



BULLETIN ISSUE No.: 30 **DATE:** December 7/67 **EDITOR:** Janet Peddie

YOUR 1968 CONTARIO CAMPING CONFERENCE.....

Just to whet your interest, the Conference Committee Chairman, Ivan Robinson (Camp Pine Crest) reports - 1) The following speakers will be DR. MARY NORTHWAY, MR. BARRY LOWES, DR. MALCOLM KNOWLES, MR. DONALD SINCLAIR, DR. DANIEL OFFORD, MR. STANLEY WILD AND DR. BRUNO MORAWETZ. 2) A special session will be held on Friday evening for counsellors only, dealing with "The Counsellor as a Leader". Leadership for this Session will be given by Mr. Donald Sinclair, Executive Director, Mental Health Association.

THERE IS MORE ... MUCH MORE. Full Conference information and registration forms will be mailed to you in January.

FEES - O.C.A. Members pre-registration (includes Digest)	Full Conf:	\$15.00
- Late Registrations.	" " "	\$17.00
- Non-Members regardless of time of reg'n.	" " "	\$20.00
- Staff of O.C.A. Member Camps to be accepted as members if pre-registered and paid for by the Camp.		
- Members - single day - pre-registered.		\$ 6.00
- Members - late registration.		\$ 7.00
- Non-Members regardless of time of reg'n.		\$ 10.00
- Saturday Fee for Counsellors.		\$ 2.50
- Friday night Counsellor fee. (includes refreshment)		\$ 1.50
- Conference Digest sold separately.		\$ 4.25 (incl. postage.)

Bulk orders of 5 or more copies of the Digest will be subject to a 20% discount if orders are received prior to or during the Conference.

A THUMB NAIL SKETCH..... introducing DR. MALCOLM S. KNOWLES, Conference Speaker on "The Leader - His understanding of Himself":-

Dr. Malcolm S. Knowles, currently Professor of Education and General Consultant in Adult Education at Boston University, has a broad experience in Adult Education and the processes of learning. From his beginnings as a YMCA Program Secretary and Executive in Boston, Detroit and Chicago, with a stint as an officer in the U.S. Navy included, he secured his Doctorate in Adult Education at the Univ. of Chicago and was Exec: Dir: of the Adult Education Ass'n of the U.S. for 10 years.

Dr. Knowles has written several books - "Informal Adult Education" - "How to Develop better Leadership" - "Introduction to Group Dynamics" - the last two co-authored with his wife Hilda.... Editor of "Handbook of Adult Education in the U.S"..... and his latest book "The Adult Education Movement in the U.S." Recently he was featured in a series of films on the Dynamics of Leadership production for Educational Television which is now available on 16 mm.

A major portion of Dr. Knowles experience has been in the field of workshop, leadership and consulting, in which capacity he has worked with Western Electric, the American Red Cross, The National Council of Y.M.C.As of Canada and of the U.S, the United Church, the Unitarian-

Universalist Ass'n, the National Training Laboratories, the American Hospital Ass'n, Stop and Shop Supermarkets, the Council of Churches and the U.S. Navy, to name a few.

Dr. Knowles is particularly interested in "How people learn" and is particularly skillful in designing training or learning programs based on the needs and interests of the learners and using a variety of learning methods to achieve effective results. He believes in self-development, with the individual deciding what he wants to learn and with the teacher being an aide to that process not the author of it.

We welcome the following new ACCREDITED member camps:-

- B'Nai B'rith of Ottawa
- Brampton & Dist. Y.M.-Y.W.C.A. Day Camps
- Chippewa Day Camp
- Shadow Lake Camp (O.A.M.R.)
- Pauwating Day Camp
- Tri-Bell Day Camp
- White Bear Ranch

and NEW CAMP ASSOCIATES.....

KENNEBEC..a private co-ed camp located in Arden, Land O'Lakes area for 70 boys & girls, 6-16. Directed by Steve Hannon..

ONTARIO CAMP COUNCIL C.G.I.T. for Sr. CGIT members specially chosen, capacity 76, ages 15-17, located in Muskoka and directed by Miss Alma Fox.

