

OCAsional News

Published by the Ontario Camping Association

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1810 Avenue Road, Suite 302, Toronto, Ontario M5M 3Z2
Ph: 416-781-0525 Fax: 416-781-7875 e-mail: oca@ontcamp.on.ca

Staff with Kids: Bane or Blessing?

At a closing camp banquet, my husband and I were surprised and amused by a question from a twelve-year-old third-year camper, "Do you have any kids of your own?"

In fact, that entire summer, all four of our children were on the camp property, two on staff and two as campers. With years of practice, our kids had mastered the art of fading into the forest. Only their close friends knew of their relationship to the directors. They never asked for special treatment and they didn't expect it. Neil, the youngest, would argue that as camp chore boy, he did receive different treatment. As George tried to explain to him, "In order to achieve the perception of absolute fairness, I have to give you the worst jobs!"

One of my camp nurses had difficulty treating her daughter like any

other camper. When Meredith returned from a particularly cold and wet three-day August canoe trip, her mother whisked her into the Health Centre for a hot shower and hot chocolate while her trip mates unpacked the tripping equipment. Meredith's peer relationships were strained as a result of the "tea and sympathy" dished out by the camp nurse.

Larry Bell, Director of Robin Hood Day Camp, explains that all such problems can be avoided with clearly written expectations. His staff manual outlines the policies for staff with children at camp. For example, it states that for weekly staff meetings scheduled at the end of the camp day, the employee-parent will arrange for care at home for their child who will depart as usual on the camp bus, while the parent remains for the meeting.

At Camp Tawingo, most camper-parent staff are Alumni. John Jorgenson explains that most problems are avoided as these staff are familiar with and support the camp program and philosophy. There are challenges, however, or as Jorgi puts it, "Family can be a mixed blessing." But the extra effort results in experienced, mature, high-calibre staff who are exemplary role models for the younger staff. At Tawingo, positions in the office, health centre, library, sports field or in property maintenance are often filled with camper-parent staff.

In pre-camp training at YMCA Camp Wanakita, the entire staff is educated on policy for camp families. Everyone is made aware of who they are and how they fit into camp life.

Larry Bell is as conscientious about communicating with the

employee-parent as with any other parent. They receive all the camp mailings and are expected to return all forms with complete information for the camp files.

The ways of remunerating staff with children are as varied as the camps themselves. Some camps offer one or more complimentary camper fees while others charge a partial fee, which is deducted from the parent's salary. Larry Bell considers it important that all employees receive some monetary compensation at the end of a season and will adjust the salary accordingly if any employee has several children at camp. Some camps provide babysitting services for under-age camper children or assistance with travel expenses.

Steve Heming at Wanakita prefers not to hire parents with children under camper age as he has limited accommodation for entire families. He recognizes that the extent to which he can hire mature staff is facility driven.

See *Staff with Kids*, page 7

'Nash'onal News Flash!

At the special meeting of members, which took place on Thursday, October 14th, 1999, the membership approved the new structure proposed by a special task force who worked over the past three years. The structure was put forward by the current Board of Directors in April 1999, announced in overall terms to the membership in the 'NASH'onal News of May 1999, and in final form to the membership in September of this year.

See *'Nash'onal News*, page 2

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**"A great deal of talent is lost to the world for want of a little courage. Every day sends to their graves obscure men whose timidity prevented them from making a first effort."
-Sydney Smith**

Thanks go to all of the following:

- Ted Cole and his Task Force of Janet Adamson, Brian Blackstock, Jeff Bradshaw, Caryl Colton, Jill Dundas, Barb Gilbert, Jane McCutcheon, Patti Thom and Maija Zeibots for developing and revising the proposal
- the past Board of Directors of John Jorgenson, Barb Gilbert, Bob Smith, Eoin Wood, Brian Blackstock, David Latimer, Polly Marston, Jen Palacios, Dave Ward and Maija Zeibots, for passing the original suggestions back to the task force for revision and improvements
- the current Board of Directors of Barb Gilbert, Jill Dundas, Eoin Wood, Brian Blackstock, Elaine Cole, David Latimer, Polly Marston, Jen Palacios and Maija Zeibots for suggesting the final revisions and ultimately accepting the report of the task force
- members who took the time to share their insights and suggestions with us after the May publication of the proposed details
- Todd Greenbloom, OCA Counsel, for preparing the legal

