



OCAsional News

Published by the Ontario Camping Association

February 1998

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A Standard Review

Periodically, it's important to review essential aspects of any organization. The Ontario Camping Association is no exception. At the November 1997 Board meeting, the Board of Directors of the OCA endorsed the pursuit of a series of recommendations designed to enhance the clarity, quality and effectiveness of our current membership and standards process for potential new camp members. With the Board's support, I will do my best to facilitate and lead this process.

First and foremost, it is important to recognize that a host of gifted individuals over many years have contributed to the evolution of both the membership and standards practices of the OCA. In no way is the suggestion being made to dramatically alter the basic foundation that is currently in place. Rather, the Board will consider several possible changes that will simplify and improve the process for all concerned. It is obvious to many that we need to address how we welcome and accredit new members and the hope is that this process will lead us to better serve our members and improve the overall quality of the camping community.

It is essential that as many members as possible have input into this process for any productive outcome to be realized. To that end, I would like to briefly state the main recommendations that are being made and also illustrate the process that has been endorsed.

The recommendations being made are in part based on the current membership and accreditation process that has been developed and is in use by the Camping Association of Victoria (Australia). This association has an excellent system that thoroughly prepares camps for membership. It involves a two-step process that is a wonderful collaboration between

all the branches of that organization. Camps move at their own speed through the process; the association provides written resources covering all aspects of camp operation; workshops are scheduled for all member camps on a regular basis covering a wide variety of topics; and a mentorship program has been developed that creates a strong partnership between camps and veteran camp leaders. Most of all, the process of accreditation in Victoria demands a more thoughtful and precise review of standards than is currently occurring within the OCA.

The recommendations that are being prepared to the OCA Board (at the April 1998 meeting) are as follows:

1. Develop a two-step process for potential new member camps:

SELF ASSESSMENT

The camp owner/director completes his/her own assessment of the OCA Guidelines for Accreditation (allowing for the applicant to pursue those areas that need improvement). During this process, each potential new member creates two identical files verifying that all of the standards are being met (or offers explanations for those that are not). One file is then sent to the OCA office while the other is kept with the camp owner/director. The contents of the files would include such items as insurance policies, program guidelines and copies of all official camp documentation (contracts, registration forms, waterfront productions, etc.). During this first step, the OCA would also provide a resource manual (to be developed) with materials that would assist the applicant in meeting the guidelines (with samples of forms, etc., currently in use in member camps).

MENTORSHIP

When the applicant has submitted the file to the OCA office (and to the Standards Committee), a mentor is then assigned to the camp. Mentors would have very clear and defined responsibilities working with potential member camps. These responsibilities would include verification of the materials within the file, ensuring that the owner/director understands how the guidelines apply specifically to their camp, and a visit to the campsite during the season. Most importantly, mentors would be asked to complete the first two responsibilities away from the hectic summer season. This would allow for a more thorough review of the Standards and enable the mentor to share their expertise in a more beneficial way with a potential new member.

2. Allow potential member camps to follow a timeline that is more realistic for their own situation (in other words, experienced owners/directors may be able to work through the process faster than those that may need more assistance).

See *Working Together*, page 4

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**"All the arts we practice are apprenticeship.
The big art is our life." — M.C. Richards**

From Barb's Laptop

Notes from the Board meeting on January 14, 1998:

At this transition meeting, we welcomed Eoin Wood (Treasurer) and Brian Blackstock, Polly Hodgetts, Jen Palacios, and Maija Zeibots (Directors). They join John Jorgenson (Past President), Bob Smith (Vice President) and Dave Latimer and Dave Ward (Directors) to form your Board for this year.

