



EQUESTRIAN NSW INCORPORATED

ABN 17 157 619 696

ANNUAL REPORT

FOR THE YEAR ENDED

30 JUNE 2019

EQUESTRIAN NSW

Equestrian NSW was established in 1951 and incorporated in 1990.

We are a state branch of Equestrian Australia, which is the peak body for equestrian sports in Australia. The main function of Equestrian NSW and Equestrian Australia is to provide a structured and regulated framework for equestrian competitions with fair rules and regulations for competitors and to promote, develop and grow the sport. Our aim is to improve facilities and access to competitions and training throughout NSW. We are also here to encourage and promote equestrian sport, increase spectator levels, administer coach and official education and attract sponsorship funding.

Equestrian NSW is a non-profit organisation. It comprises individual members, affiliated clubs, constituents, coaches and officials. Membership throughout NSW exceeds 8,000, with more than 130 affiliated clubs offering Equestrian Australia competitions.

The vision of Equestrian NSW is to provide leadership for equestrian sport in NSW, promoting participation and the pursuit of excellence from the grass roots through to the elite levels of the sport, based on a foundation of fair and safe competition and the welfare of its human and equine athletes.

Equestrian NSW also maintains affiliations with relevant state government and non-government agencies such as the NSW Office of Sport, NSW Department of Education, NSW Department of Sport and Recreation and the NSW Institute of Sport.

Equestrian NSW embraces the following sports:

- Driving (an international sport)
- Dressage (an international and Olympic sport)
- Para Dressage (an international and Olympic sport)
- Eventing (an international and Olympic sport)
- Interschool (a national school sport)
- Show Horse (a national sport)
- Jumping (an international and Olympic sport)
- Vaulting (an international sport)

The Equestrian NSW office is situated on the grounds of the Sydney International Equestrian Centre at Horsley Park in Sydney.

CHIEF EXECUTIVE OFFICER'S REPORT

First up, I offer my sincere apologies to Members for the delay in staging the 2019 AGM. I was heavily involved in the coronial inquests into the deaths of Olivia Inglis and Caitlyn Fisher from June to October 2019. The external financial audit was subsequently delayed, we staged National Interschools, including the Jumping Teams League and Jumpoff, then bushfires, COVID-19 and the Equestrian Australia voluntary administration. NSW Fair Trading were informed and understanding, but all these issues should not have taken precedent over the basics of running a not-for-profit sporting organisation. Lesson learned.

2018-19 presented major challenges to our more than 8,300 Equestrian NSW Members. The ongoing drought ravaged rural communities and properties, making it really difficult to keep our horses fit and healthy and to stage events. Safety at competitions was a major focus, with significant improvements made following the tragic deaths of Olivia Inglis and Caitlyn Fisher in 2016. Assisting Equestrian Australia through the transition to its new Board and management team took away scarce resources needed in the day-to-day running of Equestrian NSW. And at the same time, the Equestrian NSW team was restructured, the finance function was contracted out and we migrated from MYOB to Xero.

Throughout this difficult time, the office team provided outstanding support to our Members and the Equestrian NSW Board, lead by Peter Dingwall, guided us down the often-rocky road back to stability.

Even with the drought and increasing costs, Membership remained stable. At year end we had 8,098 individual Members and 267 groups.

Equestrian NSW is often regarded as a competition driven organisation, but with nearly 2,000 Participant Members, across all disciplines, our services need to meet the needs of our recreational riders, who want value for money insurance and low-level competitions which are accessible, fun and affordable. More needs to be done and Equestrian NSW is committed to helping our grass roots riders into the sport and providing the environment for them to want to belong.

Income for 2018-19 was \$2,863k (+16%), with a deficit of \$98k, due mainly to Equestrian NSW absorbing a \$100k increase in Member insurance. The Board decided that with the drought and increasing costs, along with our strong cash reserves, it was not the time to increase Membership by more than CPI (2%). Equity was \$710k (-11.5%) and cash reserves were \$1,563k (-5.6%) including \$139k raised through the Australian Sports Foundation for the Olivia Inglis and Para Equestrian projects.

Sadly, our highly respected Finance Manager, Nichole Knox, resigned with serious health issues. In response, we took the opportunity to restructure the team, with Tina Mougios being recruited into the new role of Operation and Integrity Manager. Tina oversees the office and finance functions, which is now performed by Sports Accounting. Her role was recently expanded to include Integrity, guiding Members through the member protection and complaints processes.

