



OCAsional News

The Newsletter of the Ontario Camping Association

March 2002

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oca@ontcamp.on.ca

OCA Healthcare Committee Q & A Special

Health care professionals at camp: can you afford NOT to hire them?

by Barb Gray, Manager, Provincial Services, Easter Seal Society of Canada

Camp health care has changed over the last decade. Today's parents expect that the health care their child will receive at camp will be of a high quality and delivered by professionals. Today's campers and staff are coming to camp with more health care needs and more complex care requirements. It is imperative that the most appropriate health-care provider be selected – and appropriately supported – by effective camp policies. When we look at ways to manage the risks at camp, this is one area that is often overlooked.

The OCA Healthcare Committee recommends that camps hire registered staff (MDs, RNs, or RPNs) to work at camp. All doctors in Ontario must be members of The College of Physicians and Surgeons of Ontario in order to practice medicine in the province. Physicians diagnose and treat illnesses and injuries. They prescribe medications and treatments which RNs, RPNs and other Regulated Health Care professionals administer.

In Ontario, nursing is one profession with two categories of care providers – registered nurses (RNs) and registered practical nurses (RPNs). Both RNs and RPNs are subject to the same regulatory requirements through

the College of Nurses of Ontario. The two main areas of difference between RNs and RPNs are educational preparation and limits of practice. Although they both have the same basic body of nursing knowledge, RNs study it in greater depth and breadth over a longer period of time, and accordingly are able to provide care in more complex situations.

Recently a new class of registered nurse – RN(EC) – was introduced. An RN(EC), also known as a Nurse Practitioner, receives specific education in the provision of primary care and performs some of the diagnostic and treatment functions that were previously the domain of physicians, including diagnosis, prescription of drugs and treatments. Before hiring an RN(EC), an RN, or an RPN, contact the College of Nurses of Ontario (1-800-387-5526) to ensure that the nurse is in good standing with the College.

A Graduate Nurse is a recent graduate of a university or community college nursing program who needs only to pass the registration examination to practice professionally. In the interim, a Graduate Nurse can qualify for a Temporary License with the College of Nurses, Ontario. To qualify, the Gradu-

ate Nurse must have a written offer of employment from an approved Ontario facility and be supervised at camp by a RN or RPN registered in Ontario (depending on the program they graduated from). A Temporary License is valid for one year and is not renewable or transferable and may have certain restrictions attached. Without a Temporary License, the Graduate Nurse can only work as a First Aider until they pass the registration examination.

A First Aider is someone who has participated in a First Aid training program offered through an organization such as the Red Cross or St. John Ambulance. First Aiders are trained to respond to life-threatening and emergency situations. A First Aider is not subject to any regulation, and operates under the Good Samaritan Act. Graduate Nurses (without a Temporary License), nursing students, medical students, paramedics or individuals who have a first aid certificate are considered First Aiders. Camps who employ First Aiders to provide health care at camp should be very careful in how they represent these individuals to the families. There should be no room for misinterpretation – only an RN(EC), an RN, or an RPN can use the title *nurse*.

in this issue

New Board Members	p.5
The world comes to camp	p.6
Chapman Cup news	p.8

The official newsletter of the Ontario Camping Association, the *OCA'sional News* is published monthly from October to June of each year. The newsletter helps to keep the OCA membership informed about developments both in and out of the Association pertaining to children's, youth, and special needs camping.

Views expressed by contributors are not necessarily those of the Ontario Camping Association.

Queries regarding submissions and letters are welcome. Please direct correspondence to:

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The View from Here



Brian Blackstock,
OCA President

"Where there is no vision, the people perish." – so goes an old proverb. Well, our conference certainly renewed the vision for many members of next summer's camp staff. For that, we owe a huge vote of thanks not only to this year's Conference Committee, but also to the dozens of other volunteers who made it happen so well. Our next issue of the *OCA'sional News* will have a complete and comprehensive report on the Conference.

- After the Conference, the OCA hosted a CCA/ACC President's Council at Sally Moore's wonderful Sunny Rock Bed and Breakfast in the heart of Haliburton. There we discussed cross-Canada concerns. The most significant development, in my opinion, is that very soon each provincial association will have developed a set of standards for camp accreditation. From this basis, we may be able to work out a core set of National Standards so that parents and campers all across Canada know that there are camps that adhere to a set of standards which do their best to

create an environment where children and youth can live and learn under the leadership and supervision of caring and committed adults.

- Every summer (and in other seasons as well), each of us influences others, often in ways and at times we are not aware of. We had a good example of this at our Conference. Jill Dundas, former director of Doe Lake Girl Guide Camp and currently Project Manager for the Girl Guides of Canada, Ontario Council, was presented with the Dorothy Walter Award of Excellence. Dorothy was the highly-regarded director of the Bark Lake Leadership Camp that so many of our camps used for staff training – she was also a liaison to the provincial government, helping along the cause of camping for many years and in many ways.

