



OCAsional News

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Bullying at Camp

Bullying is the invisible disease at camp. It eats away at a child's well-being, stripping him of his safety, robbing her of her well-being. Too often the people who care don't find out it was even happening—until too late. Why? Because one of the key features of bullying is that victims keep quiet. We all know why: because squealers are victimized tenfold. This explains why in both camps and schools, the vast majority of bullying happens when the big people turn their backs. School bullying happens at recess and lunchtime. At camp it happens during free time, when counsellors take breaks. Bullies know better than to get caught.

What is bullying? It's much deeper and more pervasive than the simple act of one (or more) child taunting another with cruel put downs. Bullying happens when six girls are sitting at a table in the dining hall, and girl number seven shows up; the six girls spread out just enough so there's no room for her to sit down. Nothing is said. Bullying is happening when, for the third time in a week, three guys walk out of the cabin together without a word to guy number four. That's a type of bullying called social exclusion. Bullying is happening when somebody tells the whole cabin that one camper wets his bed. It also takes simpler forms that include physical and verbal aggression. (With boys the verbal aggression often includes homophobic insults: "You pussy. You're a queer.")

We used to think that girls didn't bully, because so much of their bullying is non-aggressive and social. We now call that indirect bullying. We used to think that middle class kids didn't bully, because they tend to be more verbal and less physical than "disadvantaged" kids. We now know that isn't true. Studies have told

us that girls bully just as much as boys, and rich kids bully just as much as poor kids. The girls and the rich kids just do it less directly.

Bullying always requires a power imbalance. There's a weaker kid and a more powerful kid (or kids). The power could be social power, physical power, cultural power (majority versus minority) or the power of numbers (three against one). But there is always a power imbalance between bully and victim.

Bullies are usually repeat offenders. Research tells us something chilling about bullies: violence is one of the most stable characteristics throughout the life cycle. Translate that from psychology-speak and it means: Once a bully, always a bully. Unless... the bully gets some help to make a change while still young. What better place than camp to provide such crucial assistance to a child with bad habits? We have a chance to make a difference! (We might like to believe that bullies are all "troubled kids" and therapy is the way to help them. Not so. They're not all troubled, and therapy isn't a cure-all. Setting limits and consequences works better, and camp is a great place to give bullies the help they need to make a change.)

So how do you stop bullying at camp? It begins before precamp. Tell your staff and camper parents, UP FRONT, that you won't be tolerating bullying, and there will be consequences for bullies. Then, train staff at precamp to recognize bullying, to support and create a safe environment for victims, and to intervene with bullies, using consequences.

All of us can be confused at times about who the victim is. In the case of a passive victim, there is no confusion. The passive victim is the most common kind,

and easy to spot by his/her vulnerability. The provocative victim confuses us: this is the irritating kid who fights back (then loses), and may look like he or she's "starting it." Often they're kids with ADD. And they may be "starting it," as well as continuing the conflict. To figure out who's the bully, ask yourself and the cabin counsellors: who has the power? (Maybe the provocative victim is doing some bullying too, in which case they'll need both the "victim talk" and the "bully talk.")

Making it safe for victims is challenging but not complicated: at any sign of bullying, staff have to sit down—privately—with the victim, get the whole story, and promise to keep him/her safe, which will result in upping the supervision in that cabin for a while. Next, sit down with the bully (or bullies), their counsellors, and a specific written list of the bullying behaviours. Read the list, and simply say that this is called bullying, and it is not allowed.

Then the bully will protest loudly and innocently: "I didn't mean to hurt anybody's feelings."

See *Get the Whole Story*, page 9

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"Life is what happens to you while you're making other plans. You can't win unless you play the game."— John Lennon

From Barb's Laptop

Here is a snapshot of some challenges and changes I foresee in the year ahead (a condensed version of my remarks at the AGM).

- As use of the Internet continues to grow, we must be creative with our use of this technology. We must re-think how we do business and search for ways to use technology to help us.
- Discussions about year-round schooling and changes to the school year will surface periodically and we must be ready to meet these concepts head on.
- Membership issues continue to demand our attention. What defines a camp? How many camper days are needed? How do we treat multiple camps and welcome new camps?
- Our Standards Program is the backbone of our Association. Yet, many standards questions continue to nag at us. Do we accredit summer programs only or is the accreditation valid for all operations run by a camp? How can we improve our visits to "baseless camps"? Is our Visitation Program as professional and consistent as we would like it to be? How can we improve the Mentor Program for provisional members?
- A new committee, Diversity, and a group working on the environment are sure to bring issues in these areas to our attention—and well they should.
- Our Board structure continues to be viewed by at least some volunteers as cumbersome. Does it serve us well? Is there a better model for us to follow?
- Should the OCA investigate charitable status?

• Finally, one sure thing is that there will continue to be changes, for change is part of life. Without change we would not see the growth and development of our campers and staff. Without change our camps would stagnate. Rapid change is part of our society today, whether we like it or not. Let us take each challenge and each change as an opportunity to make the OCA more responsive to the needs of members and the public.

