



EQUINE PATHWAYS
AUSTRALIA



2022- 2023
ANNUAL REPORT

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CHAIRMAN'S REPORT

Warren Moore, Chairman

Upon reflection, the past year has been bright for Equine Pathways Australia (EPA), with our program truly becoming a national operation with clinics held in Victoria, New South Wales, South Australia, Queensland, and Western Australia.

The growth and expanded reach of the program since our launch in September 2019 has been significant and I want to thank everyone who has been involved with EPA since its inception and your contribution to the success of the organisation we are proud to be part of today.

I recognised the important contribution our founding Chairman, Brett Mace, played in the creation of EPA in last year's report. Brett has had major health issues over the past 12 months and is still undergoing a long and slow road to recovery. On behalf of everyone at EPA

we wish him the best in his journey.

Whenever a new person visits, or participates in one of our clinics, almost without exception, their first comment is reflective of the warmth, friendliness, and supportive nature of the EPA community.

We should celebrate how important our culture is to the success of the EPA program and how we all contribute through every action we take as a member of the EPA community. I am immensely proud to be part of this community, and everyone, whether an athlete, coach, allied health provider, parent, carer, volunteer, or supporter should be as well. Thank you.

Our culture is all about sharing joint successes and providing support for each other during tough times. The para family is a wonderful and unique one, where special relationships are formed through deep empathy and understanding of every person's challenge and circumstance. It is during the difficult times that the true character of an individual and an organisation shines so brightly. I've been lucky to witness a number of these moments during the past year, and I'm sure everyone in the EPA community has had a time when they saw an act of kindness that made a positive difference.

It is these moments, big or small, that make the EPA community so special.

As the Paris 2024 Paralympics draws closer an equestrian team of four will represent Australia at the world-famous Palace of Versailles. There are many EPA athletes who are vying for a place on this team. Best wishes to all our athletes aiming for this incredible goal.

Let us share in the success of those who are named on the team and let them know that we will be alongside them as they enter the arena at Versailles.



EPA has achieved so much in the past year, and I'd like to touch on a few highlights below.

- The first National EPA Awards were held during the Para-equestrian Championships at Boneo in April. Many thanks to all who helped make the night such a success. Special mention to Alana Billing and Kath Holden for their efforts in organising the night. The award winners are recognised elsewhere in this report. Many congratulations again on your achievements.
- We held a strategy day in June to identify the pathway (sound familiar!) for the organisation's direction in the next few years. As we move from an organisation in its formative years there is a clear need to recognise our strengths and weaknesses and to implement strategies that ensure the continuing success of the program for future participants. The outcomes from the day will be unveiled in the next 12 months and I am confident that EPA will develop into a world class organisation reflecting Julia's vision.

- A special word of thanks to Nicole King (New South Wales) and Noella Angel (South Australia) for attending the day and adding their perspectives on how EPA operates as a national program. An important strategy is the implementation of succession planning within EPA. Julia's importance can never be understated, but we need to be an organisation that has the structure, expertise and vision in place where we are not reliant on one individual for success.
- We introduced the EPA Bursary and High-Performance Scholarship programs this year and I congratulate everyone who received this financial support. A fundamental philosophy of EPA is that no one should be excluded from our program due to financial barriers. The Bursary program was established to achieve this. Similarly, the costs riders face while seeking to achieve their high-performance goals can be eye-watering. Through the generosity of donors at the Mosaic Private lunch in May 2022, we raised funds for three high-performance scholarships of \$5,000 each as well as the bursary funding.
- Several sponsors and supporters who initially supported EPA through multi-year agreements have extended those agreements to continue their support. To those individuals, organisations, and Foundations many thanks – I think it shows that the EPA program is achieving and delivering what we said we would.

For anyone learning about the EPA programs for the first time reading this report I encourage you to contact us to learn more about the programs we run and what partnership opportunities exist for organisations and individuals who truly want to make a difference to peoples' lives.

