



EQUINE PATHWAYS AUSTRALIA LTD
ANNUAL REPORT
2020 - 2021

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CHAIRMAN'S REPORT

Brett Mace, Chairman

It is with a great deal of pleasure that I provide this report on the second full year of operation for Equine Pathways Australia (EPA).

The past year has been one of considerable challenges which I will outline further in my report, however one where we have continued to develop and build the organisation to ensure EPA has a strong organisational and governance structure that provides a solid platform for our team to deliver highly valued services to our ever-increasing client base. This is especially so with our expansion of our successful Victorian-based program consisting of two-day clinics interstate into NSW and SA, while unfortunately 2 clinics planned for QLD had to be cancelled due to COVID related restrictions at the last minute.

Like many organisations, the last year has been a year like no other due to the ongoing issues with COVID-19 that we have had to deal with. While the previous year we dealt with the initial Australian wide lockdown affecting all States and Territories, the last year has presented EPA a range of differing challenges due to the variations of lockdown and associated limited activities that has happened in the different States we now operate in.

These lockdowns became increasingly challenging as our clinic program both in Victoria and interstate as clinics had to be cancelled, often at the last minute as snap lockdowns were called by different states.

While Program Executive Manager Julia Battams will provide more detail on these clinics, it was pleasing to see, and a sign of our teams' tenacity that throughout the year, that we still delivered 4 clinics in Victoria, two in NSW and one in South Australia.

During EPA's short time in existence, one of the real strengths of our organisation is the quality of people we have that contribute in their own way to all EPA is achieving and delivering to the communities we serve, and it is our people that I would like to concentrate on in the year's report.

If I can firstly start with the EPA Board. For such a young organisation, the Board has already built a solid platform for EPA to grow and expand in the future with a strong governance and operational structure and I thank them for their dedication and commitment as volunteers and look forward to



working with them as we continue to build EPA for the future. Unfortunately, through the year we received the resignation of Director Grace Bowman. Grace is a two-time Equestrian Paralympian (2008 and 2012), World Championship Australian Team Member (2010) and her lived experience as an athlete with a disability brought an extremely valuable perspective to our Board. Grace is also a clinical Psychologist, and it was her burgeoning work commitments in developing her own practice in Adelaide that prevented her from being able to give the time necessary to continue on the Board. On behalf of everyone at EPA we are very grateful for her contribution and thank her immensely for the role she played at EPA.

While we were very disappointed to lose such a talent as Grace, we were indeed very fortunate to have Kate Doughty (Naess) accept our invitation to replace Grace on the EPA Board. Like Grace, Kate is also a Psychologist and a Paralympian, though in the sport of triathlon (Rio 2016) which she took up following a successful career as a Para-equestrian which included selection in the Australian Equestrian Team at the 2010 World Equestrian Games in Kentucky USA. Kate is currently the Athlete Wellbeing & Engagement Manager at Triathlon Australia, and her experience not only in her current role, but her lived experience as an elite athlete in both para-equestrian and triathlon will be an enormous resource for the Board, our management team and service providers, not to mention our participants.

EPA was founded by Julia Battams and what we have, and what we are continuing to build, is because of her vision and commitment to athletes with a disability in equine sports. As the Program Executive Manager, Julia continues to build a strong team of professional coaches, allied health and sport professionals for our world class program. This was particularly evident when the program expanded interstate and Julia was able to access the Paralympics Australia network of professional service providers in these States. What ensued from this was the further expansion of EPA's world class team of professionals who are able to provide their extensive expertise and experience in

their respective fields to our participants, regardless of where we conduct the program in Australia.

While I won't mention all our team members individually here, I do want to recognise them and thank them for all their efforts and commitment to excellence and to EPA over the past year and especially under the challenging circumstances they, and all of us have been operating under.

I also want to take the opportunity to acknowledge and thank the ever-growing list of people and organisations who support EPA to in delivering our services to our participants. There is no doubt that without this support, many of our participants would not be able to benefit from the extensive range of services we offer, so regardless of how large or small their contributions, EPA is extremely grateful for their valued support. Fundraising & Stakeholder Director Warren Moore has developed a separate report so we can properly acknowledge all of our supporters, but once again, can I offer our sincere thanks and please know your support is gratefully appreciated as we continue to make a difference to the lives of our participants.

As I mentioned previously, EPA has been very focused on ensuring we have a strong governance structure to support our vision and mission and in this regard, we are very grateful for the ongoing pro-bono support of Herbert Smith Freehills (HSF), especially as we expand our program nationally. It is due to their significant expertise and support from such an internationally respected law firm, that EPA has been able to continue to develop our governance structure to the very high level where it currently sits and once again, provide a strong platform for the organisation to grow for the future. We feel this aspect is vitally important as a Deductible Gift Recipient charity so that all of our supporters and donors have confidence that EPA is operating in a credible and ethical manner.

The last, but certainly not the least of our people in EPA I want to recognise is our participants. They are the reason we are here, and they drive, motivate and inspire us to make EPA the very best organisation we

can be. While our participants' life experiences are wide and varied, together they share a number of common bonds. First and foremost, like all of us at EPA, they share a love of the horse. Their bond is special because in some cases the horse is their legs, or their arms or, for some, their eyes. In creating this partnership there is an extraordinary amount of trust required on both sides and it is this special bond that makes the EPA program so extraordinary and so worthwhile.

The other strong bond our participants share is that of their own shared life experiences. Having a disability can be challenging and impacts on people's lives in different ways, but at EPA there is a special uniting bond that brings our participants together in that they want to support each other to be the best they can in whatever they choose to be or whatever they choose to

do. Whether you are preparing for the Paralympics or preparing to ride a horse for the first time, Julia and the team have built a wonderfully supportive and inclusive environment at EPA that supports everyone who has that love of the horse and seeks a life that can bring great satisfaction with that special partnership with the horse.

It is this love of the horse and the commitment to enriching the lives of all those who participate in the Equine Pathways Australia program that will continue to drive my colleagues on the Board and myself in ensuring we continue to build a strong, credible organisation for the future.

Brett Mace

Chair - Equine Pathways Australia



WHO WE ARE

EPA was developed from real experience of people with injury, illness or disability looking to personally develop and improve their life opportunities and wellbeing. Our philosophy is to offer the chance to participate in a community-based program, using horses, shared with others with similar life experiences. This is achieved through integrated sporting, health and community participation programs and the identification and creation of vocational pathways.

We use qualified dressage coaches and allied health professionals providing services such as trauma counselling, physiotherapy, occupational therapy, sports psychology, nutritional advice, and osteopathy.

EPA headquarters are currently located at Balmoral Equestrian Centre in Narre Warren North, Victoria, however we provide satellite programs aimed at delivering the EPA program in each state. The cornerstone of the EPA program is our 2-day weekend clinics that involve supervised mounted dressage lessons and group and individual lessons with the allied health providers. Each participant has a set of agreed objectives and goals against which their development is measured.

