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PATH
INTERNATIONAL

2020 — 2021
Annual Report

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P.O. Box 33150, Denver, CO 80233 | Phone: (800) 369-7433
 Fax: (303) 252-4610 | PathIntl@PathIntl.org | www.PathIntl.org

PATH Intl. Mission

We lead the advancement of professional equine-assisted activities and therapies by supporting our members and stakeholders through rigorously developed standards, credentialing and education.

PATH Intl. Vision

To ensure universal recognition of professional equine-assisted activities and therapies and their transformative impacts that enrich lives.

Core Values

ACCESS AND INCLUSION

promoting diversity and opportunity in equine-assisted activities and therapies

COMPASSION AND CARING

providing a culture of safety, understanding and ethical treatment of humans and horses engaged in equine-assisted activities and therapies

COOPERATION AND COLLABORATION

connecting and partnering with those who share the PATH Intl. Vision in a mutually beneficial manner

EDUCATION

sharing valued knowledge with our constituents to facilitate their success

EXCELLENCE

promoting quality in all undertakings

INNOVATION

encouraging and supporting creativity, inquiry and cutting-edge research

INTEGRITY AND ACCOUNTABILITY

ensuring that all business is based on ethical principles and conducted with transparency

PROFESSIONALISM

enhancing the value and credibility of the industry

SERVICE

providing effective and responsive information and programs to our constituents

HOLISM

promoting an awareness of body, mind and spirit in equine-assisted activities and therapies



2020-2021 Board of Trustees Executive Committee

PRESIDENT

Susan Becklenberg

PAST PRESIDENT

Ross Braun

SECRETARY

Robin Krueger

OFFICER AT LARGE

Brandan Montminy

TREASURER

Edmund Milford

Trustees

Kim Berggren

Scott Carver

Adam Daurio

KC Henry

Michael Kaufmann

Lili Kellogg

Jessica Normand

Lynn K. Petr

Cliff Williamson

PATH Intl. Credentialing Council

Stephanie Roeter

Equine Specialist in Mental Health and Learning Representative

Marci Bender

Therapeutic Riding Instructor – Master level

Tasha Malinchoc-Federinko

Therapeutic Riding Instructor – Advanced level

Patricia McCowan

Representative at Large

William Lavin,

Lead Site Visitor Representative

Sanna Roling

Therapeutic Riding Instructor – Registered level

Steven Arnold

Public Member

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Marianne Collins

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KC Henry

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Board Governance Committee

Brandan Montminy, Chair

Kim Berggren

Michael Kaufmann

Lili Kellogg

Jessica Normand

Lynn K. Petr

Christina Sorensen

Cliff Williamson

PATH Intl. Advisory Council

Andrea Beetz, Psychologist (MA), PhD

Jerry Black, DVM, Director, Equine Sciences, Colorado State University

Shannon S. Carter, EdD, CAE

Lynn Coakley, President, EQUUS Foundation, Inc.

