



2022 ANNUAL REPORT

Riding For the Disabled Association
of
Queensland Incorporated

Riding Develops Abilities

ABN: 985 824 305 76

Our mission

Support member centres to provide high quality, safe, therapeutic equestrian activities to people living with disability designed to improve quality of life, develop life skills, and attain personal goals.

Our vision

RDAQ member centres across Queensland have the knowledge, skills, and resources they need to consistently provide high quality, safe, therapeutic equestrian activities to people living with disability in their community.

Our values

Empowerment Quality services
Ongoing improvement
Inclusiveness Respect for diversity

RDAQ recognises a 'disability' as

*'Any condition that restricts a person's mental, sensory, and or mobility functions. It may be caused by accident, trauma, genetics, or disease. A disability may be temporary or permanent, total, or partial, lifelong, or acquired, visible, or invisible.'*¹

Our history

In 1964, Peter and June McIntyre created the first riding program for people living with disability in Australia. Originally located at their home in Kenmore, lessons were run by June and Peter with the help of family and friends using their own two ponies.

Demand for the program grew rapidly across Queensland and Australia. In December 1984, the Riding for Disabled Association of Queensland (RDAQ) was established with five foundation member centres. Today there are RDAQ affiliated centres located throughout Queensland. The Association became a registered charity in 2012 and has continued to maintain its registration with the Australian Charities and Not-for-Profits Commission (ACNC).

RDAQ is a financial member of the Riding for the Disabled Association of Australia.



*The Riding for the Disabled Ass. of Queensland Inc
acknowledges the traditional custodians of the land on which RDA services are delivered.*

¹ <https://www.and.org.au/pages/disability-statistics.html>

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ABOUT US

The Riding for the Disabled Association of Queensland (RDAQ) is the peak body responsible for providing advocacy, leadership, professional development, resources, competition, and training opportunities as well as accreditation and administrative support to all affiliated Riding for Disabled Associations (RDA) in Queensland (members).

As a registered disability sports charity and not-for-profit incorporated association, RDAQ must meet all financial, administrative, and legal requirements of the *Queensland Associations Incorporations and other Amendments Act 2020*, the *Charities Act 2013* and the *Financial and Performance Management Standards 2019*. RDAQ reports to and is bound by the requirements of the Australian Charities and Not-for-Profits Commission (ACNC) and a Funding Agreement with the Queensland Department of Sport and Recreation. The Association works to always protect the Rights of the Consumer².

The members of the Association are registered financial members of Riding for the Disabled Association of Australia (RDAA) and are required to adhere to all relevant RDAA national policies and procedures as well as all national and state health and safety legislation related to their operational environments. All RDAQ member centres, their coaches, and volunteers are covered by public liability insurance, held by RDAA on their behalf.

The facilities, equipment, and their coaches of all RDAQ members must continue to meet strict RDAA accreditation standards. Facilities must be designed to enable easy, safe access by people with physical or visual impairment. Adaptive saddlery is used to provide support to those who may have limited core strength or muscle control.

All members deliver unique equine-assisted services designed to build self-esteem, confidence, skills and joy in people living with disability, aged from 3 years.³ Those who do not wish to ride may still benefit from time spent just being with one of the RDA specially selected horses. Horses can help build trust, joy, and a sense of calm. With a horse you can live in the moment!



Disabilities can happen to **anyone** at any stage of life.

The causes of disabilities are many. They include, but are not limited to, complications of pregnancy; congenital anomalies; physical injury; emotional trauma; and mental illness and behavioral disorders.⁴

Nineteen per cent (19%) of the Queensland population, or just less than 1 in every 5 Queenslanders, have a disability.⁵ Seven per cent (7%) of children aged under 15 years, and fifteen per cent of people (15%) aged 15 to 64 years have one or more disability.⁶ One in three (32%) people with a disability have severe or profound disability.⁷

² [Consumer rights and guarantees | ACCC](#)

³ [Programs | RDAQ - Riding For The Disabled](#)

⁴ [Council For Disability Awareness, Common Terms and Examples of Disability Claims Diagnoses](#)

⁵ [Disability statistics | People with disability | Queensland Government \(www.qld.gov.au\)](#) (accessed 30/11/2022)

⁶ <https://humanrights.gov.au/our-work/education/face-facts-disability-rights#> (accessed 30/11/2022)

⁷ <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia> (accessed 30/11/2022)

Currently there are **379** children and adults living with disability who can access the benefits⁸ possible through one of the programs offered by RDAQ members.

The RDAQ is focussed on working with others to grow this number across Queensland.

OUR TEAM

❖ 2022 RDAQ Board Members

Name	Position/s	Date elected to the Board	RDA Centre
Beverley Humphries	❖ Chair ❖ Participant Representative-Riding (Voting)	2020 2021	Valley
Maggie Rippey	❖ Coach Representative (Voting)	2022	Maryborough
Robyn Mapp	❖ Volunteer Representative (Voting)	2022	Hervey Bay
Kellie Davies	❖ Horse Welfare Representative (Voting)	2021	Maryborough
Vacant	Participant Representative- Non-Riding (Voting)		

❖ Employees – permanent

Name	Position
Diana Adderley	Board Secretary (Non-Voting)/ State Administration Manager

❖ Employees-contracted

Name	Position
Elizabeth Davis	Marketing and Communication Officer
Balanix Solutions	Bookkeeper

⁸ Benefits of RDA Programs | RDAQ - Riding For The Disabled

OUR MEMBERS

There are **16** accredited Riding for the Disabled Associations registered as financial members of RDAQ.

They range from very small centres in remote locations to large multi-service organisations in metropolitan Brisbane. Most RDAQ members are independent, incorporated associations run by an elected management committee of local volunteers.

