

HUNTER EDUCATION NEWS & IHEA JOURNAL



DIVISION OF ENFORCEMENT EDUCATION SECTION

FIREARMS SAFETY / ADVANCED HUNTER EDUCATION PROGRAM

Coordinator's Corner

by Capt. Mike Hammer

In May I attended the International Hunter Education Association (IHEA) Conference in Louisiana. As part of that conference I listened to a presentation, on IHEA PEER Reviews and how they can benefit each states hunter education program. After the presentation I contacted Gary Berlin, Executive Director of the IHEA, and requested a review of Minnesota Hunter Education Programs. A team of very experienced hunter education professionals from around the country was established and the process was underway.

On November 3rd 2007 the 5 member IHEA PEER Review Team arrived at Camp Ripley and started looking over all aspects of our program along with all hunter education and recruitment/retention programs within the Department of Natural Resources.

Specifically they reviewed all of our manuals, brochures, web site information, accident data, student data, instructor data. Their main focus was to interview program staff, volunteer instructors, Conservation Officers, and even the Commissioner. Some inter-

views were in person, others over the phone. (A SPECIAL THANKS TO ALL of YOU WHO WERE INTERVIEWED)

The Team's days started at 7 am and often ended at 10 pm. On November 9th after 5 days of looking at us with a microscope they presented their preliminary findings. In 60 days the team will submit their final report to the Commissioner for review.

Some changes will probably result from this PEER Review, but change can be good. This review will only make us better at what we do.



MN IHEA PEER Review Team
Capt. Hammer (MN), Terry Erwin (Texas), Fabian Romero (USFWS St. Paul), Wayne Waltz (USFWS Atlanta), Gary Berlin (IHEA) Rod Slings (Iowa)

Camp Ripley's Believe It or Not? The following is a summary of 2 firearms incidents reports recently received: On 9-15-07 a 30 yr old male was hunting grouse and had just shot a grouse. When he set down this 12ga shotgun to pick-up the grouse, his dog became excited and started jumping around the hunter and stepped on his shotgun, causing it to discharge, striking the hunter in both legs below the knees. On 9-30-07 a 59 yr old hunter was returning to shore in a canoe from duck hunting. As he pulled the canoe up on shore his dog (Skooby) stepped on his still loaded 12ga shotgun causing it to discharge, striking the hunter in the upper thigh and groin area. Both Hunters survived but will have lasting injuries.

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COULD SAVE YOUR LIFE !**
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**MINNESOTA LEADS THE
NATION THANKS TO YOU!**
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Changes in the Regional Training Officer Ranks

One of our finest education advocates, NW RTO Lt. Doug Sandstrom, decided to make the transition to civilian life on October 3rd after 30 years of service to the state. Those of you who worked with Doug know of his passion for safety and environmental education for youth. We were fortunate to have Doug as an RTO the last few years of his career as a Conservation Officer.

On October 17 a new NW RTO was stationed. Please welcome Lt. Todd Manley. Todd is a 16 year veteran and his previous assignment was as the Wetland Enforcement Officer for NE Minnesota. Todd lives in the Remer area and can be contacted by phone at 218-566-2268 or e-mail at todd.manley@dnr.state.mn.us. His area of responsibility includes the following counties; Becker, Beltrami, Cass, Clay, Clearwater, Hubbard, Kittson, LOW, Mahanomen, Marshall, Norman, Otter Tail, Pennington, Polk, Roseau, Red Lake, Wadena, and Wilkin. Todd is looking forward to meeting all of you and helping you to continue building your safety training traditions in your communities.



NW RTO Todd Manley

Reminders from Ripley/Notices/Special Offers

Please remember that you **MUST** submit your order for supplies at least **30 days prior to the start date of your class.** This insures that you will receive your supplies well before the starting date. Please check your supplies immediately upon receipt and notify us if there is something missing.

Please remember to check the age of your students prior to the start of your class. Several rosters were again received with students who could not lawfully be in the class because they were too young.

Please call or e-mail us with any questions or comments that you have. Your comments and suggestions help us to provide better service to you and our students.

Please notify us of any change in address you might have.

Please insure that checks written for courses are properly filled-out we have received numerous checks that are not signed. The bank will not accept unsigned checks.