David L. Foley, Executive Director, American Association of Equine Practitioners

Holly Schmitt Fox, DVM

Hope Carolyn Hand, Para-equestrian

Craig Huffhines, Executive Vice President, American Quarter Horse Association

Allyn Mann

Larry Pence, CSM (Ret.), U.S. Army



Board Governance Committee

Brandan Montminy, Chair

Kim Berggren

Michael Kaufmann

Lili Kellogg

Jessica Normand

Lynn K. Petr

Christina Sorensen

Cliff Williamson

Accreditation Committee

Lesley Shear, Chair

Jennifer Donahue

Mary Gwinner

Maggee Harrison

Susan Miller

Asa Raymond

Equine Specialist in Mental Health and Learning Subcommittee

Anoitnette DeGruccio, Chair

Nancy Beers

Jody Enget

Susanne Haseman

Leslie McCullough

Equine Welfare Committee

Miyako Kinoshita, Chair 2020

Emily Kieson, Chair 2021

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Wayne Hipsley

Fran Jurga

Christie Schulte Kappert

Christine Rudd

Grievance Review Panel

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Brandan Montminy, Chair

Adam Daurio

Barbara Kuhns

Christina Sorensen

Health and Education Advisory

Michelle Weed, Chair

Kathleen Claybrook

Amanda Lamp

Linda Moran

Hallie Sheade

PATH International Equine Services for Heroes® Committee

Kristen Marcus, Chair

Michael Higgins

Tara Mahoney

Michele Kane

Shellie Kwitkowski

Vera Remes

Jeanna Sorgani

Racial, Diversity, Equity and Inclusion Work Group

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Nichole Boyd

Denise Colon

Veronica Lac

Jamie Sin Tung Lau

Merriam Mashatt

Lena Masri

Kristy Newstrom

Patricia Saylor

Hallie Sheade

Leilani Warrick

Veronika Williams

Cliff Williamson

Riding Certification Subcommittee

Lauren Fitzgerald, Chair

Bonnie Bruns

Amy Causey

Karen Brittle

Heather Hernandez

Marny Mansfield

Standards Committee

Sharon Butler, Chair 2020

Molly Murphy, Chair 2021

Brooke Grove

Shannon Mitchell

Asa Raymond

Terminology Work Group

Kathy Alm, Chair

Debbie Anderson

Joann Benjamin

Michele Kane

Lissa Pohl

Lynn Thomas

Wendy Wood

Therapeutic Driving Certification Subcommittee

George Paffendorf, Chair

Teresa Bron

Michelle LaFleur

Sarah Miller

Anita Sepko

George Stolz

Vaulting Certification Subcommittee

Ashley Smith-Ragans, Chair

Amanda Gerald

Sherri Moore

Stefanie Victoria

Sandy Webster



Kathy Alm, Chief Executive Officer

Carrie Garnett, Director of Membership and Operations

Bret Maceyak, Director of Credentialing

Kaye Marks, Director of Marketing and Communications

Cheryl Graves, Accounting Supervisor

Amber Bratt, Education Supervisor

Melissa Bryant, Credentialing Supervisor

Kandis Branum, Executive Assistant

Cher Smith, Communications Specialist/Webmaster

Marsha Anderson, Regional Conferences Coordinator

Karen Province, Lead Member Services Representative—Centers/Database

Amanda Walters, Credentialing Event Representative

Danielle Crooks, Programs Representative

Brittney Holdman, Credentialing Support Specialist

Kendyl Healy, Credentialing Support Representative

Heidi Herman, Accounting Assistant and Human Resources



Dear PATH Intl. Members, Certified Professionals and Friends,

The word forward came to mind when thinking about this 2020-2021 annual report for many reasons, almost as many reasons as the word has definitions. We ask a horse to move forward off our legs to establish impulsion, we look forward to see what lies ahead of us, both physically as well as futuristically. We also look forward to certain celebrations or events. The word can also imply making progress toward our strategic plan goals, which is why it is fitting for this annual report. The following pages will highlight the progress PATH Intl. continued to make in 2020-2021 while continuing to navigate the impact of the pandemic.

This is the third annual report where COVID-19 had an impact on the lives of members, professionals and centers--their operations, staff and participants, as well as PATH Intl. No sooner than we were able to grab some good footing, everything would change again. From federal, state and county guidelines to rehiring challenges and vaccines, it just kept changing. However, I wasn't surprised to continue to see the resilience and creativity of all the folks listed above. "NO, pandemic, you're not stopping the equine-assisted services industry. We were built on challenges!"

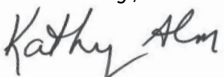
Events in 2020 also led the PATH Intl. Board and Staff to question if we had done enough to support and include marginalized and/or underrepresented populations in the industry and at the association level. We had always thought it was important to diversify, but the events of 2020 made us realize we needed to have a better understanding of what diversity, equity and inclusion should look like for PATH Intl. and the EAS industry. These discussions led to the creation of the diversity, equity and inclusion committee whose work continues today.

In January 2021, we saw the paper, *Optimal Terminology for Services in the United States That Incorporate Horses to Benefit People: A Consensus Document* published in The Journal of Alternative and Complementary Health which was the culmination of several years of consensus building among the industry's top contributors. It was something we can all be proud of as we look forward to the future in a way that unites us and represents services to the world with consistent and proper language.

Most of all, I, your PATH Intl. Board of Trustees and Staff look forward to serving you—members, certified professionals and the public. You are the reason the organization strives to provide you with forward-facing tools to help you navigate the future with standards, education, credentialing and the best connection to colleagues for which any industry could hope.