The majority depend on local sponsorship, fund-raising, donations, grant funding, and the incredible support of community members to keep fees as low as possible while ensuring safety and horse welfare standards are met. One has joined with a major disability support provider to offer a mixed funded model to clients.

<u>Northern Qld</u>	<u>Central Qld</u>	<u>Southern Qld</u>	<u>Metropolitan Brisbane</u>
Mackay	Hervey Bay	Lockyer Valley (Gatton)	Cartmill (Burpengary)
Rockhampton	Maryborough	Crowson Park (Greenbank)	McIntyre Centre (Pinjarra Hills)
Townsville	Bundaberg	Toowoomba	Samford
	Gemfields	Warwick	Pender (Redcliffe)
		Valley (Currumbin)	

Member representatives at the Regional Workshop, held
in Mackay, 2022



Never underestimate the valuable and important difference you make in every life you touch for the impact you make today has a powerful rippling effect on every tomorrow- Leon Brown



In 2022, our members were able to offer accredited horse-assisted programs because of the dedication and support of **578** volunteers.

The members of the 2022 RDAQ Board are all volunteers who not only play an active role in their local RDA centre but also work to provide our members with the information and resources they need to offer safe, affordable programs and to consistently meet their legal and financial obligations.

The training and experiences gained through volunteering at an RDAQ member centre can be applied to many situations and settings. Many RDA volunteers go on to careers in the health, disability, education, and equestrian sectors. Some choose to undertake additional study to become RDAA nationally accredited coaches⁹.

In 2022 RDA programs throughout Queensland were delivered under the supervision of three (3) Level 2 Advanced Coaches and **39** Level 1 accredited Coaches, assisted by **12** Level O Assistant Coaches.

The coaches at most RDAQ affiliated centres are volunteers who give their time and knowledge free to enable disabled children and adults to participate in sporting and recreational activities that enrich their lives. A small number of accredited coaches are full-time, paid employees.

To volunteer at an RDAQ member centre you must be aged over 12 years and undergo a Police Check or hold a current Queensland Working with Children Blue Card. Whatever your level of skills and experience, an RDAQ member has a job for you in making a difference to the lives of people living with disability!¹⁰



⁹ Coaching - Riding for the Disabled Association of Australia (rda.org.au)