Each Conservation Officer has computer projectors and DVD/VCR players for you to use for your course. Some also come with computers. Please take advantage of this user-friendly equipment. Bring the latest technology to your classroom.

Thanks to all who send cards, flowers, chocolates to the Ripley Staff.

So far in 2007 over 23,000 Students were certified in Firearms Safety and almost 900 in MN Bow Hunter Education. Turkey and Bear Clinics were attended by over 3,000 wanting to learn more about these hunting activities.

INSTRUCTOR DISCOUNTS

Hunter Safety Systems -Full body Harness 1-877-296-3528

Alan Madison Productions DVD/Videos 1-887-404-3311

Henry Repeating Arms Company

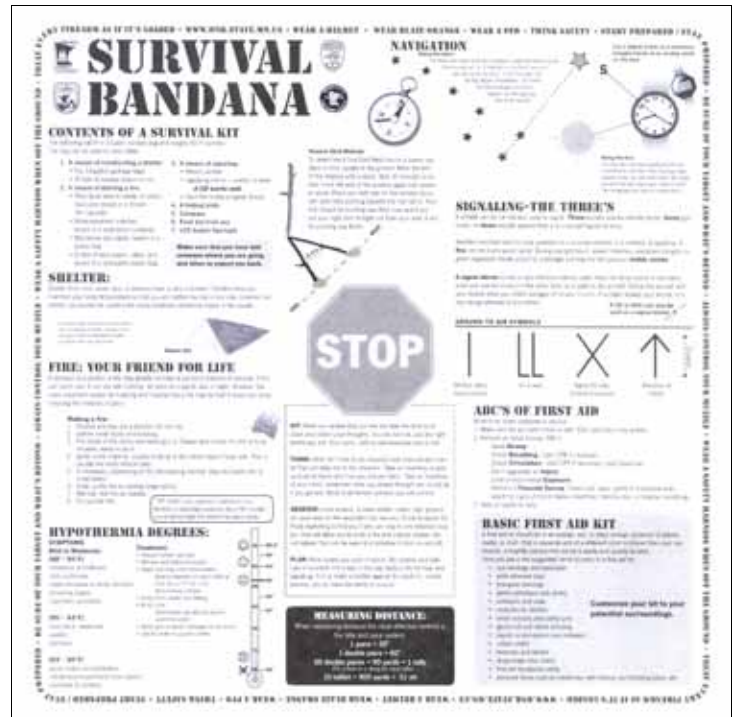
.22 rifles both Lever and Bolt action
718-499-5600 or www.henryrepeating.com

SOFTLINES Inc: has developed a "sportsmen's kit" that includes a first aid kit along with a number of other useful items for the sportsmen's pack. You can check them out at: www.SoftLinesInc.com or contact them by calling 715-682-3774 or writing 422 Third Street, Ashland WI 54806

Federal Cartridge Company Has training aids available for purchase. For more info, contact Ryan Bronson at 763-323-3872 or ryan.

SURVIVAL BANDANA could save your Life

We have a new teaching aid that can be used beyond the classroom year around by all students and instructors. Starting in November with each supply order we are including our very own MINNESOTA SURVIVAL BANDANA. Each student should receive a bandana when instructors cover the personal preparedness portion of our course curriculum. Go over the simple tips with your students. This project started as a sample handkerchief from another state that has some first aid and basic survival info printed on the hankie. The seed was planted and it grew into a 22x22 blaze orange bandana with basic tips to help anyone survive 48 to 72 hours in the elements. It was designed to be used as part of our curriculum on personal preparedness. Much of the information mirrors the student manual text and should be a valuable survival tool if ever needed. Encourage students to bring their BANDANA along on every outdoor adventure.



Minnesota is a Hunt Winner Again!

