

ONTARIO CAMPING
ASSOCIATION

OCAsional News

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Control and Conflict at Camp: A Perspective

It is not unusual to experience a high degree of turnover in business these days, and camps are no exception. However, one unique aspect of the camping business is the high level of emotion and intensity that its workers associate with their place of employment. There have been many people who have left their full-time camp jobs this year. Some of these people have been involved with their camp for many years, both as employees and as campers. To my knowledge, most of the jobs have been associated with private camps, which infers that there is an owner involved. This brings into question the interaction between the owners and their non-owning directors. I admit that I have not spoken to everyone who has left or has had someone leave, and I'm sure that there are people who will have good reason to disagree with my perspective on the topic. However, I have spoken with some of the owners and their non-owning counterparts in order to gain their insight into the situation.

I have been provided with many explanations that I believe affect the relationship between owners and non-owners. These include the level of aspiration that the non-owners possess, the expectations that the owners initially set, and maintaining the level of interest that non-owners have in their role. Surprisingly, there is one factor that people from both sides of the fence agree upon. Most of the conflicts come down to "control," and who should have it. My experience has been that people wince when I use this word. If you prefer one of the following words or phrases, please insert it throughout the rest of the article when you see the word "control": responsibility, authority, leadership, direction, influence, jurisdiction, leverage.

So who should have "control?" The "close to the front line, in tune with the present, can relate to the staff, young and vibrant non-owner", or the "mortgage holding (or formerly thereof), financially risk taking, been through the ringer, well-experienced owner?"

A traditional approach to solving the "control" dilemma is to develop detailed job descriptions, or "boxes," for both parties. The non-owner reserves the right to make decisions within his/her box, and vice versa. The rule here is, "You stay in your box, I'll stay in mine." Ultimately, someone becomes dissatisfied with the size of the box. "Box Envy" can occur on both sides. An owner, with his/her years of experience, may rightly disapprove of a decision being made within the non-owner's box for fear that mistakes will result. If the owner intervenes, the non-owner sees his/her box becoming smaller. All the former non-owners that I spoke with agree that they find this manoeuvre demoralizing and threatening.

A similar situation occurs when the non-owner attempts to step inside the owner's box. He/she begins to want to make decisions such as setting budgets and dealing with capital investments. Others have proposed buying into the camp for "a piece of the pie." When the non-owner's efforts are rejected, it causes genuine surprise. He/she says that the owner is threatened and "protecting their turf." Yet non-owners react the same way when the owner steps into their box. I also question the reasoning behind two people whose relationship is strained becoming business partners. I would predict that as business partners, they would still continue to protect their own turf.

Boxes provide a temporary solution to the "control" issue. However, they are the

source of many other problems. For example, both owners and non-owners value informed decisions. Yet they also advocate putting themselves in boxes that prevent information, such as opinions, from being shared without making someone feel threatened. The rules associated with boxes discourage people from saying, "I disagree with your decision." Both owners and non-owners make predictions about how the other will react: "If I disagree with his decision, he will feel disempowered," or, "If I tell the boss what I really think, she will blow up." People use these predictions to justify their silence. The predictions usually remain untested, because to do so would also result in reactions like disempowerment and defensiveness. This makes both the issue and the prediction undiscussable. This protective form of communication is self-sealing and immobilizing. It also adds tension to the already strained relationship and makes issues like "control" even more difficult to manage.

See *No Easy Solutions*, page 6

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**"Remind yourself that when you die, your 'in basket' won't be empty."
From Don't Sweat the Small Stuff — Richard Carlson**

From Barb's Laptop

A few years ago, Peter and I were privileged to do graduate work at the Ontario Institute For Studies in Education. Although we were in different programs at OISE and were there at different times, one of the courses that both of us took was called "Recurring Issues in Education." The recurring issues are constant although the solutions may differ. There are three: time, resources and money.

At first we chuckled at this simple notion that there were only three issues to deal with in the complex world of education. But as we talked, thought and wrote about the various projects that we were involved in, we began to see "the three" not only as issues but as considerations, as questions, as guides. Slowly but surely these recurring issues and their inter-dependence became part of our everyday way of looking at everything. We found that they applied to family decisions, building a house, designing a cabin or writing a magazine article.

