

AUSTRALIAN NATIONAL WORKING EQUITATION LTD

ANNUAL REPORT 2020-2021



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Our purpose

Our purpose is to promote, develop and grow the sport of working equitation across Australia in a manner that mandates a culture of good sportsmanship, the welfare of the horse and the practice of skilled horsemanship.

Values

- **HORSE FIRST** we are committed to the horse's welfare.
- **PERFORM AS ONE** we aim for the best partnership between horse and rider.
- **PERSONAL INTEGRITY** we always treat each other with respect and conduct ourselves in a manner that is ethical, honest and kind.
- **FAIR AND EQUAL** we are inclusive of all riders and horses so that they can compete in a safe environment from grassroots to the international arena.

Message from the Chair

At the time of preparing this year's report, the impact of COVID-19 continues to disrupt all aspects of our lives. From a working equitation perspective, this has meant that many of our planned competitions and events in 2020-2021 have had to be delayed or cancelled.

While we remain optimistic that we will resume working equitation activities soon, we cannot assume that everything will continue to be as it once was. Perhaps now more than ever, we will look to each other for support as we navigate our way through these uncertain times.

We have no doubt the community of Australian National Working Equitation Ltd (ANWEL) will be strengthened through this current challenge and we look forward to reconnecting with one another through riding in the sport we all love.

Until then, we take this opportunity to reflect on the many achievements across the working equitation landscape in 2020-2021. Working equitation in Australia needs to evolve, and in 2021 we launched our new strategic plan for the period 2021-2026. Working with the State Associations and seeking feedback from Members, we were able to craft a Strategic Plan that is fit for purpose in the coming phase of our sport. The new plan is built upon four themes of Embrace, Excel, Enable and Enhance which is designed to respond to our sporting environment and ensure we can continue to grow and develop. Underpinning these themes are the areas of culture, governance, collaboration, technical expertise and financial sustainability – these will round out our key areas of focus to support our success.

Over the last year there has been some changes with our State Affiliates and we warmly welcome new and re-elected State Presidents and their Committees. I would also like to take this opportunity to thank my fellow Board Directors, our Member Associations and Clubs as well as the many Committee members and volunteers who play a crucial role in helping our sport to thrive. To all of the volunteers who contribute an incredible amount of time to Club duties, coaching, officiating and more – while you may be somewhat unheralded, you are very much appreciated and we thank you all sincerely.

Snapshot



The ANWEL Board meets the **first Tuesday of the month**, and often more frequently to address key matters



Our Membership has grown.
60% increase from our previous year



8 Judge Educators, 6 Judge Education Clinics and 59 renewals



A number **of New Clubs** emerged with support from State Associations



Despite the challenges of COVID-19, **2 State Championships were successfully hosted in QLD and Vic.**

ANWEL Currently has four affiliated State Associations.
NSW, QLD, Vic and WA



Highlights of the last year

RULE BOOK

The ANWEL Official and Participant Rule Books were reviewed, updated and published in December 2020. This also included the review of the ANWEL Dressage Tests and publication of Dressage Maps for riders which was very well received.

The Technical Subcommittee diligently reviewed and responded to all submissions and ensured the ANWEL Rule Book continues to meet international standards.

JUDGING

With the establishment of the Education and Performance Committee, a focus has been improving the consistency and competency of ANWEL Judges.

In January 2021 the ANWEL Judge Accreditation Framework was issued and implemented. This was a great step forward in formalising our national Judge education program and providing an informative basis for the requirements of ANWEL Judge criteria and accreditation.

ANWEL presently has 88 accredited Judges.

STRATEGY

Late in 2020 a workshop was held with the State Associations to commence the drafting of the ANWEL Strategic Plan. After further consultation with members the ANWEL Strategic Plan 2021-2026 has been finalised.

The development of a Strategic Plan with defined vision, purpose, values and goals assists us in having clear direction for the sport of working equitation in Australia.

POLICY

Significant Policy development has been conducted over the last six months with a view for ANWEL to operate with greater independence as well as to assist the promotion of working equitation as a recognised performance sport.

Reflecting on the better practices of national sporting advisory bodies and associations, ANWEL have instituted an Integrity Framework, which is made up of five key policies to ensure our sport is conducted in a safe, fair and inclusive environment.

Other important Policies such as Risk Management and Horse and Livestock Welfare have also been developed.

Highlights of the last year

INSURANCE

The matter of insurance is confusing for most Clubs, largely due to the nature of our sport and the various backgrounds of riders. In May of this year in collaboration with NSW State President, clarity was sought on the cover available through Equestrian Australia. This was shared with all States and Clubs to ensure that adequate risk cover was obtained.