There are many initiatives that we wish to introduce across all our pathways that will benefit Australian para-equestrians at all levels of ability and achievement. We tailor our partner programs to ensure that all parties in the relationship achieve their objectives, whether they be philanthropic or commercial. We aim to develop long term partnerships which can create, and share, special journeys, and stories with our athletes.



On a sombre note, I would like to extend my deepest sympathies to all EPA participants and their families who have had loved ones pass away during the year. Those people all touched those closest to them during the precious time they shared with you. Cherish those memories.

Equally, it is also important to cherish the memories of our equine friends and partners. Commiserations to everyone who lost a four-legged mate in the past 12 months. Remember all the good times and smile at those memories of torn-rugs, cheeky escapes, hours spent trying to catch them in a paddock in the rain, or other silly things they did just to wind you up.

I was very pleased to welcome Victoria Clark to the Board of EPA during the year. Victoria's expertise in marketing, communication and corporate commercial relationships has already proved to be a complementary asset to EPA.

The Board have granted Di Barnes a leave of absence from the official duties of the EPA Board during the period leading up to the Paris 2024 Paralympics. Di had "retired" after the World Equestrian Games in Denmark in 2022 but following her discovery of a new partner in Sorena, Di decided to aim for Paris. The Board felt it was best governance practice that while Di was committed to her goal, that she couldn't be involved in Board decisions which may relate to our high-performance athletes. More importantly, the leave of absence gives Di the time and space to focus on her training leading to the selection of the Australian team. Di will still be involved at EPA clinics and available for a chat and to counsel our athletes and we wish her all the best.

Australia is potentially facing tough economic times and the Board has already had discussions on how to best manage the EPA program to ensure we are able to continue to provide sustainable opportunities for current and future participants. We will be proactive in any decisions that need to be made to ensure the continued viability of the EPA program.

How could I have written so much without acknowledging our Founder and Program Executive Manager, the wonderful Julia Battams?

We all have our own words of thanks and appreciation for what Julia does so I won't try and speak for the whole EPA community other than to say Julia, you have made the world a better place for so many people. Thank you for your tireless work in creating and getting EPA to where it is now.

I very much look forward with pride and excitement (and a touch of nervousness when Julia tells me she has a "new idea") to what the future holds for the EPA community.

Again, thank you to everyone involved in this wonderful organisation and I hope that all your dreams become reality, and EPA helps to continue to make your lives better.

Yours sincerely,

Warren Moore

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.
- Equine industry wide recognition and utilisation of athletes with a disability as a vocational resource.
- Participants and supporters that are engaged, loyal and supportive.

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.

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YEAR AT A GLANCE



PARTICIPATION

Servicing over 150 clients nationally

11 VIC Clinics
3 SA Clinics
4 NSW Clinics
3 QLD Clinics
3 WA Clinics
1 Off Horse Camp
4 Dressage Masterclasses
Hosted 4 EA Classification Days



HIGH PERFORMANCE

EPA represented at 2 National Championships.

EPA riders, Sui Watts and Sarah Sherwood represented Australia at the 2023 Virtus Games in France, winning the Team GOLD MEDAL for Australia alongside Andrew Driffield.

Sui also won the GOLD MEDAL in her grade and Sarah the SILVER MEDAL in her grade.



CHARITY DAYS

MRC Foundation Ball
MRC Foundation Race Day
Balnarring Race Day
QLD 50 / 50 Charity Race Day
Gai Waterhouse Golf Day
Mosaic Lunch
Melbourne Cup Tour – EPA Victoria

BUSINESS OPERATIONS

Julia Battams, Program Executive Manager

The 2022/23 financial year has been the first one in which our program has had uninterrupted development and we can now proudly say that we are a truly national organisation with regular clinics in every state except Tasmania and Northern Territory. Our growth has been both in participant numbers but also with the development of our Allied Health and coaching team around the country.

During the year, we successfully ran 11 clinics in Victoria, 4 in NSW, 3 in QLD, 3 in WA and 3 in SA which equates to 612 individual athletes' days. We also ran our inaugural Off Horse camp at Essendon Fields The Hangar, facilitated by Mr Chris Nunn OAM which was a huge success, as well as several other social events, including the MRC Foundation Catanach's Jewellers Race Day which was of great interest to our Victorian based athletes. We also provided support at three international CPEDI events and ran a pilot program called Life After Racing with the support of MRC Foundation.