The migration from MYOB to Xero, completed in November 2018, was a revelation. Transaction processing is now more straightforward and the reporting, from day-to-day up to Board level, is flexible and focused.

With our strong financial position, Equestrian NSW was able to invest more than \$332k (-1.8%) with our NSW Discipline Councils and Committees, who delivered programs across Administration, Swabbing, Officials Education, Major Event Support, High Performance and Club Development.

NSW athletes now comprise nearly 50% of the Equestrian Australia High Performance squads. Equestrian NSW provided over \$80k in 2018-19, including \$22k from Equestrian Australia, across the Olympic disciplines.

Re-instatement of the Equestrian Australia Coaching Committee, strongly supported by the Coaching NSW Committee, has started the journey to reclaim the prestige and reputation of the EA coach accreditation program. Recent Coaching NSW update clinics have seen a renewed engagement by and with NSW coaches. It's been a huge turnaround, but still with plenty of work to do.

As the State Sporting Organisation for equestrian in NSW, we benefit from and pay thanks for the expertise and hard work by our Discipline Councils and Committees. In turn, they have thousands of volunteers who stage and officiate at competitions. Yes, we have the most Members amongst the branches, but the quality of our people at the coal face is outstanding. Without them, our sport would simply not exist.

Bruce Farrar

KEY RESULT AREAS

Membership & Services

Category	FY14	FY15	FY16	FY17	FY18	FY19	Change
Senior Competitor	3,581	3,506	3,400	3,593	3,654	3,641	-0.4%
Competitor Junior	1,751	1,939	2,116	2,001	1,903	1,908	-0.2%
Participant	1,509	1,705	1,745	1,952	1,963	1,963	0.0%
Supporter	355	374	337	376	357	336	-6.3%
Supporter Official	222	239	238	239	257	250	-2.8%
Groups	243	247	259	259	250	267	6.8%
Total	7,661	8,010	8,095	8,420	8,384	8,365	-0.2%

Overall membership numbers remained stable at 8,365. Groups increased by 6.8%, mainly driven by Agricultural Societies re-joining.

Finance

Please refer to the Financial Report for a detailed analysis.

\$000s	2014-15	2015-16	2016-17	2017-18	2018-19
Revenue	\$2,205	\$3,097	\$3,053	\$2,594	\$2,863
Expenses	\$2,258	\$3,253	\$3,049	\$2,521	\$2,961
Surplus/(Deficit)	(\$52)	(\$156)	\$4	\$73	(\$98)

The financial results for 2018-19-were in line with the budget and expectations set by the Board, which were:

- Budget – \$100k deficit, actual - \$98k deficit, mainly the result of absorbing a \$100k increase in insurance, not passed onto members.

- Maintain a minimum cash holding of \$800k (actual - \$1,563k, including \$593k for 2019-20 memberships and event prepayments and \$138k held in the Australian Sports Foundation related accounts, resulting in a net position of \$887k).
- Protect equity of \$700k (actual - \$709k).

Membership Fees

The following tables show the breakdown of Equestrian NSW membership fees.

2018-19 MEMBERSHIP FEES	Equestrian Australia			ENSW	Total
Member Category	Admin	Insurance	Total	Admin	
Competitor – Senior	\$51.25	\$67.11	\$118.36	\$135.64	\$254.00
% of Membership Fee	20%	26%	47%	53%	
Competitor – Junior	\$17.08	\$25.53	\$42.61	\$86.39	\$129.00
% of Membership Fee	13%	20%	33%	67%	
Participant	\$17.08	\$67.11	\$84.19	\$95.81	\$180.00
% of Membership Fee	9%	37%	47%	53%	
Supporter – Official	\$17.08	\$67.11	\$84.19	\$40.81	\$125.00
% of Membership Fee	14%	54%	67%	33%	
Supporter - Owner/Coach	\$17.08	\$67.11	\$84.19	\$76.81	\$161.00
% of Membership Fee	11%	29%	45%	55%	

Insurance for a Senior member, purchased by Equestrian Australia from Gow Gates, increased from \$45.16 to \$67.11 (33%), due to claims history and market conditions in underwriting.