DO YOU KNOW THAT:-Fred and Elva Dier (Camp Wakana) recently visited several European countries...John Latimer (Pres & Camp Kilcoo) attended the ACA Section, Presidents Conf. at Bradford Woods, Martinsville, Indiana as did Doug McEwen, CCA Pres....Mrs. and Mr. W.F. Shackleton (Rainbow Valley Ranch) visited Alaska... Stan Wild (Exec. Sec. & Camp Tamarack) will spend Xmas & New Year's in England.. Ron Johnstone (Camp White Bear) was guest speaker at the recent Manitoba-Sask. Regional Camping Conf. (There are now approx. 20 camps in Sask. and a Sask. Camping Ass'n is to be formed.

MEMORY JOGGER

The O.C.A. Office would appreciate receiving your membership renewal forms & Fees as soon as possible. Camp Directors ..remember also to include the completed questionnaire.

TRAINED STAFF AVAILABLE - The cooperative Health & Physical Program, Univ. of Waterloo has first year students available for camp positions May 1 - Sept. 1, 1968.

These students will have received training in camp skills and all placements will be completed by Feb. 1, 1968. For further information, please contact Jack D. Pearse, Dept. of Health & Physical Education, University of Waterloo, Waterloo, Ont.

The OCA has endorsed this program and expressed a willingness to cooperate with Mr. Pearse and any universities offering a similar program.

.....DON'T THROW IT OUT...Archives is yesterday and the Archives Committee needs your "yesterdays". Please check with your committee before you consign anything to the wastebasket. Examples of information requires:- brochures, pictures, land files, conference programs, old cheque books. Material may be photostated and returned should the owner so desire.

Recent OCA appointments

Mike Berger (Jewish Camp Council) Chairman of Education Committee.

Advisory Board members representing:- Day Camps - Doreen Barwick (Bayview Glen) Y.W.C.A. - Nancy Cannon Boy Scouts - A.S. Fleming Dept. of Ed'n - Dorothy Walter

Outdoor Resources Committee - Kirk Wipper, (Camp Kandalore) is Chairman while Paul Chamberlain (Camp Kilcoo) is Chairman of the sub-committee (Canoeing)..... Bruce Harris of (Camp Kawabi) will continue in a liaison capacity with the Red Cross.

Free courses of short duration, are given by most Fire Departments to familiarize interested individuals with fire prevention, fire protection and emergency procedures.

157 known applicants were placed this past summer from the OCA Counsellor Placement Lists.

NEW CAMP ASSISTANCE PLAN: To assist new or potential camp directors, the Membership Committee has devised the New Camp Assistance Plan. With this Plan, the subscriber would receive some O.C.A. benefits even though he does not meet the Camp Membership standards. A friendly advisor would be assigned to offer guidance and assistance wherever and whenever needed. This advisor would be prepared to visit the camp the next summer. In addition, the Membership Committee is in the process of compiling a New Camp Assistance Kit which the subscriber would receive.

This Plan is, in short, a service, not a Membership. This would be a temporary association because, until the camp is a Camp Associate, it cannot be listed in the Directory. The charge for this new service is \$15.00.

This New Camp Assistance Plan evolved because the Membership Committee feel that is the duty of the O.C.A. to assist a camp in starting, in every way possible. It is well aware of the "growing pains" that confront a new camp director and would like to help him to achieve Membership status, as soon as possible.

We urge you to complete the enclosed self-addressed yellow card relating to this Plan and return to the O.C.A. office as quickly as possible. Thank you.

* CAMP COUCHICING requires a Camp Director *
* for full time summers plus part time winter *
* (Anglican Church Camps). Previous Sr. *
* Camping experience ESSENTIAL. Continuity *
* important. Apply to Mrs. V. Pezzack, 38 *
* Harding Blvd., Scarborough, Ont. Telephone *
* 691-8050 *

IMPORTANT NOTICE RE

VACATION PAY from Legislation Committee

General Statement: Contrary to our former opinion, it now appears that VACATION PAY representing 2% of all salary (including the value of room and board) must be paid to every staff person (Registered Nurses excepted) at the termination of the camp season.

