



Shasta County
**Health & Human
Services Agency**

February 29, 2024 Agenda with Meeting Minutes

Mental Health Services Act Quarterly Workgroup Meeting

10:00 -11:30 a.m.

Boggs Building

Attendance Count: 12

I. Welcome and Introductions.

- a. Please fill out a demographic form
 - i. Ashley opened the meeting at 10:05 am
 - ii. Demographics collected at end of meeting

II. MHSA Overview

- i. Ashley went over slides 2-6 covering the general background of MHSA along with a funding stream overview. Touched on monitoring requirements and program evaluation.

III. Innovations

- a. Presentation of Authenticity Workshops and Horse Encounters
 - i. Ashley introduced Roughout Ranch and Kathy Rutan-Sprague began the Innovations Presentation. After presentation Kathy opened the floor for feedback/questions.
 - Matilda with NAMI asked how referrals would work and if there would be any criteria to qualify or a questionnaire? Kathy Rutan-Sprague answered yes there is something in development, the idea is to meet people where they are at with their needs, build a base and go from there. For peer groups – like population paired (kids with kids, adults with adults, etc.) Matilda's 2nd question was if this program would be ADA compliant? Kathy O'Donnell said yes, the ranch is wheelchair friendly, and they have a few clients now that are disabled. They have a mechanical horse for those who may not be able to ride a horse in the traditional sense.

"Engaging individuals, families and communities to protect and improve health and wellbeing."

Laura Burch, Director

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www.shastahhsa.net

- Ron H. with MHADAB asked to clarify that this was a two-part program and what kind of budget were they asking for? Kathy R. said Yes and Kathy O. passed out an itemized 1-year budget proposal of \$705,390.
- Kathy R. touched on barriers and successes they have seen. They have struggled with care giver support to get clients to and from for all 12 sessions. Shared a story from client who had joined the program and now works out at the ranch. Client learned he was a loveable person and to see it for himself.
- Kathy R. said they are well set up for Foster Kids and Special Needs. There are no limits to any individuals uniqueness.
- Ron H. asked if there will be outcomes to evaluate the program? Kathy R. said yes, they start with an intake form (already developed) next work on showing up, then coming back, evaluated based on connection and building bonds/relationships. Budget would allow for hiring/training additional staff offering a decent wage with room for growth.
- Susan W. with Youth Options Shasta asked about the sustainability of this program. Kathy R. said it would be a work in progress and figure that out as they go. Susan was supportive of the transportation budget piece as she also struggles with this same barrier with her clients.
- Marci pointed out the clients would learn good life skills and work ethic with this type of program which lots of clients tend to struggle with. Kathy R. agreed adding, let us help you find what you're looking for by focusing on connecting and being by learning to respect the animal which builds trust faster which creates a bond.
- Ashley asked for any final questions and wrapped up the INN Presentation.

IV. MHSA Updates

a. Annual Update

- i. Ashley covered slides 8-9. Mental Health Alcohol, Drug, and Advisory (MHADAB) approval needed by May 8th and Board of Supervisors approval by June 25th to be submitted to the State by the June 30th deadline.

b. Prop 1/Senate Bill 326

- i. Ashley covered slides 10-12 touching on the main changes we know will come from Prop 1 passing as well as some items that are still unknown until the March 5th election takes place and the State offers further guidance.

V. Open forum

- i. Ashley asked for any additional feedback, ideas or questions and directed people to reach out via the MHSA mailbox listed on slide 13.

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Laura Burch, Director

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Sponsored by Shasta County Health and Human Services Agency, in conjunction with our many community partners and advisory boards.
Funding for this event is provided through the Mental Health Services Act.

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Laura Burch, Director

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Mental Health Services Act (MHSA) Quarterly Workgroup

WELCOME

Please sign in, grab a snack and take a seat.



Shasta County
**Health & Human
Services Agency**



WELLNESS • RECOVERY • RESILIENCE



Mental Health Services Act Background

- Proposition 63 passed on November 2, 2004
- 1% tax on income over \$1 million to expand and transform mental health services
- Provides money for community-based mental health services
- Services should be developed on community input and need
- MHSA is intended to close the gap in the behavioral health system



MHSA Overview

CSS: Community Services & Supports (76%)

Outreach and direct services for serious emotional disturbances or serious mental illness (all ages)

PEI: Prevention & Early Intervention (19%)

Prevent the development of mental health problems by screening for and intervening with early signs

INN: Innovation (5%)