The EPA program specifically includes the carers and families of the participants in order to promote a shared sense of success and achievement as goals are reached.

We believe the program is unique in that it brings together a number of professionals from different fields, where they develop one structured plan for each individual in a holistic manner.

The EPA Board and management are passionately committed to pursuing the organisation's overarching vision. The charity's principal purpose is to relieve the disadvantage suffered by people with disabilities by:

- providing access to equine pursuits in order to empower and inspire people with disabilities to access full participation in activities traditionally only open to non-disabled people;
- liaising with health, allied health, disability, and recreation specialists to promote the health and other benefits to people with disabilities through their participation in equine pursuits; and
- providing opportunities for people with disabilities to interact with other people who have similar life experiences and who have an interest in participating in equine pursuits.

OUR VISION

A full life through equine sport

At Equine Pathways Australia, success looks like:

- A Para-equestrian participation and competition pathway for all abilities
- Integrated centres of excellence throughout Australia
- A highly respected sustainable athlete & equine national development program

OUR MISSION

To help people with disability engage in equine sport & activities

We are striving to achieve this through:

- Integrated sporting and community participation programs
- Integrated high-performance sporting programs
- The identification and creation of vocational pathways

PRINCIPAL ACTIVITIES



GENERAL PARTICIPATION

After illness or injury, some clients may simply choose to re-engage with horses for fitness and to interact with other equestrians. This sector offers clients the training to develop skills they will need in order to participate safely in equine activities.



HIGH PERFORMANCE

This sector is designed to assist athletes to head towards the goal of international Team Representation at World Equestrian or Paralympic Games level. As a Centre of Excellence for Paralympics Australia, we have a strong understanding of how best to assist athletes to plan, develop and train towards selection on the High Performance Squads and Teams.



VOCATIONAL

The Equine Industry is the third biggest employer in Australia with an almost infinite number of different roles. It is also one of the most dangerous occupations in the country with injuries being common and varied. Many people, once injured, lose their employment, and then find it difficult to re-engage at all with the equine world.

It is our strong belief that assisting people to once again find meaningful employment at whatever level they are capable, not only assists with their rehabilitation and recovery but also re-engages them with the industry they are passionate about.

YEAR AT A GLANCE



MEDIA

667.3K

IEWS - FEI STORY

>2,000

SOCIAL MEDIA AUDIENCE



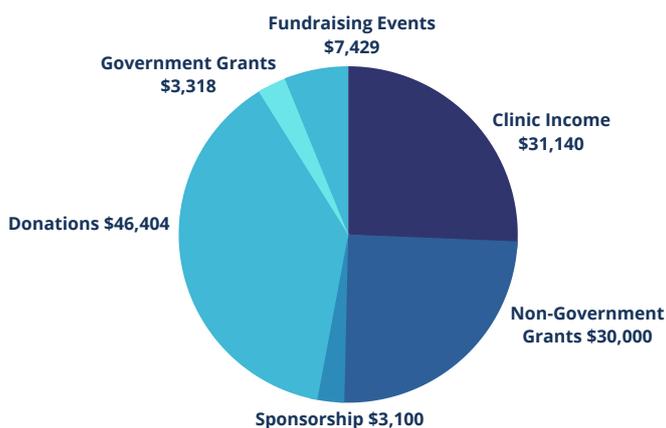
FUNDING

New partnership with the Melbourne Racing Club Foundation:

- Supporting two Off The Track thoroughbreds, the first these is Jungle Edge.
- One of 13 charity partners involved in the annual MRC Foundation Race Day.

Godolphin, the international breeding and racing operation founded by His Highness Sheikh Mohammed bin Rashid Al Maktoum, have provided multi-year funding and in-kind support for the EPA program and our national expansion.

Support from state racing bodies in supporting the national expansion of the program.



PARTICIPATION

NATIONAL EXPANSION

VIC, SA, QLD & NSW

80

ACTIVE PARTICIPANTS

9 EPA RIDERS

COMPETED AT THE NATIONAL PARA EQUESTRIAN CHAMPIONSHIPS

32

PRACTITIONERS & COACHES

HOSTED AN UNOFFICIAL MINI COMPETITION WITH

12 COMPETITORS



LEVEL OF SERVICE

In December 2020, we utilised practice management software, Cliniko. The software has allowed us to professionally set up an online booking system, privately house client information, send all forms digitally and house the EPA database.

Athlete diaries were produced, accompanied with a branded compendium. The athlete diaries are used for goal setting and general day to day management.

Developed a new EPA uniform range for riders, volunteers, coaches and practitioners.

BUSINESS OPERATIONS

Julia Battams, Program Executive Manager

Reading through my annual report for the 20/21 financial year, I realise just how much impact the Covid restrictions have had, and for how long. At first glance it seems not much has changed this year and from planning 11 clinics in Victoria, 6 in NSW, 4 in SA and 3 in Qld, (total of 24) we have actually only managed to achieve 4 in Victoria, 2 in NSW, 1 in SA and none in Qld – so less than one third of our plan. These face-to-face clinics are the mainstay of our program and not being able to service our participants in this way has been very difficult for everyone involved. We have offered fortnightly Zoom clinics through most of the year when the restrictions did not allow face to face clinics, which have been very well received but it is certainly important that we get back to our core business as soon as we possibly can.

On a positive note, despite Covid we did still manage to run our first interstate clinics – two in NSW and one in SA. These clinics were of course lower in participant numbers than the Victorian clinics which have been building in numbers over several years now, but enquiries since these clinics have been growing and I am confident that we will soon have full participant numbers in these states. The new groups of allied health providers and coaches we engaged to run these clinics are again highly experienced and motivated individuals and all expressed their excitement to be part of the growing program. This is one of the real strengths of the Equine Pathways program and our national team is very strong and very committed. The venues of Tall Timbers in Box Hill, NSW and The Riding Patch in Strathalbyn SA were both very suitable for our needs and the management and staff at both venues were hugely supportive of our program and keen to continue to work with us in the future.

In both NSW and SA we were able to arrange classification for those participants who needed it.

We worked with Equestrian Australia (EA) National office to facilitate this and in total 9 new para equestrian athletes were classified. This is key to developing the sport.

In other activities, we were able to squeeze in a mini-competition in Victoria in January between lockdowns which was sponsored by Peake Real Estate, and was well attended. This event, which replicated a competition, provided all our participants the opportunity to learn and develop their competition craft and all appreciated the experience of competition without the stress of being in a strange environment. This is an activity we will continue in future years as it provides a range of opportunities for all our participants, regardless of their level of riding.

