



Equine Experiential Education

ASSOCIATION

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June, 2015

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Greetings!

We hope you are having fun in the sun with your EAL activities this summer! To add to your summer fun, this edition of the E3A newsletter is loaded with details about all of the good things going on with E3A and its members. In her president's letter, Ginny Telego provides an overview of the successful C2/C3 training held at her facility in Ashland, Ohio. Pam Salem, a founding member of E3A, then provides a historical perspective of E3A and her role in the development of the organization. Elizabeth Timlege and Virginia Rentko also describe how the E3A approach is being used at the Cummings School of Veterinary Medicine to optimize the communication skills of veterinary students, faculty, and staff. You will also find a final call for registration for the first 3-day arena class for E6: Creating Personal Development & Wellbeing EAL Workshops, as well as a call for registration in C4 to attain Level II Corporate Certification.

Want to be more involved with E3A? This edition of the newsletter also contains a job announcement for an E3A Support Specialist position.

Enjoy and stay cool!

Thoughts from the President

Dear E3A Colleagues,

Hi all! Warmer weather has finally arrived to my area (north central Ohio) and my herd and I are so happy to be able to enjoy being outside.

The E3A team has been very busy this year having completed two Level 1 certification trainings so far and looking ahead to two more - one in Kingsley, PA in July and one in Reno, NV in August. I had the privilege to host the Level 1 training in Ohio at the end of April. Apparently someone forgot to tell Mother Nature that winter was over..... temperatures were very chilly for us so I had to rent a propane heater to have in the barn where we were doing classroom sessions.... It did stay dry until the last day though, so at least we were able to warm up when we went out to do horse activities. We had 13 people attend C2 (14 is a full class) and 8 people attend C3, so both trainings provided a great opportunity for participants to see and experience what it's like facilitating groups. We had participants from California, Michigan, New York, and Ohio. For me, the most powerful "Aha" that was shared by a participant was this: "I feel like I've found a home with E3A." That was so awesome to hear that from someone who had done a tremendous amount of research on equine assisted certifications.



Ginny and Gia



Level I Training in Ohio

Providing a "home" for facilitators and coaches doing non-therapy equine assisted learning is exactly the reason that E3A was established. We wanted to provide training that is based on adult learning theory, which is very different than therapy. We also know that building an EAL business and creating effective workshops is a challenge for most of us embarking on this journey. These are the primary reasons our certification program curriculum is effective. We not only educate you on EAL - we give you the opportunity to practice and develop your facilitation skills along with learning how to create client proposals and workshop content. [For a complete list of what makes E3A "different," click here.](#)

Do you have tips for people who are just getting started in EAL work? If so, we'd love to hear from you! Please e-mail your suggestions or tips to us at staff@e3assoc.org and we'll share them in our next newsletter. Let's support each other as we work with our horses to change the world through this amazing work!

Enjoy your summer and let us know how we can help you in your EAL business!

Ginny Telego, E3A Board President



2015 Calendar

JULY 2015

<i>Class</i>	<i>Date & Time</i>	<i>Location</i>	<i>Cost</i>
<i>C2: Foundations of Equine Experiential Education Facilitation</i>	<i>July 24-26</i>	<i>Kingsley, PA</i>	<i>\$1000 \$925 early bird price thru July 3 **C2+C3 paid together is \$2000**</i>
<i>C3: Advanced Equine Experiential Education Facilitation</i>	<i>July 28-30</i>	<i>Kingsley, PA</i>	<i>\$1250 \$1175 early bird price thru July 7 **C2+C3 paid together is \$2000**</i>

AUGUST 2015

<i>Class</i>	<i>Date & Time</i>	<i>Location</i>	<i>Cost</i>
<i>C1: Introduction to Equine Experiential Education Facilitation Method</i>	<i>Thu Aug 13 7:00 pm ET</i>	<i>teleclass</i>	<i>\$75</i>
<i>E6: Creating Personal Development & Wellbeing Workshops</i>	<i>Aug 14-16</i>	<i>Pine Knoll Farm Lexington, KY</i>	<i>\$1000 \$925 early bird price thru July 24</i>
<i>C2: Foundations of Equine Experiential Education Facilitation</i>	<i>Aug 27-29</i>	<i>Reno, NV</i>	<i>\$1000 \$925 early bird price thru Aug 6 **C2+C3 paid together is \$2000**</i>
<i>C3: Advanced Equine Experiential Education Facilitation</i>	<i>Aug 31-Sept 2</i>	<i>Reno, NV</i>	<i>\$1250 \$1175 early bird price thru Aug 10 **C2+C3 paid together is \$2000**</i>

<i>Class</i>	<i>Date & Time</i>	<i>Location</i>	<i>Cost</i>
<i>C3: Advanced Equine Experiential Education Facilitation</i>	<i>Aug 31-Sept 2</i>	<i>Reno, NV</i>	<i>\$1250</i> <i>\$1175 early bird price thru Aug 10</i> <i>**C2+C3 paid together is \$2000**</i>

NOTE: Occasionally the date, time or location of classes may need to be changed. Please ALWAYS consult the website under "Upcoming Schedule" for the most recent class listing or call 775-376-2530.