New or changed approaches that may improve outcomes

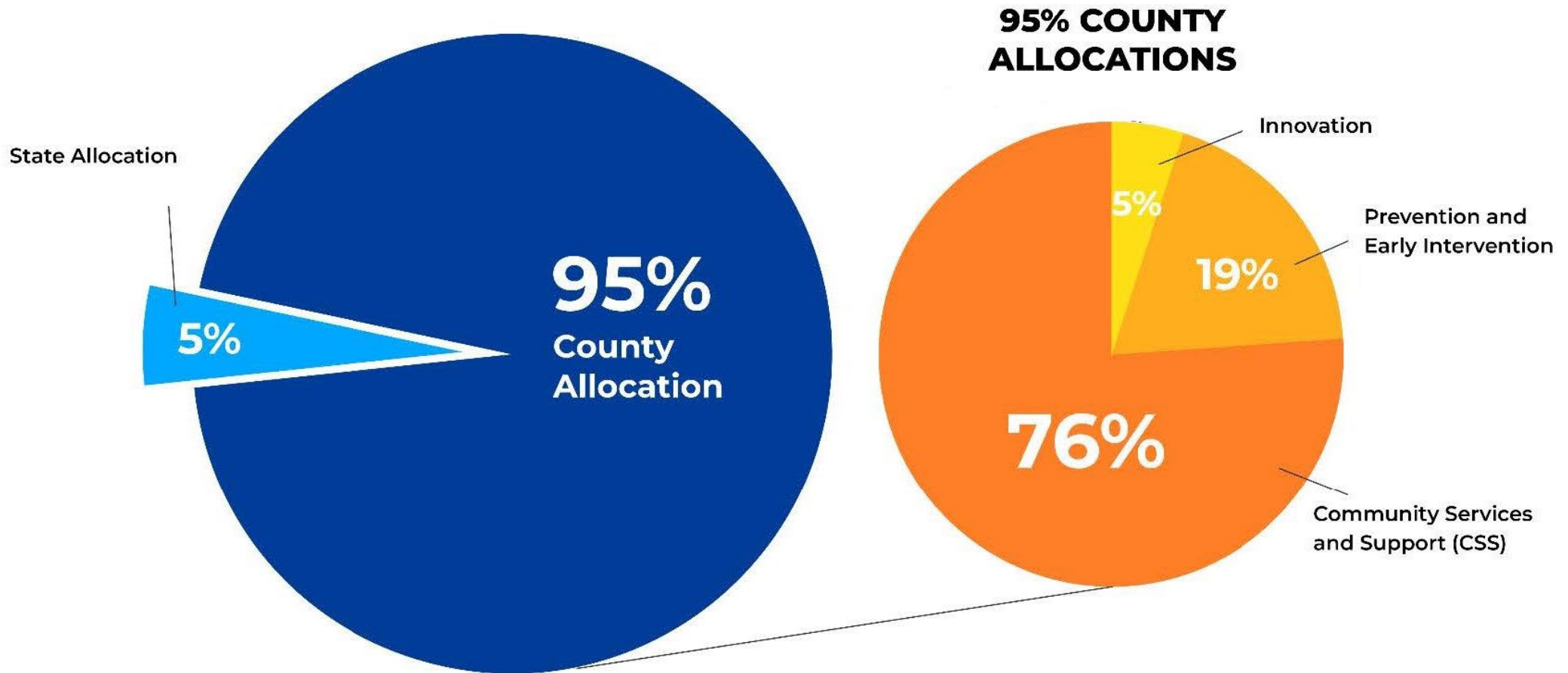
WET: Workforce Education & Training

Build, retain, and train public mental health workforce

CFTN: Capital Facilities & Technology Needs

Infrastructure support (electronic health record, Mental Health facilities)

CURRENT ALLOCATION



Monitoring

Achievement in performance outcomes for CSS, PEI & INN programs

- Age Groups (0-15/Transition Age Youth/Adults/Older Adults)
- Demographics (Gender/Race/Ethnicity/Language)
- Cost Per Person

Narrative – Successes/Barriers

Unserved, underserved & Fully Served Residents

Total population served

Quarterly Progress Reports – Completed by data analysts

Yearly reporting in the MHSA 3 Year Plan/Update – Completed by MHSA Coordinator

Revenue and Expenditure Report (RER) – Completed by Fiscal

Reported to:

Department of Health Care Services (DHCS)

Mental Health Services Oversight & Accountability Commission (MHSOAC)

Evaluation

Purpose:

To evaluate how a program is working for Shasta County Mental Health Clients.

Measurable Outcome:

- Written into each contract with agency partners.
- Dependent on what we are trying to measure or what goal we are trying to achieve.
- Many outcomes get updated at each contract renewal period.

Examples of a Measurable Outcome:

1. How many clients entered the program this quarter? Out of that total how many have successfully completed the program?
2. How many clients this quarter have been referred for housing, education, therapy or workforce? Out of that total how many clients have had success?