Things to Do

- Thank retiring Board members—Marj Booth, Jeff Bradshaw, Kate Moore, Keith Publicover
- Prepare for transition meeting to welcome Eoin Wood, Brian Blackstock, Polly Hodgetts, Jen Palacios and Maija Zeibots
- Lay kitchen floor; continue painting
- Send in my hotel reservation for the Conference

Barb Gilbert
President

Correction

The article "Welcome Newly Accredited Camps" in the December 1997 issue of the *OCA'sional News* should have stated that Michael Silverman is the director of Richmond Hill Country Club Day Camp. Our apologies to Michael.

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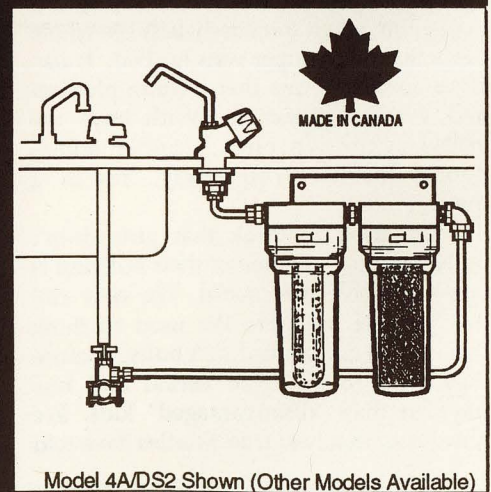
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Editor's Note

Do you know where your copy of the OCA's Code of Professional Ethics is? Can you put your hands on it in five minutes or less? When was the last time you dusted it off and looked at it? If you are one of the few who framed it and hung it over your desk to daily remind you of your ethical obligations as a camp professional, then congratulations! If, however, you have no idea where it is or what it says, permit me to refresh your memory. Below, in bold, is the entire text of the Code. The bulleted questions are important ones we should ask ourselves.

Communication

We shall be professional and accurate in all communication regarding staff and campers, to maintain confidentiality, to eliminate misunderstanding and to prevent recruitment of another camp's staff.

- Do we make ourselves clear when handing out tasks? Do we—purposely or otherwise—infer goals or rewards we have no intention of achieving or granting?
- Do we court another camp's staff?

Advertising

We shall ensure that all programs, facilities and services are accurately advertised.

- Do our brochures accurately reflect our camp's operation?
- Do we include pictures of facilities we are planning to add, but haven't gotten around to yet?
- Does our literature properly specify our camper:counsellor ratio, or do we include in this figure the kitchen and maintenance staff who never come into contact with campers?

All accredited member camps agree to use either the approved Association logo or the statement "Accredited member of the Ontario Camping Association" in all advertising.

- Do we justify not using the logo or the statement in our advertising because "it's a nuisance" and something else to factor into our design?
- Do we mention, with pride, to inquiring parents that our camp is an accredited member or that we are in the process of acquiring membership?

Money

We shall conduct all financial dealing according to legal and fair business practices.

- Are our refund policies clearly and concisely stated? If a refund is owing, is it paid promptly or do we hang on to the money as long as possible?
- Are our staff paid on time and according to their worth? Are holdbacks justified?
- Are our contracts easily understandable by our younger staff members?

Privacy

We shall protect the confidentiality of campers, parents and staff.

- Do we talk about our more challenging campers/parents/staff and mention names or other identifying information?
- Are parents' wishes regarding sensitive issues about their children respected?
- Do we gossip maliciously?

Employment

We shall ask all participants if they have been employed by another camp. If so, the Director will, in the spirit of good will, contact the previous Director for reference and general clearance.

- Are we so delighted to have found the perfect staff member that we ignore this rule?
- For job seekers, do we "play the field" and pit one camp against another, hoping for more money/more responsibility/a better title?

Requests

We shall request approval of the camp owner and/or Director for use of files, lists, equipment and supplies of another camp, in operation or not.

- Do we assume that a vacant camp site is fair game and subject to trespassing?
- If we have arranged general clearance to use another camp site, do we take this usage for granted or remember to thank the owner?

The OCA Code of Ethics is not meant to be a set of hard and fast rules. As imperfect human beings, we can and do make mistakes. Frequently! We must, however, not become jaded and forget why we are part of this Association. Dig out your copy of the Code or call the OCA office for another. Make copies for all your staff; include it in your staff manuals. Even though parts of it are written with a camp director in mind, most of it is valuable "food for thought" for all camp professionals.

Fiora Hawryluk

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Taking Your Staff to the Camping Edge

I would like to inform you that the planning of the 1998 OCA Counsellor Conference is under way. Our Conference is an excellent opportunity for your camp staff to come for a day of educational events dealing with all aspects of children's summer camping in Ontario. Whether your camp is day, residential, agency or private, you can be assured that your staff will benefit from this Conference.