E3A Member Spotlight

Pam Salem, [Horizon Farm EAGL Center](#)

Pam Salem is a founding member of E3A and entered the equine experiential education field in 1998. Prior to this, Pam rode competitively in jumping events, Pony Club and Competitive Trail. By age seventeen she had accrued over 4,000 hours in the saddle. She attended the University of Tennessee graduating with a B.S. in Education. For twenty years she raised Anglo Arabian sport horses on her farm in East Tennessee and served as the Region IV Vice President of the Tennessee Horse Council. During these years, the horses taught her their language and their ways while she managed a herd of twenty horses on the ground.



Pam and Flash

Pam entered the equine assisted field in 1998 through training with Dr. Joanne Moses at Tucson Animal Assisted Psychotherapy Associates (TAAPA). When Eagala formed in July of 1999, Pam attended one of their first trainings in October 1999 at Virginia Intermont College, then hosted a training in Knoxville in October 2000. She worked with therapists in the Eagala model from 2000-2009 at her farm with her horses and took a variety of trainings in the field. She also worked in the business co-founded in 1972 with her husband, a linen and contract furnishings supplier for the hospitality industry.

Being in the business world, she realized that a therapeutic model of equine experiential work would not be appropriate for the workplace training field. Pam is known for her unique talents as a networker and catalyst in creating community, bringing together a variety of different people to share their experience, learn something new, and enhance each other's assets and expertise. So when PJ Stegen asked her if she thought an association for equine corporate training was needed, she agreed to help with its creation. Only two people in the founding group knew each other, but Pam knew all of them and brought them together.

In June 2007, PJ and Dave Stegen, Larry Bramblett, Tim Manson, and Kim Shook stayed at Pam's home, with Linda Pucci attending during the day, for twelve days hammering out the structure of the Equine Experiential Education Association (E3A) and actually culminating with training a business group under Tim's tutelage. These were the seven founding

members who poured their energies into the formation of E3A. Pam's husband, Don, fixed all the meals, leading Tim to say one evening after savoring Don's meatloaf recipe, "Don, if she ever divorces you, I will marry you." So there was much camaraderie and laughter involved in the hard work.

E3A launched in July 2008. Linda Pucci and PJ Stegen became the Master

Trainers. In February 2010, Pam was contracted by [English Mountain Recovery Center](#) to develop their equine assisted program for their 90 day residential alcohol and drug treatment center. Pam initially worked with Activities Therapist, Wayne Terrazas, to develop the equine assisted program, and subsequently worked with staff and several therapists to co-facilitate the program which continues today.



Little did the little girl who simply just loved horses realize where that love would lead her, and how rewarding that path would be. Pam lives happily ever after with her savory husband, Don, and her horses, dogs and cats at

[Horizon Farm EAGL Center](#) on a hillside in East Tennessee overlooking the Great Smoky Mountains.

Pam Salem

Pam hosts a forum for the equine assisted field

<http://www.equineassistedopenforum.com/showthread.php?1537-ABOUT-the-Equine-Assisted-Open-Forum> and a website for the field:

<http://horsesteachingandhealing.com>

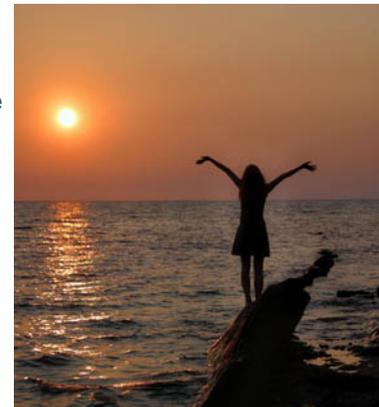
Final Call for E6: Creating Personal Development & Wellbeing EAL Workshops

E6: Creating Personal Development & Wellbeing EAL Workshops

This year our focus has been on rolling out both the teleclass and the arena class for Personal Development & Wellbeing. The first 3-day arena class (E6: Creating Personal Development & Wellbeing EAL Workshops) will be held August 14-16 in Lexington, KY. Call us at 775-376-2530 to find out the prerequisites for the arena class.