Competition Licenses

Equestrian NSW receives income for horse competition licenses (performance cards) for all the Disciplines, with the Olympic sports making up the majority, as shown in the table below.

Discipline	Number of Licenses	Cost per License	2017-18 Income
Dressage	2,411	\$35	\$84,382
Eventing	866	\$35	\$30,322
Jumping	1,486	\$40	\$59,445
Show Horse, Vaulting and Driving	556	\$21	\$11,648
Total	8,485		\$185,833

Member Benefits

Competition Pathways - being a member of Equestrian NSW means you can compete at events run by our affiliated clubs and commercial groups, overseen by accredited officials using rules and resources that are internationally recognised by the FEI.

Insurance – your membership provides you with competitive 24/7 personal accident and public liability insurance when you are doing recreational equestrian activities.

Discipline Support – Equestrian NSW funds more than \$330k to our Disciplines, to assist with administration, officials education, swabbing, major events, high performance and club development.

Member Services – delivered by the customer-focused service team based at Sydney International Equestrian Centre, using the MyEA IT platform.

Education – Equestrian NSW funds a range of education programs for officials, coaches and our Juniors.

High Performance – provides funding and support for our elite NSW-based horse and rider combinations towards representing Australia at international competitions.

Representation – Equestrian NSW represents its members’ interests with State Government agencies, to secure grants, develop infrastructure and have input into equestrian related laws and legislation.

Discipline Support

Discipline support was unchanged in 2018-19 and should be sustainable in the longer term.

Discipline	2014-15	2015-16	2016-17	2017-18	2018-19
Dressage	\$116,591	\$129,769	\$135,932	\$118,228	\$139,455
Driving	\$18,000	\$21,327	\$43,755	\$10,266	\$9,920
Eventing	\$174,625	\$165,249	\$106,133	\$88,441	\$168,687
Jumping	\$149,954	\$115,865	\$80,543	\$69,984	\$102,927
Show Horse	-\$17,513	\$14,910	\$24,928	\$33,299	-\$7,687
Vaulting	\$16,261	\$12,059	-\$21,618	\$3,540	-\$7,035
Interschools	\$56,367	\$6,014	-\$25,226	\$11,554	-\$74,240
Total	\$519,745	\$465,193	\$344,337	\$335,312	\$332,027

Negative figures represent a surplus.

Taking into account the timing of payments, some of which occurred before and after the financial year, the 2018-19 figures shown in the tables below represent a more practical picture.

DRESSAGE	
Income	
NSW Office of Sport Grant - Australian Championships	\$15,000
Equestrian Australia High Performance Grant	\$2,667
Total	\$17,667
Expenditure	
Administration Support	\$15,000
Officials Support	\$19,000
Swabbing	\$4,000
Sydney CDI Sponsorship	\$40,000
National Championships Sponsorship	\$15,000
State Championships Sponsorship	\$25,000
Young Rider Championships	\$5,000
High Performance	\$22,667
Club Development Grants	\$12,000
Total	\$157,667
Net Support	\$140,000

DRIVING	
Income	
Total	\$0
Expenditure	
Tamworth Event and Clinic Sponsorship	\$10,000
Total	\$10,000
	\$10,000

EVENTING	
Income	
NSW Office of Sport Sydney 3DE Grant	\$15,000
Equestrian Australia High Performance Grant	\$21,166
Olivia Inglis Foundation	\$28,291
Total	\$64,457
Expenditure	
Administration Support	\$15,000
Officials Support	\$10,000
Swabbing	\$4,000
High Performance	\$47,139
Safety - Cross Country Spirofix Anchors	\$6,000
Safety - Cross Country MIM Fittings	\$28,291
Cross Country Development	\$15,000
Club Development Grants	\$10,000
Sydney 3DE Sponsorship	\$67,909
State Championships (Goulburn) Sponsorship	\$1,000
Total	\$204,339
Support	\$139,882

JUMPING	
Income	
NSW Office of Sport Summer Classic Grant	\$15,000
Equestrian Australia High Performance Grant	\$2,667
Total	\$17,667
Expenditure	
Administration Support	\$18,000
Officials Support	\$7,000
Swabbing	\$3,000
Club & Performance License Rebate	\$25,970
High Performance	\$10,667
Summer Classic Sponsorship	\$30,000
NSW Championships Sponsorship	\$20,000
NSW Country Championships Sponsorship	\$3,000
NSW Indoor Championships Sponsorship	\$3,000
SIEC Indoor Championship	\$3,000
Total	\$123,637
Support	\$105,970

