



GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

ORLENE HAWKS
DIRECTOR

Brandon Dreffs
YMCA of Greater Flint
411 E Third
Flint, MI 48503

April 27, 2023

RE: License #: CR250200891
Investigation #: 2023C0434007
YMCA Camp Copneconic

Dear Mr. Dreffs :

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days. Failure to submit an acceptable corrective action plan will result in disciplinary action.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the Grand Rapids licensing unit at (616) 356-0100.

Sincerely,

James P. VandenHeuvel, Licensing Consultant
Bureau of Community and Health Systems
Unit 13, 7th Floor
350 Ottawa, N.W.
Grand Rapids, MI 49503
(616) 901-3730

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
SPECIAL INVESTIGATION REPORT**

I. IDENTIFYING INFORMATION

License #:	CR250200891
Investigation #:	2023C0434007
Complaint Receipt Date:	04/06/2023
Investigation Initiation Date:	04/10/2023
Report Due Date:	06/05/2023
Licensee Name:	YMCA of Greater Flint
Licensee Address:	411 E Third Flint, MI 48503
Licensee Telephone #:	(810) 232-9622
Administrator:	Brandon Dreffs
Name of Facility:	YMCA Camp Copneconic
Facility Address:	10407 N. Fenton Rd Fenton, MI 48430
Facility Telephone #:	(810) 629-9622
License Status:	REGULAR
Effective Date:	08/19/2021
Expiration Date:	08/18/2023
Capacity:	408
Program Type:	CHILD CAMP - RESIDENTIAL

II. ALLEGATION(S)

	Violation Established?
Campers were unsupervised.	Yes
Camp staff lacked adequate supervision training.	Yes
Additional Findings	Yes

III. METHODOLOGY

04/06/2023	Special Investigation Intake 2023C0434007
04/10/2023	Special Investigation Initiated - Telephone
04/10/2023	Contact - Telephone call made
04/11/2023	Inspection Completed On-site
04/12/2023	Contact - Telephone call received
04/12/2023	Contact - Document Received
04/14/2023	Contact - Document Sent
04/14/2023	Contact - Document Received
04/26/2023	Inspection Completed-BCAL Sub. Compliance
04/27/2023	Corrective Action Plan required and due by 05/12/23
04/27/2023	Exit Conference by telephone with Brandon Dreffs and Thomas Bawden

ALLEGATION:

Campers were unsupervised.

INVESTIGATION:

On 4/6/23, the department received a BCAL online complaint from centralized intake. The complaint alleged sexual contact between campers. The report was transferred to law enforcement by centralized intake.

On 4/11/23, I interviewed associate executive director Thomas Bawden at YMCA Camp Copneconic. Mr. Bawden stated that the executive director, Brandon Dreffs was not at the camp facility. Mr. Bawden stated he became aware of the alleged incident involving campers through a parent phone call on 4/5/23. Mr. Bawden stated the camp executive reported the incident to centralized intake and began an internal investigation.

Mr. Bawden stated the campers involved in this incident were participants in the spring break day camp experience operated by Camp Copneconic during 3/27 and 3/31/23. He said the day camp operated from 8am-5pm Monday through Friday. Mr. Bawden stated approximately 42 campers were involved in the day camp program.

Mr. Bawden stated all the campers were assigned by age groups throughout the week supervised by adult camp staff. Campers participated in a variety of camp activities throughout the week including an off-site field trip to the downtown YMCA for indoor swimming. Mr. Bawden provided a weekly schedule of activities including staff assignment and a camper roster (bunk list). The camper roster titled "Day Camp Group 4" identified 11 camper names and grade levels. The group #4 roster reviewed campers from 6th grade to 8th grade. The Group #4 schedule listed the assigned counselor each day of the week. The schedule revealed rotating counselors were assigned to group #4 each day. On Thursday, 3/30, the counselors assigned were Piper Smith and Braxton Law. Mr. Bawden provided contact phone numbers for both staff and written incident report statements from both staff members.