While we can find more volunteers or more money (sometimes), we cannot manufacture time. This precious resource must be used for the people and activities that are most valuable. Where do you spend this *resource*?

The people and tools that are needed to do the job are the resources. Having the right people and the right tools in place is ideal. Making the best use of the available resources can be a challenge and/or an opportunity.

How much money is available? Where does it come from? Are there strings attached? The sources of money frequently have expectations of what is wanted in return.

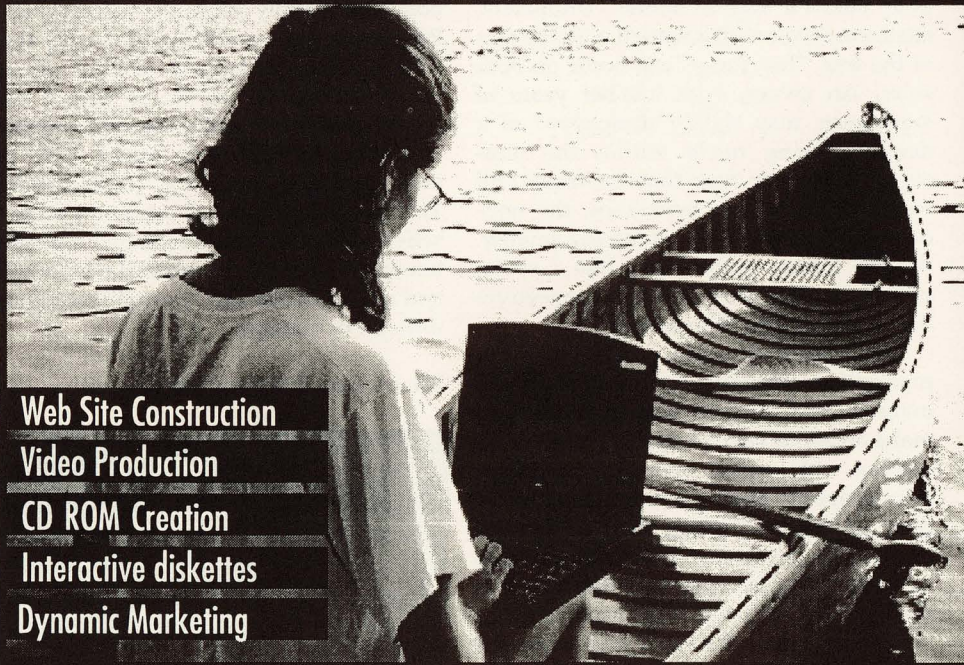
Finally, there is an overall question relative to these issues in every association, family, camp, school and business. Who decides the allocation of time, resources and money?

Things to Do

- Thank the Conference Committee for all their work
- Talk to members about the OCA Board Structure Task Force
- Learn to allow more time for each job I undertake
- Thank Michele and send our best wishes with her

Barb Gilbert
President

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Editor's Note

Thanks to the wonders of electronic mail, I am able to keep in touch with relatives, friends and colleagues from around the world. Without a doubt, I now maintain a more active correspondence than I have ever done: with a minimum of fuss (and no searching for stamps), a click of a key sends notes, memos and letters to countries other than Canada—Italy, England, Japan, New Zealand and Costa Rica.

As you may be aware, the OCA Board of Directors is required to assume responsibility for the various portfolios (i.e., committees and task forces). Each OCA Committee is assigned a Director to liaise with and for them. The previous two directors whose portfolio comprised the *OCA'sional News* have now moved on to new adventures, but I am delighted to still be able to communicate with them. Kate Moore, formerly of Camp Allsaw, is now with Youth Challenge International in Costa Rica. She has promised to remain an OCA correspondent and writes:

"I'm feeling a little bit daunted by the unfamiliarity of my life here—new job, new house, new language, new country, new friends, new challenges (at times, a few too many).

"Say hi to the camping gang from me. Our neighbours down the street are the Campamento Bautista. Aside from that, I haven't come across any camps. I don't think it's a big part of their culture here.

"We compost here and when I go out to dump the compost (and burn the toilet paper) I have to put on boots because of the "fer de lance" living in the yard (very, very poisonous snake). Another snake apparently lives in our lemon tree which makes making lemonade very unnerving."