Your first- and second-year staff could take part in workshops on how to instruct activities such as arts and crafts, drama and canoeing. For more senior staff, we will offer seminars in program planning and group development.

In addition, the Counsellor Conference provides an opportunity for counsellors and staff members from different camps to meet and exchange ideas.

The 1998 OCA Counsellor Conference will be held on Saturday, May 23, 1998 at Seneca College, King Campus. Keep reading the *OCA'sional News* for more details on this exciting event. We will be taking your staff to the camping edge!

John Bergman

Member of 1998 Counsellor Conference Committee

Camping Makes the World Go Round

As every OCA member is no doubt aware, the Annual OCA Conference for Directors and Senior Staff is just around the corner. What you may not be aware of is that this year's Conference program includes a special evening devoted to expanding everyone's knowledge and appreciation of the world of international camping.

You won't want to miss "Camping Makes the World Go Round" on Friday evening at the Conference. This evening is hosted by the International Camping Fellowship (ICF) with highlights including an International Sing-Song (led by Jack Pearse, the current ICF President), a pot pourri of international games and crafts, video highlights from the Third and Fourth International Camping Congresses (held in Toronto and St.

Petersburg, Russia, respectively), a preview of the Fifth International Camping Congress to be held in Japan in the year 2000, and an informal opportunity to greet and welcome our out-of-province and international conference delegates.

We are looking forward to welcoming delegates from Japan and Russia who will bring their own experiences and perspectives to an exciting evening and to the Conference as a whole.

This evening will also provide ICF members with the opportunity to renew memberships for 1998. For those that may be considering joining the ICF, Jack Pearse, Jane McCutcheon, John Jorgenson and myself will be happy to tell you more about how you can commit yourself, through an ICF membership, to bringing together a world of outdoor experience.

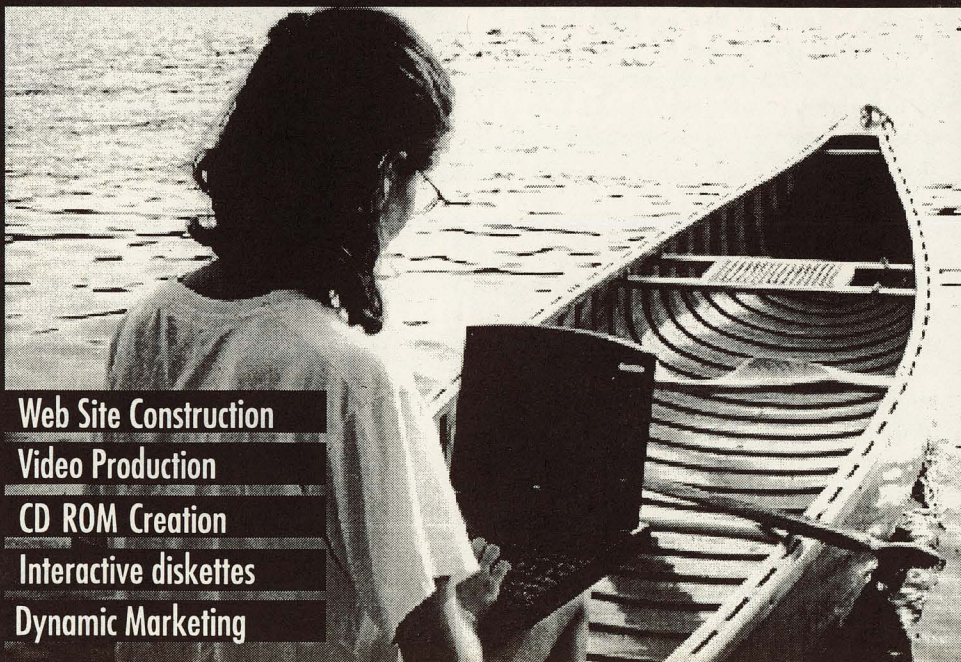
Until next time,

Jeff Bradshaw

Canadian Representative

International Camping Fellowship

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Camping - Meeting the Challenge

By now you will have received the program and registration form for the 1998 CONFERENCE for DIRECTORS and SENIOR STAFF, February 19-22. Take the time to read about the fantastic sessions, THREE outstanding keynote speakers and a special Educational Showcase for your program directors, section heads and specialty staff. Note the Early Bird registration deadline of January 9, 1998— Save \$\$\$\$\$. Come out and prepare yourself to MEET THE CHALLENGE!!!!

Your 1998 Conference for Directors and Senior Staff Steering Committee

AGM Memories

For our AGM on Thursday, December 11th, we travelled, sang, met, ate, socialized and were inspired.

We enjoyed and sang with "High Time," a male barbershop quartet.

The official meeting was brief but contained all the motions necessary to keep us official. Audited financial statements were accepted and George Ross was approved as our auditor; resolutions of thanks to volunteers and office staff were adopted; reports of committees and actions of the Board were approved. If you wish to receive a copy of the Annual Report, including the financial statements, please contact the office.