I reviewed the YMCA Code of Conduct for staff. The code of conduct includes 24 code of conduct items for employees to review and sign. The code of conduct includes a series of statements related to behavior management: *Staff shall never leave a child without supervision; Restroom supervision: staff will make sure suspicious or unknown individuals do not occupy the restroom before allowing children to use the facilities. Staff will stand by the doorway while children are using the restroom. This policy allows privacy for the children and protection for the staff (not being alone with a child). No child regardless of age should ever enter a bathroom alone on a field trip. Always send children in pairs, and when needed, with staff; staff must use positive techniques for guidance including redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism. Staff will have age appropriate expectation and set up guidelines and environments that minimize the need for discipline. Staff will portray a positive role model by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.*

I reviewed the supervising staff incident report descriptions by camp staff. Mr. Law wrote "my recollection from 3:15 to 5 o'clock, we get back from the Flint YMCA and go into a small break time at the cafeteria, we are there at the table for a minute to re-coup its around 3:50 by the time we are back to get ready for small group games."

His incident report continued *“with where I was from 4-5, I was running around quite a bit trying to return equipment and clean while they were sitting at the table after games, so there could have been periods where specific children might have gone unsupervised.”* Ms. Smith incident report read *“I was watching kids play carpet ball.”* Senior Program Director, Sean Diamond wrote *“during the first day of spring break camp on Monday, March 27th, Julia and I noticed multiple situations where kids were being left unsupervised at the bathroom in the dining hall. On Wednesday, March 29th, I again noticed kids being left unattended and had the kids tell me why they were without an adult. They told me they didn’t know they needed an adult to go to the bathroom.”* Mr. Diamond provided details about his training response to the behavior by staff. He wrote *“Monday, March 27 around 5:15pm we had a staff meeting about the first day. During that meeting we (Sean and Julia) talked about staff supervising their kids and not letting them go to the bathroom or anywhere else unattended. On Wednesday, March 29th around 5:15pm we had a staff meeting about not letting their kids go anywhere unattended and if they saw a kid without a counselor, they needed to send them back to their group.”*

On 4/11/23, I talked with Grand Blanc Township Police Department, Detective Todd Gilbert by telephone. Detective Gilbert stated his department received the LEIN notice from Centralized Intake and took the report as information. He stated the department was not investigating the complaint.

On 4/13/23, I received an email from Child Protective Services-Mal Treatment In Care (CPS-MIC) Intake Coordinator who stated the complaint was screened out/transferred to Law Enforcement and licensing.

APPLICABLE RULE	
R 400.11113	Behavior management.
	(1) A camp shall have and follow a written camper behavior management policy.
For Reference:	(3) A camp shall include in the policy a statement that a camper shall not be deprived of food or sleep; shall not be placed alone without staff supervision, observation, and interaction; or shall not be subjected to hazing, ridicule, threat, corporal punishment, excessive physical exercise, or excessive restraint.

ANALYSIS:	The camp has a written behavior management policy that read staff shall never leave campers alone without supervision. The camp staff did not follow the behavior management policy resulting in unsupervised campers.
CONCLUSION:	VIOLATION ESTABLISHED

ALLEGATION:

Camp staff lacked adequate supervision training.

INVESTIGATION:

I reviewed the training records for the camp staff. Mr. Bawden stated employees go through a series of training for working as camp counselors/outdoor education instructors. Staff are required to complete training modules. The camp utilizes “West Bend” Insurance provider’s training modules for mandated reporting for child abuse and preventing child sexual abuse. The “preventing child sexual abuse” course description includes details about the course length (45 minutes), content, and completion requirement. The content includes overviews of sexual abuse, damage caused by sexual abuse, warnings signs of sexual abuse and of abusers, how to respond appropriately and what caring adults can do about sexual abuse on their campuses and in their communities. The completion requirement is 100% quiz and 100% slide view. The training documents are maintained in an electronic cloud storage portal accessible by camp leadership and the employee.

Mr. Bawden provided access to the electronic storage to review the training module completion verification. Mr. Law training records indicate completion of the online training course “Preventing Child Sexual Abuse” on 11/10/22. Ms. Smith training records did not have verification of completion. Mr. Bawden acknowledged the camp identified some gaps in completion of the training modules by camp staff.