The strong culture of our organisation repeatedly shows itself with many comments from participants stating that EPA is their safe space, and in some cases, even their family. We are proud to be able to support our participants in this way.

One of the achievements from this past year, is the succession planning we have begun to implement, and I am pleased to say that three clinics (one in Victoria, one in Qld and one in NSW) were operated without me being present on site and all ran very smoothly which bodes well for the development of a truly national program with eventually monthly clinics in each state as per our 5 year plan.

In the High Performance space, many of our athletes were able to achieve Personal Best scores at the CPEDI events held in Australia this year. 13 of our athletes are also listed in the top 50 World Rankings which is a

great recognition of their achievements.

The EPA Awards Night which was held at the CPEDI event in Boneo in April was a great success and we were able to present 9 different awards recognising such things as contribution to the culture of the organisation, most improvement over the 12 month period, best volunteer, most supportive of others, behind the scenes support of others and the organisation etc. This was a great evening and we intend to make it an annual event. We were also able to announce the winners of the Scholarships and Bursaries at this event so it really was an exciting night for all involved.

I would like to take this opportunity to thank the people without whom the organisation would not be able to function. Firstly our Board members who, without exception, are supportive of the developments I continue to throw at them, then refine these ideas, allowing us confidently move into the future with clear plans and goals.



Secondly the group of allied health providers and coaches we have around the country. These professionals have developed a passion and engagement in this organisation and its clients that is truly remarkable. Their collaborative approach means that every client receives a complete, holistic treatment plan which guides their development in whatever sector is their interest – whether it be Recreation, Vocation or High Performance, and no client is treated differently from any other.

Thirdly I wish to thank our sponsors and supporters. Without this financial support, EPA would simply cease to exist and we would not be able to do the work that we do.

Then our volunteers – we have a large number of loyal and committed volunteers who selflessly give their time to allow our program to continue to be successful and help our clients.

Finally, our participants – your engagement, support,

feedback and enthusiasm is why the organisation is growing and developing in the way it is. We appreciate each of you and the input you have to our progress and continued success.

In the last paragraph of last year's Annual Report, I wrote that my job is to put the right people in the room, and this is still my response when people ask me what I do. But our "room" is now closer to an amphitheatre with the most incredible group of people in it who all share our passion and desire to help the range of people who form our clientele. I am very proud of our people and look forward to further growth in 2023/24

Onward and Upward.

Julia Battams

Program Executive Manager



FUNDRAISING & PARTNERSHIPS

Warren Moore, Director

The past year has been another outstanding one for Equine Pathways Australia.

The success of the expansion of our clinic program across Australia, and the introduction of new initiatives has been incredibly gratifying.

Everything we have achieved can be distilled back to the simple fact that we couldn't have achieved anything without the amazing support of the individuals, Foundations and companies that believe in the philosophy of EPA and how we aim to improve the lives of those who have experienced misfortune at some stage during their lives.

I could use hundreds of words in trying to express my thoughts but that would only prove to be an extremely long-winded way to simply say, thank you. Every one of you is truly making a difference.

The expansion of our program, and the additional activities we have introduced, all require funding. Our aim remains to keep the amount we charge people to attend our program to a level where it doesn't negatively impact on their overall funding packages for other essential life requirements. We recognise that EPA is a small, but very significant, part of their lives.

The importance of being part of a caring and supportive community for mental, in addition to physical, well-being cannot be understated and we don't want anyone to miss out on this opportunity due to financial constraints. That is, and will remain, a fundamental tenet for EPA.

This year has seen a number of organisations and individuals re-commit their support to EPA after our initial agreements expired. I have been so grateful for this continued support. The momentum that EPA has developed these past 18 months would have come to a shattering halt without these extensions. To the Australian Community Fund and Vicki Standish, Godolphin, the Melbourne Racing Club Foundation and the Harry White Foundation – thank you all from the bottom of my heart.