SHOW HORSE	
Income	
Horse of the Year	\$107,122
Country Championships	\$6,672
Southern Show	\$15,652
Stars of the Southern Cross	\$113,052
Show Horse Championships	\$35,474
National Championships (Uniforms)	\$32,028
Total	\$310,000
Expenditure	
Administration Support	\$5,000
Horse of the Year	\$88,687
Country Championships	\$4,356
Southern Show	\$17,136
Stars of the Southern Cross	\$129,870
Show Horse Championships	\$25,598
National Championships (Uniforms)	\$30,769
Other Event Support	\$500
Total	\$301,916
Support	-\$8,084

VAULTING	
Income	
State Championships	\$36,833
Workshops and Clinics	\$6,576
Other Income	\$363
Total	\$43,772
Expenditure	
Administration Support	\$995
State Championships	\$22,695
Workshops and Clinics	\$9,921
Other Expenses	\$3,190
Total	\$36,801
Support	-\$6,971

INTERSCHOOLS	
Income	
NSW Championships	\$452,725
National Championships (Uniforms)	\$36,588
Total	\$489,313
Expenditure	
NSW Championships	\$379,437
National Championships (Uniforms)	\$33,640
Other Event Support	\$2,000
Total	\$415,077
Support	-\$74,236

GOVERNANCE

In 2018-19, the Equestrian NSW Board consisted of:

Board Member	Board Meetings	
	Eligible	Attended
Peter Dingwall	11	10
Alex Townsend	7	4
Prue Spurrett	11	9
Fiona Macleod	11	11
Katie Robertson	11	8
David Cameron	8	8
Rachel Salz	11	9
Alison Doyle	4	3
Jamie Winning-Kermond	3	3

Peter Dingwall (Bachelor of Laws) - was elected to the Board at the 2014 AGM and has served as President since 2015. Until August 2016, Peter was a Magistrate at the ACT Magistrates Court and was Registrar of the ACT Supreme Court from 1985-90. He has been President of ACT Show Jumping Club since 2003, was Chef D'Equipe for the Australian Show Jumping Team in Korea in 2008 and has served on the ACT Rugby Union Judiciary.

Alexandra Townsend (Bachelor of Arts, Master of Journalism) – comes from a public relations and media background. She is director of The Animal Company and is the owner and event patron at Wallaby Hill Farm. Alex actively competes at four star level eventing and is a NCAS Level 2 Eventing instructor.

Prue Spurrett – was elected to the Board in 2015. She held senior roles in Investment Banking, was formerly the President of Dressage NSW, is a FEI 4* Eventing Judge, National C Level Dressage Judge and is currently the Chair of the Equestrian Australia Dressage Committee.

Fiona MacLeod (Bachelor of Business) – is currently the NSW Manager with Visy Industries and was previously Regional Manager for Goodman Fielder. Fiona's core skills are in operations, marketing and communication, along with a sharp focus on and involvement in safety. She is an accredited FEI Jumping Official and has presided over most of the major Jumping and Eventing competitions in NSW.

Katie Robertson (Bachelor of Commerce, Chartered Accountant, Harvard Advanced Management Program) - represented Scotland in Junior Eventing, supports a number of high level eventers, has a strong background in strategy, governance and risk management and is currently the Chief Financial Officer and Head of Business Performance and Reporting of the Financial Services Division at Macquarie Bank.

David Cameron (Bachelor of Human Movement and Bachelor of Education) - is an elite showjumping athlete, an Australian Showjumping Champion, served on the Equestrian Australia Jumping Committee for two years, is an accredited Coach and former school teacher.

Rachel Salz – (Bachelor of Science Hons and Bachelor of Veterinary Medicine) is a rider, equine veterinarian, a FEI permitted treating vet, has the highest qualification available in the field of Veterinary Sports Medicine and Rehabilitation and is with the highly regarded Randwick Equine Centre.

Alison Doyle (Bachelor of Arts) – has managed Community Support Services for people with disabilities managing a team of 150, for the last five years has been the National Chairperson of the Riding Pony Stud Book, is a serious Show Horse competitor and is President of Minto Agricultural Society.