Upon receiving the award, Jill made a speech (see facing page) which I think many of us can relate to and would do well to read, recalling that this summer, each of us, every day at camp may be having a significant, unseen influence on another person – camper and staff – a big privilege, yes, but a big responsibility too.

- Good luck in getting ready for your summer – as they kept urging us in a recent "West Wing" episode: remember, when planning ahead, "look at the whole board."

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2001 Dorothy Walter Award of Excellence

by Jill Dundas

Thank you! As I looked over the names of previous award recipients, I am proud to realize how integral a role many of you have played in my volunteer work being recognized this evening. Because many of you had vision and valued the role volunteers played in carrying out that vision, you had the courage to ask others to help; the courage not to take the easy way out and do it yourself; the courage to put your trust in others to get it done! It is a huge responsibility to lead a group of leaders (few followers in the OCA) and to allow them to nurture projects to fruition.

I am glad that you put your courage behind me and allowed me to share what I already knew, provided me with the challenge to develop skills I didn't have and more important to me was providing an environment for social interaction that has some incredible memories. If in doing all of that I was able to "advance the field of camping" – WOW, what a great side effect!

Jorgi, Jeff Bradshaw, Barb Gilbert, Barb Hnatiak, Patti Thom, Ellen Nash and Brian Blackstock, THANK YOU for giving me the gift of opportunity many times over. Without such I would not be receiving this recognition. Each of you has stood back and allowed me to find my way; you have listened to my frustrations, you have provided guidance, you have helped me to refocus when necessary and you have joined in the celebrations of the outcomes of the task at hand. You are truly amazing people!

For many years my sister, Jen (Director of Camp Couchiching – that's your paid announcement sis!) and I have struggled to convince non-camping family and friends that we had grown up and got real jobs, that we were not just playing at camp each summer and goofing off from September to June. I'm sure many of you struggle with that...well, what would you do once the campers leave...it's amazing how many people think that the magic wand of camping makes registration happen, develops program, maintains facilities and hires staff...no there is nothing to do from September to June, I can tell that by how calm, relaxed and untired you all look! Anyway, it has made both of us able to firmly believe that what we have done and what we do is an important part of the cycle in the development of people and no longer justify that role to anyone.

A few years ago I had to make one of the hardest decisions of my life: to leave Doe Lake where I had been for 20 years (and at that time it was more than half my life!) and to go where? I knew the time was right to leave Doe but I had no idea where I was going nor what I was going to do. As I struggled for a couple of years to find my new direction, one of the things that kept me grounded was working with the OCA. Until I left Doe I had not realized how much of my

identity I had tied into being a Camp Director – now what was I? By keeping my volunteer hours within camping I was able to see that no matter where my career took me I was able to keep part of that identity...I was a camping professional who could help the field of camping by not necessarily working with the children (which I must admit I miss terribly) but by working with projects that may help the Association and indirectly those who do camp. I have applied the skills I learned at OCA and ACA Conferences to the current work I am doing. This year the Girl Guides of Canada launched a new risk management program across Canada for all activities we do and I was able to contribute to this project as a resource and a trainer. I would have had no experience in this if I had not been a Camp Director.

Why am I sharing this with you? I guess my point is that at least in my case, although I have changed career directions, I have never allowed camping to leave who I am (I've tried throwing it away a few times but it just keeps coming back) and I know that the foundation of who I am is based on the principles I have learned through the camping industry and it does not matter where you go, that is part of the identity of each one of us. It is a real job, it is an important job and it is part of who we all are.

Dorothy Walter, thank you for striving for excellence from yourself and in turn setting a standard of excellence for the OCA. Without that standard I know that we would not be offering the wonderful programs that we do to ensure that those foundations are built in each of the individuals who come to camp each year. I am honoured to be recognized in that same league! Thank you also for believing so much in the importance of recognition that you made this special effort this evening.

To each of you...thanks for sharing this special moment with me!



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Marketing and Selling Your Camp

A conference organized by the Tourism Federation of Ontario (of which the OCA is a member) will be held April 9-10 in Mississauga. Conference sessions will include Secrets of Marketing, Marketing Strategies Which Sing, E-marketing and E-tourism, and Secrets of Power Marketing.

If you are interested please call Lisa Wilson at 905-470-2030 or e-mail her at oconto@sympatico.ca. She represents the OCA on the board of the Tourism Federation of Ontario.

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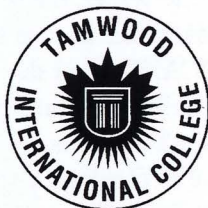
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continued bottom of next page

A welcome to new OCA Board Members

The following OCA members were acclaimed for the positions for which they agreed to be nominated. The term for each position runs from February 1, 2002 to February 1, 2004.

