comes can help you relax into the present moment of your career, whatever form that takes.

***"The DTRC did more than support me in structuring and funding my transition from dance to psychotherapy. Their staff provided some of the navigation, encouragement, and human connection that I try to embody in my new work as a counsellor. My experience of career transition has confirmed that dancers have deeply relevant and transferrable capacities and charisma. With the right support, artists can go on to do other work artfully!"***

After 10 years as a contemporary dancer and performer in Montréal, QC, I moved back to my home province of Alberta and embarked on a career shift to psychotherapy. In 2016, I enrolled in the Master's of Psychotherapy and Spirituality program at St. Stephen's College, Edmonton, AB. The career of psychotherapist was a natural shift from dance. Many of the skills I honed as a dancer are complimentary to the field of psychotherapy such as, deep listening, intuition, attention to non-verbal cues and language, self-care practices, awareness of my own internal sensations regarding issues in transference and countertransference, spontaneity, and the ability to follow a client into uncharted territory in their own personal work and sharing.

The DTRC supported me throughout this journey. A career Retraining Grant allowed me to offset tuition costs. The DTRC funded 20 hours of counselling which provided financial relief for this extra cost. My final year of studies completing my thesis was supported through the DTRC's Full-Time Study Subsistence Grant-I. This helped with support for rental payments, childcare, bills, and groceries. I completed my program and felt relief that I could head into my new career with less incurred financial debt.

Photo - Courtesy of subject  
In Mixed Company (Parts+Labour Danse) | Photo - Frédéric Chais



**Jody Hegel**  
Edmonton, AB  
Psychotherapist

*"The DTRC is an incredible resource for dancers. They offered guidance and financial support that were instrumental in helping me finish my retraining and embark on a new career. Their staff are helpful and easy to communicate with, and they are passionate about supporting dancers."*



# Development & Fundraising

As the sole organization of its kind in the country, the Dancer Transition Resource Centre takes pride in its commitment to supporting professional dancers throughout the entirety of their artistic journeys. We stand by them from their initial foray into the profession through our on the MOVE / danse TRANSIT program. We provide skills grants and counselling as they navigate the complexities of the performance realm. And, as they contemplate transitioning to parallel or secondary career paths, the DTRC extends retraining funds and special awards, offering a bridge as they embrace new challenges.

Our mission is fueled by passion; yet its realization is reliant on funding. Hence, we extend our heartfelt appreciation to those whose investment has been pivotal in our endeavors. We are profoundly grateful for the support received from governments, foundations, the corporate sector, our affiliated dance companies, and our devoted individual donors. Specifically, we express our deepest thanks to the Department of Canadian Heritage – Canada Arts Training Fund for their unwavering commitment, providing essential core funding. Additionally, we extend our utmost appreciation to the Canada Council for the Arts, Ontario Arts Council, the Province of Ontario, and Toronto Arts Council for essential operating support.



***“Transitioning away from my dance career and finding a new professional identity was a rocky path full of unknown. I am so thankful for all the kind, compassionate support I received from the DTRC.”***

*~ Sophie-Anne S.,  
DTRC Member*

Artist - Sophie-Anne Scherrer  
Photo - Sarah-Maude Leblanc

### Matching campaign

In 2023, we introduced a fresh appeal for both annual and monthly donors through our matching campaign. This initiative became a reality through the incredible generosity of Joan and Jerry Lozinski, two of Canada's most benevolent dance philanthropists. We express our profound gratitude for their collaboration, which sparked a campaign wherein they pledged to match contributions up to a total of \$25,000. This matching campaign spurred significant momentum, resulting in an impressive fundraising total of over \$33,000. It also brought together a host of new supporters and many of our steadfast, devoted donors. We are humbled by the commitment of everyone who contributed to the resounding success of this campaign.