¹⁰ Volunteering for an RDAQ Centre | RDAQ - Riding For The Disabled



OUR SUPPORTERS

Major Funding Body



The Department of Sport and Recreation

Ongoing Supporters



Kohnke's Own

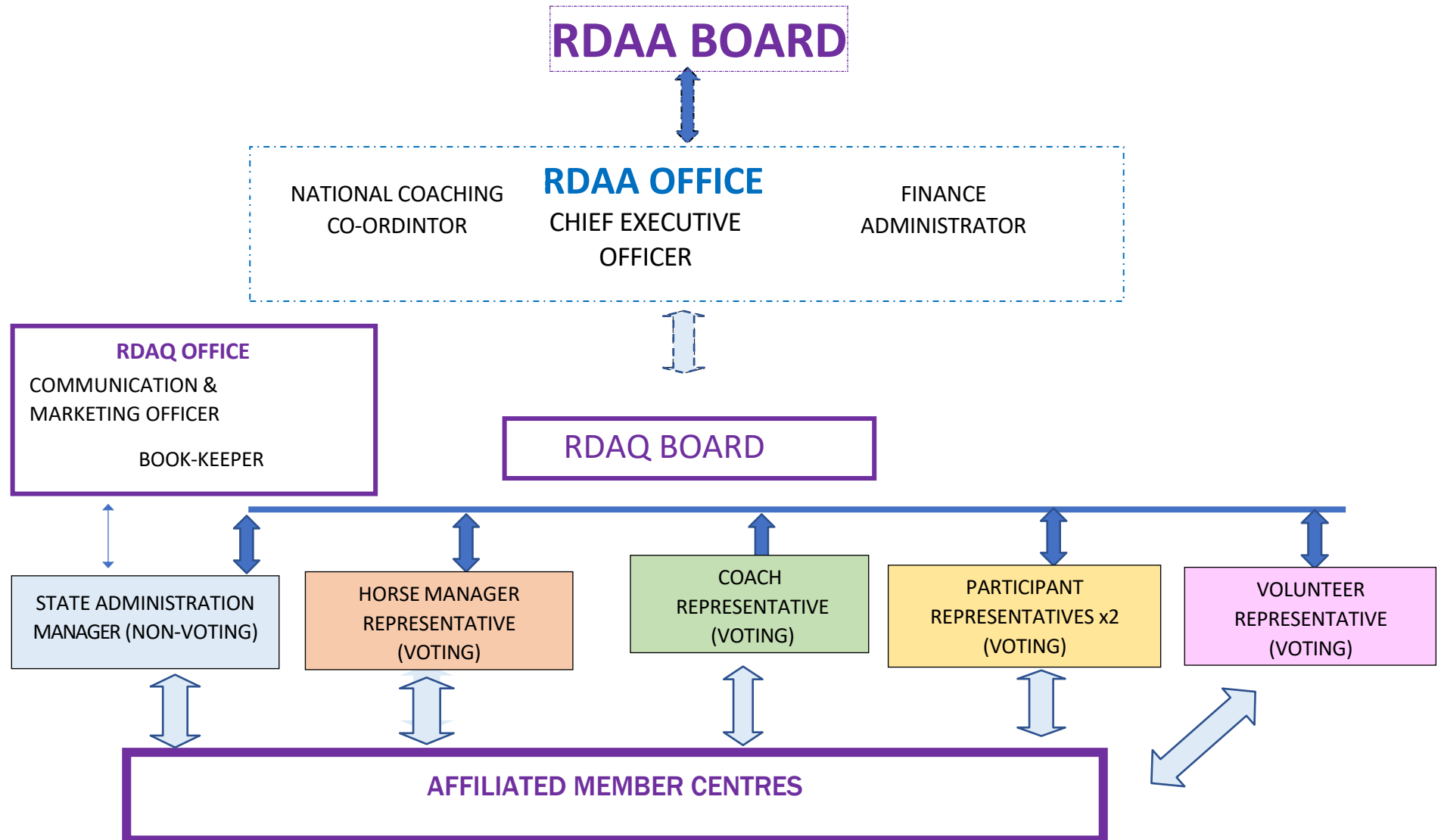
Equine Nutrition Supplements for Health



SECTION 2

GOVERNANCE

OUR STRUCTURE



OUR MANAGEMENT

The organisation's management structure is designed to support the delivery of quality, safe, equine-assisted programs by our members throughout Queensland.

The RDAQ Board works closely with the RDAA executive and our affiliated members to develop policies and resources that reflect the changing needs of our members, their volunteers, and the people with disability who use their services. The RDAQ Board advises our members on relevant national policies and accreditation standards for rider health and safety, horse welfare, coach and volunteer training, and centre management. The RDAQ State Manager collaborates with government agencies and industry representatives to raise awareness of the work of RDAQ and to secure financial and practical support for our members. RDAQ draws on the expert advice and technical skills of national and internationally accredited para-equestrian coaches and judges, as needed.

All members of the Board, other than the appointed State Administration Manager, must be a registered financial member of an affiliated RDA centre.

The RDAQ Board is responsible for guiding the organisation to achieve its objectives, as detailed in the Rules of the Association (Constitution):

- Objective One: Operate in accordance with the Association's values and guiding principles to achieve the Vision.
- Objective Two: Support affiliated Member Centres to consistently deliver contemporary best practice equine-based services to persons, from 3 years of age, living with disability, and Riding for the Disabled (RDA) volunteers in Queensland.
- Objective Three: Collaborate with government agencies, non-government organisations, industry, and community groups to progress the Association's mission.
- Objective Four: Build knowledge and understanding among key stakeholders and community members about the benefits to persons living with a disability of the services offered by Member Centres; and
- Objective Five: Manage and build the financial and administrative capacity of the Association to support the safe delivery of quality services to meet the diverse needs of persons, aged 3 years and over, living with disability, and to ensure the sustainability and viability of the Association.



The role of each Board member is to assist new and existing members to:

- provide high quality, safe, therapeutic equestrian activities to meet the needs of people living with disability.
- consistently meet the RDAA accreditation standards, and
- share information and resources to improve the quality and safety of services offered by affiliated members across Queensland.



The Chair of the Board is elected at the first meeting of the calendar year and is appointed initially for one year. Board members are appointed by majority vote of member delegates at the Annual General Meeting. Appointments are for two years, with the option of re-appointment for a further two years. After four consecutive years a Board member must retire. This allows a staggered turnover of Board membership and retention of expertise while enabling the introduction of fresh innovative approaches and contemporary practices.

Board membership is reviewed in the last six months of each funding cycle to ensure the Board has the right mix of skills and experience needed to deliver the intended outcomes within budget and to the standard required. The Board can make a direct appointment to fill a vacancy on the Board or an evident gap in the knowledge, experience and or skills needed to address emerging issues. In line with the *Australian Government Workplace Gender Equity Act 2012*, the RDAQ Board is working towards achieving equal representation by male and female members by 2029.

Following approval of the revised *RDAQ Rules of the Association (Constitution)* at the 2021 Annual General Meeting, the RDAQ Board was restructured to enable better representation and advocacy for all members about issues relating to the Association's priority areas: Riders, Non-Riders, Coaches, Volunteers, Horse Welfare and Governance/Financial Management.

The RDAQ Board is supported by a full-time State Administration Manager and a small contracted administrative team. Together they work to assist RDAQ members to meet all financial, administrative, and legal requirements of the *Queensland Associations Incorporations and other Amendments Act 2020*, and the *Financial and Performance Management Standards 2019* as well as all other relevant national and state legislation and standards.



CHAIRPERSON'S REPORT

It has been a busy year with much achieved by RDAQ and its members..... despite the best efforts of viruses, video conferencing gremlins, and Mother Nature!

This report details the many activities made available by RDAQ to our members in 2022, and some of those planned for 2023. The report showcases the initiatives now in place to enable as many affiliated members as possible in regional and remote locations to participate in structured training, interactive workshops, and competitions as well as informal online and face-to-face information sharing opportunities. It is obvious that those who get the most from being a member of the association are those who actively participate in these free activities made available by RDAQ.

The challenges of the past year have made clear the importance of having a dynamic mix of forward thinking, solution focused people on the RDAQ Board. People who come from diverse backgrounds but who share a commitment to assisting children and adults to experience the physical and psychological benefits of sporting and recreational activities that would otherwise be unattainable for them.

For our members the pandemic and extreme weather events have meant unavoidable disruptions to the delivery of RDA programs. This, coupled with the rising costs and limited availability of feed and adaptive equipment, has had a huge impact on the financial viability and sustainability of our members. In addition, following a tragic incident during the year at an interstate RDA centre, it was extremely difficult for RDAA to secure public liability insurance at an affordable cost. The importance of a sound business plan, accurate record-keeping, and collaborative alliances to reduce costs at our centres has never been stronger.

It is a pleasure to report that Hervey Bay, Maryborough, and Rockhampton RDA centres were awarded Centre of Excellence status this year by national accreditation reviewers, Mel Jacobs and Chris Nott. The management committees at these centres must be commended for their hard work in ensuring that their centres meet this high standard across all aspects of the RDAA Accreditation Guidelines.