After Jorgi announced the elections results, Barb Gilchrist, an OCA Past President and Honorary Life Member, inducted the new Board. Congratulations to Eoin Wood (Treasurer), and Brian Blackstock, Polly Hodgetts, Jen Palacios and Maija Zeibots (Directors) who join John Jorgenson (Past President), Barb Gilbert (President), Bob Smith (Vice President), and Dave Latimer and Dave Ward (Directors) to form your Board for this year.

After a delicious dinner we were inspired by Jesse Davidson and his father John. Their video and talk were humorous, inspirational and heart-warming. Jesse presented the OCA with a copy of the complete video, *Jesse's Journey, A Marathon of Love*. The love, warmth and determination of so many people are shown in many different ways throughout this excellent video. It is available on loan from the OCA office.

As with all OCA events there were many people involved in organizing this day. Special thanks to: Jim Janzen, Southwestern Regional Representative; Patti Thom and the Human Resources Committee; John Jorgenson, Past President; Bev Jahnke, Office Administrator; and Keith Publicover, Tim Horton Children's Foundation.

As reported by Barb Gilbert

Thanks for the Years

With elections behind us and the new Board ready to take office on February 1st, it is appropriate to thank retiring Board members. Marj Booth has been our Treasurer for the past two years. Under her leadership, we now have better accounting software, regular financial reports for Committee Chairs and the Board, and audited financial statements. We have also benefited from her expertise in many other areas including her leadership of the Personnel Policies and Procedures Task Force.

While Jeff Bradshaw has contributed in many areas, his most notable input has been towards our many educational events. As a workshop presenter, conference organizer and conference theme producer, Jeff has raised the quality of all our events. We will continue to hear from him in his new role as the Canadian representative to the International Camping Fellowship.

In her years on the Board, Kate Moore has worked on many projects, most particularly with the *OCA'sional News* and the Integration Committee. Just this fall she initiated the new Diversity Committee. Her willingness to raise issues and work to find solutions has been much appreciated.

Keith Publicover has been involved in many aspects of Board work and is particularly noted for all the effort that he put into our Public Awareness Committee and the numerous articles that he has written for the *OCA'sional News*.

We are fortunate in the OCA to have the benefit of such committed, hard-working Board members. Sincere thanks from all of us for all your work.

As reported by Barb Gilbert

A Busload of Fun

Put together...

- 30 camp people
- 1 Tim Horton's luxury coach
- trays of pate, cheese, crackers and fruit
- brownies and shortbread
- goodie bags
- Jen Palacios as the tour coordinator

What do you get?

An amazingly fun trip to the OCA AGM in London!

A special thank you to Keith Publicover and the Tim Horton Children's Foundation for arranging the transportation. It was wonderful not having to drive, but rather to sit back and catch up on all the news! Also warm thanks to Patti Thom and her Human Resources Committee for organizing all the fun and food.

As reported by Fiora Hawryluk

Yours For the Asking

Yours for the Asking is a regular feature of the *OCA's* *Asional 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: "Can you share with us your policy on the giving of, and asking for, references for staff? Specifically, I'd like to know if your agency has any guidelines regarding:

- a. contacting former employees if they are listed on the applicant's résumé but not on the separate reference sheet; and
 - b. questions one can ask a former employee when checking on a reference.
- I'll be doing a lot of reference checking (and giving!) in the next few months, so I'd like to be prepared!"

Tracy Shand responds: It will soon be that time of year that we once again begin the all important process of hiring incredible staff for the next camp year. As a Parks and Recreation day camp program our guidelines are very clear in regards to the giving of, and asking for, references for staff. Whether giving or asking for information on a staff person, all questions and answers must be directly related to the

performance of their job responsibilities and duties. Also, all information must directly relate to the position which they have applied to. Former employers, if they are listed on the applicant's résumé but not on the separate reference sheet, can still be used to verify information. You can call to verify that this individual was indeed employed by them, from this date to this date, and to confirm other information of interest to you if they had given this information at the interview (e.g., if they stated in their interview that they are always punctual, you can inquire to verify this). You can ask if they would rehire this person, etc.

In response to giving references for a staff person, the City of North York's, soon to be Toronto, policy states that we must direct inquiries to our Human Resources Department. Our H.R. Department confirms that they were employed by us and if asked will share the rating the person left with. As a camp director, I do my best to support my staff and if appropriate (e.g., teachers' college reference forms, etc.) I often will give them a personal reference in regards to their work with children at camp.

Happy hiring! Happy holidays!

Question: "I have been asked to give a reference for a staff member that just didn't work out for us last summer. This is going to be tough. How would you deal with:

a. giving references to staff you just can't recommend, in good conscious?

b. being asked to give a reference out of the blue (i.e., the staff member hasn't checked with you first)?"

Ted and Elaine Cole respond: Everyone is accountable for their job performances. As a camp director, references are crucial to the hiring of staff. I feel honesty is the best policy. Because we are dealing with young adults, I would hope that the camp has given thorough evaluations at least twice during the summer. This gives the staff members an opportunity to respond and also comment and defend any of his/her actions. There should be no surprises when hiring for next summer.

