



CCCA Compass Survey 2023 - General Module

General Ministry Center Information

Thank you for taking time to complete this survey. It will give us and our membership valuable information on the state of Christian camps and conference centers. Please read each question carefully and answer it to the best of your ability. If a question doesn't pertain to you, simply skip it.

A camp director should be able to complete this survey module with the aid of an annual report.

All of your answers will be strictly confidential; individual camp data will not be available to CCCA. Only aggregate data will be available to CCCA. We ask for your CCCA ID# and camp name in all survey modules so that we can track the data, match the modules, and avoid duplicate responses. We are hoping for one response per camp/conference organization. If you pause in the middle, you should be able to come back and complete the survey if you follow the same link and use the same device.

If you have any questions about how to complete the survey you may contact Jake Sorenson at Sacred Playgrounds: 608-865-0406 or jake@sacredplaygrounds.com.

Thank you for your ministry!

* 1. What is your organization's CCCA ID number?

2. What is the name of your camp/conference organization?

3. What is *your* role at the camp/conference center?

- ☐ Director/Executive Director/CEO
- ☐ Associate or Assistant Director
- ☐ Board member/chair

Other (please specify)

4. Which of the following best characterizes your camp/conference center programs?

- ☐ Primarily adult conferences and retreats, with some additional programs
- ☐ Primarily youth/child camping, with some additional programs
- ☐ Combination of youth/child summer camping and year-round retreats/conferences

Other (please specify)

5. What is your camp/conference operating year?

- ☐ Year-round
- ☐ Spring, Summer and Fall
- ☐ Summer only
- ☐ Winter only
- ☐ Other (please describe)

6. What is your camp/conference center's approximate annual operating budget?

7. How many year-round staff members does your camp or conference center employ?

	Full-time year round	Part-time year round
Total Year-round staff positions	<input type="text"/>	<input type="text"/>
How many are currently vacant?	<input type="text"/>	<input type="text"/>

8. Of your total year-round staff (full-time or part-time), how many:

	# Full-time or Part-time staff
Live on site at your property?	<input type="text"/>
Are black, indigenous, or other persons of color (BIPOC)?	<input type="text"/>
Are responsible for raising some or all of their salary/support?	<input type="text"/>

9. Do you offer a gap-year program or internship in the non-summer months designed for training or discipling young adults?

- ☐ Yes
- ☐ No

10. How many acres of property does your camp/conference center own or lease long-term?

- ☐ we own our property
- ☐ we lease our property long-term
- ☐ we rent or use property from another group or ministry

Acreage:

11. Is your camp affiliated with one or more Christian denominations?

- ☐ Yes
- ☐ No

With what denomination(s) are you primarily affiliated?

12. Which of the following best describes the status of your camp/conference center? (Check only one)

- ☐ For Profit - Privately owned
- ☐ For Profit - Owned by a corporation
- ☐ Not-For-Profit - Owned or operated by one church
- ☐ Not-For-Profit - Owned or operated by a group or association of churches organized ONLY for the purposes of owning a camp
- ☐ Not-For-Profit - Owned or operated by a denominational district/conference/synod, etc.
- ☐ Not-For-Profit - Owned or operated by a Christian para-church organization, educational institution, ministry, or agency
- ☐ Not-For-Profit - Independently owned and operated
- ☐ Not-For-Profit - Owned by a secular organization, institution, or agency

Other (please describe)



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Part II: Director and Board Information

Please answer the following questions about your camp/conference center's director/executive director/CEO and board. If there are co-directors or you need to explain an answer, please use the provided text boxes.

