



# OCAsional News

Published by the Ontario Camping Association

February 2000

1810 Avenue Road, Suite 302, Toronto, Ontario M5M 3Z2  
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## Kids 4 Kids founder: attitudes must change

by Fiora Hawryluk, Editor

Since 1993, a dynamic program called Kids 4 Kids has helped more than 12,000 young people deal with the issues surrounding bullying.

Scott Graham, the program's energetic founder, shared his insights with members present for the OCA's AGM in January. Mr. Graham, a Children's Behavioural Specialist, feels strongly for the need to teach kids the skills on how to deal with bullies, so that they in turn can become educators and leaders.

Society's attitudes towards bullies and bullying need to be changed. Mr. Graham said that his experience has shown him that many adults still feel that "boys will be boys", or even are afraid to acknowledge that there may be a problem. Principals may deny that bullying exists at their schools, as they may be concerned that their reputation is at stake. Parents may tell their children to fight violence with violence, which usually exacerbates bad situation.

The Kids 4 Kids Leadership Program focuses on the positive: Role playing, songs and stories, and cooperative games form the cornerstones of the program. Children are taught to not react to teasing and name-calling. Confident body language and the importance of eye contact are emphasized. Kids learn that by delivering a strong, concise message to bullies, they can defuse a volatile situation. Role playing helps to prepare the kids for every scenario imaginable.



Bullies look for status, for attention, for power. Parents, educators and camp staff need to be consistent with rules and consequences. Set limits and don't relent, advised Mr. Graham.

Kids have to learn to solve their own problems. Unfortunately, exposure to violent television programs and video games have a great impact on today's youth. Children need to be taught the benefits of being a leader, and that handling bad situations in a positive way can further their leadership skills.

For more information on the Kids 4 Kids Leadership program, visit their website at [www.kids4kids1.com](http://www.kids4kids1.com) or call 905-690-0271.

## New Board introduced at AGM

At the OCA's Annual General Meeting on January 17, 2000, the new Board was introduced.

A major change in the Association's by-laws, ratified by the membership at a special meeting in October 1999, necessitated an election for five Directors and a second Vice President under the new categories. The position of Secretary/Treasurer was also up for renewal. Thanks to the Nominating Committee, an election was held for each and every open position.

See *Annual General Meeting 2000*, page 5

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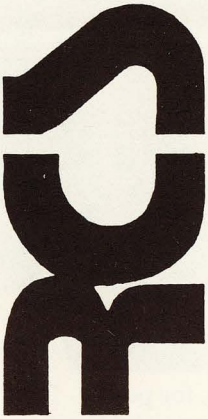
**"The significant problems we face cannot be solved  
at the same level of thinking we were at when we created them."  
-Albert Einstein**

# 'Nash'onal News

by Ellen Nash, OCA President

**Look for us at the OCA  
Annual Conference  
Exhibit Hall in March!**

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Item # 1: Our Association "Home": You many be one of the many members who has noticed and commented positively on how attractive the renovations have made the exterior of 1810 Avenue Road, where our office is located. Despite repeated requests, however, completion of the interior renovations have not kept pace with the exterior, and the landlord had not presented us with the new lease we required.

During December we began to wonder just what was happening, and we finally received notice that the landlord needed the space for his own operations, effective March 1, 2000.

Thus, we have begun looking for a new location, and we have set the following criteria:

- no increase in the overall rent from the budget previously established
- a central location, close to public transit and parking for meetings
- an office which needs no or minimal construction, so that the move can be accomplished within the time available
- a layout with space available for future staff expansion whenever this becomes necessary
- a multi-purpose room for committee meetings and working on documents
- a building with an elevator and other accessibility considerations

Luckily, we believe that we can accomplish these goals, and within a short time we will announce our new home. This accomplishment is being aided by the generosity of Girl Guides of Canada, which are allowing us to use their Boardroom for our larger Board meetings, thus enabling us not to contract and pay for space which will not be utilized most of the time. (Yeah Girl Guides and thanks to Jill Dundas for making the arrangements.)

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tem #2: Many thanks: As we begin the transition to a new term of office, I want to express:

1. my thanks to the outgoing Board and committee chairs who have accomplished so much over the past year

2. my appreciation to those members who stood for office in the recent elections; volunteers are the lifeblood of the Association

3. congratulations and welcome to all the members of the new Board

4. my notice of intent not to lose the people who did not win elections; we want you! You will be hearing from us!

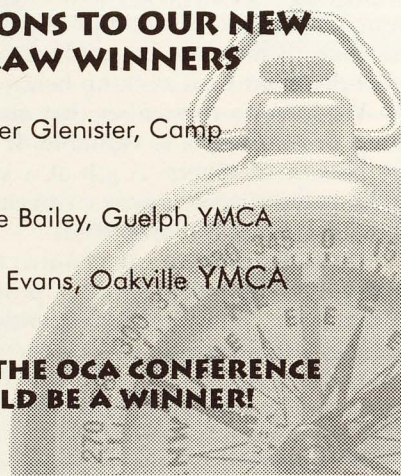
## CONGRATULATIONS TO OUR NEW CONFERENCE DRAW WINNERS

Friday, January 7: Heather Glenister, Camp Ganadaoweh

Friday, January 14: Bruce Bailey, Guelph YMCA

Friday, January 21: Lynn Evans, Oakville YMCA

**SIGN UP NOW FOR THE OCA CONFERENCE AND YOU TOO COULD BE A WINNER!**



## Positions Available

Camp Kakeka, a Christian non-profit camping facility located in Haliburton, Ontario, has the following openings, starting summer 2000:

**General Manager:** This full-time position is responsible for the spiritual leadership and the day-to-day administration of the organization, including staffing, marketing, and accounting. We are looking for a spiritually mature, financially responsible individual who is willing to learn the many aspects of camp ministry.

**Maintenance Director:** This summer position is responsible for the cleanliness, upkeep, and repair of the camp's facilities, vehicles and equipment. We are looking for a skilled, mature individual, capable of supervising a small staff.

Résumés should be received by April 1, 2000.