Makes putting up with raccoons and moose and the occasional bear seem easy, doesn't it? For more of Kate's adventures,

please read her article in this issue of the *OCA'sional News*.

Andy Rodford was the Editorial Committee's Board liaison prior to leaving organized camping for a more education-oriented career as the Director of Advancement at Albert College in Belleville. He writes:

"I have been going crazy in the last two weeks trying to complete our bi-annual school magazine. I am lucky enough to be the editor (eeeeek!). I certainly have an appreciation for the *OCA'sional News* that you do each month. By the way, thank you, I got mine in the mail yesterday. It certainly is nice to get a bit of an update now that I am on the outside of the loop."

Andy's energy and creativity are sorely missed, and I am so glad to continue corresponding with him. Belleville, at least, is closer than Costa Rica!

Due to the recent additions to the OCA Board, portfolios have been reassigned and I am pleased to welcome Pauline Hodgetts as the Editorial Committee's Board liaison. In addition to Polly (who is with Camp Hurontario), our committee comprises Janet Adamson (Camp Gay Venture), Catherine Ross (Camp Mi-A-Kon-Da), Patti Thom (Camp Tanamakoon) and Rob Heming (Wye Marsh Wildlife Centre). We are also fortunate to have the writing talents of Ted and Elaine Cole (Camp Walden) and Tracy Shand (Camp Naorca) who contribute to the regular feature, "Yours for the Asking." Furthermore, your articles, comments and letters are always welcomed. Please call me if you are interested in either sending in an article, or joining the committee.

Fiora Hawryluk

Some Thoughts on Camping Philosophy

"Traditional objectives have their place but only if they are constantly being re-thought and re-evaluated in terms of a changing social and economic order and in terms of youngsters whose own social and economic conditions are on the move. Dare we ask each camp director to honestly query her traditional objectives and ask herself whether they are worth maintaining, whether they are really adequate for the 1990s and whether they are indeed accomplishing the purpose for which the camp was instituted 10, 20 or 50 years ago."

Adapted from: "Towards a Philosophy in Camping," by John Hoyle, in *Canadian Camping*, 1952. Mr Hoyle was a Past President of the Ontario Camping Association & Founder of Camp Gay Venture.

Submitted by the Diversity Committee

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YMCA-YWCA Camping, c/o George White Outdoor
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Camping Makes the World Go Round

At the Fourth International Camping Congress in St. Petersburg, Russia, this past September, I had the good fortune of attending an excellent workshop led by Linda Grier (from Camp Friendship in the United States; Linda is also the ICF Membership Chair). The topic was "Internationalizing Camps". As many of us prepare to welcome children from around the world to our camps, I thought it would be helpful to reflect on several of Linda's thoughts on this subject as a checklist prior to the start of camp:

1. Look for "common ground" activities when children first arrive at camp. They can feel connected to the program and develop confidence with familiar activities in the camp setting before trying something new.
2. Find activities that children from other countries could lead or could feel confident in. This will enable them to be leaders and not always need to follow the lead of other campers or staff.
3. High risk activities (riding, climbing, kayaking) require extra interpretation over lower risk activities. Some activities (tennis, photography) may need extra instruction time.
4. It's almost a given now that camps should have e-mail and a fax to allow proper communication between families and camps (Linda will allow international campers to send one e-mail or fax a week).
5. Remain flexible regarding arrival and departure times (many camps have pre- and post-camp programming established just for international campers).
6. International campers (especially those travelling to camp for the first time) need a great deal of preparation. Typical areas that

need to be addressed are:

- clearly state that camp is NOT a hotel or resort
 - children need to understand what the program entails (including the expectations of full participation)
 - a detailed list of what is needed to bring and what the camp could provide (PFDs, paddles, sleeping bags, etc....those items that may be difficult to travel with)
 - insurance and health information completed prior to arrival
7. Staff need to be consistent with the cabin group... campers will depend on the familiar face(s) to compensate for the absence of home and family.
 8. Staff must be prepared to welcome campers enthusiastically at the airport. Send the most appropriate staff – someone who can converse when language is an issue: the child's counsellor, or the staff member from the office who made many of the arrangements (and who might be familiar with the children travelling).
 9. Upon arrival at camp, provide an initial in-depth orientation to camp. Also, watch carefully for signs of fatigue and illness. Those campers committed to a longer camp stay will need to be properly rested at the beginning to remain healthy during the camp period.
 10. Spread out international campers so a concentration of one language does not occur within any one group.