In the last newsletter I reported on a lucky Minnesota student who won the IHEA Heritage Hunt and how important it is for students and instructors to fill-out that form and send it in. You must have filled thousands of them out because 2 Minnesota Instructors were chosen from entries around the country. The first instructor drawn was Lavern Ewert from Waldorf. Lavern was the Firearms Safety Hunter Education Instructor of the Year in 2005. Lavern was very excited but apprehensive about making the trip to Texas in October. Lavern declined the hunt due to health reasons. Brian Thurston, who manages the drawing and hunt, contacted me and asked for suggestions to fill Lavern's absence. I thought that the best thing was to go back to the hat that had all the national entries and draw another name. When the second drawing was held (you won't believe it but) another Minnesota instructor was pulled from the hat! (Wow) His name is Carl Peterson a 14 yr volunteer from Thief River Falls. Carl traveled to Indianhead Ranch Texas in October and was treated like a King. According to Carl the staff, lodging and meals were First Class. Carl was successful on his guided hunt and was able to harvest an Addax, a species of large antelope with spiral horns that is native to Africa and Arabia. Carl was also able to accompany one of the 12 year old winners on their successful hunt, where Oryx was harvested. Carl said, at his spring class he had all of his students turn to the entry form page in the IHEA Hunters

Handbook and all his students and instructors filled-out their entry card, and send them all in to be part of the drawing. Carl said the IHEA Heritage Hunt was truly a hunting trip of a lifetime and an experience he'll never forget. Send in your entry card, you could be the next winner in 2008!!!

FAS Student and Instructor Could Win Hunting Trip of a Lifetime...

Are you feeling lucky???
Register to win your spot on the dream team!
The IHEA annual Heritage Hunt contest is truly a hunt of a lifetime. You could be a winner!

tasco
ENJOY THE VIEW

**WINNER
HERITAGE
HUNT**

SCI
FIRST FOR HUNTERS



INDIANHEAD RANCH



IHEA
Responsible Hunting



Cabela's
"HUNTER'S HANDBOOK" SERIES

Fill out this form, affix a stamp & mail...that's all there is to it, or log on now to www.huntershandbook.com and enter to win.

Be sure all your students and fellow instructors receive the Hunters Handbook and have the opportunity to fill out an entry form for the 2008 hunt.

NBEF Releases the New Black Bear Anatomy & Shot Placement Guide

The National Bowhunter Education Foundation is pleased to announce the release of its new Black Bear Anatomy and Shot Placement Guide. This guide is the third of a series of guides developed to help all hunters and others learn proper organ location. A Black Bear's anatomy is significantly different than that of other big game animals. The Black Bear is second to the Whitetail deer as the most common big game animal throughout North America.



The Sponsors of the Black Bear Anatomy Guide who believe in the education of hunters are: the Southeast Michigan Bowhunters Chapter of Safari Club International, Michigan Bow Hunters, Summit Stands, and DART Target System.

Knowing an animal's organ location is essential to a hunter's ability to harvest the big game animal quickly and effectively. The Bear Guide shows the broadside silhouette of the animal. It includes five sheets of clear acetate showing separated sections of the animal - skin, muscle, skeleton, circulatory system, and organs. This process allows the person to view the animal with its hide on to its internal organs and circulatory system. The Guide also includes text describing the positives and negatives of different shot placements for a bullet or arrow. The user can then determine proper organ location and shot placement to achieve that clean harvest!

The NBEF has developed two of its own anatomy guides – Elk and Black Bear. The first anatomy guide was the Whitetail Deer copy-right owned by Krause Publications and solely distributed by the NBEF. Renowned artist and longtime NBEF Director Dr. Wayne Trimm of Hoosick Falls, NY has created the three guides. Dr. Trimm has recently completed the artwork on a fourth guide to be released later this spring – the Wild Turkey.

All of these guides were developed for use in the NBEF's International Bowhunter Education Program (IBEP). It is no surprise these guides are also being used in the conventional firearm safety and education programs, and other places like biology classes. The IBEP began nearly 30 years ago after being developed by Bill Wadsworth of New York, with help from a few other concerned bowhunters. One of the most important factors of a hunter's success and enhancing public support of hunting is quickly harvesting the animal and recovering it for use as food, etc. These guides are being used all over the world to educate hunters - archers and firearm hunters. Even schoolteachers and others unrelated to hunting use them as resources.

The Anatomy and Shot Placement Guides are available from the NBEF Office for \$10.00 each. Check out the other hunter education/improvement materials through its website at www.nbef.org or by contacting the NBEF office directly at 479-649-9036 or info@nbef.org.

Do you need additional Instructors Certified or have program questions? Contact the Regional Training Officer (RTO) in your area.