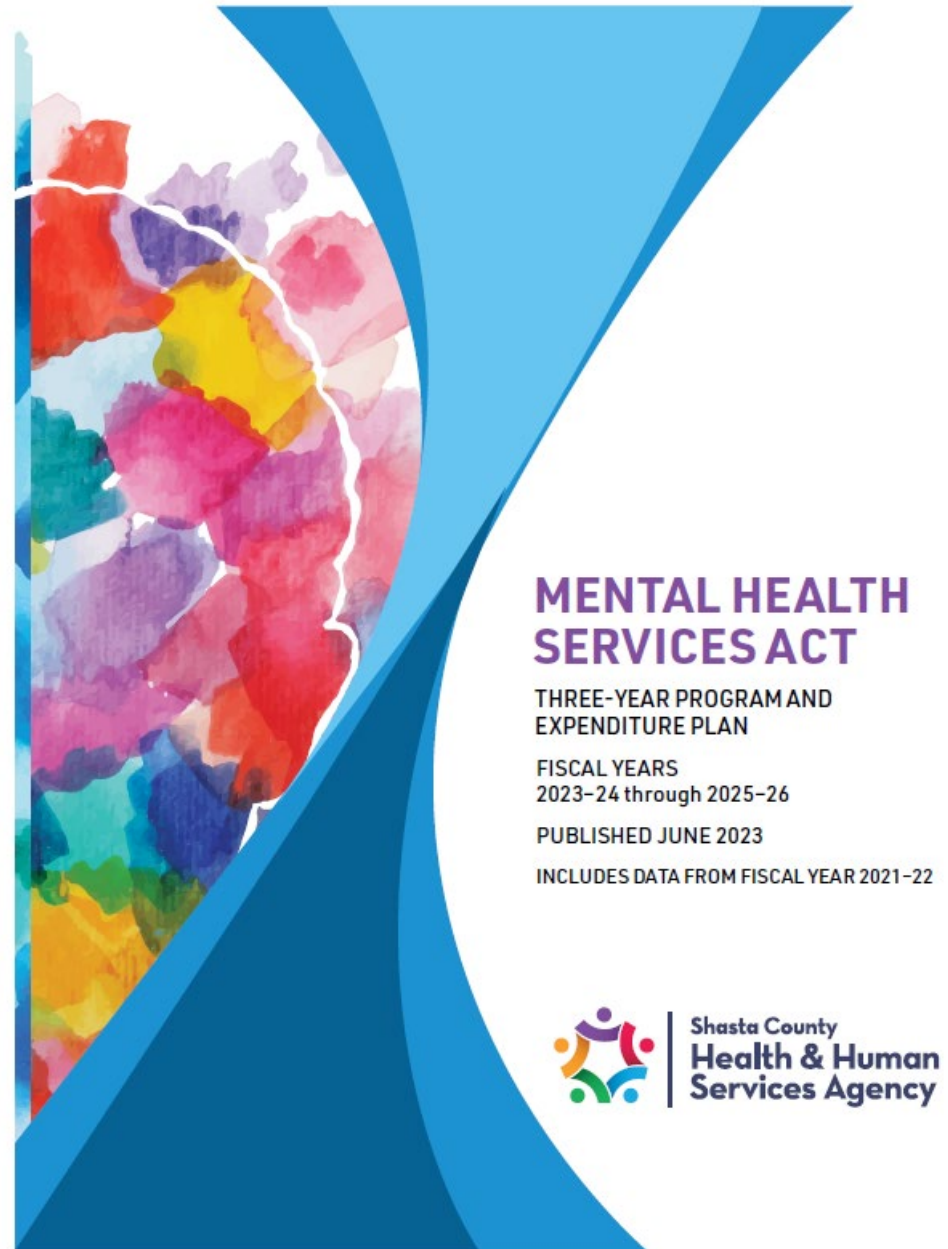
Innovations Proposal

Welcome!

Roughout Ranch Foundation

MHSA 24-25 Annual Update

to the 3-Year Plan 23-26



MHSA 24-25 Annual Update

24-25 Annual Update to the 3-Year Plan 23-26

Current Status:

- Reached out to MHSA programs to obtain updates regarding their programs
- Data analyst compiling reporting to create the appendices included in the annual update
- Goal is to complete a draft by April for the Community Planning Process (CPP) (stakeholder input, local mental health board approval, board of supervisors' approval, submit to Department of Health Care Services by 06/30/24)
- Keep similar look but add more content according to California Code of Regulations Title 9, Division 1, Chapter 14 Mental Health Services Act

<https://casetext.com/regulation/california-code-of-regulations/title-9-rehabilitative-and-developmental-services/division-1-department-of-mental-health/chapter-14-mental-health-services-act>

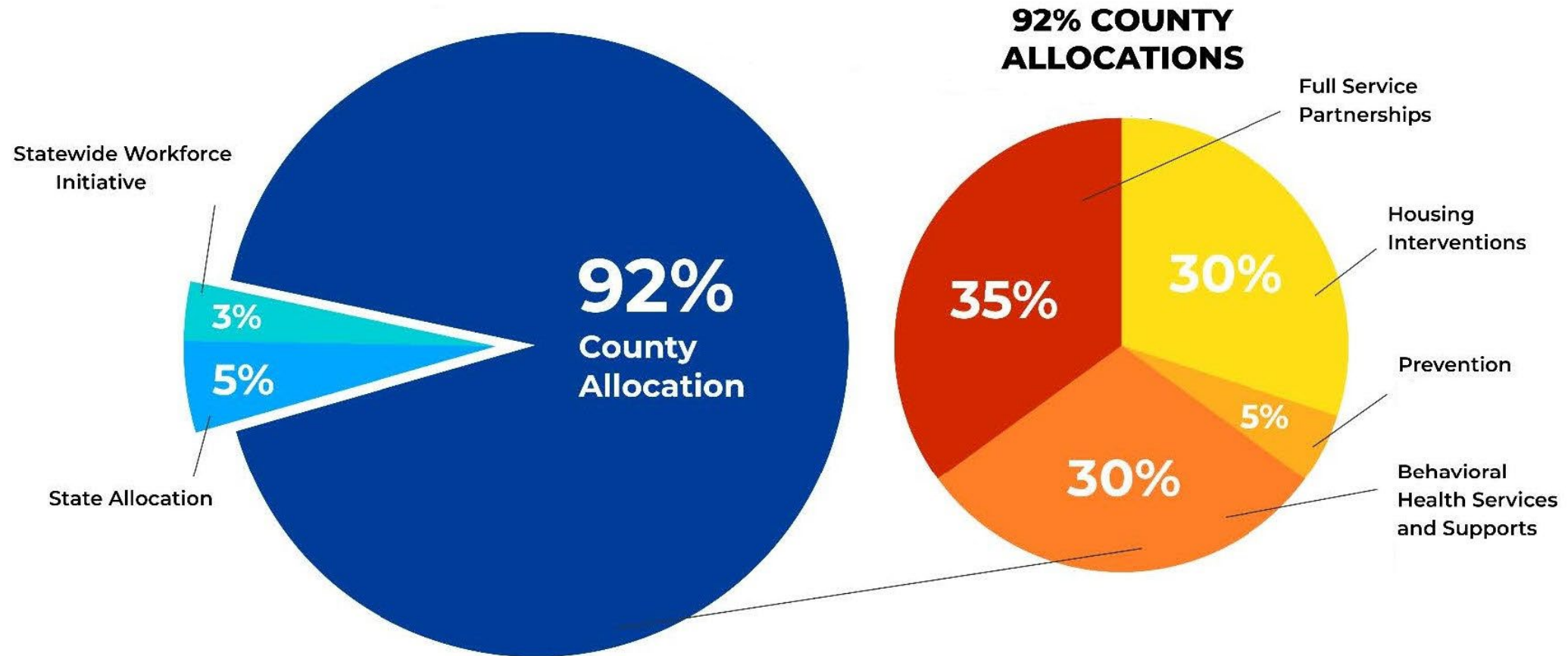
Prop 1: Modernization of Mental Health Services Act