### Camp Kakeka - Search Committee

123 - 2476 Argentia Road  
Mississauga, ON L5N 6M1  
kakeka@idirect.com

[www.hwcn.org/~ad669](http://www.hwcn.org/~ad669)

## Note: Board and Regional Representatives current to February 1, 2000

### OCA Board Members

**President:** Ellen Nash, Camp Northland - B'nai Brith  
3995 Bathurst St., #200,  
Downsview, ON M3H 5V3  
B: 416-630-1180 Fax: 416-630-8561

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

**Past President:** Barb Gilbert  
R.R.#4, Brighton, ON K0K 1H0  
H: 613-475-1689 Fax: 613-475-2938  
e-mail: bgilbert@blvl.igs.net  
*Portfolio:* Conference 2000, Human Resources, Nominations

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

**Director:** Brian Blackstock  
The Mazinaw Company  
33 Davisville Ave., #15, Toronto, ON M4S 2Y9  
H: 416-486-1526 Fax: 416-781-7875  
*Portfolio:* Membership, Standards

**Director:** Elaine Cole, Walden Canada  
3768 Bathurst Street, #311  
North York, ON M3H 3M7  
B: 416-635-0049 Fax: 416-630-9248  
*Portfolio:* Health Care, Special Needs Resource

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

**Director:** David Latimer, Kilcoo Camp  
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B: 416-486-5264 Fax: 416-486-3854  
*Portfolio:* Archives, Environmental Advocacy

**Director:** Jen Palacios  
356 McRae Dr., #406, Toronto, ON M4G 4G4  
H: 416-423-3338  
e-mail: jen.palacios@sympatico.ca  
*Portfolio:* Fund Raising, Legislation

**Director:** Maija Zeibots, Camp Oochigeas  
60 St. Clair Ave. E., #404, Toronto, ON M2J 1J3  
B: 416-961-6624; Fax: 416-961-2267  
e-mail: maijaz@hotmail.com  
*Portfolio:* Counsellors Conference, Skills Weekend

### Regional Representatives

**Eastern Ontario (Ottawa):**  
Jeff Brown  
Camp Otterdale  
Box 127, Lakefield, ON K0L 2H0  
B: 705-652-6277 Fax: 705-652-0057  
email: jbrown@cycor.ca

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

**Northwestern Ontario (Thunder Bay):**  
Charlie Wilson  
Dorion Bible Camp  
408 South Marks Street  
Thunder Bay, ON P7E 1M5  
B: 807-857-2331 Fax: 807-857-1141

**Southwestern Ontario (London):**  
Jim Janzen  
YMCA-YWCA Camping, c/o George White  
Outdoor Centre, 1795 Clarke Road  
London, ON N5X 3Z6  
B: 519-667-3300 Fax: 519-455-2519  
e-mail: ymca.jjanzen@odyssey.on.ca

# Special Needs Resource Update: When special needs campers become staff

by John Bergman, Special Needs Resource Committee

Are there any opportunities for campers with disabilities to progress to a role of employment at the camp?

It is becoming typical for a lot of camps in Ontario to include a variety of children with various levels of disabilities.

At many of these summer camps, there are children who will continue their camp experience by becoming leaders-in-training or counsellors-in-training, and ultimately paid staff members. For a lot of campers, this has become part of their camp culture. These individuals have grown up through their own unique summer camp system, and are proud to be part of their particular camping society.

The situation now arises that different summer camps are integrating special needs campers. The question is: Is it possible to graduate a camper with a disability to the role of a staff member? The answer is Yes, if camp directors are willing to explore various types of duties within their camps.

At any summer camp, there are different types of positions. Some of these placements may not be suitable for someone with a disability, but on the other hand, other positions are achievable and practical. The camp director could

look around camp and see if there is a job that a person with a disability could actually perform, and which would benefit the camp's summer objectives.

For a person like me, who has cerebral palsy, a role of camp counsellor is not practical. I am a slow walker, and I cannot be responsible for the campers if there was an emergency, but that is not to say I am without skills useful to the summer camp.

With the advancements in computer technology and to the academic side of camping, I am able to gain meaningful employment through my summer camp. I am able to go to camp, sit in front of a computer, and produce programs for the camp. I may not be outdoors a lot, or with campers a great deal, but I am at camp being productive.

We have to remember that any job, be it at a summer camp or otherwise, is valuable. It produces something for the benefit of others. A job at a summer camp is not the same as the time one was a camper. It is a routine of daily items that must be completed.

If a camp director can channel the individual with a disability into a practical mode of production which will benefit the camp, then the opportunities for campers with disabilities will increase.

## More Special Needs information



Don't forget the  
Conference 2000

## Campfire of Inclusion

A not-to-be-missed session! This year the Campfire of Inclusions has invited four Directors from various camps to provide the audience with their "tricks of the trade" with regard to integrating children into their already established sites. Janet Adamson from Camp Gay Venture, David Latimer from Kilcoo Camp, Lisa Wilson from Camp Oconto, and Jim McHardy from the Kinark Outdoor Centre will share their how-to's on effective integration, accessibility issues, attitudes of other campers, liability issues, the application process, advertising, and much more. Cathy Smart, who is the current Chair of the Special Needs Resource Committee and is on staff with the Ontario March of Dimes will facilitate the session.

See page 9 for more Trailblazing information

Were you less than completely satisfied with your food service last summer? Are you concerned that next summer will be filled with the same problems...small servings...bland food...staffing problem...a boring menu...sanitation concerns...etc.



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## Annual General Meeting 2000



from left: Barb Gilbert, Ellen Nash, Jill Dundas, Brian Blackstock, Barb Weeden, Elaine Cole, Sari Grossinger, and Zane Grossinger

### *Annual General Meeting, continued from page 1*

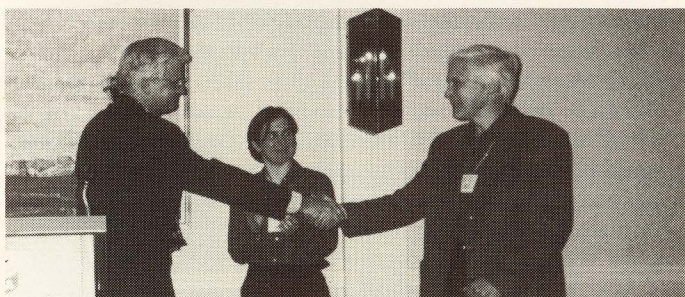
John Jorgenson, CCA/ACC President, introduced the OCA's new Board, which is comprised of:

Ellen Nash, President  
 Barb Gilbert, Past President  
 Eoin Wood, Secretary/Treasurer  
 Jill Dundas, Vice President  
 Brian Blackstock, Vice President  
 Elaine Cole, Director - Private Camps Sub-class

Jason Brown, Director - Agency Camps Sub-class  
 Barb Weeden, Director - Day Camps Sub-class  
 Bill Stevens, Director - Religiously Affiliated Camps Sub-class  
 Sari Grossinger, Director - Special Needs Camps Sub-class

Under the new guidelines, the chairs of the Human Resources, Membership, Public Awareness and Standards Committees, as well as a Regional Representative, will also sit on the OCA Board.

