



Hustle at RS Dance Society **Annual General Meeting**

15 December 2025
3:00–4:00 PM PST
Online via Zoom



Hustle at RS Dance Society
AGM 2025
December 15, 2025
2:45pm PST

Zoom link: Provided by First Team Acting.

Topic: Hustle at RS Annual General Meeting 2025

Time: Dec 15, 2025 3:00 - 4:00 PM PST Vancouver

Join Zoom Meeting

<https://us06web.zoom.us/j/81505907405?pwd=Ys76x6WhuAQRqr9MUQQurMFm402rbw.1>

Meeting ID: 815 0590 7405

Passcode: 491179

AGENDA

1. Call to Order
2. Quorum Verification
3. Designate/confirm minute taker
4. Approval of 2025 AGM Agenda
5. Approval of [2024 AGM Meeting Minutes](#)
6. Adoption and approval of 2025 Financial Statements
7. Board Reports
8. Re-election of Directors (see Election Slate below)
9. Election of new Directors (See Election Slate below)
10. Adjournment

ELECTION SLATE

Re-elections

Victor Tran
President/Global Relations

Bradley Waters
Treasurer

Title dissolved
Community Outreach Coordinator

To be filled
Secretary

New Elections

Ami Jagger
Vice President/Director of Operations

Nathalie Scott-Hsiung
Director of Community Events and Fundraising

Aarong Truong
Conduct & Safety Lead

Stepping down

Erin Michell
Director of Operations

Hustle at RS Dance Society

Annual General Meeting

Dec 17 2024

6:30pm PST

In-Person

Victoria Drive Community Hall

Attendees: Victor (virtual), Ami, Erin, Nathalie, Jackie, Boris, Vivienne, Lesken, Aaron, Maddy, Gary, Shawn Kim, Rachelle, Lorenzo, Eliane, Elizabeth, Charlie, Cady, Benjamin, Brian, Manju, David

Start: 6:38pm PST

Agenda

1. Opening Remarks, call to order
2. Adoption of Agenda
 - a. Forwarded by: Nathalie
 - b. Seconded by: Erin
 - i. Members in favour: 5
 - ii. Members opposed: 0
3. Approval of [2023 AGM Meeting Minutes](#)
 - a. Forwarded by: Erin
 - b. Seconded by: Rachelle
 - i. Members in favour: 5
 - ii. Members opposed: 0
4. Presentation and adoption of the 2024 Financials
 - a. Forwarded by: Ami
 - b. Seconded by: Nathalie
 - i. Members in favour: 4
 - ii. Members opposed: 0
5. Re-election of Directors (see election slate below)
 - a. Forwarded by: Nathalie
 - b. Seconded by: Erin
 - i. Members in favour: 4
 - ii. Members opposed: 0
6. Election of Rachelle Gomez for Secretary
 - a. Forwarded by: Erin

- b. Seconded by: Ami
 - i. Members in favour: 4
 - ii. Members opposed: 0
- 7. Adjournment
 - a. Forwarded by: Nathalie
 - b. Seconded by: Erin
 - i. Members in favour: 4
 - ii. Members opposed: 0
 - c. *Adjourned at 7:19pm PST*
- 8. Q&A

Re-Election Slate

Victor Tran - President

Nathalie Scott-Hsiung - Treasurer

Ami Jagger - Outreach

Erin Michell - Operations

Election Slate

Rachelle Gomez - Secretary

HUSTLE AT RS DANCE SOCIETY
INCOME STATEMENT

FOR THE FISCAL YEAR ENDED
(Unaudited)

December 3, 2024

A/C #	REVENUES		CURRENT YEAR 2025	PREVIOUS YEAR 2024
1700	Sales			
		Tuesday Sessions	15069.04	10605.06
		10-Year Merch (Post Anniversary)	40.00	647.00
			<u>15109.04</u>	<u>11252.06</u>
4200	Corporate Contributions			
	City of Vancouver	Events (Dance Dance Dance, Gastown Pedestrian Pilot)	1600.00	2600.00
	Scotiabank Dance Center	International Dance Day	0.00	600.00
			<u>1600.00</u>	<u>3200.00</u>
5500	Event Ticket Revenue			
		MFHB Fundraiser	0.00	1251.70
		Holiday Hustle	382.00	0.00
			<u>382.00</u>	<u>1251.70</u>
4100	Donations			
	2024: Shawn Kimchi Productions	In Person	0	200.00
	Community Donations	Cash & Website Donations	597.20	200.00
	E-transfer credits		<u>83.50</u>	
			680.70	
4600	Grants			
		BC Fairs, Festivals, and Events Fund		2000.00
				<u>2000.00</u>
	TOTAL REVENUES		<u>17771.74</u>	<u>17903.76</u>