- Mental Health Services Act (MHSA) to Behavioral Health Services Act (BHSA)
- Changes categorical funding buckets
- Prevention dollars going to State Allocation
- Innovations funding is no longer a stand-alone funding category
- Broaden the target population to include those with debilitating substance use disorders
- Increase State Administrative Allocation from 5% to 8%
- Multi-year implementation starting in 2025

https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB326

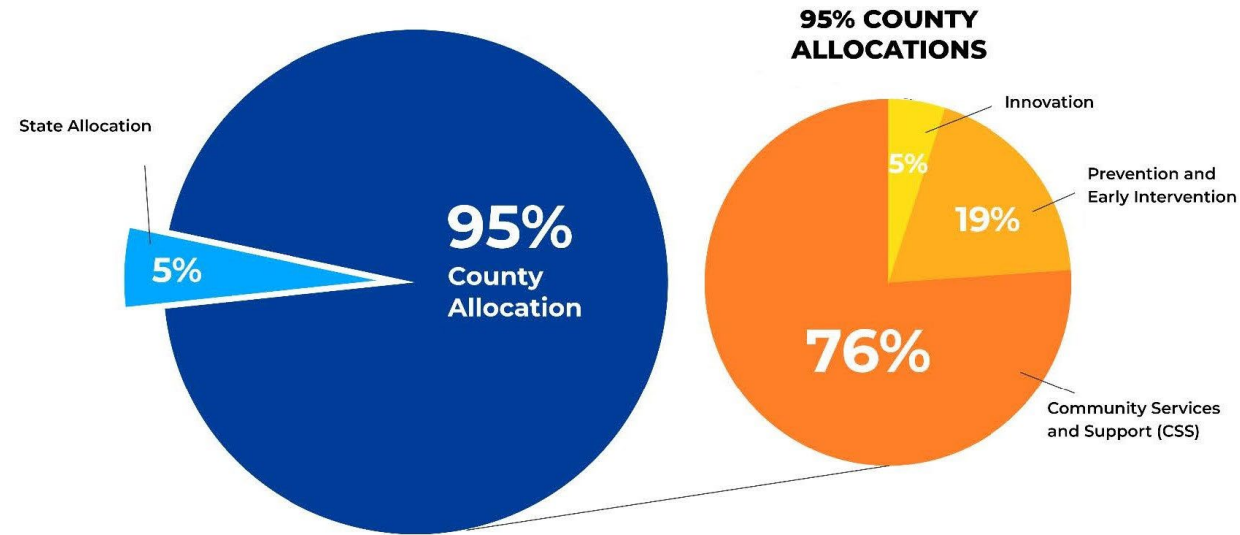
Behavioral Health Services Act (BHSA)

PROPOSED ALLOCATION

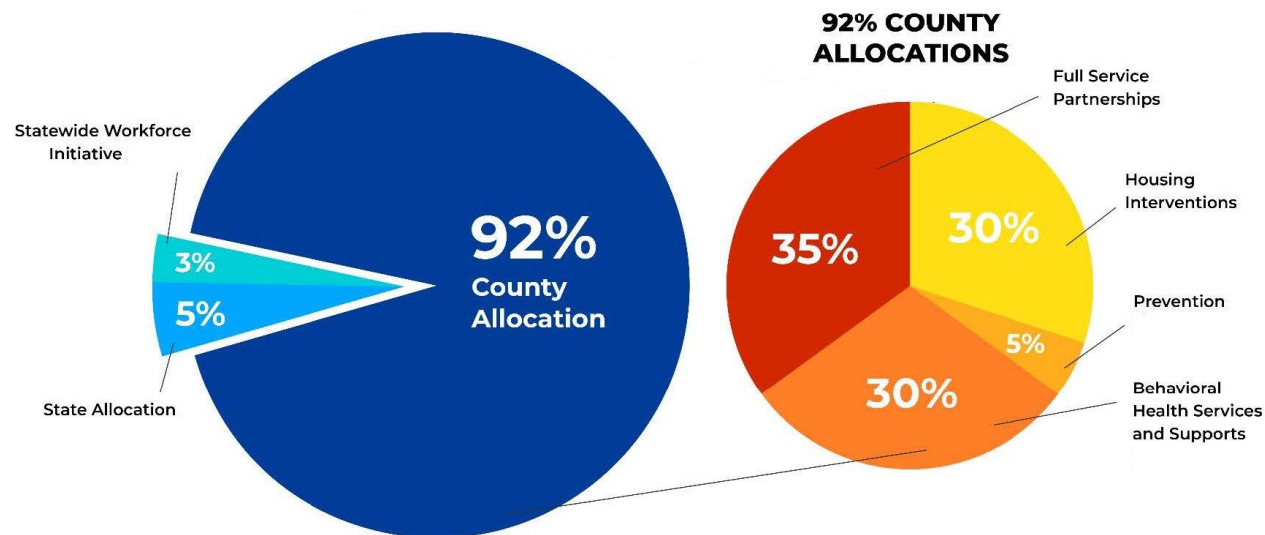


Allocation Comparison

CURRENT ALLOCATION



PROPOSED ALLOCATION





Shasta County
Health & Human
Services Agency

Thank you!

mhsa@shastacounty.gov

For more information visit
www.shastamhsa.com



Authenticity Workshops & Horse Encounters[®]

Kathy Rutan-Sprague & Kathy O'Donnell

*"I don't need a certain number of friends,
I need a number of friends that I am certain of."*

--Linda Kavelin Popov



...Kathy Rutan-Sprague



Equine-assisted Learning Certifications

- OK Corral (EAGALA founder): Business, Veterans, Crisis, Mental Health



...Kathy O'Donnell



Equine-assisted Learning Certifications

- OK Corral (EAGALA founder): Family, Business, Veterans, Crisis, Mental Health
- Stable Moments: Children with complex trauma (Foster Kids)
- PATH International: Equine-assisted Learning



First, some serious facts about our community...