## Glen Bernard Camp wins Chapman Cup

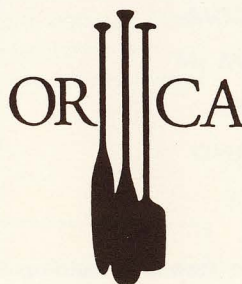


At the OCA's AGM, Len Manuel of the Lifesaving Society of Ontario presented the Chapman Cup to the 1999 winner, Glen Bernard Camp.

Since 1949, the Chapman Cup has been presented annually to the camp with the largest lifesaving program. Mr. Manuel stated that it is very important for young people to develop their skills around the water, and that the OCA assists the Lifesaving Society in achieving this goal more than any other organization. It is through partnerships such as this that like-minded organizations can achieve their missions.

Mr. Manuel also said that competition does not diminish the efforts of others, and that the common goal is the development of skills.

Jocelyn Palm and Kate Horton of Glen Bernard Camp accepted the award. GBC has won the Cup for the seventh year in a row. Congratulations!



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# Cross country camping - CCA/ACC news

by John Jorgenson, CCA/ACC President

At the January Teleconference of Canadian Camping Association, Presidents' Council addressed a number of items that will impact camps across the country.

1. *Setting a New Direction* Videos as a Staff Training and Policy Development Tool have now been sent to all camps across the country. Ontario camps have had access to this material for some time. CCA/ACC has now helped all camps acquire this valuable resource.

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We started four new camps in 1999

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## Boyd's Source for Sports

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Phone: 905-640-6657 Fax: 905-640 9851

2. The CCA/ACC Project Development Program is now in place. It is designed to provide funding support for projects developed by CCA/ACC and its Federated Members that improve the safety, professionalism and/or quality of organized camping in Canada. PCA Boards across the country have been sent an outline of this latest funding source and can now consider what purposes it can serve.

3. The CCA/ACC website is in its final stages of development and is designed for a "soft launch" shortly. Camp leaders can have the first look at it.

4. CCA/ACC and the International Camping Fellowship are planning a joint dinner and program at the OCA Conference. It is a great opportunity to broaden our perspective on camping. In addition to a wonderful Japanese meal, guests from the International Camping Congress 2000 in Japan will be in attendance. Children and youth from the Japanese Canadian Cultural Centre will perform and we will enjoy some slides and video presentations concerning the October Congress at the National Youth Centre in Tokyo.

5. Other items discussed at the meeting include: recognition of provincial, camp and camp leaders; CCA/ACC media links; survey and research strategies; partnership with the Canadian Olympic Association and Camping and Outdoor Bookstore promotions.

The Pick of the PCA (Provincial Camping Associations) News (from October and January Presidents' Council)

### Camping Association of Nova Scotia - CANS

CANS currently operates with an active and committed Board representing the needs of 43 camp and agency members. Accreditation visits took place last summer as the final phase of the inauguration of CANS' Accreditation Development Project.

### Manitoba Camping Association - MCA

In its 21st year of association with the Winnipeg Free Press, the MCA "Sunshine Fund" raised over \$120,000 and placed 865 children into Manitoba Camping Association camps. The MCA has undertaken a business review with an eye to enhanced effectiveness in the areas of recruiting, accreditation, accreditation visitor training and membership.

### Ontario Camping Association - OCA

Plans are well in hand for the 2000 OCA Conference and CCA/ACC is part of those plans. To increase cost-effectiveness and in order to participate actively in support of the Conference, the spring CCA/ACC meetings will take place at the International Hotel in the days immediately before the Conference.

### Alberta Camping Association - ACA

ACA operates on behalf of 109 member camps (88 accredited) and has committed its Board to the task of reviewing both its Policies/Procedures and Standards Manual. It is also actively investigating the need for the development of provincial/national standards for adventure based programs. The ACA Annual Conference is March 17-19, 2000.

### British Columbia Camping Association - BCCA

BCCA has "road tested" its revised standards which have been well-received by its members.

See CCA/ACC News, next page

A "fine tuning" is now taking place with amendment suggestions being incorporated where appropriate. The BCCA Conference is February 7-10, 2000 and is being held in partnership with CCI (Christian Camps International).

#### Saskatchewan Camping Association - SCA

The SCA is developing some wilderness travel accreditation standards and working on its own Policies/Procedures documents. It has run highly successful camp fairs in three cities across the province with good results for all participants and for SCA. There are plans to repeat the project in 2000. SCA is making application for its own charitable number in order to follow on the path blazed by MCA's Sunshine Fund. SCA is currently researching the possibility of an Executive Director for its work.

#### New Brunswick Camping Directorate - NBCD

NBCD has scheduled its spring conference for May 26-28, 2000. It has also extended an invitation to CCA/ACC as host for the fall CCA/ACC meeting.

## Spread the spirit of summer camp

The Kortright Centre in Woodbridge, just north of Toronto, has volunteered to host the OCA on the last weekend in April for an exciting event to publicize camping of all types to families in and around Toronto. This is an exceptional opportunity for camps from all of our Kindred Groups to participate and share in the spirit that makes summer camp the experience of a lifetime for so many children in this province.

The vision for this event is to provide a window into camps of all types! We will feature activities, sing-songs and general camp fun for families to come out and experience. This will be possible with the support of all our Kindred Groups and an army of volunteers. If you would like to volunteer yourself, your staff, or some equipment that will help to make this day possible, please contact Dave Graham at Camp Kandalore immediately. The time frame for the coordination of this event is extremely short, but the opportunity for fantastic rewards are huge! Call Dave at 416-322-9735 to find out more.