As always, we received information and held discussions on a wide range of topics including these highlights:

- Thanks are extended to Ted Cole for offering to chair a group to review Board structure.
- Marj Booth gave us an introduction to the workings of the PRO (Parks and Recreation Ontario) and we confirmed her as the OCA representative to that organization and to the Management Committee of the High Five Project - Quality at Play.
- John Jorgenson gave an overview of CCA/ACC's proposed by-law changes and some modifications were suggested.
- Jeff Bradshaw's report entitled "A Standard Review" prompted much discussion. See page 1.
- Budgets and money matters are always discussed as we work to keep our finances in good shape.
- Dave Ward and Bev Jahnke worked together to assess our computer hardware and software and to suggest upgrades.
- Committee reports were presented and directors will soon have liaison responsibilities for some committees. Dave Latimer continues to work on an Environmental Policy for camps.
- We renewed our membership in ICF (International Camping Fellowship) and discussed volunteer awards.
- We ate pizza and had such an enjoyable time that we decided to meet every month!

Things to Do

- Congratulate all the winners of our awards
- Prepare to Meet the Camping Challenge(s) at the Conference
- Build stair and balcony railings
- Look for additional sponsors for the Addiction Research Foundation/OCA Drug and Alcohol Policy Guide and video

*Barb Gilbert
President*

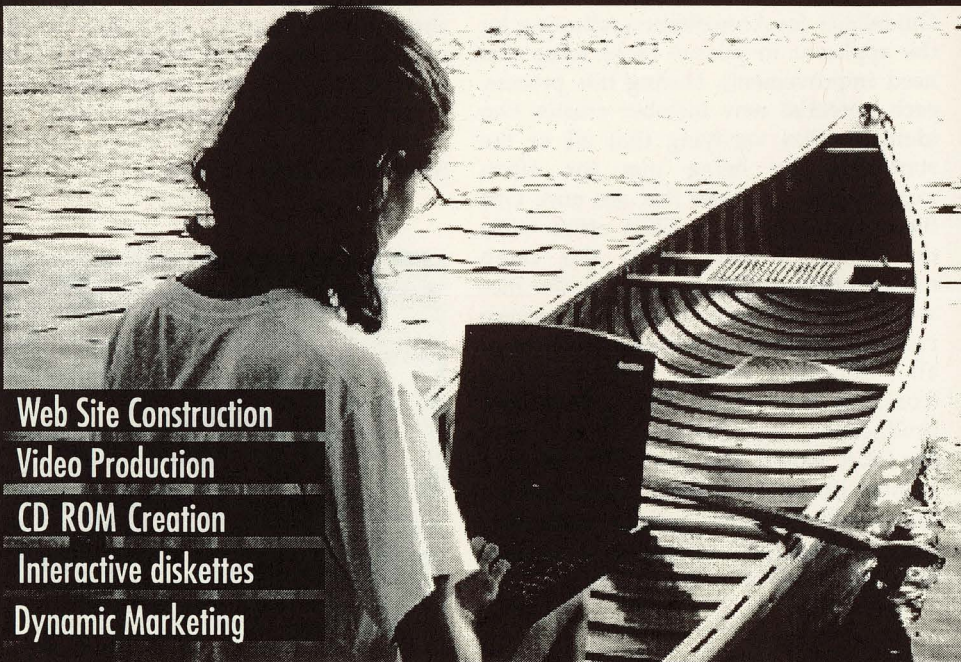
Legislation Update

The concept of establishing a national pedophile registry is being studied by the federal government. The registry would retain information on violent offenders and pedophiles "for a long time" and be accessible to the public.

Lists of serious offenders are already available to volunteer and community groups through the Canadian Police Information Centre (CPIC) and a back benchers' bill has been proposed that would make background checks of all those who work with children mandatory.

As reported by Fiora Hawryluk

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Editor's Note

This is your newsletter. It is not written by people who control the workings of the Ontario Camping Association. It is not written by people who are "in the know." It is not written by people at the top of the ladder. It is written by people like you.

I encourage all of you to submit something. It doesn't have to be fancy; it doesn't have to be long; it doesn't have to be typed. It can be a poem, a tidbit of trivia, a morsel of information on legislation that affects our industry, a letter to the Editor, a question for "Yours for the Asking," a notice about a change in your camp's personnel, the date for an upcoming event, a rant, a rave. It can be a review of a new book you've read, a report on a seminar you've attended, an impression of a new program you've implemented.