At the invitation of equine dentist, Dr Mark Burnell, a group of EPA participants attended the Inglis Yearling Sales and we were taken behind the scenes to see the veterinary assessments carried out on these young horses, and



had the opportunity to see a large variety of horses with all kinds of different conformation and movement patterns– great learning experience for everyone.

Thankfully during a respite from the lockdowns, we were able to take a small team to the National Para Equestrian Championships in April at Boneo Park. Through this events, we were able to further develop the close team culture that we have worked hard in cultivating over the past 3 years and this grew in strength again as participants who were not yet ready to compete, came along regardless to help and support their fellow riders, or volunteered their services to the organising committee or simply to spectate and offer encouragement to their fellow participants. It was a successful weekend with many personal best scores and first time competitors really stepping up to perform well. Our support team as always, did a fantastic job preparing and supporting athletes and horses throughout the weekend.

One of the other unfortunate impacts Covid had this year was the cancellation of our Open Day which was planned to be a major showcase event demonstrating the wonderful program we provide, and highlighting our wonderful athletes and their horses, in addition to hosting the Melbourne Cup as it makes its way around Australia. This event has now been postponed until December 2021, so hopefully we will have the opportunity again then to open our arms and demonstrate publicly the great work we do at EPA.

Through the past 12 months with Zoom becoming a normal way of communicating, we have managed to develop and grow our relationships with other organisations including various State Riding for the Disabled (RDA) Boards, Equestrian Australia State Boards and Committees, Paralympics Australia and in Victoria, the Victorian Institute of Sport (VIS) and Regional Sports Institutes. Two of our regionally based athletes have been awarded scholarships to regional Sports Academies and we are working closely with Paralympics Australia and the Academies to ensure that these athletes gain the best benefit from these scholarships which include weekly allied health support and access to the facilities.

The increase in interest in EPA can be somewhat gauged by increase in followers on our social media platforms. Our Facebook page currently has an audience of over 1700. The FEI story published in January 2020 is regularly replayed and has now had over 667.3K views worldwide. Racing.com stories featuring our participants are also regularly replayed and the viewing audience for those are also extremely high. Our participants are featured regularly in local news stories and following each of these, we usually get increased traffic to our website.

In May 2021, we released our new range of EPA uniform which has been well received by the participants and we look forward to face-to-face activities again so all of us at EPA can be seen wearing the clothing and further promoting our wonderful program

Unfortunately as the year drew to a conclusion, we are still dealing with Covid Lockdown restrictions. We continue to remain positive that the 2021/22 year will be a lot more productive, while reflecting on a year which, despite massive challenges, has still allowed our small organisation to grow in both participant and supporter numbers, and has still played a role in managing the health and well-being of our people. I would like to thank our Board, our amazing group of allied health providers coaches who deliver world class services to our program, our incredible volunteers who give freely of their time and effort, and of course our corporate and private supporters and sponsors who underpin the program , and then our wonderful horses without them, none of this would be possible. But most of all can I thank all of our participants – your enthusiasm, growth and strength is why we exist. Thank you.

Julia Battams

Program Executive Manager

FUNDRAISING & SPONSORSHIP

Warren Moore, Director

I look back at our 2020 annual report where I wrote:

“Our goals for 2020/21 include expanding the clinic program, both here in Victoria, and nationally. In order to achieve this we require significantly more funding; from Governments, organisation and individuals. We also have a number of projects identified to enrich the lives of our current, and future, participants. These are in the areas of skills development, competitive success and vocational opportunities.”

The past year of lockdowns and cancellations of planned programs around the country has somewhat hindered those goals. But Equine Pathways Australia is not alone in these circumstances and we can consider ourselves fortunate that we have continued to deliver our services, albeit in new and innovative ways, to our participants over the past 12 months.

To them, their families, carers and friends, we thank you all for your patience and continued participation and support of the Equine Pathways Australia program. Seeing you all either at a clinic, or on one of our many Zoom meetings during the year, reminds us why we are involved with Julia and EPA, and how the program really does make a positive difference to so many lives.

While we have been restricted in the number of opportunities to present our program to a broader range of new supporters and sponsors over the past year, we are extremely proud to have worked closely with the Australian thoroughbred racing and breeding industries in the past twelve months and it is with deep appreciation that we have received support from the Melbourne Racing Club Foundation, the Australian Turf Club Foundation and Racing SA to enable us to either continue to run (in the case of Victoria) or to expand our program to Sydney and South Australia.

The support of these organisations has been significant, not only in dollar terms, but in providing introductions to new networks for EPA and we look forward to working collaboratively with these organisations in achieving the broader aims of EPA.

I want to specifically express my thanks to Godolphin, the global thoroughbred breeding operation and horseracing team founded by His Highness Sheikh Mohammed bin Rashid Al Maktoum. The belief in our program shown by Vin Cox, the Australian Managing Director and his team, including unbelievable support from Emma Ridley, their Australian Public Affairs



Manager, has opened a number of doors for us, and provided so many valuable ideas and counsel towards the future of EPA. Thank you all.

Our thanks also to Mr Harry White and the trustees of his foundation. This year they provided their second round of scholarship funding for another of our participants involved in the racing industry. This support means so much to our participants who might otherwise not be able to avail themselves of our program.

Of course, we have supporters from all walks of life. To those individuals who have, and continue to, provide financial and in-kind support to EPA, we appreciate how you are helping a young organisation and we very much hope that you continue to share our journey for the long term.

During 2021/22, being able to plan, implement and run a clinic program around the country would be a lovely achievement. We have made many steps forward these past 12 months, and the platform and experiences gained stand us in good stead for years to come.

Again, thank you to everyone who has been a part of Equine Pathways Australia the past twelve months. There is so much more for us to do, and so many people we have yet to meet, that we should optimistically look forward to plenty of days of laughter, exertions, achievements and, as Julia introduced early in my involvement with EPA, happy tears.

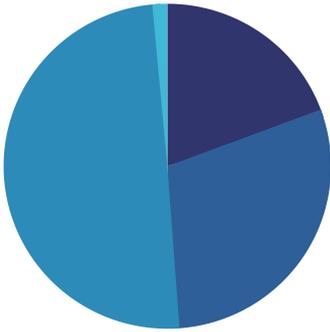
Warren Moore

Director - Fundraising & Stakeholder Engagement



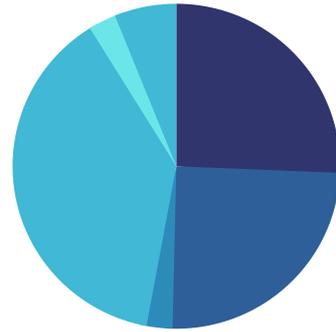
FINANCIALS

INCOME 2020: \$67,805



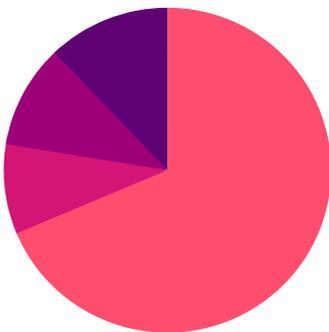
	Clinic Income	\$13,100
	Non-Government Grants	\$20,000
	Sponsorship	\$0
	Donations	\$33,705
	Government Grant	\$1,000
	Fundraising Events	\$0