Do you have any other suggestions for welcoming international campers? If so, please call me at our camp office at 905-319-0163. They'll be included in a future article.

Jeff Bradshaw
Canadian Representative
International Camping Fellowship



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Education Minister Responds

Editor's Note: The following is a reply from Ontario Education Minister David Johnson in response to a letter written by OCA President Barb Gilbert on the topic of year-round schooling.

Dear Barb Gilbert,

Thank for your letter to my predecessor, John C. Snobelen, in which you express your concerns about the effect of year-round schooling on students and on summer recreation programs in Ontario, including the camps offered by the Ontario Camping Association. I apologize for the delay in responding.

First, let me assure you that any decision by a school board to implement year-round schooling is made locally by that board and not dictated by the Minister of Education and Training. Also, I would encourage parents, school councils and school trustees to hold extensive discussions before any decisions are made to modify the existing school year for their students. Concerns such as yours need to be addressed in these discussions.

The *Education Quality Improvement Act, 1997* (Bill 160) does not initiate year-round schooling. Regulation 304 of the *Education Act* deals with the school year and school holidays. The *Education Act* permits a school board to start the school year in July or August and allows for more but shorter vacation periods extending throughout the year.

Thank you again for writing to me about this matter. I appreciate hearing your comments and concerns

Sincerely,

David J. Johnson
Minister



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No easy solutions

continued from page 1

The relationship between owners and non-owners is a complicated problem, to which I have no easy solution. I am not suggesting that we dispose of job descriptions entirely. We need to know who is doing what. However, in order to solve complicated problems it is necessary to allow information to flow. This requires a shift from the protective frame, such as the rules we apply to boxes, to a more vulnerable frame where people's opinions and reasoning can be questioned and tested by others. The underground discussions that take place about threatening issues like "control" need to be brought above ground and made discussable.

Most of the jobs that were vacated have now been filled. I predict that everything will soon be back to normal in the camping community if it isn't already. Furthermore, there is always the threat that all will be forgotten. I would like to offer an explanation that one owner shared with me: "Owners go through a cycle. They think they are ready to let go, they try to let go, then they realize that they don't want to let go and they struggle to get hold again. Over time, the thought of letting go will return and the whole thing starts all over again." It will be fascinating to see what transpires in the camping community in the next 10 years. As another owner put it, "nobody's getting any younger." I can only assume he was referring to himself.

Peter Truman

Editor's Note: Peter Truman has had many years' experience in summer camp and outdoor education centre settings. He is currently heading Endeavours, a advising firm that specializes in programs for effective group learning and he can be reached at 905-726-3443. The topic of employment fluctuations in the camping community is of interest to many people, and your comments on this matter are extremely welcome. Personal observations or Letters to the Editor can be sent to the OCA Office, attention: OCA'sial News or via e-mail to Fiora Hawryluk at hawryluk@stn.net.

Commercial Membership Update

The following is an update to the OCA's commercial membership list published in the 1998 *Camping Guide* and in last month's *OCA'sial News*.

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Contact: Lisa Brenneman

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INVITATION

The OCA's Human Resources Committee invites you to attend the following special events:

March 26/98 - 8:00 a.m. at the OCA Office - Breakfast Club Meeting

Health Issues at Camp

- Members of the OCA's Health Care Committee will be on hand to field all your questions (on allergies, medications, records, new treatments, etc.)

April 21/98 - 7:00 pm, 1 Ridge Drive Park, Toronto (Polly Hodgett's house)

Parents of Today and Tomorrow

- A panel of parents whose children attend both day and residential camps will let you know what they expect from camps!

These events are FREE,
but please RSVP attendance to the OCA Office, 416-781-0525.
Refreshments provided.

Join us!

