



EQUINE PATHWAYS
A U S T R A L I A

2021- 2022
ANNUAL REPORT

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CHAIRMAN'S REPORT

Warren Moore, Acting Chairman

I'm pleased to present this report for the third year of operations of Equine Pathways Australia Limited (EPA).

We have been excited to offer an expanded program during 2021/22 as Covid restrictions were eased. The efforts of Julia and her team to foster and maintain the EPA community during the various lockdowns paid enormous dividends when we were once again able to recommence clinics.

EPA's founding Chairman, Brett Mace, resigned during the year and I'd like to commence this report recognising his outstanding leadership, efforts and vision ensuring that EPA has structures in place to reach its full potential. Brett's experience in national and international sporting organisations has been invaluable in the initial stages of EPA's development. All involved with EPA send our sincere thanks to Brett and

wish him all the best in his future endeavours. I would also like to recognise and thank my fellow Board members for their efforts and contributions to EPA over the past year.

They have made significant contributions in each of their areas of expertise to enabling EPA to develop a strong internal structure and supporter base. I want to recognise Penny Pengilley, one of the founding directors of EPA for her work in the development of the legal structure of EPA, Joanne Fowler from Western Australia who held the Communications portfolio for EPA, and Kate Naess who was our athlete representative on the Board. Each decided to resign from the Board in September 2022. The remaining and new directors of EPA wish them all the best for their futures, especially Kate and her family who have welcomed their second child to the world.



Change presents new opportunities and I welcome new Directors to the Board of EPA. Simon Coates has joined the Board in the newly created portfolio representing the families, friends and carers of our participants. As well as bringing a wealth of international business expertise to the table, Simon is the father of Lucy Coates, one of EPA's long term participants.

Dianne Barnes has also joined the Board taking the athlete representative portfolio. Di represented Australia at the 2022 World Para-Equestrian Championships and has a wealth of experience in numerous equine related disciplines. Her experience and counsel for all our participants, whatever their aspirations, will be invaluable to EPA.

It has been an honour to work with Julia Battams, Founder and Program Executive Manager of EPA, these past couple of years. Her commitment to the EPA program to provide opportunities for people who have experienced disadvantage in life is remarkable. The way the program has enhanced the lives of so many participants, their families and friends has been a real eye opener and I have been privileged to see this firsthand.

Julia has created a brilliant network of dressage coaches, allied health professionals and volunteers at all our clinic sites around Australia and I want to thank each and every one of them for their passion in making the EPA the organisation it is.

This year's financial report shows the continuing and increasing level of support that EPA has received from new and existing supporters and donors during the year. It has been so encouraging to see so many people also believing in the program and the benefits it provides.

The future looks very positive for EPA as we move to our next phase of growth and development. The fundamental philosophy of EPA remains - "making people's lives better". Our challenge in the next few years will be to ensure that EPA is able to continue to achieve this for an increasing number of people who

discover the EPA program either through friends, our expanding network of human and equine therapy providers, our development of targeted programs with partners in the disability sector, or through traditional and/or social media sources.

As Brett said in last year's report it is the special bond between all involved in EPA and the horse which makes our program so unique. At every clinic run by EPA you can see how important the bond is between participants and their best friend.

Thank you to everyone who has been involved with EPA this past year. Our success is built on the community that surrounds the program and your contributions make up the whole that is Equine Pathways Australia.

Warren Moore

Acting 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 sessions 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

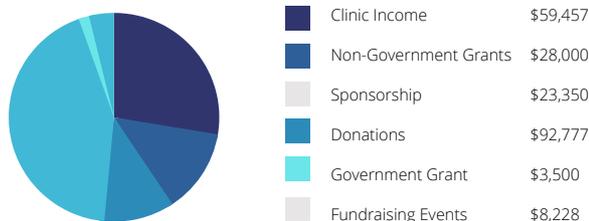


FUNDING

Ongoing support from Godolphin, Melbourne Racing Club Foundation, Australian Turf Club Foundation, Racing SA and The Harry White Foundation.

Mosaic Private Capital & Harris Family luncheon, hosted 90 guests, raised an excess of \$100,000 on the day. Part of the funds raised were donated to the expansion of the Bursary and Scholarship Program.

