STATE OF MICHIGAN
DEPARTMENT OF
LIFELONG EDUCATION, ADVANCEMENT, AND POTENTIAL
LANSING

GRETCHEN WHITMER
GOVERNOR

BEVERLY WALKER-GRIFFEA
DIRECTOR

Peggy Osborne
Presbytery Point Camp & Conference Center
HC1 Box 2030
Michigamme, MI 49861

October 31, 2024

RE: License #: CR520200770
Investigation #: 2024C0434025
Presbytery Point

Dear Ms. Osborne:

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 camp licensing unit at 517-284-9730.

Sincerely,

James VandenHeuvel

James P. VandenHeuvel, Lead Camp Licensing Consultant
Camp Licensing Unit
105 W. Allegan St. 2nd Floor
Lansing, MI 48933
(616) 901-3730

enclosure

MICHIGAN DEPARTMENT OF
LIFELONG EDUCATION, ADVANCEMENT, AND POTENTIAL
CAMP LICENSING UNIT
SPECIAL INVESTIGATION REPORT

I. IDENTIFYING INFORMATION

License #:	CR520200770
Investigation #:	2024C0434025
Complaint Receipt Date:	08/16/2024
Investigation Initiation Date:	08/16/2024
Report Due Date:	10/15/2024
Licensee Name:	Presbytery Point Camp & Conference Center
Licensee Address:	211 Brown Road Michigamme, MI 49861
Licensee Telephone #:	(906) 869-0925
Licensee Designee:	Peggy Osborne
Name of Facility:	Presbytery Point
Facility Address:	HC1 Box 2030 211 Brown Rd. Michigamme, MI 49861
Facility Telephone #:	(906) 869-0925
Original Issuance Date:	06/01/1938
License Status:	REGULAR
Effective Date:	07/13/2023
Expiration Date:	07/12/2025
Capacity:	96
Program Type:	CHILD CAMP - RESIDENTIAL

II. ALLEGATION(S)

	Violation Established?
The camp operator did not determine suitability of camp staff members prior to assignment with campers.	Yes
The camp operator did not ensure all staff completed pre-camp training.	Yes

III. METHODOLOGY

08/16/2024	Special Investigation Intake 2024C0434025
08/16/2024	Special Investigation Initiated - Telephone
08/16/2024	Contact - Telephone call made
08/20/2024	Contact - Document Sent
08/27/2024	Contact - Document Received
08/28/2024	Contact - Telephone call made
09/11/2024	Contact - Document Received
09/12/2024	Contact - Telephone call received
09/24/2024	Contact - Face to Face
09/24/2024	Inspection Completed On-site
09/24/2024	Inspection Completed-BCAL Sub. Compliance
10/25/2024	Contact-Document Received
10/29/2024	Exit Conference with Peggy Osborne
10/29/2024	Corrective Action Plan Requested and Due by 11/18/2024.

ALLEGATION:

The camp operator did not determine suitability of camp staff members prior to assignment with campers.

INVESTIGATION:

On 8/16/24, the department received an intake from Michigan Department of Health and Human Services (MDHHS) Child Protective Services Maltreatment in Care (CPS-MIC) staff notifying the department of an opened investigation of inappropriate conduct between a camp volunteer (Staff Member 1/SM1) and Camper A during a week of camp.

On 8/16/24, I initiated the special investigation by contacting CPS-MIC to coordinate investigations. CPS-MIC stated the case was also assigned to the Michigan State Police (MSP) post near Marquette, MI.

On 8/28/24, CPS-MIC worker and I attempted contacts with parent/guardians of campers identified as attending the camp during the high school week (7/7-7/13/24). Messages were left with parent/guardians for Camper B, Camper C, Camper D, Camper E, Camper F, Camper G, Camper H, and Camper I for return calls.

On 9/12/24, I interviewed Staff Member 2 (SM2) with CPS-MIC worker by telephone. SM2 stated Camper H and Camper D reported to him that SM1 made them feel uncomfortable because SM1 had picked up Camper D. SM2 stated he did not see the action but did discuss the concerns with Ms. Osborne. He stated that Ms. Osborne stated she would keep a close eye on SM1 and monitor him. SM2 stated all staff and volunteers attend a “couple hour training presented by Ms. Osborne and supervision and appropriate contact with youth were discussed.” SM2 was unsure if SM1 attended the training.