Northern CA & Sierra region has the highest percentage of adults with severe mental illness and one of the highest percentages of children with severe emotional disturbance. *CA Healthcare Fdtn*

10.5/100k
people take their
lives yearly in CA
CDPH

In Shasta County alone...

24.9%
is our suicide rate
CDPH

38
people took their lives

5.4%
need services

20
of those 38 had a
history of suicidal
ideation

49
is our number of
licensed psychologists

*CA Dept Consumer
Affairs, census.gov*

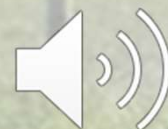
9724
people
CDPH

13
only could find treatment
CalVDRS



We have a critical need for community support...

- **Our LMFT's can see 3900-5200 clients per year**
- **Equine-assisted services have had the attention & respect of mental health providers since 1960**
- **Only a handful of local organizations provide equine services**
 - **Brenda Becker LMFT Leads to Change Coaching**
 - **Exodus Farms Therapeutic Riding & Horse Rescue**
 - **Harmony Haven Therapeutic Riding & Horse Rescue**
 - **DLB Ranch Equine-assisted Therapy & Learning**
 - **Roughout Ranch Equine-assisted Services**
(education, personal development, organization)



Our Programs

Authenticity Workshops & Horse Encounters®

- Time-tested innovative curriculum
- Each session is customized to the group that is present



The story of the vision...

- Each of us is in the process of becoming aware of who we are
- Being present is all we need to start with as we learn virtues
- Our best teachers inspire us to be a willing and engaged student



The story of the vision...

Here are some of Kathy RS inspiring teachers:

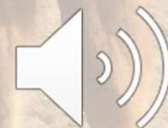
- **Enlo Behavioral Health Inpatient crisis clinic, Chico**
- **DayStar Ranch, Gerber**
- **Equine-Assisted Growth and Learning Association (EAGALA)**



Authenticity Workshops

Conscious Connection & Encouraging Engagement

- **Twelve foundational sessions**
- **The first six focus on connecting**
- **Peer groups of at least two participants with two facilitators**
- **Explore reactions & reflections that can bring thoughts & feelings to awareness**



Advanced Workshops

Four sets of twelve workshops that delve deeper

- **Partnering with Mutual Respect**
- **Leadership for Parents**
- **Recovery & Discovery**
- **Horse-Womanship for Everyone**



Horse Encounters®

- All populations, 2 y/o & older
- On-going sessions, indefinitely
- One-on-one (1 client, 1 horse, 1 life coach)
- Peer support, groups up to six
- Equine-assisted activities & learning
- Focus is on self-growth & self-discovery
- Building confidence & self-esteem



Target Audience

Our workshops are designed for:

- **Children**
- **Young adults**
- **Mature adults**
- **Seniors**
- **Committed to creating supportive, understanding environments**



Revenue & Timeline

Year-One Timeline

- 0-3 Months: Outreach, training
- 4-6 Months: Ramping up session numbers & group sizes
- 7-12 Months: Advanced sessions & training professional helpers
- Innovative plan will span 3-5 years

Revenue Model

Capacity to provide 3,000 sessions at no cost to participants



Call to Action!



You are invited...

- **Come together, create rich relationships amongst good-hearted students of humanity & honest four-legged teachers**
- **Share in our skills, creativity & friendship**
- **Engage in each other's stories in ways that will bring us from a place of isolation to a place of beloved community**



Questions & Answers?