Yours For the Asking

Yours for the Asking is a regular feature of the *OCA*sional 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: Despite verbal assurances last fall from my staff that they would return to camp this summer, I am now finding out that they have a "change in plans" and camp no longer is part of those plans. I am dismayed at the more than expected turnover. What can I do to increase staff members' loyalty to the camp?

Tracy Shand responds: Let's face it, the staff, especially the exceptional ones, make the camp. We have to plan for turnover years and always work on building staff "loyalty." Here is yet another checklist: Is your camp a good place to work? Do you provide professional development opportunities, i.e., workshops and exciting training events, that challenge and interest your staff? Most importantly, do you treat all of your staff with respect and fairness? Do your staff know that they are important to the camp? Are your section/unit heads well-trained to give accurate, helpful performance appraisals—this can make a staff's summer work experience very positive. Good evaluating can point staff in the right direction, stretch them and help them to achieve their goals at camp. I am a firm believer that camp is for campers but after hours there should be time for the staff (obviously this is easier in a day camp setting). Do you plan for camp staff socials and fun? They are much deserved after all of the hard work put into camp. After all, social events can reinforce that good old camp spirit and make the staff feel like they belong.

Well, if it is inevitable that this is the year that you have a large staff turnover, take a deep breath and get to work. Look on the bright side of things—new staff bring wonderful new ideas, enthusiasm, and expertise from other camps. Make them

welcome and enjoy all that they have to offer. In the meantime start this summer building on your staff "loyalty" for next season.

Editor's Note: Ted and Elaine Cole are on vacation but will return next month for another edition of Yours for the Asking.

What computer program do you use?

We need your help in collecting data on what software you use for camp. Let us know:

- the name of your camper/staff/alumni software package
- its advantages
- its disadvantages
- cost to set up
- maintenance costs
- user friendliness (e.g., was specialized training necessary)
- how long you've used it

We'll publish the results in an upcoming issue of the *OCA*sional News!

Just write, type or scribble all this info on a sheet of your camp letterhead and fax to the OCA Office, 416-781-7875, attention: Camp Software/*OCA*sional News. Thanks.

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The Counsellor's Edge - Spring Training '98

You, as a camp director, put a lot of time and effort into assembling your camp staff for the summer.... right?

Your staff are the most vital part of a successful summer at camp.... right?

Every year, you develop a staff training week that incorporates experts from a wide variety of fields, directors and staff from dozens of other camps in the OCA, covering everything that could and will happen during your summer at camp....right? Er...well... maybe that stretches it a *little*....

How about this? You, as a camp director, work hard to provide your staff with the best possible training and preparation for their summer at camp. Now that is a statement that you can agree with!

The OCA Counsellor Conference in

May aims to provide you with a training tool that incorporates experts from a wide variety of fields, plus directors and staff from many other camps around the OCA, so that you have access to resources normally not available to you. The experimental nature of a lot of the sessions allow for learning in a fun and energetic setting but the Counsellor Conference is no play-day. Instead, it is a day filled with *educational* and *entertaining* sessions that provide your staff with the edge that is needed in the camping environment today.

The Counsellor Conference Committee is well on its way to creating an event that will complement your staff training in 1998. We are currently securing speakers who will be able to give your staff the edge as well as pump them up for the summer ahead. We hope to publish our

speakers' list with the registration form in the April edition of this newsletter so you can evaluate which sessions will be most valuable for your staff and direct them accordingly if you wish.

All your staff are invited to this event, from first-year counsellors to senior staff. There will be sessions for each of them to learn many new things so that they will have *The Counsellor's Edge* for the summer of 1998. Reserve Saturday, May 23, 1998 in your calendars as "Staff Training Day" and we'll see you at the King Campus of Seneca College for a fantastic day of learning, sharing, team building and FUN!

*John Bergman and Dave Graham
Members of the Counsellor Conference
Committee*

Perpetual Summer

Imagine a land of perpetual summer where temperatures are in the 20's and 30's in January and the kids are off from school from mid-December to early February. There is barely a need for rainy day programs because it doesn't rain for months! Sounds like a great opportunity for camping!?!

And yet, children's camping is virtually non-existent in Costa Rica. Although this Central American country is in the Northern Hemisphere, summer runs from roughly December to April. The months that follow aren't cold, just wet. These make up for the stretch of rainless months.