### Bobby Nash Writing Award



The Canadian Camping Association welcomes articles of creative writing from campers or staff members of Canada camps. This annual writing contest awards 75 dollars in prizes.

**Topic:** The Most Important Thing I Learned At Camp Was . . .

**Eligible Writers:** Campers or staff from Canadian camps

**Length:** 800-1000 words

**Deadline:** September 30, 2000

**Send articles to:**

Donna Wilkinson  
Saskatchewan Camping Association  
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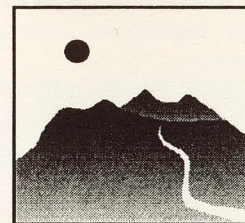
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# Camping makes the world go around

by Jeff Bradshaw, Canadian Representative  
International Camping Fellowship

As many of us begin (and continue!) the preparations for the upcoming season, there is also a great deal of excitement building in the world of International Camping. Here are just a few highly anticipated "happenings" on the horizon:

February 2000 - AMERICAN CAMPING ASSOCIATION NATIONAL CONFERENCE (Albuquerque, New Mexico)

The International Camping Fellowship is being honoured with a very special award from ACA. An excerpt from a letter of notification reads: "ACA would like to recognize ICF for your contribution to organized camping and to the American Camping Association by presenting to you, at the National Conference in Albuquerque, ACA's Special Recognition Award".

February 2000 - ENGLISH VERSION OF THE FIFTH INTERNATIONAL CAMPING CONGRESS PROGRAM MAILED TO CANADIANS

With thanks to John "Jorgi" Jorgenson, the complete registration and promotional package for the October 2000 Congress in Tokyo, Japan has been translated into English and will be distributed nationally.

Registration for the Congress is VERY strong and we once again encourage all Canadians to register as soon as possible to avoid disappointment. Unlike past Congresses in Canada, the United States and Russia, there is limit to the number of delegates that will be able to participate in Tokyo.

Early Congress registrations indicate delegate representation from around the world with well over 70 of our Russian camping friends participating and a large number of Asian delegates representing India, Thailand, Formosa, Malaysia, Korea, the Philippines, Indonesia, Hong Kong and (of course!) Japan.

March 2000 - ONTARIO CAMPING ASSOCIATION ANNUAL CONFERENCE

The 67th Annual Conference promises to be memorable with many highlights including several with an international flavour:

- the CCA Presidents' Council will meet prior to the Conference for several days. The ICF is on the agenda to review plans for the Congress and to discuss distribution of promotional and registration materials nation-wide.

- several representatives from the National Camping Association of Japan will be attending the Conference this year. Sako Tanaka (ICF Steering Committee member) and Professor Fumio Morooka (Congress Chair) and several others will be participating in the Conference and bringing news and information about the plans for October. Watch for a Congress booth in the Exhibit Hall.

- "An International Affair" is the theme of Friday night's program at the Conference. Co-hosted by ICF and CCA, the evening begins with a Japanese theme meal especially created and catered by the Ginko Japanese Restaurant at the

International Plaza. Following dinner, delegates will be entertained and informed with a full program of activity and information.

OCTOBER 2000 - THE FIFTH INTERNATIONAL CAMPING CONGRESS (TOKYO, JAPAN)

Be sure to visit the Congress website to find all the latest news: <http://tour.tokyu.com/icc/index.html>. Registration with VISA or MasterCard is being accepted online.

Canadians interested in leading workshops at the Congress should note that the deadline (March 30, 2000) is fast approaching! Please contact Professor Fumio Morooka directly at [morooka@sophia.ac.jp](mailto:morooka@sophia.ac.jp) for more information.

2003 - THE SIXTH INTERNATIONAL CAMPING CONGRESS

At a recent ICF Steering Committee meeting in Japan, several proposals were considered regarding the host country for the Sixth International Camping Congress.

An excerpt from an ICF communiqué reads:

"Upon his return from Tokyo, Bill Bowker met with the Camping Association of Victoria who endorsed the proposal to host the sixth Congress. The idea was passed onto the Australian Camping Association who gave their seal of approval. Therefore, with Bill Bowker taking on the principal role of sixth Congress Chair, AUSTRALIA is moving ahead to stage the next in a series of spectacular world events of the caliber presented by its five predecessors.

"The set-up for leadership of the sixth Congress appears to be similar to KUMBAYAH (1994) and NEVSKY FORUM (1997) in that, in partnership with ICF, a regional camping association (Camping Association of Victoria) is the primary host and organizer, with the National Association (Australian Camping Association) offering its endorsement and support to the Host Committee to produce the best possible final results."

## New Provisional Camps

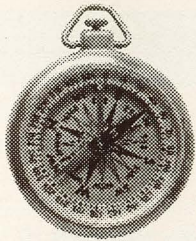
**CAMP GEORGE**, Jack Feldman, Director;  
Parry Sound, ON

**SIDRABENE**, Rev. Ilze Kuplens-Ewart, Director;  
Milton West, ON

**TORONTO FRENCH SCHOOL SUMMER CAMP**,  
Valerie Stief, Director; Toronto, ON

**TRILLIUM DAY CAMPS**, Todd Fraleigh, Director  
Hamilton, ON





# TRAILBLAZING:

*Setting New Directions for Yourself and Others*

**The 67th Annual Conference of the Ontario Camping Association**

**March 1-4, 2000**

**International Plaza Hotel and Conference Centre, Toronto, Ontario**

## Highlights of this Conference:

- Kindred Camping Conferences - Thursday: (Christian Camps, Special Populations Camps, Agency/Not For Profit Camps, Day Camps, Private Independent Camps Kindred - Wed. Night & Thursday)
- International Camping Fellowship Dinner (Friday night)
- Director/Senior Management Day (Saturday)
- Leadership Forum for Senior Staff and Program Leaders Featuring "The Sac Dene Experience" (Saturday)
- OCA Homecoming Banquet (Saturday night)

## Conference Exhibit Hall

Come and see the Exhibit Hall on Thursday (6:30 p.m. - 9:30 p.m.) and Friday (8:00 a.m. - 4:00 p.m.). The Exhibit Hall features exciting displays about the products and services our industry needs and uses.