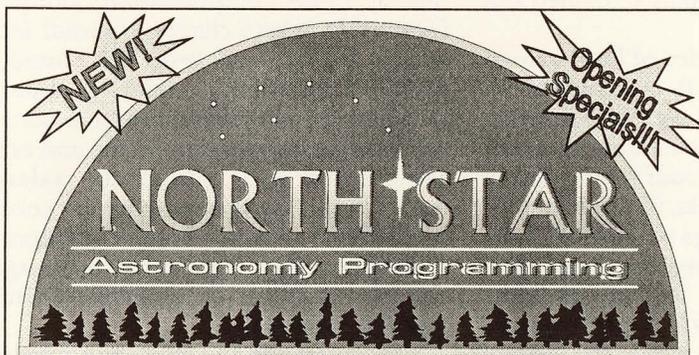
documents

- Bev Jahnke for carefully proofreading and correcting the myriad of typos of the draft copy
- Jill Dundas for preparing the material for the special meeting of members and arranging the meeting
- the OCA office staff for photocopying, collating, and getting out the enormous mailing
- Canada Post for delivering some of the mailing on time (boos for taking an inordinate amount of time on another portion of the mailing)
- those members who sent in proxies, frequently with annotations
- those members who came to the special meeting and made a number of suggestions for ways to add even more improvements to the new structure once it is put into place

Now comes the implementation phase. Every member, whether camp or individual, will shortly be asked which sub-class you want to be placed in for the purpose of this year's election, and you will get to vote for the board member to represent that particular sub-class, along with your vote for the new vice president and the secretary treasurer. Only the sitting president and vice president will be carried forward from the current board, and they will fulfill their term of office after one more year. All other positions will be elected this fall. In order to stagger the elections to provide for continuity in the future, the new vice president, the secretary treasurer, the directors to represent day camps and special needs camps will be elected for a term of two years. The directors to represent private camps, religiously affiliated camps, and not-for-profit (agency) camps will be elected for one year (this election only). By January, the Board will elect the committee chairs who will take their places on the new Board, staggering their terms of office.

I look forward to the election and working with everyone under the new structure.

Ellen Nash, OCA President



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SPECIAL NEEDS RESOURCES: A LOOK AHEAD

The Special Needs Resource Committee has been created to assist member camps. The committee will support the efforts of a camp who is committed to integrate a child with a special need into their setting. At the same time, the Special Needs Resource Committee recognizes the importance and fully supports "special needs" camps specifically providing opportunities only to children with disabilities, such as the Easter Seals Society Camps.

The Ontario Camping Association believes that all children should have the opportunity to prosper from summer camp regardless of abilities and/or disabilities. The Special Needs Resource Committee invites all members of the OCA to become involved with the committee or to access the committee as a resource.

It is the Special Needs Resource Committee's goal to ensure that all children are given a fair and equal opportunity when experiencing camp. Should you or a person at your camp be interested in becoming involved with this Committee or would like to receive resource information, the next meeting is scheduled for November 15 at the OCA office. The first meeting of the New Year is scheduled for January 17 and then meetings will occur every six weeks after until May 2000.

Thank you for your attention and we look forward to working with you in the near future!

John Bergman, member, Special Needs Resource Committee

Need a location for a week or weekend summer camp, school group or a large family reunion?

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Downsview, ON M3H 5V3
B: 416-630-1180 Fax: 416-630-8561

Vice President: Jill Dundas
97 Chatsworth Rd., Toronto, ON M4R 1R8
H: 416-486-6964
e-mail: dundasj@girlguides.ca

Past President: Barb Gilbert
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H: 613-475-1689 Fax: 613-475-2938
e-mail: bgilbert@blvl.igs.net
Portfolio: Conference 2000, Human Resources, Nominations

Treasurer: Eoin Wood, Wanapitei
393 Water St., #14, Peterborough, ON K9H 3L7
B: 705-745-8314 Fax: 705-745-4971
e-mail: camp@wanapitei.net

Director: Brian Blackstock
The Mazinaw Company
33 Davisville Ave., #15, Toronto, ON M4S 2Y9
H: 416-486-1526 Fax: 416-781-7875
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Director: Elaine Cole, Walden Canada
3768 Bathurst Street, #311
North York, ON M3H 3M7
B: 416-635-0049 Fax: 416-630-9248
Portfolio: Health Care, Special Needs Resource

Director: Pauline Hodgetts, Camp Hurontario
1 Ridge Drive Park, Toronto, ON M4T 2E4
B: 416-488-2077 Fax: 416-486-0865
e-mail: hurontario@interlog.com
Portfolio: Editorial, Public Awareness

Director: David Latimer, Kilcoo Camp
150 Eglinton Ave. East, #204
Toronto, ON M4P 1E8
B: 416-486-5264 Fax: 416-486-3854
Portfolio: Archives, Environmental Advocacy