I left camping in Canada, moved to Costa Rica and what do I find here: alumni of Glen Bernard, Kanawana, Chief Hector and many, many more camps! The reality is that camp is a fabulous training ground for working in a developing country. I find that working with Youth Challenge International is a lot like being at camp: hot days, cold showers, long hours, mosquitoes and lots of team work and songs. Consider this true story: I was

visiting a site in the Nicoya Peninsula of Costa Rica where a bunch of camp staff, I mean international YCI participants, were building a school cafeteria in sweltering 40 degree weather to... a Silver Lake Mennonite Camp tape!

Costa Rica is a gorgeous country with an impressive conservation record (25% of the country is protected) and a thriving ecotourism industry, plus all the bananas and coffee you would ever want to consume.

Back to the idea of having a camp here: contemplating it, I realize how relatively lucky we are in Canada when it comes to hazards in the out-of-doors. Imagine your risk management policies requiring methods on how to protect campers and staff from malarial or dengue fever mosquitoes or close encounters with poisonous snakes. In the past month, we've come across three poisonous snakes here at our headquarters in the garage and lemon tree (but so far the banana, mango and papaya trees seem to be *serpiente*-free... are you jealous yet?). No doubt the Tico (Costa Rican) and Australian participants

probably find the prospect of Canadian bears equally frightening.

In parting, here's some fascinating Tico trivia:

- dengue fever-carrying mosquitoes are much smaller than the Ontario variety and have striped torsos
- a sloth only defecates once a week and its love-making takes two days
- you should always shake your boots out before putting them on in case there are scorpions inside.

*S. Kate Moore
OCA Correspondent in Costa Rica
e-mail: youthcha@sol.racsas.co.cr*

OCA Structure Task Force

Board members see a need to review the structure of the OCA and I have been asked by our OCA President, Barb Gilbert, to chair a task force to examine the structure of the OCA.

Your representatives on this task force are Barb Gilbert, Patti Thom, Jeff Bradshaw, Caryl Colton, Brian Blackstock, Jane McCutcheon and myself.

Purpose

To examine the present structure of the OCA to see if it is the best possible way to operate the OCA. If it is not—then devise a plan for presentation to the Board that would make the OCA function more easily and efficiently with the human and financial resources it has.

Time Line

Proposal to be completed by the end of April.

Some Areas to be Examined

1. OCA will probably never get much bigger in size (about 240 camps).
2. Are there too many committees — there are limits to the OCA volunteer base.
3. Which committees are major — which are minor?
4. Should people on the Executive and Board be from “out of camping”—i.e., people presently not working in a camp situation?
5. Do we need an Advisory Council—and if so, what for?
6. How do we satisfy regional concerns?
7. Do we need directors, and if so, what is their role?
8. How do we satisfy the different streams of camping, i.e., private, day?
9. Do we need more than one vice president—so that there is not an obligation to feel you must become president?
10. Should some or all committee chairs be on the Board?
11. Should meetings about policy be different than those about program?
12. Who should decide policy?
13. Is too much time being spent by too many people—on policy?
14. Is there too much bureaucracy?
15. Is there a useful role for past presidents?
16. How do we get across “The Big Picture” to everyone?
17. Should there be a “sunset” clause for smaller committees and task forces?
18. Who should be elected and who should be appointed?

This is by no means an exhaustive list. We are asking for your help. If you have any ideas or suggestions that may help us in our mission, please do the following: put your ideas on paper and send, or fax, them to me at the OCA office. We are looking for as much input as possible.

Ted Cole
Chair, OCA Structure Task Force

Invest in Your Adventure Program for 1998!

SAFETY INSPECTION:

We will provide your Challenge Ropes Course or Climbing Wall with a Safety Inspection using current *A.C.C.T. Installation & Operations Standards*.

TRAINING:

We will provide your staff with an intensive training that incorporates *A.C.C.T. Operations Standards* at your site or at our training facility.

Level 1: May 21-24; June 4-7; June 18-21;
Oct. 29 - Nov. 1

Level 11: April 30 - May 3 Oct. 15 - 18

CLIMBING EQUIPMENT:

Call us for your new and/or replacement gear, *competitive prices & prompt delivery!*



In January, Andrew was re-elected to the Board of Directors of the Association for Challenge Course Technology.

