



MINUTES

62nd Annual Dressage NZ AGM & Conference

Sudima Hotel– Auckland Airport
Saturday 29 June 2019 - Commencing at 10.00am

1. WELCOME / ROLL CALL / APOLOGIES

Lynda Clark | Chair

Lynda Clark welcomed all attendees, thanking the team behind the organization. Linda noted there would be three parts to the conference. There would be time for business, elections, appointments and reports plus time to review and to celebrate. She noted Kathryn Roberts< ESNZ Board member would focus on the ESNZ constitutional review. There would focus sessions on sport science, communications and looking forward plus celebrations in the evening.

Christine Latch (welcomed everyone on behalf of Dressage Waitemata and Dressage Auckland and noted emergency exits and timetable for the day.

Present:

Dressage NZ Board: Lynda Clark, Scott McKenna, Sarah Hazlewood, Linda Warren-Davey, Michelle Zielazo
ESNZ: Nick Pyke (ESNZ Chair @ 10.20) & Kathryn Roberts (ESNZ Board)

In attendance:

Wendy Hamerton (Sport Manager/Secretary) | Celine Filbee (Partnerships Facilitator)
Jos Gresham (Calendar /Series Points) | Judy Collin (Minute Secretary)

Apologies: Sue Hobson (Judges Officer), Suzanne Halligan (WAIR), Bernice Frost (TAIH), Vicki Glynn (ESNZ Secretary General), Dana Kirkpatrick (ESNZ CEO), Juliet Iremonger (BOP), Nicola Sim (ASH), Judith Cunningham, Mura Love, Nancye Jack, Julie Malcolm, Marcia Bayley, Julia Fraser, Michelle Paterson, Helen Hughes-Keen, Rebecca Copplestone, Andra Mobberley, Janine van der Horst (BOP), Debra Cowen (Late to meeting)

| Voting Delegates | | Observers | |
|----------------------------------|----------------------|-------------------------|-----------------------|
| N/A – not elected | NI Riders Rep | Judith Cunningham (JSC) | Waitemata |
| Susan Tomlin (Subst) | Taihape | Andrea Raves | Wellington |
| Betty Brown | Auckland-Manukau | Victoria Reid | Te Aroha/Morrinsville |
| Heather Hilder | Waitemata | Helen Young | Te Aroha/Morrinsville |
| Nicki Page | Canterbury | Amber McGovern-Wilson | Wairarapa |
| Marty Pow | Sth Cant/Nth Otago | Jeanette Benzie | Auckland-Manukau |
| Debra Cowen | Waikato | Christine Lovelady | Canterbury |
| Diane Wallace | Marlborough | Anne Watts | Auckland-Manukau |
| Genevieve Quin | Northern Hawke's Bay | Christine Weal | Waikato |
| Suzanne Inglis | Nelson | Zoie Gray | Waikato |
| Jane Robertson (Steward General) | Canterbury | Jody Hartstone | Waikato |
| Rebecca McKee | Southland | Rosemary Carter | Auckland-Manukau |
| Jude Nickolls | SI Riders Rep | Gaylene Lennard | Waikato |
| Lois Andrewes | Northland | Christine Latch | Waitemata |
| | | Karen Shields | Auckland-Manukau |
| Laura Hayes | Otago | Marjolein Harting | Auckland-Manukau |
| Linda Huitson | Taranaki | Lucy Russell | Central Districts |
| Sharon Field | Southern Hawke's Bay | Avril Semmens | Auckland/Manukau |
| Peri Scrivenor | Ashburton | Judy Alderdice | Chair of Selectors |
| Rosanne Rix @10.20am | Wellington | | |
| Sue Harris | Gisborne | | |
| Susan Tomlin | Central Districts | | |
| Ian Childs (Susbt) | Wairarapa | | |

2. CONFIRMATION OF MINUTES

That the Minutes of the 61st Annual Dressage Conference, held on Saturday 24 June 2018 at the Distinction Hotel | Palmerston North having been circulated, be confirmed as a true and correct record)

Moved: Judy Alderdice

Seconded: Jude Nickolls

CARRIED

Matters Arising:

There were no matters arising

3. GENERAL BUSINESS NOT ON THE AGENDA

Betty Brown queried if a Patron had been appointed. The Chair advised the Board had discussed this but no appointment had been made and invited members to bring forward suggestions

4. CORRESPONDENCE

There was no correspondence

5. BOARD 2019/2020

The meeting noted the current officers

| | |
|---|---|
| Chairman (Until 2019) | Lynda Clark (elected 25 June 2016) |
| Technical (Until 2019) | Scott McKenna (appointed from 24 June 2017) |
| Judges Officer (Until 2021) | Sue Hobson (elected June 2018) |
| Finance Officer (Until 2021) | Sarah Hazlewood (appointed from 1 July 2018) |
| Marketing (Until 2020) | Michelle Zielazo (appointed from 23 May 2017) |
| Performance & Development (Until 2020) | Linda Warren-Davey (elected June 2018) |

Appointment Panel Member (Until 2019) Debra Cowen

Note (1): By-law 17, Rules for Dressage Administration, provides for all sub-committees to be appointed by the Board

6. COMMITTEE 2019/20

Area Delegates & Riders Representatives:

The following have been submitted by ESNZ Dressage Area Groups & ICH Riders Meetings for confirmation by the Conference.

(N) = New delegate

| | | | |
|--------------------------|----------------------|---------------------------|--------------------|
| Northland | Lois Andrewes | Nelson | Suzanne Inglis (N) |
| Waitemata | Heather Hilder (N) | Marlborough | Diane Wallace |
| Auckland | Betty Brown | Canterbury | Nicki Page (N) |
| Waikato | Debra Cowen | Ashburton | Peri Scrivenor (N) |
| Bay of Plenty | Janine van der Horst | Sth Cant/Nth Otago | Marty Pow |
| Gisborne | Sue Harris | Otago | Laura Hayes |
| Nth Hawke's Bay | Genevieve Quin | Southland | Rebecca McKee |
| Sth Hawke's Bay | Sharon Field | | |
| Taihape | Bernice Frost | Nth Is Rider Rep | TBC |
| Central Districts | Susan Tomlin | Sth Is Rider Rep | Jude Nickolls |
| Taranaki | Linda Huitson | | |
| Wellington | Rosanne Rix | | |
| Wairarapa | Suzanne Halligan | | |

Substitutes at the meeting:

Ian Childs for Dressage Wairarapa
Susan Tomlin for Dressage Taihape

Notes: (i) Dressage Bay of Plenty was not represented
(ii) NI Riders Rep to be confirmed in Item 6.1

That the Area Delegates and South Island Riders Rep be confirmed

Moved: Andrea Raves **Seconded** Linda Huitson

CARRIED

6.1 APPOINTMENTS & COMMITTEES

Nth Is Rider Rep – Alicia Zeludko resigned part way through this year. Jody Hartstone advised she is prepared to stand act NI Riders Rep until the net conference.. Happy to stand in.

That Jody Hartstone be appointed as the NI Rider Rep

Moved: Christine Weal

Seconded: Zoie Gray

CARRIED

Dressage NZ Technical Officer (Board):

The Chair advised that Andra Mobberley has been appointed to this role by the Appointment Panel . Andra is presently in Kenya and sends her apologies to the meeting. The Chair gave a background on Andra expertise and noted that importantly she rides herself and is a mother of rider. The Chair proposed a warm welcome to Andra.

Judges Sub-Committee:

Chair: Judges Officer Elect – Sue Hobson (Until 2021)

2 appointed members: Judith Cunningham until 2020 & Mura Love until 2022

2 co opted members: Lesley Jacobsen & Michelle Paterson

Performance Committee

Linda Warren-Davey (Chair), Judy Alderdice (Chair of Selectors), Jude Nickolls (Riders Rep) Christine Weal (Coach rep), Bill Noble (co-opted)

NI & SI ESNZ Equestrian Centre Representatives: Jon Williamson (NI) & Soo Wells (SI)

Dressage Steward General: (TBC) Jane not standing going forward. Lynda thanked Jane for the huge work that she has done.