This course is a 3 day small group hands-on class to assist students who want to utilize E3A's approach to Personal Development & Wellbeing workshops. We will take you step-by-step through the workshop planning and delivery process. You will learn how to design personal development workshops to address issues such as:

- Self-awareness and self-discovery
- Dealing with change
- Overcoming obstacles
- Boundaries
- Life balance
- Limiting beliefs
- Goal-setting
- Communication
- Overcoming fear
- Building self-confidence
- Values clarification
- Authenticity



- And much more, including how to work with special populations, such as parent, youth groups, recovery groups, etc.

Facilitating Personal Development & Wellbeing workshops can be tricky because the powerful work with the horses can lead your clients deeply into their own personal issues. We'll show you how to facilitate the issues that arise without getting into psychotherapy territory. (Hint: It's all about the question and your focus). Find out how to utilize the E3A Transformative Model presented in the E5 teleclass. See in action how the E3A Facilitation Method has been augmented to allow you to target personal development & wellbeing issues.

We will also introduce new horse activities and ways to modify existing horse activities for Personal Development & Wellbeing workshops.

NOTE: This is an enrichment class, and does not result in any sort of certification.

Because E3A believes that doing Personal Development & Wellbeing workshops requires advanced facilitation skills, the following are prerequisites for taking this course:

- E5: Introduction to Personal Development & Wellbeing teleclass AND
- Level I E3A Certified Practitioner status

OR

- E5: Introduction to Personal Development & Wellbeing teleclass AND
- The following classes: C1: Introduction to the Equine Experiential Education Facilitation Method teleclass, C2: Foundations of Equine Experiential Education Facilitation, and C3: Advanced Equine Experiential Education Facilitation (or their equivalents--call if you are not sure)

OR

- E5: Introduction to Personal Development & Wellbeing teleclass AND
- The following classes: C1: Introduction to the Equine Experiential Education Facilitation Method teleclass, C2: Foundations of Equine Experiential Education Facilitation (or their equivalents) AND
- Certification by another EAL organization or trainer (e.g. PATH, EAGALA, O K Corral, EPONA, EGEA, Kathy Pike, Innovative Horizons, etc.) (If you are not sure if your certification meets the requirements, please email us at staff@e3assoc.org so that we can review the program).

Cost:

\$925 Early registration (available thru July 24 , 2015)

\$1000 July 25 -- August 7, 2015

To register, [click here](#).

Equine Education at Tufts University

Equine Education at Cummings School of Veterinary Medicine at Tufts University

What better place than a veterinary school to implement learning with equine partners? We established the "Equine Educators" program at Cummings School of Veterinary Medicine at Tufts University in the Fall of 2014. The program grew out of the passion of Beth Timlege as a life coach and Equine Assisted Growth and Learning Association (EAGALA) certified practitioner and Ginny Rentko's desire to optimize communication by veterinary students, staff and faculty. In our day jobs as Client Service Manager and Medical Director for the Hospital for Large Animals and the Foster Hospital for Small Animals, respectively, we had a series of "blue sky" discussions

about ways to partner with our teaching herd of horses. Equally important to these discussions were ways we could give back to this loyal band of horses. Beth researched several methods. When Equine Experiential Education was recommended to us and we completed training at Yar-Corte Acres in Kingsley PA in October 2014, we knew that we found an excellent fit to what we wanted to accomplish. Experiential learning seemed an obvious way for veterinary students to learn how to talk with a worried animal owner as well as a way for us to develop leaders and cultivate effective teams in our hospitals.



In our first workshop, we chose the topic of professional development for clinical supervisors, aiming to improve the effectiveness of their teams. As expected, the participants embraced the experience and took away several learning points around managing different personalities, delegation and working with the strengths of individuals among others. The "eureka" moment of the session was the discovery that one commonly used aspect of employee rewards in the hospital needed some attention. No staff meeting would have uncovered that observation! With the confidence gained from this introductory course, we presented the experience to veterinary students.



A workshop was designed for non-equine oriented third-year veterinary students in preparation for their final year of clinical rotations in the Hospital for Large Animals. The hospital can be an intimidating experience for these students. The focus was on communication skills and effective methods of interacting with equine patients and their handlers. The students practiced their intent, communication and energy with their equine partners. They discovered how to connect their observations to the new

clinical environment they anticipated such as talking with equine clients or presenting a case to their faculty who specialize in equine medicine and surgery. We were thrilled that the students received the course well. Professional students are decidedly discriminating about their elective course work i.e. tough critics! One commented "I really liked the opportunity to talk about a subject that is always hinted at but never taught to us. It was really helpful and provided a different way of thinking."