INCOME 2021: \$121,391



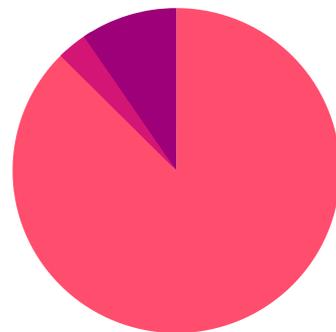
	Clinic Income	\$31,140
	Non-Government Grants	\$30,000
	Sponsorship	\$3,100
	Donations	\$46,404
	Government Grant	\$3,318
	Fundraising Events	\$7,429

EXPENSES 2020: \$64,258



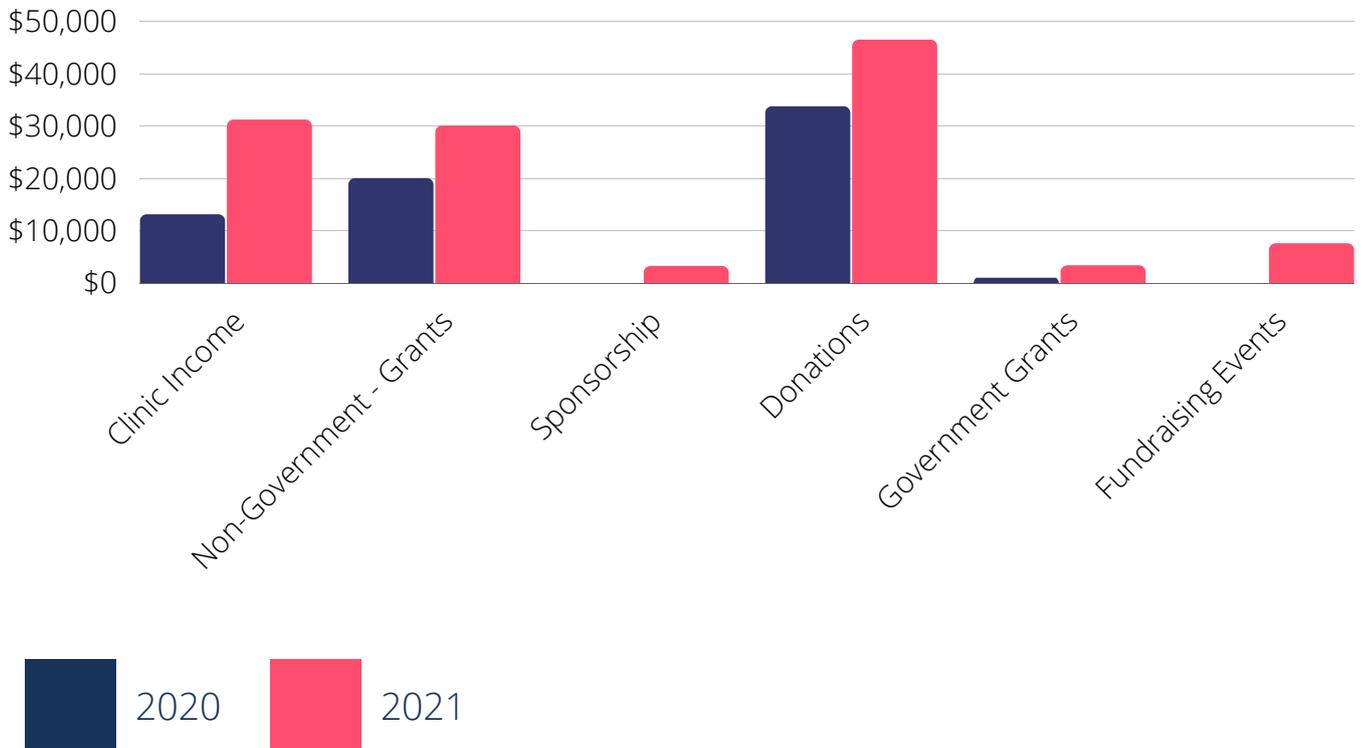
	Clinic Costs	\$44,601
	Web Development	\$5,801
	Insurance	\$6,715
	Administrative Costs	\$7,861

EXPENSES 2021: \$119,982



	Clinic Costs	\$104,969
	Web Development	\$0
	Insurance	\$3,560
	Administrative Costs	\$11,453

FINANCIALS



SUMMARY BALANCE SHEET AS AT JUNE 30, 2021

	<u>2020</u>	<u>2021</u>
Cash	\$16,539	\$107,829
Funding	\$0	(\$89,400)
<i>(received prior to 30 June for 21/22 programs)</i>		
Receivables	\$3,530	\$5,850
Other Assets	\$12,004	\$4,589
Payables	(\$13,111)	(\$18,497)
Net Assets	\$8,962	\$10,371

RISK AND GOVERNANCE

The organisation is committed to strong corporate governance practices. The EPA Board is responsible for the governance of EPA.

AUDIT AND RISK MANAGEMENT

The Board continue to review the EPA's risk profile, accounts, financial position, and compliance.

REPORTING

The Board receives reports from the business operations team on a monthly basis and otherwise as required.

SAFETY

Given the nature of the equine industry, work health and safety require constant focus and the highest priority for our team. Our internal team continue to review and reinforce good safety practices.



MEDIA

DATE	NEWS ARTICLE	SOURCE/CHANNEL
2020	Abi Vidler presenting the at the MRC Foundation Day.	RSN Racing Pulse
14/09/2020	Riding for the Disabled – Abi Vidler	Racing.com
22/09/2020	Abi Vidler channel 7 interview (2019).	Channel 7
2/11/2020	RV & RDA segment – Abi Vidler	Channel 7, Sunrise
2021	Kelly finds ways to start riding again	Courier
28/01/2021	Claire Skerman's road to recover	Racing.com
11/04/2021	Abby Vidler – RDA	Shaun Leane MP
11/04/2021	Born with no forearms, 17-year-old-Abby Vidler sets her sights on the Paralympics	ABC News
20/04/2021	RDA Autumn Show & Special Olympics (Luke Eaton & Abi Vidler)	Racing Victoria social media channels
27/04/2021	MRC Foundation Press Release	Melbourne Racing Club - news
18/05/2021	Ability to jump more than puddles -Kelly Fforst	Moorabool News - print
01/07/2021	The heartwarming story of Jungle Edge	World Horse Racing - social media
09/07/2021	Segment on Jungle Edge's new home	Racing.com (Ch78, free to air)
09/07/2021	Jungle Edge to help others in retirement	Racing.com - news
09/07/2021	Jungle Edge's new career after racing.	Racing.com
09/07/2021	Jungle's new career after racing	Racing.com Twitter
15/07/2021	New opportunities on track for people with a disability.(Abi Vidler)	The Victoria Connection (VIC Gov)



Kelly finds ways to start riding again

FINDING a way to ride a horse once more with minimal support is a learning process for Kelly and her occupational therapist Emma Sawall.