### Looking to our future

To attain both immediate and future objectives, the DTRC needs to sustain its efforts in broadening revenue sources. This involves capitalizing on connections with our key supporters to elevate our visibility in the public and private sectors, as well as extending our community and corporate networks. Additionally, it requires widening our donor pool geographically, fostering relationships with alumni as advocates and contributors, and fortifying our planned giving initiative. We look forward to working with our current stakeholders and activating new connections as we approach our 40th anniversary in 2025!

**DTRC CRTD**

**Your donations will have TWICE the impact!**

**MAKE IT MONTHLY**

**THANK YOU \$33,140**

↑  
raised

#DTRCLOVE

# Statement of Financial Position

As at August 31, 2023

		2023	2022
<b>ASSETS</b>	Cash	177,259	130,885
	Short-term investments	399,417	321,682
	Accounts receivable	25,638	32,444
	Prepaid expenses	11,410	2,995
	<b>Subtotal</b>	<b>613,724</b>	<b>488,006</b>
	<b>LONG-TERM INVESTMENTS</b>	<b>1,687,423</b>	<b>1,619,680</b>
	<b>Total Assets</b>	<b>2,301,147</b>	<b>2,107,686</b>
<b>LIABILITIES AND NET ASSETS</b>	Accounts payable and accrued liabilities	43,568	28,552
	Prepaid membership fees	23,800	9,745
	Deferred revenues	162,225	30,000
	Dancer grants payable	382,408	398,451
	CEBA - loan	60,000	-
	<b>Subtotal</b>	<b>672,001</b>	<b>466,748</b>
	<b>CEBA - loan (payable)</b>	<b>-</b>	<b>60,000</b>
	<b>Total liabilities</b>	<b>672,001</b>	<b>526,748</b>
	<b>NET ASSETS</b>		
	Endowment Fund - Walter Carsen	200,000	200,000
	Endowment Fund - Amanda Hancox	500,000	500,000
Internally designated	880,800	880,800	
Unrestricted	48,346	138	
<b>Total Net Assets</b>	<b>1,629,146</b>	<b>1,580,938</b>	
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>2,301,147</b>	<b>2,107,686</b>	

# Statement of Operations

As at August 31, 2023

		2023	2022	
<b>REVENUES</b>	Grants	769,245	718,662	
	Grants - projects	545,500	23,417	
	Donations & Fundraising	196,890	169,764	
	Government Assistance	-	100,000	
	Interest and Other	76,004	62,311	
	Membership Fees	67,650	70,871	
	Realized and unrealized gains (losses) on investments	(14,145)	(14,384)	
	<b>Total</b>	<b>1,641,144</b>	<b>1,130,641</b>	
<b>EXPENSES</b>	<b>PROGRAMS &amp; SERVICES</b>			
	Conferences, workshops and outreach	600,162	63,743	
	Dancers grants and awards	393,351	430,075	
	Regional programs and services	151,157	194,847	
	Dancer consulting services	121,084	156,173	
	<b>Subtotal</b>	<b>1,265,754</b>	<b>844,838</b>	
	<b>ADMINISTRATIVE</b>			
	Salaries and benefits	231,179	206,559	
	Office supplies and purchased services	54,220	80,922	
	Digital transformation project	35,000	-	
	Professional Fees	34,633	24,693	
	Rent	19,559	22,568	
	Amortization of property and equipment	-	8,724	
	<b>Subtotal</b>	<b>374,591</b>	<b>343,466</b>	
	<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FROM OPERATIONS</b>		<b>799</b>	<b>(57,663)</b>
	OTHER - Unrealized gain (loss) on investments	47,409	(114,423)	
	OTHER - Expenditures on Strategic Initiatives	-	(34,987)	
		<b>47,409</b>	<b>(149,410)</b>	
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES</b>		<b>48,208</b>	<b>(207,073)</b>	

# Supporters & Partners

The DTRC gratefully acknowledges the financial support of the Government of Canada through the Canada Arts Training Fund at the Department of Canadian Heritage.

