



LoveWay  
Therapeutic Equestrian Services

# Volunteer Manual

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## Welcome to LoveWay!

We are extremely grateful for your help and hope that you enjoy your time with us! Without dedicated & kind-hearted individuals like yourself, we couldn't do what we do in improving the lives of the special needs children within our community.

Our mission is to transform the lives of individuals with special needs through compassionate therapeutic equestrian experiences. Our participants learn the basics of horsemanship and also gain skills that improve their daily lives. Their experiences at LoveWay provide a sense of responsibility, value, and purpose, while instilling confidence as relationships are formed with the horses, staff, and volunteers.

**THANK YOU FOR YOUR HELP!**

## LoveWay's History

LoveWay was founded in 1973 by Gary and Sandy Weatherwax in memory of their daughter, Laurie and was one of the very first therapeutic riding centers in the country. Gary & Sandy began giving lessons at their own home with the help of specially selected horses and volunteers. Since that time, LoveWay has grown to serve over 300 participants a year with the help of more than 300 volunteers.



# What are Equine Assisted Services?

Equine-assisted services (EAS) can provide a broad range of benefits. LoveWay focuses on the discipline of Therapeutic Riding. In these sessions, we partner with horses to stimulate parts of the brain and body that are not reached by other methods.

The PATH (Professional Association of Therapeutic Horsemanship) International website notes that “Whether it’s a five-year-old with Down syndrome, a 45-year-old recovering from a spinal cord injury, a senior citizen recovering from a stroke or a teenager struggling with depression, research shows that individuals of all ages who participate in EAS can experience physical and emotional rewards.”

## **THERAPEUTIC RIDING CLASSES (TR) :**

TR classes are designed for individuals of all ages with a variety of special needs. Participants at LoveWay are taught by PATH, Intl. Certified Therapeutic Riding Instructors in horseback riding lessons and/or horsemanship skills that can lead to benefits such as memory skills and improving fine and gross motor skills. While in the arena, riders learn riding skills that includes maintaining balance, strengthening core muscles and increasing muscle tone. Experiencing the rhythmic motions of a horse can be very beneficial, as the rider’s body on a horse moves similarly to a human gait or walk. Riders with physical needs often show improvement in balance, muscle strength and flexibility.

LoveWay also emphasizes the opportunity to form bonds between its participants, volunteers, and horses. New class volunteers start out as side walkers, where creating the bond with their participant is highly encouraged. Many of the participants can find it difficult to form bonds with others in their life, but in a therapeutic equestrian setting, it can be easier. As a side walker, the volunteer will assist their rider by first grooming and tacking their horse, and then by walking alongside the horse in the arena to support the rider physically, emotionally, socially and cognitively.

# Volunteer Guidelines & Requirements

**INITIAL REQUIREMENTS:** Those interested in volunteering must complete the following-

- Submit an application-includes consent for a background check (applications & background checks must be renewed yearly)
- Pass background check

If Interested in volunteering in our classes, must also-

- Participate in New Volunteer Training (Sessions 1 & 2) (Must be completed again after three years of inactivity)
- Meet age requirements (Minimum age requirement is 16)
- Meet safety requirements (See pg. 16)

**VOLUNTEER CONDUCT:** All volunteers are expected to conduct themselves in a respectful manner towards people and animals at all times while on the LoveWay, Inc. property.

**VOLUNTEER CRIMINAL HISTORY POLICY:** LoveWay, Inc. staff has the right to decline a volunteer applicant due to criminal history. This is including but not limited to; any crime committed to a child or animal, possession of drugs, or any major criminal convictions.

**Other Guidelines:** All volunteers must abide by all LoveWay, Inc. and PATH Intl. guidelines, including but not limited to confidentiality agreements and safety regulations. Class volunteers are not allowed to discuss or try to contact participants/ participants outside of the therapeutic environment. LoveWay, Inc. is a non-smoking facility. Discarded tobacco products including E-cigarettes are hazardous to our horses; please refrain from smoking on LoveWay property. Any volunteer suspected of serving under the influence of alcohol or other potentially harmful drugs (prescription or otherwise) will be asked to leave and may be dismissed from service. **There are no weapons permitted on the property at any time.**

**DUTIES & TIMES:** Volunteers working in a class are expected to arrive 15-20 minutes before class to prepare and also stay after class to give basic feedback as well as help clean/tidy up in preparation for the next class or end of day.