EPA Income



PARTICIPATION

SERVICED **70 CLIENTS**, PROVIDING THE EQUIVALENT OF **466 CLIENT DAYS** DURING THE YEAR.

ACHIEVED A **95% REBOOKING RATE** BY CLIENTS.

10 EPA RIDERS COMPETED AT THE **NATIONAL PARA EQUESTRIAN CHAMPIONSHIPS**.

FTEM Framework

EPA integrated the FTEM Framework, used by the Australian Institute of Sport for athlete categorisation. FTEM stands for Foundation, Talent, Elite and Mastery, and provides participants with a clear pathway from entry level to Elite level within the sport.

BUSINESS OPERATIONS

Julia Battams, Program Executive Manager

The 2021/22 financial year has been filled with successes and growth at EPA, both in participant numbers, and in the development of the organisation as a National body, despite some ongoing COVID restrictions during 2021. The interstate clinic program continued to develop with three New South Wales, one SA and seven Victorian clinics possible. Unfortunately four Victorian, two New South Wales, three Queensland and three South Australian clinics had to be cancelled but hopefully with COVID now more or less behind us, we hope this will be the last time our clinic schedule is impacted in this way. We were able to keep the clients engaged throughout these cancellations by utilising Zoom sessions each fortnight during each of the lockdowns and the feedback from these online sessions was very positive with clients noting that they still felt engaged and supported during a difficult time.

It is becoming increasingly clear as we run more activities, that one of the major benefits of this organisation to our participants is the feeling of being involved in a community with common interests and a safe, supportive environment in which to develop and grow. In fact EPA has been described on many occasions as “a family”. This is an element we intend to develop further with national camps being planned for the future to allow participants to engage with their peers from different states. Developing this culture of connection and support is a key element of our future aims.

Our plan for the 2022/23 year is to run multiple clinics in Victoria, South Australia, New South Wales, Queensland and Western Australia, plus camps prior to major championship competitions, and a national “off-horse” camp. With the support of our donors and sponsors, we are excited to be expanding in this way. In 21/22 we serviced over 70 clients which includes a 95% rebook rate around the country plus their

associated families and carers and we expect this number to continue to increase as our clinic program expands. Along with the expansion of participant and clinic numbers, we are also aware of the need to develop future management personnel who will be able to assist in this growth so we are currently developing a small but enthusiastic team who understand and appreciate the core values and future plans of EPA. With these people in the wings, we are confident that the growth will be sustainable and strong.

Westfield Local Heroes program – we were successful in winning a grant of \$10,000 which allowed us to purchase a two horse float for the EPA program, allowing us to take participants’ horses to and from several events, including the Para National Championships.

The 2022 Para National Championships was a very successful event for our athletes with several being named National Champions in their respective grades, and many gaining personal best scores. Being able to provide on-venue support for these events is an important aspect of the High Performance sector of EPA.



With only two years left until Paris Paralympics 2024, this bodes well for our group of athletes to strongly contest positions on the Australian Equestrian Team for Paris – what an incredible sense of teamwork and achievement that would be for everyone in EPA.

EPA engaged with Paralympics Australia to assist several of our athletes in receiving regional athlete support scholarships which allow them to attend their local Regional Sports Academies for additional allied health support outside of the EPA clinic schedule. We hope to grow this relationship during the 2022/23 year to provide similar support to athletes in other regional areas around the country. In addition, a small team of EPA staff and athletes attended the Victorian Paralympics Australia Multi Discipline “Come and Try Day” held at Melbourne Swimming and Aquatic Centre in Albert Park – this was a great opportunity to meet with potential participants who had not previously experienced equestrian sport.

From a program development perspective, we presented the “FTEM Framework” following the format used by Australian Institute of Sport for athlete categorisation. FTEM stands for Foundation, Talent, Elite and Mastery, and provides participants with a clear pathway from entry level to Elite level within our sport. Development of this framework led subsequently to the publication of a series of logbook and support documents which now form the basis of our training plans. Via Zoom we were able to present these documents to our team of coaches around the country to assist in the development of a national plan such that regardless of where a participant is based, their experience with EPA is standardised across all states. All athletes now have a logbook relating to their specific level in which they record their plans, goals and achievements, regardless of whether these goals relate to being named on the Paralympic team, gaining employment in the industry, or being able to ride on the beach for the first time – everyone’s “gold medal” looks different and celebrating each participant’s achievements is a vital part of our culture.