Kelly said they were figuring it out together, often with a bit of trial and error, but were getting closer each time.

Emma is not from a horse background but her speciality is in helping people with disabilities find ways to do every day things and achieve their goals.

Occupational therapy was great about Emma because Kelly sustained spinal injuries in a car accident two decades ago as a 15-year-old. Kelly did a bit of physiotherapy and got back to her normal life.

Then the "accident came back to haunt" her in 2017 with an aneurysm. Kelly was cleared after surgery but months later the stenosis came blocked and she sustained a spinal cord injury. Kelly had thought her riding days were over.

Occupational therapy continues to help her regain her independence and awareness in national Occupational Therapy week.

"Julie at OT Dynamics set up my house for my organised relocation and my family to our making it easier for me to do things like showering at home and setting up around the property," said. "I've learnt so much from them and they're from me, too."

Kelly started therapy sessions for achieving everyday tasks like cooking for

an occupational therapist helps find ways to make riding about her farm in a modified ATV.



Ability to jump more than puddles

Despite all this, Ms Frost remains an optimist, thankful to be alive, be able to watch her kids grow up, and "still be me". And she has well and truly 'got back on the horse'.

Ms Frost and her horse, Charlie, competed in the Equestrian Australia Para Dressage National Championships at Boneo Park Equestrian Centre, which involves riding two dressage tests in front of judges – one individual test and one team test.

In the individual test, Ms Frost scored a 63.772, and a 60.926 in the team test – being named the Grade 3 Para Equestrian event for 2021 on April 10. Around 15 riders from Equine Pathways competed, with events held from Grade 1 through to 5.

Ms Frost told the Moorabool News she already has bigger plans for the future.

"Next on the horse-riding front is lots of training and clinics with my coach Julia, and the other coaches/providers at Equine Pathways, in preparation for my next event in November. I am also working on representing Australia at the Paris provided the world doesn't go crazy."

"I have a very strong mindset and I wasn't going to let my disability change what I wanted to live as full a life as possible to my kids and family, and my one horse have five."

"I have ridden horses since I was something I wasn't giving up. Horse riding is me for my health, happiness and fitness like my dad self up there, no disability. While her headstrong spirit plays a big part in Ms Frost said she couldn't do it without her husband Andrew as Equine Pathways Australia for all ways," she said.

BOARD MEMBERS



BRETT MACE

Non-Executive Chair

Following a 14-year career with the Royal Australian Navy, Brett developed his own Sports Management Company which specialised in event management, sports administration, program development and coaching. High profile roles included Manager of Australian Triathlon World Championship Teams, 4 years based in India as Head Coach and Development Manager for Indian Triathlon, followed by a role with the world governing body, The International Triathlon Union.

From 2006-12, Brett held the role of High-Performance Manager for Equestrian Australia. During this time, Brett led two successful Olympic campaigns that achieved a silver medal at the 2008 Beijing Olympics. As Assistant Chef de Mission at the 2006 and Chef de Mission at the 2010 World Championships, the Australian team achieved gold, silver and bronze world championship medals.

In 2008 Brett had responsibility for successfully mainstreaming the Para-Equestrian Paralympic Program from RDA into the Equestrian Australia High Performance Program, subsequently achieving a gold medal at the 2012 London Paralympics.



SUE CARTER

Finance & Company Secretary

Sue Carter is a company director, and consultant in corporate governance and board effectiveness. For many years she was a tutor for the Australian Institute of Company Directors, covering directors' duties, financial reporting and board processes.

She qualified as a Chartered Accountant with KPMG in the UK and holds a BA (Hons) in Economics and History together with a Graduate Diploma in Applied Finance and Investment and a Master of Applied Science (Organisation dynamics).

Sue is currently a non-executive director of the Medical Indemnity Protection Society and the ANZ Australian Staff Superannuation Fund. She also chairs the board of an industry redundancy fund.

Her previous work experience includes 10 years in senior finance roles with ANZ Bank, including 4 years as Chief Financial Officer of ANZ Funds Management. She was ASIC Regional Commissioner for Victoria from 1999 to 2001. She has 20 years' experience on the boards of for-purpose organisations, private and public companies and state and federal government entities.



JOHN RUNDELL

Audit & Risk

John is a chartered accountant in public practice specialising in ADR and forensic accounting. He is also Managing Director of a cyber security firm Stratica and a Qualified Security Assessor. John is an accredited Mediator, Arbitrator, and Expert Determiner. He is a former partner of KPMG having worked globally and across Asia.

John is an experienced Company director having over ten years' experience as a director of a number of Victorian Government statutory entities and as chair of Audit and risk committees for Victorian Government departments including DSE, DEPI and DELWP. He is former director of Film Victoria and continues as a director Melbourne City Opera Limited.

BOARD MEMBERS



KATE DOUGHTY
Athlete Welfare

Kate is a registered Psychologist, Paralympian and manager of elite athlete wellbeing in high performance sport.

Kate has a vast array of skills and experience across many areas including athlete wellbeing, mental health in high performance sport, employee engagement, psychometric assessment, organisational culture and inclusion, leadership development, facilitation, return to work, athlete career and education (transition and career development), and recruitment. Over Kate's professional career, she has worked in a variety of settings including corporate, government, educational, as well as sporting academies. With over 15 years in elite sport, adversarial growth led Kate on a path of success and performance. After two close attempts at Paralympic selection in equestrian and a World Equestrian Games representative, her resilience and grit led her to become a Paralympian at Rio Paralympics 2016 in triathlon, placing 5th in the world after less than two years in the sport. Kate brings a vast array of skills and experience to EPA.



WARREN MOORE
Fundraising & Stakeholder Engagement

Warren held senior finance positions in the computing and travel industries until the mid-nineties when he moved into the Thoroughbred industry as Racing Manager for multiple Group One winning trainer, Rick Hore-Lacy, for seven years. He continues to be involved in the racing industry in a race day role with the Melbourne Racing Club, liaising with sponsors, owners, trainers and Board members. He has previously served on committees of local sporting clubs and for the past seven years has been Honorary Treasurer of the Fairway Golf Club. He has been in his current position of Finance Director for Marks Henderson, a property investment and management company with assets in excess of \$300 million, for 12 years. He has a Bachelor of Finance – Accounting (UNSW) and Bachelor of Applied Science – Equine Studies (CSU).