He is also now part of the Peer Review Committee, responsible for assessing voting membership applications and practitioner approved status.

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(905) 832-4787 fax (905) 832-6951
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Anaphylaxis Education

Editor's Note: The following is a letter to all OCA members from the Anaphylaxis Network of Canada.

Dear OCA Members,

We are pleased to announce that the Anaphylaxis Network of Canada is conducting Anaphylaxis Educational Awareness Sessions in our community.

The increased public awareness of potentially fatal allergic reactions, especially among children, has created a great demand for our services in the last few years. The Anaphylaxis Network of Canada is dedicated exclusively to enabling its members to live safely with life-threatening allergies. Since our incorporation in May 1997 as a national organization, an important training program has been developed (in alliance with the Anaphylaxis Foundation of Canada) to teach and certify speakers to professionally conduct speaking engagements on anaphylaxis for schools, camps, day care centres and organizations of all types. In the past, the speaker's role was provided by parents of anaphylactic children. Today, many of these parents have received training from our Speakers Bureau.

The Anaphylaxis Network training program was written by Marilyn Allen, a director of the Anaphylaxis Foundation of Canada (AFC). Our allied partner in anaphylaxis, AFC promotes the cure, improved treatment, investigation and management of anaphylaxis. The Anaphylaxis Network of Canada promotes R.A.I.S.E: "Risk Reduction Through Awareness, Information, Support, Education."

Please contact our Speakers Bureau at 416-785-5666 and our coordinator will return your call to arrange a training or educational awareness session for your group. The Anaphylaxis Network is a non-profit organization operated by volunteers. A modest charge per session supports the Network's educational program and offsets any expenses the speaker might incur. These sessions are 30-90 minutes in length, depending on your needs, at your convenience. Two weeks' notice or more to schedule a session would be helpful, especially in June, at the end of August and in September. We look forward to providing assistance in anaphylaxis awareness and safety, where needed.

We are also pleased to announce a new category created for camps, day cares and schools: \$50 for an annual membership to the Anaphylaxis Network of Canada. Membership benefits are: network newsletters providing current anaphylaxis information, including research studies on food alerts; Network brochures and handouts; discounts on products; and a preferred rate for two staff members from one camp to attend any of our educational forums or lectures.

Thank you for your interest,

Ellen Blau and Susan Yip
Anaphylaxis Network of Canada

Social Life Skills Game

This is a game aimed at teaching social skills in a non-threatening, practical, fun and relaxing environment.

Throughout the process of playing the game, individuals become more comfortable with day-to-day living and increase their development of new skills. As well, peers provide natural support for one another.

The game has been used to further develop individuals with developmental delays in areas such as:

- vocational skills
- life skills
- daily living skills
- social/sexual skills

This has been done through a variety of settings such as work, school, in the community when with family or friends, when intimate, or in relationships.

Research has supported the success of this game.

To obtain a copy of the game and reference manual at a cost of \$15, or for further information, please contact: York Central Hospital, Behaviour Management Services, c/o Jody Hall or Chris Bazos, 10 Trench Street, Richmond Hill, ON L4C 4Z3. Jody Hall or Chris Bazos may be reached at 905-883-2270.

Submitted by the Special Needs Resource Committee

SENIOR STAFF JOIN THE CITY OF VAUGHAN! SENIOR STAFF POSITION AVAILABLE FOR THE 1998 SUMMER CAMP SEASON.

The City of Vaughan is seeking a Camp Administrative Coordinator. The contract starts immediately with full-time hours commencing in May 1998, until September 1998.

In Co-operation with the full-time Recreation Programmer, the job responsibilities include facilitating a large summer camp office, developing camp promotional materials, production of camp manuals, assisting in the transportation system, liaising with registration offices, assisting parents with questions, basic camp accounting and responding to emergencies.

The candidate should be highly organized, able to work at a fast pace, has computer skills in WordPerfect, Experience in camp or recreation setting, experience working in an office, supervisory experience and highly motivated.