I would deal with a reference of a staff member we are not recommending by naming his/her strengths and weaknesses; and how we perceived him/her in working with children and relating to our staff. Be honest and fair. If the staff member didn't work out, we owe it to other camp directors to be honest.

I personally do not have a problem with giving references on staff who have not requested it first. It seems obvious that they have given our name and phone number to their prospective employers. It is sometimes helpful if they let us know first, but this should not impede a fair and honest evaluation.



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Are You Prepared?

An Opportunity for Professional Development

Two video tapes on the subject of child abuse from the Bob Ditter Lecture Series are available on loan from the OCA office for the education of directors and staff.

Bob Ditter, M.Ed. LCSW, a child and family therapist and camp director, has worked for over 25 years with summer camps and youth agencies. In his work as a therapist, he had dealt extensively with both child abuse victims and offenders. He brings a wealth of knowledge, experience and practical advice to his audience.

The shorter 15-minute tape, "Maintaining an Envelope of Safety/Guidelines for Camper Counsellor Contact," is suitable for viewing by camp staff. Ditter suggests introducing it towards the end of the precamp training period when staff would be more relaxed and comfortable about discussing such a sensitive issue. Topics include: mitigating the stresses of being a camp counsellor, guidelines for discipline, maintaining a safe environment for both campers and staff, and safe touch. Camp must be a safe place both physically and emotionally for campers to grow and develop. Staff must also be aware of maintaining a safe environment for themselves, free from incriminating situations and false accusations.

The longer 1-3/4-hour tape, "Hysteria Management/Sensible Talk about Child Abuse and Camp," targets camp directors and senior staff. Its scope is wide reaching: Definition of Various Forms and Myths about Sexual Abuse, Profile of Child Victims, How an Offender "Courts" His Victim, Handling an Accusation, Staff Screening, Training and Supervision, Disclosure, Mandated Reporting, and Working with Parents.

The information delivered in this video is specific and practical. Ditter identifies the types of abuse that typically occur at day camps vs resident camps. He itemizes four specific times of the day at resident camp when 80% of physical or emotional abuse occurs.

Ditter repeatedly emphasizes that the single greatest factor in the outcome of treatment of an abuse victim is the reaction of the adults to the abuse. As camping professionals, it is essential that we educate ourselves to avoid the possibility of abuse at our camps but also to prepare ourselves should an incident ever occur.

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

The Road Not Taken

Two roads diverged in a yellow wood,
And sorry I could not travel both
And be one traveler, long I stood
And looked down one as far as I could
To where it bent in the undergrowth;

Then took the other, as just as fair,
And having perhaps the better claim,
Because it was grassy and wanted wear;
Though as for that, the passing there
Had worn them really about the same,

And both that morning equally lay
In leaves no step had trodden black.
Oh, I kept the first for another day!
Yet knowing how way leads on to way,
I doubted if I should ever come back.

I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and I—
I took the one less traveled by,
And that has made all the difference.

Robert Frost

All our best in the New Year!

Submitted by the Diversity Committee



COME AND JOIN US!

The OCA's Human Resources Committee is proud to present three exciting educational events:

January 26/98: Parents of Today—Changing Expectations (7:00 pm evening event at Mooredale House, 146 Crescent Rd., Toronto)

Come find out about...

- parents of today (and tomorrow)
- how to deliver
- how to cope

February 26/98: How Do I Accept this Camper: Making Informed Decisions (8:00 am breakfast club meeting at the OCA Office)

An exploration of...

- ethical responsibilities
- medical issues, physical barriers
- financial issues

March/98 (date TBA): Health Issues: Sharing Knowledge (8:00 am breakfast club meeting at the OCA Office)

All events are free and munchies are provided. RSVP to the OCA Office, please!

Reaching Out

A camper being called derogatory names because of his colour. A staff member wanting to resign because of alienation after having confided her bisexuality in fellow staff. A family at a camp fair questioning whether their child of mixed descent will feel at home in my camp where the staff photo shows a sea of white faces. Isolated, targeted, made to feel unwelcome—not feelings that we normally associate with a camp experience. And yet for some, these are their experiences at our camps. As a past camp director myself, I have dealt with these very situations.

I know that these incidents occur every summer for some of the campers and staff that succeed in getting to camp. Then there are those who don't even get to our camp gate, whether it be for financial reasons or because camping is not part of their cultural traditions or... the list of reasons is long. Yet I believe that we all strongly agree that everyone can benefit greatly from a camp experience. We live in an increasingly cosmopolitan and diverse world. Our ability to market to that diversity is in camping's best interests both on philosophical and economic levels. So what can we do?

