



CCCA Compass Survey 2023 - Self-Assessment Module

General Camp 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.

Since this module asks questions about camp direction and philosophy, it is best completed by a camp director, CEO, board chair, or other person with intimate knowledge of the camp's mission and vision.

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 center?

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

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

Other (please specify)

4. What was the impact of Christian Camp in your own life? Please check all that apply.

- ☐ I became a Christian at camp.
- ☐ I did not attend camp as a youth.
- ☐ I made a commitment to go into ministry at camp.
- ☐ I invited a non-believing friend to camp.
- ☐ I recommitted my life to Christ at camp.
- ☐ I met my spouse at camp.
- ☐ Other (please specify)



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Camp Health and Direction

Please provide a brief assessment of your camp. For each of the following, please indicate how your camp is doing in the specific area by rating your agreement level with each statement. Like all of the questions on this survey, your answers are completely confidential and will only be shared in aggregate with CCCA.

5. How strongly do you agree or disagree with the following statements about the financial health of your camp?

	Disagree strongly	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree strongly	UNSURE
Your fundraising efforts are yielding the results you want.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your marketing efforts are yielding the results you want.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have a good process in place for budgeting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You have adequate processes and controls in place to manage camp finances.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your cash management practices prevent cash shortfalls.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your camp/conference center is in good financial health.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have anything to add about the financial wellbeing of your camp?

6. How frequently does your camp or conference center conduct a financial audit by a third party?

- ☐ Annually
- ☐ Every two years
- ☐ Every three years
- ☐ At least once every 3-5 years, but not regularly
- ☐ We have done a financial audit before, but not in the past 5 years
- ☐ We have never done a financial audit by a third party

7. How strongly do you agree or disagree with the following statements about the leadership and direction of your camp?

	Disagree strongly	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree strongly	UNSURE
You have the right board in place and it is accomplishing what you need it to do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You regularly conduct strategic planning that guides your decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your programs are achieving your mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your programs are relevant for today's campers and guests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You are taking the right steps to protect your camp from risks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Staff members believe they have opportunities for professional growth.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The board has put in place an appropriate performance appraisal process for the director/CEO.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Camp leadership is following God's direction.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Campers and guests are growing spiritually as a result of their experiences at your camp.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You are developing strong, mutually						

beneficial
relationships with
the churches you
serve.

☐☐☐☐☐☐

You are developing
strong, mutually
beneficial
relationships with
non-church
organizations in your
community.

☐☐☐☐☐☐

Culture among the
year-round staff is
healthy

☐☐☐☐☐☐

Do you have anything to add about the leadership and direction of your camp?



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Impacts of the COVID-19 Pandemic

The COVID-19 pandemic of 2020-2022 had a tremendous impact on the camp, retreat, and conference industry. Please reflect on how it directly impacted your organization.

8. Compared with pre-pandemic staffing (prior to 2020), is your current YEAR-ROUND staff:

- ☐ Less than half of pre-2020 year-round staff
- ☐ 50%-75% of pre-2020 year-round staff
- ☐ 76%-95% of pre-2020 year-round staff
- ☐ Equal to or within 5% of pre-2020 year-round staff
- ☐ We have more staff now than pre-2020
- ☐ We do not have year-round staff before or after the pandemic

9. During the COVID-19 pandemic in 2020-21, what percentage of your year-round staff did you furlough or lay off?

0 100

10. Considering your regular summer programs, how did the pandemic years compare, in general, to summer 2019?

	Did not offer regular summer programs	Offered programs at limited capacity	Offered programs at full capacity
Summer 2020	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Summer 2021	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Summer 2022	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Considering your fundraising revenue, how did the pandemic years compare with 2019 and before?

	Much lower than pre-pandemic	Somewhat lower than pre-pandemic	About the same	Somewhat higher than pre-pandemic	Much higher than pre-pandemic
2020 fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2021 fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2022 fundraising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. The Paycheck Protection Program (PPP) was a government program designed to alleviate the impacts of the pandemic on small businesses so that they could retain and pay their employees. Did you apply for and/or receive PPP funds?

- ☐ Yes, we received both rounds of PPP funding (spring 2020 and spring 2021)
- ☐ Yes, we received one round of PPP funding
- ☐ We applied but did not receive PPP funds
- ☐ No, we did not apply nor receive PPP funds

13. The COVID-19 pandemic has increased focus on mental, emotional, and social health (M.E.S.H.). In what ways have you maintained or increased your M.E.S.H. resources?

	We do not offer this	We've offered this since before 2020	We began offering this during the pandemic (2020-2022)	We will offer this for the first time in 2023	Unsure
Having a mental health professional regularly available for summer camp staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing staff training sessions and resources focused on M.E.S.H.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Having a summer staff position devoted to camper and/or staff M.E.S.H.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Conducting annual assessment and training for year-round staff for M.E.S.H.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. What changes made during the pandemic will likely be permanent (if any)?



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Camp Philosophy

Please mark what best describes your camp's overall philosophy with respect to the following statements, from strongly disagree to strongly agree.