Robin Squires, (2nd) Vice President

Robin graduated from Lakehead University with an Honours Bachelor of Outdoor Recreation in 1993. From 1986 to 1996 he worked seasonally in camping at YMCA Camp PineCrest, Camp Arowhon and the Taylor Statten Camps. Since 1997 he has been the Camp Director at the Kingston YMCA's R.K.Y. Camp. He is a member of the OCA's Standards Committee and the Standards Review Task Force, and, most recently, was chair of the Conference Committee for the 2002 OCA Annual Conference.

Rob Carmichael, Secretary/Treasurer

Rob served as Treasurer for OCA's Annual Conference in both 2001 and 2002. He is a partner in CampBrain, an OCA Commercial Member which, since 1994, has provided camp management software to camps and outdoor centres throughout Ontario. He and his CampBrain partner Shane Miskin received the Outstanding Commercial membership award at the 2002 OCA Annual Conference in February.

Sari Grossinger - Director, Special Needs Camp Sub-class

Sari has just completed her first term as Director for this Sub-class. With a background in paediatric occupational therapy and her involvement as the Director of Camper Relations, she has the opportunity to support and include campers and staff with special needs at Robin Hood Camps. Her love for networking and creating support for choices in programmes has led her to be involved in OCA and ACA conferences, and committees and volunteer boards within the camping community.

Rick Howard - Director, Day Camp Sub-class

Rick has been involved in camping for over 30 years, including a number of years in head staff roles at Camp Walden.

INDIVIDUAL MEMBERS

Dawn Alexander-Wiggins
Melissa Ashwell
Rob Carmichael
Benjamin Davis
Gary Gray
Beverly Hamilton
Paul F. Ludwig
Jolene Theriault

Rick practiced business law for over 10 years, eventually assuming his current position as Director/Owner (together with his wife Ellen) of Zodiac Swim School and Zodiac Swim & Specialty Camp. Rick has enjoyed being actively involved with the OCA at conferences and meetings, doing camp visits on behalf of OCA, and serving on the Standards Committee.

The following members of the OCA Board of Directors will continue to serve until to February 1, 2003.

- Brian Blackstock, President
- Ellen Nash, Past President
- Dave Graham, (1st) Vice President
- Alf Grigg, Director - Not-for-Profit (Agency)
Camp Sub-class
- Craig Hartley, Director - Private Camp Sub-class
- Bill Stevens, Director - Religiously Affiliated
Camp Sub-class
- Pauline Hodgetts, Chair, Membership Committee
- Duncan Robertson, Chair, Public Awareness Committee
- Patti Thom, Chair, Human Resources Committee

The Chair of the Standards Committee and the Regional Representative to the Board will be appointed at the Board Meeting on March 25, 2002.



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"Lovin' Every Minute of It"

The world is coming to your camp

by S. Kate Moore, Co-ordinator, International Services for Students, Ryerson University

Does the prospect of having staff from other parts of the world at your camp appeal to you? Do you want to know how to make this happen legally and easily? Then read on!

International students studying at Canadian institutions represent a relatively untapped resource for camp staff from around the world. These individuals are already in the country, available for interviews and keen to work for you. They have already been granted Student Authorizations to legally study in Canada and so they are entitled to do the remaining paperwork from within Canada. To get them on your staff, follow these steps.

1. Find them: Most universities and colleges have International Student Advisors (ISA) who are regularly in contact with their international students. ISAs can communicate your interest to the students and may even have some ideal candidates in mind who have been Peer Supporters or student-staff in their departments. Contact your local post-secondary institutions.

2. Interview them: Use the same process that you would with a Canadian staff candidate. You might want to consider accepting email contacts for references as newer students may not yet have a well-developed reference network in Canada.

3. Offer them a job: The job offer will be contingent upon them getting the paperwork in place. The only extra step for you is number 4 below.

4. Get the job offer validated by a Human Resources Canada Centre (HRCC) of Human Resources Development Canada (HRDC). This is called a Validation of Offer of Employment. Contact the office of the HRCC nearest to your camp location (to find out where the closest office is, go to: <http://www.hrdc.gc.ca/hrib/lmd-dmt/fw-te/common/adresse.shtml>). HRCC will want to know why you're hiring an international student rather than a Canadian. We've found including the following in the job offer smoothes the way:

- Candidate's name
- their Passport number and Client ID (this appears on their Student Authorization)
- Camp Counsellor Job Offer (it must be as a camp counsellor)
- Start and end date of position
- Duties: general counselling responsibilities, sharing their culture with the camp community (this will justify in HRCC's eyes why you want to offer them the job rather than a Canadian; in reality, at camp this could be as simple as having them help out with a theme evening program)
- Rate of pay

In a cover letter, you can indicate what methods you used to fill the job (e.g. perhaps you posted it on the OCA website, used the OCA staff placement service listing, etc.). At the time this article was written, HRDC was constructing a website that would have a standard Validation of Offer of Employment form (<http://www.hrdc.gc.ca/hrib/lmd-dmt/fw-te/common/rubri4.shtml>). In the past, job offers containing the information above have worked. Once the Validation of Offer of Employment is complete, give it to the student.