It is a concern, however, that several members do not have access to a covered riding arena. The severe weather associated with the changing weather patterns will have a serious impact on the ability of these centres to consistently offer services into the future. RDAQ will continue to support our members to explore practical options available to them to address this issue. Another major challenge is the increasing number of for-profit providers offering non-accredited equine-assisted services to people with disability.

RDAQ is grateful to the centres who hosted the 2022 Regional Workshops: Mackay, Maryborough and Crowson Park. The workshops provided an opportunity for representatives from our members to gather knowledge about key topics, share information about innovative approaches, and establish networks that they could then take back to their centre. The Board intends that by supporting workshops in different locations throughout Queensland, RDAQ will contribute to building the knowledge and skills base among all our members. RDAQ is looking forward to hearing from members who are interested in hosting similar events in 2023, particularly those in regional locations.

On behalf of the Board, I would like to thank all those who made it possible for riders at their centre to experience the thrill of competing in the State Championships. The joy on the faces of competitors is beyond value! We hope that even more centres can assist their riders to attend the 2023 RDAQ State Championships to be held in Maryborough in August 2023. The Board is working to provide a two-day master class by an international para-equestrian coach in conjunction with the championships.

The Board was excited to receive a grant from the Floroyal Sporting Wheelies Trust to *“increase opportunities for disabled people to lead active lifestyles”*. After a call for Expressions of Interest from all our members, a proportion of the grant was awarded to Mackay RDA. This centre will use the grant to support the design and implementation of an unmounted program for people who use a wheelchair and the assistants/volunteers who support them. The initiative will trial activities designed to enable active participation in unmounted activities involving horses for people who may not have the physical ability to ride. The learnings from this project may then be made available to our other members.

I would like to encourage more participation by our members in the many opportunities available to them to guide the work of the Association. The completion of surveys and various registrations is the only way RDAQ can gather the required information to apply for grants, run workshops, and develop strategic plans, and thus provide what each centre needs to be positively functioning. The world of Zoom and teleconferencing has allowed people who previously were disadvantaged by distance to now be more actively involved....no matter where they are based. I am an example of this!

My fellow board members, Maggie Rippey, Kellie Davies, and Robyn Mapp have been a pleasure to work with because of their professionalism, dedication, positive attitude, friendly dispositions, and knowledge. I am grateful for the support of Diana Adderley who is the glue that holds RDAQ together - her dedication and skills have ensured the relatively smooth running of our organisation. RDAQ is not just her job it is her passion. The Board was delighted to support Diana as she undertakes further studies in administration and financial management. The addition of Elizabeth Davis as Communications and Marketing Officer has further enhanced the professionalism and general knowledge of our organisation. She is employed part time but generously dedicates many voluntary hours as well.

The last 4 years have been my second and final stint on the RDAQ Board and I have been honoured to act as the Chairperson for 2022. I step down wishing the Board and all the members of our RDA community all the best for 2023. I will be catching up with everyone at some of the fantastic workshops/training days in the 2023 pipeline. As outgoing chair, I would like to welcome [Boaz Bernstein](#) to the Board. As well as being an Assistant RDA Coach and an active member of an RDA centre management committee, Boaz has a wealth of experience in the business and education sectors and will be an absolute asset as the Board works to equip the Association to meet the challenges of the future.

I encourage experienced people from all backgrounds to seriously consider being nominated for a stint as an RDAQ board member. I call on you to play a key role in making a difference to the lives and futures of disabled children and adults. You will not regret it!

Beverley Humphries.

Chair, RDAQ Board

Board Member 2018 – 2022

Accredited Level One Coach

Awarded Honorary RDAQ Life Memberships 2021

Member of the Valley RDA Management Committee



Board Member Reports

Coach Representative – Maggie Rippey

A major achievement during the year was facilitation of online and face-to-face training for the coaches of our members by international equestrian coaches, Mary Longden and Sally Francis OAM.



We were also extremely fortunate to have both Mary and Sally once again judge the RDAQ Virtual State Championships. The information and guidance from these internationally acclaimed para-equestrian leaders is invaluable to all levels of the organisation.

I am delighted that I can represent the interests of our members on the RDAA Program Delivery Committee.

At a state level I am continuing to work with our coaches to help them build their knowledge and skills wherever I can. I was excited to have an opportunity to meet so many of our hard-working coaches while attending the three regional workshops held under the RDAQ umbrella. They all have a thirst for knowledge and a drive to increase their knowledge to better serve our clients.

Volunteer Representative – Robyn Mapp

Throughout 2022, I attended the three RDAQ Regional Workshops to collect and collate information from the participants about:

- volunteer attraction and retention strategies that had been shown to work at their centres.
- preferred method of support from RDAQ to assist members to develop, implement and evaluate volunteer support strategies, and
- strategies to help attract both disabled people and volunteers from underrepresented groups.



The collated information was presented at the South East Qld Workshop to help groups develop a targeted recruitment and retention plan. The plan will be available shortly on the RDAQ website.

Horse Welfare Representative – Kellie Davies



Keeping the horses and ponies used by our members physically fit and mentally alert is of utmost importance to RDAQ.

In 2022, RDAQ presented information and resources at the Regional Workshops to build knowledge about good pasture management, effective intestinal worm control, and using poles to build flexibility and mental agility in our horses and ponies.

Rider Representative – Beverley Humphries

The RDAQ Board is there to support our members in providing programs that meet the needs of all who access our services. Two tools have been developed to assist our members in achieving this.