Kathy Rutan-Sprague

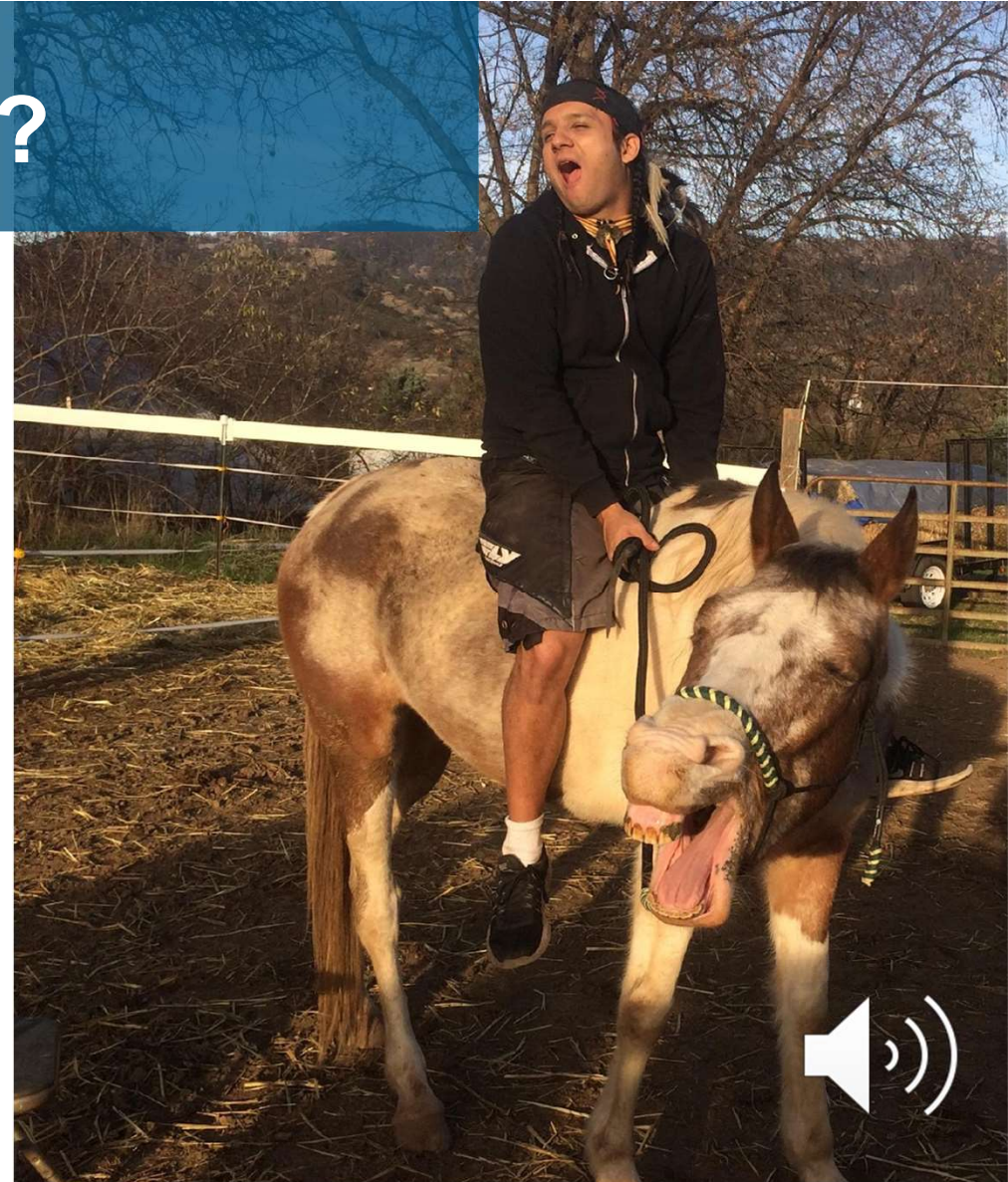
info@roughoutranch.org

(530) 526-3347

Kathy O'Donnell

info@roughoutranch.org

(209) 256-9640



**Thank you for
all you do!**

**Experience the ranch
& join the herd!**



INSPIRE. MOTIVATE. ENRICH.



PROGRAM PLAN

INNOVATION (INN)

PROJECT NUMBER/NAME: Roughout Ranch, Authentic Workshops and Horse Encounters

☐

CONTINUED FROM PRIOR YEAR PLAN OR UPDATE

☒

NEW

A. Expected start and end dates of this INN Project: July 1, 2024

B. The total time frame (duration) of this INN Project: 12 months

1. PROJECT OVERVIEW

A. Primary Problem

Provide a narrative summary of the challenge or problem identified and why it is important to solve for the community. Describe what led to the development of the idea for this INN Project and the reasons this project has been prioritized over alternative challenges identified during the Community Program Planning Process.

Roughout Ranch currently serves individuals based on donations received and personal finances of the developers and owners of the ranch. The project they are proposing would expand this service to individuals in Shasta County who are experience emotional distress due to various life experiences. Being able to offer this service to individuals, not just those served by county mental health, provides an opportunity for individuals to improve their overall wellness.

Authenticity Workshops and Horse Encounters are all about relationships and developing insights and practices that support new ways of thinking and personal growth. The Programs powerfully promote skills that connect participants to each other and are foundational to most of the other programs offered. Authenticity Workshop sessions are customized to fit any individual or peer group.

The Authenticity Workshops, Relationship Enrichment programs, bring each participant to a greater awareness of their own selves and the ability to maintain personal safety while venturing outside some comfort circles and discovering their own abilities. These workshops meet the needs of individuals who've experienced isolation from others, seeking the core beliefs that drive each person and supporting each one as they begin to evaluate their own beliefs and make choices for themselves that are most authentic.

Horse Encounters provides healing, growth, and inspiration to individuals with diverse needs through equine assisted activities and learning. Using the training from the Authenticity Workshops and Horsemanship, combined with horse and human relationship development, Horse Encounters improves the physical, cognitive, and social well-being of men, women, and children, one day at a time. Sessions can be scheduled weekly, bimonthly, or monthly. Horse Encounters programs are offered to special needs individuals utilizing the ranch and horses to assist those with physical differences, developmental delays, and foster/adopted children. RRFI has years of history serving this population with community integration support and innovative activities that empower and enhance their lives.

The goal of both programs is to create communities of trust that can work together for mutual benefit. In the short term, these sessions promote self-healing and empowerment and affect participants' ability to enjoy interacting with others. The objective is to increase each participant's sense of confidence. This is realized through deeply learned skills, including recognizing, and protecting personal boundaries and bringing to awareness the current environment and its threats and opportunities. As participants learn to visualize and ask for what they wish for, they overcome their responses to triggers, and they grow in confidence. Their ability to

protect healthy boundaries while being respectful of the relationship results in improved interpersonal connections and reduced social isolation.

B. Project Description

See Attachment A

- 1) Provide a narrative overview description of the Project, how the Project is being/will be implemented, the relevant participants/roles within the project, what participants typically experience, and any other key activities associated with Project development and implementation.

Challenge/Problem	Potential Solution

- 2) Identify which of the three INN project General Requirements the project is/will be implementing.

- ☐ Introduces a new practice or approach to the overall mental health system, including, but not limited to, prevention and early intervention
- ☐ Makes a change to an existing practice in the field of mental health, including but not limited to, application to a different population
- ☒ Applies a promising community driven practice or approach that has been successful in a non-mental health context or setting to the mental health system.

- 3) Briefly explain how the selected approach has been determined to be appropriate.