ESNZ AGA Dressage Delegates: Noted these delegates to be confirmed at Dressage Board Meeting following conference

Island Pony & Young Rider Development Convenors

(NI) Leanne Stokes (SI) Rebecca Copplestone (Until 2019)

Appointment of Patron: No appointment

That these appointments be approved

Moved: Sharon Field

Seconded: Jude Nickolls

CARRIED

7. ELECTIONS

7.1 Chair

Nominee: Scott McKenna
Nominated by: Fraser King
Seconded by: Rhiannon Scott

As Scott McKenna was the only nomination, Lynda Clark welcomed him as Chair of Dressage NZ. Scott McKenna requested Lynda Clark be delegated to continue chairing the meeting and he to Chair Sunday committee meeting.

CARRIED

7.2 Election of Committee Representative to Appointment Panel

Nominations were called from the floor as no nominations had been called for prior to the meeting Debra Cowen, the current representative had agreed to continue in the role

Debra Cowen: Nominated by Scott McKenna
Seconded by Judy Alderdice

CARRIED

8. ANNUAL REPORTS

8.1 Chair: Lynda Clark

Lynda presented a power point slide show focusing on the strategic plan, emphasising the key words – Promote, enable and grow. A graph indicating the test levels ridden, graded vs non-graded participation results showed an increase in non-graded. Centre line rides are “that we know about” for 2018-19 year. Going forward Lynda asked what the key opportunities are; what we do and how we do it to continue to grow our sport. We must ensure we have accessibility, keep our sport current...we need to consider the 8-18 yr age group. How – is acting with integrity, respect and responsibility; these are the guiding principles. How do we bring a young voice to the board table? A correction noted that Elen Hughes-Keen will continue her role as High Performance Selector (not Director). It was noted the draft tests distributed are for internal discussion only and not for circulation.

Lynda thanked to everyone for the opportunity to be in the role as Chair and looks forward to continued involvement.

Andrea Raves thanked Lynda on behalf of all attendees for the time she had devoted to the role.

8.2 Dressage Sport Manager Wendy Hamerton

The Sport Manager considered it had been a wonderful year on many levels and thanked to everyone in this room and those outside who had contributed to our sport over the past year. The .ppt of photos taken over the previous twelve months demonstrated not only the achievements, but also the fact that our sport is as much about the people as the horses. A special thanks was conveyed to all volunteers.

Accurate data collection is important in managing the future of our sport. It was an interesting statistic that non graded participation at Level 1 exceeded that of graded. This proportion changes dramatically at Level 2.

Our sport seems to be quietly dividing itself into four sections .

1. Pony and Young Rider - maybe we need to put money and time into YR to ensure they have an enjoyable experience and hopefully they either stay in will return to the sport. The strong female demographic is a factor in athletes moving away from the sport for a time, as is education commitments

2. Ungraded – love the sport as hobby/leisure. Very important sector. Need to give them an enjoyable time

3. Amateur – based rider experience – more ambitious but again peer competition are very important

4. Committed – Grand Prix aspirations. We need to support them, making sure there are no roadblocks.

From business perspective we have to make sure we have the right products to sell to remain viable and ensure financial stability

8.3 Finance: Sara Hazlewood

Sarah noted that total expenditure was very similar to the previous year. That the 14k (unaudited) surplus from operations was a pleasing result
There were no questions from floor

8.4 Technical: Scott McKenna

Scott noted the new tests presented implications for the rules; numeric labelling to using words. All rules to be updated accordingly for the 2019 version

ESNZ Constitutional review session to be held later today. Of particular interest to dressage is the status of area dressage groups; what they are, how much autonomy should they have to govern own procedures. Should they be given more autonomy?

The new technical officer, Andra Mobberley has a key aim to simplify the rules. One of the biggest hurdles is they are a mirror of FEI rules; some don't make sense. Laws crossing international boundaries. NZL can possibly lobby FEI. Scott and Andra will be working on this.

8.5 Judges: Sue Hobson

The Chair presented an addition from Sue Hobson to her report. Sue welcomes Mura Love as newest team member on the Judges Sub-committee. Mura replaces Linda Warren-Davey. Sue farewells and thanked her for all her work and contribution to the subcommittee over the past three.