Funded by the Government of Canada  
Financé par le gouvernement du Canada



The DTRC is grateful for the support of our public funders:



Canada Council  
for the Arts

Conseil des arts  
du Canada



ONTARIO ARTS COUNCIL  
CONSEIL DES ARTS DE L'ONTARIO  
an Ontario government agency  
un organisme du gouvernement de l'Ontario

Ontario



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TORONTO



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FOUNDATION  
For Good. Forever.



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Calgary

The Catherine and Maxwell  
MEIGHEN FOUNDATION

Partners and Sponsors:



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actsafe  
Safety Association



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DANCEONTARIO

DANCE  
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DANCE ARTISTS



AFC



dance  
MANITOBA



DANCE  
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DANCERS'  
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ATELIER  
5584  
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The Dance Centre

# Honour Roll

## **CORPORATE DONORS & PARTNERS**

Actra Fraternal Benefit Society  
TD Bank Group, TD Ready Commitment

## **TRANSITION CONTINUUM (PLANNED GIVING)**

Joan and Jerry Lozinski  
Lynda Hamilton  
Pauline McCullagh  
Sylvia M. McPhee

## **PRINCIPAL BENEFACTORS \$25,000+**

Joan and Jerry Lozinski  
Lynda Hamilton, Edper Investments Ltd.

## **PATRON \$10,000+**

The Catherine and Maxwell Meighen  
Foundation

## **TRANSITION GUARANTEE \$5,000+**

Monique Rabideau  
Ontario Arts Foundation

## **TRANSITION CIRCLE \$1000+**

Anonymous  
Connie and Peter Mak  
Georgina McLennan  
*(In Honour of Sonia Rodriguez)*  
Iris Bliss  
Jane Hogarth  
Jane Spooner  
Kevin Law and Jennifer Kropac  
Philip Moller and Carol McLafferty  
The Winnipeg Foundation

## **SOAR \$500+**

Anonymous  
Balfour Bowen Family Foundation  
Cynthia Bliss  
Frederic Marier  
Janice May  
Jill Humphries  
Joost Pelt and Marilyn Lewis-Pelt

## **LEAP \$250+**

Alayne Kato-Hamilton  
Amanda Hancox  
Debbie Smith  
*(In Memory of Lois Smith)*  
Garry Neil  
Karen Wierucki  
Michael Trent

Patricia Fraser  
Peter J. Lewis  
*(In Memory of Jocelyn Allen)*  
P. Megan Andrews  
Ronald Holgerson

## **TURN \$100+**

Alèn Martel  
Anonymous  
Anthony Giacinti  
*(In Memory of Lola MacLaughlin)*  
Barbara Dance  
Barbara Murray  
Brenda Little  
Bonita Gilmour  
Carol Barrett  
Carola Jaque  
Catherine Viau  
Colin R.C. Dobell  
David Pressault  
Diana Cartwright  
*(In Honour of Victoria Carter)*  
Florence Barwell  
*(In Memory of Marion Pearson)*  
Ginette Hamel  
*(In Honour of Joysanne Sidimus)*  
Joel Slater  
*(In Honour of Joysanne Sidimus)*  
Joysanne Sidimus  
Kristian Clarke  
*(In Honour of DTRC CREW)*  
Michael Bushnell  
Michel Brais  
Nick Todd  
Paul Reich  
Pauline McCullagh  
Sergiu Stefanski  
The Burton Charitable Foundation  
Vicki Adams Willis  
Walter Wittich

## **STEP up to \$99**

Brenda Gorlick  
*(In Honour of André Lewis)*  
Canada Helps  
Chelsey Charbonneau  
Elizabeth Mitchell  
Fay Richardson  
Leila Rafi  
Marie-Josée Chartier

# Governance & Board of Directors

The DTRC Board Directors are chosen from across the country for their diversity of skills, experience, and knowledge; each brings their own particular perspective to the table. The Board has a profound understanding of the values and mission of the organization and keeps the DTRC on a steady path by providing leadership, direction, and accountability to ensure the organization continues to provide the services needed and valued by the dance community. While the entire Board of Directors is engaged in strategic planning, the Board is comprised of six sub-committees, including: Executive, Awards, Finance, Fundraising & Development, Governance & Nomination, and Human Resources.