The *Riding Skills Record* provides the rider and the coaching team with a record of a rider's development from commencement to independent riding. It is a great way to highlight how far the rider has come!

The *Participant Stop-Light Review* was developed as a simple tool to assist our members to gather feedback from their riders, non-riders, volunteers, and coaches about things at their centre that they would like to see continued (Amber), stopped (Red) and commenced (Green). It is hoped that the members will use the tool to review their programs and to inform their strategic and operational planning each year. Both tools can be found on the RDAQ website Members Resources page.



Governance Representative – Diana Adderley



The need for sound governance practices continues to be highlighted by the Australian Charities and Not-for-Profit Commission and other regulatory bodies. It is my focus to support our members to strengthen their organisation's governance and financial management policies and procedures to meet all relevant standards.

Throughout the year I have worked to achieve this by:

- distributing several governance resources and tools to all our members via email and on the RDAQ website.
- delivering information sessions about emerging issues and changes to national and state policies and procedures at each Regional Workshop.
- advocating on behalf of a regional centre about changes to their lease agreement.
- acting as a mediator in several situations to resolve conflicts for our members.
- delivering presentations about the work of RDAQ and its members to community groups and a major disability service provider.
- representing the Association at the RDAA Annual Delegates meeting and AGM in Adelaide in November 2022. These meetings provided a good opportunity to meet other state members face to face to review and update RDA policies, procedures, and guidelines; discuss issues with the potential to impact members; and share information about the key achievements of the Association in 2022.
- submitting required financial and outcome reports to our major funder and regulatory bodies.



OUR 2023 RDAQ BOARD MEMBERS

		
<p>Maggie Rippey Coach Representative</p> <p><i>Maggie is an accredited Level 1 Coach and Secretary of the Maryborough RDA.</i></p> <p><i>Maggie is an active member of the RDAA Program Development Committee</i></p> <p><i>In 2021, Maggie was awarded the RDAA National Michael Field Memorial Award.</i></p>	<p>Robyn Mapp RDAQ Board Chair / Volunteer Representative</p> <p><i>Robyn is an accredited Level 1 Coach and is Treasurer of the Hervey Bay RDA.</i></p> <p><i>In 2022, Robyn was awarded the RDAA Volunteer of the Year Award.</i></p> <p><i>Robyn has extensive experience in supporting volunteers in the community</i></p>	<p>Kellie Davies Horse Welfare Representative</p> <p><i>Kellie is an accredited Level 1 Coach and is the Horse Manager at the Maryborough RDA.</i></p> <p><i>Kellie has worked in primary production for many years and has a wealth of experience in horse husbandry.</i></p>
	<p>Consumer Representative (Non-Riding): yet to be filled.</p>	
<p>Boaz Bernstein Consumer Representative (Riding)</p> <p><i>Boaz is an Assistant Coach and Vice President of the Hervey Bay RDA.</i></p> <p><i>Boaz has international experience in management.</i></p>		<p>Diana Adderley Board Secretary/ Governance Representative</p> <p><i>Diana has extensive experience in small business administration and management.</i></p> <p><i>Diana also holds a Certificate in Stable Management & Horse Riding (UK).</i></p>



OUR STRATEGIC OBJECTIVES

RDAQ is contracted by the Queensland Department of Sport & Recreation to progress the following two priority activities.

These priorities are shared by all government funded sporting organisations and are designed to achieve the intended outcomes of the Activate! Queensland Strategy¹¹

Priority Activity

Key Delivery Areas

Active Participation

- Talent identification and participant pathways
- Regional program development and delivery
- Flexible and innovative participation options
- Equitable participation opportunities
- Attract under-represented groups by providing targeted opportunities with fewer barriers to participation
- Initiatives to inspire women and girls to get active and remain active
- Activities and events in communities to get people moving and playing together.

Capability Improvement

- Leadership improvement and enhancement
- Governance improvement
- Integrity in sport initiatives
- Skilled volunteer investment
- Education and training – Accredited
- Education and training – Non-accredited
- Communication, marketing, and sponsorship

The *2022-2025 Strategic Plan* (the Plan) was approved, without amendment, by the member representatives at the Annual General Meeting, held via zoom in October 2021.

The Plan sets out a roadmap for the Board and State Office to progress the priority activities, as identified in the funding agreement, while also contributing to achieving the Association's objectives¹² over the next three years.

The intended long-term outcomes of the Plan are:

1. Member centres have appropriately qualified coaches to deliver safe, equine-assisted sport and active recreation services to the expected standard.
2. Member centres have the number of appropriately trained volunteers needed to deliver sport and active recreation services to the expected standard.
3. Eligible people living with disability can benefit from equine-assisted sport and active

¹¹ [Activate! Queensland Strategy | Department of Tourism, Innovation and Sport \(dtis.qld.gov.au\)](https://www.activate.qld.gov.au/activate!-queensland-strategy)

¹² <https://www.rdaq.org.au/wp-content/uploads/2022/02/RDAQ-RULES-OF-ASSOCIATION.pdf>

recreation activities in safe, supportive environments.

4. Horses and ponies used in member centre activities are physically sound and have the training needed to develop the abilities of participants.
5. Member centres use sound financial management and governance systems and procedures to ensure accountability and support sustainability.
6. RDAQ has financial and in-kind support from across government, industry, and community sectors to progress its mission.
7. RDAQ is acknowledged by its members and key stakeholders as providing strong leadership, advocacy, and support to its members.