*Resumes should be faxed or mailed to Howie Dayton, Recreation Programmer c/o 1441 Clarke Ave. West, Thornhill, Ont. L4J 7R4,
Fax: (905) 660-5177*

We thank all who apply, however only candidates being selected for an interview will be contacted.

Calendar of Events

March

Diversity Committee Meeting OCA Board Room	Thursday, March 5
Board Meeting OCA Board Room	Wednesday, March 11 4:00 p.m.
Health Care Committee Meeting OCA Board Room	Thursday, March 12 7:00 p.m.
Special Needs Resource Committee Meeting OCA Board Room	Monday, March 23 1:00 p.m.
Breakfast Club Meeting Health Issues at Camp OCA Board Room	Thursday, March 26 8:00 a.m.

April

Board Meeting OCA Board Room	Tuesday, April 14 1:00 p.m.
Health Care Committee Meeting OCA Board Room	Thursday, April 16 7:00 p.m.
Human Resources Event Parents of Today and Tomorrow Polly Hodgetts's House (Toronto) (see page 6 for more information)	Tuesday, April 21 7:00 p.m.

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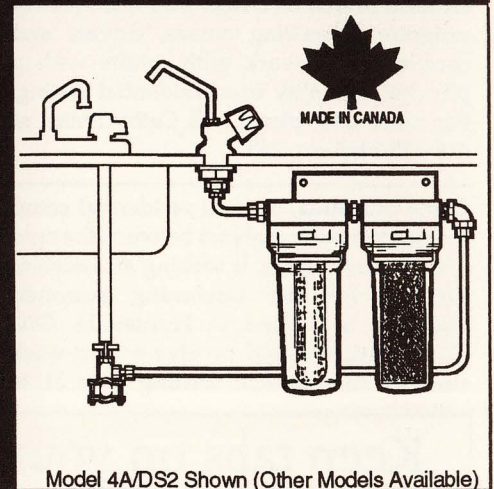
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Classifieds

Positions Available

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.

Volunteer at Bolton Camp. Bolton Camp is looking for motivated individuals who would like to volunteer their skills/talents, time and energy to work with mothers and children at their residential summer camp this summer. Various positions and programs are available in areas such as office administration, tuck shop, van drivers, laundry personnel, program areas and children's and mothers' counsellors. Benefits include recognition pin and banquet, meals, training, living quarters, access to camp facilities, reference letters and a valuable life experience. We ask that volunteers commit to at least one 10-day camping session. For additional information, contact Fred Okada, Director, Bolton Camp, at 905-857-3993.

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.

Camp Huronda, a co-ed residential camp for children with diabetes between the ages of 8-15 years of age, is seeking an assistant director for the upcoming summer. Huronda is located in Huntsville, ON. This position would involve a nine-week summer commitment starting June 21 to

August 23. Pre-camp planning would also require some time. Please contact Heather Anderson, 412 Weddel Court, Newmarket, ON L3Y 7H1. Phone 905-853-5693; fax 905-853-0691.

Seneca College, King Campus will be hosting an ORCA Basic Instructors and Level I Lakewater combined course in June 1998. See the next *OCA'sional News* for registration information or call Barb Weeden at 905-833-3333 ext. 5029.

For Sale/Rent

The Salvation Army Camp Selkirk is available for summer rental. 100 acres located on the shores of Lake Erie near Selkirk, ON. Dates: July 11-18, 1998. Features: 8 modern cabins with indoor plumbing, can accommodate 160 campers, junior Olympic-size swimming pool, low and high element ropes course with instructors. Inquiries to Captain Norman Garcia, 340 York Blvd., Hamilton, ON L8R 3L2. Phone: 905-521-1660. Fax: 905-521-1899. E-mail: ndgarcia@sallynet.org.

Camp available - Bring your program! Spectacular semi-wilderness site two hours from Metro. Surrounded by 1/4 million acres of Crown Land forest. Trails, canoe routes, 4600' of shoreline, 350' natural sand beach. Cabin accommodation with ensuite four-piece washrooms. Classrooms for 100+, games room, equipped. Excellent kitchen. Short- or long-term rental bookings and/or offers to purchase will be considered. Call 705-657-8432 for more information and/or tour.



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 March 15th for the April 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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