A first this year was partnering with Gai Waterhouse and Adrian Bott Racing at their inaugural Golf Day at The Coast Golf Course in Sydney. We had a wonderful day, plenty of fun, dancing at lunch time (led by Gai of course) and a significant amount of funds were raised. Thank you to Emma Coleman from the stable for including us and we look forward to doing it again in 2024.



To the other racing clubs and their Foundations, state Principal Racing Authorities and individuals in the thoroughbred racing world who have supported us this year – again, thank you.

The support we received last year from Lisa Boyd, Vicki McDermid, the Solomon family and Mosaic Private enabled the creation of our High-Performance Scholarship and bursary programs. While everyone who has benefitted from these programs has a story to share, I'd like to quickly mention just one.

Sui Watts, one of our athletes from NSW, had a dream to represent Australia as an equestrian. Sui was one of the recipients of a High-Performance Scholarship this year and the funds enabled Sui to fulfill that dream as she was selected onto the Australian team for the Virtus Global Games held in France. I'm so proud to say that Sui won two individual gold medals at the event and Australia won the team gold medal. There can't be a better story confirming the impact supporters of the EPA program can have.

As EPA continues to expand our clinic programs across Australia, the need for funding continues to increase. I am very excited in 2023/24 to be able to offer access to the EPA program to more people who hear about our program and come along to see how we can positively impact their lives.

Please have a look at the supporters' page in this report and on our website where we recognise the people, companies and organisations that support EPA. We truly value these relationships and sincerely hope that we are proving to be a partner in the true sense of the word.

We plan to be around for the long term and hope that we can all continue to be part of a journey for many years to come.

Warren Moore

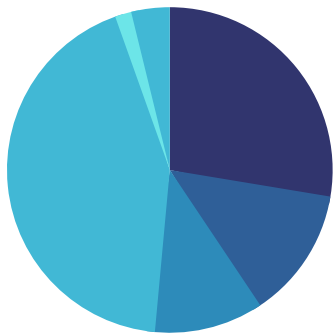
Director - Fundraising & Stakeholder Engagement



FINANCIALS

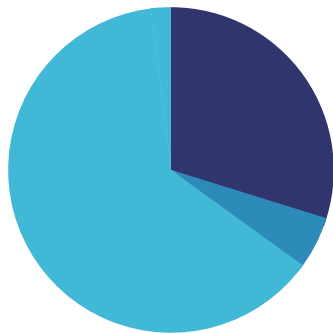
Per June 2023 Audited Accounts - available on website

INCOME 2022: \$215,312



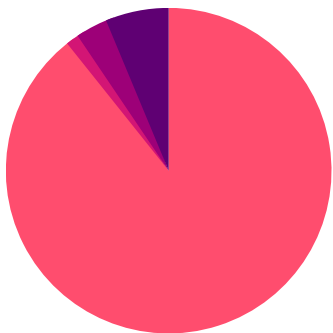
| | |
|-----------------------|----------|
| Clinic Income | \$59,457 |
| Non-Government Grants | \$28,000 |
| Sponsorship | \$23,350 |
| Donations | \$92,777 |
| Government Grant | \$3,500 |
| Fundraising Events | \$8,228 |

INCOME 2023: \$465,635



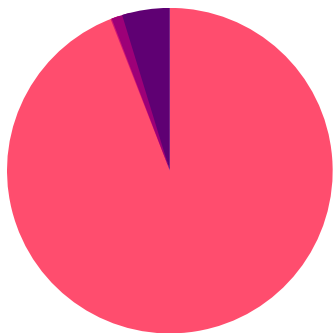
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|-----------------------|-----------|
| Clinic Income | \$129,790 |
| Non-Government Grants | \$33,000 |
| Sponsorship | \$22,500 |
| Donations | \$274,635 |
| Government Grant | \$0 |
| Fundraising Events | \$8,710 |

