



November 30, 2016

To Members of the Dudley/Kiniya Community:

I am writing to share difficult news and to seek your help.

This summer, Matt Storey received information from the family of a former camper who had previously disclosed that he was sexually abused by his leader in the late 1970s while at Camp Dudley. Matt immediately passed this information on to the Board of Trustees. The information provided confirmed that the survivor wrote to Camp in 2002 about the abuse and shortly thereafter met with the then Camp Director and Board Chair.

Matt and I met in September with the survivor's family. We listened carefully, expressed our sorrow and sympathy, and offered Dudley's ongoing support. We also provided an overview of our Camps' current policies, procedures and safeguards, which are in place to protect those in our community from abuse of any kind. Appropriate relationships and trust between our campers, leaders and staff are the cornerstones of our Camps' mission and core values.

In response to the information received this summer, we initiated an internal review. It confirmed that another former Dudley camper had disclosed to Camp after the 1984 season that he was sexually abused at Camp in the early 1970s by the same leader. Immediately following this initial disclosure, the then Camp Director met with and terminated the leader, barring him from any further involvement or contact with Camp.

Both former campers showed great courage in coming forward. At the time they approached Dudley with this information, they each asked that Camp keep the information confidential. Dudley honored their requests.

Much has evolved in our society regarding our understanding of the impact and occurrence of sexual abuse, and of the laws and best practices pertaining to investigating, reporting and disclosing such occurrences. In light of this, and based on the information received and confirmed during our internal review, the Board unanimously agreed to conduct an external investigation to determine what has transpired and to share what we know with our community in order to determine if others have suffered any instances of sexual abuse at our Camps. The Board has authorized Laura Kirschstein and her team of T&M Protection Resources to conduct this external investigation. We also have notified the appropriate law enforcement authorities.

We are seeking your help in this endeavor. If you are aware of any information that can assist us, we encourage you to contact Ms. Kirschstein, at 212.916.8852, or via email at lkirschstein@tmprotection.com. T&M Protection Resources has extensive experience in helping schools and other organizations investigate sexual abuse and misconduct. Alternatively, I am available

to speak with you. Finally, if you would prefer to communicate with an independent mental health professional, you can contact Rebecca W. Carman, LCSW, at 917-751-8803, or via email at rebecca@RebeccaWCarman.com. All information shared with us for purposes of the investigation will be treated with the utmost respect and discretion.

While we cannot undo what has occurred in the past, we are deeply saddened by the suffering and isolation such incidents can cause. There is zero tolerance for such misconduct at our Camps. The safety of our campers and staff – past and present – remains our highest priority. My letter of last year (enclosed) outlines the policies and procedures in place to protect our campers and every person in our community.

I will update you with further information at the conclusion of the investigation.

Sincerely,

A stylized, handwritten signature of the letter 'Q' in a dark blue color.

Matt Quigley, #10643
Chair, Camp Dudley Board of Trustees
chair@campdudley.org



Fall 2015

Dear Member of the Dudley/Kiniya Family,

Greetings! This issue of the *Camp Dudley News* – which has been a steady source of information for the Dudley community since 1937 – is chock full of great articles, important information and news about our Camps, campers and alumni. I especially want to encourage you to read our Strategic Vision (“2020 Vision”), which can be found beginning on page 61.

2020 Vision is the culmination of a multi-year Strategic Planning process that incorporates the 2013 Survey responses from hundreds of members of the Dudley/Kiniya community, and reflects the collaboration of our Directors, their staffs and the Board of Trustees (the “Board”). We also benefited from the advice and guidance of The Chairman’s Council, a dedicated group made up of former Board Chairs.

During this Strategic Planning process, we spent a significant amount of time delving into what has made our Camps so special and what continues to do so today. This thoughtful examination gave us the opportunity to reflect on the culture and traditions of the past and to consider changes necessary to ensure that all aspects of our Camps are inclusive and consistent with the Dudley mission. We acknowledged the many important Camp traditions that link us to the past and reinforce the lessons of fellowship, service and leadership central to our Camps.

We also reconfirmed that the safety of our campers – and of all those in the Dudley/Kiniya community – will continue to be our highest priority. This reaffirmation took place against a backdrop of repeated revelations in the national press regarding bullying, hazing, sexual abuse and sexual misconduct at a myriad of educational, fraternal, religious and other institutions. These reports challenged the Board to evaluate our Camps’ policies and procedures based on our commitment to safety and through the prism of protection. While I want to share some important information with you, I also seek your engagement and support.

We believe our Camps’ policies and procedures are strong and appropriate. The key practices in place include the following:

- Beginning on Opening Day, campers are given clear guidance in terms of whom to turn to with any questions or problems;
- All Leaders and staff go through training developed by Darkness to Light, a leading organization focused on ending child sexual abuse (www.d21.org);
- All employees complete a voluntary disclosure statement and are required to undergo a criminal background check and screening through the national criminal sex offender database, prior to the arrival of our campers each summer;
- All employees are required to observe high standards of professional and personal ethics, honesty and integrity in the conduct of their duties and responsibilities;
- All employees can report any alleged or potential violations of our Camps’ code of conduct through our Camps’ Whistleblower Policy, which in turn results in a written report to the Board;

- All employees are required to report instances of harassment, whether it occurs between staff-and-staff, staff-and-camper or camper-and-camper;
- All employees must sign an affidavit that they fully understand our policies regarding Leader/staff conduct and camper-Leader/staff contact; and
- All employees attend pre-season training sessions that establish our Camps' expectations, that outline the boundaries around acceptable and appropriate behavior, and that highlight the reporting requirements associated with impermissible or inappropriate behavior.

Throughout this process, the Board, our Directors and their staffs have carefully considered the lessons from other institutions that have publicly shared new approaches to ensuring safety and well being in their communities. We recognize that any set of policies and procedures is effective only through diligent implementation and attention to the overall culture of an institution. Just as we solicited your input throughout our Strategic Planning process, we welcome it now – in this instance, with respect to our current policies and procedures around safety and the protection of those in our care.

We want to hear from you. Your observations, concerns, and suggestions about Camp from today or from the past are important to us, and are an essential ingredient in our ongoing review of our policies and procedures. We seek your insights and perspectives and ask particularly for your candor. Do you have information or ideas that you would like to share? Please contact me or our Camp Directors by phone through the Camp office or by email at our Camp email addresses. If you would prefer to speak with a third party, we are happy to arrange this through the Camp office.

Your input, as part of an active and open dialogue, can help us to continually improve. It always has! Through an earnest and collective effort, we can steadfastly strengthen the culture of safety at our Camps. Thank you in advance for the vital role that you play in the Dudley/Kiniya community.

Sincerely,



Matt Quigley, #10643
Chair, Camp Dudley Board of Trustees
chair@campdudley.org