

STRATEGIC INTENT

Te Ara Whakamua

2024 - 2028



EQUESTRIAN SPORTS
NEW ZEALAND



DRESSAGE



WHO WE ARE / KO WAI MĀTOU

Dressage is a discipline of Equestrian Sports NZ, administered under ESNZ By-Law 17, the Rules for Administration of Dressage. Our responsibilities encompass all aspects of dressage participation and, in collaboration with Equestrian Sports NZ, broader equestrian sports issues.

The Dressage Board is the discipline's governing body, supported administratively by the Dressage Sport Manager, Event Managers, Sponsorship & Marketing Manager, and the Series Points and Calendar Coordinator.

The Board convenes approximately eight times annually.

The National Committee comprises Delegates from each of the twenty ESNZ Areas, the Dressage Steward General, the North and South Island Rider Reps and the Youth Council representative. This Group meets twice a year, at the Planning Forum and the AGM Conference.

WHAT WE DO / He aha nga whainga

Combining people, resources, organisations, thoughts and actions for the betterment of all

Dressage supports all aspects of dressage participation and aligns with FEI, Equestrian Sports NZ and Dressage Rules and Policies.

- Support the delivery of events.
- Support and deliver training and development events Nationally and regionally.
- Support the development of Officials and Volunteers
- Support the 20 ESNZ Area Groups and various affiliates to host 180 events.
- Support the Dressage sections of the Horse of the Year Show.
- Athletes can choose from a wide range of competitions, including athlete age groups and equine levels appropriate to their stage of training.
- ESNZ Dressage organises the following events each year (September to March)
 - FEI Dressage World Challenge,
 - The Youth Festival of Dressage & U25 National Championships,
 - Open National Championships & CDI 3*
 - and runs a CDI at Takapoto, biannually.
 - Dressage is committed to delivering a return on investment to our members and commercial, philanthropic, and performance partners

Dressage Board & Management

Ngā kaiwhakahaere

Acting Chair – Sarah Hazlewood (E)
(Finance)(A)

Vice Chair -Christine Latch -
Marketing & Comms (A)

Board - Suzanne Inglis
(Technical/Rules) (A)

Andrea Raves - Training (E)

Vacancy
To be filled at DNZ AGM 2025

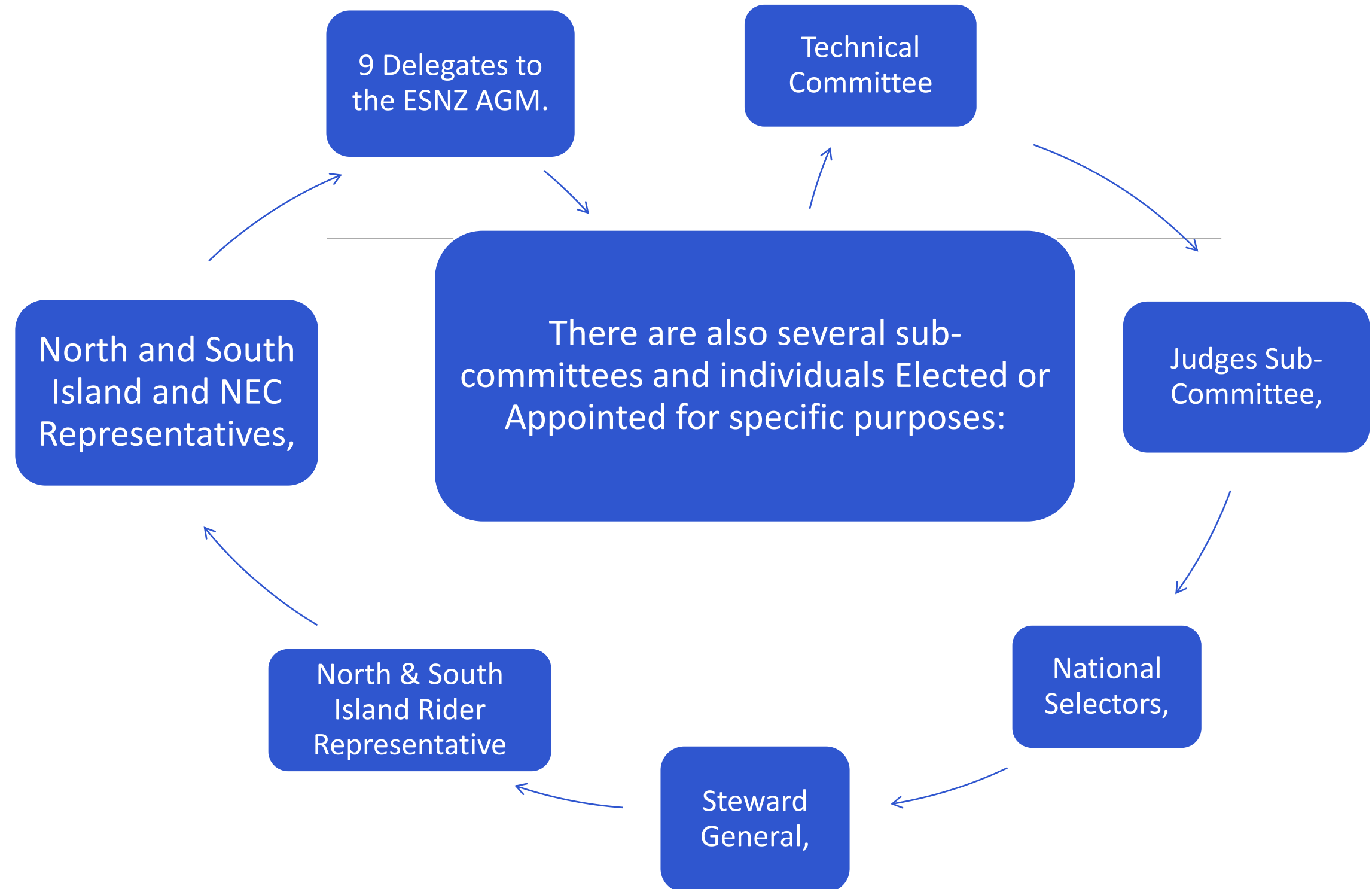
Mura Love - Judges Officer (E)