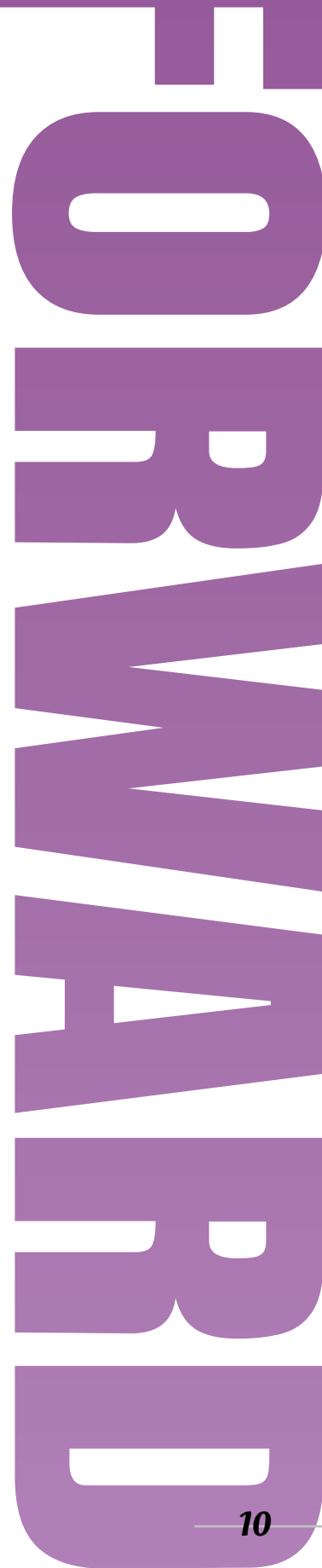
Forward Ho!

Sincerely,



Kathy Alm

Chief Executive Officer, PATH Intl.



The PATH International Conference and Annual Meeting scheduled in St. Louis, Missouri was postponed due to the COVID-19 Pandemic. To provide virtual continuing education that would have been available at the international conference, PATH International hosted a three-part webinar series. Each series focused on a specific topic and had four presentations per topic. The series included program, disability and administration education and saw **370 registrations**.

In the 2020-2021 fiscal year, with the continued pandemic restraints, the region conferences were shifted from in-person to virtual.

The virtual conference held May 13-14, 2021 had **213 registrants** and proved **9 hours of continuing education**.

In August of 2020 the *PATH Intl. CTRI™ Study Guide* was released. The *PATH Intl. CTRI™ Study Guide* is intended as a user-friendly resource to assist in preparing for the certification exam and sold almost **500 copies** in the first year of publication.

In February 2021, PATH Intl. launched Member Connection, a new benefit for individual members. Member Connection is an online networking platform that allows members to share resources and expertise for center programming, administration and credentialed professionals.

Free education continues to be one of the most popular benefits within the membership tier structure. In the 2021-2022 year members accessed almost **6,200 hours of free continuing education** up from 3,961 accessed the previous (and first) year offering this membership benefit.

In the second year of not requiring individual membership to become or maintain certification to meet NCCA standards for the accreditation of the PATH Intl. Certified Therapeutic Riding Instructor as expected, there was a 27% decrease in individual member numbers.

4,502
*Individual
Members*

512
*Total Member
Centers*

256
*Premier Accredited
Centers*

The PATH Intl. Member Outreach Committee (MOC) is the voice of the PATH Intl. membership, advocating for their interests to the association and the industry. The committee actively supports the organization in identifying and implementing membership features that will enhance the value of association membership and convey the importance of the equine-assisted services (EAS) industry. The MOC provides outreach and support for PATH Intl. centers and members as well as outreach to those outside the association. The MOC leads and supports the Region Leadership Teams who provide essential local outreach through networking, hosting educational opportunities and events.

During the 2020-2021 fiscal year, the region representatives and region leadership teams reached out over 1,500 times to PATH Intl. Member Centers to provide support, enhance the regional communities and aid with renewals. In addition, they communicated with over 1,600 individual members throughout the year to provide answers about membership and certification and invites to virtual events. They also provided the association with regional updates for PATH Intl. communications.

As part of the shift to virtual networking during the pandemic, regions were provided regional Zoom accounts to better connect with members as all in-person events were cancelled. The regions held 30 virtual state meetings and hosted numerous virtual networking opportunities during the 2020-2021 fiscal year.