Jamie Winning-Kermond - is an elite Jumping rider having represented Australia at Nations Cup and competed in Europe at the highest level, is the owner/manager of Yandoo Equestrian, was previously on the Jumping NSW Committee and has helped stage the annual Showcase of Showjumping.

Governance Structure

In June 2018, NSW Fair Trading advised that Equestrian NSW exceeded the financial limit (\$2m in combined assets and income) to be a not-for-profit association under NSW legislation. In 2017-18, Equestrian NSW received Income of \$2.6 million and held Assets exceeding \$1 million. Consequently, we have been directed to become a company under Federal legislation.

A draft amended Constitution was distributed to Members in November 2018 for review and comment. Apart from changing Association to Company and referring to the relevant legislation, other minor changes were made, including but not limited to:

- Recognising the relevant Equestrian Australia Policies and Bylaws;
- Making proxy voting easier; and
- Simplifying dispute resolution and disciplinary matters

Very limited feedback was received, with the most significant issue being compliance with Equestrian Australia Policies, ByLaws and Rules, with Members wanting the option to critically review and reject changes if considered inappropriate (eg a new bio-security ByLaw).

In October 2019, NSW Fair Trading increased the upper limit to \$5m, so that further review will be done under the Equestrian Australia reform process.

EDUCATION

Education is a strategic priority for Equestrian NSW. Following feedback from our Coaches, the new NSW Coaching Committee was elected by our Equestrian Australia accredited Coaches. Robert Stewart, Megan Joerg, Sally Barbera, Jane Frankum and Brett Parbery joined ENSW Board Member David Cameron on the Committee. High priorities for the Committee were:

- Re-instatement of the EA Coaching Committee
- Review and improvement of Coach insurance
- Review and refinement of the Coaching syllabus
- Review and determination of the best assessment process

We look forward to engaging with our Coaches and Officials to make education a core component of all our activities.

LOOKING FORWARD TO 2019-20

Strategic focus areas for the Board and team in 2019-20, referencing the Equestrian Australia Strategic Pillars, include:

Continuously improve member safety and horse welfare:

- FY20 Risk Management Plan, reviewed quarterly.
- Review and update biosecurity arrangements for ENSW events.
- Assist Eventing NSW to Implement a Service Agreement for medical coverage.
- Offer Eventing cross country jump judges first aid training.
- Run risk management training sessions for clubs.

Deliver value to our Participating Members

- Increase club development funding by 50%.
- Conduct a Member survey to understand their expectations.
- Refresh the ENSW web site and use facebook more.
- Assist EA to support the Coaching Committee.
- Assist Discipline Councils to stage Officials clinics.
- KPI Target – 2% membership growth.
- KPI Target – 5% more officials.

Strengthen our foundation

- ENSW to become a company limited by guarantee under ASIC.
- Draft a Delegations Manual.
- Expand the Operations Manager role to include Integrity (ie member protection).
- KPI Target – Profit and Loss – Break even.
- KPI Target - \$800k minimum cash reserves.

Behave as one

- Assist EA to develop its whole of Equestrian Strategic Plan.
- Together with the other Branches, negotiate a new service specification and MoU with EA.
- Invest in clubs through Development Grants.
- Invest in Interschools as a pathway into ENSW and EA.

Increase our visibility of Equestrian across Australia

- Draft a communications plan.
- Advocate on industry issues with the NSW Government and Agencies

- Secure a commercial agreement with Showmaker Equestrian to stage and film Jumping competitions in NSW
- Review and refine the 2021 competition calendar to optimise for our riders and commercial sponsorships.
- KPI – Increase commercial sponsorship for ENSW events by 20%.

Lead High Performance

- Review the NSW Discipline Councils HP plans and reporting, as a requirement of HP funding.
- KPI - NSW HP athletes comprise 40% of the EA HP squads.