Details to note: 1. Employees completed 36 months continuous or non-continuous employment entitled to 4%.

2. Actual vacation with pay rather than the 2% payment can only be given year-round employees.
3. Vacation payments must be noted as a separate item in your pay records and it is suggested that it be likewise indicated on your "contract" of employment with each staff person.

CONCLUSION: We are clearly obliged to make these vacation payments. However, as employers we are free to negotiate the basic salary arrangements upon which the 2% (or 4%) vacation payment is calculated!

FOR CAMP DIRECTORS ONLY.....

A BULLETIN DATED NOV. 6, 1967 from The Canadian Red Cross Society re Leader-Patrol Awards was mailed to you earlier. A CORRECTION dated Nov. 20th to this Bulletin is enclosed.

A word from the EDUCATION CHAIRMAN.....

Many of us have recognized the need of upgrading our Association in terms of Standards, leadership training aids and the type of help we can offer new members. This upgrading is vital if we are successfully to meet the growing and complex needs of our membership.

It is with this in mind that the Ottawa Conference has been planned. More details will be forthcoming in our next Newsletter issue. We are certain that those of us who will be fortunate enough to attend the Ottawa Conference will find it to be a unique experience.

The importance of a "clearly defined understanding" cannot be emphasized too greatly in the fields of job negotiations.

It has come to our attention that certain staff members, in order to enhance their bargaining position with Member Camps, will accept a job with one Camp and then negotiate with a second Camp on the basis of - if you will pay me more, I will come with you.

May we remind you that you should be very careful in this respect, in dealing with staff (See Guidelines for Job Negotiation). May we also request your help, if you had staff who agreed to come to Camp and subsequently cancelled without good reason, please let us know so that the Counsellor Placement Bureau does not process any applications

STOP THE PRESS!!!!!!

received from them in the future.

Copies of "Accepted Ethics in Job Negotiation", as prepared by the Ethics Committee, are available to O.C.A. Members. The price is \$1.00 for 30 copies (minimum quantity) --including mailing (Sample attached). Please place your order by the end of '67 AT THE LATEST.

SENECA COLLEGE HAS JUST ANNOUNCED PLANS FOR a course in Camp Administration and program for O.C.A. members. This will commence in January for one night a week, over a period of approximately 8 weeks. This could be one of the most exciting things offered to O.C.A. in some time. More information later.

I ATTENDED A HAPPENING.....by Maxine Porter

It was my good fortune to be present at a recent "First" in the Ontario Camping Association - a gathering of Individual Associates.

The Association represented a wide variety of camps--indicative of the diversity of interests which lead to our common goal "Better Camping".

As President of the Ontario Camping Association, John Latimer explained the organization of this Association and the need for involvement of interested parties - by the participation of many, much can be accomplished!

Those present were:- Mrs. Janet Adamson (GayVenture); Bert Danson (Winnebago); Mrs. Renee Edwards (Bayview Glen); Mrs. Nancy Farrell (Mi-A-Kon-Da); Paul Fitzgerald (Sharbot); Sam Hambly (ex Allsaw); Miss Evelyn Kamin (Tapawingo); Horace Kendall (Kiwanis); Miss Mary Keyes (Oconto); Monte Kwinter (Kawagama); Miss Liz Linscott (Kiwanis); Miss Judy Lonsdale (Wapomeo); David Moyle (Kilcoo); Mrs. Janet Peddie (Girl Guides); Miss Joan Randall (Wahcahmie); Miss Helen Stewart (Wahcahmie) and Chairman, Membership Committee.

Dividing into three groups, the following questions were discussed:-

1. What can Individual Associates do for the O.C.A.?
2. What can the O.C.A. do for Individual Associates?
3. How can the voice of Individual Associates be better heard?
4. Would Individual Associates plan an open meeting?
5. Should Individual Associates have specific qualifications? If so, what should these qualifications be?