JOANNE FOWLER
Public Relations & Communications

Joanne graduated from Curtin University with a Bachelor of Arts (major in journalism) and spent many years as a working journalist for print and electronic media agencies before starting her own media and communications consultancy.

She has extensive experience providing communications advice to boards and management of a wide range of organisations including all levels of government, not for profit and professional associations. She has also worked extensively with people with disabilities in both government and not for profit sectors.

Joanne has also been involved with equestrian sport as a participant and with its administration at local, state and national level.



PENELOPE PENGILLEY
Governance & Legal

Penny is a commercial disputes resolution lawyer of over 30 year's standing. She has been a partner of leading firms including the firm now known as Herbert Smith Freehills and Holding Redlich. She is now a consulting principal with Keypoint Law.

Penny was a board member of Emergency Services Telecommunications Authority (the 000 authority) for 8 years and has been a committee member of Merricks Pony Club Inc. Penny has seen two daughters through Pony Club doing rallies, clinics and competitions. She loves horses, rides herself and with her daughters retains an interest in the adult riding club movements as members of Merricks Saddle Club Inc.

THE TEAM



JULIA BATTAMS

Founder & Program Executive Manager

Founder and Program Executive Manager, Julia's role with Equine Pathways Australia, Julia is involved with the initial assessment of every client to ensure the most successful plan for their future engagement. Julia is passionate about Paralympic Sport and therefore specialises in the development of clients with an interest in this sector, with respect to on and off horse training, horse selection, training plans etc. However Julia also has a great interest in assisting people to re-engage with the equine industry through being involved in the busy and vibrant environment of Balmoral Equestrian Centre.

Julia's academic background is a Bachelor of Science degree at University of Melbourne and a Diploma in Education. In her personal sporting career, Julia is an FEI level dressage competitor and has educated many horses through to FEI level. She is an NCAS Level 3 Dressage Specialist coach and Coach Educator, and is a graduate of both the AIS Performance Coach and Podium Coach programs.

Julia was the National Performance Director for Equestrian Australia in the disciplines of Dressage and Para Equestrian from 2009 until 2016. In this role Julia worked with State and National Squad athletes from their daily training environment planning through to the logistics and management of Australian teams at Kentucky WEG 2010, London Paralympics 2012, WEG Normandy 2014 and Rio Olympic and Paralympic Games in 2016.

One of Julia's individual strengths is the ability to be flexible and seek options to solve specific problems. This combined with the ability to see the big picture and plan towards it allows her to create innovative solutions to issues clients may face. The "Can Do – now let's work out How" attitude is one that many of her clients are already familiar with, and one that brings a unique strength to the Equine Pathways Australia picture.



SAMANTHA GRIBBIN

Administration

Sammy is an enthusiastic rider and passionate for the equine industry in both Equestrian and Racing. With a Diploma of Horse Business Management, Marcus Oldham College and a Bachelor in Sport Business Management, Deakin University, Sammy spent time in UK and NZ riding, strapping and stud work before beginning her career in sports marketing and commercial partnerships. Ten years down the track, Sammy has worked across the Spring Racing Carnival, mass participation sporting events and more recently Golf Australia.

Sammy began her journey with EPA in December 2020 and is dedicated and passionate to help bring the EPA vision to life.



SHELLEY EARL

Recreation Specialist

Shelley is a Recreation Specialist with more than 20 years' experience working with people with disability in community sport and recreation. Shelley works with individuals, coaches and groups to problem solve issues with funding, equipment and training. As part of this role she provides assessment and review of the individual needs of the participant and provides advice and plans for improved participation. Shelley has extensive experience working in the NDIS, TAC, WorkCover and other funding schemes. Shelley has a special interest in all things equestrian and has worked over many years with competition riders, recreational riders and injured jockeys.

VICTORIA



ADAM LUTHER
Exercise Physiologist

Adam Luther is an Accredited Exercise Physiologist and Exercise Scientist. He completed his Master's Degree in Clinical Exercise Physiology (Rehabilitation) from Charles Sturt University in Bathurst. Born & raised in Sydney, Adam has previously had experiences working with war veterans, triathletes and anyone looking at feeling more comfortable in the gym. Adam was also part of the Box Hill Hawks sport science team during their 2019 season. Outside of work, Adam is a keen Sydney Swans & Sydney Roosters fan and will most likely find him on the golf course in his spare time.



JOSEPHY BUSACCA
Exercise Physiologist

Joseph's interest in rehabilitation began with a combination of his passion for weightlifting and his own personal journey with injuries. After discovering a career path in health management with exercise, he completed a double bachelor's degree in Exercise Science/Business Administration as well as a master's degree in clinical Exercise Physiology shortly afterwards. He has participated in a high-level sports-karate, representing Victoria and Australia at numerous national and international competitions. Post sport and studies, Joseph has worked in strength and conditioning, and is now focused on the clinical setting where he aims to improve and manage the health of those in local communities and beyond.



JACK HUDSON WILLIAMS
Psychologist

Jack is a Performance Psychologist. Drawing on psychological frameworks such as Acceptance and Commitment Therapy (ACT) and Cognitive Behavioural Therapy (CBT), as well as psychological skills such as mindfulness and performance routines, Jack endeavours to provide his clients with practical tools to help them live fulfilling and meaningful lives whilst performing at their best. Jack has worked in a range of performance contexts, including cricket, athletics, para-football, yoga, performing arts, eSports, and AFL. Jack has also worked with adolescents and adults living with anxiety, depression and general concerns regarding psychological wellbeing.



JANE BOADLE
Osteopath

Jane is a registered osteopath, completing her Masters and Health science degree (Osteopathy) at Victoria University. Jane has completed a number of post graduate courses in "traditional" osteopathy; balanced ligamentous technique, biodynamics, rule of the artery and equine osteopathy, to name a few. With over 20 years of "hands-on" manual therapy experience, Jane appreciates the importance of health and uses a combination of "traditional" and structural osteopathic approaches. Over the years she has treated many amateur and professional athletes in varied sports and previously worked with the Malaysian Track Cycling Team, travelling to World Cups and 1 World Championship with the team.



VICTORIA KAHN
Physiotherapist

Victoria is an APA Titled Sports and Exercise Physiotherapist. Victoria has worked in AFL, Cricket, Wheelchair Rugby and Equestrian. Within Equestrian, Victoria, worked as Sports Science and Sports Medicine Manager (SSSM) at Equestrian Australia, as part of the National High Performance Program for Olympic and Paralympic disciplines (2010-2016). She was the Medical Manager/Physiotherapist for the Australian Equestrian Team at the 2012 and 2016 Olympic and Paralympic Games and the 2010 and 2014 World Equestrian Games. Victoria was Head Physiotherapist for the Victoria has a special interest in treating hip pain, equestrian athletes and athletes with disabilities.