Paul Grossinger, the OCA's Production Secretary, transcribes all of the information into the newsletter template. Although it helps if the information is on disk (using MS Word), that's not essential. The only date to remember is the 15th of the month: that's our deadline for

submission of all articles for the next publication month. The material then undergoes editing for clarity and to correct spelling errors, grammar, etc. If we cannot understand the gist of your article, you will be contacted and we will work it all out.

When you are dealing with a company that has advertised in the newsletter, let them know you saw their ad. If you deal with a company that does not advertise or is not a commercial member of the Association, encourage them to become a member and/or advertise. That helps the newsletter's budget and it helps the readership to become more aware of products and services available to our community.

Pick up your pen—there, that wasn't so hard, was it? Now think back to all the times when you've oh so eloquently spoken to another camp professional about a topic that means a lot to you; it probably means a lot to others in the camping community, too. Put pen to paper, fingers to the keyboard... now write.

Fiora Hawryluk

Volunteer and Commercial Recognition Awards

Do you know an outstanding OCA volunteer? Wouldn't it be nice to recognize him or her? The opportunity to nominate your fellow volunteers is quickly running out. Call the OCA office immediately to submit your nominations.



Deadline extended:
February 10, 1998



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Camping Makes the World Go Round

News from the world of camping:

- Sako Tanaka (ICF Representative from Japan/Eastern Asia) and a representative from the National Camping Association of Japan will be travelling to Toronto for the OCA Conference in February. They will be sharing with us some wonderful information about the Fifth International Camping Congress in Japan in 2000. As well, Sako has promised to entertain us with her folk dancing!
- Valery Kostin (ICF Representative from Russia/CIS) has just confirmed a huge delegation travelling from St. Petersburg and Moscow for the OCA Conference. Thirty-five (that's right, 35) Russian delegates have been registered for the Conference, including several government officials and many of our camping friends.
- ICF is truly an organization that has brought together a world of outdoor experience. Our most recent membership statistics indicate that ICF has members in 32 countries. These include Kenya, Togo, Zambia, Australia, India, Malaysia, New Zealand, Philippines, Turkey, Canada, Venezuela, Columbia, Mexico, Belgium, The Czech Republic, England, France, Germany, Greece, Ireland, Italy, Latvia, Switzerland, Hong Kong, Japan, China, Thailand, USA, Bermuda, Kazakhstan, Russia and Ukraine! Canadians will have a chance to renew memberships or join ICF during the upcoming OCA Conference. In addition, an ICF membership form will be included in an upcoming *OCA'sional News* mailing.
- Finally, we have all been saddened to hear about the serious illness of our friend Bill Bowker. Bill, his wife and their son, Matthew, own and direct Kangarooobie in Australia. Bill is well-known to many Canadians for their enthusiastic participation in the Fourth Camping Congress as well as other OCA, ACA and ICF events. Currently, Bill is the vice-chair of ICF and has certainly played a significant role in the international camping movement. I

know that I speak for everyone in sending our love, thoughts and prayers to Bill, Jenny and Matthew at this difficult time.