RTO Names, Phone Numbers and E-mail:

NW - Todd Manley

218-566-2268

todd.manley@dnr.state.mn.us

NE - Shelly Patten

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SW Metro - Ross Opsahl

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NE Metro - Bruce Lawrence

651-674-2705

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Southern - Jeff Fleming

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jeff.fleming@dnr.state.mn.us

“HAPPINESS”

“Associate with well-mannered persons and your manners will improve. Run around with decent folk and your own decent instincts will be strengthened.”

Stanley Walker

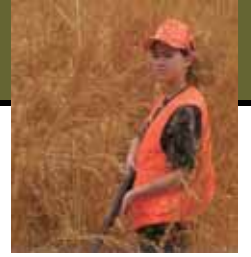
“Most folks are about as happy as they make up their minds to be.”

Abraham Lincoln

“Many persons have a wrong idea of what constitutes true happiness. It is not attained through self-gratification but through fidelity to a worthy purpose.”

Helen Keller

The Female Factor...!!!



Pay attention Instructors! The gals are quickly catching up with the guys. You should be noticing a wonderful trend in your classes, that's the number of female students who are attending Youth Firearms Safety Hunter Education courses around the state. If you look at the statistics the girls have been increasing. On the flip side, the number of male students has been decreasing slightly over the past few years. So what we are seeing is a somewhat flat trend for the number of overall students certified. Please consider recruiting female instructors to your teams. They can help bring a new dimension and dynamic to your group. Lets take a look at the actual numbers of male students vs female students and total students certified from FY2001 to FY2007.

Male vs Female Students Certified FY01 to FY07

2001	17,278 Male 5,452 Female 31.6%
2002	17,693 Male 5,844 Female 33%
2003	17,417 Male 5,848 Female 33.6%
2004	17,456 Male 5,937 Female 34%
2005	17,548 Male 6,585 Female 37.5%
2006	17,485 Male 6,379 Female 36.5%
2007	17,446 Male 6,803 Female 38.99%

Total Students Certified FY01 to FY07

2001	22,730
2002	23,537
2003	23,265
2004	23,393
2005	24,133
2006	23,864
2007	24,249

2007 Active instructors
4209 Male
352 Female

Apprentice Hunter Validation Statistics for 07

The 2007 legislative session brought a new phrase to our hunting vocabulary in the form of Apprentice Hunter. This new law allows someone 12 or older to purchase a hunting license prior to completing Firearms Safety Hunter Education.

The goal of this legislation was to increase the number of hunters by reducing barriers to those who want to try hunting before committing to a lengthy course of instruction. 2,674 new hunters between 11 and 27 chose the apprentice hunter option.

Anyone hunting under the apprentice option needs to be accompanied by an adult who was certified or was exempt because of age. Those who receive the Apprentice Hunter Validation have one year to complete firearms Safety before their validation expires. They must complete Firearms Safety Hunter Education before they can purchase a 2008 hunting license.

Early in 2008 the Department will be sending out a survey on their reasons for not completing a course and their future hunting plans. In addition they will receive information on course options and how to find a course in their community.

The age breakdown is as follows:

<u>Age</u>	<u>Number</u>
11	47
12	298
13	198
14	133
15	140
16	120
17	88
18	135
19	155
20	142
21	177
22	188
23	175
24	176
25	162
26	178
<u>27</u>	<u>162</u>
Total	2,674

936 or 35% of the Apprentice Hunters are under age 18, they will be looking to find a traditional classroom course. Because home study or on-line course is not yet an option for them.

The remaining 1,738 will also be looking for either our traditional classroom course of Home Study or On-line course.

Please consider adding these home study student apprentices to your range and field day. Also consider becoming a Home Study/ On-line instructor. Contact your RTO for specific information on Home Study/On-line Course procedures.