The OCA has recognized that it can play a role in addressing barriers to accessibility. For years, the Special Needs Resource Committee (formerly the Integration Committee) has successfully been educating the OCA membership on options and ways to have campers and staff with special needs enjoy camping experiences. This committee will continue this important work. To complement their work, a new committee, the Diversity Committee, has recently been formed. This committee will look at reaching out to other groups identified in the Ontario Human Rights Code. The mandate of the Diversity Committee is to educate the OCA membership on valuing diversity and to educate diverse communities on the values of camping.

If the topic of diversity interests you, we encourage you to join this exciting new committee. Look in the calendar of this newsletter for our next meeting or call the OCA for more details.

S. Kate Moore
OCA Board Member

OCA Archives

The history of the Archives Committee and its inter-relationships are fascinating. The link with Trent University began back in the late '60s through the efforts of Alan Wilson (first chair of the History Department at Trent and then of the Canadian Studies Program), Dr. Mary Northway, and Adele and Harry Ebbs. Alan's wife Budge (now a renowned author, especially of children's books) had worked for Mary Northway in Toronto; Alan finished his doctoral thesis in splendid retreat at Windy Pine, the former girls' camp owned by Mary Northway and Flora Morrison in Haliburton (close by Kandalore and Kanawa). He then wrote and published, shortly after arriving at Trent in 1965, a major biography of Mary's grandfather, John Northway, the department store owner. The Northway-Wilson bonds were very close. Mary Northway was also close friends with Adele Ebbs, the daughter of Taylor Statten. The Ebbs were deeply concerned with preserving the records of the camping story and promoting research on camping (hence the Society of Camp Directors).

The OCA Archives Committee had been suggested by Adele Ebbs in 1966 as a possible Centennial project. Early meetings of this committee took place in Mary's home in Toronto. Mary Northway, Margaret Covan, Blackie Blackson and Charlie Plewman and others worked closely with the Ebbs on this project. Negotiations with Trent progressed. As Alan's friend and colleague (we came to Trent at the same time, and I was involved

in youth camping), I was a junior participant at some of these archival discussions. In 1969, the Trent University Archives officially became the home of the OCA records and shortly thereafter (1971) those of the OCA and many member camps. The OCA-Trent Collection Agreement was further defined and enlarged at a meeting at Trent in May 1978 attended by the archivist, Adele Ebbs, Helen Stewart, Profs. John Wadlan (ex-PineCrest and soon Chair of Canadian Studies), Elwood Jones and myself.

Mary Northway's Windy Pine became a retreat for Trent's new Canadian Studies Program and its allied faculty. Mary, who received an honorary doctorate from Trent in 1979, then gave the entire complex to Trent, with a fund for its upkeep. Windy Pine became a major intellectual and experiential site for small Canadian Studies groups. Upon her death in 1987, Mary bequeathed the major part of her estate to Trent, the single largest gift which the university has received to date. The bequest was for the library and the book collection; for the archives and the maintenance of its holdings; and for the Canadian Studies Program and its various projects. In 1994, the reading room of the Trent University Archives was dedicated as the "Northway Reading Room," in honour of Mary Northway and her father, Garfield Northway.

Dr. Henry Ebbs had been elected to the Trent Board of Governors where he served with dedication. On his retirement, I had the honour of presenting him for an

honorary degree, mentioning in particular his services to youth camping and to public and physical health education. There is now an Ebbs trust fund under the direction of the university archivist which is exclusively used for the cataloguing of the camping archives and other camp-related archival projects.

In 1992, Janet Adamson and Bernadine Dodge produced a booklet entitled *Look To This Day* which guides camp directors in the preservation and storage of their non-current records. The staff of Trent University Archives regularly produce a variety of guides to the OCA/CCA records. Of course, many such guides are now in electronic form, as we intend to show at the February OCA Conference.

Also in 1992, Bernadine and I edited a book of essays, *Using Wilderness: Essays on the Evolution of Youth Camping in Ontario*. This is a collection of papers from 10 authors, most of whom relied on materials in the archives for their research. Later, we supervised the M.A. thesis of Heather Dunlop which dealt with Ontario Shield camps and their approaches to landscape, wilderness and the aboriginal presence. Heather had won a Society of Camp Directors essay prize award for one of her chapters. Her work exemplifies the excellent research which depends on the papers and records which are kept by our camps.

Bruce Hodgins
Chair, OCA Archives Committee

Get the Whole Story

continued from page 1

You say: "It doesn't matter what you meant. The effect is what matters."

More protesting: "I was just joking." You say: "It wasn't funny." Still more protesting: "What, you're telling me who I should be friends with?" You say: "You don't have to be best friends with him/her. But it's not okay to exclude him/her like you've been doing." The bully is trying to turn this talk into a negotiation and a warm fuzzy talkfest where the bully's feelings occupy centre stage. By the brevity and abruptness of your replies, you telegraph a simple message: "I'm not interested in your feelings now. Or your excuses. I have zero tolerance for bullying. Just change. Now!" The meeting's over.