Class volunteers should perform only the duties agreed upon with the Instructor or supervisor (for safety reasons). Training and staff approval are required for the operation of certain equipment — such as mowers, tractors, carts, chainsaws, and other powered equipment and tools.

The hours that volunteers work varies and depends upon staff availability. For oversight and safety considerations, a minimum of one staff member should be present when a volunteer is working at LoveWay outside of typical office hours (8:00 AM-4:30 PM, Monday-Friday).

**CELL PHONES & SOCIAL MEDIA:** All volunteers are expected to have their cell phone turned off or silenced while they are at LoveWay. **Class Volunteers are not permitted to use their cell phones while actively involved in a class session– in the barn, arena or outside. This is a safety issue for all involved.**

As noted elsewhere, the confidentiality and privacy of everyone involved in LoveWay programs is extremely important. **Photos showing our participants are not permitted.** The posting of photos of yourself and/or our horses at LoveWay, not showing any participants or other volunteers, is acceptable. We are protecting the confidentiality and privacy of each person who is here.

We do encourage everyone to like our Facebook page and follow us on Instagram! We enjoy seeing you show your involvement with us on social media along with other sites such as LinkedIn. We also encourage you to tag or link LoveWay when posting on social media about your enjoyable experiences here!

**DRESS:** All volunteers should dress for the weather. Layered clothing that you are not afraid to get dirty is suggested. **Closed toe shoes are required.** The following is not allowed:

- Torn, ripped or frayed clothing
- Bare Midriff or off-the-shoulder clothing
- Tight, sheer or revealing clothing
- Spaghetti strap, sleeveless or strapless tops
- Open toed shoes or sandals (not permitted in the barn or around the horses)
- Shorts that are not knee-length (meaning, shorts must be at least knee-length)
- Clothing that is overly revealing
- Clothing that has an inappropriate message

Our goal is for a safe and family-friendly experience. Avoid loose clothing as well as dangling jewelry, lanyards or headphones. You may wear a hat or cap if desired. LoveWay logo wear is always appropriate! Please wear your LoveWay Name tag when participating in classes.

## **DECLINING AN APPLICANT, REMOVAL AND GRIEVANCES**

Volunteering at a therapeutic riding center is not an appropriate activity for everyone. LoveWay reserves the right to decline or discontinue the volunteer services of any person for whom it has been determined that volunteering at LoveWay, Inc. is not appropriate. This determination may include but is not limited to: consideration of availability, attendance, health, betrayal of confidential information, unsafe behavior, criminal record, misuse of center property, disrespect of participants, volunteers, staff or horses, or otherwise not following and respecting LoveWay or PATH Intl. guidelines and policies. If a volunteer feels that he or she has been removed unjustly, a grievance may be submitted to the LoveWay, Inc. Board of Directors.

# Confidentiality

All persons participating in LoveWay programs — including board members, staff, participants and volunteers—will not disclose any information about a participant unless it is necessary for service to that participant. Staff, board and volunteers will only discuss information about participants for LoveWay related purposes.

LoveWay Instructors will educate and alert their volunteers to be aware of any participant limitations that could be present while at LoveWay.

All medical/participant records are kept under the supervision of the LoveWay Program Coordinator. All participant records are kept in a locked file cabinet with limited key access in the Program Coordinator's office. All records are kept in accordance with all applicable PATH Intl. and HIPAA standards.

When information is shared by participants that may be a factor in their safety and well-being a volunteer should report this to LoveWay staff as soon as possible.

## Class Volunteer Roles

Side Walkers (SW) (More details found on pg. 16)

\*New volunteers start off with this role

- Assists with the participant/rider & walks alongside the horse when rider is mounted

Horse Leaders (HL) (More details found on pg. 17)

- Assists with the equine (horse) & leads before, during & after class

# Important Information

**ATTENDANCE POLICY:** All volunteers are expected to be at LoveWay for their scheduled volunteering time, especially class volunteers because our participants rely on you! If you are unable to make it to class or your scheduled time to volunteer, and you're aware ahead of time, it is your responsibility to mark your absence in the Volunteer Calendar. If it is a last-minute cancellation, please notify the Volunteer Coordinator as far in advance as possible via phone call or text to allow adequate time to find someone to fill your spot. Without enough class volunteers to help, the participants may not be able to participate. Extensive absences is one criterion for being removed from volunteer service.

If you are sick please let us know and check whether you should come in or not. Some of our participants have compromised immune systems and we want to protect them as much as possible.

**BEHAVIOR ISSUES:** Notify the Instructor of any issues you are having or observing with horses or participants. We may be unaware of the problem and cannot fix it unless it is brought to our attention.