In addition, options have been discussed with Affinity insurers to offer Clubs an alternative insurance package. This work continues as a priority for ANWEL.

PARTNERSHIPS

As a national sport we recognise that not everyone can participate in local Competitions either due to COVID-19 restrictions or distance from a local affiliated Club.

Through out partnership with Horse Competitions Online, we are now able to offer opportunities for riders to partake in online events and connect virtually with ANWEL. Participants in this virtual platform will be able to receive valuable feedback and recognition from ANWEL Judges on performance and progress.

CLUB SUPPORT

How to start a Club and particularly in a discipline new to its members can sometimes be difficult.

The ANWEL Club Support Pack was reviewed and updated earlier this year to assist equestrian enthusiasts who are interested in starting a working equitation Club.

This informative document is available on our website www.anwe.org.au can be easily accessed.

COURSE GUIDELINES

We all know the importance in competition of a good maneability test that is suitable for all relevant levels of working equitation.

In consultation with some of our proficient working equitation Judges and the Education and Performance Committee, the ANWEL Course Building Guidelines was developed. The purpose of the Guideline is to assist ANWEL Clubs and Officials in the design of maneability courses for safe, effective positioning, use and sequencing of obstacles.

Exciting next steps



Governance

STRUCTURE

In accordance with the ANWEL Constitution 2016, ANWEL presently has a Board consisting of six Directors.

Each Affiliated State Association is a recognised Member of ANWEL with voting rights at the AGM and General Meetings.

State Associations have elected Officials and Affiliated Club representation.

Currently ANWEL has four member States – New South Wales, Queensland, Victoria and Western Australia

ANWEL Members (individual rider/family) belong to ANWEL Affiliated Clubs of which there are 29 across Australia.

BOARD ROLE

The objective and the regulation of ANWEL are set out in the Constitution, in accordance with the Corporations Act 2001. It is the responsibility of the board to look after the affairs of ANWEL and ensure it lives up to its objective and staying within the rules governing it.

The purpose of the ANWEL Board is to provide the equestrian sport of working equitation in Australia with strategic direction and purpose. The Board also has ultimate responsibility for the governance and sustainability of the sport and holds responsibility for its national ventures, finances and actions.

At a high level, key responsibilities include:

- Establish vision, purpose and values
- Set strategy and structure
- Promote and develop the sport
- Stewardship, administration and control

Governance

COMMITTEES

The **Technical Subcommittee** (TSC) is a subcommittee of the ANWEL Board and exists to advise the Board.

Appointed by the Board, they offer technical expertise and insight, to put forward rulebook recommendations, proposals for new initiatives, as well as provide help, support and guidance for implementation of activity at regional level.

The **Education and Performance Subcommittee** (EPC) is also a subcommittee of the Board of ANWEL. It assists the ANWEL Board in fulfilling its oversight and responsibilities relating to the development of working equitation judges, coaches and competition.

Both the TSC and EPC meet regularly to undertake their responsibilities.

A new **Governance Subcommittee** (GSC) approved by ANWEL Board is to be established. While a Terms of Reference have been drafted, members have not yet been appointed. The purpose of the GSC is to support the Board with legal and compliance, dispute resolution and disciplinary matters.

RISKS AND ISSUES

Key risks and opportunities for ANWEL have been identified as:

- Disruption risk as result of ongoing COVID-19 impacts
- Potential Constitutional changes and implementation
- Effective communication with States, Clubs and Members
- Board and Committee fatigue due to commitment requirements/expectation

COMPLAINTS

The ANWEL Board has been involved in managing two Formal Complaints and four Informal Complaints.

One Formal Complaint was independently investigated, both Formal Complaints are now closed.

Three Informal Complaints are now closed, one Informal Complaint remains to be finalised.

The Board

Board Membership Fy2020-2021

- Ann Hughes (Chair) - Western Australia
- Andrew Mulligan (Deputy Chair) – New South Wales
- Stacey Maynard (Treasurer) – Victoria
- Lyndie Panitz (Secretary and Director) – Queensland
- Kim Stapleton (Director) – New South Wales
- Lanie Clark (Director) – Victoria
- Julie Brown (Director) – Queensland *resigned September 2020*

No Directors received remuneration.

Financial Statements

ANWEL Membership fees were increased for the year beginning 1 July 2020 to \$25.00 for Individual Membership and \$50.00 for Family Membership. This increase was as a result of financial analysis to ensure the ongoing viability of the sport and to support the implementation of national programs, administration and competition.

Financial Statements for FY2021 have been completed and. In accordance with the ANWEL Constitution the Financial Statements are in the process of being audited. Audited Financial Statements will be published on the website.

Financial sustainability is important, ANWEL year end Net Assets was \$34,493.47. This result is largely due to the cancellation of the national competition.