The following steps must be carried out by the international student looking for camp work:

1. The student may need to have a medical examination by a designated medical practitioner (DMP). Most students have had a medical for CIC to get their Student Authorization. If this was done in the last two years and they have not been out of the country for six months or longer then CIC generally will not require another medical. For those students who need a medical, they can get the list of DMPs from <http://www.cic.gc.ca/english/info/dmp/canada.html>. They can get the medical form (IMM 5419 and IMM 1017) from the Canadian Camping Association <http://www.ccamping.org>. (Please note that the CCA web site did not, at the time of this writing, reflect the fact that international students can apply from within Canada.) If the student does require a medical from a DMP then the completed medical form should be sent to: Camp Counsellor Coordinator, Citizenship & Immigration, 14th floor - 365 Laurier Ave. W., Ottawa, ON K1A 1L1.

2. Complete the "Application to Change the Terms and Conditions or Extend Your Stay in Canada." This is the Employment Authorization application for use in Canada. It is available from the student's institutional ISA or at <http://www.cic.gc.ca/english/coming/index.html>. Include all the requested information (e.g. photocopies of passport pages, validated job offer, official stamped receipt – see next step).

3. Get an official receipt which is available from an ISA or can be ordered from the website address provided in point 2. Pay the processing fee of \$150 at a bank.

4. Mail the whole package to Case Processing Centre, 6212 - 55th Ave., Vegreville, AB T9C 1W5.

5. Start packing while awaiting your Employment Authorization. As soon as it is granted (even before the student has received it), the student can start working. They can check on the status by calling a CIC call centre: 416-973-4444 or 1-888-242-2100.

To give you some idea, we have over 500 students from 83 different countries here at Ryerson in Toronto. The students showed a lot of interest when I facilitated a session

about working in camp. We had two international students who had already worked at camp co-facilitate the session. They did a great job of sharing the highs and lows of camp life: friends for life, amazing recreation opportunities, low pay and bugs – about which one of them said, “Bugs? I’m used to Tse Tse flies – it shouldn’t be a problem!”

Standards Review Update:

We still need your input!

by Howard Oretsky, Co-Chair, Standards Review Task Force

On February 15, 2002, at the OCA Annual Conference, the Standards Review Task Force planned to meet with conference delegates to listen and share ideas and information.

Well, as Shakespeare wrote, the best laid plans . . . The dynamism of the conference drew delegates to other sessions – but we remain undaunted! We still need to know your thoughts on the standards. Every OCA member camp has a stake in this process – if you have ever felt that the OCA standards don’t adequately cover the programming at your camp; if you think that there are outdated standards that need to be reviewed; if you’re the director or owner of a new camp, and you have a fresh perspective to offer – then please email me and my Co-Chair Craig Hartley with any comments you have on the draft documents at standardsreview@ontcamp.on.ca. We want to have a final draft ready for Fall 2002, so please get in touch with us as soon as possible. We’re listening!

Please remember: if you want to have any input on the draft standards in the next round of consultation, please contact us by April 5 – our next meeting will be April 8. We look forward to hearing from you.

It is best to allow six weeks or more for processing time for the Employment Authorization although last summer a Ryerson student did it in 48 hours with the help of their Camp Director connecting with the right HRCC and CIC officials! Have a wonderful safe summer and if I can be of help, let me know.

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The Race for the Chapman Cup

The Chapman Cup is awarded by the Lifesaving Society to the affiliated camp with the largest lifesaving program.

2001 Results

- 1st – Glen Bernard Camp: 5,088 points
- 2nd – Onondaga Camp: 3,817 points
- 3rd – Gay Venture: 2,603 points
- 4th – Kilcoo Camp: 2,333 points
- 5th – Camp Ponacka: 2,223 points
- 6th – Ontario Pioneer Camp: 2,061 points
- 7th – Camp Winnebago: 1,956 points
- 8th – Camp Mini-Yo-We: 1,890 points
- 9th – Camp Walden: 1,512 points
- 10th – Camp White Pine: 1,101 points

The affiliate recognition awards encourage and recognize the use of the Society's training programs. Point values reward affiliates who offer a full-menu of lifesaving programs and reflect the relative degree of difficulty or amount of training and effort required to achieve each level, including the programming time commitment.

Submitted by Bruce Emmerton, Trent Summer Sports Camp, from Ontario Report 2001, The Lifesaving Society.

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