**IF YOU FEEL UNCOMFORTABLE:** Talk to the Instructor or Volunteer Coordinator if you are not comfortable with the horse, participant, class, etc. with which you are working. We will do our best to accommodate you.

**FEEDBACK & SUGGESTIONS:** Our instructor's cannot see everything that happens with our participants every second of class so please let them know of anything positive that you may notice! We also want to know what you enjoy about our center and also how we can improve. Do not be afraid to talk to us about any problems, concerns, suggestions, or questions you may have.



# Volunteer Opportunities

**THERAPEUTIC RIDING CLASSES:** As a volunteer in our typical TR classes, you would be helping, along with our horses & instructors, in working with a participant on riding skills and/or horsemanship skills.

**MAINTENANCE & GROUNDS:** Help with maintenance and upkeep of the pastures, grounds, stable and buildings with areas such as string trimming, weeding, manure removal, etc. Minimum age requirement 12 (anyone 15 years old or younger must have parental/guardian supervision at all times).

**SUBSTITUTE:** We love having substitutes to check with, for whichever volunteer opportunity interests you! Let us know if you would like to be a LoveWay sub.

**SPECIAL EVENTS:** Help prepare for or help on the day of a LoveWay special event such as Derby Day or Ride-A-Thon! Perhaps helping obtain door prizes, with food preparation, at the registration table, leading activities, etc.

**WORK GROUPS:** Whether you are a part of a major corporation, smaller family-owned business, church, social welfare organization, educational organization, U.S. war veteran organization, etc., LoveWay has volunteer opportunities for you! As part of a work group, depending on the season, you would be able to assist in barn activities, outside and trail activities, or assistance that is needed in our arena! Work group sizes may vary. Minimum age requirement 12 (anyone 15 years old or younger must have parental/guardian supervision at all times).

**INTERNSHIPS:** We are proud to offer internship opportunities for high school and college students. These opportunities range greatly in nature and time frame. Apply online at [www.lovewayinc.org](http://www.lovewayinc.org). Accepted interns will be required to register as a volunteer. Minimum age requirement is 16 years old.

**See the Volunteer Coordinator or email [volunteer@lovewayinc.org](mailto:volunteer@lovewayinc.org) for more information about any of the above volunteer opportunities!**

# Emergency Information

**IN THE EVENT OF AN EMERGENCY:** The nearest LoveWay staff person is in charge. All Instructors & office staff are CPR, AED, and First Aid certified and will assess the situation. Staff will designate:

- Appropriate action to take based on the situation
- Who will phone for help/call 911
- Who will stay with any injured party
- Who will get the First Aid Kit/AED
- Who is responsible for participants/volunteers
- Who is responsible for horses

**CLASS EMERGENCY:** All horse leaders will stop their horses. Side walkers will calm riders, if needed, and follow the directions of the Instructor in charge.

**FIRST AID KIT:** Located in the helmet area in the Commons Room/Lobby. If you need anything from the First Aid Kit, please notify a staff person.

**DEFIBRILLATOR (AED—Automated External Defibrillator):** Located in the top right cabinet in the helmet area. This should only be operated by those that are trained to do so.

**INJURIES/ACCIDENTS:** Even minor ones must be reported to a staff person. They must fill out a center Occurrence Report to document the event, no matter how minor.

**PHONES:** Located in all staff offices, in the kitchen, the barn feed room, and the hay-barn maintenance room.

# Emergency Procedures & Weather Policies

**FIRES:** In the event of a fire, all people will be evacuated from the building. If it is safe to do so, staff will take care of the horses.

Fire extinguishers are located:

- In the Helmet Area,
- In the Kitchen,
- In the Horse Barn by the Feed Room and by the wash area (across from the Tack Room),
- In the southeast corner of the Arena (right around the corner from the barn aisle),
- In the Hay Barn next to each large overhead door

**TORNADO/SEVERE STORM WATCH OR WARNING:** When there is a tornado/severe storm watch all classes will be cancelled, and everyone will be sent home if possible. When there is a tornado/severe storm warning, everyone will be evacuated to our tornado-safe room (the men's restroom).

**SEVERE WEATHER:** Cancellations will be determined by staff and will take into account the safety of participants, volunteers, staff and horses. Check our Facebook page for cancellation information.

**WEATHER/CLOSINGS:** LoveWay will take into consideration the closings and delays of schools with which we work. It is up to staff if class will be cancelled. Cancellations will be posted on all LoveWay's social media sites. A call will also be made to both volunteers and students.