EXPENSES 2022: \$182,019



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

EXPENSES 2023: \$425,040



| | |
|----------------------|-----------|
| Clinic Costs | \$400,880 |
| Web Development | \$500 |
| Insurance | \$4,588 |
| Administrative Costs | \$19,072 |

FINANCIALS

SUMMARY BALANCE SHEET AS AT JUNE 30, 2023

| | <u>2022</u> | <u>2023</u> |
|---|-----------------|-----------------|
| Cash | \$81,415 | \$89,646 |
| Funding in Advance | (\$91,000) | (\$68,670) |
| <i>(received prior to 30 June for 23/24 programs)</i> | | |
| Receivables | \$41,120 | \$51,553 |
| Other Assets | \$17,034 | \$19,618 |
| Payables | (\$4,911) | (\$7,894) |
| Net Assets | \$43,658 | \$84,253 |

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.

EPA AWARD WINNERS

Congratulations to all the following winners of the Equine Pathways Australia Awards:

- The Equine Pathways Australia Trophy – Noella Angel
- RVL/OTT Award – Star I Am (Jake)
- The Equine Pathways Australia HP Medallions – Diane Barnes & Sui Watts
- The Equine Pathways Australia Award – Dianne Barnes
- The Ruched Award – Cognac Falcon
- The Equine Pathways Australia Cup – Mary Longden
- Cildara Cosmic Award – Jessie Downs
- The Equine Pathways Australia Volunteer Award – Indi Marks
- The Equine Pathways Australia Founder's Medal Award – Kasey Omahony



BOARD MEMBERS



WARREN MOORE

Non-Executive Chair

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, including seven years as 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 \$400 million, for 15 years. He has a Bachelor of Finance – Accounting (UNSW) and Bachelor of Applied Science – Equine Studies (CSU).



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 Protect, an industry fund, and Odyssey House Victoria.

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.



VICTORIA CLARK

Corporate Marketing and Relationships

Victoria Clark is the project manager for the SWIM Jobs Victoria Program. With more than 19 years of experience in a variety of senior commercial and partnership roles with elite sport, government and community, Victoria's current role focuses on revitalising the aquatic industry with the recruitment of swim teachers and aquatic roles across the state. Having worn many hats with one constant – an unrelenting passion for the opportunities that sport can provide. She is truly proud to be involved with Equine Pathways Australia and the program that provide meaningful impact.

BOARD MEMBERS



SIMON COATES

Participant Engagement

Simon Coates has held senior leadership roles in the UK and Australia with large organisations across food and beverage, retail, automotive, pharmaceuticals and most recently consulting.

These roles have included the development and delivery of strategies to improve customer service and improve organisational efficiency and effectiveness

He currently leads the APAC supply chain practice for Infosys Portland.

Simon has been involved with EPA since its inception as his daughter Lucy lost her sight in a car accident and has benefited enormously from her participation in clinics and is now riding four times a week and competing in FEI events.



DIANNE BARNES

Athlete Welfare

Di is a Grade IV Para-Dressage rider, who was diagnosed with Parkinson's and Dystonia. Prior to becoming an international Para-Dressage athlete Di had an impressive equestrian career of a different kind, including success as a jockey and in the show ring! Di is a familiar face to many of the EPA riders, having coached and mentored.

THE TEAM



JULIA BATTAMS

Founder & Program Executive Manager

Founder and Program Executive Manager, 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 - Operations & Marketing

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.



KATHRYN HOLDEN

Administration - Finance

Kathryn has a passion for horses and community. Has a background in business administration in the accounting, printing, and horse industries. Kathryn has volunteered for many years at RDA in a variety of capacities such as Coaching and Committee at RDA Harkaway/RDA Knox. Kathryn has a variety of experience in community sport, having served on local sporting committees in basketball, diving and boards including the RDA Victoria Board. Has had roles in the State and National Offices of RDA as Operations Manager and Project Manager. Kathryn has been working with Equine Pathways since late 2022 and enjoys being part of a great community of dedicated staff, coaches, athletes, and practitioners.



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.