ACTIVITIES DELIVERED IN 2022

Priority Activity	Initiative
Participation	❖ Facilitation of the 2022 Virtual RDAQ State Championships featuring 32 participants, from six (37%) member centres, videoed while competing in dressage and working trail events. (Intended Outcomes 3)
	❖ Expansion of the RDAQ State Championships Awards to include: <ul style="list-style-type: none"> – Horse and Rider Turnout-Working Trail Award – Horse and Rider Turnout-Dressage Award; and a – Volunteer Golden Lead Award. (Intended Outcomes 3)
	❖ Introduction of a subsidised sun-smart, long-sleeve shirt to reduce sun exposure during participation in the 2022 RDAQ State Championships and regular riding sessions. The attractive shirts proved a ‘winner’ with demand far exceeding expectations among the participating members. (Intended Outcome 3)
	❖ Sharing of the 2021 Annual Report and RDAQ 2022-2025 Strategic Plan with leading equestrian sporting groups and disability service providers. (Intended Outcomes 6)
	❖ Participation in concept stage discussions with a major disability service provider regarding establishment of a purpose-built facility offering accredited RDA services. (Intended Outcomes 6)
	❖ Allocation of grant funding provided by the Floroyal Sporting Wheelies Foundation to support training or education for disabled people who require a wheelchair . (Intended Outcomes 7)

	<p>❖ Facilitation of an interactive 'Help not Hinder - prepare for competition' online training session for coaches and trainee coaches. The training was provided by international para-equestrian coaches and para-Olympic judges, Mary Longden and Sally Francis OAM.</p> <p>The event was attended by 16 accredited coaches representing eight centres (50% of members). (Intended Outcome 1)</p>
	<p>❖ Facilitation of three (3) Regional Workshops.</p> <p>The workshops were hosted by member centres in Central and Southern Qld and were attended by 65 participants (volunteers, riders, and coaches) representing 69% (11) of members (Intended Outcomes 1, 2, 3, 4 & 5).</p>
	<p>❖ Implementation of the revised RDAQ Rules of Association (Constitution) including a restructure of the RDAQ Board to enable provide a primary contact and representation for members on relating to: Coaching, Volunteers, Riders, Non-Riders, Horse Welfare and Governance & Financial Management. (Intended Outcomes 5)</p>
	<p>❖ Distribution of governance resources to support the management committee of all members to meet financial and legal accountabilities under the <i>Associations Incorporation and Other Legislation Amendment Act 2020</i>. (Intended Outcomes 5)</p> <p>Resources emailed to RDAQ members and made available via the RDAQ website included:</p> <ul style="list-style-type: none"> ○ revised Generic RDA Rules of the Association (Constitution) The revised rules are designed to better represent the work of RDA centres and position the centres to meet their legal and financial responsibilities. ○ generic position descriptions for core RDA centre management committee (Chair, Secretary and Treasurer) roles The position descriptions provide clarity about the experience and skills needed to guide the members in delivering safe, accredited RDA services and in meeting the legal responsibilities of the <i>Associations Incorporation and Other Legislation Amendment Act 2020</i>. The position descriptions were informed by ACNC Governance Standards and the RDAA Accreditation Standards. (Intended Outcomes 5) ○ Governance For Good: The ACNC Guide for Charity Board Members website¹³ The ACNC highlights that charities cannot function without informed and effective board members. These members have

¹³ [Governance for good: The ACNC's guide for charity board members | ACNC](#)

	<p>the ultimate responsibility for running the charity, managing its finances, its operations and managing staff and volunteers. The website provides information and tips for board members to consistently meet these responsibilities.</p>
	<p>❖ Representation at the RDAA National Delegates Meeting.</p> <p>The RDAQ State Administration Manager, Diana Adderley, represented the Association during discussions about emerging issues with the potential to impact on RDAQ members; shared key achievements of the RDAQ; and held discussions with the relevant RDAA executive about issues raised by members at the 2022 Regional Workshops. (Intended Outcomes 7)</p>
	<p>❖ Representation on the RDAA National Program Delivery Committee. (Intended Outcomes 7)</p> <p>The RDAQ Board Representative- Coaching, Maggie Rippey, has generously volunteered her time and expertise to this important national committee. The committee is tasked with improving the consistent delivery of training to coaches and volunteers across Australia.</p>

ACTIVITIES CURRENTLY PLANNED FOR 2023

Priority Activity	Initiative
Participation	<p>❖ Rollout of the Talent Development Pathways Project in January 2023 (Intended Outcomes 1, 2 & 3)</p> <p>The project is designed to provide support to riders, volunteers, and or coaches who are identified as having the commitment and potential to build their knowledge and skills in their chosen area.</p>
	<p>❖ Facilitation of the 2023 RDAQ State Championships.</p> <p>The championships will be held on 5 & 6 August 2023 in Maryborough. Assistance is available from RDAQ for riders and their supporters from member centres to participate in the championships. (Intended Outcome 3)</p>
	<p>❖ Allocation of grant funding provided by the Floroyal Sporting Wheelies Foundation to support training or education for disabled people who require a wheelchair. (Intended Outcomes 7)</p>

Capability Improvement	<p>❖ Facilitation of Master Classes for Coaches and Volunteer Mounting Officers, Side Walkers, and Horse Leaders.</p> <p>The master classes will empower our coaches and volunteers with hands-on knowledge about effective ways to assist disabled athletes to achieve their personal goals. (Intended Outcomes 1 & 2)</p>
	<p>❖ Trial of the Learning & Sharing: together we grow Project to 30 June 2023.</p> <p>The project will enable two representatives from RDAQ members to visit and learn about effective strategies and innovative approaches being implemented in comparable RDAQ centres (Intended Outcomes 1, 2, 3, 4 & 5)</p>

KEY ACHIEVEMENTS

REGIONAL WORKSHOPS

Over the past twelve months RDAQ has coordinated the delivery of free workshops in three regional locations. The dispersed locality of the workshops was intended to enable greater access by our members across the state to contemporary information and resources without the need for extended periods away from their homes.