**WEATHER POLICIES:** As stated above, LoveWay will take into consideration the closings and delays of local schools; however, in the event the actual temperature is 15 degrees or wind chill is 0 (zero) degrees or below, classes will be cancelled. In the event that the feels like temperature is 95 or above classes will be cancelled. Final decisions will be determined by the Executive Director. Cancellations will be posted on all of LoveWay's social media sites. A call will also be made to both volunteers and participants affected when there is a cancellation.

# Working with People with Special Needs

While volunteering at LoveWay, you may work with individuals with physical, emotional, or cognitive special needs. It is not possible for us to describe every special need you may encounter at LoveWay and we do not expect you to become an expert in every one. Do not be surprised if you are not told a lot of information about the person(s) with whom you will work. Our confidentiality policy is intended to protect the privacy of our participants. Your Instructor will give you the information you need to effectively & safely work with each participant and you will find out more about that participant working with them every week.

**HOW TO ACT? WHAT TO SAY?** You may feel insecure about how to act or react to people who may look, sound, move or behave differently from what you would expect. It can also be unsettling to meet a person whom you know has a terminal illness, or a parent of a teenage child who has cognitive limitations.

- What do you say?
- What do you *not* say?
- How should you react?
- What's the best way to help?

These questions and the feelings of uncertainty they bring with them are perfectly normal and you need not be embarrassed about them.

One important thing to remember is that although all of our participants have a special need, they are still people who are each unique and deserve the same respect as anyone else. Focus on what the participant **CAN** do and not what they are unable to do.

**RELAX AND RELATE.** Don't worry about making mistakes when meeting and communicating with a person who has a special need. Relax and let the person with the special need put you at ease. With experience and time you will find ways of relating to individuals with special needs and illness. You will come to know them as individuals and reach the point where you will see them as friends and people first, without dwelling on differences or worrying about what to say or how to act.

# Participants and You

## BASIC SUGGESTIONS ON RELATING TO AN INDIVIDUAL WITH A SPECIAL NEED

### TREAT THE PERSON WITH RESPECT

- A person with a special need is an individual first and is entitled to the same dignity, respect and considerations expected by anyone.
- When speaking to a person with a special need who uses a wheelchair, find yourself a chair or crouch down at a comfortable distance so that you can converse on the same level.
- Do not make assumptions. A person with a special need is the best judge of what they can do unless they are substantially cognitively impaired.
- Treat adults as adults. Only call an adult person with a special need by his or her first name after asking for the privilege.
- Do not “pat” people with special needs on the head, shoulder or any other part of their body.

### ADDRESS THE PERSON DIRECTLY

- Always directly address the person with a special need. Do not speak “about” them as if they were not present.
- When an assistant accompanies someone with a special need, address the person with the special need directly, unless you are asked to do otherwise.
- When meeting a person with a visual impairment, always identify yourself. Tell them you are leaving before you walk away.

### ASK IF/HOW YOU CAN HELP

- Only help a person with a special need if they ask for assistance. You may offer assistance, but if it is declined, do not be offended.
- When assisting an individual with a special need always ask “how” you can help. Do not take over.
- Do not shout. Hearing aids make noises louder, not clearer. Blindness does not affect a person’s hearing.
- Do not push a person’s wheelchair, grab their arm or try to help without first asking.
- Never move someone’s crutches, walker, cane, service animal or other mobility aid without permission.

### BE PATIENT

If a person has difficulty speaking, allow them to finish their sentence. If you do not understand what they are saying, tell them so. Do not pretend you understood if you did not.

Respect personal space and response time; but when a person with a special need asks you for help, they may direct you to hold, lift or otherwise assist them in a very specific way.

# Rules for the Barn

- The Instructor is in charge at all times.
- Closed-toed shoes must be worn in the barn and arena.
- Always walk—no running.
- Participants must wear a helmet and be accompanied by a volunteer at all times in the barn.
- Speak in respectful tones—no yelling.
- Only do tasks that are assigned to you for safety reasons.
- When working around one of our horses, always bend at the waist in the stall or aisle, never kneel.
- Put things away when finished with them.
- Close all gates behind you.
- Always be aware of your surroundings for safety.
- Keep a positive attitude and HAVE FUN!