A further development this year was the launch of the Scholarships and Bursaries program which, through

generous donations, now supports several participants to attend a full year of EPA clinics in their state at no cost, plus the development of bespoke scholarships to support identified athletes to reach their performance goals. A special thank you must go to Mel Cannon who was the driver behind a fundraising luncheon which raised a significant amount of money to support this and several other EPA initiatives. Without this type of support our organisation would not be able to do what we do.

I would like to take this opportunity to thank several of our outgoing Board members for their input during the development of Equine Pathways Australia from its inception in 2019. Thank you to Penelope Pengilley, Joanne Fowler and Kate Naess for your support during the development of this charity, enabling our current board to further grow the organisation into the future. I would especially like to thank Brett Mace who chaired the organisation from its launch, through the initial development processes to a point where it is now able to confidently move into the future with clear plans and goals. Brett was key to developing the organisation’s structure and in the set up of it’s charitable status, such that we are now in a position to grow with the knowledge that our governance structures are sound.

I would also like to sincerely thank our current board members for their support and insight. We have grown and continue to grow so rapidly and I appreciate your willingness to be supportive, flexible and positive, as well as lending your own individual skill sets to the development of the organisation.

Julia Battams

Program Executive Manager

FUNDRAISING & SPONSORSHIP

Warren Moore, Director

2021/22 has been a remarkable year for Equine Pathways Australia in so many ways.

We have increased the number of clinics held following the easing of COVID restrictions experienced the previous couple of years, and the growth in participant numbers has confirmed the need for a program such as ours in the community.

With this increase in clinic activity comes the need to increase the supporter base and funding for the organisation. It has been a humbling experience these past 12-months to see the number of new people supporting the EPA program; either through direct financial support, in-kind support or volunteering their time, expertise and sharing their networks to help EPA achieve its goals.

Julia and I always leave meetings with new supporters so motivated that people who have only just been introduced to the EPA program can share our beliefs in the quality of the program and the benefits provided to those who may not have been so fortunate in life through circumstances beyond their control.

My thanks again go to numerous organisations in the Australian Thoroughbred Industry who have supported

the EPA program since its inception. This support was critical during the COVID restricted years and the growth in participant numbers the past 12-months can be attributed to the financial support provided during 2020 and 2021 by Godolphin, the Melbourne Racing Club Foundation, The Australian Turf Club Foundation and Racing SA. The Harry White Foundation continues to support participants from the racing industry through their scholarship funding.

The continued support of other private foundations and individuals has been very much appreciated and we recognise you on our supporters' page in this report.

Special thanks to Melissa Cannon and David Cowan from Mosaic Private Capital and the Harris family for their support in hosting a fundraising luncheon for the benefit of Equine Pathways Australia in May 2022. Mel, an active participant in the EPA program, introduced EPA to Mosaic as an organisation worthy of support and we were overwhelmed when over 90 people attended the lunch and we raised in excess of \$100,000 on the day. Part of the funds raised were donated to expand our bursary and scholarship programs within EPA to ensure that no one is excluded from the program due to their financial circumstances.



I would also like to recognise the contribution made by Vicki McDermid to the scholarship program and that of Lisa Boyd and her family in providing funds specifically to allow for the ongoing expansion of the EPA program.

This lunch also introduced a number of people to the EPA program who have since offered support in a number of different ways. I've learned that every discussion can lead to outcomes that can benefit the EPA program and many thanks go to Jerome Walsh and his team from the Commonwealth Bank who offered to do a working bee at Balmoral Equestrian Centre ahead of the 2022 Lexus Melbourne Cup Tour event. We were delighted to be part of this iconic event and we thank the Victoria Racing Club for selecting EPA as a one of the national and international locations chosen to host the Melbourne Cup this year.

Another example of not knowing where a conversation could lead was when Julia and I met with Melbourne Cup winning jockey Corey Brown early in 2022 and we subsequently invited Corey and his wife Kylie to attend an upcoming NSW clinic. It was through this visit that Corey organised a story to be produced for Sky Racing TV on one of our new participants, Kate Nipperess, a jockey who suffered life changing injuries during trackwork. The reach of the story introducing the EPA program to a broader community was amazing and has

led to numerous opportunities for EPA which we will continue to explore this upcoming year. The story is on our website for anyone who may not have seen it yet along with a number of stories done by Godolphin during the Lexus Melbourne Cup Tour day.