8.6 Performance & Development: Linda Warren-Davey

Linda noted how pleasing it is to have the Performance Committee together. Conscious of global, modern and

up to date trends. Important our sport stays modern. Performance is the way participation is measured. Noted the change of name of the Board position to Performance and Development

Focus will be on bringing performance pathways into clearer perspective for all levels of riders. Our sport needs to set benchmarks and targets. Interested into lifting percentages from 65% to 70% and reaching as many YR as possible and assistance to those who need it.

8.7 Marketing: Michelle Zielazo

There has been a noted increase in area groups marketing and developing an increasing awareness of participation in dressage. Good to see photos of fun times on facebook. A good overall effort. We need to celebrate good times more, remembering only small percentage of riders receive accolades (rugs etc). We need to further develop owner & breeder recognition. Area groups should take every opportunity to celebrate and embrace. Invited to send articles for the Bulletin

Sponsors. We need to continue to be very of how much they bring to our sport. This is always ongoing and we must remember to thank them.

8.8 Selectors: Judy Alderdice(Chair)

Judy outlined key events and projects that selectors has been involved with during the year, and noting the new internal Olympic qualification criteria for Tokyo 2020.

She paid tribute to Helen Hughes-Keen who had given a long and outstanding contribution tot eh national selector role, and thanked Jan Mitchell and Margs Carline who has worked with her during the year to build a new team.

8.9 Dressage Steward General: Jane Robertson

Jane noted she was like a “good racehorse – retiring partially sound” She is looking forward to supporting her replacement and will still be available to oversee stewards activities next season.

8.10 Partnerships Facilitator: Celine Filbee

Celine noted that sponsors are “pretty engaged” in our sport. Good feedback has been received from them re the great Dressage community we have. Many sponsors also volunteer and play a large role as well as funding it. Total sponsorship revenue for previous year in cash, product, vouchers and rugs was \$145,000. This is close to \$100 per registered horse

Volunteer strategy implemented at the beginning of the season. Monthly volunteers and officials' awards are featured in Bulletin. The AR Dressage sponsorship pays for their annual membership and AllinFlex sponsors product prizes for volunteers. Celine thanked them both. Volunteers and officials input has a huge impact on bottom line and competitors. Celine noted she had been designated a new role this year as national Health & Safety Officer. Delegates to identify people in your areas who should have access to the Dropbox which contains a wealth of information.

8.11 Bates National Championships: Alicia Cameron

The Sport Manager, on behalf of Alicia, thanked all those people who assisted her at the 2019 event. The SM noted that a largely new team of volunteers will be needed at Taupo in 2020 and hoped that all those individuals and groups who drove the move to Taupo will assist the new event manager to deliver another successful event

8.12 Horse of the Year Show: Chris Paston

Chris Paston had provided a comprehensive report which was taken as read. The decrease in Level 1 numbers was noted.

8.13 SI Rider Representative: Jude Nickolls

Jude thanked Alicia Zeludko for all her assistance and said she was sorry that Alicia had resigned. She looks forward to working with Jody Hartstone

8.14 NI Rider Representative: Alicia Zeludko

Betty Brown noted the good work being done in the Island Rider Facebook pages and wonder if they could be combined to one page which would be more inclusive for all riders. Betty thanked Jude for the great work.

8.15 NEC Taupo: Debbie /Peter Barke

This report was taken as read. The Sport Manager moved a vote of thanks to Peter & Debbie

8.16 NEC McLeans Is: Soo Wells

This report was taken as read. Lynda Clark moved a vote of thanks to Soo Wells for the great job she does for Canterbury

That the Annual Reports be accepted

Moved: Susan Tomlin **Seconded:** Heather Hilder

CARRIED

9. GENERAL BUSINESS

9.1 Dressage Fees for 2019/20 This item was not discussed and the figures in the agenda referred to the 2018/19 fees

For information only:

The 2019 April Dressage Planning Forum mandated the Board to increase fees to align with approved budget requirements and that both Annual start fees and TD Levy fees be increased at a ratio to achieve this

The fees agreed by the Board for the 2019/20 season from 1 July are

- TD levy: **\$3.50 per class for LE and \$4.00 per class for regional & national events**
- Casual start fee: Remains at **\$5 per class** levels 2-4 and \$10 per class levels 5-9 for ESNZ registered horses with no Dressage Annual Start in graded competitions
- Annual Start Fees Level 1 **\$75.00**
- Annual Start Fees Level 2 and above **\$115**