Director: Jen Palacios
356 McRae Dr., #406, Toronto, ON M4G 4G4
H: 416-423-3338
e-mail: jen.palacios@sympatico.ca
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Director: Maija Zeibots, Camp Oochigeas
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B: 416-961-6624; Fax: 416-961-2267
e-mail: maijaz@hotmail.com
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Regional Representatives

Eastern Ontario (Ottawa):
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Arrowhead Camp, 23 Sarrazin Way
Nepean, ON K2J 4A5
B: 613-825-4426 Fax: 613-825-0607

Northeastern Ontario (Sudbury):
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YMCA John Island Camp
185 Lloyd St., Sudbury, ON P3B 1N1
B: 1-800-465-9622 Fax: 705-674-3236
e-mail: david_ward@ymca.ca

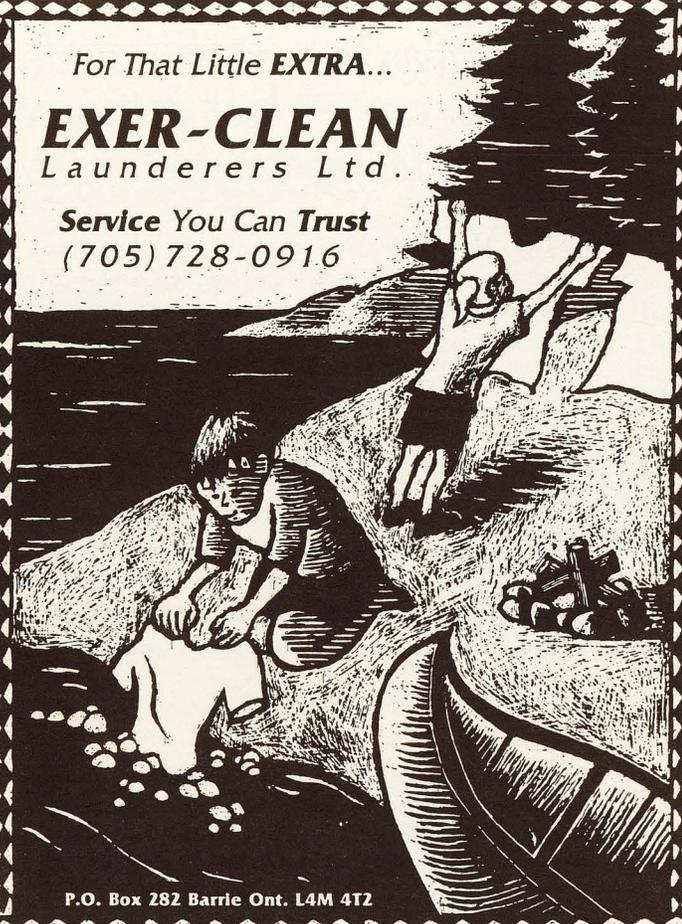
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Ontario Trillium Foundation Welcomes Grant Submissions

The Ontario Trillium Foundation is still accepting grant applications from Halton and Peel regions for the 1999 granting period. We accept applications on an ongoing basis.

The Ontario Trillium Foundation works with others to make strategic investments to build healthy, sustainable and caring communities in Ontario. We encourage collaboration and imaginative, holistic approaches to increased community well-being which recognize the interdependent roles that arts, culture, recreation, sports and social services play, and the value of a sustainable economy and environment. We help communities learn from their efforts and share their learning with others.

Community Grants are intended for new and existing initiatives at the local level, and the general range is \$2,000 to \$75,000 per year for single- or multi-year grants. In addition, projects designed and managed by youth (under the age of 29) may be eligible for grants of up to \$10,000 through the Get Up! Stand Up! Program.

Organizations receiving funding must be charities registered with Revenue Canada, or incorporated not-for-profit organizations. We consider general and operating costs (including salaries and overhead), costs related to evaluation and the dissemination of information or knowledge, technical equipment and Internet access, and capital expenditures for renovation and repairs (no new capital construction).

See Trillium Foundation, page 5

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We consider applicants from four sectors: Arts /Culture, Environment, Social Services, and Sports /Recreation. Municipalities, schools and hospitals are only eligible if they are part of a community-based collaborative effort.

For clarification of funding parameters and priorities, examples of initiatives funded by the Ontario Trillium Foundation, and to receive an application package, please visit our website at www.trilliumfoundation.org. For initiatives with significant impact in communities within Halton and/or Peel regions, contact Peg Lahn, Program Manager - Central Region directly at 416-963-7965 or plahn@trilliumfoundation.org.