We have scheduled clinics in Queensland and Western Australia for 22/23 and I look forward to seeing the EPA program make further steps in becoming a truly national program. We will continue to look for support from organisations and individual to ensure we are able to provide the same life changing opportunities to people in those states as we currently do for those in Victoria, New South Wales and South Australia.

I don't think I can express my thanks to everyone who has supported EPA this year any better than I did last year, so forgive my lack of originality but thank you to everyone who has been part of Equine Pathways Australia the past 12-months and may there again be plenty of days ahead of us filled with laughter, sweat, successes and happy tears.

Warren Moore

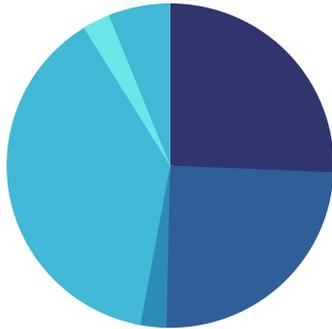
Director - Fundraising & Stakeholder Engagement



FINANCIALS

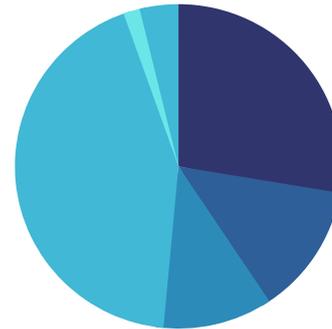
Per June 2022 Audited Accounts - available on website

INCOME 2021: \$121,391



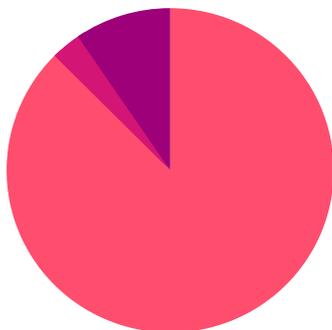
| | |
|--|----------|
| Clinic Income | \$31,140 |
| Non-Government Grants | \$30,000 |
| Sponsorship | \$3,100 |
| Donations | \$46,404 |
| Government Grant | \$3,318 |
| Fundraising Events | \$7,429 |

INCOME 2022: \$215,312



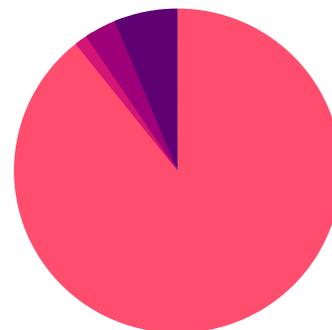
| | |
|--|----------|
| Clinic Income | \$59,457 |
| Non-Government Grants | \$28,000 |
| Sponsorship | \$23,350 |
| Donations | \$92,777 |
| Government Grant | \$3,500 |
| Fundraising Events | \$8,228 |

EXPENSES 2021: \$119,982



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

EXPENSES 2022: \$182,019



| | |
|---|-----------|
| Clinic Costs | \$162,502 |
| Web Development | \$2,316 |
| Insurance | \$5,760 |
| Administrative Costs | \$11,441 |

FINANCIALS



SUMMARY BALANCE SHEET AS AT JUNE 30, 2022

| | <u>2021</u> | <u>2022</u> |
|---|-----------------|-----------------|
| Cash | \$107,829 | \$81,415 |
| Funding in Advance <i>(received prior to 30 June for 22/23 programs)</i> | (\$89,400) | (\$91,000) |
| Receivables | \$5,850 | \$41,120 |
| Other Assets | \$4,589 | \$17,034 |
| Payables | (\$18,497) | (\$4,911) |
| Net Assets | \$10,371 | \$43,658 |

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.



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.

Resigned: August 2022



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 Odyssey House Victoria. 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.

Resigned: September 2022



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.

Resigned: September 2022



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.

Resigned: September 2022

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.



JESSIE DOWNS

Assistant Program Manager

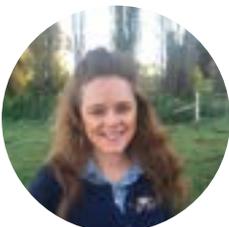
Jessie is an enthusiastic dressage rider and passionate coach. Beginning her coaching career in 2007 at Balmoral Equestrian Centre, Jessie has taught a variety of pony and adult riding clubs, and enjoyed a stint at Zajac Ranch, an inclusive summer camp for children living with medical conditions and 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.