## Get Your Suppliers Involved!

Do you use any suppliers who are not currently OCA Commercial Members? Let them know about the benefits of exhibiting at the Annual Conference Exhibit Hall, March 2 & 3. Please call the OCA office 416-781-0525 or Polly Marston (Camp Hurontario), the Exhibit Hall organizer, at 416-488-2077 with any interested suppliers' names.

## Directors' Forum:

If you wish to join our discussion, please email Travis Allison at [zoic@vianet.on.ca](mailto:zoic@vianet.on.ca).

## CAMP SHARE SPACE:

The Hospitality Committee invites you to bring your "Camp Promotional Material" and other printed resources from your organization. This includes, but is not limited to: Brochures, Camp Videos, Promotional CDs, Staff Manuals, Safety manuals, Camp Clothing. We will have a station at the conference where people can browse through these resources and share ideas with other camp folks.

## The OCA Benefit Event

This year, our benefit event will raise funds for the OCA to keep the cost of future events low. The Event will be held on Saturday, March 4th. There will be a Silent Auction and also a Live Auction. We need items for the OCA Benefit - if you can donate an item, contact Frank McNeill at Camp Wenonah, 905-631-2849. We would like to offer a variety of small and large ticket items. Any item(s) are greatly appreciated.

Spark Up Leadership! Keynote Speaker

**Doug Lipp:**

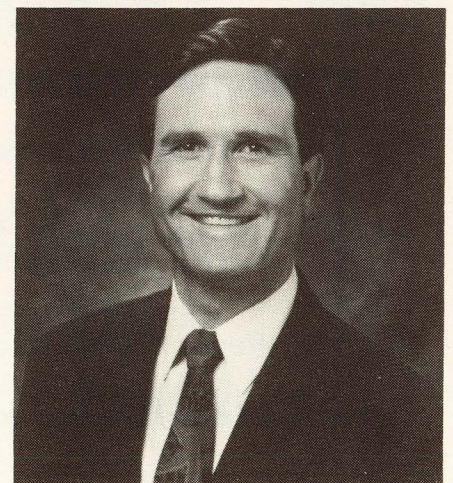
***The Magic of Exceptional Customer Service***

The OCA Conference is pleased to welcome Douglas Lipp as our keynote presenter on Friday, March 3, 2000. Doug's address, "The Magic of Exceptional Customer Service," will be a dynamic start to a valuable day.

Doug is the former head trainer at Walt Disney University and now trains employees at hundreds of organizations around the world. He helps his audiences understand the Disney magic by taking them "behind the scenes" to discover the secret of this success. He then outlines a plan that can be used to create customer service

excellence in your organization. Doug also works with companies challenged by cultural diversity, drawing upon his experience in the opening of Tokyo Disneyland. Informative and humorous, he speaks on communication between cultures, exceptional customer service, and employee empowerment to reduce turnover.

Don't miss Doug's two breakout sessions on Friday, "Life on the Highway - Learning to Strike the Service Balance," and "The Diversity Challenge - Common Sense vs. Cultural Sense."



# New Commercial Members

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# Media Watch

## ENVIRONMENT CANADA PREDICTS LEVEL OF LAKES TO SHRINK

A major concern for Southern Ontario in the next 50 years will be drought, advisors at Environment Canada recently stated. With higher temperatures due to global warming, there will be a need for water management as the supply of water is expected to decrease. The level of lakes, including the Great Lakes, will shrink one metre in the next 50 to 100 years. "You will have to walk farther from your dock

to your boat," said Linda Mortsch, a researcher at the Faculty of Environmental Studies at the University of Waterloo. (As reported in The Globe and Mail, December 30, 1999.)

*Have you recently read or heard a news item that would be of interest to the camping community? Share it with OCA's News readers! Please fax (416-781-7875) or e-mail (oca@ont-camp.on.ca) items, stating the publication date and name.*

## Proposed change to property tax rates

Finance Minister Ernie Eves has now announced that the government plans to introduce legislation in the Spring session to amend the existing laws with respect to the property tax treatment of vacant business properties. In a ministry statement, Mr. Eves described the amendments as having the effect that businesses would now pay the full commercial property tax rate only when their premises are fully occupied. This means that, starting in the 2001 tax year, there would be a "real time" approach to the taxation of vacant business properties. Property owners would therefore receive tax reductions based on the "actual period of time that a property or a portion of a property is vacant during a tax year."

For the 2000 tax year, the government is extending the deadline for submitting applications for inclusion in the vacant unit and excess land sub-class. The current deadline of November 1, 1999 has been extended to February 29, 2000.

The overall effect of the announcement is that the legislation, when passed, should introduce much greater flexibility in the property tax assessment of vacant and seasonal properties.

*published by GP Murray Research Ltd.  
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1 Call (416) 485-8885 or e-mail [info@campbrain.com](mailto:info@campbrain.com)

# The First Days Of Kilcoo Camp

by John Latimer

(Editor's note: the following are excerpts from John's book, *Maker of Men: The Kilcoo Story*. Contact the Kilcoo office at 416-486-5264 for more information on how to purchase a copy.)

French missionaries and explorers paddled through Haliburton from approximately 1650 to 1750, followed by the fur traders. A small Hudson's Bay post was established on the Gull River north of Minden which became incorporated in 1865. From 1850 to 1915, the most colourful period in the region's history, lumbering was the key industry.

As a young camper I could visualize horse-drawn logging wagons coming across the field to the east, over today's Highway 35 and Kilcoo's archery range, tennis courts and thence down the clearing of Mohawk Park to the water's edge. There the wagons were met by simple steam-powered floating barges known as Alligators which towed the logs to the mill at Coboconk, traveling the rushing waters which were later interrupted by a dam at Miners Bay.