RDAQ met the travel and accommodation costs for the presenters and two representatives from member centres located in areas that required overnight travel to the event. RDAQ also met the costs of catering and any additional equipment needed by a presenter, such as training poles and soil testing kits.

In 2022, 65 representatives (volunteers, riders, and coaches) from 11 centres attended an RDAQ Regional workshop:



Central QLD - Maryborough

14 participants representing 2 centres.

North QLD - Mackay

17 participants representing 3 centres.

South East QLD - Crowson Park

34 participants representing 6 centres.

Topics covered by both theory and practical sessions included:

- Are autism and ADHD the same?
- Pasture and worm management
- Volunteer training
- Good governance
- The importance of following the rules of association (constitution)
- RDAA insurance overview
- Pole work theory and arena practices
- Riding a dressage test



As one of the learning activities, all representatives were invited to test their knowledge of a range of RDA relevant topics. Those with the highest score at each workshop were rewarded with resources kindly donated by Mary Longden, such as a set of comprehensive coaching DVDs and an adaptive riding aid.

It is hoped that more members take advantage of these training opportunities in 2023.



Ute Gratz, a Level One coach at Rockhampton RDA, was presented by RDAQ State Manager, Diana Adderley, with a boxed DVD set 'Ride Towards Excellence: coaching and training for riders of all levels from beginners to international competitors' by Mary L Longden.

Rhiannon Hutchings, a Level One coach at Samford RDA, was excited to receive a Longden Bar riding aid from Board Coach Representative, Maggie Rippey.



2022 VIRTUAL RDAQ STATE CHAMPIONSHIPS

The Championships are designed to enable our riders to develop, and then showcase, their riding abilities in a supportive, yet competitive, environment. The training in preparation for the championships provide an opportunity for the riders at our member centres to grow their confidence and abilities, be a part of a team, and, most importantly, to have fun!

Once again public health restrictions prevented riders and their supporters from physically coming together to compete in the championships. So, following positive feedback about last year's virtual championships, members were again invited to submit videos of their riders as they guided their mounts through dressage tests or navigated several obstacles in a working trail event, as set out in the RDAA Test Booklet 2015.

Thirty-two (32) riders, from six (6) member centres from throughout Queensland, competed in this year's championships. There was good participation in the events by both female and male athletes (Junior Female: 10 riders, Open Female: 9 riders, Junior Male: 7 riders, and Open Male: 6 riders)



A video of each rider was independently assessed by international RDA judges and Para-Olympic coaches, Mary Longden and Sally Francis OAM. Both judges were impressed by the skills of many of our athletes and expressed their hope that they might see some competing at the Paralympic Games in 2032! The fact that this international competition will be held in Queensland presents a huge opportunity for our current and emerging para-equestrians and their RDA centres.

RDAQ would like to sincerely thank the [Show Horse Council Qld](#) for their generous donation of the RDAQ Perpetual Cup in 2021 to the highest scoring para-equestrian at the State Championships. This support will see the name of the highest scoring athlete engraved on the Cup over the next ten years.



This year congratulations go to the equal Overall Competition Winners, **Vincent Laing** (on the right), and **Sienna Cocks** (on the left), from Maryborough RDA.

Both athletes scored an impressive 84.5% in CLASS T2 – Trail Unassisted Walking.

Vincent also achieved the highest score in the same event last year! Vincent is an athlete to watch into the future.

Second placed in the overall scoring was **Sophie Briscoe** also from Maryborough, and third place went to **Nate Steinhardt** from Hervey Bay.

Once again RDAQ is deeply indebted to [Greg Grant Saddlery](#) for the donation of several fabulous prizes to be award to competitors at the championships.

Beautiful saddle cloths were awarded to the winners of the Best Horse and Rider Turnout – Dressage and the Best Horse and Rider Turnout – Working Trails; and to the second highest scoring rider in the Dressage events.

Caleb Gordon riding Nobby (Samford) was judged to be the Best Horse and Rider Turnout for Dressage while **Nate Steinhardt** on Sparkles (Hervey Bay) was awarded the Best Horse and Rider Turnout for Working Trails

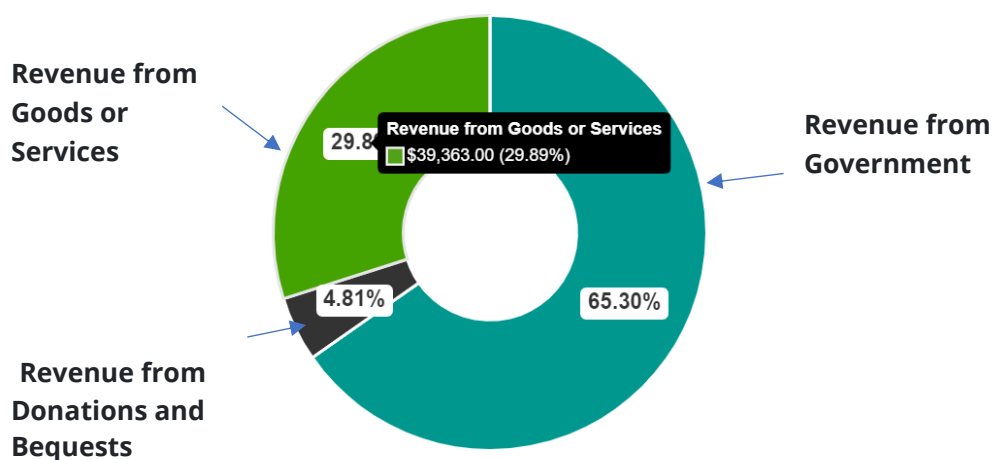
Greg Grant also donated the inaugural Golden Lead Rope. This was awarded to **Ann-Jane Brown** assisting Skylee Robinson (Lockyer Valley).

