



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

ORLENE HAWKS  
DIRECTOR

Carly Weinstock  
Fresh Air Society dba Tamarack Camps  
6735 Telegraph Road, Suite 380  
Bloomfield Hills, MI 48301

November 3, 2022

RE: License #: CR630200554  
Investigation #: 2022C0434026  
Tamarack Camps  
4361 Perryville Rd.  
Ortonville, MI 48462

Dear Ms. Weinstock:

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.

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  
THIS REPORT CONTAINS PROFANITY**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	CR630200554
<b>Investigation #:</b>	2022C0434026
<b>Complaint Receipt Date:</b>	08/22/2022
<b>Investigation Initiation Date:</b>	08/23/2022
<b>Report Due Date:</b>	10/21/2022
<b>Licensee Name:</b>	Fresh Air Society dba Tamarack Camps
<b>Licensee Address:</b>	Suite 380 6735 Telegraph Road Bloomfield Hills, MI 48301
<b>Licensee Telephone #:</b>	(248) 627-2821
<b>Administrator:</b>	Carly Weinstock
<b>Name of Facility:</b>	Tamarack Camps
<b>Facility Address:</b>	4361 Perryville Rd Ortonville, MI 48462
<b>Facility Telephone #:</b>	(248) 647-1100
<b>Original Issuance Date:</b>	06/01/1951
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	09/14/2020
<b>Expiration Date:</b>	09/13/2022
<b>Capacity:</b>	750
<b>Program Type:</b>	CHILD CAMP - RESIDENTIAL

## II. ALLEGATION(S)

	Violation Established?
The camp program had no behavior management policy.	Yes
<b>Additional Findings</b>	Yes

## III. METHODOLOGY

08/22/2022	Special Investigation Intake 2022C0434026
08/23/2022	Special Investigation Initiated - Telephone
09/16/2022	Contact - Telephone call made
09/19/2022	Contact - Telephone call made
09/23/2022	Contact - Face to Face video conference with Carly Weinstock
11/03/2022	Inspection Completed-BCAL Sub Compliance
11/03/2022	Corrective Action Plan Requested and Due By 11/18/22
11/03/2022	Exit Conference conducted by Telephone with Carly Weinstock

### ALLEGATION:

**The camp program had no behavior management policy.**

### INVESTIGATION:

On 8/22/22, the Bureau of Community and Health Systems received an BCAL online complaint forwarded from Michigan Department of Health and Human Services (MDHHS) Centralized Intake unit. The complaint read in part "On an unknown date between 7/19-7/30, [Staff Member (SM) 1] put his hands on [Camper A's] shoulders during a game of capture the flag. [Camper A] felt that [SM1] was being mean to him. [Camper A] did not sustain any injuries and did not complain of any pain. On 7/30, [Camper A] reported the incident to the camp social worker. [SM1] denied the incident occurred. On 8/4, [Camper A] was dismissed from the camp due to behavioral issues. On 8/15, [Camper A's] mother contacted the camp and claimed

that [SM1] shook [Camper A] and said inappropriate things in front of or directed at [Camper A] including “fucking psychopathic liar” and “are you dumb”.

On 8/23/22, I left a message with the camp director to contact me by telephone.

On 9/16/22, I left a message with the camp director to contact me by telephone.

On 9/23/22, I interviewed camp director Carly Weinstock by video conferencing. Ms. Weinstock stated she reported to Centralized Intake the allegations. She stated the camp dismissed Camper A due to misbehavior. Ms. Weinstock stated the camp staff are trained in behavior management during the staff training week of 6/10-6/19/22. In addition, staff sign a contract agreeing to the behavior management plan. Ms. Weinstock stated SM1 has worked as a counselor for two years. He was hired to work as a sports specialist between 6/21 - 7/15 and then as an 8<sup>th</sup> grade boy’s counselor between 7/19 - 8/4. Ms. Weinstock stated SM1 has had no discipline issues in his employment file.