Agenda Item 10: Remits from Dressage NZ Planning Meeting April 2019

Article 460: Horse Eligibility

1. RULE 460.3.2 and 3.3

CURRENT RULE 460.3 (Eff 2018)

Advanced Grade: Horses may compete in any levels they are eligible for within Advanced Level at any event with the exception of Regional, Island or National Events where the schedule specifies that horses/ponies are restricted to levels as advertised in the schedule as follows (this includes all Freestyle points):

- 3.1 Level 6 - Not more than 60 points in Level 7 or above;
- 3.2 Level 7 - Not more than 60 points in Level 8 or above;
- 3.3 Level 8 - Not more than 60 points in Level 9
- 3.4 These restrictions will not apply if a horse is competed by another rider of Category C7 or below.

PROPOSED AMENDMENT

Delete any restrictions on levels that Advanced Grade horses may compete at

PROPOSED RULE 460.3

Advanced Grade: Horses may compete in any Advanced Level (6-9) irrespective of the number of grading points in Levels 7 or above

FAILED

Jude Nickolls moved an amendment/ Seconded by Diane Wallace:

Horses may compete in any FEI Level (7-9) irrespective of the number of grading points in Levels 7 or above.

The amendment was passed and became the motion

PASSED

Article 463.2 DOWNGRADING of HORSES Rule 463.2

Current Rule

463.2 A horse or pony may be downgraded to the highest level at which the applicant rider has competed but not lower than Level 2 unless the applicant rider is a CN rider in which case a horse or pony may be downgraded to Level 1.

PROPOSED AMENDMENT

463.2 A horse or pony may be downgraded to the highest-level rider category level ~~at which the applicant rider has competed~~ but not lower than Level 2 unless the applicant rider is a CN rider in which case a horse or pony may be downgraded to Level 1.

PASSED

Article 477: Saddlery

1. PROPOSED AMENDMENT RULES 477. 3.1 & 3.2

- 3.1 Levels 0 - 4: An ordinary snaffle bridle. ~~A noseband is compulsory~~
- 3.2 Levels 5 - 9: An ordinary snaffle or double bridle with the exception that the National Dressage selectors may require a horse or pony to be ridden in a FEI test in a simple double bridle where the FEI test would require this if the test was ridden under FEI rules for Dressage. ~~A noseband is compulsory~~

PROPOSED AMENDMENTS

- i. Noseband Incorrect for bridle used ~~or no noseband~~ – Elimination
- ii. That a deduction of 2 points be applied if a noseband is not worn.

PASSED

- It was agreed in principle that an approved noseband for the type of bridle should be worn and if a non approved noseband for the type of bridle is worn the penalty will be elimination
- It was agreed in principle that if a noseband is not worn a penalty should apply, but not elimination but 2 pts per judge
- It was agreed the wording for this rule be defined at the committee meeting the following day

2. PROPOSED AMENDMENT: 477.4.2

4.2 Snaffle or bridoon and curb must be made of metal or rigid plastic and may be covered with rubber. ~~Flexible rubber snaffles and bridoons are permitted.~~ (Wrapping of bits with any kind of material is not permitted).

PASSED

Article 479: Dress

PROPOSED ADDITION 479.2

Stock or tie/choker collar or ~~integrated stand up collar. Buttons on shirts must be done up~~

PASSED

PASSED

ELECTION of ISLAND RIDER REPRESENTATIVES

Current rule Para 18

RIDERS REPRESENTATIVES.

- a. North and South Island Riders' Representatives will be elected annually by riders attending the Riders' Meetings held at the North and South Island Championships;
- b. The two Riders' Representatives will hold a position on the Committee.
- c. The Riders Representative will organise and Chair the Riders' Meeting at their respective Island Championships.
- d. Any rider over 18 years who is a current financial full member of ESNZ may speak at the Riders' meetings.
- e. A parent or guardian may speak on behalf of a current financial full member of ESNZ under 18 years subject to the parent or guardian being a Full or Community Member of ESNZ.