Committee Members

Chair

Shannon Middleton

REGION 1

{Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Canada: New Brunswick, New Foundland, Nova Scotia, Prince Edward Island, Quebec}

Region Representative: Sarah Bronson

Treasurer: Amber Thibodeau

Communications: Megan Ellis

State Chairs:

Connecticut: Shelley Pope

Maine: Judy Cross-Strehlke

Massachusetts: Sarah Norris

New Hampshire: Lorna Young

Rhode Island and Canada:
Stephanie Trafka

Vermont: TBD

REGION 2

{Delaware, Maryland, New Jersey, New York, Pennsylvania, Washington DC, Europe, Middle East, Scandinavia}

Region Representative:
Marya Pecukonis

Treasurer: TBD

Communications: Karen Garland

State Chairs:

Delaware: Georgia Truitt

Maryland: Renee Dixon

New Jersey: Chris Baxter

New York: Samantha Arevallo

Pennsylvania: Stephanie Fleck

REGION 3

{North Carolina, South Carolina, Virginia, West Virginia}

Region Representative: Sherri Moore

Treasurer: Ashlyn Batten

Communications: Caroline Ferguson

State Chairs:

North Carolina: Ashlyn Batten

South Carolina: Anja Cain

Virginia: Brooke Waldron

West Virginia: Casey Conaway

REGION 4

{Indiana, Kentucky, Michigan, Ohio, Ontario}

Region Representative: Tam Homnick

Treasurer: Sheryl Mankel

Communications: Tasha Federinko

Conference Chair #1: Tara East

Conference Chair #2: Kim Berggren

State Chairs:

Kentucky: Jenny Jackson

Indiana: Blair McKissock

Michigan: Jessica Moore

Ohio: Sarah Potts

Ontario: Karen Pratt

REGION 5

{Alabama, Florida, Georgia, Mississippi, Puerto Rico, Tennessee, Africa, Caribbean Islands}

Region Representative: Peggi Noon

Treasurer: Abby Sykes

Communications: Vacant

State Chairs:

Alabama: Vacant

Florida: Missy Lamont

Georgia: Sarah Lloyd

Mississippi: Michelle Pendergrass

Tennessee: Vacant

Africa: Vacant

Caribbean Islands: Ruth Claus

REGION 6

{Minnesota, North Dakota, South Dakota, Wisconsin, Saskatchewan, Manitoba}

Region Representative:

Katie Harmelink-Roth

Treasurer: Erika Berg

Communications: Angela Poster

State Chairs:

Minnesota: David Anderson

North Dakota: Katie Oakland

South Dakota: Lanay Jung

Wisconsin: Dena Duncan

Canada: Joan Berg

REGION 7

{Illinois, Iowa, Kansas, Missouri, Nebraska}

Region Representative: Dionne Newton

Treasurer: Jessica Freund

Communications: Dayna Baynes

State Chairs:

Kansas: Joy Miller

Illinois: Jennifer Volkmann

Iowa: Judi Nelson

Missouri: Lindsay Mohr

Nebraska: Shelby Winnail

REGION 8

{Arkansas, Louisiana, Oklahoma, Texas, Central America, Mexico, South America}

Region Representative: Jen Donahue

State Chairs:

Arkansas Co-Chair & Treasurer:

Kimberly Haley

Arkansas Co-Chair & Treasurer:

Becke Williams

Texas Co-Chair & Communications:

Emilie Thomason

Texas Co-Chair: Clarissa Correa

Louisiana Chair: Vicki Eiland

Oklahoma Co-Chair: Rachel Royston

Oklahoma Co-Chair: Andi Holland

REGION 9

{Alaska, Idaho, Montana, Oregon, Washington, Alberta, British Columbia}

Region Representative: Teresa Bron

Treasurer and Washington East:
Heidi Nobles

Communications: Trish Broersma

Conference: Jessica McKenzie

State Chairs:

Alaska: Carrie Drury

Idaho: Annie Mabry

Montana: Steph Froisland-Richardson

Oregon: Amanda Garrison

Washington West: Devon Stone

Alberta and British Columbia:
Karen Tanchak

REGION 10

{Arizona, Colorado, New Mexico, Utah, Wyoming}

Region Representative: Saebra Pipoly

Treasurer: Rebecca Norton

Communications: Jenny Hartung

State Chairs:

Arizona: Gregg Goodman

Colorado: Stefani Viktora

New Mexico: Ashley Armijo

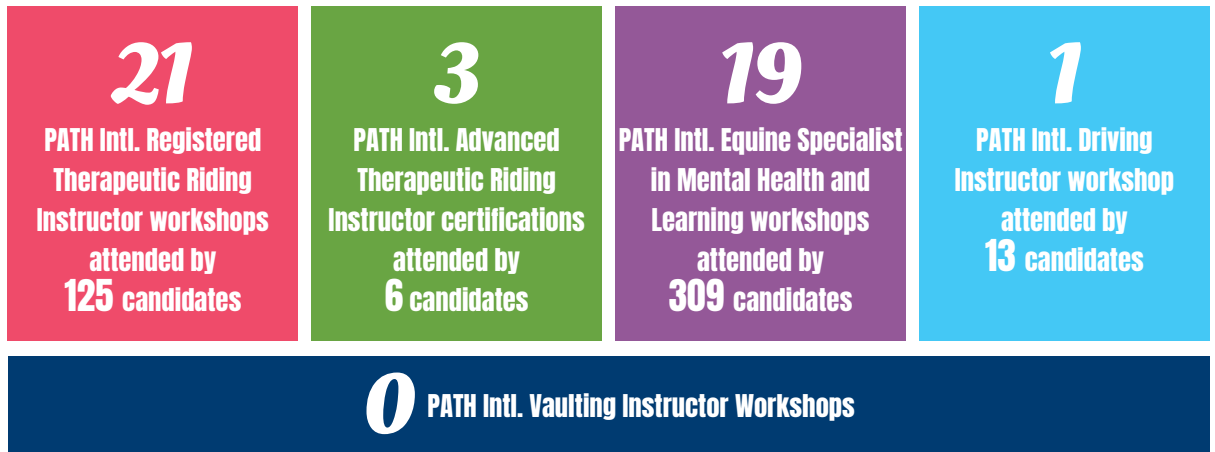
Utah: Abby Jane Ferrin

Wyoming: Kristen Marcus



The trek to independent accreditation of the PATH Intl. Certified Therapeutic Riding Instructor® (CTRI®) Certification continued in 2020-2021. We made great strides in the number of applicants, candidates and credentialing holders since the launch of the CTRI certification program in 2019. PATH Intl. Registered Therapeutic Riding Instructors continued to participate in the process to transition to the new CTRI credential. By the end of June 2021, an additional **960 instructors** had transitioned.

The global pandemic continued to present significant impacts on credentialing. In person events and the number of newly certified instructors continued slowly increased as restrictions eased. PATH Intl. is proud of the resourcefulness demonstrated by our members, certified professionals and instructors in training and their mentors as they adapted their programing to continue to serve as many participants as they could while navigating the continually changing coronavirus climate.



443
Total Workshop Attendees

161
Total New Instructors

95
Total New E&MHLs

Newly Certified

Newly Certified Therapeutic Riding Instructors . . .	157
Newly Certified Driving Instructors	4
Newly Certified Vaulting Instructors	0
Newly Certified Equine Specialists in Mental Health and Learning	95

5485
Total PATH Intl. Certified Professionals

Veterans Programs

The ongoing partnership with Wounded Warrior Project helped **96 PATH Intl. Premier Accredited Centers** provide **1,568 sessions** to **614 WWP alumni** – totaling **\$116,625 in reimbursement to the centers**. The centers' ability to provide in-person services due to the pandemic was felt in the first quarter of 2020 but in the last three quarters of the year centers were able to resume in-person services and pivot to virtual services.

PATH Intl. was awarded the United States Department of Veterans Affairs Adaptive Sports Grant for the 2020-2021 grant cycle. The award was limited to specific geographical locations which resulted in fewer veterans being able to be served than past awarded years.



The marketing and communications department had another busy and fruitful year as we continue to strive to meet the strategic plan goals and objectives within budget while serving members and supporting all areas of the organization with strategy and fulfillment of communications and other marketing tactics. For instance there were launches of new member benefits—Member Connection and Abenity as well as the communications planning of the rollout and implementation of the optimal terminology and supporting documents for the EAS industry. Plans were created to update all PATH Intl. materials to reflect the terminology changes. Thousands of changes were required to association documents, electronic media, etc.!

Website

Google AdGrants continues to provide approx. **\$9500 worth of free online ads per month** which we use to market the organization to external audiences. Press releases with links to images are being sent in local and national markets for PATH Intl. award winners.