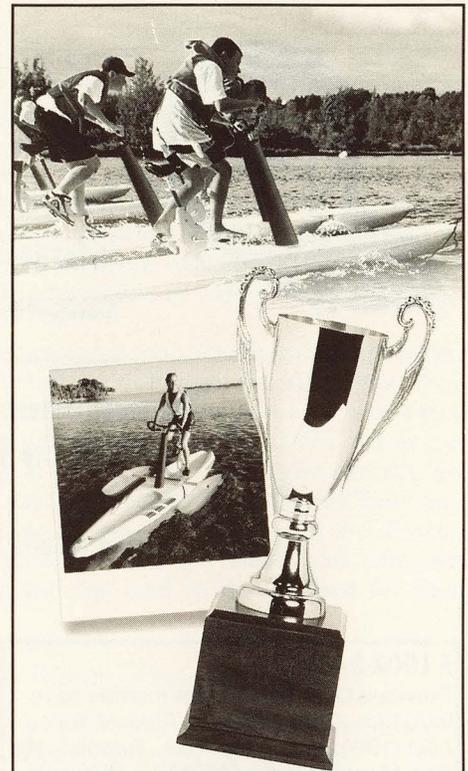
For all other regions, consult the website for the Program Manager in your region, or call 1-800-263-2887.

Peg Lahn, Program Manager, Ontario Trillium Foundation

IN MEMORIAM Eanswythe Flynn 1909-1999

One of the real old-timers passed away on October 16, 1999. Eanswythe Flynn was the secretary of the Ontario Camping Association from 1952 until 1960. She had been a staff member at Oconto with Ferna Halliday and stayed on for a few summers after June and Cliff Labbett took over Oconto in 1950. She left Oconto to become director of Camp Brigadoon in Temagami. "Blue Lake and Rocky Shore," a publication of the OCA, was conceived by a committee of the

OCA, and Eanswythe was the editor of this book, which covered the history of children's camping in Ontario for the period 1933 to 1983. Eanswythe was an active member of the OCA for over 30 years, and made great contributions to the camping movement. During her later years, she suffered from poor health and memory loss. Those of us who remember her will recall her never-failing interest and work for children's camping in Ontario.



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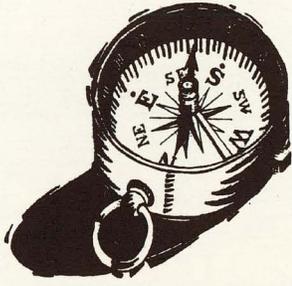
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A LOOK BACK...

Previous OCA conference themes have included: *Camp: For the Time of Your Life!* (1990: Inn on the Park, Toronto), *We Can Make a Difference* (1991: Sheraton Centre, Toronto), *Kaleidoscope of Camping* (1992: Sheraton Centre), *Our Heritage - Our Future* (1993: Sheraton Centre), *KUMBAYAH - International Camping Conference* (1994: Sheraton Centre), *Camping in Motion* (1995: Sheraton Centre), *Circle of Light* (1996: Delta Meadowvale Resort & Conference Centre, Mississauga), *Camping Horizons: Learning and Leading* (1997: Sheraton Parkway Toronto North Hotel, Richmond Hill), *Meeting the Camping Challenge* (1998: Sheraton Parkway Toronto North Hotel), *Celebrate* (1999: Sheraton Parkway Toronto North Hotel).

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Ideally, families would live in self-contained cabins. They are invited to eat in the camp dining room but would also have the option of eating independently. At Wanakita, the family dog is not welcomed with the rest of the family. Steve admits that this is, under some circumstances, a difficult policy to enforce.

Jamie Kirlin, former Program Director at Camp Wenonah, describes the advantage of having the director's two young children on the property. "The campers enjoy playing with them and watching them grow from summer to summer. Having the kids here make camp seem more of a family." Young children at camp need the constant supervision of one identified caregiver while the parent is occupied with camp duties. At Tawingo, counsellors and/or leadership trainees provide supervision for children under camper age. However, if a non-working spouse is on site, child supervision is not provided by the camp. Pre-camp-age children are not included in any camp programs including flagraising, dining room singsongs or Council Ring, so that when they do become campers the entire camp experience is new and exciting.

Skip Connett, of Canadian Adventure Camp, is explicit in his policy: all camper-age staff children are either completely integrated into the camp program or not on site at all. He recommends to his camp doctors who work for a two-week period that they accommodate their children elsewhere while they are working at camp, and then register their children for a separate session. In this way, the child has the normal experience of camp without his parents.