PROPOSED AMENDMENT (Still under discussion)

Para a. That:

- a (i) North and South Island Riders' Representatives will be elected annually by riders who are current and full financial members of ESNZ

- a (ii) **and** who have competed in one graded dressage start between 1st of January and the 31st of December.

- a (iii) The timing of this vote should be aligned with Conference.

Para b: No Change

Para c: Riders meeting at their respective Island Championships **or other designated event.**
Notice of the Riders meeting must be given 12 weeks in advance

Para d: No change

Para e. A parent or guardian may speak on behalf of a current financial full member of ESNZ under 18 years subject to the parent or guardian being a Full or **Introductory** ~~Community~~ Member of ESNZ.

This remit created a significant discussion

Agreed that:

1. Island Riders rep elections done same time as conference.
2. Voting will be by riders – defined by someone who is a member and has competed in the last year.
3. Board will look into possible online voting systems.

Scott McKenna proposed that to be eligible to vote, a rider must have competed in one dressage start in the twelve months prior to receiving the vote

Christine Latch queried the case of a member who had not competed in that time farmed owing to rider or horse illness

Rosanne Rix queried if riders meetings could be held more frequently than . Can we have more frequently than annually.

Scott McKenna advised that a riders meeting may be held at any time any time you like. A riders meeting not the official riders meeting.

More discussion required to ensure rider meetings are productive.

Noted that any change to By Law 17 requires ESNZ Board approval. t

ESNZ Structure & Constitutional Review

Kathryn Roberts thanked Dressage for the invitation to address the conference and congratulated Dressage on great year in terms of participation and financial stability .

Kathryn has been an ESNZ appointed Board member for six years and is currently the Chair of Woodhill Sands Trust.

ESNZ Constitution Review:

Our organisations constitution has its origins of some sixty years. Incorporated societies law reform started 6 years ago, but there is still no new Bill. An opportunity to look at the ESNZ structure.

She noted that ESNZ has a Stewardship role. Is there for its members and must be looking to the future. “Tomorrow will be the same but not as it is today.” The world has changed – technology, professionalism, H&S, ME too movement, changing demographics, (riders coming back into the sport that they loved when they were young).

Stakeholders have noted poor cultural issues, bullying. We are under pressure to operate under a high level

Members see their sport at different levels. Many see ESNZ has something separate from their sport (discipline) or discipline. ESNZ is one organisation – we don't have tiers.

The risk is at ESNZ Board level. What if participation down 20% ? We have got to be responsible for that.

We (ESNZ Board) believes our organisation needs to work with- Connection, collaboration and teamwork

ESNZ is currently a Unitary model vs Federal Model. We are Unitary model and this best suits the size of our organisation. Pony Clubs have moved from Federal to Unitary model.

The consultation document is on the website (28 pages), but we are struggling to get momentum going re the conversation around it.

Subjects in the document include changes to the Inc Societies act; Our purpose, why do we exist? Horse issues (example Mycoplasma bovis); procedures for internal disputes out of competition. Views on how we frame ourselves going forward.

Consolidated voting power at Area Group level. Does this allow for views of all members to be adequately represented? Should we look at changing area boundaries?

How do we build and makeup ESNZ membership?

Celine Filbee noted she was struggling to find the document on the website

Linda Warren-Davey queried the time frame - as Bill not in place do e have more time ? KR noted that no proposals will be ready for the Sept AGA 2019.

Wendy Hamerton suggested that governance and member representation should not be confused with the groups that deliver events and keep in mind that these groups event deliver events for members within and outside their area. Need to ensure that we still support people organizing events.

Laura Hayes (Otago) noted she hears very little from the national organisation. KR noted Nick Pyke will answer that question in his session.

Scott McKenna stated we need to be able to identify who the dressage riders are. KR noted the new database will cover that.

Wendy Hamerton noted there seems to be a contradiction. On one hand we want to be one organisation, but on the other it is not permitted to send dressage discipline news to all mailchimp subscribers – only to dressage. How do we attract members to compete across discipline?

Nick Pyke agreed to look into communications at this level

Marjolein Harting noted that physiotherapists have just gone through this exercise and questioned if ESNZ was looking at how other organizations operate. KR thanked for this feedback and replied that ESNZ is looking at other organisations. thanks for that. Nick – models of other sports as well. .