13. What is the gender of your director/CEO? *(If co-directors, please include gender of each)*

14. Age of director

- ☐ less than 30
- ☐ 30-39
- ☐ 40-49
- ☐ 50-59
- ☐ 60-69
- ☐ 70 or older

Other answer:

15. Highest education level of director:

- ☐ High school or equivalent
- ☐ Some college or trade school
- ☐ 2-year or Associates degree
- ☐ 4-year Bachelors degree
- ☐ Masters degree
- ☐ Doctorate

Other (please specify)

16. Is the director:

- ☐ White/Caucasian
- ☐ Black/African-American
- ☐ Hispanic/Latino(a)
- ☐ American Indian or Alaska Native
- ☐ Asian
- ☐ Native Hawaiian or Pacific Islander

Other (please specify)

17. How long has the currently serving director been in the position?

- ☐ less than a year
- ☐ 1-2 years
- ☐ 3-5 years
- ☐ 6-10 years
- ☐ 11-15 years
- ☐ 16-25 years
- ☐ more than 25 years

18. What is the highest degree or level of schooling the director has completed?

- ☐ High school diploma, GED, or equivalent
- ☐ Some college-level credits, no degree
- ☐ Associate's degree (for example: AA, AS)
- ☐ Bachelor's degree (for example: BA, BS)
- ☐ Master's degree (for example: MA, MS, MSW, Mdiv)
- ☐ Doctorate degree (for example: PhD, DMin, EdD)

19. What is the highest level of theological degree or certification that the director/CEO has obtained?

- ☐ Professional certification in religion, theology, or ministry
- ☐ Undergraduate degree in religion, theology, or ministry
- ☐ Undergraduate degree specifically in camping ministry or outdoor ministry
- ☐ Master of Arts (or similar degree) in religion, theology, or ministry
- ☐ Master of Divinity degree (Mdiv)
- ☐ Master of Theology (THM, STM, etc.)
- ☐ Doctoral degree in theology (Dmin, STD, or PhD in theological field)
- ☐ No formal theological degree or certification

20. How many members do you have on your board of directors? *(If your camp is part of a larger ministry operation, please list details for the board or committee with governance responsibility for the camp.)*

21. What is the total number of men and women currently serving on your board?

Men

Women

22. How many current board members do you have in each of the following ethnic categories?

White

Black/African-American

Hispanic/Latino(a)

Asian

American Indian or Alaska Native

Native Hawaiian or Pacific Islander

Other

23. How many board members are clergy?

24. How often does your board of directors meet?

- ☐ More than monthly
- ☐ 11-12 times per year
- ☐ 7-10 times per year
- ☐ 5-6 times per year
- ☐ 4 or fewer times per year

Other (please specify)

25. How long is each board member's term?

☐ Less than 2 years

☐ 2 years

☐ 3 years

☐ 4 years

☐ 5 years

☐ 6 years

☐ More than 6 years

☐ No set term length

Other (please specify)



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Part III: Summer Ministries

Please answer the following questions about your summer programs (June-August) from 2022.

26. Which of the following best characterizes your summer camp operations?

- ☐ We are primarily a rental facility for outside groups
- ☐ We primarily run our own programs with paid staff and/or volunteers
- ☐ We have a combination of rental groups and our own programs

Other (please specify)

27. Does your ministry center operate summer camp programs (day camp, overnight youth camp, family camp, or trip/travel programs)?

- ☐ Yes, we are primarily (or exclusively) a summer camp during the summer
- ☐ Yes, we offer summer camp along with other programs (retreats, conferences, and/or user groups)
- ☐ No, we do not offer these. Please let me skip questions about summer camp

28. Which of the following programs does your camp offer during the summer months? *(select all that apply)*

- ☐ Overnight summer camp for children/youth
- ☐ On-site day camp programs
- ☐ Family camp
- ☐ Grandparent/grandchild camp
- ☐ Traveling day camp (staff travel to run day camp at churches or other sites)
- ☐ Special needs/special ability camp
- ☐ Leadership training programs, including counselor/staff in training (CIT or SIT)
- ☐ Service/mission experiences
- ☐ High adventure or wilderness experiences
- ☐ Trip/travel programs
- ☐ Programs with a special focus on music, art, or drama
- ☐ Program with a special focus on S.T.E.M. education
- ☐ Virtual or online programs for children/youth
- ☐ Adult retreats or conferences
- ☐ None of these

Other (please specify)