The website had approximately **185,000 unique viewers** in fiscal year 2020-2021. The approximation rather than an actual number is due to the start of a new website process, which changed the analytics. The website pages visited most often include certifications, which again topped the list of most visited pages. Other pages in the top ten were Find a

For credentialing, the federally registered trademark for PATH Intl. CTRI® was submitted and approved. Facebook ads for the then new PATH Intl. Study Guide yielded **a reach of 10,860** and **3,057 engagement!**

Partnerships continue with the organization's largest supporters. Markel renewed their sponsorship at a higher level and Don Faison, their managing executive with their marketing and underwriting teams from met with PATH Intl. to reaffirm their commitment to PATH Intl. despite the retirement of much loved, Deb Peloso's retirement. Both Markel and Purina supplied :30 second ads to play during the fall/winter webinar series that were also used during our awards presentation.

Center, Locate my region, Job Center and My Instructor Membership.

In November 2020, PATH Intl. worked with an external organization to create a request for proposals (RFP) for a new website. The RFP was distributed widely and a contractor was hired to design and implement a new website. This was very exciting, as we have wanted to change the website for quite some time! The project kicked off with really concentrated work of defining website audiences through personas and the mapping of their journey through their interactions with the association.

Email Communications

PATH Intl. continues to use Constant Contact to distribute association communications to its members. In the 2020-2021 fiscal year, PATH Intl. sent out **263 eblasts**. That volume was down from the previous year, which was a good thing as many members request fewer communications. The decrease can be attributed to fewer COVID-19

communication as the pandemic began to normalize in 2021.

The average email open rate is an incredible 40%, considerably higher than the percentage for other nonprofits and all email marketing.

Social Media

Facebook is still the most used social media channel of the association, with **20,000 followers** at the end of 2021. The post with the most likes and shares was a post about tools for instructors. This is somewhat surprising since a good many of our most liked posts are the inspiring or funny ones about horses. We try to balance informational and inspirational posts.

Other social media channels include **PATH International Equine Services for Heroes® Facebook page with 2,790 followers; Twitter with 1,993; LinkedIn with 1,993; and Instagram with 2,195.**

LinkedIn continues to be used to present the professional face of the association and has been used to connect with webinar and conference presenters as well as recruiting for board members.



Sponsors

GOLD	Markel, Purina
SILVER	Adequan, Equisure
BRONZE	Cavallo, Leadership Adventures
PEWTER	Breyer, EQUUS Foundation, WESA
COPPER	CastleBranch, SureHands Lift & Care Systems, Smart Tie Products, CommonTERI
IN KIND/MEDIA	Equine Network, RideTV, Equicizer, Equine Network, Tough 1



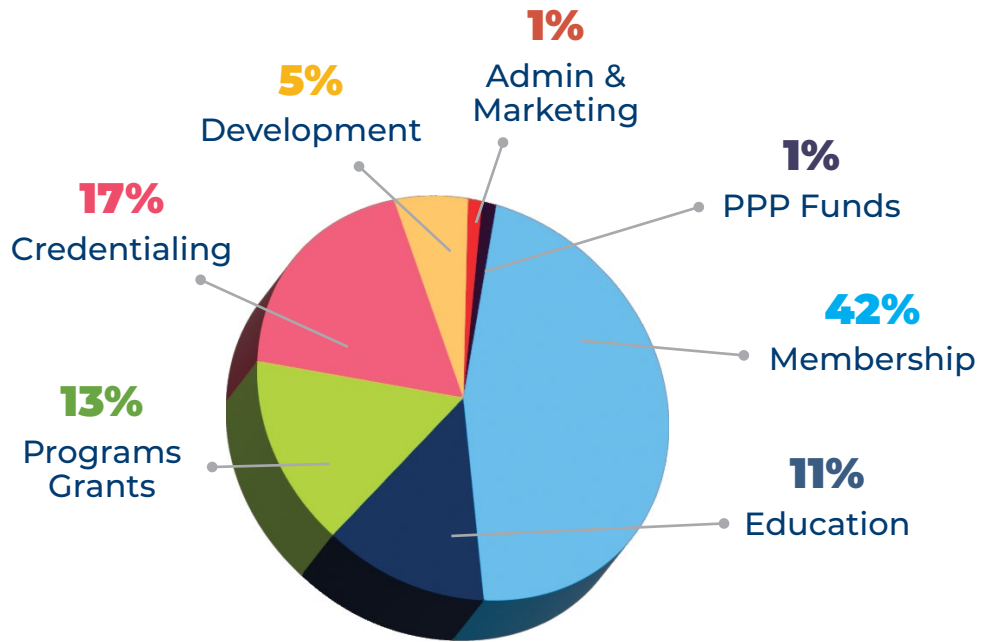
		Audited 6-30-2021
Current Assets	Cash & Cash Equivalents	\$1,691,273
	Receivables	\$913
	Promise to Give	\$33,000
	Inventories	\$16,052
	Other Current Assets	\$186,009
	Total Current Assets	\$1,927,247
Fixed Assets, Net		\$152,286
Other Assets	Intangible Assets	\$101,644
	Deposits	\$7,707
	Total Other Assets	\$109,351