A/C #	EXPENSES		CURRENT YEAR 2025	CURRENT YEAR 2024
	<u>Programming Expenses</u>			
8200	Tues Sessions			
		Rent	(7,050.00)	(6,300.00)
7100	Mar, Apr (x2), Oct (increased honourarium starting fall 2024)	DJ Honourariums	(410.00)	(125.00)
7100	Teacher Payments		(1,275.00)	
	Speaker Rental		(38.20)	
7120	Insurance		(821.00)	
			<u>(9,594.20)</u>	<u>(6,425.00)</u>

8400	Fundraising Expenses	MFHB		(881.24)
8400	Lapu Lapu Donation		(1,084.00)	(881.24)
	Events			
		Pre-Valentine's Hustle	(33.51)	(5.81)
		Appreciation April		(229.36)
		International Dance Day		(600.00)
		Gastown Water St Pilot	(800.00)	(1,785.00)
		Dance Dance Dance	(600.00)	(660.00)
		Hustle Halloween	(42.54)	(81.07)
		ACM Expense	(55.35)	
			(1,531.40)	(3,361.24)
	Sponsorships			
		Hustle Van Jamme	0.00	(2,000.00)
			0.00	(2,000.00)
	<u>Administrative Expenses</u>			
1600	Equipment	Bose Speaker	(942.82)	0.00
		Speaker Backpack	(47.59)	
		Hand Sanitizer	(13.11)	
			(1,003.52)	
8100	Supplies	Sandwich Board	0.00	0.00
		Cashbox	0.00	(29.11)
		Lanyards etc.	(214.03)	
			(214.03)	(29.11)
	Website Fees (every 2 years)	Wix Renewal	(16.80)	0.00
		Wix Premium Plan	(179.64)	0.00
			(196.44)	0.00
	Other Fees	AGM Filing	(40.00)	(40.00)
	Banking Fees			
		Account fees (Bank Account)	(45.00)	(45.00)
		Transaction fees (E-transfers)	(105.50)	(158.38)
		Square Fees	(209.10)	
			(359.60)	(203.38)
	<u>Team Building Expenses</u>			
	Offsite		(220.26)	(201.70)
	TOTAL EXPENSES		(14,243.45)	(13,141.67)

SURPLUS/(DEFICIT)

CURRENT YEAR

CURRENT YEAR

	2025	2024
TOTAL REVENUES	<u>17,771.74</u>	<u>17,903.76</u>
TOTAL EXPENSES	<u>(14,237.45)</u>	<u>(13,141.67)</u>
CURRENT YEAR SURPLUS/(DEFICIT)	<u><u>3,534.29</u></u>	<u><u>4,762.09</u></u>

HUSTLE AT RS DANCE SOCIETY
BALANCE SHEET

As at November 27, 2025
(Unaudited)

CURRENT YEAR

2025

November 27, 2025

ASSETS

CURRENT ASSETS

Petty Cash	808.20
Cash Total (Bank)	<u>12269.09</u>

TOTAL ASSETS	<u><u>13077.29</u></u>
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LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts Payable	0.00
Accounts Payable Total	<u>0.00</u>

TOTAL CURRENT LIABILITIES	<u><u>0.00</u></u>
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EQUITY

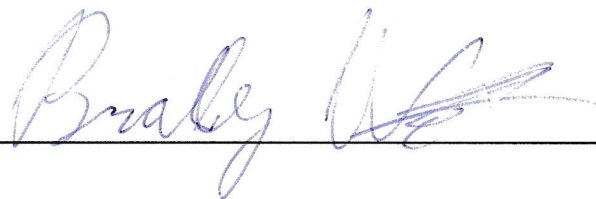
Net Income	3541.80
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Total Equity	<u><u>13077.29</u></u>
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Total Liabilities and Equity	<u><u>13077.29</u></u>
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APPROVED BY THE BOARD OF DIRECTORS OF THE SOCIETY:

Signed: _____



Signed:

Dated:

Hustle at RS – 2025 Operations & Program Overview Report



2025 was a year of meaningful evolution for Hustle at RS. With growing community engagement, expanded leadership roles, and strengthened internal systems, our organization focused on sustainability, safety, and community connection. While we navigated challenges typical of a small but passionate Board, our adaptability and communication ensured that programming remained strong and that our plans for 2026 are grounded in clearer structures, revitalized capacity, and an energized community.