TORY LIARAKOS

Physiotherapist

Tory is a Physiotherapist who has also completed her PgDip. in Veterinary Physiotherapy. She has been riding and competing horses for over 20years, she has competed internationally in Mauritius and progressed through Pony Club, the State Young Rider Showjumping Squad and the Young Ambassador program. Tory also coaches junior and young riders through Pony Club. Since beginning work as a Physiotherapist, her passion for helping riders, both children and adults has come to fruition. Her holistic approach focuses on improving the horse and rider as a team to create the best outcomes.



KATHERINE STEWARD

Occupational Therapist

Katherine Stewart is a qualified Occupational Therapist, Pilates International Matwork Instructor & show jumping rider. Katherine has over 25 years of riding and competition experience – having competed for Australia in California, USA, New Zealand & Europe on teams and as an individual. After devastating injuries changed Katherine's career path 10 years ago, her passion and commitment to support riders and equestrian sport is stronger than ever. Katherine is focused on improving the connection between horses and riders. Through her own personal experience with horses, health, performance and wellbeing, Katherine enjoys nothing more than meeting and supporting riders to be their best self.



NICOLA HAYES

Occupational Therapist

Nicola is one of the lead Occupational Therapists at Adventure Therapy Services. Nicola is a showjumper with over 15 years of experience, having competed for Australia and Victoria on numerous occasions throughout her junior and young rider years. Nicola sustained significant pelvic, spinal, abdominal and lower limb injuries 8 years ago and has defied specialist expectations in her return to riding. This fed Nicola's passion in helping others overcome barriers to returning to riding and other meaningful activities. Nicola enjoys utilising horses to improve riders mental and physical health, while navigating the other varied demands of life. Nicola has special interests in finding assistive technology and utilising modifications to enable participation in meaningful activities.



MARY LONGDEN

Dressage Coach

Mary Longden has been involved in international equestrian coaching and coach education for many years. She has trained riders from Australia, Canada, New Zealand, Portugal, Singapore and Taiwan. This includes eventing, show jumping, dressage, para equestrian and therapeutic riding. Having judged and coached at the Paralympic Games and World Championships she has a very clear understanding of what is involved to become a successful competitive rider. She is particularly interested in being involved in the journeys of riders in various discipline, to help them turn their dreams into realities. Mary is an EA Level 3 coach, RDA Level 2 coach and has a Masters Degree in Special Education.



SALLY FRANCIS

Dressage Coach

Sally Francis was awarded OAM in recognition for services to Horse Sports and to people with disability in the general division of the 2019 Queens Birthday Honours. At age 25 Sally embarked on a career with the Riding for Disabled Association (RDA). She also became involved with the Australian Para Equestrian team, attending numerous world championships and Paralympics as a Carer, Chef d'Equipe and, in Hong Kong in 2008, as assistant coach. In 2012 Sally led the team at the London Paralympics, where one of the riders won a gold medal. Sally retired after the Rio Paralympics (2016) as the Para equestrian Team Leader with another successful overseas campaign.



SAMANTHA BARLETT

Dressage Coach

Sam is a Grand Prix dressage rider and an EA Level 2 General Coach who has been teaching for 30+ years. Sam first started out as an eventing rider, going through Pony Club and then into the EA ranks. After becoming an EA Level 1 coach at 18 years of age and then a Level 2 Coach at 21, she then found her passion in dressage both as a rider, trainer, and coach. Her days are filled with riding, teaching and being a mum. Sam has a broad base of students including Dressage, Showjumpers, eventers, Para Dressage, Pony Club and Adult Riding Club riders.



LINDSAY BATT-RAWLINS

Dressage Coach

With many years volunteering with the RDA, Lyndsay's dream is to help as many people as possible find the joy of horses. She has the courage to train riders without bias, something she learned from the incredible para-equestrian, Sue Hyden Harris. Lyndsey began teaching in both dressage and jumping and watching her students excel is a great delight. Lyndsay has taken teams to both State and Nationals competitions and fights the tears as they stand proudly on the podium.



GLENDA HINCHCLIFFE

Dressage Coach

Glenda began teaching at the age of 18 and has gone from strength to strength, by pooling her talent as a successful rider, together with her professional training from Olympians such as Christopher and Jane Bartle (Yorkshire England), Bjorn Binder (Denmark), Paul Beck (Germany) and her time in the USA training and teaching. Glenda has had many successful combinations on the State and National Squad in all disciplines including Zoe Vorenas who was short listed for the Para Dressage Tokyo Olympic Team.



TONY UYTENDAAL

Dressage Coach

Tony is an internationally qualified Dressage Trainer with over 55 years of experience. In Australia, he is a level 3 General and Dressage coach. Tony comes with a wealth of knowledge including a career in Holland as Director of The National Equestrian Centre then in America coaching a Dressage rider for the Munich Olympic Games then settling in Australia, where he has now operated an equestrian centre on the Mornington Peninsula for over 25 years. Tony is passionate to gain knowledge and understanding and to share this with the next generation.



JESSIE FOUNTAIN

Dressage Coach

Jessie is an enthusiastic dressage rider and passionate coach. Beginning her coaching career in 2007 at Balmoral Equestrian Centre, Jessie has taught a variety of pony and adult riding clubs, and enjoyed a stint at Zajac Ranch, an inclusive summer camp for children living with medical conditions and disabilities in Canada. Since joining the Equine Pathways team in June 2019 she's loved getting to know such an amazing group of riders and practitioners, and contributing to such a supportive community.

NEW SOUTH WALES



CHRIS WYNNE
Physiotherapist

Chris has worked in both inpatient hospital and private practice settings, treating a large variety of orthopaedic, musculoskeletal, neurological and acute and chronic sporting injuries. Chris was also Head Physiotherapist for the GWS Giants AFL Academy Program for 5 years from 2014 and has been involved with local netball and basketball teams over the course of his career. Chris has a Masters of Sports Physiotherapy at LaTrobe University and an APA Sports and Exercise Physiotherapist. In addition to his clinical work, Chris also holds a Conjoint Lecturer role at Macquarie University teaching in the Doctorate of Physiotherapy Program, and regularly lectures within the Macquarie University Medical program, and to the JMO staff of Macquarie University Hospital.



BIANCA KINNEAR
Occupational Therapist

Bianca is a PHD candidate at the University of Wollongong and her experience expands across a variety of health conditions. Bianca specialises in Neurodevelopmental conditions, physical and intellectual disability, Sensory processing, self & emotional regulation disorders, learning difficulties, ASD, ADHD, ODD, Short attention span, social skills and other broad-spectrum diagnoses. She works cohesively with families to identify the needs of children and is passionate about providing holistic occupational therapy programs to support your child to reach their potential. Bianca has in depth knowledge to support your engagement and navigation with funding bodies such as the NDIS and Medicare to support your child to meet their developmental milestones and goals.