In the presentation of answers to the above questions were many constructive, varied and valuable recommendations for the O.C.A. to consider for implementation.

The January 24th, 1968 Open Meeting is the direct result of an affirmative answer to Question 4.

Appreciation of this type of meeting was voiced by the Individual Associates present - and a desire for further similar meetings was expressed.

DATES TO MARK ON YOUR CALENDAR.....1968

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|----------------------|--|
| January 24 | - An evening meeting for Associate Members by Associate Members and of importance and interest to ALL MEMBERS. |
| February 8-9-10-11 | - Regional Conference for Directors in Ottawa. |
| March 7-8-9 | - Ontario Camping Association Conference--Inn On The Park, Toronto |
| March 12-13-14-15-16 | - A.C.A. National Convention, Sheraton Boston Hotel, Boston, Mass. |
| March 14-15-16 | -Quebec Camping Association Conference, Windsor Hotel, Montreal, P.Q. |
| February 15th | - CCA Annual Meeting--Winnipeg, Man. |
| September 27-28-29 | - Aurora Conference |

"THE MEETING THAT WAS"

A Dinner Meeting marked the first of the O.C.A.'s Open Meetings for the 1967/68 season. Held at the Holiday Inn in Oakville on November 29th. 1967.

Following a presentation by Mr. Bert Danson and Mr. John Latimer, in which many things were "on trial", groups formed to discuss these questions:-

1. Are O.C.A. Standards high enough?

If not, in what areas should we raise them? Which, if any, should be made mandatory?

2. What are the possible weaknesses or problems with the Visitation Programme as it is now structured?

What recommendations could be offered for more realistic and effective visitations in the future?

3. Should Camp Directors be accredited?

If so, by whom? What qualifications should be included in the accreditation?

The following edited notes were taken from recorded reports delivered after discussion at the Open Meeting of the O.C.A. 84 people participated in the small discussion groups. This report has also been sent to the Chairman of the Standards Committee (Ron Johnstone), Directors Accreditation Committee (Dr. Harry Ebbs) and the Education Committee (Mike Berger). Further comments to any of these Chairmen will be appreciated.

Table 'A'

Mandatory Standards a must in areas of safety, both in and out of Camp, Waterfront (need for resuscitator), health in general, transportation (cars and boats), food & refrigeration (pesticides, care of not mixing it in the food), gasoline and kerosene being kept in separate buildings, emergency accident procedure - not only for waterfront but for all other areas where accidents might occur. Did infer that there should be aims and objectives in programme and that the most important thing that came out was that everyone, campers and staff alike, should all be involved in what is going on and in the planning. There should be a certain amount of teaching going on as we believe we have an educational function as opposed to just running a baby-sitting service.

Table 'B'

We feel that the minimum health standards should be the recommendations that are set forth in Government regulations, and there should be strict regulations that are mandatory here.

In answer to the first question - Are O.C.A. Standards high enough? - this Table decided on a resounding 'NO'. Virtually every area of standards ought to be raised. We feel that as far as the public is concerned at the moment, the O.C.A. might as well be a big club. We have no public image, we should build one, so that the public knows what O.C.A. is, what it does, and to this end we probably need a symbol and then once we get our symbol and image, we have to build on it, even if in the process of building this image, we step on a few toes of some of our members. This would make the Directory more meaningful. We suggest a rating system listed right in the Directory. Perhaps - 1 star, 2 stars, 3 stars. Furthermore, we feel that the Standards Committee after a visitation should sit down with the Director whose Camp has been visited or inspected, whichever word you prefer, and point out areas where the particular Camp is weak. There ought to be some teeth in these Standards and

the O.C.A., so that if an area is weak and it is not fixed up in a certain length of time, something will have to be done to that Camp's rating in the Directory.