PHOTO CONTEST WINNERS

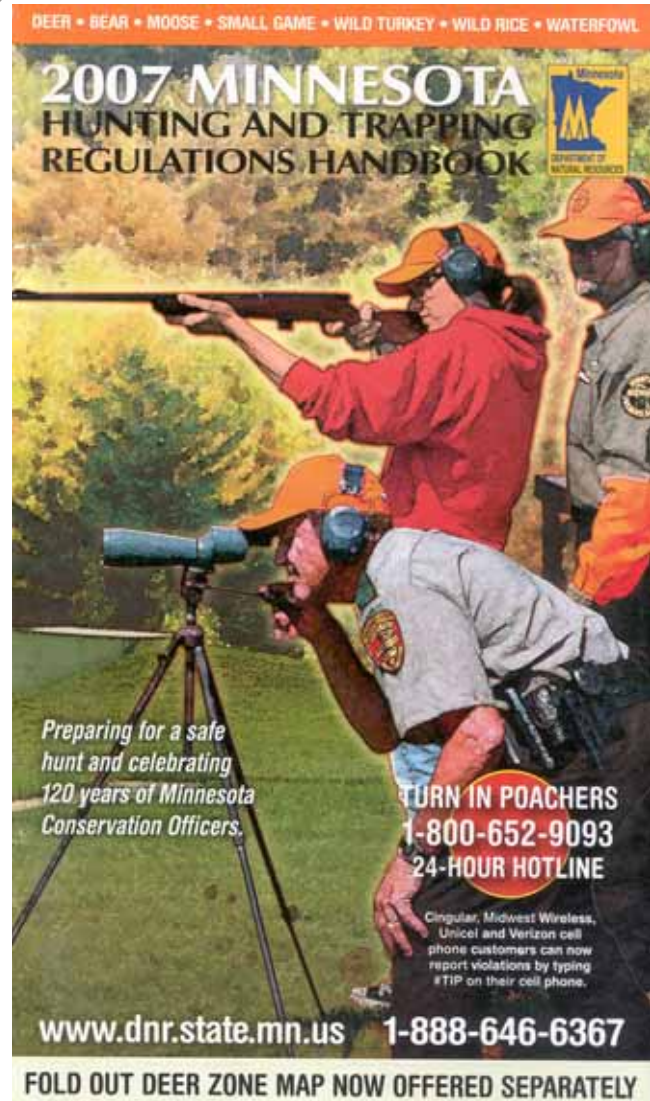


In the two previous newsletters a contest was held for instructors to submit photos that featured their local programs... Instructors were eligible to receive a \$10.00 Gander Mountain Gift Certificate for each winning photo. Several Instructor teams submitted photos. Many of the winning photos are featured on this page. Some winning photos are now featured in the revised student manual. A special thanks to all who took time to highlight their programs.



FAS Instructor and Student Featured on the 2007 Hunting Regulations Cover

By now you should have noticed that the 2007 Hunting and Trapping Regulations Handbook features an artistic rendition of a Volunteer Firearms Safety Instructor, a female student and a Conservation Officer in a range day setting. The folks on the cover are real, the instructor is Bruce Edberg an 8 year volunteer from Brainerd. She student is Erin Osell also from Brainerd, who was a graduate of the Pine River FAS spring class. The Conservation Officer is Fred Hammer, a retired CO and former Chief of the Division who lives in Baxter. A photo of the trio was taken at the Pine River Range and Field Day by Artist Ron Finger of Baxter who through computer magic transformed the photo into a watercolor. The fact that Youth Firearms Safety Hunter Education was chosen for the theme of the cover speaks loudly of the importance of your education programs to the citizens of Minnesota. We are the foundation for thousands of youth who enter the ranks of hunting and shooting sports each year. This cover was part of a year long celebration of the 120th Anniversary of Minnesota Conservation officers that also featured a CO on the Fishing Regulations cover. Save a copy, be proud you are part of a hunting and safety tradition that continues to a big part of who we are in Minnesota.



The Department of Natural Resources Division of Enforcement thanks each and every one of you for a job well done. Your commitment to hunter education and safety is seldom recognized by the Millions of citizens of this state who enjoy the rich bounty of natural resources that we many times take for granted. It's the volunteers around the state that hold the key to future generations of hunters, the true original conservationists.

Minnesota Leads The Nation

By RTO Ross Opsahl

Minnesota is the number one state in the number of youth that hunt and fish in the country. A recent US Fish & Wildlife Service (USF&WS) survey indicated that 58 percent of youth ages 6 to 15 hunt or fish in Minnesota. The Fish and Wildlife Service survey had 12.5 million hunters and 30 million anglers among its residents 16 and older. The USF&WS survey of adult hunters and anglers does not count youth under 16 years old in the overall numbers of hunters and anglers. The USF&WS survey showed Minnesota hunters age 16 and older fell from 597,000 to 541,000, representing a 9.5% drop from the previous year. Nationwide big game hunting was the most popular followed by small game and migratory bird hunting.