AFTERNOON SESSION

Additional Attendees: Bill Noble, Wendi Williamson, Becki Williamson, Stephanie Baker

Nick Pyke: ESNZ Chair

Nick Pyke presented an overview of ESNZ national body activity for the year ended and looking ahead.

- ESNZ is a complicated beast. All parts have some purpose.
- “Everybody wants to change the world, but nobody wants to change.”
- High Performance focus now on Tokyo OG 2020. Eventing is the target of most HP funding: no longer a UK based system
- Dana Kirkpatrick is part of a Sport NZ group looking at many aspects of sport in NZ is group which increases our influence.
- Plans to have all discipline AGM centralized in 2020 progressing
- ESNZ needs to be more commercially minded
- ESNZ will make a small profit in the 2018/19 year
- Membership has increased by 700 but Equine numbers has slightly declined
- Fees always going to increase.
- Database – Very complex. Will always needs to have investment. Timeframe Feb 2020.
- Values and culture – hard thing to change. Essential we have some common values and understanding across the disciplines.
- Drugs and alcohol policy – ESNZ working on this and testing will take place .
- Need to celebrate successes.,
- Diversity and inclusion in the sport – 75% female, develop so that it doesn’t only appeal to females.
- Board gender diversity – need to be mindful of this
- Coaching programmes to access funding.
- Interschools – great programme going forward – gives us link to different competitors. This is an area likely to get funding going forward
- Nick asked members to get involved in the Constitutional review.

- Sport Horse breeding – slow project in background, but now taken a forward step to celebrate breeders and breeds performing across the disciplines.
- H&S - we can capture severity of incidents, blue card reporting is working well
- Whiskers and ear trimming of horses – no action can be taken until RAS completes their process.
- ESNZ provides policies to protect members and all involved in the sport and has a responsibility to make sure it is better in 2020. Improvement on how people are treated so that they want to participate in the sport.
- Nick noted this would be his last year as Chair of ESNZ.

What does ESNZ provide for you ?

- Database, protection policies, training of professionals, - this needs to be communicated
- Linda Huitson noted the disparity between Pony Club and ENZ Concussion / blue card policies which meant that riders could enter ESNZ competitions whilst on stand down from Pony Club. No cross referencing. Questioned if ESNZ are going to align with Pony Club as need better protection for officials and riders. Nick advised yes ESNZ would like to align but will take further work

The Sport Manager thanked Nick Pyke for his contribution to ESNZ as Chair and for his interest in and support of dressage

KEYNOTE SPEAKER: Associate Professor Chris Whatman (AUT)

The Sport Manager gave an overview of recent publicised developments in respect of young rugby athletes where two rugby unions had targeted a much wider group of young players to develop rather than a smaller select group. This recognised the need to target wider base for the future capability of the sport, and thanked Chris for coming.

Key messages:

- Many benefits of sport participation for children
- They want to have fun with their mates.
- Need to create a positive experience.
- 60-70% drop out aged 13/14. Why? Not having fun anymore.
- Youth level – development rather than performance.
- Kids who perform well are not adults who perform well.
- High Performance – children usually decide that path on their own.
- Talented children – you still need to make it fun.
- Trouble getting referees in some sports because of poor culture – often parent created

KEY Q & A Session Comments

- Jody Hartstone noted early specialization in horse sports – dressage, show jumping....maybe should be just going to pony club and having fun
- If kids start to talk about loving your sport, that's great.
- Evidence the more financial commitment from parents the more pressure.
- Equestrian generally an individual sport. When these individuals come together as a team the outcome is often disastrous.
Chris noted that if they are engaged in other pathways, teamwork, empathy etc then they will be OK.

Linda Warren-Davey thanked Chris for his very informative and engaging talk.

Strategic Plan (2017-2020): Workshop Focus on Communication

The key points of the strategic plan were noted

- 2017: Short term goal: **Communication to all stakeholders**
- 2017: Medium term goal: **Increased recognition of Dressage**

Michelle Zielazo quoted “Communication is the process of intentionally stimulating meaning in the mind of another”

Society is evolving and we now have so many different means of communication available to us
So many means of communication. What is working for your areas and you personally?

Who is our internal audience?