BAILEY OPIE

Psychologist

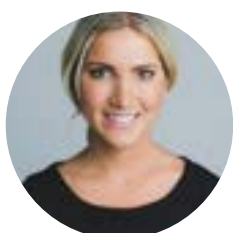
Bailey is a Performance Psychologist who utilises a person-focused approach to adapt evidence-based treatments such as Acceptance and Commitment Therapy (ACT), Cognitive Behavioural Therapy (CBT) and Mindfulness-based therapy to the individual. He strives to create a relaxed, open, and practical learning environment. He has previous experience working with anxiety, depression, stress and bullying. Bailey has a particular interest in supporting rural and regional athletes in developing performance skills for all aspects of life. He has previous experience working in a range of sports including AFL, Rugby Union, Tennis, Taekwondo and Triathlon, across individual, team and organisational levels. Additionally, Bailey has worked within performance environments such as ballet, assisting individuals to achieve personal goals.



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.



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.



HANNAH LLOYD

Occupational Therapy

Hannah studied her degree in Occupational Therapy at Monash University in Melbourne. Her ability to develop strategies and supports for members of Equine Pathways is enriched by her own equine interests, having worked with and owned horses for over 10 years. She strives to provide a holistic, client-centred approach – gaining a perspective of the whole person, environment, and their daily activities to structure support. Outside of Equine Pathways, Hannah specialises in Paediatric private practice and has now combined her passions to provide equine-assisted Occupational Therapy to children and teens.



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



NICOLE KING
Tall Timbers RDA

Nicole has over 30 years' experience in RDA and has worked at RDA(NSW) Tall Timbers Centre since 2005 as the Program Coach. "One of the best part of my job is giving participants their first ride and starting them on their journey." Nicole also trains and mentors other RDA Coaches and is an integral part of the RDA(NSW) Dressage Committee organising and delivering an Annual Championship event at SIEC. Nicole's involvement in EPA came about through her connection with Julia following the London 2012 Paralympics where she was the groom for Hannah Dodd and has now extended to supporting the NSW EPA Clinics.



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.



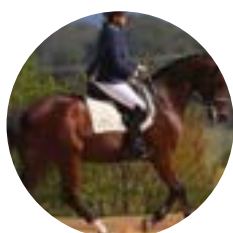
RACHELLE SULTANA
Exercise Physiologist

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.



HUGO WEBSTER
Psychologist

Hugo is a performance psychologist and employs an evidence-based approach including client-centred, Acceptance and Commitment Therapy and Cognitive Behavioural Therapy. His knowledge and skills to help athletes overcome the barriers that are getting in the way of training and competing at their best. Hugo strives to create a supportive, non-judgmental environment where he can collaboratively come up with goals and utilise the best evidence-based approaches to tackle whatever it is the athlete may be facing. Hugo has worked with teenagers and adults with various goals, including overcoming low confidence, performing well under pressure, stress and anger management, family and relationship issues, eating and body image difficulties, anxiety and/or depression.



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."



NELL MARSHMAN

Dressage Coach

Nell is a qualified dressage coach and dressage and para dressage judge and educator. Nell became involved in the Paralympics in 2000, where her stallion was ridden by Georgia Bruce. Nell was blown away by the determination and courage of the riders and made the decision to become more involved. Coaching is very important to Nell as she enjoys helping people achieve their dreams. Nell has coached Sui Watts for several years and has been privileged to be part of her incredible journey.



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.

SOUTH AUSTRALIA



KATHY ANGEL

The Riding Patch

Owner and proprietor of The Riding Patch. Kathy has a passion to help riders to dream, build confidence, communication skills, and of course horse skills. These skills then transfer to the riders' day to day life. Kathy and the TRP team teach quite a variety of abilities and ages, which means they are always pivoting and changing tactics when teaching. Kathy has a background in eventing, showjumping, and dressage. She is a current Horse Safety Australia Senior instructor and Riding for the Disabled Level Two Coach. She has also previously completed her Equestrian Australia Level One Coach.