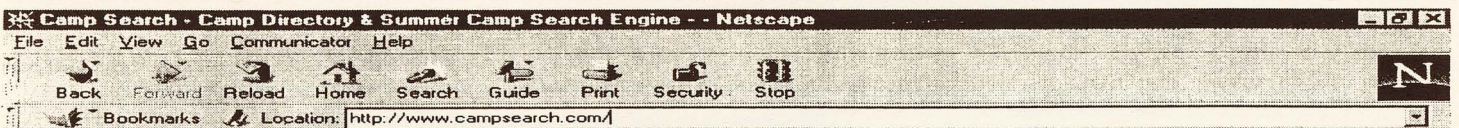
In 1903 a young lad, Charles Plewman, went to camp for the first time. Six years later, he started his own short-term camp which attracted fifteen boys. From 1913 to 1916 he directed the Ottawa YMCA camp, On Da Da Wack (pronounced Oondadahwah). For another three years, he continued with the 'Y' and directed Camp Stephens on Lake of the Woods in Northwestern Ontario. From 1921 to 1931, he was Executive Secretary of the Ontario Boys' Work Board which organized about 25 inter-church camps throughout Ontario. At the same time Charles was an employee of the North American Life Insurance Company. But he yearned

for more. He wanted his own camp - one in which his belief in young people would be realized along with the opportunity for them to have fun in the outdoors and - above all - to grow spiritually as well as physically.

While Charles' dream was being nurtured, interesting events were taking place in Haliburton. Eight years after the turn of the twentieth century, the Lackie family began buying property on Gull Lake. Mr. Lackie purchased some shore line so his property stretched from his newly built cottage south to a bay which eventually would become the site of Kilcoo Camp, proceeding to another bay called Braeside and to the border of a farm in the Narrows owned by the Hounsell family since 1890.

In the middle of all this property, now Mohawk Park, there was a potato field, the same expanse of property over which logs had been moved years before. Adjoining this 'tater' field was the Braeside property on which could be seen a white house that became the home of the Ellis family at the turn of the century. To the east across this dirt-covered road, called the Lindsay-Coboconk-Minden Highway, was a hundred acre farm owned by the Porter family.

In 1929, at the height of the depression, the Coboconk/Minden/Dorset gravel road from Lindsay was being widened. A work camp of tarpaper shacks was built in a huge field adjacent to the creek which ran beside the Ellis home. When the crew moved to another site, Lackie bought the shacks at \$1.00 each, leaving the largest one to be used later by the staff directing Kilcoo's riding program, as well as housing the overflow staff from the kitchen. The other shacks were moved down to the bay and were later transferred into camper Cabins 1 to 5. Three shacks were joined together to eventually become 'The Lodge' for the yet-to-be-established boys' camp - Kilcoo.



## Camps on the internet...

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# Who cares about the TFO? YOU should!

by Lisa Wilson, Camp Oconto

What is the Tourism Federation of Ontario, of which the OCA is a member? It is a large organization of 27 tourism-related organizations in Ontario, including: Resorts Ontario; Ontario Restaurant, Hotel, and Motel Association; Ontario Chamber of Commerce; and the Ontario Trails Council, to name a few. The TFO's top three mandates are:

1. Information giving and networking
2. Lobbying and advocacy
3. Public relations

Current issues identified by representatives of TFO's member associations include, but are not limited to: taxation; Ontario's living legacy; standardized summer vacations; fees and costs. Meetings are held four times per year, and on an emergency basis. As a member organization, the

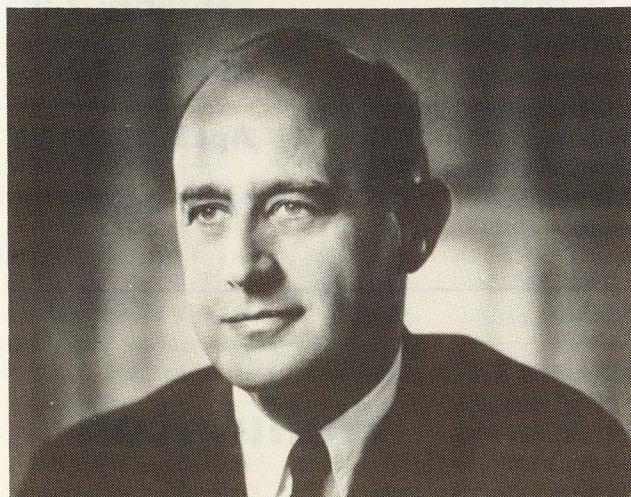
OCA receives tourism-related bulletins from a government issues monitoring service. The OCA representatives to the TFO are Lisa Wilson and Jill Vandal. Relevant information is forwarded on to the OCA Board for review and consideration.

The OCA is part of a large collective with the TFO. We are currently working actively on the year-round schooling issue.

The TFO is holding its annual Conference, a tourism forum, on April 17-19, at the Regal Constellation Hotel in Toronto. Sessions include: The Principles of Creative Marketing; Research . . . the who, what, where, when, why; Ecoadventure Tourism, and more.

If you would like further information on the TFO, please call Lisa Wilson at 905-470-2030, or Jill Vandal at 416-696-2182.

## In memory of Irwin Haladner



The Ontario Camping Association has lost one of its most dynamic personalities. Irwin Haladner, founding director of Camp Wabikon in Temagami, passed away on January 11th.

"Irv," as he was popularly known, was invited to join the OCA Board in 1944 and his ability as an organizer and leader became quickly apparent. He chaired many of our committees and so ably ran our 1947 Conference that he was acclaimed as President in 1948.

He was a bright, energetic guy with many modern ideas regarding the OCA's operation. Prior to Irv becoming President, our offices had been in temporary locations, donated by either the Red Cross or the "Y," and run by volunteers.

OCA made great strides, during Irv's term, which included obtaining a permanent office, and the appointment of a full-time paid secretary, putting us on a more professional level. He brought us out of the "middle ages" to become an efficient business-like organization.

He will be sadly missed.