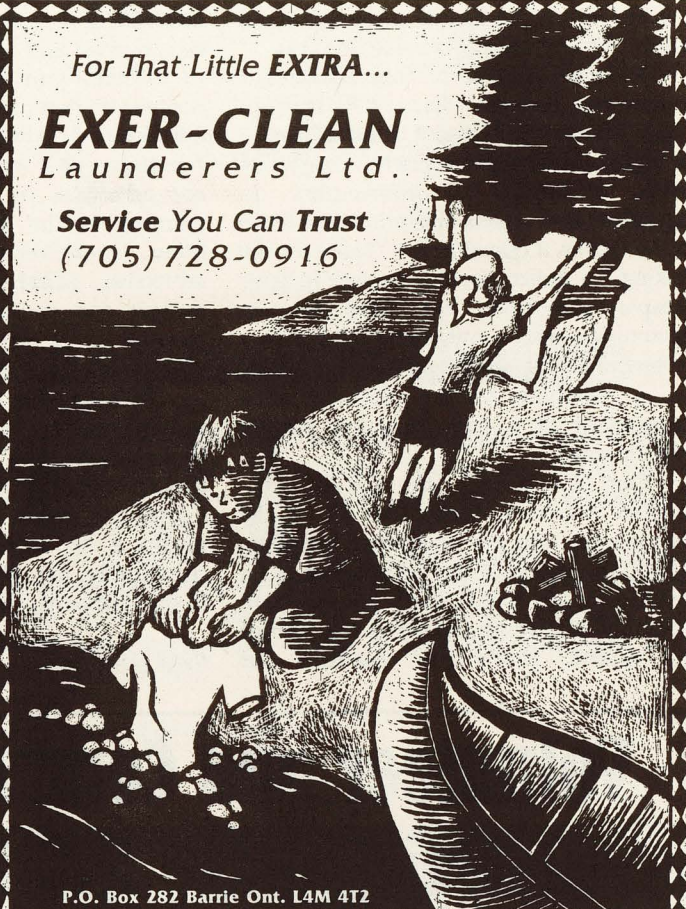
Until next time,

Jeff Bradshaw
Canadian Representative
International Camping Fellowship

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Working Together

continued from page 1

3. Create a more welcoming environment for potential new member camps by:
 - acknowledging each new member with a personal welcome (phone call or letter) from the President
 - encouraging personal contact from the Human Resources Committee (including a presentation of opportunities to support the OCA)
 - assigning a mentor to work with the camp in a fast and efficient manner
4. Establish a series of yearly workshops that address various aspects of camp management.

The Board would need to decide how visits for renewal of accreditation might be affected by these recommendations.

A presentation will be made at the February 1998 Advisory Council meeting giving further details and suggestions for implementation of these recommendations. In addition, comments from all members of the OCA are welcome. Please call Jeff Bradshaw at the Camp Wenonah office in Burlington (905-319-0163) to offer your comments. A final report, including any changes or revisions, will be prepared for the April 1998 Board meeting.

Finally, a personal note. The impetus for the submission of these recommendations has come from my recent involvement in the process of membership and standards. Prior to these past few years, I would not have felt that there were many problems. I am now acutely aware of the challenges that face us.

Let's work together to make our Association even stronger.

*Jeff Bradshaw
Director, Camp Wenonah*

Campfire of Inclusions

This is a call to all camp directors and senior staff who are venturing into the camper era of inclusion. We have a great hour set aside at the 1998 Annual Conference to discuss your ideas of how to include disabled children at your camp.

Over the past years the OCA, along with the Integration Committee, has been encouraging our member camps to include kids of different abilities at their summer camps.

The Campfire of Inclusion will give you the opportunity to come out and discuss your visions and concerns about inclusion.

In this informal session, we will take a look at the impact of the Americans with Disabilities Act, and if we agree with this model. Also, we will examine the idea of standards for campers with disabilities.

So, on Sunday, February 22 at 9:00 a.m., bring your thoughts about inclusion to the Markham Room B. Let's talk.

*John Bergman
Member of Special Needs Resource Committee*

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Hamilton, Ontario. L8S 4R5
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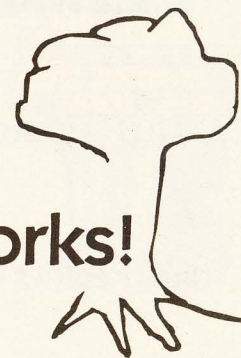
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Yours For the Asking

Yours for the Asking is a regular feature of the *OCAsional News*. Readers are invited to send in their questions to the OCA office, attn: **Yours for the Asking**. Our panel will be delighted to respond in an upcoming issue! We are fortunate to have on the team Ted and Elaine Cole of Camp Walden, and Tracy Shand of Camp Naorca. Ted and Elaine bring a residential camp perspective, while Tracy offers the day camp view!

Question: In planning for my staff members' training opportunities, I have to work around a concern of mine, namely, that my camp may be stagnating. I sometimes feel that we don't get enough "fresh blood" in the system (in individual camps and even in the camp community itself) to encourage creative concepts and ideas. How do you resolve this within your own camp operation? Do you feel that investing in outside consultants is valuable? What training resources do you offer your camp staff?