(E = **Elected** by the Committee)
(A) Appointed by the
Appointments Committee)



Wendy Hamerton – Sport Manager,
Dressage – Board Secretary (ESNZ)

The Committee Te Peka whakahaere (Organising branch)





VISION STATEMENT

Te Aronga Whakamua

To be recognised as a sustainable and ethical world-class dressage organisation by facilitating an inclusive and welcoming culture, combining people, resources, and ideas for the benefit of all stakeholders.


OUR PURPOSE

Ko te arotake



OUR GOALS

Ngā whainga



To create and promote an inclusive dressage community, with horse welfare at the forefront.

To encourage and assist athletes at all levels achieve their goals, from pony to podium.

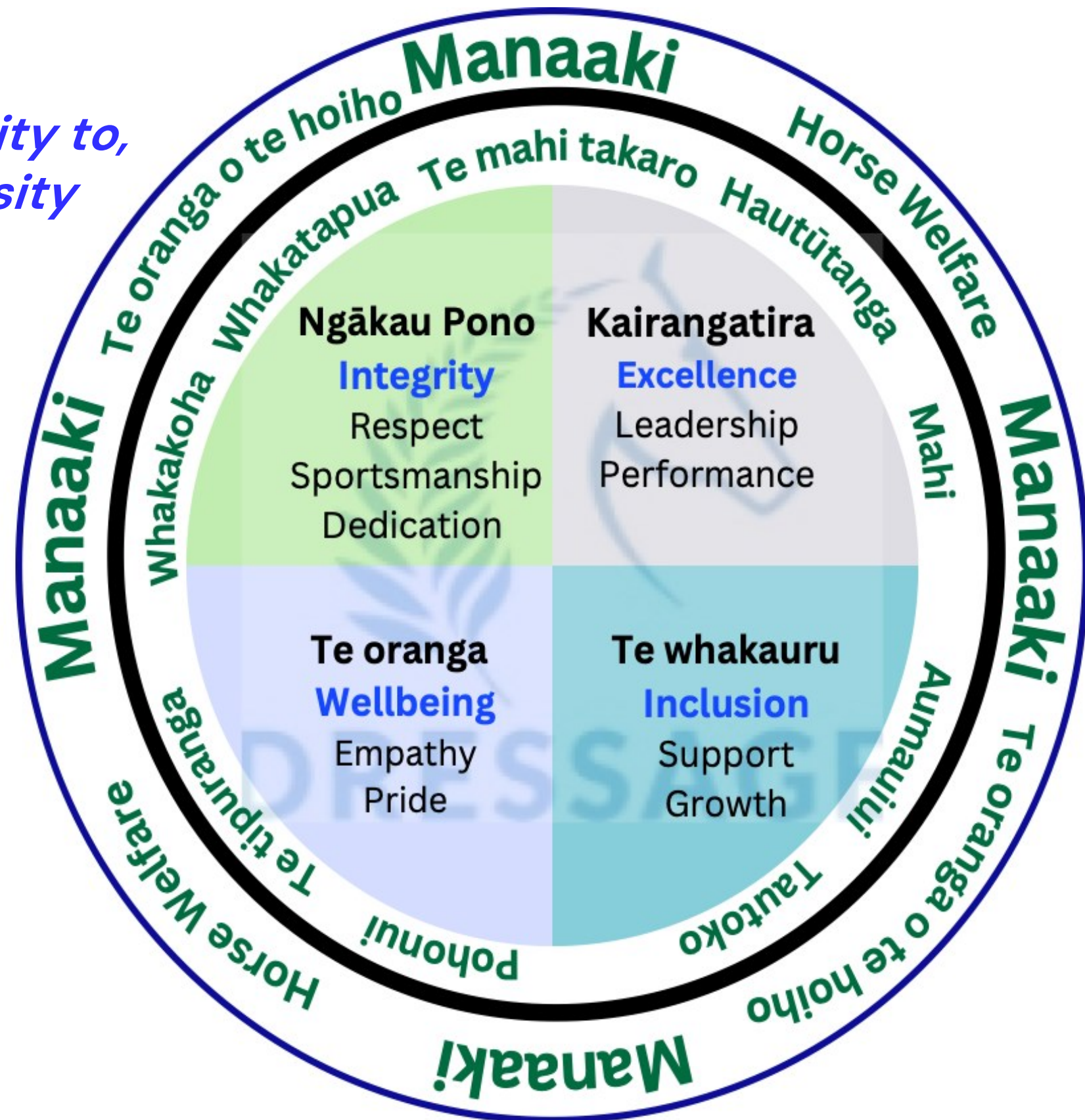
DRESSAGE

Our Values and Culture of Manaaki

Nga Tikanga whakahaere

(verb) to support, take care of, give hospitality to, protect, look out for – show respect, generosity and care for others.

Ngākau Pono Te mahi takaro	Integrity Sportsmanship
Whakatapua Whakakoha	Dedication Respect
Kairangatira Hautūtanga Mahi	Excellence Leadership Performance
Te Whakauru Tautoko Te tipuranga	Inclusion Support Growth
Te oranga Pohonui Aumaiui	Wellbeing Pride Empathy





Enhance capabilities and promote excellence amongst Leadership, the Board, staff, and teams to ensure the highest quality in team delivery.

- Board members to attend Governance training
- Ensure there is a robust induction process for new Board Members, aligned with the ESNZ Board Induction programme
- Develop a succession plan for key roles within the organisation
- Mentor and peer training, sharing of knowledge and experience, document processes and procedures.
- Dressage and the ESNZ HP team collaborate to ensure the best outcomes for dressage athletes.



Volunteers are recruited more effectively and retained and enjoy their involvement.

- Actively seek and encourage participation from everyone in the community, including young and new riders.
- Ensure our organisation is supportive and inclusive, providing pathways for riders, officials, employees, and volunteers to achieve their goals and enjoy the sport of dressage.
- Work with/ become a member of “Volunteering NZ” and utilise their resources



Dressage NZ to take the lead in developing an Equine Welfare charter, policies and processes, aligned with the ESNZ One Voice Charter for the Horse