In the calendar year 2005, Minnesota certified 24,032 students. In the year 2006, the number certified rose slightly to 24,367 and volunteer instructors have certified 22,880 students thru November 16, 2007. Using the last two complete years of certification data available the Minnesota Firearm Safety Program saw the numbers of students certified remain even from the previous year. While a portion of the students certified are adults the vast majority of students are under 16 years of age. This stable number of students certified contrasts with the 9.5% drop in adult hunters in the USF&WS survey.

With the USF&WS survey numbers showing a decline in adult participation from the previous year, the Education Section is trying to introduce children to the shooting sports and outdoor recreation thru our inter-active LaserShot display booths at the Minnesota State Fair and major sport shows held in Minnesota. Other DNR programs such as Minn Aqua and Archery in the Schools are in place to introduce students to other types of outdoor recreation in Minnesota.

 When hunting with
a novice hunter,

the focus of your hunt
must always be
on the novice hunter.



Please call Camp Ripley
and update any change of
address or phone numbers.

1-800-366-8917

Thanks

Instructor Organizations

Ron Harmon Sr.
MFIA President
6528 53rd Street North
Oakdale, MN 55128
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Cell: 612-308-7646
Email: ron_harmonsr@yahoo.com

Franklin Flack
MVSIA Interim President
Home: 763-323-8601
Cell: 612-309-9370
Email: fflack@comcast.net

THANKS TO ALL OF YOU
FOR GUIDING ANOTHER
26,000 STUDENTS STATEWIDE
DOWN THE PATH TO BECOME
SAFE, ETHICAL, AND RESPONSIBLE
HUNTERS...

A Recent Letter To a Local Newspaper Has an Important Message For All Parents and Students

Editorial from Rochester Post Bulletin....

Editorial: **Show young hunters that safety is top priority**
11/15/2007 9:22:18 AM

In much of Minnesota, the firearms deer season is drawing to a close -- but not here. In southeastern Minnesota, the second season, which once was known as "the doe hunt," begins Saturday and runs through the Sunday after Thanksgiving.

The split season here is an attempt to make the woods less crowded, but it also allows teenagers to spend up to six days out of school and in the woods with their parents, older siblings and extended family. It's safe to say that the majority of young hunters in this region shoot their first deer within five days of Thanksgiving.

That's great -- but with hundreds of middle-schoolers in the woods, safety becomes an even greater concern. All deer hunters get excited when they see deer, but the adrenaline rush experienced by a 13-year-old on his first hunt is even stronger.

We're not suggesting that youngsters shouldn't hunt. Quite the contrary -- hunting is a safe sport, and mandatory hunter safety classes have reduced fatalities statewide from an average of several dozen each year a few decades ago to fewer than five. You're far more likely to die while swimming, snowmobiling or ice-fishing in Minnesota than you are while hunting.

Still, this year's list of deer-hunting accidents runs the gamut of ways people can be injured or killed while hunting:

A Chaska man shot himself in the arm when he set his loaded gun down on the ground and it fired.

A New Ulm man was shot in the forearm by a member of his hunting party as they flushed deer from a wooded area.

An Aurora man was critically injured when a 15-year-old accidentally fired a gun while unloading it.

A Minnetonka man was shot in the leg when his brother, who was 500 yards away on the other side of a hill, fired at a deer that was standing on top of the hill.

An Elbow Lake man died after being struck in the chest by bullet during a deer drive through tall grass.

A Melrose man died after falling 20 feet from his tree stand.

Two deaths is two deaths too many. And the guilt felt by a hunter who accidentally shoots someone can be life-shattering.

So, as plans are made in anticipation of the upcoming hunt, we encourage parents to put the novices in safe locations with lots of visibility. Don't drive deer if young hunters are involved. Don't let young hunters climb into high, frost-covered tree stands in the pre-dawn darkness.

Instead, we encourage experienced hunters to sit right next to the beginners for at least a day or two. Watch the sun rise. Relish the time together.

Some parents will experience the thrill of watching a child bag his first deer this weekend. Some won't.

But if everyone makes safety their top priority, they'll all be able to enjoy Thanksgiving dinner.