I interviewed Staff Member 3 (SM3) with CPS-MIC worker by telephone. SM3 stated she was a volunteer at the camp. SM3 stated she felt SM1 made her feel uncomfortable and could also have made campers feel uncomfortable. She stated SM1 “did not know what a personal bubble was.” SM3 stated SM1 could be “intrusive.” SM3 stated she did tell Ms. Osborne how SM1 made her feel and Ms. Osborne stated she was going to speak to SM1.

I interviewed Staff Member 4 (SM4) with CPS-MIC worker by telephone. SM4 stated he was a long-term staff member at the camp. SM4 stated he observed SM1 “holding” a female camper and “spinning” her around. SM4 stated he observed the female camper “giggling.” SM4 acknowledged that SM1 could be “weird” and “immature” but didn’t believe he needed to talk with SM1 about it. SM4 thought SM1 was a “good guy” and stated he would not want to see SM1 get in trouble for picking up a camper and spinning her around.

On 9/24/24, I interviewed Staff Member 1 (SM1) along with CPS-MIC worker in person at the MSP Negaunee Post. SM1 stated he was a volunteer staff member for a portion of the high school week at the camp but left early due to some family obligations. He stated he had been involved in the camp as a staff and volunteer for many years. SM1 stated during the summer 2024 he was a boy's cabin counselor. SM1 stated he reached out to the camp director, Ms. Osborne, to volunteer at the camp again this summer. He stated he filled out an electronic application and that he would receive a paper application, but never received it. He stated he didn't interview for his role this past summer. SM1 stated he identified references. SM1 denied any inappropriate touching and/or inappropriate comments to campers.

On 9/24/24, I toured the camp facility with CPS-MIC worker. The camp buildings were locked. We observed the sport fields as well as the campfire area. The facility appeared to have been closed for the season. There were no signs of camp programs operating at the facility.

I interviewed Ms. Osborne by telephone along with CPS-MIC worker. Ms. Osborne stated she obtains applications, references, and completes a Central Registry Check "CRC" on staff and volunteers. I asked if Ms. Osborne completes a criminal history check for volunteers and staff called the I-CHAT and she stated she did not know what type of check that was. I asked if SM1 had any discipline records in his file and Ms. Osborne stated that he did not have any discipline records.

I reviewed the camp website with the "employment" section of the webpage. The website identifies the steps that staff and volunteers must complete to be eligible to work or volunteer at the camp. The steps include complete an online application; phone interview #1; background checks; and position offered. The online application reads "online application is great opportunity to show off your skills, experience, and personality." The phone interview #1 step describes that after receiving the application, it is initially reviewed based upon staffing needs and then a phone call will be made by Ms. Osborne. Step #4 titled Background Checks reads "the high standards we uphold during interviewing and hiring are an indication of our ongoing strive for safety during the summer. As a result, all of our staff and volunteers undergo a background screening check. We will need three professional references and will run a state and national background check to ensure that you are suitable to work with children in a residential setting." The final step titled "Position Offered" reads "it is on the basis of the telephone interview and consulting with references that our final hiring decision is made." The background check process includes a "voluntary disclosure statement authorizing background investigation, a check of the national sex offender Public Registry, a criminal background check on a state and local level, and three reference letters.

On 10/25/24, I received a copy of the CPS-MIC report. The report included a case contact, interview summaries, worker actions, and referenced the joint investigation by MSP. CPS-MIC report read at the time of the CPS-MIC disposition; MSP did not believe they would have criminal charges. The interview summaries of Camper A,

Camper B, and Camper H were conducted using forensic protocol. The CPS-MIC report had summary findings that “no preponderance of evidence” could be found for the allegation of sexual abuse.

On 10/29/24, I conducted a follow up interview with Ms. Osborne. She stated she collects an online application prior to allowing staff (paid or volunteer) to work with campers. Ms. Osborne provided a link to the online application. I reviewed a google form document titled “Job Application”. The online form asks for name, email, phone number, mailing address, date of birth, age, paid summer staff, volunteer staff, drivers license, have you ever been convicted?, if yes, explain, medical limitations, church or faith connections, church or faith based activities, describe recent professional or volunteer experience that relates to your ability to work with children or youth, certifications, what experiences do you have or have had with these certifications?, employment history, camp specific?, specific skills, availability for staff training?, paid staff – availability for staff training, reference #1-#3, date application was submitted, and email. Ms. Osborne stated the staff identify references and she will contact the references. However, she does not keep track of who she talks with or when she connects with the references. Ms. Obsborne stated she is responsible for hiring and securing staff and volunteers for the camp. Ms. Osborne acknowledged the process for determining suitability of staff members including gathering applications, references, and conducting background checks needs to be updated and improved.