## Horse Information

Working at LoveWay is not always physically demanding for our horses but they can easily get mentally or emotionally overwhelmed. Here are a few tips to keep our horses happy for years to come:

- Speak in a calm voice around the horses.
- Horses should either be in cross-ties in the barn aisle or clipped up in the stall (depending on the Instructor's preference) when they are being groomed & tacked; horses should remain clipped up when tacked.
- Always make sure lead ropes and reins are kept off the ground.
- Always walk behind your horse in the stall or in cross-ties, and in front when in the arena.
- If leading, always use a loose lead to allow for the horse's natural head movement. Do not wrap the lead rope around your hand or allow participant to do so.
- If a horse is behaving badly, it is not ok for volunteers to discipline the horse in any way. Please let a staff member know, and leave discipline to staff.
- Only give horses treats when approved by staff as some horses are on special diets! And always use the feed buckets in the stalls, never feed treats by hand!
- You may pet the horses but **please refrain from playing with their face, muzzle, nose, mouth, forelock, etc.** This is out of respect for the horse. There are too many people who want to pet a horse's face area and this annoys some of them.

# Grooming at LoveWay

Grooming must be done each time a horse is ridden to prevent saddle sores.

Always groom the horse from front to back and top to bottom.

Grooming buckets contain two sets of brushes so that you may work alone with the participant.

Always use the correct sequence when grooming to provide consistency for horses and participants.

## 1. CURRY COMB

Hard rubber or plastic with nubs or teeth

Use in a circular motion from front to back

Loosens dirt and hair

Stimulates a horse's skin

Not to be used on the head or legs



## 2. BODY BRUSH

Smooths hair

Use in the direction of hair growth

Flicks dirt/hair off the horse

May use on face and legs



## 3. MANE/TAIL COMB OR BRUSH

Untangles hair

Use on mane, tail, and forelock

Start at the bottom of hair and work to top



## 4. HOOF PICK

Cleans dirt/debris out of hoof

Avoid the horse's frog (part of the underside of a horse's hoof, triangular or V-shaped, midway from the heel toward the toe)

Pick away from the body



# Tacking at LoveWay

Tack should be put on in the same order each time.  
This helps the riders with sequencing and provides consistency for the horses.

## 1. SADDLE PAD

Goes in the center of the horse's back.  
Put high on withers and slid back to smooth the hair.



## 2. SADDLE ADAPTIVE EQUIPMENT (if applicable)

Goes on top of the Saddle Pad. Includes either a rear riser, front riser, gel pad, wither relief pad, Ogilvy/Weatherbeeta or ThinLine pad.

## 3. SADDLE

Goes on top of the saddle pad /adaptive equipment.  
Sits just behind the horse's shoulder.  
Place in the center of the horse's back.



## 4. GIRTH

Attach to the right side of the saddle first.  
Use the 1st and 3rd billets.  
Keep the girth tight enough to keep saddle from slipping when horse is in motion but not too tight to make it uncomfortable.



## 5. REINS

Clip to each side of the halter.  
Some are black and white (white on the right, black on the left).  
Place the clip side away from the horse's face.



## 6. LEAD ROPE

Clip to the ring under the halter.





# Side Walker Duties

## BEFORE CLASS (all side walkers)

- Arrive 15-20 minutes early to help with pre-class preparations

## RIGHT SIDE WALKER

**Focus: To ensure participant follows instructor's directions and is balanced and safe at all times. Right SWs are asked to:**

- Listen to the instructor's directions & assist participant in following them.
  - ◇ If necessary, repeat directions to the participant.
  - ◇ If participant doesn't respond to instructions, volunteers may be asked to use the hand-over-hand method.
- Limit conversations with other volunteers so the participant may focus on instructions.
- Always know what the participant is doing for safety purposes.
- Maintain the rider's balance if they cannot while on the horse. The instructor will show you how to support the rider (safety holds) if needed.
  - ◇ If the rider goes off balance, you can ask them to move to center or gently move them to the middle of the saddle after notifying the other side walker.  
**Always ask permission from the rider or instructor before touching the rider.** Avoid touching a rider's bottom. If assistance is needed, always ask the instructor.
  - ◇ If the rider begins to lose their balance or fall, help the rider regain their seat.
- Be able to physically assist the rider off of their horse in the case of an emergency or unexpected situation.
- Be able to jog or "trot" next to the horse & provide physical assistance to the rider if needed.

## LEFT SIDE WALKER

**Focus: Participant's safety. Left SW are asked to:**

- Always be aware of what the participant is doing at all times.
- Limit conversation with participant and other volunteers so the participant may focus on instructions.
- Maintain the rider's balance if they cannot while mounted.
- Be able to physically assist the rider off of their horse in the case of an emergency or unexpected situation.
- Be able to jog or "trot" next to the horse & provide physical assistance if needed.