- Ensure that Dressage NZ is internationally recognised for our Horse (and Rider, Officials and Volunteers) Welfare program.
- Ensure all Officials are trained in implementing the processes to ensure behaviour and performance standards align with the Equine Welfare Charter.
- Riders, owners and supporters understand the importance of the Equine Welfare Charter and their responsibilities.
- Provide access to best practice education and training via the DNZ/ ESNZ website and FB pages



Achieve financial stability by increasing participation and sponsorship and other funding sources.

- Attract and retain dressage participants by offering value propositions at all levels.
- Secure and retain long-term sponsors and supporters through exceptional value, service and communication.
- Apply for sector funding where available



Short Term Goals

2024 - 2026

1. Secure funding to provide admin support/resources for the Sport Manager SH/WH/JB
2. Present draft Equine Welfare document to DNZ Conference and Committee meeting – July 2024 CL
3. Support improved delivery of ESNZ Coaching - AR
4. Continue developing an online resource library for Members – AR/WH
5. Support and encourage collaboration by as many officials as possible to apply for Prime Ministers Scholarships for Officials and ensure applications are submitted twice a year. ML
6. Achieve 10% increase in Centre-line starts by 2026 by offering more “why”/ value propositions. WH/ Board
7. FEI judges to complete their recertification and FEI Equivalency programme completed. – ML/LW-D



Mid Term Goals

2026-2028

1. Work with HP Dressage to send a Team or Individual to WEG Aachen 2026
2. Assist three more officials to achieve International levels and support to “transfer up” - ML/ SI
1. An increase in the number of riders achieving 70% or higher in FEI tests, appropriate to the rider's age, at Premier League and National competitions. - AR
2. That 20% more riders to gain 70% in Advanced Medium and Advanced. - AR
5. Increase the number of ESNZ Dressage Qualified Coaches by 31 August 2026 - AR



Long Term Goals

2028

1. Top eight team finish at the 2028 Olympics in LA
2. Annual financial growth which enables more investment in delivery and development of the sport in NZ