Tracy Shand responds: Nothing like answering a question with a question, but here are some key questions to ask in regards to staff hiring and training opportunities.

1. Review your hiring policy. Are you automatically re-hiring staff each summer, or do you open up job opportunities and

hire the best available applicant?

2. Do you expect staff to be skilled in all areas of camp or do you choose to hire specialists, e.g., sports, music, drama, nature, etc. If you do hire specialists, do you draw on their areas of expertise in your training events?

3. When you are hiring do you look for staff who clearly can take initiative in areas such as being creative? Once on board, do you "spoon feed" your staff or encourage them to take initiative and try new things? As a camp director, are you open to and supportive of implementing new ideas for your program?

4. Are you yourself striving to offer new and innovative training sessions each year or are you planning the same old thing? Are you making resources available to your staff?

5. If budget permits and you use an outside consultant, have you worked cooperatively with them to get the session you want? Have you informed them about content you want covered, methods that you think would be effective with your staff, how this session ties into the overall training event or theme, etc.?

Our training events for 1998 will hopefully be exciting, full of great ideas and opportunities for staff to learn to work together. If we get our staff involved and interested they will be even more successful.

Ted and Elaine Cole respond: One of the first questions I ask to my returning staff is "What are you going to do to stimulate yourself to excite the children and challenge your own experience?" Granted, this is a complex question which takes much thought.

Camp is an environment which is constantly changing. Directors and staff have to be flexible and yet creative. Sometimes it may require a number of staff to brainstorm and come up with new ways of presenting essential material that may seem repetitive and somewhat tiresome but is necessary to cover in precamp.

Often the simple routine may need a little shake up, i.e., doing a dramatic production to illustrate your point. This is fun and staff enjoy seeing senior staff get down and dirty.

I do recommend the use of consultants. They can bring fresh ideas and a new face to your program. Often they can see things quite simply because they are personally removed from the camp. A good consultant will have many years of experience behind him/her, and like any lecture or workshop, if you get one or several ideas from them it is well worth it.

There are many resources offered through the OCA spring training sessions, OCA health care workshops, conferences, etc. The material is all easily accessible—just reach out and touch someone.

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Calendar of Events

February

Conference Committee Meeting	Thursday, February 5
Special Needs Resource Committee Meeting OCA Board Room	Monday, February 9 4:00 p.m.
Board Meeting OCA Board Room	Wednesday, February 11 11:00 a.m.
Health Care Committee Meeting OCA Board Room	Thursday, February 12 7:00 p.m.
Advisory Council Meeting Sheraton Parkway Hotel, Richmond Hill	Wednesday, February 18

Directors and Senior Staff
Conference 1998
Sheraton Parkway Hotel,
Richmond Hill

Thursday, February 19 to
Sunday, February 22

Breakfast Club Meeting
How do I Accept this Camper:
Making Informed Decisions:
OCA Board Room

Thursday, February 26
8:00 a.m.

March

Diversity Committee Meeting
OCA Board Room

Thursday, March 5

Board Meeting
OCA Board Room

Wednesday, March 18
11:00 a.m.

OCA Bulletin Board

People on the Move

Onandaga Camp is pleased to announce the appointment of **Jennifer Holman** to the role of Assistant Director.

Dave Graham has joined Camp Kandalore and will be assuming the duties of Assistant Director.

Birth Announcements

Jeff and Renata Bradshaw are happy to announce the birth of **Madison Emily Bradshaw** at 11:53 a.m. on December 26, 1997. Madison weighed in at a healthy 9 lbs, 3 ounces.