Table 'C'

It was generally felt there was a problem of maintaining the 3 year visitation period because of the lack of personnel. In a lot of cases it isn't even possible for the Association to revisit Camps within the 3 year period. Another problem was that 3 years appeared to be too long a period anyhow and that things could change substantially from year to year regardless of a change of Director. The third problem that we discussed was the fact that we all realize that the visitors are now a part of the "in group" and they are on a friendly relationship with camps that are visited and we seemed to feel that realistically it was hard to expect these people to be objective. The fourth problem was that the general trend now is for the visitations to take place in four hours - it is virtually impossible to evaluate camp situations in this time and we felt that at least a period of 24 hours was necessary in order to adequately evaluate leadership, staff and the whole tone of the camp. The fifth problem was that the visitations are now known in advance, so it is obviously the case that some Camps are "up for the visit", and if there are problems, it is unfortunate that these things can be covered over for that day. The sixth problem we discussed was that in an eight week operation, it was difficult to expect Camp Directors to take even one or two days out of their busy season to visit other camps. In terms of solving this problem, one solution was that the business of inspection might be the function of a Provincial Department. This was brought up and promptly shot down - we feel that the Government should not be involved in this in any circumstances. The second possible solution was that this Association should hire a full time staff that have no relation with individual Camps at all - but the problem with this is, we also felt that there were organizational camps that could not afford financially to pay people like this. The third possible solution was that this Association should investigate the possibility of a Government Grant to administer a programme of visitations to be handled by a separate assessment staff. We felt that under present circumstances a Grant such as this might be very well forthcoming if it were investigated.

Table 'D'

We were particularly concerned about water safety. Concerning recommendations, we felt that before a visit perhaps the material might be written, sent back to the visitor a week before he goes, so he looks it over. For part of the time of just getting the answers written on straight information may be wasteful and perhaps most of the day (we didn't think of 24 hours) would let the visitor observe the Camp's operation and programme.

Table 'E'

On the visitation day we tend to consider questions in the Standards Book as being more important than observation and we felt that arriving at the Camp on the day of the visit and spending the first half day talking to the staff, observing for your own self rather than being guided around the Camp by an individual (Camp Director, Programme Director etc.) would be beneficial. It is most important that this visitor have a chance to observe rather than ask questions whereby the Director would give his own answers whether they be right or wrong. The same visitor should not repeat their visitation. We felt that when a Camp has been visited by one Director, he shouldn't go back and visit the same Camp.

One mention was made that there are difficulties in securing visitors and it is felt that more people should become involved in visitations. Perhaps they owe something to their Camp to see what other Camps are doing, and to themselves to develop professionally as Directors and to the Association to become involved in this visitations programme. Perhaps more reciprocal visitations should go on within our Association.

Table 'F'

It was observed that with the flaws in the visitation programme that there is always one way to beat the system if you want to set about it. That the procedures for evaluation are rather inadequate, such that there are no other methods than grading from one to ten or using 'Yes', 'No', 'N.A' in answering the questions. One of the handicaps is the distances. In some cases, Camps are very remotely located. It was felt by one or two persons that perhaps a team of two or three would be required to do an adequate visitation. There was great emphasis on the fact that the visitors who are visiting camps should know the standards and that the training session for the visitors should be a thorough one, and that the visitor visiting a particular camp should know something about that type of Camp, It was questioned as to whether or not visitors should talk to the staff members - there was a very emphatic statement from one of our members as to whether or not this actually was a visit or an inspection and that person accused us of inspecting not visiting. Therefore another one said it was time O.C.A. made a decision as to whether it was going to assume moral responsibility for its members....we must be an ethical organization, and if so then we should really have an inspection and be responsible and therefore hire an official inspector who would do inspections.

Table 'G'

Yes. Camp Directors should be accredited. But what is Accreditation? What does it mean and involve? Who decides on who is to be accredited? Who should decide on the Standards of the Director? Do we want Government Legislation to control Camping and set up Standards? Who should set up the Legislative body? We felt that a Legislative body would be one which had conferred at length with responsible camping authorities. We have the following list of qualifications.

1. Age and Maturity. 2. Emotional Maturity. 3. Morally sound. 4. Intelligent. 5. Experience with children. 6. Education in children's work. 7. Experience in Camping. 8. Personal interest in this endeavour. We came up with another legislation which is hardly legislative, but highly desirable. The warmth of the Individual to cope for instance with the home-sick child.

