

Attachment A: Program Outline

PHASE I: STAFFING RECRUITMENT

PHASE II: PROFESSIONAL DEVELOPMENT

PHASE III: PROGRAM PREPARATION

PHASE IV: PARTICIPANT RECRUITMENT

PHASE I: STAFFING RECRUITMENT (6 weeks)

RRFI intends to onboard adequate staff to meet the demand. RRFI intends to certify them in the Authenticity Workshops and Horse Encounters Program. This ensures that trained individuals are always available during mentor sessions, a requirement for being a workshop location, and ensures program integrity and participant safety. The trained individuals will contribute to the goal of expanding the behavioral health workforce through innovative and non-clinical certifying activities and programs. The certification program provides three full workshops of hands-on/in-person training to give staff the best chance at understanding and retaining the necessary information for being a successful workshop facilitator. RRFI intends to place special emphasis on hiring individuals with lived experience to promote hope and resiliency within the context of recovery.

PHASE II: PROFESSIONAL DEVELOPMENT (6 weeks)

Currently, RRFI has two Program Directors for the Authenticity Workshops and Horse Encounters program. To support the mission of expanding an innovative behavioral health workforce, RRFI intends to develop a total of two new Program Directors, one for the Authenticity Workshops, and one for the Horse Encounters Program, to lead private and peer-to-peer group sessions. This ensures that program directors are always available during sessions, a requirement for being the Authenticity Workshops and Horse Encounters program, and prudent to ensure program integrity and participant safety. The Authenticity Workshops certification program provides three full workshops for our staff to ensure concepts are comprehended and retained.

Staff will be recruited through social media, radio, outreach, and presentations. RRFI will host an awareness event in the first quarter of contract inception, inviting community members to the ranch where they will learn about our services and opportunities.

In honor of the mission objective to promote outreach and awareness, referral relationships with Behavioral Health, Social Services, and other community-based organizations will also be cultivated to increase RRFI's presence in the community; additionally, RRFI will foster these connections to provide outside referrals as indicated for the following:

- Career counseling
- Training and development resources
- Placement/housing resources
- Post-placement support resources
- Evaluation and assessment resources
- Financial assistance resources
- Crisis support services
- Spiritual/Religious resources
- Substance abuse resources
- Physical healthcare resources

Orientation and Training

Co-facilitators of the Authenticity Workshops are graduates of the first twelve sessions and ideally identify as peers with lived experience. They have experience as interns that enables them to find confidence and inspiration to adapt the learning to their own style, and inevitably reach the point where they can lead independently. All graduates have lifelong access to continued customized sessions, consultation, and coaching in their own projects and programs. We do not compete; we collaborate and support each other.

Workshop Training

The foundational curriculum “Authenticity Workshops” is presented in small groups over twelve sessions. Group leaders and county staff benefit from taking the full course as a minimum to be better able to assist the growth and learning of their clients.

Kathy Rutan-Sprague and Kathy O’Donnell have many years of experience with horses and seminars presented by EAGALA and OK Corral, two well-known international creators of the art of using horses to promote human healing and learning.

PHASE III: PROGRAM PREPARATION

- Expand the marketing program by making presentations to community agencies that serve the other needs of our citizens
- Staff recruitment already started with tentative acceptance when we have the contract
- Participant recruitment (ideally done through follow-up of county referrals)
- Staff Training: Train five additional individuals through the first three workshops and plan an internship period before they become fully certified in the use of our curriculum. Our Program Director will train our Executive Director in all aspects of the work as well. Job sharing will allow people to work the hours they prefer. All staff will be trained in each area of the program to ensure schedule flexibility and 100% coverage ability in the event of absent staff or emergencies.
- Intake assessments
- Pre-test data collected
- Plans of care
- Peer matches made

PHASE IV: PARTICIPANT RECRUITMENT

Recruit participants and launch the program.

How Many Can We Serve

Up to 3,000 sessions a year, weather permitting.

SUPPLEMENTARY INFORMATION

The Authenticity Workshops Descriptions

Five initial sets of 12 workshops to serve specific topics and all age groups.

1. Connect and Engage (Foundational Workshop)

Overview of this Curriculum – In the first six sessions, we practice changing our habits (unconscious actions) for a consciousness of being present. The “agenda” that is part of the usual task or goal-driven use of time gets set aside, and we focus our thoughts on being present in the moment. Each session reaffirms this and then offers some tools that are useful when interacting with the

environment, in this case, being in the defined space with the horses among us. We address the topics of boundaries, what they are, and how to protect them, and we practice listening to each other and the horses with the aim of understanding what we see, think, and feel. We share our stories with each other as freely as we feel safe to do so and receive the information without acting upon any need to make changes in each other. When we arrive at the new kind of presence, usually after at least six sessions, we begin to add a task to accomplish, with our focus being on awareness of the relationships as a primary concern.

Each session has a goal and objective to be ever more aware of our own thoughts, feelings, and core beliefs and to look later at what actions are coming from those parts of us and the effects they have on our sense of our own identity.