Key Reflections & Operational Highlights

1. Strengthening Internal Leadership & Teacher Support

- Welcomed Maddy into the new Teacher Coordinator role, enhancing overall teacher support.
- Teachers demonstrated strong collaboration in newly implemented systems—prompt schedule sign-ups, enthusiasm for fresh class material within level-appropriate guidelines, and pride in their roles as community leaders.
- Introduced Cynthia as our new Volunteer Team Lead, supporting scheduling and onboarding.
- Rachele stepped into a formal secretary position with us for the year, and she was pivotal in keeping us organized each meeting + sharing her talents with designing our new lanyards. While she is parting with the board due to many exciting things happening outside of hustle for her, we're immensely grateful for her time and dedication over the past year.
- Streamlined Tuesday operations through a rotating Board schedule, helping mitigate earlier-year burnout and restore balance in the latter half of 2025.
- We're excited for the launch of our newest Board role, our Conduct & Safety Lead, being fulfilled by Aaron for 2026. This role will specialize in supporting the board with any possible future conduct/ safety-related circumstances for the community.

2. Expanding Creative, Marketing & Community Engagement

- Formed a dedicated Marketing Team led by Manju, supporting both streamlined operations and creative outreach.
- Marketing team shoutout: Brian, Cady, Kate, and Manju for their consistent, collaborative work throughout the year.
- Established an Outreach/Events Team, led with support from community leader Boris, launching:
 - The Summer Kick-Off Party with a Robson Square spin
 - My First Hustle Battle Vol. 2

- The first Hustle at RS Revolution Challenge (inspired by Hustle Poutine)
 - An outdoor social in partnership with the RS Coalition
- Events team shoutout: Cady, Lesken, Krizzel, Ben, Cynthia, Maggie, Cassidy, Joel, and Jennifer for their contributions.
- Purchased our own portable sound system—funded through community donations and strategic budgeting—achieving a multi-year goal and elevating the class/session atmosphere.
- Continued success of Appreciation April for its second year, spotlighting community members and leaders; this will remain an annual commitment.
- Successful application of the City of Vancouver Grant to take part in Water St. Pedestrian Project
- Another successful partnership with VCT for Dance Dance Dance
- Started at Hustle at RS Blood Donation Partnership - exceeded the goal with 15 donations within 4 months
- Average weekly attendance: ~80 participants outdoors in summer; ~60 participants indoors.
- More community members attended national hustle events, proudly representing Vancouver and expanding their dance education.

3. Commitment to Safety, Conduct & Community Well-Being

- Actively responded to community and teacher feedback, prioritizing a safe and positive environment.
- Experienced community incidents that highlighted the need for stronger safety processes and clearer guidelines.
- As a result, we strengthened our infrastructure through:
 - Anonymized feedback system
 - Updated Code of Conduct
 - Creation of a new Conduct & Safety Lead Board role (launching January 2026)
- These developments mark our commitment to being a leading dance community in proper and safe conduct practices.
- Implemented community-requested updates to ensure safety and transparency:
 - Created organizational lanyards for clear points of contact
 - Launched the general feedback and incident form

2025 Goals & Achievements

1. Teacher Support & Compensation

- Goal: Begin teacher honorariums for fall 2025 indoor sessions.
Achievement: Honorariums were successfully introduced early, at the start of summer 2025.

2. Leadership Continuity & Role Frameworks

- Goal: Establish clear frameworks for leadership transitions, mentoring emerging leaders, and ensuring alignment with Hustle at RS values.
- Achievement: Significant progress made through developing agreement documents for new roles and outlining responsibilities. Full transition plans remain in progress, but foundational structures are now in place.

3. Fundraising

- Goal: Raise \$350.
- Achievement: Exceeded target, raising over \$500 through community generosity and a co-produced event with the RS Coalition Alliance.

Key Challenges & Areas Not Fully Achieved

- Limited Board capacity prevented hosting the volume of events seen in previous years. The formation of the Events Team and the return of Nathalie in 2026 are expected to restore this capacity.
- Board burnout occurred midway through the year due to operating with a small team of three onsite. This prompted the decision to expand the Board for 2026 with new roles (Conduct & Safety Lead, Events Lead, and VP absorbing Director of Operations duties).
- Partnership with the queer community did not materialize into an event this year, despite being a priority rooted in Hustle's LGBTQ origins. This remains an essential goal moving forward.
- Contingency planning for community growth is still pending. With increased 2026 support, the Board aims to begin or complete this work next year.
- Conduct and safety challenges required rapid response and highlighted the need for formal systems. While difficult, these moments ultimately strengthened our processes and clarity.

Conclusion

While we entered the year with specific goals, 2025 required adaptability and responsiveness to the evolving needs of our community. Despite challenges, we reinforced our operational foundation, improved safety and communication, expanded team structures, and positioned ourselves for a more sustainable and supported 2026. Our greatest success continues to be the strong communication and collaboration among Board members, ensuring smooth and welcoming classes and sessions for our community.