Your next step is to supervise that cabin like crazy, and check in with the counsellors involved DAILY. If the bullying continues, you meet again with the bullies. Same conversation as above, but this time add a consequence. They get to miss evening snack, or clean some yummy toilets, or muck the barn if you have horses. Bullies are usually getting some jollies out of their habit, and thus they need some external motivation to stop. You're supplying it!

If you've had to add more consequences two or three times, the next step is a Behaviour Contract and a phone call to parents. The Behaviour Contract requires the bully to sign, committing to stop doing the specific bullying behaviours. It says also that you'll send the bully home if the behaviours continue. That's what you tell the parents on the phone. The follow-up is sad but simple: If the bullying continues beyond that point, you need to send the bully home. That's the bottom line of zero tolerance for bullying.

Useful books for creating your own anti-bullying program at camp:

Bully-Proofing Your School by Carla Jerrity, Kathryn Jens et al, published and distributed by Sopris West

Tackling Bullying In Your School edited by Sonia Sharp and Peter K. Smith, published by Routledge

School Bullying edited by Sonia Sharp and Peter K. Smith, published by Routledge

(The first book is the most useful of the three for camps wanting a training and implementation plan to combat bullying. All three are available through ParentBooks on Harbord Street in Toronto.)

*Joanne Kates
Director, Camp Arowhon*

In Memoriam

The camping community in London, Ontario is saddened to note the passing of a southwestern Ontario pioneer this November. Janet Hauch (1940-1997) served as Program Director at YMCA Camp Kitchikewana, YMCA Camp Wenonah and the Y's Geneva Park Conference Centre. She is fondly remembered for her lasting contribution to London's Y-MA-WA-CA Day Camp and for her work as Camp Director at Camp Queen Elizabeth during the late '70s and early '80s. Janet is survived by her husband Kuy, and daughters Jodie and Alison.

Donations in Janet's memory to the YM-YWCA of London's Partners With Youth Fund may be forwarded via YMCA-YWCA Camp Queen Elizabeth, 1795 Clark Road, London, ON N5X 3Z6.

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All the Children at Camp

As we examine the roles of summer camp professionals, we see that what essentially occurs is child care. From the first early days that camping took shape, we attempted to define what a summer camp was and what it provided for the campers who attended. Back in that era, it was believed the fathers of camping were on the right track as going to summer camp meant children coming together to share a recreational experience in a natural setting.

These pioneers of camping should be commended for their vision of summer camp. However, there existed a belief that somehow recreation and ability were interconnected. This led to the exclusion of some children who appeared less able than the norm.

As we re-examine the purpose of recreation, we have come to understand the definition of this term.

In the broad sense of the word, recreation refers to the playful action between two or more participants in a controlled atmosphere where ability of the person does not affect the activity. The participants become involved out of enjoyment and self-satisfaction.

A summer camp is actually a community unto itself. In any particular camping community, a camping leader guides a group of children. Each child has his or her own unique set of features which deserve some attention. A camp leader may have a camper who is a troublemaker. He may have a kid who is homesick all the time. He may have a kid who has a physical disability.

Let us examine the example of an homesick camper. At any summer camp, one will always be faced with a child who just wants to go home. The counsellors attempt to give this camper the support he or she needs to begin enjoying themselves.

It should not be difficult to understand why the counsellor spends so much time and effort with a homesick camper or a child who is a troublemaker. The reason is clear: they are part of the community we refer to as summer camp.

In practical terms, if there is a lack of different types of people in a community, you really do not have a true sense of what a community is suppose to be. This ideology does not hinge on any rules or quota system. It stems from what dictates reality. The reality is the diverse magnitude of children in a state of interaction.

In realistic terms, children are opportunists. They invite curiosity and welcome individuals who appear different from the norm. However, at the time that children start summer camp, they begin to accept the disabled as part of their community. In a short period of time, children will accustomize themselves to the styles of the disabled individual and the special needs he or she requires. This is what is meant by community and the underlying purpose of a summer camp situation.

Recognizing that different types of children belong in all summer camping models does not necessarily mean children who appear to be different belong in such a place.

For a child to gain a valuable camping experience, the campers must have an appreciation for being with others in an outdoor setting. He or she must not mind leaving accustomed surroundings.

Most importantly, the child must acquire the ability to interact with success.

John Bergman
Member of Special Needs Resource Committee

Integration Committee Evolves Into...

Over the last year, the Integration Committee has re-evaluated its role in the OCA. We are now called the **Special Needs Resource Committee**. We have shifted the committee's focus to incorporate a broader mission and to recognize that camps are working in a variety of ways to meet the special needs of children and adults. Our committee has adapted to be a resource to facilitate your work.

- Use our "yellow pages" resource book
- Get the latest updates on funding and staffing support
- Attend special needs resource sessions at conferences and breakfast meetings
- Look for monthly articles in the *OCA's* *Asional News*
- Watch for us at camp fairs
- Interact with us on other OCA committees
- Check us out!!!