Student Safety Pledge

Michael and Linda Neault, instructors from Catlton County recently sent in a great suggestion that they are using in their Youth Firearms Safety Hunter Ed Course. It's called "The Safety Pledge". During the first few minutes of the class session where the student will be taking the written exam they invite both parents and students to raise their right hand and recite the following pledge.

"From this day forth, I (state your name) promise my parents/guardians, (each instructors name), and most of all myself, that from this day forth, whenever in the presence of a firearm, I will act in a safe and adult like manner."

Michael says, "When the students say the pledge, the pride in what they have accomplished shows, you can sense their maturity and a big step towards adulthood." Please give this pledge a try. Thanks to Michael and Linda for this great idea.

2007 Instructor of the Year Sought

We are once again soliciting nominations for the MN Firearms Safety Hunter Education Volunteer Instructor of The Year. This award was first presented in 1990 and is sponsored by several organizations. Each year we receive nominations from Conservation Officers and fellow instructors to recognize some very deserving instructors. Please take time to nominate that dedicated, hard-working innovated instructor who has been at the fore front of your local class to insure that our safe and ethical hunting traditions are passed on to future generations in your area. The Award is presented annually at the NW Sports Show in Minneapolis.

All nominations are sent to an independent panel of judges who then rate each instructor in the following categories:

1. List the nominee's education activities 2007, i.e., courses taught, classes organized and recruiting of other instructors.
2. List nominee's outstanding hunter safety work in the past, i.e., activities showing work beyond what is expected.
3. What efforts has the nominee made in promoting Hunter Education outside of classroom instruction?
4. List the nominee's other organization affiliations and activities related to Hunter Education and wildlife conservation.
5. List any awards or recognition the nominee has received for work in Hunter Education.
6. List any work the nominee has done with state or local governments or agencies to promote and encourage Hunter Education and the work of the agency.
7. List any innovative ideas, techniques, or teaching aids the nominee uses in Hunter Education that could help other instructors.
8. What do you consider the most valuable contribution the candidate has made to Hunter Education... a. This past year: b. Since they have been a Hunter Education Instructor:

Nomination forms are available in both written and electronic format by calling our Camp Ripley office at 1-800-366-8917 or e-mail at wendy.richey@dnr.state.mn.us

Nomination are due no later than midnight on February 8th 2008

Previous Award Recipients

1990—Elden Grabau	1999—Harold Kick
1991—Ronald Norenberg	2000—Anthony Rondeau
1992—Dennis Olson	2001—Duane Sundberg
1993—Clement Lehrer	2002—Glen Gitchel
1994—Marvell Trip Jr.	2003—Roger Eisen
1995—Richard Nelles	2004—Kermit Terlinden
1996—Graham Luck	2005—Lavern Ewert
1997—Alvin Schroeder	2006—Carl Boehmer
1998—Darrell Heinn	2007— ???



The Importance of “Body Language” in Your Instruction

What Is It?

Body language is communication without words. It includes a number of techniques such as facial expressions, posture, hand and body movements, use of a person’s space, and ways of reacting to the situation and environment.

It Is Important

Talking may convey less than 35 percent of your message. Success in relating with people often depends on your ability to use body language. Body movements are usually combined with words and can affect your total message. Correct use of body language is determined by those involved, the setting, and situation.

Body Signals

Body language is composed of **facial expressions, eye contact, head movements, arm and hand gestures, and posture.**

Facial Expression

Your facial reaction is worth a thousand words. Facial expression is most revealing. Your face is your ambassador to everyone you contact. It should be mobile and reflect your character, credibility, and emotional well being. Your goal should be to show your positive feelings and conceal your negative feelings. As facial reaction is involuntary, controlling it is difficult under stressful situations unless you practice. Your lips tense, you frown, your eyes glare, and your brows arch. Facial muscles lack coordination and strength without regular exercise.

Facial exercises—open your mouth wide and stretch your face, move your mouth from side to side, clamp your mouth shut, and raise your chin high. Exercise your face just prior to giving instruction. It releases tension and makes you look alert.

A smile is your ticket to success. Keep it natural, comfortable, and ordinary, without a smirk or wide grin. Look in your mirror and move your lips until you find the smile that looks natural to you, then practice it until it becomes second nature.

Learn to control your upper face by assuming various expressions and studying your face in front of a mirror. When you find an expression you like, hold it, remember the way it feels, and then practice effective expressions when alone. A series of such expressions which you can use when you want will be most useful and effective.