Shasta County Behavioral Health Branch Director and Deputy Branch Director met with the Roughout Ranch leaders, Kathy Rutan-Sprague, RN, and Kathy O'Donnell to learn about the service they have been offering to a small population in the county. Both women have worked in their fields of medicine and horse training their entire careers. The Roughout Ranch program is designed out of their compassion to provide healing through group teachings and caring for horses. Given what is known about the impact of equine therapy, although the model proposed is not equine therapy, it is an evolution to the equine technique. The relationships developed in the group setting can transition to the relationship with the horses in supporting individuals with various life stories develop trust and safety, which can infuse other areas of their life. Providing individuals with various behavioral health methods for healing is essential. This model provides that.

of individuals to be Served (estimate)
--

Cost per Person

4) If applicable, estimate the to be served annually, cost per were developed.

135

total number of individuals expected person and how these estimates

5) If applicable, describe the population(s) to be served by the project, e.g., age group, gender identity, orientation, language spoken and other important demographics/characteristics.

Age Group	# of individuals	Race	# of individuals	Sexual Orientation	# of individuals	Gender Identity	# of individuals	Language Spoken	# of individuals
0-15 yrs.		White		Lesbian or Gay		Female		English	
16-25 yrs.		African American or Black		Heterosexual		Male		Spanish	
26-59 yrs.		Asian		Bisexual		Transgender woman		Vietnamese	
60 & older		Native Hawaiian or Other Pacific Islander		Queer, pansexual, and/or questioning		Transgender man		Cantonese	
		Alaska Native or Native American				Genderqueer		Mandarin	
		Other				Other		Tagalog	
		More Than One Race				Declined to Answer			
		Declined to Answer				Disability		# of individuals	Cambodian
Veteran	# of individuals	Ethnicity	# of individuals	Communication	# of individuals	Mental (not SMI)		Hmong	
				Seeing		Physical/Mobility		Russian	
Yes		Hispanic		Hearing or Having Speech Understood		Chronic Health Condition		Farsi	
No		Non-Hispanic						Arabic	
Declined to Answer		More Than One Ethnicity		Other (specify)		Other (specify)		Other	
				None		Declined to Answer			
Total Estimated Number of Individuals to Be Served:									

2. LEARNING GOALS/PROJECT AIMS

A. Describe the Project's learning goals/specific aims and what potential contributions will be made to the expansion of effective practices.

The goal of both programs is to create communities of trust that work together for mutual benefit. In the short term, these sessions promote self-healing and empowerment and affect participants' ability to enjoy

interacting with others. The objective is to increase each participant's sense of confidence. This is realized through deeply learned skills, including recognizing, and protecting personal boundaries and bringing to awareness the current environment and its threats and opportunities. As participants learn to visualize and ask for what they wish for, they overcome their responses to triggers, and they grow in confidence. Their ability to protect healthy boundaries while being respectful of the relationship results in improved interpersonal connections and reduced social isolation.

In looking at effective practices, during monthly meetings, program success and challenges will be discussed in efforts to create the most effective service for those individuals participating.

- B. What does the County want to learn or better understand over the course of the INN Project, and why have these goals been prioritized?

The goal is to improve overall well being and functioning in multiple domains of an individual's life. If completion of the Authentic Workshops and Horse Encounters creates any improvement for an individual, the program is successful. Tracking an individual's functioning at referral then tracking it post program, the county will be able to determine the number of individuals reporting success.

- C. How do the learning goals relate to the key elements/approaches that are new, changed or adapted in this Project?

This project is an adaptation of formal horse therapy which is associated with helping those who have experienced hardships and trauma in their life. If Authentic Workshops and Horse Encounters can demonstrate an 85% improvement for those who complete the program, this program lends itself to be further used in possible other areas of the county.

- D. For continuing projects, include any modifications to the project learning goals/specific aims in response to lessons learned during project implementation.

This is a new program. Any modifications may be made after collaborative meetings with the county and Roughout Ranch are had.

3. ADDITIONAL INFORMATION

- A. Explain how the Project is consistent with the priorities identified in the Community Program Planning Process.

Question is answered below in B.

- B. Provide a description of how the current/proposed project relates to the General Standards of the MHSA.

- Community Collaboration: This project has been a community collaboration with private funders, Far Northern Regional Center and county mental health referrals and personal finances of the owners and developers of this project. The community who has utilized this service has advocated for an expansion of this service as they see the positive impact it has made on individuals, but the financial piece is becoming greater than they can manage.

- Cultural Competence: Cultural Competency around the needs of individuals who have experienced hardship and trauma is core to how this program delivers the service. Understanding an individual may not complete the program as others have, is accepted and plans are made to support an individual manage their ambivalence.
- Client and Family Driven: Program was presented to the county as clients and families encourage Roughout Ranch to look for funding to sustain and potentially expand the services they have been providing to date. Client's and families will be asked if they are interested in participating in quarterly meetings to share the success and challenges, they experience with the program.
- Wellness, recovery, and resilience focused: The program's goal is to improve wellness, recovery and resiliency of those who participate in the service. The skills of the Authenticity Workshops are designed to expose others to new ways of navigating the world and healing. Those skills can be practiced as they graduate to the Horse Encounter portion of the program.
- Integrated service experiences for clients and their families, i.e., the client, and when appropriate the client's family, accesses a full range of services provided by multiple agencies, programs, and funding sources in a comprehensive manner: This program is designed for the individual. Family members and other natural supports would not be detoured in collaborating with the program. Roughout Ranch recognize the importance of natural supports in a person's life.

- C. Explain how the Project evaluation is/will be culturally competent and includes/will include meaningful stakeholder participation.

The project included statements from individuals and families who have actively participated in Authentic Workshop and Horse Encounters sharing how this program has improved their lives. These individuals from Roughout Ranch are invited to present their program at the Mental Health Alcohol and Drug Board meeting to allow board members and the community to ask specific questions they may have about this program.