RACHELLE SULTANA
Exercise Physiologist

Rachelle is the Senior Accredited Exercise Physiologist at Healthstin. She has extensive knowledge and experience in treating various conditions including cardiovascular, neurological and musculoskeletal injuries, illnesses and disabilities with exercise. With a keen interest in empowering the abilities of ALL individuals she enjoys using her expertise and working with clients to achieve their health and wellbeing goals. As a passionate "exercise is medicine" advocate, Rachelle has completed her PhD in exercise strategies for the management of body composition in obesity and diabetes.



EDEL LANGAN
Psychologist

As a former competitive swimmer and experienced psychologist, Dr Edel Langan supports a range of athletes and teams to maximise their performance in competitive sports. Edel currently works as a performance psychologist with NSWIS and the Australian Sailing Team. Edel also works as a provider with Headspace, a youth mental health organisation supporting young people 12-25 years. As a sports psychologist, Edel believes in working collaboratively with her clients to help them achieve what is important to them. Edel aims to provide a safe, non-judgmental and friendly space in which clients can develop new skills in managing their current difficulties, while building on their existing strengths.



MEL PARBERY
Dressage Coach

Mel enjoyed a variety of disciplines before venturing into the sport of dressage. In 2000 Mel completed her Level 1 Coaching accreditation and a few years later qualified as an RDA coach. Mel has continued to coach at Tall Timbers, Box Hill in their weekly program. Mel and her husband, Brett currently coach riders of all levels and abilities, train and compete both our own and client dressage horses, based at our facility in Penrose, in the Southern Highlands of NSW. While also running an online training and mentorship program 'The Parbery Program' to help riders to develop their own structured training system to empower them to train confidently.



JIM COLLIN
Dressage Coach

James Collin, known to many as Jim is an experience breaker, trainer, Level 2 EA NCAS Dressage Specialist Coach, Level 1 EA NCAS General Instructor and successful FEI dressage rider. As a professional in his field for over 25 years and with a Bachelor of Management in Equine Business through the University of Sydney under his belt, Jim has a rich wealth of knowledge and an abundant reputation as an excellent horseman, which can be seen throughout the endless winning State and National mounts he has produced for himself and an array of clients.



SALLY BARBERA
Dressage Coach

Sally-Ann is a well-respected, qualified NCAS Level 2 Coach & Coach Educator. Sally-Ann became involved in Eventing and Dressage in Australia and was on the state NCAS committee for 5 years. As a Coach Educator, Sally-Ann teaches people to coach riders of all levels. "My philosophy for Coach Education is not too different to that for Rider Education. Just as riding is a sport we all do for the enjoyment of it, so should be the journey along the Coach Education pathway. My main focus in coaching classes in to teach participants how to instruct others; develop an effective coaching style that reflects their own personality; and of course, help them to pass the coaching certification."

SOUTH AUSTRALIA



ANNA BODEN
Physiotherapist

Anna is a motivated physio with a passion for helping patients and athletes return to the activities they love. Anna is thorough in her assessment, hands on and effective with manual treatment, and ensure rehab is comprehensive and sports-specific. Anna graduated from the University of South Australia in 2007, has completed a degree in Sports Science, and been awarded a Masters of Sports Physiotherapy. Her current area of clinical interest is treating runners, particularly with hip and lumbopelvic presentations. The combination of using Kanga Tech technology and biomechanical assessment is ideal for identifying muscular imbalances that contribute to overuse injuries.



JACQUI SANDLAND
Psychologist

Jacqui runs her own psychology business in Adelaide, Rise Performance Consulting where she works with a variety of athletes and young people for both performance work and mental health intervention. She regularly consult to equestrian riders around Australia, both individually and through online workshops and works as a performance psychologist at Auscycling (previously Cycling Australia) servicing the paracyclist podium squad and able body academy athletes.

Previously she was an eventing rider, competing up to 3 star level, and prior to that, an international mounted games rider. After retiring from equestrian competition, she took up snowboarding where she briefly competed on the North American snowboard cross racing circuit.



RUTH SCHNEEBERGER
Dressage Coach

Ruth is an EA level 2 General and Dressage Coach based in Mount Torrens, South Australia. She was born and grew up in Switzerland where she achieved the highest level in her coaching qualifications before moving to Australia, becoming an instructor, that is the highest International Expert level, as defined by the International Group for Equestrian Qualifications (IGEIQ). Ruth teaches quite a wide range of riders and horses at different levels. "I think it is important to take the correct steps in teaching a horse or rider, there is no point in taking shortcuts!"

QUEENSLAND



DAMIEN STEWART
Sport Psychologist

Damien is a Sport & Exercise Psychologist based on the Sunshine Coast of Australia. Damien completed a Master of Philosophy (Psychology) and Master of Applied Psychology (Sport & Exercise) at the University of Queensland. Damien currently works in private practice servicing both sport & exercise and mental health clientele. Damien has a special interest in assisting Police Officers and athletes suffering from mental health issues as well as clients suffering from chronic pain and injury.

Damien has also been an elite athlete having played National level softball for both WA and NSW as well playing semi-professionally in the USA for 13 years.



EMILY PEACOCK
Physiotherapist

Emily graduated from the Australian Catholic University with a Bachelor of Physiotherapy in 2017. She began riding when she was 10 and has since owned, trained and competed her own horse in dressage. This has given Emily a thorough understanding of the relationship between horse and rider, allowing her to provide excellent support and assist clients in reaching their riding goals. Emily is passionate about working with horse riders and this has led her to enrol in a Masters of Veterinary Physiotherapy in the hope of providing a holistic approach to management of the horse and rider combination.



LIZ OWENS
Dressage Coach

Elizabeth holds an Honours degree in Agricultural Science and has been employed as an animal nutritionist throughout Australia for over 30 years, maintaining a strong interest in equine nutrition which was rewarded with a role as Consulting Nutritionist to the International horses at the World Three Day Event Championships in 1986, Consulting Nutritionist to Australia's Equestrian Team until 2004 and involvement in the provision of feed and nutrition services to the equestrian venue at the Olympic Games in 2008. Liz is a Board member of the McIntyre Centre RDA and is on the RIRDC Equine Committee.

THINKING OF YOU



JANE BOADLE
04/04/1979 - 28/06/2021

It is with our deepest sorrow and disbelief to say good bye to our beautiful Jane. Jane was an invaluable part of the development of the EPA program. Not only was she a great osteopath, her caring nature ensured that the program developed the nurturing culture that we are so proud of today. Jane will be remembered every time any of us sit and reflect on the memorial bench which is placed in her memory under the Robinia tree at the entrance to the indoor arena at Balmoral. She be missed greatly by us all.

SUPPORTERS

It is with heartfelt thanks we recognise the following organisations



Equine Pathways Australia Ltd.
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