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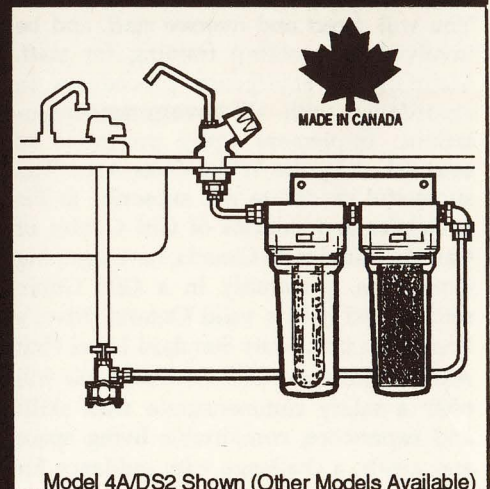
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Camp Director for Mon-Sat eight week summer day camp program at Balfour Beach, Lake Simcoe. During the year, hire staff, plan activities, assist in recruiting campers work with camp association. Live on-site in the summer. Fax résumé, references to Camp Katonim at 416-226-0531.

Counsellors and specialty staff for Mon-Sat eight week summer day camp program at Balfour Beach, Lake Simcoe. Live on-site in summer. Fax résumé to Camp Katonim, 416-226-0531.

Camp Director for Camp Wyoka, Clifford, ON, White Oaks Girl Guides of Canada. You will direct and oversee staff, and be involved in precamp training for staff. Maintain all emergency procedures in accordance with all government regulations. Implement camp programs as established by the White Oaks Area. The successful candidate will subscribe to the principles and policies of Girl Guides of Canada - Guides du Canada; have camping experience, preferably in a Girl Guide setting; and hold a valid Ontario driver's licence, an up-to-date Standard Level First Aid certificate and CPR certificate. We will offer a salary commensurate with skills and experience, comfortable living space and meals, a challenge with guidance for support and success. Time requirements: some evening/weekend meetings with other staff, on-site attendance last week in June to last week in August, 1998, and ongoing communication with Area Office

via mail/telephone/fax. If interested, please reply in confidence, with résumé, to Area Commissioner, White Oaks Area, Girl Guides of Canada, 1563 Dundast St. W., Mississauga, ON L5C 1E3. Fax 905-279-4501. Please quote file #CD98 on envelope. Résumé should arrive by February 25, 1998.

HarbourKids Camps is currently accepting applications for March Break and Summer positions. Directors, counsellors, nurse and administrative positions, etc. available. Deadline for March Break and directors' positions is February 6; March 6 for all other positions. Please call 416-973-4093 to request an application package or pick one up at the OCA office.

Ontario March of Dimes summer holiday program is seeking nurses, drivers and counsellors to work with adults with a physical disability in a residential setting. For more info, please call Cathy Smart at 416-425-3463 ext. 288.

Manager—full-time. The Kinark Outdoor Centre is a year-round facility delivering strength-based outdoor education, adventure and therapeutic recreation programs. Responsibilities: the manager is responsible for the overall day-to-day operation of the Centre with primary responsibility for program services. Qualifications: candidates should have a minimum of five years' related experience in an outdoor centre/adventure program setting, with a background in outdoor education and facility operations. Salary: excellent salary with a full benefits package. Closing date: February 28, 1998. Apply to: Director, Kinark Outdoor Centre, Minden, ON K0M 2K0, kinoutdr@inforamp.ca.

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OCA'slational News offers you a variety of ways to promote products and services within organized camping. The Ontario Camping Association welcomes articles and photo submissions. The next deadline is February 15th for the March publication.

● Display ads are sold on a single or multiple insertion rate, with a \$50.00 non-members fee. Please contact the OCA office for rates. Camera-ready art is required.

● We also offer professional and business directory ads of business card size. OCA member fee: \$35 per insert (up to three issues) or \$28 per issue (minimum four to maximum nine issues).

● Classified ads are sold with a maximum size of 25 words for a fee of \$10 for members and \$25 for non-members. Additional space sold in 25 word increments.

● Paid advertising content will not exceed editorial space.

● The *OCA'slational News* is published nine times a year by the Ontario Camping Association, a voluntary, non-profit association committed to excellence in Camping. We want to hear from you. Please send your thoughts and inquiries to the Editorial Committee, care of the office.

● Fiora Hawryluk, Editor. 416-481-2788. e-mail: hawryluk@stn.net

The views expressed by the authors in this newsletter are not necessarily those of the Ontario Camping Association.



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