29. Which of the following are commonly used accommodations for your summer programs? *(check all that apply)*

- ☐ Campground for tent or RV camping
- ☐ Wilderness camping
- ☐ Rustic accommodations (tents, yurts, or cabins without electricity)
- ☐ Rustic cabins (no bathrooms or temperature control)
- ☐ Modern cabins (with bathrooms and/or temperature control)
- ☐ Dormitory-style housing accommodations
- ☐ Hotel-style accommodations

30. What is your total overnight capacity (number of beds) for summer programs? Please count total beds, including beds occupied by staff and volunteers. If you have double beds and two people sometimes occupy them, count them as two beds. It is helpful to think about the total number of pillows you have.

31. Overall summer ministry enrollment was approximately:

- ☐ Full or nearly 100% full
- ☐ 90-99% capacity
- ☐ 75-89% capacity
- ☐ 50-74% capacity
- ☐ Less than 50% capacity
- ☐ Unsure

32. Compared to the previous summer, enrollment in 2022 was generally

- ☐ Much LOWER than the previous summer (> 10% lower)
- ☐ Somewhat lower than the previous summer (< 10% lower)
- ☐ About the same
- ☐ Somewhat higher than the previous summer (< 10% higher)
- ☐ Much HIGHER than the previous summer (> 10% higher)
- ☐ Unsure

33. When compared to the last 5 years, 2022 summer enrollment was:

- ☐ The highest of the past 5 years
- ☐ Higher than most in the past 5 years
- ☐ About the same as the past 5 years
- ☐ Lower than most in the past 5 years
- ☐ The lowest of the past 5 years
- ☐ Unsure

34. How many paid SEASONAL staff did your camp employ during the summer months in each of the past two summers?

Summer staff 2021

Summer staff 2022

35. Approximately what percentage of your 2022 summer staff members were returning staff?

- ☐ less than 25%
- ☐ 25%-35%
- ☐ 36%-50%
- ☐ 51%-75%
- ☐ greater than 75%
- ☐ Unsure

36. How would you characterize the staffing at your camp during the summer of 2022?

- ☐ Fully staffed
- ☐ Moderately understaffed (could have used more, but not a critical deficit)
- ☐ Very understaffed

Comments

37. Approximately what percentage of your seasonal summer staff members were people of African descent, Hispanic, Asian, Native American, or other persons of color?

- ☐ Less than 5%
- ☐ 5%-10%
- ☐ 11%-25%
- ☐ 26%-50%
- ☐ 51%-75%
- ☐ More than 75%
- ☐ Unsure

38. For your seasonal summer staff, do you primarily use paid staff, volunteer staff, or both?

- ☐ Exclusively (or almost) paid staff
- ☐ Majority paid staff, with some volunteer help
- ☐ Combination of paid and volunteer staff
- ☐ Majority volunteer staff, with some paid staff
- ☐ Exclusively (or almost) volunteer staff

39. Looking ahead to the coming summer of 2023, how close are you to filling your staffing needs with current contracts and commitments?

- ☐ Fully staffed (or nearly) for 2023
- ☐ More than 90%
- ☐ 75-89% of staff needed
- ☐ 50-74% of staff needed
- ☐ Less than 50% of staff needed for summer 2023
- ☐ Unsure

40. How does the current status of summer staff hiring compare to the same period last year?

- ☐ Much higher percentage of staff hired compared to this time last year
- ☐ Slightly higher percentage of staff hired
- ☐ About the same
- ☐ Slightly lower percentage of staff hired
- ☐ Much lower percentage of staff hired compared to this time last year
- ☐ Unsure



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Part IIIB: Summer Camp

41. How many weeks of summer camp programming (including residential, day, and family camps but not including staff training) did you offer in 2022?