The joy and pride that these beautiful prizes gave to the competitors cannot be measured.

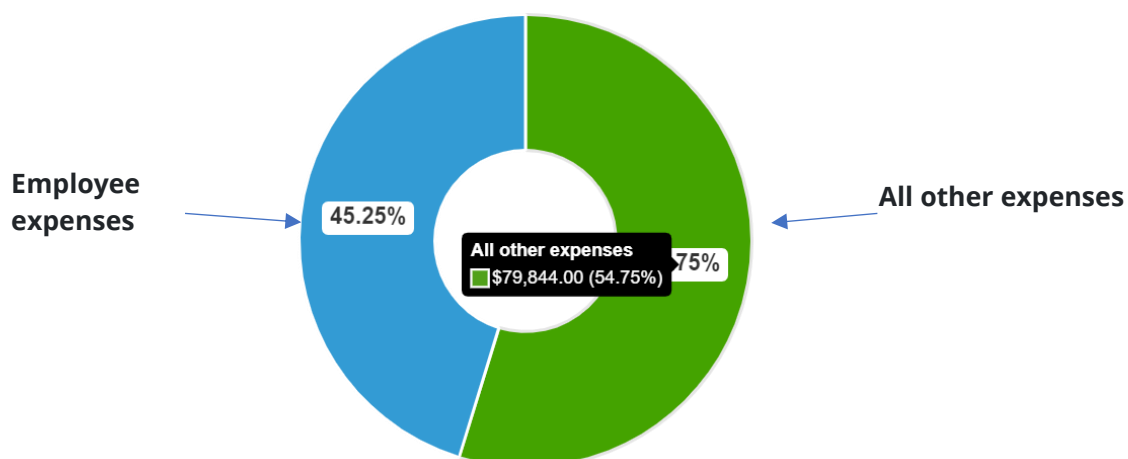


REVENUE/RECEIPTS

Donations and bequests	\$6,341.00
Revenue from providing goods or services	\$39,363.00
Revenue from government including grants	\$86,000.00
Revenue from investments	\$0.00
Other revenue/receipts	\$0.00
Total revenue/receipts	\$131,704.00
Other income (for example, gains)	\$0.00
Total income/receipts	\$131,704.00

EXPENSES/PAYMENTS

Employee expenses/payments	\$66,000.00
Grants and donations made for use in Australia	\$0.00
Grants and donations made for use outside Australia	\$0.00
Other expenses/payments	\$79,844.00
Total expenses/payments	\$145,844.00
Net surplus/(deficit)	-\$14,140.00



FINANCIAL STATEMENT


BALANCE SHEET EXTRACT


Total assets	\$242,966.00
Total liabilities	\$17,891.00
Net assets/liabilities	\$225,075.00

Source: ACNC Portal accessed 6/12/2022

AUDITOR'S REPORT – available on request in writing to the RDAQ Administration Manager.

ACKNOWLEDGMENTS & THANK YOU

 RDAQ Board Volunteer Representative, Robyn Mapp, was awarded the 2022 RDAA National Volunteer of the Year Award. This award is well deserved with Robyn spending a huge amount of time and effort over many years in supporting Hervey Bay RDA to achieve a high standard of service for its riders and well-trained volunteers. The Association is extremely fortunate to have Robyn sharing her knowledge and expertise on the Board.

 The Association is deeply indebted to both Mary Longden and Sally Francis OAM for continuing to make time in their busy schedules to assist our organisation deliver quality services across Queensland.

Mary Longden has been involved in international equestrian coaching and coach education for many years. Having judged and coached at the Paralympic Games and World Championships she has a very clear understanding of what is involved in helping riders turn their dreams into realities. Mary is an EA Level 3 coach, RDA Level 2 coach and has a master's degree in Special Education.

Sally Francis OMA is an Equestrian Australia Level 1 Coach who has worked with the Riding for the Disabled Association of Australia (RDAA) for over 35 years. Sally has also held the position of Chef d'Equipe of the Australian Para-Equestrian team at two Paralympics. Sally is a source of great inspiration and practical knowledge.

Donors

Greg Grant Saddlery not only donates prizes to the RDAQ State Championships, they also offer our affiliated members a substantial discount on all products and equipment throughout the year.

Kohnke's Own provides our members with horse nutrition products and supplements and are a source of advice about the best nutrition regimen for the RDA herd.

Grants and funding

The Queensland Department of Sport and Recreation provides the funding that enables the Association to offer disabled children and adults access to equestrian sporting and recreational activities that are available to other members of the broader community.

The **Floyroyal Sporting Wheelies Charitable Trust** has provided the Association with a grant to remove barriers facing people in wheelchairs from actively participating in equestrian programs.

HOW YOU CAN HELP

We would welcome an opportunity to discuss how you, or your organisation, can make a difference to the lives of children and adults living with disability in Queensland.

You could....

- ❖ Nominate to become an RDAQ Board member.
- ❖ Become a corporate partner.
- ❖ Offer our members a discount on horse products, equipment and or services (veterinary, farrier, saddler)
- ❖ Donate funding to support an activity of your choice.
- ❖ Leave a bequest.
- ❖ Sponsor a competition or talent development event.

Great things are done by a series of small things brought together. ...great things are never done by one person. They're done by a team of people" Steve Jobs

To find out more about the rewarding work of RDAQ go to www.rdaq.org.au or contact us.

CONTACT DETAILS

Phone: (07) 3408 6942

Email: admin@rdaq.org.au

Postal Address: PO Box 1013, Bongaree, QLD, 4507