Ms. Weinstock provided camp Tamarack’s staff handbook titled “2022 Staff Rules and Guidelines.” Within the section, “Abuse and Harassment Policy”, the paragraph titled “Physical Abuse/Workplace Violence” reads “A staff member should never, under any circumstances, lay a hand on a camper-either as a serious consequence or as a playful gesture.” Within the paragraph titled “verbal abuse” it read “While staff members might find themselves stressed, tired, and/or frustrated, they are never permitted to yell, use profanity, or other inappropriate language, or swear at campers.” A signature page is required for camp staff at the end of the document. Ms. Weinstock provided a copy of the signature page attesting “*I represent that I have read, asked any questions that I may have, understand, and agree to comply with the above rules and guidelines*” signed by SM1 and dated 5/18/22.

I reviewed the document titled “Camper Discipline”. The document includes a list of “do’s and don’ts”, a statement “No child may ever be physically punished, isolated, or humiliated.” The statement also lists within the section titled “Discipline-Some Helpful Hints” under “DO’s” the following items “remove child from situation, deal with the behavior, explain reasons why they can’t do certain things, set limits, use eye contact. Under the “Don’ts” the following items are listed “physically abuse, verbally abuse, haze, ignore for long periods, force, punish whole bunk for one child’s misbehavior, humiliate child, or take your frustrations out on kids.”

<b>APPLICABLE RULE</b>	
<b>R 400.11113</b>	<b>Behavior management.</b>
	<b>(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.</b>
<b>ANALYSIS:</b>	The policy includes many acceptable and unacceptable behaviors, but the policy does not clearly state unacceptable forms of discipline including depriving of food or sleep, placed alone without staff supervision, observation, and interaction, or subject to corporal punishment, excessive physical exercise, or excessive restraint as required by administrative rule.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

### **Additional Findings**

On 9/23/22, I reviewed the staff record for SM1. The camp utilizes the software application *Camp Brain* to collect employment information. The file review found the camp had conducted the required criminal history check and central registry checks. Ms. Weinstock stated the references were not maintained in the staff record. She stated she would forward the references when she could get into the system to obtain.

On 9/28/22, I received an email from Ms. Weinstock. The email included two references obtained by the camp for SM1. Ms. Weinstock wrote “attached are the references for SM1. We only ask for references in their first year of applying so these are from Summer 2020 which he was hired but we cancelled prior to the summer. We typically collect three references for each employee but since camp was canceled, we never followed up about getting his third. ACA does require us to get a least two.”

I reviewed the two references for SM1. The references included form questions asking about the character of the SM1. The questions included “is this the type of person you would want as a counselor for a child of your own? Character questions about emotional maturity, motivation, tolerance, and responsibility. The two references were positive statements about SM1.


<b>APPLICABLE RULE</b>	
<b>R 400.11109(7)</b>	<b>Staff</b>
	<b>(7) A camp shall maintain a personnel record, collected before initial assignment, for each staff member, except</b>

	<p>medical professionals whose employing organization subcontracts with the camp to provide medical services and that already requires clearances and maintains a personnel file containing all required documentation and that may be reviewed at the employer's site. The record shall include all of the following information:</p> <p>(d) Three statements of positive reference that are obtained before staff assignment and that are from persons unrelated to the staff member.</p>
<b>ANALYSIS:</b>	SM1's employment record had only two personal references.
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

On 11/3/22, I conducted an exit conference with Ms. Weinstock. I reviewed the findings of the report. Ms. Weinstock stated she understood the findings and will be submitting a written corrective action plan within the required timeline.

#### IV. RECOMMENDATION

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

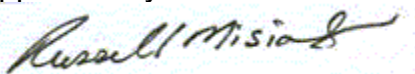


11/3/22

James P. VandenHeuvel  
Licensing Consultant

Date

Approved By:



11/2/22

Russell B. Misiak  
Area Manager

Date