42. Which of the following best describes the gender breakdown of your child/youth summer camp programs?

- ☐ Boys only camp
- ☐ Girls only camp
- ☐ Boys and girls attend, but during separate weeks of the summer
- ☐ Co-ed camp (boys and girls attend at same time)
- ☐ We do not have child/youth summer camp programs

43. For your summer camp programs designed for children/youth, which of the following session lengths do you offer? (*check all that apply*)

- ☐ Single day programs (no overnights)
- ☐ Partial week sessions (2-4 days)
- ☐ Week-long sessions (5-7 days)
- ☐ 2-week sessions
- ☐ Sessions lasting longer than 2 weeks

Other (please specify)

44. Looking at the past two summers, how many total child/youth summer campers (not counting adults) attended your overnight camp programs in each?

Overnight campers in
2021

Overnight campers in
2022

45. Of your overnight summer campers in 2022, approximately what percentage fell into the following age categories? *(number should add to 100%)*

Elementary age (k-5 grade)

Middle school age (6-8 grade)

High school age (9-12 grade)

Adults

46. Looking at the past two summers, how many total child/youth summer day campers (not including adults) attended your onsite day camp programs (no overnights) in each?

Day campers in 2021

Day campers in 2022

47. You indicated you offer family camp programs. Looking at the past two summers, how many family campers did your camp serve in each? *Please record total number of people, not number of family groups.*

Family campers in 2021

Family campers in 2022

48. How many summer campers participated in your leadership training (including counselor/staff in training) programs in 2022?

49. You indicated that you offer a gap-year or internship program in the non-summer months designed for training or discipleship of young adults. How many participated in this program in the most recent session (or currently)?

50. Approximately what percentage of your summer campers were African-American, Hispanic, Asian-American, Native American, or other racial minority?

- ☐ less than 5%
- ☐ 5% - 10%
- ☐ 11% - 25%
- ☐ 26% - 50%
- ☐ 51% - 75%
- ☐ more than 75%
- ☐ unsure

51. Approximately what percentage of your summer campers received financial assistance (or "camperships") to cover the camp fees, not including promotional deals/discounts?

- ☐ less than 10%
- ☐ 10%-25%
- ☐ 26%-50%
- ☐ 51%-75%
- ☐ more than 75%
- ☐ unsure

What percentage of campers received FULL scholarships to attend?

52. How long (in days) was your training specifically designed for paid summer staff members, not including optional or specialty days (such as lifeguard training)?

53. If your camp utilizes volunteer staff members for your programming, how long (in days) was your training for these volunteers?

54. For the majority of your camp programs, who leads/facilitates the Bible study or spiritual formation time?

- ☐ The cabin counselor (or unit group leader) that also stays with the campers overnight
- ☐ The director or other full-time year-round staff member
- ☐ Other seasonal staff members (besides counselors) who specialize in leading these times
- ☐ Visiting clergy or spiritual leaders not employed by the camp
- ☐ We do not have a regular Bible study or spiritual formation time

Other (please specify)

55. Many camps offer campers the opportunity to make a decision to become a Christian or recommit their lives to following Christ. If you track this number, how many summer campers made such a commitment?

- ☐ We encourage decisions or recommitment to Christ, but we do not track the numbers
- ☐ We do not regularly encourage decisions or recommitment to Christ as part of our programs

Number of decisions or recommitments to Christ at summer camp:



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Part IV: Retreat/Conference Ministries

Please answer the following questions about your retreat/conference programs for the most recently completed season (calendar year 2022 or retreat season 2021-2022).

56. Which of the following best characterizes your retreat season operations?

- ☐ Primarily (or exclusively) user groups and facility rental
- ☐ Majority user groups/facility rental with some programmed/hosted retreats
- ☐ Balance of user groups/facility rental and programmed/hosted retreats
- ☐ Majority programmed/hosted retreats with some user group/facility rental
- ☐ Primarily (or exclusively) programmed/hosted retreats/conferences
- ☐ None of the above

57. What is the current capacity of overnight retreat or conference guests during the fall/winter/spring? Please count total beds, including beds occupied by staff and volunteers. If you have double beds and two people sometimes occupy them, count them as two beds. It is helpful to think about the total number of pillows you have.