Total Assets **\$2,188,884**

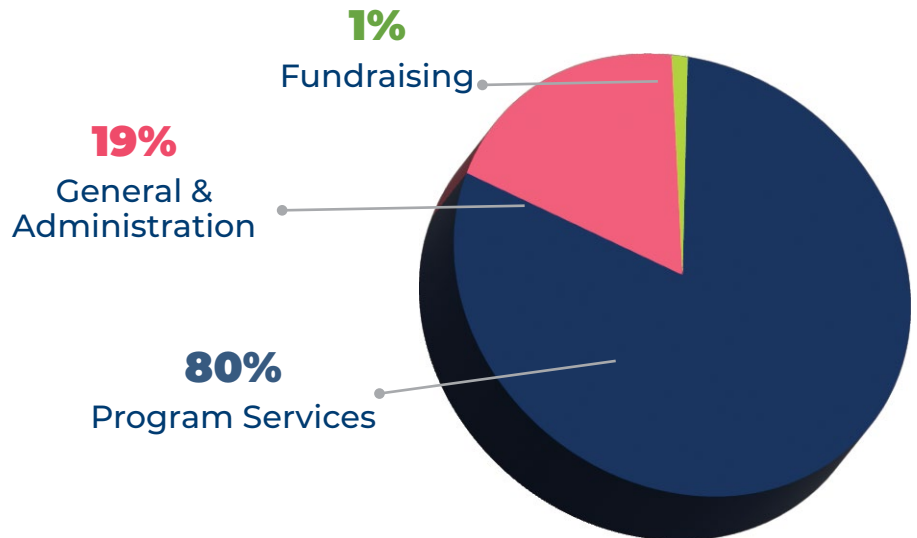
		Audited 6-30-2021
Current Liabilities	Accounts Payable	\$50,857
	Accrued Compensation and Benefits	\$79,364
	Refundable Advances	\$26,003
	Deferred Revenue	\$531,228
	Other Liabilities	\$25,927
	Total Liabilities	\$713,379
Long-Term Liabilities	Deferred Revenue	\$68,319
	PPP Proceeds	\$173,073
	Total Liabilities	\$954,771
Net Assets	Undesignated/Unrestricted	\$954,771
	Board Designated	\$0
	Total Unrestricted Net Assets	\$1,101,432
	Temporarily Restricted	\$132,681
	Total Net Assets	\$1,234,113

Total Liabilities **\$2,188,884**
+ **Net Assets**

Total Revenue



Total Expenses



General Fund

500-999

Richard and Marie smith
Mr. and Mrs. John Heyel
Rod's Western Palace
Leslye Sandberg

250-499

Kim Berggren
Teresa and Michael
Thompson
Stephen Verhoff

100-249

Anonymous (1)
Michelle Adams
Thomas Berry
Sheila Brown
Laura Corsun
Nancy D'Angio-Olson
Amy Hetzer
Kaye Marks
Lynn K. Petr
Gerald and Allison Steiner
Scott and Erica Carver
in honor of Lily and
Sadie Carver
Marylou Giampietro in
memory of Connie
Sue Oskochil in memory
of Margaret Sanchez
Wansor
Judith Ratner in honor
of Patti Rattner

Jennifer Reily in memory
of Asmara, her beloved
horse

1-99

Anonymous (2)
Patricia Ablat-Conard
Jeanine Achin
Cherie Ansin
Hilary Arthur
Barbara Auerbach
Carolyn Bailey
Allie Barnett
Milena Bartosiewicz
Katie Bean
Renee Bench
Isabel Blanco
Kandis Branum
Donna Broome
Alissa Burns
Krista Bushmaker
Ruan Caffero
Megan Caldwell
Lori Cohen
Melissa Comeau
Jessica Connolly
Erin Cook
Stuart Daly
Patricia Delleman
Alyssa Derepentigny
BA Doc Livingston
Candria Eddinger
Tori Fancher