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.



JOSEPH 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.



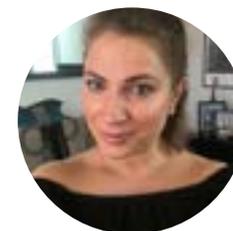
DEAN COOPER
Psychologist

Dean is a Performance Psychologist who adopts a flexible and holistic approach to therapy, offering a range of evidence-based treatments including Acceptance and Commitment Therapy (ACT), Cognitive Behavioural Therapy (CBT), mindfulness and Motivational Interviewing (MI). Working collaboratively with clients, Dean supports individuals in identifying and striving towards what is important and valuable to them. Dean has experience working in a broad range of sport and performance settings where he has worked on an individual, team/group and organisational level. Dean also has experience working in school settings as well as private practice where he enjoys working with adults experiencing a broad range of presentations.



JASON BRAMMALL
Physiotherapist

Jason completed his undergraduate degree at Limestone College in the USA, where he had a Lacrosse and academic scholarship. Jason then graduated from the University of Queensland (UQ), where he studied his Masters of Physiotherapy. Jason has represented Victoria and Australia in Lacrosse and was in the Victorian Institute of Sports (Gymnastics) for gymnastics. Through this high level of participation in sport he has developed his passion for physiotherapy. Jason has a special interest in back and neck pain, sporting injuries and all vestibular conditions.



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.



BONNIE CHIVERS
Nutritionist

Bonnie has a Master in Human Nutrition and has an interest in public health nutrition and behaviour change. She has recently completed her PhD with a focus on women's health. She is passionate about helping people find simple, sustainable changes that suit their circumstances and personal goals. Her ability to guide members of Equine Pathways is enhanced by her own equine interests and competition experiences in her younger years.



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.



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.



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.



LYNDSAY 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 learn from the incredible para-equestrian, Sue Hyden Harris. Lyndsay began teaching in both dressage and jumping and watching her students excel is a great delight. Lyndsay has taken teams to both State and National competitions and fights the tears as they stand proudly on the podium.

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.



CAMILLA MOWBRAY
Counsellor

Camilla is a qualified Counsellor & Psychotherapist and Equestrian Australia coach with a background in equestrian sport. She is passionate about person-centered counselling, and helping others rebuild their resilience and enjoyment of life following adversity and trauma. Through her counselling and equine-assisted mental health practice, Camilla works with children, adolescents, and adults from a range of backgrounds, including people living with disability. Therapy sessions are based on the guiding principles of trauma informed care: safety, trust, transparency, collaboration, choice, empowerment, and respect for diversity. Sessions are delivered in an experiential learning context, focusing on safe relationships, attunement, emotional regulation, and psychoeducation.



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 on their own and client dressage horses, based at their facility in Penrose, 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

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 is 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

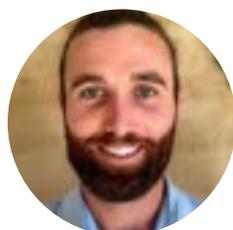
Anna is a motivated physio with a passion for helping patients and athletes return to the activities they love. Anna is thorough in her assessment, hands on and effective with manual treatment, and ensure rehab is comprehensive and sports-specific. Anna graduated from the University of South Australia 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.



DECLAN OSBORNE
Physiotherapist

Declan is a registered Physiotherapist and an ASCA Strength and Conditioning Coach. He completed an Exercise and Sport Science degree before pursuing Physiotherapy through the Graduate Entry Masters of Physiotherapy course at UniSA. Declan begun his working career in Private Practice before following interests in the Sports Physiotherapy scene. He has most recently returned from the Tokyo 2020 Paralympic Games where he worked as a Physiotherapist with the AUS Equestrian team, and with other athletes from a variety of sports. Declan is most passionate about helping athletes with disabilities reach their personal and athletic goals. He has grown up around horses and enjoys riding them around the family farm in South Australia.



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.

SUPPORTERS

It is with heartfelt thanks we recognise the following organisations



Equine Pathways Australia Ltd.
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