WILLIAM TIERNEY

Psychologist

William works with athletes, coaches, and teams across all levels of sport, and he recognises the important role of performance psychology in the holistic development of an athlete. William is passionate about supporting athletes' mental health and wellbeing and he has been privileged to gain experience working with athletes who have a disability. Whether the goal is performance enhancement or mental health support, William believes in a person-centred approach, and he always adapts his skillset to meet his client's needs.



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 consults 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 began his working career in Private Practice before following interests in the Sports Physiotherapy scene. He has most recently returned from the Tokyo 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.

QUEENSLAND

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HILARY STUBBS
Arundel Park RDA

Hilary came to Australia in 2007 from the UK where she rode and drove horses both competitively and for pleasure. Now she is a qualified RDA level 1 coach in riding and Driving and work from Arundel Park RDA on the Gold Coast and has a Graduate Certificate in Autism Studies. Hilary is a Sports Committee member for Driving Queensland and competes at medium level ridden dressage and in the FEI sport of Driving. Hilary loves mentoring and supporting people with a disability to achieve their goals and encourage inclusion in equestrian sports especially Driving.



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.



CATHY BINZ
Dressage Coach

Cathy Binz is an EA Level 1 coach who specialises in coaching dressage, para-equestrian, and riders with disabilities. Cathy coached at the McIntyre Centre RDA for 10 years, which at the time was the second largest RDA in the Southern Hemisphere. When the McIntyre Centre changed owners, Cathy established Shine Equine, a private riding school in Pullenvale catering for riders with disabilities, which ran for four years before closing in 2021.



GERALDINE VAN MONFRANS

Dressage Coach

Former FEI Olympic Level Rider. EA Level 2 Dressage Specialist, EA Level 1 General Coach Educator & Qualifier for 25 years. Qld Coaches Committee Member & Qld Rep. on National Coaching Committee (2019 -2021).

Geraldine's ultimate goal is the unity and partnership of horse and rider. The emphasis of her lessons is both the horses body control and the rider's position and how these influence rider and horse.

WESTERN AUSTRALIA



GREG MORGAN

Strength & Conditioning

Greg is an ASCA accredited level 2 Strength and Conditioning Coach and physiotherapist. He spent 14 years working at the Western Australian Institute of Sport as a strength coach, working across a variety of sports including sailing, cycling, track and field and para-equestrian. Since then, Greg has progressed his career into the field of physiotherapy whilst maintaining his strength coaching with a group of track of field and tennis athletes.



MATT TRIBBLE

Exercise Physiologist

Matt has energy and passion for physiotherapy, his love for the occupation is evident in the treatment and assessments he provides as a physiotherapist. Matt's now using his engagement tools from individuals in his clinics to larger groups in the workplace by making online videos available to the globe. Matt's latest mission has been meeting people in high risk work place environments where injuries are costly and then consulting using innovative, engaging methods to make injury prevention sustainable. Matt runs a physio clinic with a team of 16 staff including physios, massage therapists, psychologists, dieticians, exercise physiologists and sport scientists.



LAURA NIGRO

Psychologist

Laura is a bilingual (Italian) Clinical Psychologist registered with AHPRA with over 17 years' experience working with adults and young people from a diverse range of backgrounds and circumstances.

She is an eclectic and welcoming psychologist who uses different evidence-based therapeutic approaches to tailor the best support for individuals. She is passionate about empowering people in achieving an inner balance with the ultimate goal of a more fulfilling life.

Laura was born in Italy, Rome, she loves the arts, photography, nature, swimming, walking her dog and horse riding. She was a horse rider instructor from 1985 to 1997 at the Wanneroo Horse and Pony Club.



VICKY HAMILTON

Dressage Coach

Dr Victoria Hamilton has a wealth of experience as a veterinarian, coach, breeder and international dressage competitor. As one of Australia's top dressage riders, her love of horses is contagious and apparent in everything she does. Victoria has trained and competed throughout Australia and overseas, winning numerous State and National Championships. She continues to breed, train and compete top-level dressage horses, with a team of young horses currently coming into the competition arena showing unlimited potential.

SUPPORTERS

It is with heartfelt thanks we recognise the following organisations