Table 'H'

We agreed that a Camp Director should be accredited, and particularly with reference to camps on a committee or a board. The difficulty arises when a person they are going to have as their Director takes this on with another job in their Organization or if the position of Director changes frequently. We agreed with our minimum requirement of age 25 - and then we came to the question - How do you Gain Qualifications? These are some of the things that the group felt were desirable:- A University degree in a related field. Experience in Children's Camping, skills, maturity and stability and you know about this from the person's previous experience. And perhaps for a camp owner director, successfully complying with the standards of O.C.A. Who is legitimately the person, group or organization who should be accrediting a Director? Probably it should be somebody within the Camping Association or the Association itself, not an external body.

Table 'I'

It was generally felt that Director Accreditation had to start with the Ontario Camping Association. It was recognised too, by this group, that even though one might be an accredited Camp Director, by not being one, one could still operate a camp, as likewise, by not being an accredited camp member, one camp could still operate. We asked whether or not it should be under some kind of Provincial control. No answer. We should start with O.C.A. We are very fundamental in some of the requirements for accreditation and we did recognize too that there should be such requirements as could be effectively measured. Perhaps some sort of apprenticeship should be set up, so that a person who has expressed a desire to be a Camp Director, would work in a

Camp for a year or two with that intention in mind. There would be a type of training programme here. It was felt that age had to be some qualification - what age? Education was also something to be considered. Some sort of testing programme - testing about knowledge in camping - children's and adult's.

Table 'J'

We do agree that a Camp Director should be accredited. We feel that the O.C.A. should control accreditation and that it should be updated and upgraded regularly. If a person obtains accreditation, they should be re-examined periodically. Perhaps some kind of a training programme such as an apprenticeship should also be set up. We didn't feel that a University degree was absolutely necessary - just an interest and concern for children.

The findings presented were challenging. The O.C.A. accepts these challenges in the same constructive manner with which they were presented.

MR. SCOTT DARRACH, Community Programmes Division, Ontario Department of Education has replaced MR. JACK EILBECK, who has been appointed Co-ordinator of Physical Recreation, Community Programmes Division.

O.C.A. H O L I D A Y C L O S I N G

CHRISTMAS.

Please note that the Office will be closed on Friday, December 22nd. until Wednesday, December 27th.

NEW YEAR.

The Office will be closed from 5.00 p.m. Friday, December 29th. to Tuesday, 2nd. January, 1968.

A tribute to the late WALLACE FORGIE, Camp Tonakela.....
(written by C.R. (Blackie) Blackstock, Camp Mazinaw)

"Shall we choose life? Shall we choose the sky
and the sea, the mountains, the rivers and the
plains? Shall we choose the flowers and the
bees, and all the birds of heaven? Shall we
choose laughter and tears, sorrow and desire,
speech and silence, and the shout of the man
behind the hill?" **

To which Wally always answered with a quiet emphatic, Yes!
wherever in the world he travelled the trails among people.

He took delight in lighting small gathering fires around which
his host of friends and followers would gather, there to speak
of or listen to the awe and wonder of life. And from each
fire's embers new fires were kindled in the minds and hearts of
the watchers.

Few men have achieved so much good for their fellows; few men
have been granted so many other hands - generous, skilled,
strong hands - to share in achieving a vision he happily
revealed to us all; and few men have ever loved people - all
kinds - so completely. And yet, he never backed away from
hazards, from the mean, from the niggardly.

Wally Forgie, man of the world and its people, is dead. While
he lived he created and nourished a legend of what one person
can do to bring health and renewed life and happiness to others.
The Y.M.C.A. is one medium and camping another through which
he did his building. Because he was a quiet and often
anonymous giver, much will be added to enhance the legend which
has been and will be Wally Forgie.

All of us will miss his greeting and smile which marked his
coming, but everywhere they will flash before our eyes and echo
in our ears in Canada his beloved India, the United States and
a hundred other places around the world.

"It was not his duty to complete the task
But neither did he desist from it".

** J.E. Flecker.

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