

Arundel Park Riding for Disabled: Our Strategy

★ OUR VISION

What we aspire to be

To be the **industry leader** in equine-assisted programs, fostering connection, inclusion, and **personal growth** through the bond between humans and horses within a **strong, welcoming community**

🎯 OUR Mission

What we do and how we do it

We provide high-quality, inclusive, and safe equine-assisted programs, ensuring:

- ▶ **Participants** achieve their individual goals through **tailored, person-centred experiences**.
- ▶ **Horses** receive **best-practice care** and support for their ongoing **health and welfare**.
- ▶ **Volunteers and staff** are **engaged, trained, and well supported** in a positive environment.
- ▶ Our organisation remains **sustainable and financially resilient** through strong **donor relationships and community partnerships**.



Our 4 Strategic Pillars: How we will achieve our vision

Our Horses Welfare & Management 🐎



Ensure consistent, high-quality care, welfare, and facility improvements.

- ▶ Implement evidence-based horse care protocols and establish a **funded strategy** for retirement, rehoming, and end-of-life care.
- ▶ Conduct a **comprehensive review** and staged upgrade of stables, paddocks, drainage, and trail access to improve safety and support long-term infrastructure planning.
- ▶ Develop **structured training and conditioning programs** to enhance the physical and mental well-being of the herd.
- ▶ Introduce **digital systems** for tracking horse health, training, and welfare, using the **Five Domains Model** as a measurable benchmark.
- ▶ Partner with **professional equine bodies** and invest in systems that ensure **safe, consistent, and compliant WHS practices**.

Our Participants Participant & Program Growth 🧑🏻🧑🏻



Deliver inclusive, goal-oriented equine-assisted programs for diverse needs.

- ▶ Optimise program delivery to reduce waiting lists and improve **operational efficiency** across all services.
- ▶ Expand and tailor programs to support a broader range of participant needs, ensuring **accessibility** and inclusive participation.
- ▶ Strengthen **quality assurance systems** to meet **NDIS standards** and reduce **audit non-conformances**.
- ▶ Define and communicate **clear transition pathways** for participants, including options for **independent engagement** or **community-linked programs**.
- ▶ Embed **strong governance** in program design to ensure **sustainability, effectiveness, and alignment with strategic goals**.

Our People Volunteers, Staff & Culture 🙌



Empower engaged, skilled staff and volunteers in safe environments.

- ▶ Foster a positive and inclusive culture that promotes **engagement, collaboration, and open communication**.
- ▶ Provide regular **leadership and skills development opportunities** to empower staff and volunteers in their roles.
- ▶ Enhance **volunteer recruitment, retention, and recognition** through tailored **engagement strategies**.
- ▶ **Upgrade and maintain facilities** for staff and volunteers to support **well-being, safety, and productivity**.
- ▶ Invest in **digital tools and WHS systems** to improve **communication, compliance, and operational consistency**.

Our Supporters Financial Sustainability & Fundraising 💰



Build financial sustainability through fundraising, sponsorship, and strong governance.

- ▶ Establish and grow a **sustainable funding model**, underpinned by clear **funding priorities** and **diversified income streams**.
- ▶ Develop a **structured sponsorship program** and seek **long-term partnerships** with individuals and businesses.
- ▶ Launch **targeted fundraising campaigns** and an **annual event calendar** to boost donor and community engagement.
- ▶ Strengthen **grant application and reporting systems** to maximise **funding outcomes** and ensure **compliance**.
- ▶ Introduce **legacy giving targets** and adopt **best-practice financial governance** to improve **transparency** and ensure **long-term resilience**.

Arundel Park Riding for Disabled: Building a Sustainable Future in Equine-Assisted Services and Community Connection



Leading the way in equine-assisted services by empowering people of all abilities, strengthening partnerships, and ensuring excellence through innovation, sustainability, and compassionate care—fulfilling our mission and vision every step of the way

		2025	2026	2027	2028	2029
Strategic Pillars						
Our Horses		- Review welfare policies - Start digital record keeping - Assess facilities - Plan retirement strategy	- Upgrade paddocks/stables - Launch horse training programs - Conduct WHS audits	- Complete key facility upgrades - Fully implement digital tracking - Partner with equine experts.	- Monitor horse welfare and training - Maintain tracking systems - Update risk frameworks	- Achieve operational efficiency - Expand expert partnerships - Maintain WHS compliance
Our Participants		- Optimise programme delivery - Implement NDIS best practices - Lay groundwork for future expansion	- Launch new participant programmes - Refine intake process - Reduce waiting lists - Achieve NDIS quality benchmarks	- Develop structured transition pathways - Conduct services reviews - Increase engagement opportunities	- Expand program offerings - Strengthen participant governance - Enhance long term sustainability	- Establish industry leadership - Grow NDIS approved programs - Maintain continuous improvement
Our People		- Provide leadership and skills training - Boost volunteer recruitment and retention - Upgrade core staff facilities	- Improve workplace morale - Celebrate volunteer contributions - Continue upgrading staff spaces	- Digitise internal communication tools - Develop emerging leaders - Ensure WHS compliance	- Support volunteer skill-building - Improve training quality - Finalise staff upgrades	- Promote continuous improvement culture - Maintain compliance standards - Execute succession plan
Our Supporters		- Create tiered sponsorship model - Launch fundraising calendar - Begin grant submissions	- Broaden sponsorship offers - Strengthen grant applications - Grow community fundraising	- Develop alternative income sources - Define funding priorities - Enhance financial governance	- Build long-term partnerships - Finalise income generation plans - Increase financial transparency	- Secure financial sustainability - Review fundraising strategy - Diversify income streams
		2025: Laying the Foundation	2026: Strengthening & Expanding	2027: Optimisation & Growth	2028: Long Term Sustainability	2029: Excellence & Resilience