Bert Danson,  
Former Owner and Director of Camp Winnebago

Unable to attend the Annual General Meeting?  
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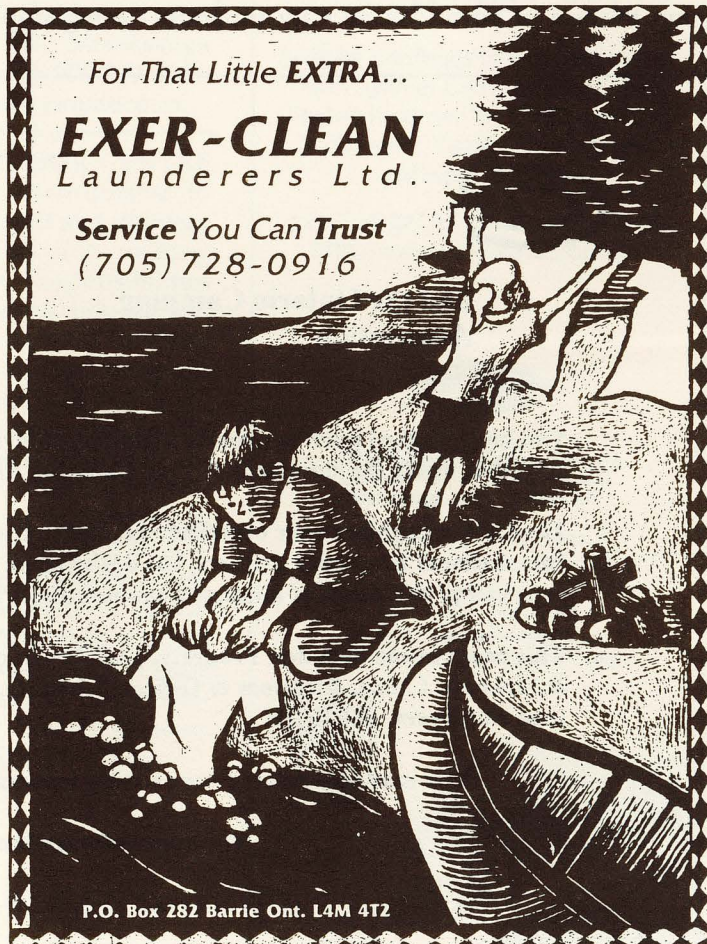
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# New environmental plan could benefit day camps in Toronto

by John Zachariah, OCA staff

A new Environmental Plan recently unveiled by the City of Toronto could mean cleaner, safer camping for kids attending OCA Day Camps, over 70% of which are located in and around the GTA. The new plan, now in the draft stage, was developed by the city's Environmental Task Force, which was struck in 1998 to deal with the wide range of environmental challenges facing the city.

Those features of the plan that may be of interest to day camp workers, parents, and even children include:

- elimination of pesticide use in Toronto
- increase of parks and green spaces
- improvement of drinking water quality
- smog reduction through energy efficiency and green power initiatives

In a recent release, Toronto city councillor Olivia Chow stated that the new Environmental Plan will be especially important for Toronto's children, who are more susceptible to the effects of pollution than adults. Indeed, as the Children's Environmental Health Network points out at its website, children breathe more air, eat more food, and drink more water than adults; because of this, and also because their bodies are still developing, children are more susceptible to the effects of pollution than adults.

The City of Toronto has already adopted a bylaw banning the use of pesticides on City property - a big step

towards reducing pollutants in places where children are likely to encounter them. The new Environmental Plan covers much, much more than just pesticide use: it addresses an impressive range of environmental health issues and problems, such as the introduction of exotic species, waste- and stormwater management, solid waste disposal, and urban form.

If you are interested in receiving a copy of the Environmental Plan, call Frank Baldassini at 416-395-7352. You should also speak to Frank Baldassini if you want to give a deputation at the Environmental Task Force meeting being held on Monday, February 21, 2000, in Toronto.

The website for the Children's Environmental Health Network can be found at [www.cehn.org](http://www.cehn.org). The Children's Environmental Health Coalition website can be found at [www.chechnet.org](http://www.chechnet.org).

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## OCA Board Meeting Dates

all meetings held 10:30 a.m. to 2:00 p.m. at the Girl Guides office 50 Merton St. Toronto

**February 23rd**

**March 29th**

**April 26th**

**May 24th**



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**For more information, contact Nancy Brown at:**

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## Positions Available

**CAMP AWAKENING** is a canoe tripping program for children with physical disabilities between the ages of 10 and 18. Our program is located at Kilcoo Camp (boys) and Camp Gay Venture (girls). We require mature male staff who have canoe tripping and camping experience, some experience working with children with disabilities, and Bronze Cross and CPR qualifications. This is a nine-week contract from June 23 to August 30. Included is a staff training weekend May 26 to 28.

Staff training is extensive and includes a review of campers' medical conditions by our pediatrician. We provide a strong support back-up from our Board of Directors. You may check our web site at [www.camp.ca/awakening](http://www.camp.ca/awakening). Our email address is [awake@visinet.ca](mailto:awake@visinet.ca) and our phone number is 416-487-8400. Please fax your résumé as soon as possible to Melinda Evans at Camp Awakening, 416-486-3854.

**CAMP NURSE FOR GIRL GUIDE CAMP.** Camp Wyoka, a camp owned and operated by Girl Guides of Canada, White Oaks area, is looking for suitable applicants for employment as Camp Nurse for Summer Camp 2000. Camp Wyoka is situated at Clifford, Ontario, and summer camp will run from July 3, 2000 until August 19, 2000. Consideration will be given for a shorter period of time.

Are you a currently Registered Nurse familiar with First Aid? Do you enjoy working with girls in a camp setting?

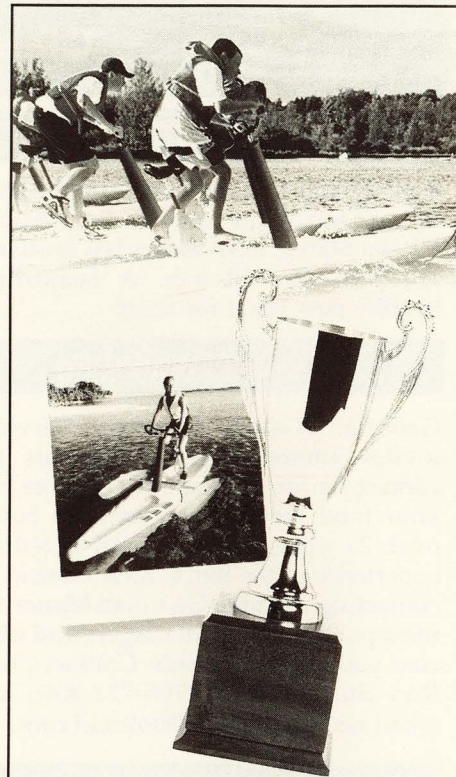
This is an opportunity to work for the summer as the team member who looks after Health Care for the camp. Successful candidates will be required to provide a police records check, and must be eligible for membership in Girl Guides of Canada.