58. Which of the following accommodations are available to retreat and conference center guests?

- ☐ Linen service
- ☐ Food service
- ☐ Campground for guests to bring their own tent, camper, or RV
- ☐ Rustic cabins (without bathroom)
- ☐ Modern cabins (with bathrooms and temperature control)
- ☐ Dormitory-style housing accommodations
- ☐ Hotel-style accommodations
- ☐ Large group conference meeting space for groups of 100+

59. How many total overnight guests did you host in the most recently completed season?

☐ Unsure

Number of guests:

60. Of the total overnight guests you served in the retreat/conference season, approximately what percentage fell into each age group? *(total should add to 100%)*

Primary school age
children (k-8 grade)

High school age youth
(9-12 grade)

Adults (or post-high
school)

61. How many day-only guests (no overnights) did your conference/retreat center host?

☐ Unsure

Number of guests:

62. Of the total day-only guests (no overnights), approximately what percentage fell into each age group? *(total should add to 100%)*

Primary school age
children (k-8 grade)

High school age youth
(9-12 grade)

Adults (or post-high
school)

63. Overall retreat and conference season WEEKEND usage (Friday-Sunday) was approximately:

☐ Full or almost 100% full

☐ 90-99% capacity

☐ 75-89% capacity

☐ 50-74% capacity

☐ Less than 50% capacity

☐ unsure

64. Overall retreat and conference season weekday usage (Monday-Thursday) was approximately:

- ☐ Full or almost 100% full
- ☐ 90-99% capacity
- ☐ 75-89% capacity
- ☐ 50-74% capacity
- ☐ 25-49% capacity
- ☐ less than 25% capacity
- ☐ unsure

65. Compared to the previous retreat/conference season, usage was generally:

- ☐ Much LOWER than the previous year (> 10% lower)
- ☐ Somewhat lower than the previous year (< 10% lower)
- ☐ About the same as the previous year
- ☐ Somewhat higher than the previous year (< 10% higher)
- ☐ Much HIGHER than the previous year (> 10% higher)
- ☐ unsure

66. When compared to the last 5 years, retreat/conference usage in 2022 was:

- ☐ The highest of the past 5 years
- ☐ Higher than most in the past 5 years
- ☐ About the same as the past 5 years
- ☐ Lower than most in the past 5 years
- ☐ The lowest of the past 5 years

67. How many SEASONAL staff did your camp employ during the fall retreat season (September-December) in the past two years?

Seasonal retreat staff
fall 2021

Seasonal retreat staff
fall 2022

68. How would you characterize your current level of staffing for retreats and conferences?

- ☐ Fully staffed
- ☐ Moderately understaffed (could use more, but not a critical deficit)
- ☐ Very understaffed

69. Many camps offer retreat/conference guests the opportunity to make a decision to become a Christian or recommit their lives to following Christ. If you track this number, how many retreat season guests made such a commitment?

- ☐ We encourage decisions or recommitment to Christ, but we do not track the numbers
- ☐ We do not regularly encourage decisions or recommitment to Christ as part of our retreat programs

Number of decisions or recommitments to Christ at retreats/conferences:



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Other Camp Details

70. How many total overnight accommodations did you provide last year in each of the following age groups? For example, if 1 camper stayed for two nights, that equals 2 overnight accommodations. If you don't track this information, please skip this question.

Children (6th grade and under)

Youth (grades 7-12)

Adults

71. Approximately how many individuals did you serve at off-site locations, such as at a church, school or other facility?

Total served off-site

72. How many total meals did you serve last year (not including staff or volunteers)? For example, breakfast for 10 people equals 10 meals. If you don't track this number, please skip this question.

Total meals

73. In the last fiscal year, how many campers and guest group members made a commitment to full-time ministry? If you don't track this number, please skip this question.

Summer campers

Guest/Rental group members

Retreat/Conference attendees

74. Of those who were eligible to return, approximately what percentage of campers and guest groups returned from the previous year? Do not include those campers who aged out of the program.

	Percentage
Percentage of campers returning	<input type="text"/>
Percentage of guest groups returning	<input type="text"/>

75. From approximately how many churches did your campers and guest groups come last year? If you don't track this number, please skip this question.