APPLICABLE RULE	
R 400.11109	**Staff.**
	(6) Before assignment, a camp shall evaluate all of the following characteristics for each staff member in relation to the duties to be assigned: **(a) Character.** **(b) Emotional stability.** **(c) Health.** **(d) Ability.** **(e) Experience.** **(f) Education.**

ANALYSIS:	Interview and records reveal the camp administration does not have a consistent process for determining suitability of a camp volunteer prior to working with campers. The camp administration did not have evidence to support a complete process including application, interviews, reference checks, criminal history checks, and central registry checks. The camp did not keep adequate records of staff coaching, correction, or discipline. The camp did not comply with this rule.
CONCLUSION:	**VIOLATION ESTABLISHED**

ALLEGATION:

The camp operator did not ensure all staff completed pre-camp training.

INVESTIGATION:

I interviewed SM1 about pre-camp training. SM1 stated he did not attend staff training in 2024. He stated he did receive a copy of the camp policy manual.

I interviewed Ms. Osborne about training of volunteers and staff members. Ms. Osborne stated volunteers and staff members participate in an annually training called “Pre-camp Training” prior to working with campers. Ms. Osborne stated staff that attend the camp all summer complete the Pre-camp Training from 6/9/24-6/12/24, if they can make it. She stated volunteers that serve for just one week of camp attend a shorter session on the Sunday of the camp session. Ms. Obsborne stated SM1 was possibly at Pre-camp Training, but she does not maintain written record of who attended the training. Ms. Obsborne stated she thought that SM1 had received a copy of the policy manual. She stated the Pre-camp Training for a weekly volunteer is approximately three hours long and includes the Pre-camp Training PowerPoint review, a copy of the manual, and a review of the child protection policy. Ms. Obsborne did not have records of any staff attendance at the Pre-camp Training beginning of summer or for those volunteers attending each session.

I reviewed the camp Pre-camp Training materials. The training materials included a PowerPoint titled “Pre-camp Volunteer Training,” a 2024 training document titled “Presbytery Point Camp Pre-camp Staff Training,” and document titled “Camp Policies 2023.” The training content covered camp philosophy and objectives, camp policies/procedures, developmental levels of campers, boundaries and child protection law, behavior management, staff responsibilities in health policy, camp operation procedures, and emergency procedures. The section titled “boundaries: mandated reporting: child protection law” did not include information about setting appropriate boundaries within the framework of child developmental levels or within behavior management. The information lacked specific written information about

positive behavior management strategies and setting appropriate physical and emotional boundaries.

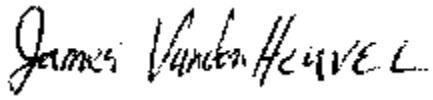
I reviewed the camp website. The website reads “At the start of each season, new and returning counselors and volunteers participate in an orientation and a series of carefully planned training sessions, including First Aid and CPR certification.”

APPLICABLE RULE	
R 400.11109	**Staff.**
	(9) A camp shall establish and provide a pre-camp training program for staff members. A camp shall ensure that the overall training time, including pre-camp training, shall be not less than 3 hours for each week a person works for the first 10 weeks of the camp's operation.
FOR REFERENCE	
	(10) A camp shall ensure that the program content for the pre-camp training is in writing and includes all of the following information: **(a) The camp’s philosophy, objectives, policies, and operating procedures.** **(b) Procedures and requirements of these rules related to each staff member’s duties.** **(c) Camper behavior management.** **(d) Developmental needs of the population that is served.** **(e) Acceptable techniques of camper supervision.**
ANALYSIS:	Interview and records reveal the camp did not ensure pre-camp staff training for all camp staff and volunteers prior to working with campers. The camp administration did not maintain adequate records to show evidence of staff training and completion of the required training topics. The camp did not comply with this rule.
CONCLUSION:	**VIOLATION ESTABLISHED**

On 10/29/24, I conducted an exit conference with Ms. Osborne by telephone. I reviewed the findings of this investigation. Ms. Osborne stated she understood the findings of the report and would develop a written corrective action plan within required timelines.

IV. RECOMMENDATION

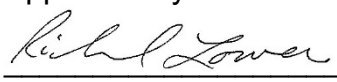
Upon an acceptable written corrective action plan, I recommend no change in license status.



10/29/24

James P. VandenHeuvel Date
Licensing Consultant

Approved By:



10/31/2024

Richard Lower, Director Date
Out-of-School Time and Camp Licensing