If you are interested, apply in writing to Area Commissioner, White Oaks Area, Girl Guides of Canada, 1536 Dundas St. W., Mississauga, ON L5C 1E3, or fax at 905-279-4501. Email: [guiding.centre@sympatico.ca](mailto:guiding.centre@sympatico.ca).

**CAMP DIRECTOR FOR CAMP WYOKA,** Clifford, Ontario, White Oaks Area Girl Guides of Canada. You will direct and oversee staff, and be involved in pre-camp training for staff. You will also maintain all emergency procedures in accordance with government regulations, and implement camp programs as established by the White Oaks Area.

The successful candidate will subscribe to the principles and policies of Girl Guides of Canada - Guides du Canada, have camping experience, preferably in a Girl Guide setting, hold a valid Ontario driver's licence, an up-to-date Standard level First Aid Certificate, and CPR certificate. We offer a salary commensurate with skills and experience, comfortable living space and meals, a challenge with guidance for support and success. Time requirements: some evening/ weekend meetings with other staff, on-site attendance in July and August 2000, and ongoing communication with Area Office via mail, telephone, and fax. If interested, please reply in confidence, with résumé, to Area Commissioner, White Oaks Area, Girl Guides of Canada, 1563 Dundas St. W., Mississauga ON L5C 1E3, or fax at 905-279-4501. Email: [guiding.centre@sympatico.ca](mailto:guiding.centre@sympatico.ca).

**THE KINARK OUTDOOR CENTRE** requires a Program Co-ordinator to assist in the development and delivery of outdoor programs for visiting schools and agencies. Responsibilities include co-ordination of educational and recreational programs, activity scheduling, staff training, program planning, and development and management of program sites and equipment. Experience designing and co-ordinating outdoor education programs for a diversity of populations is required. A strong background in outdoor recreation, adventure-based programming, and environmental education is an asset. This 10-month contract position will begin April, 2000. Please apply by February 15th to: Bruce Middleton, Manager, P.O. Box 70, Minden, ON K0M 2K0; Fax: 705-286-6184.



## Surfbike Challenge Cup...

Surfbike continues to make big waves with summer camp activities: the Pirate's Program; the Challenge Cup; Surf Games; Certificate Program... and more to come.

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## Classifieds

### Announcements

Boomer and Tamara Stacey are thrilled to announce the arrival of Allison Cecilia Stacey, born Thursday, January 13, 2000 at 3:00 a.m. A beautiful, healthy new sister for Scott.

### Catering Available

Georgian Camp Catering Service invites interested camp directors to contact us for a competitive quote on your food service business. We have over 25 years of successful catering experience in the Barrie area. Consider contacting us at the Georgian Manor to meet potential chef/managers and discuss your catering needs. Contact Chef Ron Stevenson at 705-722-4845 or email georgianmanor@hotmail.com.

### Positions Available

**WANTED: OFFICE MANAGER** for maternity leave replacement at Camp Arowhon. Dates: May 2000 - February 2001. This job requires living at camp in Algonquin June 15 till September 1. The person we seek thrives under pressure, can work and plan independently, likes the outdoors, and is highly competent at computer-based word processing and database management. Fax résumé to 416-975-0130.

### SUMMER STAFF POSITIONS AVAILABLE - ONTARIO MARCH OF DIMES SUMMER HOLIDAY PROGRAM

Ontario March of Dimes promotes independence for adults with disabilities. The Provincial Recreation Department is seeking enthusiastic individuals for counsellor, driver/counsellor, nursing and waterfront positions. Duties include assistance with attendant care and involvement in recreation programs. Experience working with the physically disabled is an asset. The program operates from a location on the waterfront outside of Orillia, Ontario.

To apply for these 12-week contract positions (June through August), please fax or email your résumé to Cathy Smart, Provincial Recreation Coordinator. Fax 416-425-1920; email: csmart@dimes.on.ca.

**CAMP MAPLE LEAF. POSITIONS AVAILABLE:** Waterfront Co-ordinator, Program Counsellors, Camp Nurse, Head Cook, Maintenance, Housekeeping, and Kitchen Staff. Please call 705-657-8571 or fax résumé to 705-657-3482.

**HARBOURKIDS CAMPS** is now offering March/Summer employment for Counsellors, Directors, and Administrative Staff. Please call 416-973-4093 for application forms and further information.

**PROGRAM MANAGER POSITION AVAILABLE** at YMCA Camp Kitchikewana. We are looking for a dynamic, friendly, and organized person to coordinate our spring, summer and fall program seasons. Duties include supervision and evaluation of staff, administration, contact with user groups and program development. A contract position is available from March 20 to approximately October 6, 2000. Possible extension available. Pay Range: \$300 - \$375 per week. Accommodation provided May 1 to October 6. Forward résumé to: Darryl McKenzie, Box 488, 560 Little Lake Park, Midland, ON, L4R 4L3. Fax: 705-526-8735.

**ST. VINCENT DE PAUL CAMP** has the following summer job opportunities available: Assistant Director, Program Director, Camp Counsellors, Lifeguards, Counsellors-in-Training (must be 16 yrs. old by June 30, 2000). All positions must have either CPR Basic Rescuer or Emergency First Aid certification. Please send résumé to: 80 King St. E., Chatham, ON N7M 3M8. Only those persons securing an interview will be contacted.

**TORONTO ARTS CAMP SEEKS DIRECTOR** with minimum four years camp experience, and two years as Director or Assistant Director. Must be energetic, motivated and team-oriented. Must work well with children age 6 to 10 and have an arts background. Assistant Director, counsellor/specialist positions also available. Fax résumé to Jeff Greenway 416-224-0290.

*More Positions Available on page 15*

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

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

⊗ We also offer professional and business directory ads of business card size. OCA member fee: \$50 per insert (up to three issues) or \$35 per issue (minimum four to maximum nine issues).

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

⊗ Paid advertising content will not exceed editorial space.

⊗ The *OCA's Occasional 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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Website: www.ontcamp.on.ca

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Michele Gillingwater, Membership Secretary  
John Zachariah, Production Secretary