- a. Peer group sessions for small groups 2 to 6
- b. Adapted to the group being served
- c. Initial 6 or more sessions focus on connecting without any agenda
- d. The last 6 sessions begin the practice of serving an agenda with the awareness of the quality of the relationships as the priority
- e. Can be offered once or twice a week for 6 to 12 weeks or one weekend a month for 3 or 4 weekends
- f. The time between sessions is needed to process lessons
- g. Each session allows for welcome time and adequate farewells
- h. Facilitators will connect before and after the sessions
- i. Reports will be done together with input from both facilitators and participants
- j. As much as possible, all decisions will be consulted upon

2. Partnering with Mutual Respect

Is designed to support the skills of working with colleagues toward a shared goal. Participants must be peers with generally equal power and privilege in relationship to each other.

Assessments, goals, and progress will be tracked the same as for the Connect and Engage

Workshop 3. Parenting and Other Hierarchical Relationships

- a. Parents and children or Employees and Management will attend together but separately
- b. The first six sessions will be with peers; each session will be given to both levels of authority, but with the peers so that parents will have sessions with other parents and children with other children. Employers will be with other employers of similar levels of authority, and workers with other similar powered workers.
- c. The second six sessions can be with mixed couples (a child with a parent that is not their own) for at least 3 sessions before coming together for the last 3 sessions

- d. Parenting sessions can be adapted to build connections between other parents; for foster, adoptive, and biological
- e. Family sessions will allow other family members to take part as customized to each particular group or “chosen family” members
- f. Assessments and progress reports will be inclusive of each participant's sense of progress toward their goals, and positive feedback from each other will support future efforts to address new challenges relevant to their dynamics.

4. Recovery from Past Experiences (all ages)

Building upon the insights gained from the first AW Connect and Engage, we will go into depth for twelve customized sessions with facilitation that include the presence of a licensed and competent therapist and the best team for each group,

Recognizing that all addictions come from traumas that run a range of intensity and happen in our most vulnerable years and situations, rather than directing our sessions to addictive behaviors, we will promote healing from past experiences.

5. Horsemanship & Horsemanship

Specific training to work with horses, commonly called horsemanship, our sessions bring to bear the unique feminine qualities that are now being applied in the equine world. Horsemanship taught by the “masters” promoted empathy and consistency with conditioned response activities, which by some were called “natural”. us to be empathetic and patient when training horses and ultimately, the horsemen concluded that it is not about cues, but about the nature of the relationship. Now, there are trainers, many are women, who are leading the way to “positive” training and these lessons are so respectful and powerful, that the work being done is mostly within the human “trainer” with the horse helping with their always authentic responses. d. These sessions are open to all graduates of the Authenticity Workshop “Connect and Engage”, because the very first sessions begin with the awareness of the connection that we seek, and that we have, and give skills that apply beautifully to the goals. People with no previous horse training sometimes learn faster as they have less to unlearn and concentrate on the relationship first.

Customized to the clients, the sessions can include mounted activities and cart driving.

About the Creator of the Authenticity Workshops

Kathy Rutan-Sprague holds credentials as an RN and as a Certified Flight Instructor. Her nursing career included inpatient mental health, pediatrics, hospice, and intensive care nursery. She has a passion for teaching and has dedicated the past 30 years to sharing the power of horses with adults and youth for their own experience with self-confidence that is “horse-powered”. Becoming a pilot and then a flight instructor while living in the Panama Canal Zone added to her awareness of the perspective of the journey, we all are on in life. What do healing, flying, and horses have in common? *“We need to be well enough to feel fully alive, yet fully grounded by our own connections within ourselves, and still free enough and brave enough to fly to new horizons.”*

She benefitted from years of therapy to strengthen a struggling marriage and the courage to accept the inevitable separation, followed by years of being a single parent to four children, creating a lasting impact. Wondering what preparations could have been made to lead to a successful lifelong partnership inspired her. Realizing that her education was inadequate for the teen bride, started a search for what was missing. The hard-won lessons set her up well for the second marriage, which has been a happy one for 38 years. With the full participation of her husband and many devoted friends, she grew a ranch and a large herd of

horses, bred for the purpose of teaching life skills to youth and adults in Tehama County. She had contracts for years with Tehama County Mental Health for adult outpatient education and with Social Services for foster and adopted youth. For four years, she provided weekly sessions for Salsbury High School students. These activities taught her what was effective for each, and after that began with the need to be heard and be respected. All of this, and a strong connection with the spiritual teachings of unity that result from seeing the divine in each person, has prompted her to create and share the innovative curriculum she has developed, which is called the Authenticity Workshops.

About the Founder and Creator of Horse Encounters

Kathy O'Donnell, also known by many as their favorite Aunt Kathy, has followed her dream to serve the needs of overlooked and challenged children and adults. Her interests in drama and performing, combined with the experience of the healing power of horses, found the path to offering what she has trademarked as Horse Encounters®. Professionally, she studied for years with Greg Kirsten of OK Corral Series and founder of EAGALA. Certified in 5 of his equine philosophy programs, she has continued to learn from Kathy Rutan-Sprague and to apply the insights gained to enrich and expand her skills in using horses for growth and learning.

She has owned horses for more than a decade and has invested in creating a safe and welcoming ranch that she loves to share with the community. Founder and partner in the nonprofit Roughout Ranch Foundation Inc., she has created strong connections within the local community and service agencies and won grants that help her to address the needs of families with special needs. She has expanded her services each year to serve the special needs community to support the dreams and efforts of others who can opt to use her ranch and horses to serve the clients that they bring to the ranch. Her education and skills as a graphic designer, and her ability to work with people, have been the driving force that successfully promotes each program offered now at Roughout Ranch.