- Riders and competitors, interested parties, supporters
- Anyone in our sport
- Committee
- Members of the org
- Officials, judges and volunteers
- Riders, husbands, owners, breeders,
- Sponsors
- Sideline critics
- Council staff who look after our grounds

External audience:

- People who know nothing about dressage
- General Public
- Social Media / Facebook
- Parents
- Other Equestrian Groups
- Sponsors
- Vets
- Feed merchants
- Saddlery & Clothing suppliers
- Officials from other areas
- Journalists
- Photographers
- Trusts and funding organizations
- Whanau

Define how do we engage our Internal Audience more?

ESNZ is the crossover point

How do we engage our external audience and turn them into members?

Promote high profile riders but also need to reduce the idea that dressage is an elitist sport – encouragement

Internal:

Breakdown barriers between judges and riders – social event during day comp

Supporting culture within dressage. Local clubs and groups. Sense of community and mentorship.

Creating a culture of fun and enjoyment–

Sponsors to make their sponsorship dollars turn back into dollars for them – riders need to support in \$\$.

Image of our sport – make more appealing (Sexy!!!). How – change our image.

Join us with more collaboration with other disciplines.

Improve facilities

External – grants, more riders, better facilities

Recognizing both internal and external audiences.

How ? Honest and open, provide info, opportunities to promote and provide and tell good stories.

Any opportunity for good story to publish it. Social media.

KISS – Keep it stupid simple. Bring everyone together. All disciplines. Friendly and fun. One fee for the whole lot. If you want leverage you need to develop good relationships between the disciplines.

More fun at meetings, specialised clinics, spot prizes, education of volunteers, fashion parade, social media.
Teamwork – value volunteers

Keep bulletin – it has raised the professionalism of our sport

\$ terms what should we invest in the bulletin ... Subscription?

Online Bulletin very professional, very readable, accessible.

Riders Rep doing really good job on Facebook, and DNZ FB pages – keep these going

Other ways of getting info across – deliver info by email – eg Eventing 10 min box – bullet points

Nick Pyke – different people, different timeframes, whats app key points on phone,

Sport Manger noted the opening rate for mail chimp newsletters is approx. 30%.

More different media streams you have, the more chance you have of people reading it.

Alicia suggested independent role for the Bulletin. SM noted the importance of accuracy of information and integrity in an official magazine

Jody Hartstone asked that we stop the live videos from bad angles. Intention good but needs to be more professional. Noted that professional live stream for nationals event approximately \$6k

Announcement of Dressage NZ Squads 2018 -19

The Chair of Selectors Judy Alderdice announced the Dressage Squads for 2019/20 and congratulated riders on their selection

YOUTH SQUAD

| | |
|----------------------|------------------------|
| Don Tobio | Rebecca Williamson |
| Heritage Don Quilla | Samuel Gradowski-Smith |
| Popstar MH | Stephanie Baker |
| Redwood Furst Affair | Morgan Beere |
| Fiorenza | Tessa Van Bruggen |
| Plutonium Lady | Brina Carpenter |

DEVELOPMENT SQUAD

| | |
|----------------|------------------|
| Astek Geronimo | Kellie Hamlett |
| Don Vito MH | Wendi Williamson |
| Bon Jovi MH | Wendi Williamson |
| Jax Johnson | Gaylene Lennard |

ADVANCED SQUAD

| | |
|-------------------|--------------------|
| Ali Baba | Jody Hartstone |
| Vollrath Leila | Carole Christensen |
| Schindlers Liszt | Christine Weal |
| Sisters II Etta J | Chelsea Callaghan |

ESNZ DRESSAGE HIGH PERFORMANCE SQUADS 2019/20

HIGH PERFORMANCE FUTURES

| | |
|------------------|------------------|
| RM All About Me | Amy Sage |
| Decadance MH | Wendi Williamson |
| NSC Pronto | Vanessa Way |
| NRM Andreas | Vanessa Way |
| Belladonna MH | Julie Flintoff |
| Windermere JObei | Melissa Galloway |

HIGH PERFORMANCE

| | |
|--------------|------------------|
| Don Amour MH | Wendi Williamson |
|--------------|------------------|

The Conference concluded at 4.15pm