- D. Describe how community stakeholders are meaningfully involved in all phases of INN projects, including evaluation of INN projects and decision-making regarding whether to continue INN projects.

This project was posted for community member's comment. After public comment the project is placed on the Shasta County Mental Health and Alcohol Drug Board meeting for final approval.

- E. If individuals with serious mental illness receive/will receive services from the continued/proposed project, describe the County's plan to protect and provide continuity of care for these individuals upon project completion.

The Authentic Workshops and Horse Encounters is a component of an individual's specialty mental health plan. By participating in this program, Shasta County may see clients transition out of specialty mental health as their overall wellbeing should improve. If an individual, continues to qualify and is in need of specialty mental health services, they will remain an active client at the county.

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.

Roughout Ranch Foundation
Projected Annual Budget - Equine Programs

DIRECT EQUINE EXPENSE		notes
timothy hay	4,200.00	6 tons bi-annually, 5 equine
3 way hay	500.00	winter supplement, 5 equine
hoof trimming	2,000.00	horse health, 5 equine
medical supplies	1,800.00	vet wrap, gauze, ointments, fly spray, hoof care, fly masks
supplements	1,150.00	5 equine for 1 year (\$100 alfalfa pellets, \$100 timothy pellets, \$100 timothy cubes, \$400 trace minerals, \$400 sandclear, \$50 flax seed)
bedding/shavings	520.00	1 equine
deworming	200.00	5 equine
veterinarian and vaccines	1,600.00	5 equine
stall and shelter	3,000.00	1 equine
corral boards replacement	1,000.00	replacing chewed and weathered board with new ones in arena, corrals, stalls to keep equines and people safe
tack	1,500.00	saddles, halters, lead ropes, bridles, pads for activities
repairs/maintenance	1,000.00	new water line to arena
Total direct expense.....	18,470.00	quarterly invoices or 1st invoice to county as lump sum
PROGRAM EXPENSE		
Wages		
Trained		48 week year; salary calculated less 6 week training period & less 6 week internship period
Executive Director	57,600.00	salary: 100/hr, 4 hr/day, 4 days/week for 36 weeks
Program Director - HE	15,360.00	salary: 80/hr, 1 hr/day, 4 days/week for 48 weeks
Program Director - AW	69,120.00	salary: 90/hr, 4 hr/day, 4 days/week for 48 weeks
Program Director Assistant - AW	46,080.00	salary: 80/hr, 4 hr/day, 4 days/week for 36 weeks
Program Director Assistant - HE	46,080.00	salary: 80/hr, 4 hr/day, 4 days/week for 36 weeks
Equine Specialist 1 - JC	15,360.00	salary: 40/hr, 2 hr/day, 4 days/week for 48 weeks
Equine Specialist 2	11,520.00	salary: 40/hr, 2 hr/day, 4 days/week for 36 weeks
Facilitator 1	34,560.00	salary: 60/hr, 4 hr/day, 4 days/week for 36 weeks
Facilitator 2	34,560.00	salary: 60/hr, 4 hr/day, 4 days/week for 36 weeks
In training		78 hr training (36 sessions @ 2 hrs each + 6 hr training period for legal requirement satisfaction i.e. sexual harassment training, onboarding paperwork)
Executive Director	6,240.00	\$80/hr
Program Director Assistant - AW	5,460.00	\$70/hr
Program Director Assistant - HE	4,680.00	\$60/hr
Facilitator 1	3,120.00	\$40/hr
Facilitator 2	3,120.00	\$40/hr
Equine Specialist 2	1,560.00	\$20/hr
Internship		78 hours, 6-8 weeks
Executive Director	6,240.00	\$80/hr
Program Director Assistant - AW	5,460.00	\$70/hr
Program Director Assistant - HE	4,680.00	\$60/hr
Facilitator 1	3,120.00	\$40/hr
Facilitator 2	3,120.00	\$40/hr
Equine Specialist 2	1,560.00	\$20/hr
Wages total	378,600.00	
20% (work comp& taxes)	75,720.00	
Total Wages+Insur/Taxes.....	454,320.00	invoiced when people submit time cards
Participant transportation to/from facility		
Transportation Fund	90,000.00	uber gift cards, taxi service, public transportation
Staffing expenses		
staff recruiting and development	10,000.00	posting jobs, job boards, \$44 per application fee; sexual harassment training per employee 75+65+45+20- \$205x2
kids & adult supplies	2,000.00	boots, gloves, hats, grooming bags, training sticks, sun screen, repellants
director & officers liability coverage	2,500.00	D&O, employee practices ins, fiduciary
shirts/uniforms (staff / volunteers)	1,800.00	
Facility Expenses - direct result of program needs		
portapotty service (3)	1,200.00	
new construction + labor	25,000.00	weatherproof areas so the program can operate even in harsher weather conditions
Total program expense.....	586,820.00	
OVERHEAD EXPENSE (30%)		
General Business Overhead		
facility lease	36,000.00	
location liability insurance	10,000.00	
utilities & water	3,600.00	current cost
telephone	900.00	current cost
internet	720.00	current cost
dues & subscriptions	900.00	
office expense	7,500.00	pens, computers, IT, chairs, printing supplies, etc
Administrative Overhead		
bookkeeping & payroll service	10,000.00	abigails quote
banking fees	400.00	
legal & professional fees	10,000.00	
Research/Marketing Overhead		
Referral and Outreach, Marketing Services	15,000.00	
postage	480.00	
publications & books	500.00	
travel	2,400.00	
business cards	300.00	
property signs	500.00	
promotional items	900.00	
Total overhead	100,100.00	monthly invoicing
Grand total expense.....	705,390.00	