Sari Grossinger and Sarah Oosterhuis
Co-Chairs, OCA Special Needs Resource Committee

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Calendar of Events

January

Board Meeting OCA Board Room	Wednesday, January 14
Conference Committee Meeting	Wednesday, January 14
Counsellor Conference Committee Meeting OCA Board Room	Thursday, January 15 5:00 p.m.
Health Care Committee Meeting OCA Board Room	Thursday, January 15 7:00 p.m.
Special Needs Resource Committee (formerly Integration) Meeting OCA Board Room	Monday, January 19 1:00 p.m.
Human Resources Evening Event Mooredale House, Toronto	Monday, January 26 7:00 p.m.
Diversity Committee Meeting OCA Board Room	Monday, January 26 7:00 p.m.
Counsellor Conference Committee Meeting OCA Board Room	Tuesday, January 27 6:00 p.m.

February

Conference Committee Meeting	Thursday, February 5
Special Needs Resource Committee (formerly Integration) 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 OCA Board Room	Thursday, February 26 8:00 a.m.

March

Board Meeting OCA Board Room	Wednesday, March 18 11:00 a.m.
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Camp Kawartha & Kawartha Outdoor Education Centre

R.R.#4 Lakefield, Ontario K0L 2H0

Phone: (705) 652-3860 Fax: (705) 652-1500

Executive Director



Camp Kawartha invites applications for the full time position of **Executive Director**, reporting directly to the Board of Directors. Camp Kawartha is a non profit charitable organization that operates as a residential outdoor education centre and summer camp. We have been providing innovative and challenging programs to youth for over 75 years.

Camp Kawartha seeks a dynamic individual who is a highly motivated self managed leader, with extensive marketing, administrative and camping experience. Solid background in adventure based education, leadership development and youth programming is essential.

The successful candidate requires a university degree and related training in recreation leadership, outdoor education and camping, with a minimum of five years experience in a senior administrative capacity in a similar environment. As the Executive Director you will be responsible for the human, physical and financial resources of the Camp.

Salary range: \$30,000 - \$44,200

Interested applicants are requested to submit a covering letter and resume, by January 23, 1998 to: Selection Committee, Camp Kawartha R.R. #4, Lakefield, Ontario, K0L 2H0

* We thank all applicants for their interest in Camp Kawartha, however, only those selected for an interview will be contacted.

Classifieds

Positions Available

Pearce Williams United Church Christian Centre near Fingal, Ontario is seeking a full-time resident co-ordinator responsible for the operation of the year-round facility and staff, as well as directing summer camp. For "Application Package" contact Brad Graham by January 24, 1998 at 169 Rutherford St., Aylmer, ON N5H 2W7 or phone 519-773-4780 (work) or 519-773-2724 (home).

Senior Camping Positions Available. The Easter Seal Society operates residential summer camps for children with physical disabilities in five locations across the province. We are currently accepting applications for camp directors, assistant camp directors, camp administrators and Registered Nurses for the 1998 camp season. Interested applicants should have relevant camp/recreation experience in a leadership capacity. Applicants should send their résumés to: Camping and Respite Office, The Easter Seal Society, 250 Ferrand Drive, Suite #200, Don Mills, ON M3C 3P2 or fax to 416-696-1035. For further information, please call 416-421-8377, ext. 369.

Program and Promotion Co-ordinator: year-round full-time position at Camp

Ganadaoweh United Church Camp. Résumés now being accepted. Deadline January 31, 1998. Position to begin March 1, 1998. Contact Jennifer Forrest, 519-632-7559.

Camp Trillium - a summer camp for children with cancer and their families. Three unique programs: day, residential and family camps. Positions available: waterfront director, sailing instructors, kitchen staff, adventure program instructors, kayak staff, plus many other positions. Applicants must be over 18 years old as of June 1, 1998. For more information call 1-888-999-CAMP; P.O. Box 57186 Jackson Station, Hamilton, ON L8P 4X1; fax 905-527-5314.

For Sale/Rent

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OCA Bulletin Board

People on the Move

This January, **Kate Moore**, the former director of Camp Allsaw, goes to Costa Rica to join Youth Challenge International as a project director. This exciting 15-month position will keep her very busy and immersed in Spanish. The Camp Allsaw and OCA communities will miss her valuable contributions and wonderful sense of fun. We hope her travels are successful and safe. Hasta luego, Kate!

Congratulations to **Pamela Tracz** on becoming the new Camp Allsaw director. Pamela is very excited to be joining the Allsaw team. Recently Pam was employed with the Easter Seal Society as a camping, respite and recreation manager for Northern Region. Prior to that, she was the preschool and youth director at the Sudbury YMCA. Pam has directed the Ontario Camp Leadership Workshop, and

was a Bark Lake staff member, as well as assistant director at Camp Kee-Mo-Kee. Pam has recently moved to Oakville from Sudbury, as has the Camp Allsaw office. The new phone/fax number is 905-337-0921. Good luck, Pam!

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OCA'sional 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 January 15th for February 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'sional 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.



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