## AFTER CLASS (all side walkers)

- Escort the participant back to the Commons Room/Lobby & assist them with taking their helmet off.
- Assist with post-class cleanup
- Communicate with instructor(s) regarding any concerns, issues or praises.

# Horse Leader Duties

**Focus: The Equine (Horse). Leaders are asked to:**

## **BEFORE CLASS:**

- Arrive 20 minutes early to get horses ready for class.
- Check with the instructor(s) to see which horses need to be groomed for class.
- Help set out tack if needed.

## **UPON PARTICIPANT ARRIVAL:**

- Assist with escorting participant to the barn and place their horse in either the cross-ties in the aisle or clip them up to the single cross-tie in their stall (depending on instructor's preference).
- Monitor the horse while participant is grooming and tacking.
- Assist the participant with leading the horse into the arena (make sure the rope is not wrapped around their or your hand).

## **DURING CLASS:**

- Always have a firm hold onto the horse's lead rope & allow about 1 foot of slack from the clip. Hold excess of rope in your left hand.
- Always lead on the left side of the horse (horse should be on your right side).
- Position yourself between the horse's head and shoulder while walking or trotting.
- Always allow & monitor for safe spacing from other horses.
- Refrain from touching the horse's muzzle, face, eyes, ears, or forelock.
- Listen to instructor's directions during the mounting & dismounting process in order to best support the horse & rider.
- Always be conscious of side walkers and allow for enough space when walking or trotting alongside the wall.
- Wait for rider to give cues before directing the horse (if applicable).
- Monitor horse's behavior-ensuring horse is being safe & listening to rider.
- Speak calmly if horse spooks and continue on so the rider does not get scared.

In the event of an in-class emergency, or unplanned situation, all horses should stop.

- If a rider falls, your concern is the horse. Move quickly to get the horse away from the rider. Turn the horse's nose toward the rider moving its feet away from the rider. Never move in a way that puts the rider or other volunteers behind the horse.

## **AFTER CLASS:**

- Assist participant with leading their horse back to its stall
- Assist with returning tack to tack room.
- Help turn horses out unless instructor or equine director says otherwise (using the buddy system especially at nighttime & on Saturdays).
- Assist with post-class cleanup
- Communicate with instructor(s) regarding any concerns, issues or praises.

# LoveWay Staff & Office Information

Typical Office Hours: Monday-Friday 8:00 AM to 4:30 PM

Office Phone: 574-825-5666

Office Fax: 574-825-8117

Address: 54151 CR 33. Middlebury, IN 46540

E-Mail: [info@lovewayinc.org](mailto:info@lovewayinc.org)

Website: [www.lovewayinc.org](http://www.lovewayinc.org)

| Staff Member |           | Title   |
|--------------|-----------|---|
| Shelley      | Becker    | Executive Director & PATH, Intl. Certified Therapeutic Riding Instructor    |
| Kevin        | Ritenour  | Administrative Assistant  |
| Ryan         | Eash      | Director of Equine Development  |
| Arica        | Freshour  | Volunteer Coordinator   |
| Daryl        | Abbott    | Community Ambassador  |
| Diane        | Kritzman  | Development Associate   |
| Jess         | Shelner   | Program Coordinator & PATH, Intl. Certified Therapeutic Riding Instructor   |
| Tim          | Krecsmar  | PATH, Intl. Certified Therapeutic Riding Instructor                         |
| Brooke       | Archer    | Development Associate & PATH, Intl. Certified Therapeutic Riding Instructor |
| Leah         | Gall      | PATH, Intl. Certified Therapeutic Riding Instructor                         |
| Sydney       | Blackburn | Instructor in Training  |
| Lily         | Thomas    | Barn Assistant  |
| Melissa      | Keller    | Barn Assistant  |
| Angela       | Kidder    | Barn Assistant  |

## LoveWay Board of Directors, 2021

April Klein – President,

Dawn Fisher – Vice President, Reid Mellott - Vice President, Mark Taylor – Secretary

Molly Welch-Miller , Ross Houglund, Mary Grimmer, Chris Clementz, Nick Avery, Adam Christoffersen, Patsy Boehler

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## **Our Mission**

Transforming the lives of individuals with special needs through compassionate therapeutic equestrian experiences.

## **Our Vision**

Transforming lives. Creating Miracles. One ride at a time.

## **Our Values**

Transformation. Compassion. Inclusion. Commitment

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