15. Mark the choice that best describes your camp's overall philosophy with respect to the following statements.

	Disagree strongly	Disagree somewhat	Neither agree nor disagree	Agree somewhat	Agree strongly	UNSURE
The ministry of hospitality is the <u>primary</u> way we proclaim the gospel to our guests.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Camp is a place to unplug from technology (no cell phones, computers, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
At camp, specific theology is not as important as general spirituality/belief.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our camp has a strong focus on nature/creation learning and stewardship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faith formation/practices should be incorporated into all aspects of camp life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Camp worship/programs are designed to get campers more excited about and engaged in their home congregation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our camp emphasizes summer staff formation as much as camper formation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is important for our staff and campers to understand the theology and practices of our faith tradition (or denomination).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our camp is a place where people encounter racial diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our camp is a place where people encounter socio-economic diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our camp exists to lead people to Christ.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is good when campers encounter challenges and frustrations because these things help them grow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have anything to add?



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Camp Priorities

Please indicate the relative importance that your camp places on the following items.

16. Please indicate the importance that your camp places on the following items:

	Not important at all	Not very important	Somewhat important	Very important	Extremely important	UNSURE
Fun for all participants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fellowship/community building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self esteem/character building	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Developing Christian leaders	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peace and social justice awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthen/support families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strengthen/support congregations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increasing racial and socio-economic diversity in our staff and campers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Theological instruction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Familiarity with the Bible	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participating in Christian practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Knowledge of and experiences with creation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Individual faith formation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Participant safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Taking a stand on moral/ethical issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitating participants' experiences of or encounters with God	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Facilitating participant faith formation following completion of the camp or retreat experience	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Caring for the emotional and mental wellbeing of participants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you have anything to add?



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Greatest Threats and Needs

17. What do you believe are the three greatest threats for your camp in the next five years?
Please list up to three.

Greatest threat

Second greatest threat

Third greatest threat

18. What are the three greatest needs of your camp right now?

Need 1

Need 2

Need 3



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Perceptions of CCCA

CCCA is also interested in your feedback on the Association and what you find valuable about your membership. Your anonymous answers to the following questions will help us continue to provide valuable services to all members.

19. Which of the following best describes your recent experiences of the CCCA national conference?

- ☐ I make a point to attend every year
- ☐ I make a point to attend every year and bring 1 or more staff or board members with me
- ☐ The 2022 Conference ("Together") was my first national conference
- ☐ I did not attend the 2022 conference, but I have attended one or more times in the past 5 years
- ☐ I have attended before, but not in the past 5 years
- ☐ I have never attended the CCCA national conference

20. What, if any, are the major barriers for your and/or your staff to attend the national conference?

	Not a concern	Minor barrier	Substantial barrier	Major barrier	Unsure
Too expensive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not the level of education I need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much of a time commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The program and speakers are not interesting to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. What would you like to see more of at the CCCA National Conference?

22. Who are the top 3 ministry leaders you follow or you would recommend for the National Conference?

1

2

3

23. How would you characterize your CCCA section?

- ☐ Thriving
- ☐ Healthy
- ☐ Fair
- ☐ Doing poorly
- ☐ Nearly nonexistent
- ☐ Unsure

24. Do you and/or your staff attend CCCA sectional events?

- ☐ Yes, we send multiple staff every year
- ☐ Yes, I or one other staff member attend every year
- ☐ Yes, members of our staff attend frequently, but not every year
- ☐ We have attended in the past 10 years, but we do not attend frequently
- ☐ No, we have not sent staff in the past 10 years, to my knowledge
- ☐ Unsure

25. What, if any, are the major barriers for your and/or your staff to attend the sectional events?

	Not a concern	Minor barrier	Substantial barrier	Major barrier	Unsure
Too expensive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Not the level of education I need	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Too much of a time commitment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The program and speakers are not interesting to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. What would you like to see more of at your Sectional?

27. How often do you read InSite magazine?

- ☐ I read all or most content in every issue
- ☐ I skim each issue and read articles/sections that interest me
- ☐ I read many but not all issues
- ☐ I read occasionally but not regularly
- ☐ I seldom read InSite magazine
- ☐ I have never read InSite magazine

28. Which of the following ways does your camp staff utilize InSite magazine?

- ☐ We pass it around so that all year-round staff members have a chance to read it
- ☐ We make it available for our summer staff to read
- ☐ We regularly (multiple times per year) use articles in discussions with our board of directors
- ☐ We regularly (multiple times per year) use articles in discussions among our staff
- ☐ We reference information from InSite in our camp publications multiple times per year
- ☐ None of the above

29. What would you like to see more of in InSite magazine?

30. Outside of CCCA resources, what are your top 3 go-to resources for professional development or wisdom directly applicable to your ministry?

1

2

3

31. What benefits do you value most about your membership and association with CCCA?

32. How can CCCA better serve your camp and our membership?

33. What are 2-3 words that you would use to describe CCCA?

1

2

3

34. How likely are you to refer CCCA membership to a colleague, on a scale of 1 to 10, with 10 being Very Likely and 1 being Not At All Likely?

Not At All Likely (1)	2	3	4	5	6	7	8	9	Very Likely (10)
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please share the reason for your rating.