Most recently, we use facilitation to introduce new interns to the culture of our Small Animal Hospital. As you may guess, our equine partners love the work as much as we do.



E3A Support Specialist Needed

Position: E3A Support Specialist - Part Time, Work Remotely

Reports to: E3A Board President

To apply: Send email to Ginny Telego at staff@e3assoc.org for further details about the position.

Job Description:

Work remotely to provide administrative support to the Equine Experiential Education Association. Ideal candidate will at a minimum have completed E3A's C1 and C2 classes and have a thorough understanding of the organization's purpose (completion of E3A Level 1 Certification preferred). Position is approximately 40 hours per month and pays \$15/hour.

- Process program registrations
 - Enter payments, process refunds via Paypal and record in database
 - Send reminders to students registered for events
 - Ensure that students receive class materials
 - Follow up on member questions and concerns with registrations
 - Post recordings in cloud storage and send download instructions to those registered within one day of the teleclass
 - Event Management
 - Post events on E3A website (runs on Wild Apricot system)
 - Receive self-tests and forward to appropriate Master Trainers for grading (via e-mail)
 - Follow up with members who have not submitted self-tests after training
 - Create marketing e-mails (quarterly newsletter, event announcements) in Constant Contact (writing content as well as securing content from others)
 - Assist master trainers with event logistics (ordering supplies, coordinating information to attendees, processing expense reimbursement, etc...)
 - Administrative Support
 - Manage E3A e-mail account
 - Answer e-mail inquiries about E3A, trainings, membership
- Post E3A materials on cloud storage
- Write promotional copy for events
- Post information on social media (events, articles of interest)
- Communicate regularly with E3A board with updates, concerns, questions
- Assist with marketing materials (brochures, flyers, etc...)
- Member Management
 - Process memberships
 - Follow up on member renewals and incomplete applications
 - Send out membership packets (e-mail files)
 - Follow up with members on how they can be "plugged in" to committees

Recommended skills/strengths

- High level of skill with MS Office applications (Word, Excel, PowerPoint)
- Skilled with website and management - willingness to learn and become proficient in using Wild Apricot website hosting
- Excellent communication skills
- Knowledge of social media management
- Ability to utilize or learn Constant Contact
- High level of attention to detail
- Thorough understanding of E3A organization
- Able to work independently
- Access to high speed internet
- Strengths in Executing and Relationship domains

Call for Enrollment in C4: Level II Corporate Certification

Go to the Next Level Before the End of 2015!

Attention E3A Level 1 Certified Practitioners and/or soon to be Certified Practitioners:

A recent graduate of the Bend Certification, Jennifer Yi Boyer, wants to pursue and complete the Level 2 Corporate Certification (C4) before the end of September. She is willing to provide the facilities for the event and provide the corporate client. All you would have to do is complete the other Level 2 requirements as a team, as outlined on our web page, which includes facilitating your portion of the arena training. Enrollment in this class gives you copies of all of the E3A templates for your ongoing use. Our Level 2 certifications require a minimum and maximum of 4 qualified individuals to make it fly. Once the four individuals are identified and have paid their certification fees a detailed timeline will be developed by the team and the E3A Master Trainers.

Here is the general information and registration deadline if you are interested in going to the next level to become an Advanced Corporate Practitioner with E3A.

LOCATION: Miracles In Motion Equestrian Center, 10 minutes south of Cedar Rapids, Iowa

CLIENT: ACT (the college entrance exam company)

COST: \$1600 (no early bird registration)

REGISTRATION DEADLINE: August 3rd - first come first serve basis until filled

START DATE: Week of August 10th would be the first of six weekly team coaching sessions

COMPLETION DATE: Mid September 2015 (certification requires one day of arena set up and planning, one full day of training with client and a third day to complete the workshop report for your client and receive coaching and feedback from the master trainers)

For more information and to register contact Linda Pucci at staff@e3assoc.org

Join E3A!



If you are not a member of E3A, we'd like to invite you to join us. There are

many benefits to being an E3A member, including free Community Network Meetings, great people to network and exchange ideas with, and some opportunities that are only open to our members. Check them out at www.E3Assoc.org under [Member Benefits](#).

Want to be more involved?

We have plenty of volunteer opportunities. Call us to let us know how you want to help. Remember, every horse in the herd plays a role in the herd's success...What part will you play in OUR herd?

Sincerely,

Your Friends at E3A