On 4/26/23, I reviewed an email from YMCA camp Copneconic executive director Brandon Dreffe. The email read in part *“Aside from the West Bend modules our senior program director (Sean Diamond) and program director (Julia McNally) lead to staff meetings tat week that specifically addressed supervision and even called out the bathrooms of the dining hall. Attached are the summary of those meetings, included dates and times, from Sean.”* Attached to the email was a document titled “Spring Break Day Camp 2023 Staff Meetings Overview”. The document revealed a summary statement for a staff meeting on Monday, 3/27 at 5:00pm. The statement read that during this meeting Julia and Sean had conversation about the first day of spring break camp. The in-service training statement included talking about “Trudy system”. Mr. Diamond wrote “no matter where you are on camp there always needs to be 1 adult with their kids. I mentioned that even in the dinning hall we can’t just send out kids to the bathroom and they need to be supervised in the bathroom”.

The statement also read “*Then we talked about a couple of other topics not related to this incident.*” The written statement referenced a second meeting on Wednesday, 3/29 at 5:00pm. The meeting notes written by Mr. Diamond read “*we talked about how were still noticing kids getting up from tables in the dining hall and going to the bathroom unattended by an adult. We even asked a kid why they were not with an adult and they said they didn’t think they needed to be. I reminded the staff that at no point should we be letting the kids go to the bathroom or anywhere else on camp and they needed to be with their kids.*” Again the note continued “*then we talked about a couple of other topics not related to this incident.*”

The staff meeting notes provide an overview of discussion but did not include any names of individuals present, nor training records beyond the verbal reminders to improve supervision of campers at all times in the camp.

APPLICABLE RULE	
R 400.11109	Staff
	<p>(10) A camp shall ensure that the program content for the pre-camp training is in writing and includes all of the following information:</p> <p>(e) Acceptable techniques of camper supervision.</p>
ANALYSIS:	<p>The camp counselors did not complete training in acceptable techniques of camper supervision. Although there was evidence of staff meetings covering the need for appropriate supervision of campers, there was no evidence of formal camp staff training of acceptable techniques of camper supervision.</p> <p>The camp provided counselors access to an online training module for mandated reporting and preventing child abuse, however, there were staff who did not complete the training prior to working with campers. There were no documented records of training time equating to requirements outlined in administrative rule.</p>
CONCLUSION:	VIOLATION ESTABLISHED

ADDITIONAL FINDINGS:

INVESTIGATION:

I reviewed the camp PROGRAM notification form submitted on 4/13/22. There was no listing of “seasonal day camp events” for 2023.

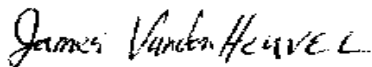
Mr. Bawden acknowledge the seasonal day camp program met applicability for a children's camp.

APPLICABLE RULE	
R 400.11147	Reporting camp changes or cancellations; reporting to department.
	A camp shall report a change in, or cancellation of, as applicable, any of the following to the department before the change or cancellation: (a) Ownership. (b) Location. (c) Dates of operation. (d) Time of operation. (e) Cancellation of a camping session.
ANALYSIS:	The camp operated a spring break day camp for 5 or more days in a 14-day period without notice to the department. The camp dates of operation were not listed on interim PROGRAM notification operation schedule or any renewal PROGRAM application updates. The licensee did not notify the department of all applicable camp programs as required by administrative rule.
CONCLUSION:	Violation Established

On 04/27/2023, I conducted an exit conference with Mr. Dreffs and Mr. Bawden by telephone. I explained the findings of the report. Mr. Bawden stated they agreed with the findings and have already been making steps towards improvements. Mr. Dreffs stated they will develop a written corrective action and submit within the timelines.

IV. RECOMMENDATION

Upon submission of acceptable corrective action plan, I recommend no change in licensing status.

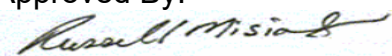


James P. VandenHeuvel
Licensing Consultant

04/27/23

Date

Approved By:



Russell B. Misiak
Area Manager

4/27/23

Date