Dorinda Faust
Carolyn Ferguson
Meadoe Feuchs
Kalli Fliehr
Erin Fowle
Adrienne Freeland
Maxine Freitas
Andre Gaston
Thomas Gramke
Anne Grant
Denise Green
Dana Groop
Jeri Guzman
Ruth Hannam
Jane Harder
Lisa Haskell
Elizabeth Holmes
Diane Hopkins
Rebekah Hovey
Nancy Howard
Kristi Huddleston
Lori Jablonski
Gary James
Lisa James
Amanda Johnson
Debra Johnson
Karen Johnson
Jennifer Jones
Kaitlyn Jones
Tatiana Jones
Dan Kilker
Kathryn Killinger
Veronica Kirn

Talisa Knight
Sandy Labarbera
Jessica Lanham
William Lavin
David and Stephanie
Leasure
Cynthia Lisenbardt
Kathleen Long
Annie and Phillip Mabry
Jean Martin
Wendy Mattison
Lisa May
Deborah McClatchy
Peter and Pam McGinnity
Kathleen McGraw
Sheila McKenna
Vickie McLeod-Tardiff
Teresa McWhorter
Ashley Meeder
Joanne Montesano
Bree Moon
Dorthea Moore
Barbara Mulry
Melissa Musson

Susan O'Hearn
Amanda Prestyly-Belka
Katie Priaulx
Debbie Raessler
Jacelyn Rau
Anna Redmill
Miranda Reynolds
Sean Richardson
Lindsey Roscoe
Rachel Royston
Sherri Russell
Soraya Sanabria
Patricia Saylor
Wendy Schonfeld
Magdalena Sherry
Bailey Skiles
Dustin Smith
Sally Stewart
Shannon Swanson
Chris Torgerson
Donna Tortu
Jeanne Vestuto
Lynn Waddle

Susan Warren
Maureen Wegenke
Keria Wolf
Howard and Linda
Yokelson
Keri-lynn Yonika
Autumn Zick
Kristin Zieska
Lisa Bardach in memory
of Dr. Kathy Hinderer
Winifred Brothers in
memory of Mary Payan
Claudia Dixon in honor
of Linda and River
Ali Kreutz in honor
of the Cabanas
Julie Mullins in memory
of Karen A. Humphrey
Kristin Schleicher in
memory of Nancy
Holloway
Cher Smith in memory
of Jim Smith
Kathryn Waller in
memory of Aunt Lori

Society of Visionaries

Kathy Alm and Bill Goe
Sue Arnall
Jeff and Andrea Beck
Susan Becklenberg
Mary Beddeson
Ross Braun
Julie Broadway, CAE
Chris and Patti Coyle
Adam Daurio

Elizabeth Haartz and
Walter E. Davis II
Johnson Family Trust
Monica Fiedler
Dr. Holly Schmitt Fox
Claire Gosnell
Nancy Heller and Evan
Krichersky
KC Henry

Michael Kaufmann
and Rick Graham
Lili Kellogg and Bernie
Polega
Robin Krueger
Caroline Martino
Catherine McKinnon
and Tom Anderson
Ed and Rhonda Milford

Brandan Montminy
Teresa Morris
Jessica Normand

Janie and Clifford Plath
Charitable Fund
Harper Schantz
Cliff Williamson

Legacy Donors

The Cynthia Ann
Blake Trust
Ross Braun
Steve and Glenda Farrier
Amy Hetzer
Brian P. Howey
Ainslie Kraeck

Lisa Kuhn
Pat McCowan
Catherine McKinnon
and Tom Anderson
Nancy Paschall
Signa Lynch-Read
Dr. Carlene Taylor

and Ron Smith
Aaron and Tricia
Schneider
Sara Williamson
In Memory of Kathy C.
Wile and the Kathy C.
Wile Memorial

Scholarship Fund

1,000 and up

Connolly Family Trust

100-249

Kate Ford
Cheryl Giannasca
Colleen Guiry
Christopher Lane

1-99

Kathleen Chapman
Dianne Clark
Elizabeth and Garth
Fletcher
Cassandra Hartshorn
Kristin Lambert

Susan Ludwig
Kelly Parsons
Leslie Soifer
Robert Ziminsky

Disaster Relief Fund

250-499

Mary Jo Beckman

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