Eye Contact

When talking to a group, direct eye contact indicates sincerity, credibility, and trustworthiness. Staring at the wall or glancing quickly from face to face results in the opposite effect. In one-on-one situations, maintain strong eye contact 95 percent of the time with only momentary glances away. Indicate your interest in a conversation with an easy direct gaze, but do not stare or overpower with your eyes. You can focus your eyes on the person’s nose or between their eye-

brows in lieu of looking directly into their eyes, they will not be able to distinguish the difference.

Head Movement

Looking or holding your head down indicates submission. Holding your head up and steady indicates self-confidence.

Arm and Hand Gestures

Arms and hands can shape and frame your entire body. Arms and elbows held too closely to your body indicate tension. Arms folded across your chest signals an unwillingness to communicate or to listen to other people’s words. Flailing your arms while speaking or walking about may spark awkwardness or hostility.

Use your arms naturally. Hand movements exposing your palms, means openness and receptiveness. The back of your hand is a negative signal. Clenched fists, rigid hand slicing, and use of the side of your hand are very strong emphasis and should be used sparingly to reinforce only the most important points.

Avoid finger pointing, keep your fingers together when gesturing. Open fingers indicate weakness or lack of control.

Use gestures to make points but never constantly. Students will watch your hands and miss what you are saying or doing.

Posture

Stand tall. Slumping and shuffling gives the impression that you lack both confidence and self-discipline. A too erect posture conveys rigidity.

While using a mirror, shift your weight until the tension in your back and neck muscles is at a minimum and you are comfortable. Pull your shoulders up and back, elevate your head slightly, and take a few steps. Watch yourself in the mirror until you are satisfied with how you look.



These notes were adapted from an article by James C. Gray, Jr., the author of *The Winning Image*, United Airline Magazine, May 1982. Excerpted from *Image Impact: The Business and Professional Man’s Personal Packaging Program*. ©1983 by Jacqueline Thompson.



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DIVISION OF ENFORCEMENT
EDUCATION SECTION

Department of Natural Resources
Division of Enforcement, Education Section
15011 Hwy 115
Little Falls, MN 56345-4173

Phone: 1-800-366-8917

Fax: 320-616-2517

Email: enforcement.education@dnr.state.mn.us

*Modeling safe, responsible, &
ethical behaviors for hunters*

[www.dnr.
state.mn.us](http://www.dnr.state.mn.us)

Websites and Information

INSTRUCTOR WEB PAGE:
[www.dnr.state.mn.us/
safety/instructors/index.
html](http://www.dnr.state.mn.us/safety/instructors/index.html)

Register your class online
& sign up for the "Listserv
Mail Service"!

VISIT ORGANIZATIONS ON THE INTERNET

Ranges MN [www.dnr.state.
mn.us/shooting_ranges/](http://www.dnr.state.mn.us/shooting_ranges/)

Ducks Unlimited: ducks.org

IHEA: www.ihea.com

NBEF: www.nbef.org

NSSF: www.nssf.org

MDHA: mndeerhunters.com

www.pheasantsforever.org

www.ruffedgrousesociety.org

Saf. Club: www.sci-dc.org

N.W.T.F. www.nwtf.org

Adaptive Equipment for Dis-
abled Hunters, [www.badf.org/
disabledhunters.html](http://www.badf.org/disabledhunters.html)
Izaak Walton League: [www.
iwla.org](http://www.iwla.org)

Ducks at a Distance Waterfowl
ID Guide: [http://www.npwrc.
usgs.gov/resource/tools/
duckdist/duckdist.htm](http://www.npwrc.usgs.gov/resource/tools/duckdist/duckdist.htm)

Bird Wing ID: [www.ups.edu/
biology/museum/wingphotos.
html](http://www.ups.edu/biology/museum/wingphotos.html)

Turn In Poachers: [www.
turninpoachers.org](http://www.turninpoachers.org)

To access the volunteer discus-
sion section of the IHEA web-
site, go to www.ihea.com

1. Username = "volunteer"

2. Password = "huntsafe"

To access the instructors re-
source section of the IHEA
web site, go to www.ihea.com

1. Click on Instructor Re-
source,
2. User Name is "instructor"
3. Password is: "gohunt"

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713-2479

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