## **Financial Planning**

Financial planning and budgeting are conducted at the Board level, in consultation with the staff. Budgets are developed for both three-year and annual cycles, using actuals from completed years and assessing trends to forecast future need. The DTRC has a Designated Fund that is internally restricted by the Board and maintained to cover multi-year contracts and payables.

## **Understanding and Managing Risk**

The DTRC's financial risk tolerance is low. The Board of Directors monitors the organization's investment portfolio in accordance with all applicable legal and regulatory requirements. The Board's primary objective is the preservation of capital in order to ensure the funds are maintained for future needs. The DTRC recognizes that a major portion of its annual funding comes from the public sector, rendering the DTRC vulnerable to changes in legislation and government funding priorities. The DTRC is committed to expanding its private sector fundraising across the country and continues to dedicate resources to private sector relations to meet long-term financial strategies and goals.

## **Board of Directors**

Monique Rabideau (ON), Chair (Until Dec. 2022), Past Chair (From Dec. 2022)

Patricia Fraser (ON), Vice-Chair (Until Dec. 2022), Chair (From Dec. 2022)

Cynthia Bliss (ON), Treasurer

Jill Humphries (ON), Secretary

Susan Chalmers-Gauvin (NB) Resigned Dec. 2022

Brenda Gorlick (MB)

Fanny Ghorayeb (ON): Resigned June 2022

Alèn Martel (AB), Vice-Chair (From Dec. 2022)

Garry Neil (ON)

Louise Smith (ON)

Lynda White (QC)

Lee Sela (ON)

Rénald Jean Pierre (QC)

# National Team

Kristian Clarke, Executive Director (Until June 30, 2023)  
P. Megan Andrews, Interim Executive Director (From July 1, 2023),  
BC/National Program Director (Until June 30)  
Kasia Hannah, Director of Member Services  
Neetika Sharma, Director of Operations  
Giulia Tripoli, Quebec Manager of Operations  
Jon Reid, Marketing and Communications Manager  
Carola Jaque, Development & Fundraising Manager  
Rachel Dupéré, Member Services Administrator  
Paige Wichers, Alberta Representative  
Jillian Groening, Manitoba Representative (Until Jan. 2023)  
Meredith Kalamán, Atlantic Representative (Until Aug. 2023)



***“My internship with the DTRC provided an immersive learning environment that allowed for a seamless transition from student to employee.”***

*~ Jessica M.,  
DTRC Intern*

Artist -  
Jessica McKeown

Photo -  
Jordan Richardson  
Photography

**ABOUT THE  
DANCER TRANSITION  
RESOURCE CENTRE**



Founded in 1985, the Dancer Transition Resource Centre (DTRC) is a national, charitable organization dedicated to helping dancers make necessary transitions into, within, and from professional performing careers. We also operate as a resource centre for the dance community and general public and support activities that improve the socioeconomic conditions of artists across the country. As a world leader in dancer transition, we are active participants in international conferences and research initiatives and help drive change within the dance community.

Charitable Registration Number: 10125 8077RR0001

[www.dtrc.ca](http://www.dtrc.ca)



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**NATIONAL OFFICE**

The Lynda Hamilton Centre  
1000 Yonge St., Suite 303, Toronto, ON M4W 2K2  
Toll Free: 1-800-667-0851  
[nationaloffice@dtrc.ca](mailto:nationaloffice@dtrc.ca)

**QUÉBEC OFFICE**

3680, rue Jeanne-Mance bureau 313, Montreal, QC H2X 2K5 (Until Dec. 2023)  
From Jan. 2024: The QC office runs as a virtual office and is open on a part-time basis, according to a variable schedule.  
[bureauqc@crtd.ca](mailto:bureauqc@crtd.ca)

**BRITISH COLUMBIA OFFICE**

The BC office runs as a virtual office and is open on a part-time basis, according to a variable schedule.  
[bcoffice@dtrc.ca](mailto:bcoffice@dtrc.ca)