EQUESTRIAN NSW 2018 AWARDS FOR EXCELLENCE

Interschool Awards

Primary Combined Training Champion	Alexandra Inglis
Secondary Combined Training Champion	Skye Sylvester
Primary Eventing Champion	Piper Trickett
Secondary Eventing Champion	Zoe Hutchinson
Primary Dressage Champion	Tara Seppelt
Intermediate Dressage Champion	Harriet King
Secondary Dressage Champion	Ruby Goldsmith
Primary Jumping Champion	Alexandra Inglis
Secondary Jumping Champion	Anneliese Wansey
Primary Show Horse Champion	Brooke Kelly
Secondary Show Horse Champion	Harriet King
Primary Vaulting Champion	Violet Levett
Secondary Vaulting Champion	Ivy Sykes
Champion Primary Rider	Alexandra Inglis
Champion Secondary Rider	Ashley Cutler
Champion Secondary School	Frensham
Champion Primary School	Gib Gate

DISCIPLINE AWARD WINNERS

Eventing Awards

Young rider athlete of the year	Olivia Barton
Senior Athlete of the year	Shane Rose
Horse of the year	CP Issey Miyake
Owner of the year	Emma Bishop
Groom of the year	Rachel Watts
Coach of the year	Sharmayne Spencer
Volunteer of the year	Karen Bretherton
Official of the year	Selena Sylvester
Administrator of the year	Carolyn Campbell
Event of the year	Quirindi Eventing
Club of the year	Equestriad at Camden

Dressage Awards

Young rider athlete of the year	Isabelle Wilcox-Aylward
Senior Athlete of the year	Matthew Dowsley
Horse of the year	Santiago - Matthew Dowsley
Owner of the year	Bev Healey
Groom of the year	Kate Russell
Coach of the year	Michelle Baker
Volunteer of the year	Helen Zimic
Official of the year	Sue Cunningham
Administrator of the year	Alycia Targa - Shoalhaven Dressage Club
Event of the year	Young Dressage Assoc - Regional Dressage Festival
Club of the year	Manning Valley

Show Horse Awards

Junior Athlete under 12	Tia Rose Mckenzie
Junior Athlete 12 years and under 18	Georgia Dalley
Senior Athlete of the year	Jess Stones
Show Horse under 15h of the year	Headley Park Black Label
Show Horse Over 15h of the Year	Taittinger II
Show Hunter of the year	Mirinda Jackpot
Owner of the year	Elizabeth Taylor
Coach of the year	Les Friend
Volunteer of the year	Karen Bebbington
Event of the year	Southern Cross Show Horse Spectacular

Vaulting Awards

Young rider athlete of the year	Isabella Naphthali
Senior Athlete of the year	Stephanie Dore
Horse of the year	Huntermview Sinatra
Owner of the year	Robyn Boyle
Groom of the year	Tiannah Witney
Volunteer of the year	Melinda Osborn
Official of the year	Sarah Jones
Administrator of the year	Kerrie Stapleton
Event of the year	Vaultaire

Jumping Awards

Young rider athlete of the year	Jess Rice Ward
Senior Athlete of the year	Thomas McDermott
Horse of the year	Elegance De La Charmille
Owner of the year	McDermott Family
Groom of the year	Isabelle Mirani
Coach of the year	George Sanna
Volunteer of the year	David Lawrence
Official of the year	Michael Archer
Administrator of the year	Karinda Alpert
Event of the year	Summer Classic
Club of the year TR	North & North West ShowJumping Club

Driving Awards

Young rider athlete of the year	Harrison Nichols
Senior Athlete of the year	Judy Meredith
Horse of the year	Euston Athens
Owner of the year	Margie O'Brien
Coach of the year	Robert Edwards
Volunteer of the year	Jo Doherty
Official of the year	Jennifer Nichols
Administrator of the year	Marilyn Wood
Event of the year	Tamworth International Horse Driving Trials
Club of the year	Horse Driving Trials Club NSW

ENSW Awards

NSW Junior Athlete of the Year
NSW Senior Athlete of the Year
NSW Horse of the Year
NSW Owner of the Year
NSW Groom of the year
NSW Coach of the year
NSW Volunteer of the year
NSW Official of the year
NSW Administrator of the year
NSW Event of the year
NSW Club of the year

Jessie Rice-Ward
Shane Rose
Elegance De La Charmille
Bev Healey
Rachel Watts
Les Friend
Helen Zimic
Michael Archer
Kerrie Stapleton
Tamworth International Horse Driving Trials
North & North West Jump Club

Gow Gates Service to Sport

Eventing
Dressage
Show Horse
Carriage Driving
Jumping
Vaulting

Fiona Hughes
Helen Lawson
Robin Bland
Steve and Maria Trot
Stephen Lamb
Tristyn Lowe