Most camp directors agree that the advantages of hiring mature, experienced staff far outweigh the additional challenges of housing, scheduling or minor problems that a staff person's relationship with his child or his child's behaviour may create. Once at camp, the employee-parents are employees first and parents second. They should "bow out" and leave the parenting to the counsellors and the director just like any other parent. They too must have complete faith in the director and his staff to do the best for their child.

Catherine Ross, Former Director, Camp Mi-A-Kon-Da

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OFFICE MANAGER: UCC Summer Programs requires a SUMMER PROGRAMS OFFICE MANAGER, who will provide key clerical support and assist with the financial operations, employment of staff, arrangements for facilities and services and communications for UCC Summer Programs, including camps, senior programs and clinics, and the Summer Academy.

A university degree is complemented by a minimum of 5 years' solid and progressive office management experience. The incumbent must be proficient with word processing and spreadsheet software as well as database management experience. Excellent customer service and interpersonal skills are critical, as is the ability to

work independently. Hours are regular but the peak employment period spans the months of May through September.

Please apply in writing to: The Summer Programs Executive Committee, Finance Office, Upper Canada College, 200 Lonsdale Road, Toronto, ON M4V 1W6 by November 15, 1999.

PROGRAM MANAGER: Canadian National Institute for the Blind - Ontario Division requires a PROGRAM MANAGER (one-year full time contract). The Program Manager will administer the development and implementation of programs and services at CNIB's Lake Joseph Centre in MacTeir, Ontario, located in the Muskokas. She or he will prepare the Centre's budget, hire and manage staff, participate in meetings at various levels, plan and manage all public relations and fund-raising activities, and oversee the maintenance of the Centre's buildings and property. Candidates should have Community College degree in humanities or recreation, and 2+ years management experience at a camp or recreation facility. Mail or fax résumés to: Beverly Ginou, Director of Rehabilitation, CNIB, 1929 Bayview Ave., Toronto, ON M4G 3E8; Fax: 416-480-7014. Closing date: November 15, 1999.

Welcome to the Family!

This year, the OCA welcomes sixteen (count 'em, sixteen) newly accredited member camps. Congratulations!

- 1) BARK LAKE, Aaron Sheedy, Director; Irondale, ON
- 2) HAVERGAL SUMMER CAMPS, Louise Harwood-Nash, Director; Toronto, ON
- 3) HILA SCIENCE CAMP, Wayne and Carol Campbell, Directors; Pembroke, ON
- 4) HTS CAMPS, Anita Pettifer, Director; Richmond Hill, ON
- 5) CGIT - KALALLA, Linda Asselin, Director; Nepean, ON
- 6) CAMP KENNEBEC, Steve Hannon, Director; Arden, ON
- 7) CAMP MAUN-KIKI, Kathy Huckla, Director; St. Catherines, ON
- 8) CAMP MOSHAVA, Shimmy Wenner, Director; Ennismore, ON
- 9) PICKERING SUMMER DAY CAMP, George G. Neale, Director; Newmarket, ON
- 10) ST. VINCENT DE PAUL CAMP, Director T.B.A.; Bothwell, ON
- 11) CAMP SHALOM, Calvin Ver Mulm, Director; Cambridge, ON
- 12) TEXAS LONGHORN RANCH, Fred and Gail Cahill, Directors; Strathroy, ON
- 13) CAMP TROPICANA, Bernadette Hood, Director; Scarborough, ON
- 14) UCC CAMPS, Bart Badali, Colin Lowndes, Patti MacNicol, Directors; Toronto, ON
- 15) YAMAHA SUMMER ARTS CAMP, Jeff Greenway, Director; North York, ON
- 16) ZODIAC SWIM AND SPECIALTY CAMP, Rick Howard, Ellen Howard, Andrew Howard, Directors; Toronto, ON

OCA's 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 November 15th for the December 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: \$50 per insert (up to three issues) or \$35 per issue (minimum four to maximum nine issues).

☉ Classified ads are sold with a maximum size of 25 words for a fee of \$15 for members and \$30 for non-members. Additional space sold in 25 word increments.

☉ Paid advertising content will not exceed editorial space.

☉ The *OCA's* 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 inquires 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.



1810 Avenue Road, Suite 302
Toronto, ON M5M 3Z2
416-781-0525
Fax: 416-781-7875

e-mail: oca@ontcamp.on.ca
Website: www.ontcamp.on.ca

OCA Office Staff:
Bev Jahnke, Office Administrator
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